

MEETING:	Cabinet
DATE:	Wednesday, 24 March 2021
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 10 March 2021 (Cab.24.3.2021/3)
(Pages 3 - 6)

Items for Noting

4. Decisions of Cabinet Spokespersons (Cab.24.3.2021/4) (Pages 7 - 8)
5. Action Taken under Paragraph B6 of the Responsibility for Executive Functions - Officer Delegations Contained in the Council Constitution (Cab.24.3.2021/5)
(Pages 9 - 10)

Petitions

6. Petitions received under Standing Order 44 (Cab.24.3.2021/6) (Pages 11 - 14)

Items for Decision/Recommendation to Council

Children's Spokesperson

7. National Takeover Day (2020) (Cab.24.3.2021/7) (Pages 15 - 22)
8. Safeguarding Children: Implementation of Operation 'Encompass' in the Borough (Cab.24.3.2021/8) (Pages 23 - 28)

Core Services Spokesperson

9. Council Plan 2021-2024 and Associated Performance Framework (Cab.24.3.2021/9) (Pages 29 - 46)
10. Gender Pay Gap Report 2020 (Cab.24.3.2021/10) (Pages 47 - 64)
11. Implementation of the 2021/22 Pay Policy Statement (Cab.24.3.2021/11)
(Pages 65 - 82)
RECOMMENDATION TO FULL COUNCIL ON 1 APRIL 2021

Regeneration and Culture Spokesperson

12. 2021/22 Barnsley Homes Standard Programme and Supplementary Investment Programme (Cab.24.3.2021/12) *(Pages 83 - 96)*
13. Sprinkler Installation Programme 2021/22 (Cab.24.3.2021/13) *(Pages 97 - 104)*
14. Employment and Skills - Barnsley Youth Employment Programme (Cab.24.3.2021/14) *(Pages 105 - 112)*
15. Public Sector Decarbonisation Scheme (PSDS) 2021/22 (Cab.24.3.2021/15) *(Pages 113 - 120)*

To: Chair and Members of Cabinet:-

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

Cabinet Support Members:

Councillors T. Cave, Cherryholme, Franklin, Frost, McCarthy 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, Member and Business Support (Monitoring Officer)

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, 16 March 2021



MEETING:	Cabinet
DATE:	Wednesday, 10 March 2021
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 T. Cave, Cherryholme, Franklin, Frost, McCarthy and Tattersall

79. Declaration of pecuniary and non-pecuniary interests

There were no declarations of pecuniary or non-pecuniary interests.

80. Leader - Call-in of Cabinet decisions

The Leader reported that no decisions from the previous meeting held on 24 February 2021 had been called in.

81. Minutes of the previous meeting held on 24 February 2021 (Cab.10.3.2021/3)

The minutes of the meeting held on 24 February 2021 were taken as read and signed by the Chair as a correct record.

82. Decisions of Cabinet Spokespersons (Cab.10.3.2021/4)

There were no Records of Decisions by Cabinet Spokespersons under delegated powers to report.

83. Petitions received under Standing Order 44 (Cab.10.3.2021/5)

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

OVERVIEW AND SCRUTINY REPORTS

Councillor Ennis attended the meeting as Chair of the Overview and Scrutiny Committee.

84. Scrutiny Task and Finish Group - Child Poverty (Cab.10.3.2021/6)

Councillor Newing presented the Task and Finish Group report regarding child poverty.

RESOLVED that the report be received and the Executive Director, Children Services be requested to co-ordinate a response to the recommendations in the report within 28 days.

85. Scrutiny Task and Finish Group - Child Emotional Health and Wellbeing (Early Intervention and Prevention) (Cab.10.3.2021/7)

Councillor Carr presented the Task and Finish Group report regarding Child Emotional Health and Wellbeing (Early Intervention and Prevention).

RESOLVED that the report be received and the Executive Director, Children Services, be requested to co-ordinate a response to the recommendations in the report within 28 days.

86. Scrutiny Task and Finish Group - Covid Response, Recovery and Renewal (Cab.10.3.2021/8)

Councillor Fielding presented the Task and Finish Group report regarding the Covid Response, Recovery and Renewal.

RESOLVED that the report be received and the Executive Director, Place be requested to co-ordinate a response to the recommendations in the report within 28 days.

Leader

87. Freedom of the Borough (Cab.10.3.2021/9)

RESOLVED:-

1. That the proposed amendments to the policy and guidance notes for nominations for the award of Freedom of the Borough set out in Appendix 1 and 2 of the report be approved; and
2. The timeline set out at Paragraph 4.8 of the report be agreed.

Core Services Spokesperson

88. Corporate Plan Performance Report - 2020/21 Quarter 3 (October - December 2020) (Cab.10.3.2021/10)

RESOLVED:-

1. That the Corporate Plan Performance report for Quarter 3 (October to December 2021) as detailed in the report now submitted, be noted; and
2. That the report be shared with the Overview and Scrutiny Committee to inform and support their ongoing work programme.

**89. Corporate Finance Performance - Quarter ending 31 December 2020
(Cab.10.3.2021/11)**

RESOLVED:-

1. CORPORATE FINANCE PERFORMANCE

- (a) The current forecast General Fund Revenue overspend of £52.2M incorporating the ongoing impact of COVID-19 be noted;
- (b) The current forecast Housing Revenue Account overspend of £0.8M incorporating the ongoing impact of COVID-19 be noted;
- (c) The overall net impact (after all Government funding) of £11.9M be noted;
- (d) The financial plan / earmarking of resources to fully mitigate the current forecast deficit and any further pandemic related spend that may arise in 21/22 as set out at paragraphs 3.11 to 3.17 of the report be agreed;
- (e) The continuation of the moratorium on all non-essential expenditure and the suspension of non-urgent one-off investments originally approved to commence in 20/21 be approved; and
- (f) The write off of historic bad debts totalling £1.0M be approved.

2. CAPITAL PROGRAMME PERFORMANCE

- (a) The forecast position on the approved Capital Programme be noted; and
- (b) The external funding position highlighted in paragraphs 4.1 of the report be noted.

3. TREASURY MANAGEMENT

- (a) The key messages from the Council's Treasury Management activities be noted.

Regeneration and Culture Spokesperson

90. Principal Towns Investment Programme - Wombwell (Cab.10.3.2021/12)

RESOLVED that the proposed Principal Towns allocation for Wombwell, outlined at Section 4 of the report, be approved.

.....
Chair

This page is intentionally left blank

BARNSELY METROPOLITAN BOROUGH COUNCIL

CABINET SPOKESPERSONS' DECISIONS

Schedule of Decisions taken for week ending 12 March 2020

<u>Cabinet Spokesperson</u>	<u>Item</u>	<u>Decisions</u>
*1. Adults and Communities	Review of Investment into Police Community Support Officers in Barnsley	(i) that investment into the creation of Neighbourhood Wardens to be introduced into local Safer Neighbourhood teams from April 2021 be approved; and (ii) that the investment into Wardens corresponds with the Police and Council's forward plans for neighbourhood policing and will utilise existing funding to achieve.

* Not for publication – contains exempt information, Local Government Act 1972, Part I, Schedule 12A Paragraph 3 apply.

This page is intentionally left blank

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: 10 March 2021

Email: governance@barnsley.gov.uk

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

	<u>Date of Decision</u>
1. Approval of a Deed of Variation as part of the Glassworks' scheme and associated delegations.	10 March 2021
1.1 The update be noted;	
1.2 The points outlined within the report for inclusion within the Deed of Variation be approved; and	
2.2 The required approvals to agree the final Deed of Variation be delegated to the Service Director, Finance, Service Director, Legal in consultation with the Executive Director, Place	

The report in relation to the decision is exempt as described in **Paragraph 3** of Part 1 of Schedule 12A to the Local Government Act 1972 (as amended) ie information which, if disclosed to the public would, or would be likely to, prejudice the financial or business affairs of any particular person (including the Local Authority holding the information). Financial or business affairs include contemplated, as well as past or current activities; and

BARNSELY METROPOLITAN BOROUGH COUNCIL

Report of the Chief Executive

Petitions received under Standing Order 44

1. Purpose of Report

To consider action in respect of petitions received by the Chief Executive under Standing Order 44.

2. Recommendations

2.1 That Cabinet agree the action to be taken in response to the petitions referred to in the report in line with the Council's Petitions Scheme.

3. Background

3.1 The Council's Standing Order 44 requires that "All petitions relating to a matter over which the Council ... has authority or which affects the Borough shall be presented to the Chief Executive who shall refer them to the relevant officer for investigation."

3.2 The Petitions Scheme, which was revised in April, 2013, requires petitions to be reported into Cabinet. This report sets out recent petitions received and the recommended response.

3.3 Whilst the report of petitions to Cabinet fulfils this duty requirement, Cabinet may wish to consider further action, such as referring any petition to the relevant Area Council.

4. Details of Petitions Received

4.1 Details of the petitions received up to this meeting of Cabinet are set out in the appendix attached, including a recommendation of the action to be taken for consideration. Members should note that individual petitions will not be the subject of further reports to Cabinet unless this is specifically requested at the meeting when the petition is reported.

5. List of Appendices

5.1 Details of Petitions received.

6. Background Papers

Petitions presented to the Chief Executive. Available for inspection in the Council Governance Unit, Town Hall, Barnsley, except where the petitions contain Exempt Information.

Officer Contact: Martin McCarthy **Email:** governance@barnsley.gov.uk **Date:** March 2021

This page is intentionally left blank

Petitions received under Standing Order 44 - Cabinet – 24 March 2021

Issue	No. of Signatories	Date Received	Action recommended under the Petitions Scheme
Improved road safety at Carr Green Lane, Mapplewell, Barnsley	205 signatories	06/02/2021	<p>BMBC Traffic Team does not support this proposal as there is no history of Personal Injury Collisions (PICs) at the point in question within the last 5 years and only one slight PIC on the whole of Carr Green Lane. We justify the significant investment of road safety improvements on the basis of a reduction in PIC's at the location. Each accident saved produces a cost benefit to society as a whole through reduced emergency service involvement, reduced hospital costs, reduced loss of earnings for injured parties and loss of productivity, reduced insurance claims and so on.</p> <p>Every site that is recommended for treatment on an accident basis is prioritised for funding across the borough. As the budget for road safety improvements is finite, it is the sites with the greatest proven need which are treated first and these will have a cluster of incidents with a discernible trend or pattern in the cause of each.</p> <p>Installing traffic calming measures without justification on an accident basis leaves the council open to criticism that there is no human or cost benefit to society; an investment of thousands of pounds with no substantial return to the tax payer. We could also not justify to local communities where road users have been killed and seriously injured in speed related collisions, expenditure on a location that has no justification in terms of an historic accident basis.</p>

BARNSELY METROPOLITAN BOROUGH COUNCIL

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 CHILDREN'S SERVICES
TO CABINET**

NATIONAL TAKEOVER CHALLENGE 2020

1.0. PURPOSE OF THE REPORT

- 1.1 To inform Cabinet of Barnsley's successful organisation and participation in the first virtual Takeover Challenge for 2020 with the largest number of young people participating to date.

2.0. RECOMMENDATIONS

- 2.1 That Cabinet acknowledges the achievements of Young People in the most recent Takeover Challenge across all service areas.**
- 2.2 That Cabinet continues to highlight and identify future opportunities to build on this success.**

3.0 INTRODUCTION

- 3.1 Takeover Challenge gives young people across the country the chance to work with adults and get involved in organisational decision-making. Young people benefit from having their views heard, having fun and being inspired whilst employers and services are able to get a fresh, unique and creative perspective on important issues. Takeover Challenge is a national event originally created in 2006 by the Office of the Children's Commissioner which champions, promotes, protects, raises awareness of and prompts others to respond to the rights, views and interests of all of England's children. Since 2018 the children's newspaper 'First News' have hosted this event.
- 3.2 Takeover Challenge promotes youth voice and participation of young people. This is in line with the Council's commitment to all children and young people, their Pledge to children in care and the Local Offer for care experienced young people, all ensuring that young people have a right to have their views heard on the decisions that affect their lives and for these views to be taken seriously.
- 3.3 Barnsley's participation in Takeover Challenge in recent years resulted in Barnsley receiving Silver (2015) and Gold (2016) Commendations from the Children's Commissioner. Commendations from the Children's Commissioner ceased in 2017 however Barnsley has continued to demonstrate a high level of participation utilising all opportunities that Takeover Challenge offers young people. It is an event that has grown significantly since Barnsley's first contribution alongside elected members and schools in the first year (2006)

with increased interest, participation and partnership working across the People and Place directorates providing a wider variety of matches and increased participation of young people. The planning and organisation of Barnsley's contribution to Takeover Challenge is undertaken jointly by The Targeted Youth Support Services Youth Voice and Participation Team, Children's Social Care and the Young People's Skills and Enterprise Team.

- 3.4 Like many things in 2020, Takeover Challenge was different due to the Covid-19 pandemic and for the first time the event in Barnsley moved from a primarily physical event to an online and virtual catalogue of opportunities for young people to participate in. Services involved worked hard to ensure that young people had a range of available opportunities open to them and that they could take part in their chosen sessions virtually either at school or in their own homes.
- 3.5 Takeover Challenge took place on Friday 27th November 2020. This report highlights how young people took part in a range of opportunities offered to them by Barnsley Council, the NHS, Henry Boot Construction and many other external organisations building on the success of previous years.
- 3.6 All partners worked hard to improve the planning for this event by working across the Council and its partners and sought opportunities based on the types of jobs and interests that young people told us they wanted to learn more about in previous years. This year due to the virtual offer we had a significant increase in providers offering something for young people to take part in which resulted in a huge choice available to them. The interest and willingness in providers coming forward to take part in Takeover Challenge continues to develop and evidences their commitment to the event for future years. The virtual offer also allowed young people to take up more than one opportunity in the day and in essence they were able to create a menu of taster sessions to suit their interests and needs which in turn allowed providers to see more young people in their sessions, adding value to what they offered.
- 3.7 Takeover Challenge also forms part of 'Pathways to Success' – the Council's programme to support young people's work readiness and employability as part of the Borough's Employment and Skills Strategy. It also takes into account the aspirations of young people and the Aspirations Audit which previously undertaken.

The aims and outcomes of Barnsley's involvement in Takeover Challenge were;

- To involve at least 50 Young People aged 14 to 24yrs. This year saw a record number of 355 young people accessing virtual opportunities.
- To integrate children in care and care experienced young people with their peers by enabling them to participate together in the Takeover Challenge. This aim was achieved as at least 14 participants in this year's Takeover Challenge were children in care or care experienced and they participated in workshops alongside their peers.
- Provide young people with a chance to have a say in the decisions that are made about them. A number of members of the Youth Council, Care4US

Council and SEND Forum were involved in this year's Takeover Challenge and have since given feedback on their experience. This feedback will be used as part of the evaluation to develop future planning.

- Enable young people to attend and contribute to the annual joint Children's Trust Executive Group (TEG) and Safeguarding Board event. The report notes that an historic outcome of Takeover Challenge was a pledge from Barnsley's previous Executive Director (People) that the date for the joint TEG/ BSCB event should coincide with Takeover Challenge in order to include the contribution that young people make in this event and the outcomes it generates. This pledge is something that is further supported by the current Executive Director (Children's) and therefore continued this year. Young people from the SEND Forum and Youth Council attended the event and participated in discussions on post Covid-19 recovery and the delivery of the Children and Young Peoples Plan. The SEND Forum also gave feedback on how they are working with members of the partnership to develop an Anti-Bullying Strategy – an ongoing approach to cultural change. Young people present at the event further contributed to the wider agenda giving feedback from their perspective.
- Provide opportunities for our organisations and businesses to hear young people's views. All of the organisations who participated in Takeover Challenge were encouraged to listen to the views of young people, seeking their feedback about how to improve services and how they involve children and young people in service delivery.
- Allow young people to gain an insight into our working world. Many of the young people who took part in Takeover Challenge have fed back that they enjoyed the experience and that it has given them a chance to think about their future education and employment choices, inspiring or challenging young people by their experience on the day.

3.8 Barnsley's 2020 Takeover Challenge virtual catalogue of activities/sessions included;

- Attendance and contributions at the annual Joint Trust Executive (TEG) and Safeguarding event
- The Mayor of Barnsley
- Henry Boot Construction
- Public Health – Post Covid-19
- Communications and Marketing
- Recruitment and HR
- Barnsley Museums and Social Media
- Aspects of Social Work
- CAMHS
- NHS CCG
- Remedi – Targeted Youth Support Service
- Social Work Q&A

- Public Health
- Hey Sunny – Media production company
- Museum Q&A
- The Environment
- The Young Apprentice
- Employability
- Former Travel Editor – Financial Times
- Life as an Elected Member
- IDAS
- Communities
- Smart Working

3.9 In Barnsley this year 355 individual young people participated in Takeover Challenge with representatives from Children’s Social Care, The Care4Us Council, Youth Council, SEND Forum, Astrea Dearne, Darton Academy, Outwood Academy Shafton and Barnsley College. The breakdown of the 355 participants was as follows;

- 14 young people in care and care experienced young people
- 10 young people from Barnsley Youth Council
- 11 young people from the SEND Forum
- 25 x students from Astrea Dearne
- 17 x students from Darton Academy
- 15 x students from Outwood Academy Shafton
- 263 x students from Barnsley College
- 8 of these young people also attended the annual Joint Trust Executive Group and Safeguarding Board event

3.10 Young People’s participation in the opportunities available to them gave local leaders and decision makers a fresh perspective on their services and it was a great opportunity for young people to find out first-hand what happens in services and roles such as Public Health, Social Care, Museums etc.

4.0 PROPOSAL AND JUSTIFICATION

4.1 Participation in Takeover Challenge is increasing year after year and it is imperative to continue to develop and maintain this opportunity and build upon this event, throughout the Council and it is crucial that this is a joint initiative with involvement across the business units.

4.2 This report respectfully requests that all areas of the Council identify how they can use the feedback from Takeover Challenge to inform future opportunities for Young People’s participation in organisational decision making

5.0 CONSIDERATION OF ALTERNATIVE APPROACHES

5.1 Not applicable

6.0 IMPLICATIONS FOR LOCAL PEOPLE AND SERVICE USERS

- 6.1 The overall aim of Takeover Challenge is to raise aspirations for Young People in Barnsley. This is in line with Future Council's Vision and Values in regard to young people achieving their potential and making a positive contribution.
- 6.2 Participation in Takeover Challenge work shadowing ensures that more young people including those in care and care experienced young people for whom we have a Corporate Parenting Responsibility across all communities in the Borough are able to have the opportunity to participate in this event. Takeover Challenge enables service users to have their voices heard.
- 6.3 The feedback derived from last year's Takeover Challenge will be an integral component in planning and preparation for the next Takeover Challenge later this year.

7.0. FINANCIAL IMPLICATIONS

- 7.1 There are no direct financial implications arising from participation in the annual Takeover Challenge.

8.0. EMPLOYEE IMPLICATIONS

- 8.1 There are no direct employee implications arising from on-going involvement in Takeover Challenge. The Council will be expected to be aware of the Takeover Challenge and its significance in improving outcomes for Children and Young People particularly those in care and who are care experienced.

9.0. COMMUNICATIONS IMPLICATIONS

- 9.1 The success of involvement was published in the press release below and also featured on the Council's official Facebook, Twitter and Instagram accounts. <https://www.barnsley.gov.uk/news/takeover-challenge-sees-another-successfulyear/>

10.0. CONSULTATION

- 10.1 The involvement of all areas of Young People's services is commended.

11.0. KEY POLICY CONSIDERATIONS

Corporate Plan

- 11.1 The National Takeover Challenge (2019) forms one of a range of initiatives, including 'Ambition Barnsley (2019)' and 'Pathways to Employment' programme with the objective of supporting and equipping young people (including disadvantaged young people) with the skills and insight to access the employment market in line with the strategic priorities of our Jobs and Business Plan and More and Better Jobs Plan.

- 11.2 In terms of the Council's own Corporate Plan, this accords with the Corporate Priority of developing a Thriving and Vibrant Economy through Increasing Skills To Get More People Working. Moreover, Improving Education, Achievement and Employability is one of the six strategic priorities of the Barnsley Children and Young People's Plan (2019-22)
- 11.3 As well as equipping young people with such skills through these Plans it should not be forgotten that the foundations for success must be laid through enabling all children in the Borough to attend a school which is judged to be 'Good' or 'Outstanding'. This is an ambitious objective but it is one which all local children deserve as part of our Education Improvement and Inclusion Strategy which was recently considered by Cabinet
- 11.4 Involvement in Takeover Challenge contributes to the Council's corporate priorities
- People Achieving their Potential
 - A Thriving and Vibrant Economy

The Takeover Challenge forms part of Pathways to Success and as such contributes to the delivery of the borough's Employment and Skills Strategy.

12.0. TACKLING HEALTH INEQUALITIES

- 12.1 There are no implications for tackling health inequalities through this report.

13.0. CONSIDERATION OF RISKS

- 13.1 The report relates to the Council's obligation in providing opportunities to ensure full participation in Takeover Challenge in the future. This would entail no identifiable risk(s) for the Council.

14.0. HEALTH AND SAFETY CONSIDERATIONS

- 14.1 There are no implications for the health and safety of the public or employees arising through the report.

15.0. COMPATIBILITY WITH EUROPEAN CONVENTION ON HUMAN RIGHTS

- 15.1 All of the Children's Commissioner's work is underpinned by the United Nations Convention on the rights of the child and in particular, Article 12 which states that children have right to have their views heard on the decisions that affect their lives and for these views to be taken seriously.

16.0. PROMOTING EQUALITY, DIVERSITY AND INCLUSION

- 16.1 Participation in Takeover Challenge includes a commitment to ensuring the Council, understands and meets the specific needs of Young People that relate to disability, culture, religion, gender or sexual orientation.

17.0. REDUCTION OF CRIME AND DISORDER

17.1 The commitment towards keeping Young People involved in Takeover Challenge, fosters their aspirations and aims to improve their physical and emotional wellbeing. This can make a crucial contribution towards diverting them from risky and harmful behaviour that can not only impact upon them but also upon their communities.

18.0. CONSERVATION OF BIODIVERSITY

18.1 There are no implications for the conservation of biodiversity emerging through the report.

19.0. GLOSSARY OF TERMS AND ABBREVIATIONS

19.1 Not applicable

20.0. LIST OF APPENDICES

20.1 None

21.0. DETAILS OF BACKGROUND PAPERS

21.1 Background papers used in the production of this report are available to view by contacting governance@barnsley.gov.uk

Nina Sleight (Service Director: Education, Early Start and Prevention)
Deborah Mercer (Service Director: Children's Social Care and Safeguarding)

Financial Implications/
Consultation



Joshua Amahwe (10/02/2021)

.....
*(to be signed by senior Financial Services officer
where there are no financial implications)*

This page is intentionally left blank

BARNSELY METROPOLITAN BOROUGH COUNCIL

This matter is a Key Decision within the Council's definition and has been included in the relevant Forward Plan

REPORT OF THE EXECUTIVE DIRECTOR (CHILDREN'S SERVICES) TO CABINET

SAFEGUARDING CHILDREN: IMPLEMENTATION OF OPERATION 'ENCOMPASS' IN THE BOROUGH

1.0 PURPOSE OF REPORT

- 1.1 To seek Cabinet's approval for the implementation of Operation 'Encompass' in the Borough, an initiative which ensures the police share timely information with schools so that schools can provide important support to children who have witnessed or have been affected by incidents of domestic abuse.

2.0 RECOMMENDATIONS

- 2.1 That Cabinet approves the implementation of Operation 'Encompass' within the Borough with effect from 1st April 2021.

3.0 INTRODUCTION

- 3.1 Operation Encompass is a charitable organisation, established in 2011 and which recognises the necessity for police to share timely information with schools in order that children can be supported at school following domestic abuse Incidents they may have witnessed or been affected by.

- 3.2 The key principles of the initiative are as follows:

- To ensure timely notifications of domestic abuse incidents are provided to designated safeguarding leads and deputies within the school environment.
- That these notifications enable schools to provide appropriate support for children impacted by domestic abuse on arrival at school or at the earliest opportunity.
- Increase safeguarding for children by enhanced information sharing between schools and Police.
- Be open about the school's involvement with Operation Encompass with children, parents, carers', governors, staff and anyone else connected to the school.
- Assist in reducing the impact on a child by supporting children affected by domestic abuse at school.

- The education establishments are not to be evidence gatherers or ask about the incident but simply be there for the children and provide support, understanding that the child may attend school needing a higher degree of support.

4.0 PROPOSAL AND JUSTIFICATION

- 4.1 Operation Encompass has already been implemented in South Yorkshire with police and schools in Rotherham, Doncaster and Sheffield participating in the scheme.
- 4.2 The model operates by an email exchange between the police and children’s social care giving the details of the child/ren present during a domestic violence incident that has occurred overnight. A business support worker then researches the named school and the named school is contacted via email. The premise is to alert the school by 8.30am or at the earliest opportunity to inform, through a standard agreed e-mail, detailing the child’s name, date of birth and address, with a standard phrase simply saying that the school is being notified as part of the Operation ‘Encompass’ agreement.
- 4.3 There is no further information detailed in the e-mail and the school is asked to use their normal safeguarding procedures if concerned about the child’s presentation in school. The school is not requested or required to contact children’s social care for details of the incident. If the incident is of sufficient seriousness, or the child is an open case, the school will be contacted by children’s social care as part of the screening, investigation, assessment or plan for the child.
- 4.4 In order to set up Operation ‘Encompass’ education establishments are invited to join the programme and within the school a trained key adult is appointed usually the Designated Safeguarding Lead. The key adult is notified through an Operation Encompass e-mail without any detail of the incident. The premise is that the key adult is notified prior to the start of the next school day (or as early as feasibly possible) enables a plan for appropriate support to be made for that child so that all interactions, from when the child first arrives at the school gates, are of a supportive nature.
- 4.5 As part of the scheme the education establishment will have access to a dedicated educational psychology helpline for advice and support (currently available to all schools due to the pandemic).
- 4.6 Operation Encompass will not change how children’s social care currently manage domestic abuse notifications received by the police. Notifications which are high or medium risk are screened by children’s social care and a decision is made on the action to be taken based on the following
- :
- Open case, forward to child’s social worker
 - No further action/consultation
 - Progress to referral/assessment
 - Strategy meeting

The outcome is fed back to the Protecting Vulnerable People Unit within South Yorkshire Police.

- 4.7 Standard risk domestic violence notifications, which generally detail very low-level incidents are dealt with as follows:
- Open case, forward to child's social worker for information and consideration
 - TED check – review information by public health in the integrated front door.
 - Not open case, forward to early help who send out targeted information in respect of what services are available at the local family centre.
- 4.8 In considering the outcome of feedback to the Protecting Vulnerable People Unit, it is important to note that the way domestic abuse notifications are screened and dealt with and the support provided will not change with the implementation of Operation Encompass.
- 4.9 In Barnsley, a joint Police and Children's Service task and finish group has been set up consisting of the Police's Operation Encompass lead and lead officers from both Children's Social Care, Community Safety Partnership, Communities Directorate, Early Help and Prevention Services who are meeting regularly with a proposed go live date of April 2021.
- 4.10 Awareness raising and initial action planning was considered by the Barnsley Alliance Executive on the 1st February 2021 with awareness raising commencing with Primary School Cluster Leads on the 4th February 2021, following which information will be disseminated to all schools.
- 4.11 A full programme of communications and training will be established for education settings and implemented in partnership with the Police. A suite of documents, including the information sharing protocol as used by Rotherham, Sheffield and Doncaster will be adopted by Barnsley.
- 4.12 Education establishments participating in the scheme have clear signage in their buildings that this setting is part of the scheme and this is clearly conveyed to parents who understand that information will be shared by the police with children's social care and that the school will be notified.
- 4.13 Information provided by South Yorkshire Police indicates that in the ten years during which the scheme has been running nationally, there have been no legal challenges about data sharing, consent or any other matter. The scheme is supported by Her Majesties Inspectorate of Constabulary and Fire and Rescue Services (HMICFRS), OFSTED and across central government departments as an important layer in ensuring the safeguarding of children from harm.

5.0 CONSIDERATION OF ALTERNATIVE APPROACHES

- 5.1 There is no statutory or mandatory responsibility to implement the Operation 'Encompass' initiative within the Borough. However, it would provide an additional layer of assurance that vulnerable children and young people, at risk of harm, through having witnessed or affected by incidents of domestic abuse, are being supported by their school in order to maintain their wellbeing without any additional costs or resources.

6.0 IMPLICATIONS FOR LOCAL PEOPLE/SERVICE USERS

6.1 The formal implementation of Operation 'Encompass' will prove to be an effective measure in helping support all vulnerable school children witnessing or affected by domestic abuse across the whole of the Borough and in preventing the continuation of such abuse, particularly through early help and prevention.

7.0 FINANCIAL IMPLICATIONS

7.1 There are no financial implications to consider as a result of this proposal.

8.0 EMPLOYEE IMPLICATIONS

8.1 There are no employee implications directly arising through consideration of this report.

9.0 LEGAL IMPLICATIONS

9.1 There are no legal implications for the Council to consider as a result of this proposal.

10.0 CUSTOMER AND DIGITAL IMPLICATIONS

10.1 No such implications have emerged during the compilation of this report.

11.0 COMMUNICATIONS IMPLICATIONS

11.1 Please see Paragraphs 4.10 to 4.12 of this report.

12.0 CONSULTATIONS

12.1 Please see Paragraph 4.9 of this report. In addition, the Community Safety Partnership and the Communities Directorate and the Council's Senior Management Team has considered and endorsed the proposal to formally implement Operation 'Encompass' in the Borough.

13.0 THE CORPORATE PLAN AND THE COUNCIL'S PERFORMANCE MANAGEMENT FRAMEWORK

13.1 The implementation of Operation 'Encompass' will provide an additional layer of assurance in support of our corporate priority of safeguarding vulnerable children from harm; preventing children from becoming subject to a child protection plan or the need to enter care.

14.0 PROMOTING EQUALITY, DIVERSITY AND SOCIAL INCLUSION

14.1 Operation 'Encompass' will provide universal support to all children at risk of witnessing or being affected by domestic abuse. Designated school safeguarding leads will be well-placed to provide appropriate support to any pupils with specific needs including those with protected characteristics in order to promote equality and eliminate any inadvertent discrimination.

15.0 TACKLING THE IMPACT OF POVERTY

15.1 Please see Paragraphs 16.1 and 16.2 of this report.

16.0 TACKLING HEALTH INEQUALITIES

16.1 Adverse childhood experiences, such as the impact of domestic abuse, can often become the cause of risky behaviour (including greater vulnerability to criminal exploitation) and chronic health conditions later in the life-course of an individual. As these vulnerable children become adults their early experiences can increase the risk of them being ill-equipped to be parents to their own children, thereby reinforcing a cycle of disadvantage.

16.2 Operation 'Encompass' will help statutory safeguarding partners and relevant agencies in the Borough to improve their understanding of such adverse experiences and to provide better support to vulnerable children, so they do not miss out on early help and intervention, including therapeutic help.

17.0 REDUCTION OF CRIME AND DISORDER

17.1 Please see Paragraph 16.1 of this report

18.0 RISK MANAGEMENT ISSUES

18.1 No risks have been identified or anticipated by the Operation 'Encompass' Task and Finish Group in the proposed implementation of this initiative.

19.0 HEALTH, SAFETY AND EMERGENCY RESILIENCE ISSUES

19.1 The proposed implementation date for Operation 'Encompass' is 1st April this year and with schools having fully re-opened from 8th March, Operation Encompass will add assurance that the progress and protection of all vulnerable children, including those who have witnessed or been affected by domestic violence, will continue to be monitored and tracked by statutory safeguarding partners and relevant agencies. Schools will continue to be supported in maintaining Covid-secure learning environments for the duration of the current restrictions.

20.0 COMPATIBILITY WITH THE EUROPEAN CONVENTION ON HUMAN RIGHTS

20.1 The proposal is compatible with the Articles and Protocols of the Convention and the Rights of the Child to be protected from serious harm.

21.0 CONSERVATION OF BIODIVERSITY

21.1 There are no implications for the local environment, tackling climate change or the conservation of biodiversity emerging through the implementation of Operation 'Encompass'

22.0 GLOSSARY

22.1 None applicable

23.0 LIST OF APPENDICES

23.1 There are no appendices to this report.

24.0 BACKGROUND PAPERS

24.1 If you would like to inspect background papers for this report, please email governance@barnsley.gov.uk so that appropriate arrangements can be made

Report author: Deborah Mercer (Service Director: Children's Social Care and Safeguarding)

Financial Implications/Consultation



.....
Joshua Amahwe (03/03/2021)

*(To be signed by senior Financial Services officer
where no financial implications)*

BARNSELY METROPOLITAN BOROUGH COUNCIL

This matter is a Key Decision within the Council's definition and has been included in the relevant Forward Plan

REPORT OF THE EXECUTIVE DIRECTOR, CORE SERVICES TO CABINET, 24 MARCH 2021

COUNCIL PLAN 2021-2024 AND ASSOCIATED PERFORMANCE FRAMEWORK

1. PURPOSE OF REPORT

- 1.1 To seek approval to publish the new Council Plan and agree on the revised performance framework

2. RECOMMENDATIONS

- 2.1 That Cabinet approve the publication of the new Council Plan and agree on the approach for the revised accompanying performance framework

3. INTRODUCTION

- 3.1 The existing Corporate Plan and associated performance framework will be concluded on the 1st April 2021 and a new Council Plan is required to set out the ambitions of the Council for the next 3 years from 2021 through to 2024.
- 3.2 The new Council Plan has been influenced from the work that has taken place for the Barnsley 2030 project, through the questionnaire to every Barnsley household, the workshops with key partners and business owners and internal consultation with every service area.
- 3.3 The influence of the Barnsley 2030 project has resulted in the re-use of the 2030 vision, "Barnsley the place of possibilities" and associated themes which will become the new Council Plan priorities; Healthy, Learning, Growing and Sustainable Barnsley.
- 3.4 An additional priority, Enabling Barnsley, will include our continued work to be a modern, inclusive, efficient, productive and high performing Council.
- 3.5 The associated performance framework will report quarterly to Cabinet on the progress of the Council Plan, focusing on the 12 Outcomes (3 for each of the 4 new priorities).

4. PROPOSAL AND JUSTIFICATION

- 4.1 The Council is required to produce a plan to set-out it's ambitions for the next three years and to track the progress towards delivering against the priorities and vision for the Council.

- 4.2 The associated quarterly performance reporting provides a structured, accountable framework where areas for improvement and areas of achievement can be highlighted and challenged through a robust process before being shared with the public.

5. CONSIDERATION OF ALTERNATIVE APPROACHES

- 5.1 Not having a vision, set of priorities and outcomes to focus the delivery of services to the population we serve.

6. IMPLICATIONS FOR LOCAL PEOPLE/SERVICE USERS

- 6.1 The availability of a robust Council Plan and associated performance framework reporting on the progress for delivering against the priorities and outcomes to make us accountable to the people we serve.

7. FINANCIAL IMPLICATIONS

- 7.1 Resource time to produce the plan and continued delivery of the performance framework (already accounted for through the Business Improvement and Intelligence Team).

8. EMPLOYEE IMPLICATIONS

- 8.1 Employees can focus on the agreed priorities and associated outcomes to deliver the overall vision.
- 8.2 Each outcome will have a number of critical success factors that will be driven through teams delivering effective, efficient services and employees can see the contribution of their work on the successful delivery of the overall vision for the council.
- 8.3 The Council Plan and performance framework are integral in the delivery of the Leadership Programme, so all managers are aware of the importance of an over-arching plan and how every employee affects the overall success of the plan against the named priorities, outcomes and associated critical success factors.

9. LEGAL IMPLICATIONS

- 9.1 There are no direct implications arising from this report. The Local Government Association strongly recommend that all Councils have a structured plan and performance framework in place.

10. CUSTOMER AND DIGITAL IMPLICATIONS

- 10.1 The Council Plan and associated performance framework need to meet the required accessibility criteria, and this is managed through working with the digital team to ensure accessibility of the report meets the required standards.

11. COMMUNICATIONS IMPLICATIONS

- 11.1 Quarterly reporting updates are presented through Cabinet and published on our website, with an associated communications release to highlight the areas of improvement and achievement.

12. CONSULTATIONS

- 12.1 The Council Plan has been heavily influenced by the wide range of engagement and consultation undertaken through the Barnsley 2030 project including a questionnaire to every household in the borough and workshops with partner agencies and council teams, resulting in the four themes established for the Barnsley 2030 project being adopted as the new Council Plan priorities.
- 12.2 The Council Plan performance framework has been taken to every directorate management team to align the delivery of priority outcomes over the next three years, aligning with the input from the Barnsley 2030 consultation.

13. EQUALITY IMPACT

- 13.1 Not applicable. An Equality Impact Assessment is not a legal requirement. The key requirement is that the Council pays 'due regard' to the three aims of the Duty and this can be demonstrated.
- 13.2 In this instance, the Council Plan is derived from evidence and feedback gained from the Barnsley 2030 consultation work. Our employees, Councillors, residents, businesses and partner organisations, offered their views about the future of Barnsley. This involved engaging with residents and communities from different backgrounds and with different protected characteristics. This feedback has been used to influence this Council Plan through using the Barnsley 2030 themes as our new priorities for the Council.
- 13.3 Therefore a separate Equality Impact Assessment was not required for the Council Plan as an EIA was conducted for the overarching Barnsley 2030 project.
- 13.4 However, Equality Impact Assessments will be required and produced for the work-streams that arise from the Council Plan.

14. THE CORPORATE PLAN AND THE COUNCIL'S PERFORMANCE MANAGEMENT FRAMEWORK

- 14.1 This document is the new Council Plan for 2021-2024 and will replace the existing Corporate Plan and the performance framework

15. TACKLING THE IMPACT OF POVERTY

- 15.1 The Council Plan reporting framework includes outcomes directly related to

the impact of poverty, so progress in reducing poverty across the borough will become a key part of the quarterly reporting update cycle.

16. TACKLING HEALTH INEQUALITIES

16.1 The Council Plan reporting framework includes outcomes directly related to the impact of health inequalities, so progress in reducing health inequalities across the borough will become a key part of the quarterly reporting update cycle.

17. REDUCTION OF CRIME AND DISORDER

17.1 The Council Plan reporting framework includes outcomes directly related to the impact of people feeling safe, so progress in reducing crime and disorder will be a part of the quarterly reporting update cycle.

18. RISK MANAGEMENT ISSUES

18.1 A risk section is included in the Council Plan.

18.2 Effective and efficient risk management is critical to the success of any organisation alongside a robust Council Plan performance framework. It is an important tool for senior management to ensure that the organisations Priorities and Outcomes are achieved, and its responsibilities discharged.

19. HEALTH, SAFETY AND EMERGENCY RESILIENCE ISSUES

19.1 There are no direct implications arising from this report.

20. COMPATIBILITY WITH THE EUROPEAN CONVENTION ON HUMAN RIGHTS

20.1 There are no direct implications arising from this report.

21. CONSERVATION OF BIODIVERSITY

21.1 There are no direct implications arising from this report.

22. GLOSSARY

Not applicable.

23. LIST OF APPENDICES

Appendix A: Financial Implications


24. BACKGROUND PAPERS

Council Plan 2021-2024

If you would like to inspect background papers for this report, please email governance@barnsley.gov.uk so that appropriate arrangements can be made

Report author: Malachi Rangecroft

Financial Implications/Consultation



.....
(To be signed by senior Financial Services officer)

This page is intentionally left blank

Our Council Plan 2021 – 2024



1. Welcome

Welcome to our Council Plan for 2021 to 2024.

We've created our Council Plan based on our fundamental purpose of working together with our communities and organisations, including the public, voluntary, community, and private sectors, to improve our residents' services and quality of life.

You've helped us to develop this plan through what you said you wanted in 2030, and these themes have shaped our new council priorities. We're extremely grateful to everyone who has played their part in this.

The COVID-19 pandemic has hit Barnsley hard, and over the next three years to 2024, we want to build our borough back better and fairer. However, it has also brought out the best in our communities, and we look to the future with enthusiasm and optimism. We've got ambitious plans for change, improvement and growth to allow everyone to be the best they can be because our borough is a place that fosters and grows ambition.

We know that this plan will help us make sure our work makes a real difference for you, how we deliver services better and ensure that we deliver a balanced budget. We want to build and drive forward our role as a modern, inclusive, efficient, productive and high-performing council.

It's time to believe in the possibilities of Barnsley. Everyone has an important role in working together to achieve our vision of Barnsley's future and our long-term ambitions. We're excited to take you on the journey towards achieving our Barnsley 2030 ambitions and what that will mean for us all.

If you love Barnsley as much as we do, you'll be keen to find out about the work we're doing and what we want to achieve by 2024. Read on to find out more.



Leader of the Council
Cllr Sir Steve Houghton
CBE



Chief Executive
Sarah Norman

2. Our story so far

The vision for Barnsley Council is making Barnsley the place of possibilities. We will achieve this through a range of activities and initiatives over the next three years, as well as looking further forward into our future possibilities working alongside our key partners.

The Barnsley 2030 project

In January 2020, we asked people what their future Barnsley could look like by the year 2030, the challenges you feel you may face, and your ambitions for the borough where you live, work or visit.

Our employees, councillors, residents, businesses and partner organisations, offered their views about the future of Barnsley. This feedback has been used to influence this Council Plan through using the Barnsley 2030 themes as our new priorities for the Council.

The Barnsley 2030 vision, 'Barnsley the place of possibilities' builds on our past which has influenced the fabric of the borough and experiences of many Barnsley residents, and the borough's success over recent years. We will also use the vision for the Council Plan to demonstrate our commitment to making it happen.

Our residents and organisations across the private, public, voluntary and community sectors have an important role in working together to achieve this vision of Barnsley's future and our long-term ambitions. By 2030, we want everyone to benefit from, and contribute to, making our borough a thriving place of possibilities.

More information on the Barnsley 2030 project will become available in summer 2021 but be assured that the influence of the project is being felt throughout our new Council Plan.



COVID-19 Recovery

We cannot ignore the impact that COVID-19 has had on our communities, businesses, our partners and our own organisation. This Council Plan will reflect the recovery work underway to ensure Barnsley is a place of possibilities as we build back better and fairer.

We are working with colleagues and agencies across South Yorkshire to undertake a phased return from the pandemic, to understand how we will all live and operate in a borough where lots of things have changed around public health, the economy and our communities.

A phased recovery framework has been developed that all public sector partners will work towards in living with COVID-19 from 2021 and building back fairer.

More information can be found on our COVID-19 advice and guidance webpage, at barnsley.gov.uk/covid-19-advice-and-guidance



3. Our plan for the next three years

The Local Government Association (LGA) undertook a peer challenge review of Barnsley Council in March 2019 and the opening line from the report says:

'Barnsley Council is a high-performing council with clear and tangible ambitions for its residents, communities and stakeholders.'

Our **Be Even Better Strategy** will provide the focus for all our staff to work together as our ambition to be even better never stops. Now it's time to look forward and move into a new phase of our organisation's improvement journey where we strive to be even better.

We have already set out our new priorities based upon the engagement with our communities, residents, businesses and employees from the Barnsley 2030 project and they are:

Barnsley - the place of possibilities

Healthy
Barnsley

Learning
Barnsley

Growing
Barnsley

Sustainable
Barnsley

Enabling
Barnsley

We are a modern, inclusive, efficient, productive and high-performing council



Across these new priorities, we have set out the outcomes that describe our intentions for the next three years, to ensure that we focus on Barnsley as a place of possibilities:

Barnsley - the place of possibilities			
Healthy Barnsley	Learning Barnsley	Growing Barnsley	Sustainable Barnsley
People are safe and feel safe.	People have the opportunities for lifelong learning and developing new skills including access to apprenticeships.	Business start ups and existing local businesses are supported to grow and attract new investment, providing opportunities for all.	People live in great places, are recycling more and wasting less, feel connected and valued in their community.
People live independently with good physical and mental health for as long as possible.	Children and young people achieve the best outcomes through improved educational achievement and attainment.	People have a welcoming, safe and enjoyable town centre and principal towns as destinations for work, shopping, leisure and culture.	Our heritage and green spaces are promoted for all people to enjoy.
We have reduced inequalities in health and income across the borough.	People have access to early help and support.	People are supported to have safe, warm, sustainable homes.	Fossil fuels are being replaced by affordable and sustainable energy and people are able to enjoy more cycling and walking.

Enabling Barnsley

We are a modern, inclusive, efficient, productive and high-performing council

Enabling Barnsley is driven by our **Be Even Better Strategy**, which gives staff the tools and resources to ensure we meet our own stretching targets. In doing this, we hold ourselves accountable in making sure we work together towards making Barnsley the place of possibilities.

Our employees will continue to use the **Values** that are deeply embedded within the culture of the organisation:

We always say what we mean. Most of all we're reliable, fair and true.	We all work together towards the same goal – to make Barnsley a better place for the people.	We work hard to provide the best quality and value for money for the people of Barnsley. Only our best is good enough.	We're dedicated to making Barnsley a better place. We take pride in our work.

Our **People Strategy** will support delivery of the Council Plan by ensuring we develop the right supporting organisational culture and behaviours and a modern, agile, healthy, engaged, skilled and innovative workforce to support the delivery of our strategic ambitions, improvements and efficiencies.

As we work towards delivering this Council Plan it's important that we have a set of consistent organisation design principles and design enablers which will help to provide the foundations to build and guide our **Be Even Better Strategy**, as set out in the **Medium-Term Financial Strategy (MTFS)**. The **MTFS** is a key tool in understanding our financial position and in formulating our ongoing financial strategy and staff are aware of their need to think commercially when designing services, with support from our **Commercial Strategy**.

When undertaking improvement and efficiency reviews or service re-design, our services will refer to **Design Principles** as they develop and design their business case for change. Some of the principles include enabling more people to help themselves, rationalising council buildings, seeking income generation opportunities, create the conditions for economic growth and recovery and consider the needs of communities. Together with the **People Strategy** it is key to identifying how we will align our existing and future resources with **Barnsley 2030** and the priorities and outcomes within the new Council Plan. This will provide us with the framework to deliver a balanced council budget from 2020-2021 to 2022-2023 (with only a modest gap remaining to be addressed in 2023-2024).

Digital thinking and innovation are a key enabler for our **Be Even Better Strategy**, and a series of continuous digital improvements are being addressed through the **Digital Barnsley** strategy. To support this, the **People Strategy** will help to develop our staff's digital skills so that we can fully utilise the new tools, solutions and innovative technologies such as Microsoft Office 365, robotics, artificial intelligence and the Internet of Things as set out in the **Digital Barnsley** programme. A key ambition for Barnsley is to become a digital leader and a digital enabled inclusive economy.



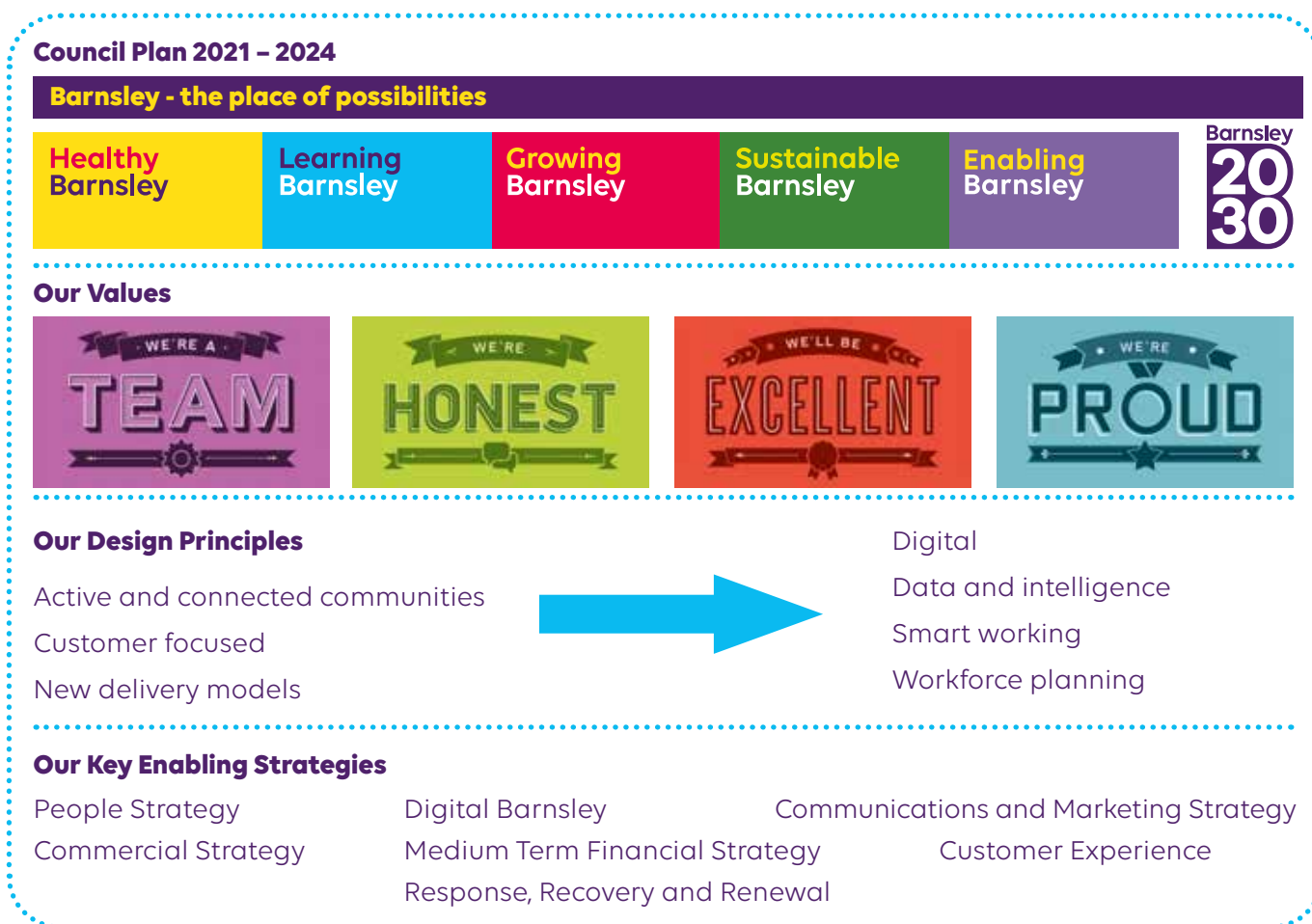
The **Response, Recovery and Renewal** programme is focused on building back better and fairer from the pandemic whilst our **Customer Experience** strategy looks to ensure we provide the best possible experience for all our residents and businesses, however they deal with the council. We listen to what they need and use people process and technology to try and meet their expectations.

And if you love Barnsley as much as we do, you'll be keen to find out about the work we're doing to make it an even better place. Our **Communications and Marketing Strategy** is key to making this happen. All our communications and marketing activity aligns with our priorities, ensuring that we concentrate on providing services where they're most needed and will have the most impact.

Our communications and marketing activity helps you understand what services the council provides you with, how they support you and how you can access them. It also helps showcase Barnsley as a great place to live, work and visit.

So how do all these innovative strategies fit together? The diagram below presents the golden thread across all these plans and strategies.

Our Be Even Better Strategy



In addition to the range of activities taking place within the council, we will also be working with partners to contribute to a more equitable, just and sustainable economy. We will develop a framework and approach with our public, private and voluntary sector partners towards building and holding wealth in our communities and places, sharing the benefits of our economy with everyone, and to using our natural resources sustainably.

This is called our Inclusive and Sustainable Economy Framework, and will shape all our decision making and future investments. Our partners will be encouraged to adopt a similar co-designed approach to their own investment decisions and expenditure.

4. Equalities

The Equality Act 2010 protects people from discrimination in society and in the workplace. It sets out ways in which it is unlawful to treat someone.

The Act also sets out a range of duties that public bodies, like the council, must adhere to. These duties make up what is called the Public Sector Equality Duty. The three aims that state the council must strive to are to eliminate unlawful discrimination, harassment and victimisation, advance equality of opportunity between people who share a protected characteristic¹ and those who do not, and to foster good relations between people who share a protected characteristic.

The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 requires public bodies to prepare and publish one or more objectives that will help them to achieve any of the things mentioned in the three aims of the Equality Duty. Authorities must publish objectives at least every four years and these objectives must be specific and measurable.

Our equality objectives are integrated throughout our **Council Plan**. Our Plan is supported by a range of work we will deliver in order to meet our equality objectives and this means our objectives will be monitored and regularly reviewed and are at the heart of everything we do. We undertake Equality Impact Assessments to understand the needs of people and the impact of our work. These assessments are a structured way of predicting what impact our activity might have on equality. We then use evidence from the assessment to help us to design services and our commitment to equality, diversity and inclusion in the workplace and across Barnsley is described in our Equality Policy.

We have four equality related objectives which are linked to the appropriate outcomes as described in the 'Our plan for the next three years' section. We also have an inward facing equality objective that relates to our workforce taken from our **Enabling Barnsley** priority; 'We are a modern, inclusive, efficient, productive and high-performing council'. We will publish an annual Equality Report to show how we are achieving our equality objectives.

The four equality objectives:

Healthy Barnsley	People live independently with good physical and mental health for as long as possible.
Learning Barnsley	Children and young people achieve the best outcomes through improved educational achievement and attainment.
Growing Barnsley	People have a welcoming, safe and enjoyable town centre and principal towns as destinations for work, shopping, leisure and culture.
Sustainable Barnsley	People live in great places, are recycling more and wasting less, feel connected and valued in their community.

1. Protected characteristics are types of characteristics that could potentially lead to people being discriminated against. These characteristics are age, disability, gender reassignment, marriage/civil partnership, pregnancy/maternity, race, religion/belief, sex, and sexual orientation.

5. Risk management

Risk management is the process by which risks, concerns and issues are identified, evaluated and controlled. It is a key element of the council's Governance Assurance Framework and is a key part of business processes to deliver improvement.

Effective and efficient risk management is critical to the success of any organisation alongside a robust Council Plan performance framework. It is an important tool for senior management to ensure that the organisation's priorities and outcomes are achieved, and its responsibilities discharged. How organisations deal with risk can have a major impact on the achievement of the key business goals and organisational outcomes.

Local Government Association (LGA) undertook a peer challenge review of Barnsley Council in March 2019 and recommended that the corporate risk register should be reviewed to ensure that the risks within it truly reflected the key issues relating to the council's business and future development. The peer challenge presented an opportunity to consider the council's approach to strategic risk management, but also to consider the wider process of risk identification and management.

A new approach to risk management has been developed, which uses existing and familiar systems to employees in the council. The new risk management approach focuses on an assessment of confidence, unlike traditional risk systems which focus on the avoidance of failure.

Alongside the Council Plan and associated performance framework, our **Be Even Better** and **People Strategy**, council employees will have the most effective tools to ensure the organisation works together making Barnsley the place of possibilities.



6. How will we measure success?

Our Council Plan will reflect the recovery process through the critical success factors that will make the plan a success, and we will track progress on recovery through quarterly reviews with senior officers in the council, cabinet members and then share the results with you, the public, through our 'How we measure performance' web page.

We will also publish snippets of information through our social communications each quarter when we release our latest report. This makes us accountable to you, the public we serve.



7. Tell us what you think

Produced by the Business Improvement and Intelligence team.

Email: BusinessImprovement&Intelligence@barnsley.gov.uk

Website: barnsley.gov.uk

Telephone: (01226) 770 770 and ask for the Business Improvement and Intelligence team.

Address: **Westgate Plaza One, Barnsley, S70 2DR.**




Thank you for reading our Council Plan.

Please visit [barnsley.gov.uk](https://www.barnsley.gov.uk) to find out more.

 @BarnsleyCouncil

 @BarnsleyCouncil

 barnsleycouncilofficial

BARNSELEY METROPOLITAN BOROUGH COUNCIL

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 TO CABINET

GENDER PAY GAP REPORT 2020

1. PURPOSE OF REPORT

- 1.1 The purpose of this report is to provide the findings of the council's Gender Pay Gap Report as of 31 March 2020.

2. RECOMMENDATIONS

- 2.1 That Cabinet notes the results outlined in Appendix 1.
- 2.2 That Cabinet endorses the long-term commitment to reducing the council's Gender Pay Gap and notes the Action Plan at Appendix 2.

3. INTRODUCTION

- 3.1 A series of government initiatives have been undertaken in order to address the gender pay gap in the UK workforce. The Equality Act 2010 is the main legislation in the UK governing equal pay.
- 3.2 The Equality Act gave the government powers to introduce more detailed regulations requiring employers to publish their gender pay gap statistics.
- 3.3 Under this section of the Act, public authorities with more than 150 employees were required to publish annual details of their pay gap and ethnic minority and disability employment rates from 2011. Outside of the public sector, businesses were asked to undertake gender equality analysis and reporting on a voluntary basis.
- 3.4 The voluntary approach was unsuccessful as very few employers published their gender pay gaps. Therefore, in March 2015, the government confirmed it would exercise its powers under the Act to require mandatory reporting. Cabinet should note that the council followed the voluntary approach and has reported its gender pay gap annually since 2007
- 3.5 The Government published the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 which implemented the mandatory gender pay gap reporting requirement for public sector employers with 250 or more employees. As a result of this, public sector bodies are required to publish details of their gender pay gap no later than 30 March each year using pay data as of 31 March the previous year

- 3.6 It is important to note that the gender pay gap differs from equal pay. Equal pay deals with the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value. It is unlawful to pay people unequally because they are a man or a woman. The gender pay gap shows the differences in the average pay between men and women.
- 3.7 Being committed to promoting equality of opportunity for our workforce and tackling workplace exclusion is important to achieving our vision and values. In support of this and in addition to legislative requirements detailed above, the Council has also undertaken an Equal Pay Review since 2007.
- 3.8 However, due to differences in data requirements it is no longer feasible to continue with the equal pay review in its current form as mandatory gender pay gap reporting sets different parameters therefore previous data is no longer comparable.
- 3.9 In order to carry out mandatory gender pay gap reporting, the Council has followed the guidance developed by the Advisory, Conciliation and Arbitration Service (ACAS).
- 3.10 The data used for gender pay gap reporting has been collected from the Councils SAP Enterprise Resource Management System and manipulated to extract the essential information.
- 3.11 Following its consultation process, the Government confirmed that, for the purposes of mandatory gender pay gap reporting, employees of English local authority maintained schools would be considered employees of the governing body of that school. The council is therefore not required to include employees of maintained schools in its reporting arrangements. Employees of Academies (who are independent of the Council) are also not included.
- 3.12 In accordance with gender pay gap guidance employees on casual contracts have also not been included in the Gender Pay Gap data.
- 3.13 The Councils Gender Pay Gap Reporting guidance reflects the requirements of the mandatory gender pay gap reporting for public sector employers.
- 3.14 In March 2018, the Council carried out analysis of their first gender pay gap using pay data as of 31 March 2017, in accordance with the Equalities Act 2010 and guidance developed by the Advisory, Conciliation and Arbitration Service (ACAS). The findings from this and the Councils subsequent gender pay gap reports are published on the Gender Pay Gap Reporting Service portal and on the [Councils website](#).
- 3.15 In March 2020, the Government Equalities Office and the Equality and Human Right Commission suspended the gender pay gap reporting regulations for the 2019 reporting year due to the Covid-19 pandemic. Therefore, there was no expectation on the council to report and publish. We however recognised the importance of reporting and publishing our 2019 pay gap to ensure pay fairness and transparency and our continued commitment to the gender pay gap journey.

4. PROPOSAL AND JUSTIFICATION

4.1 Analysis from the Councils fourth gender pay gap (outlined at Appendix 1) has been undertaken using pay data as of 31 March 2020. The findings of which are to be published in March 2021 on the Gender Pay Gap Reporting Service portal and on the [Councils website](#)

4.2 The Calculations

4.2.1 Two statistical measures of 'average pay' have been used for the Council's gender pay gap as identified in the ACAS guidance.

4.2.2 A **Mean** average involves adding up all the numbers and dividing the result by how many numbers were in the list.

4.2.3 A **Median** average involves listing all the numbers in numerical order. If there is an odd number of results, the median average is the middle number. If there is an even number of results, the median will be the mean of the two central numbers.

4.2.4 Whilst a mean (or average) is traditionally a popular measure, averages are affected more by who is included in the data collection. It is more influenced by very low or very high pay, compared with the rest of the sample. For example, if we included several highly paid employees the mean pay could increase significantly.

The median however is less influenced by low or high earners and is usually a better measure of a mid-point and for this reason the Council consider that median pay is a more representative figure than mean pay.

4.3 Gender Pay Gap Results

4.3.1 The gender pay gap analysis indicates positive results with a 0.8% median gender pay gap for hourly rate of pay and 0% for bonus pay.

4.3.2 All the results from the gender pay gap analysis and supporting narrative can be found at Appendix A – Gender Pay Gap Report 2020

4.3.3 Comparisons of the 2019 gender pay gap (hourly rates of pay and bonus pay) have been undertaken using available data from Councils within the Yorkshire and Humber region. At the time of preparing this report there was no available data for 2020 comparisons with Councils within the Yorkshire and Humber region.

2019 Gender Pay Gap Comparisons				
Employer	% Difference in hourly rate (Median)	% Difference in hourly rate (Mean)	% Difference in bonus pay (Median)	% Difference in bonus pay (Mean)
Barnsley Metropolitan Borough Council	0	6.5	0	42.2
Calderdale Metropolitan Borough Council	0	2.7	69.4	59.1
City of Bradford Metropolitan District Council	10.7	7.3	0	0
City of York Council	0.2	1.1	0	0
Doncaster Metropolitan Borough Council	16.9	14.6	0	0
East Riding of Yorkshire Council	4.5	7.8	0	94.1
Hambleton District Council	-8.3	-5.9	0	0
Harrogate Borough Council	-2.5	-1.9	0	2.6
Kirklees Council	11.9	10.6	0	0
Leeds City Council	7.8	5.9	21.1	11.5
North Yorkshire County Council	7.1	9.1	0	0
Rotherham Metropolitan Borough Council	13.4	10.6	0	0
Sheffield City Council HQ	5.6	1.4	0	0
Wakefield Metropolitan District Council	0.5	3.4	0	0

4.3.4 Comparisons of the current 2020 figures have been undertaken against the 2019 and 2018 figures and the headline findings are highlighted below.

4.3.5 Hourly Rate of Pay

	2018	+/-	2019	+/-	2020
Median	9.6%	-9.6%	0%	+0.8	0.8
Mean	6.1%	+0.4%	6.5%	-2.4	4.1

According to the Office of National Statistics the national mean (average) pay is 17.4%. The results above show that the council's median gender pay gap has raised slightly with an increase of 0.08%. The mean gender pay gap is a positive move with a decrease of -2.4%.

It is believed the reason the Median and Mean Pay Gaps have altered is as a result of continued changes to the makeup of the organisation and increases in hourly rates of pay throughout the four quartile pay bands. For example, pay rates have increased due to the implementation of the updated national pay spine as part of the Year 2 nationally agreed pay award in April 2018, which saw an uplift to grades 1 to 7. There has also been a reduction in females and an increase in males in Grades 1-3 and a slight decrease in females and males Grades 12+.

In combination this has resulted in an increase in median hourly rate for females (+£0.15) and males (+£0.26). There has also been an increase in the mean hourly rate for males (+£0.08) and an increase in mean hourly rate for females (+£0.43).

4.3.6 Bonus Pay

For gender pay gap reporting purposes bonus payments includes anything relating to profit sharing, productivity, performance and commission for which the council doesn't make any of these payments.

The council does however need to include the following payments under bonus pay:

- Long service awards - a £100 voucher awarded to employees upon achievement of 25 years' service
- One off recruitment and retention payments – In accordance with the Recruitment and Retention policy, a one off payment can be awarded to recruit or retain employees in key posts to ensure the Council maintains a skilled and experienced workforce. As part of the approvals process associated with awarding the payments, managers are required to consider the wider impact on protected characteristics before awarding a payment.

Results show that median bonus pay has stayed the same with both female and male employees being paid equally. This is due to the number of £100 Long Service Award payments made, which is applied consistently to all employees.

There has however been a decrease in employees receiving a long service award in 2020; (12 males in 2020 compared with 14 males in 2019 and 21 males in 2018 and 23 females in 2020 compared with 27 females in 2019 and 28 females in 2018).

The mean bonus pay reflects that female employees receive 48.6% less than male employees. It is believed that the increase in mean bonus pay in favour of males is due to the recruitment and retention payment amounts applied being higher for males than females. There were 4 retention payments applied to 2 males and 2 females, all have received a 10% lump sum payment based on their current salary. The bonus payment in favor of males, is purely down to one male being paid a higher salary (Grade 12) than the other three (all Grade 9) and subsequently a higher 10% retention payment. The retention payment however has been applied consistently to both the 2 males and 2 females.

The results show that the mean pay gap will fluctuate year on year as a result of the recruitment and retention payments, which is why the median pay gap is a more representative figure as this is reflective of the long service award of £100 which is applied consistently to all employees.

4.3.7 Proportion of Females and Males receiving a bonus payment

When calculating the proportion, this considers the overall number of employees receiving a bonus payment (Long Service Award plus Recruitment and Retention Payments) which shows;

The number of males receiving a bonus has decreased by 7.

The number of females receiving a bonus payment has decreased also by 7.

Proportion of females in receipt of a bonus payment has reduced by 0.4%

Proportion of males in receipt of a bonus payment has reduced by 0.8%.

This reflects an overall decrease in both males and females achieving 25 years' service (23 females in 2020 compared with 27 females in 2019 and 28 females in 2018 and 12 males in 2020 compared with 14 males in 2019 and 21 males in 2018). There is also a decrease in females and males who have received a recruitment and retention payment (2 Females in 2020 compared with 5 females in 2019 and 1 in 2018 and 2 males in 2020 compared with 7 males in 2019 and no males in 2018). The proportion of employees who have received a payment that's categorised for gender pay gap reporting as a bonus, indicates that both males and females are treated the same with just a 0.3% difference between them.

4.3.8 Quartile Pay Bands:

Lower Quartile – The number of females has decreased by - 4.1%, whereas the number of males has increased by 4.1%

Lower Middle Quartile – The number of females has increased by 1.4%, whereas the number of males has decreased by - 1.4%

Upper Middle Quartile – The number of females has increased by 0.4% whereas the number of males has decreased by - 0.4%

Upper Quartile – The number of females has decreased by - 0.6% whereas the number of males has increased by 0.6%

The analysis shows that the gender distribution between the quartiles is still not even and overall more females are employed than males.

4.4 Action Plan and Future Developments

4.4.1 It is important to note that the developing and publishing of a gender pay gap action plan is not a mandatory requirement. Additionally, a gender pay gap action plan is a long-term piece of work and requires ongoing commitment in order to try and reduce a gender pay gap.

4.4.2 In addition to the 2017 analysis and reporting, an action plan was developed which outlined the Council's ongoing commitment to reducing any gender pay gaps in our organisation. This action plan is continually reviewed and updated each reporting year.

4.4.3 Sadly due to the effects of the Covid-19 pandemic on council services we were unable to carry out and implement all the actions from the 2019 plan. Therefore, to ensure we can continue to fulfil our key priorities and our journey to addressing our gender pay gap we have rationalised the actions and can confirm;

- 46% are now complete/closed.
- 27% are now realigned to form part of the council's key organisation and workforce strategies (OD-People Strategy, Apprenticeship Strategy, Recruitment Strategy)
- 18% are on either on hold pending the implementation of Success Factors or deemed as not to be a priority over the next 12 months.
- 9% are not to be progressed as they are viewed to be no longer relevant.

The rationalised plan can be found at Appendix B – Gender Pay Gap Report Action Plan 2020.

5. CONSIDERATION OF ALTERNATIVE APPROACHES

- 5.1 There are no alternative approaches that the council can consider due to the mandatory requirement to report the councils gender pay gap as a result of the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017

6. IMPLICATIONS FOR LOCAL PEOPLE/SERVICE USERS

- 6.1 There are no implications for local people and service users arising from this report.

7. FINANCIAL IMPLICATIONS

- 7.1 There are no direct financial implications for the council as a result of this report.

8. EMPLOYEE IMPLICATIONS

- 8.1 There are no employee implications for the council as a result of this report.

9. LEGAL IMPLICATIONS

- 9.1 There are no legal implications for the council arising from this report.

10. CUSTOMER AND DIGITAL IMPLICATIONS

- 10.1 The gender pay gap report is published on the gender pay gap portal and on the council's website.

11. COMMUNICATIONS IMPLICATIONS

- 11.1 The Communication and Marketing team are aware of the outcome of the 2020 Gender Pay Gap analysis and have provided support in developing the narrative to ensure it is clear and understandable. The team will also provide support and guidance on any media activity arising from outcome.

- 11.2 To comply with mandatory requirements the Gender Pay Gap results and supporting narrative will be published on the council's website and on the Gender Pay Gap Reporting Service portal on GOV.UK.

12. CONSULTATIONS

- 12.1 The Senior Management Team has been consulted
- 12.2 The Equalities and Inclusion Team has been consulted.
- 12.3 The Communications and Marketing Team has been consulted
- 12.4 The Trade Unions have been informed.

13. PROMOTING EQUALITY, DIVERSITY AND SOCIAL INCLUSION

13.1 The 2020 analysis continues to solely address gender, but in order to establish a meaningful approach to the analysis we will aim to include other protected characteristics in future years. The analysis in this report contributes to the equality priority of understanding and improving workforce diversity.

14. RISK MANAGEMENT ISSUES

14.1 The ACAS guidance on gender pay gap reporting provides a standard framework to be applied to calculate gender pay gaps which therefore reduces risk of inconsistencies in this area.

14.2 Pay and grading arrangements will always have an element of risk attached to them particularly with regard to equal pay. However, undertaking Gender Pay Gap Reporting is in itself a tool to identify and mitigate the risks associated with pay inequality, along with the Council's job evaluation process.

15. GLOSSARY

ACAS - Advisory, Conciliation and Arbitration Service
GEO - Government Equalities Office

16. LIST OF APPENDICES

Appendix 1: Gender Pay Gap Report 2020.
Appendix 2: Gender Pay Gap Action Plan 2020

17. BACKGROUND PAPERS

ACAS Managing gender pay gap reporting guidance.

Office of National Statistics (ONS) 2019 Annual Survey of Hours and earnings for national mean and median average gender pay gap figure.

Government Equalities Office Report - Reducing the gender pay gap and improving gender equality in organisations: Evidence-Based Action for Employers

If you would like to inspect background papers for this report, please email governance@barnsley.gov.uk so that appropriate arrangements can be made.

Report author: Michael Potter – Service Director Business Improvement, Human Resources and Communications

Financial Implications/Consultation



.....
(To be signed by senior Financial Services officer where no financial implications)

GENDER PAY GAP

.....

REPORT 2020



barnsley.gov.uk



[BarnsleyCouncil](https://www.facebook.com/BarnsleyCouncil)



[@BarnsleyCouncil](https://twitter.com/BarnsleyCouncil)



BARNSLEY
Metropolitan Borough Council



At Barnsley Council we value diversity and are committed to equality within our workforce.

Our ambition for Barnsley Council is to be a place where everyone is valued, respected, treated fairly and with dignity.

The approach we take to equality and diversity is informed by our Vision and Values and seeks to address the challenges we face, and to learn from the progress and achievements we have made so far.

Due to the challenges faced by organisations as a result of the Covid-19 pandemic, the Government Equalities Office and the Equality and Human Right Commission suspended the gender pay gap reporting regulations for the 2019 reporting year. As a council we believe in pay fairness and transparency, and therefore recognised the importance of continuing to report and publish our 2019 pay gap. Sadly, due to the ongoing effects of Covid-19 on our council services, this has affected our ability to carry out and implement particular actions identified in the 2019 report. However, I am pleased to say that our mean pay gap has reduced and our median pay gap is close to zero.

We continue to recognise that this is a long term journey and therefore acknowledge while ever we have a gender pay gap we still have work to do. We have rationalised the action plan to align it with our key workforce strategies to ensure the council can continue to address the imbalance with our gender pay gap.

A handwritten signature in black ink, appearing to read 'Sarah Norman', followed by a long horizontal line.

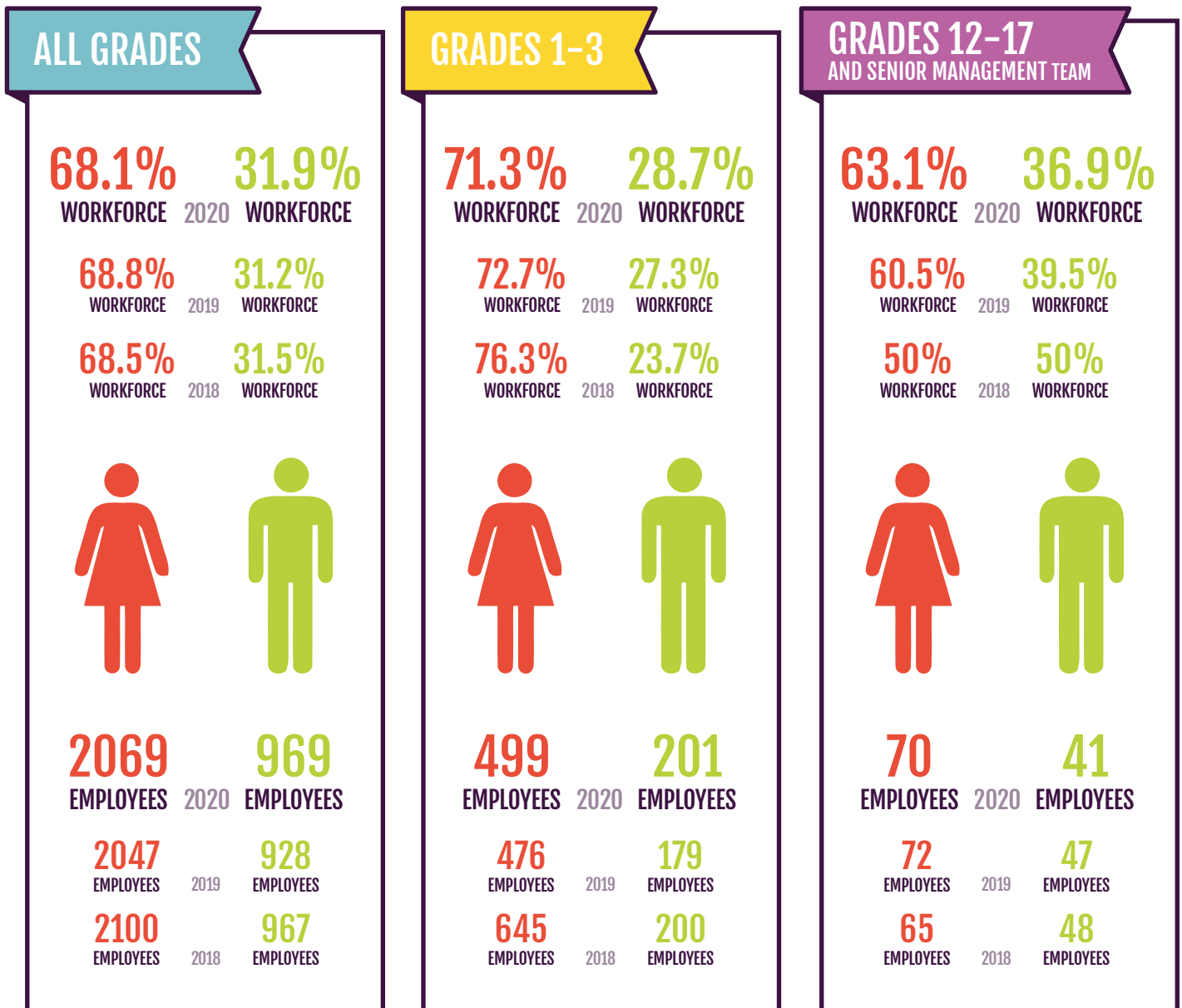
Sarah Norman, Chief Executive

UNDERSTANDING BARNSELEY COUNCIL'S GENDER PAY GAP

Being committed to promoting equality of opportunity for our workforce and tackling workplace exclusion is important to achieving our vision and values. In support of this the Council have undertaken and published equal pay reviews voluntarily since 2007, identifying and fulfilling any action points each year.

The following analysis has been carried out according to the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 which places a mandatory requirement on public sector employers with 250 or more employees.

Barnsley Council's Workforce Composition



The council's workforce is predominantly female at 68.1%. The majority of female employees are clustered within the bottom three grades. Jobs available within these grades are popular with female employees, either because of the type of work involved or because a large number of the job roles are part-time, which can be balanced against out of work responsibilities. This pattern is observed across the UK workforce and is a result of deep-rooted gender hierarchies in the labour market and is influenced by stereotypical thinking around "male" and "female" occupations.



BARNSELY COUNCIL'S GENDER PAY GAP

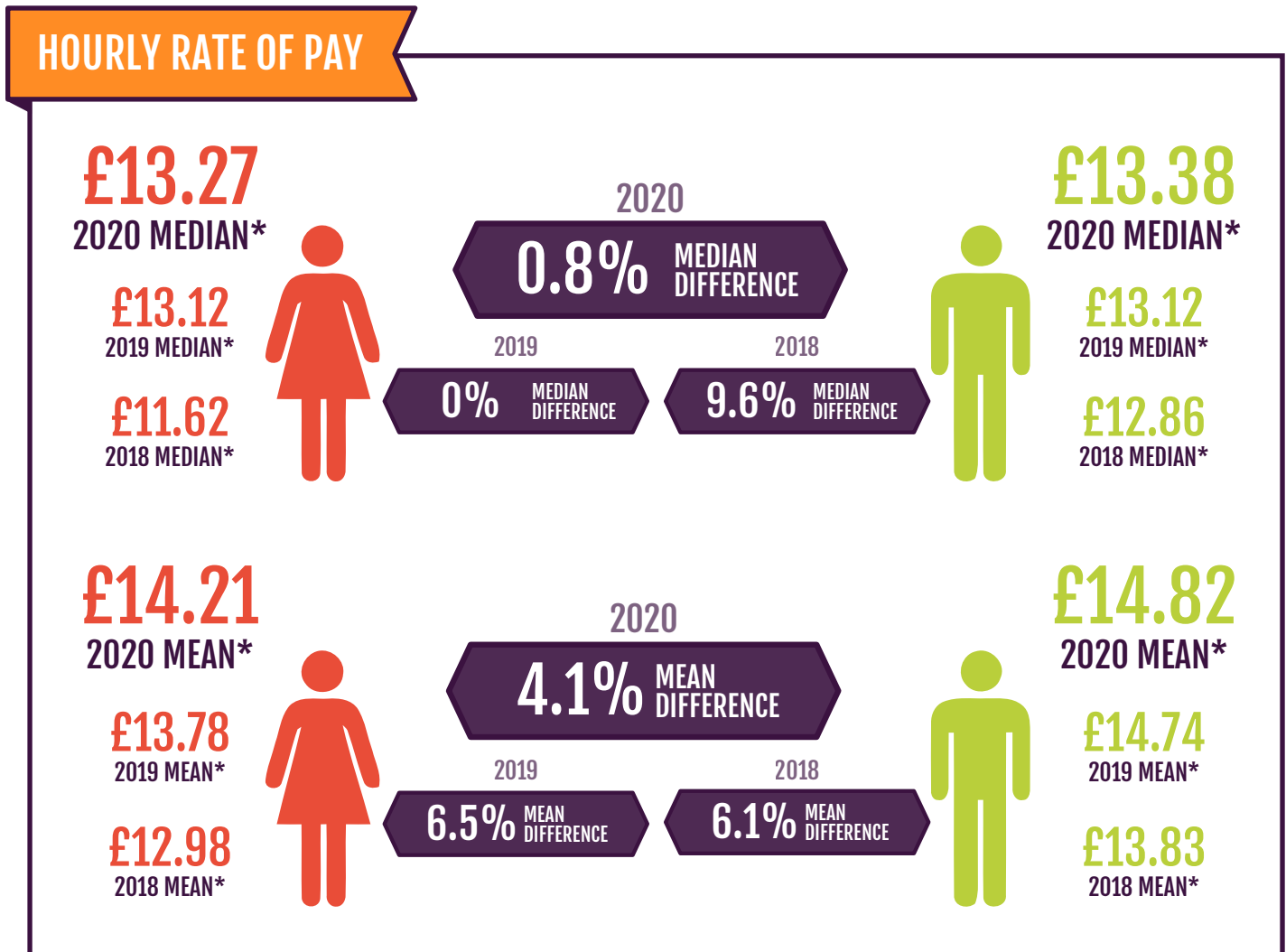
The calculations on page 4 and 5 make use of two types of averages:

MEDIAN – which involves listing all of the numbers in numerical order (lowest to highest) and selecting the middle number. If there is an even number of results, the median is the mean of the two central numbers.

MEAN – which involves adding up all of the numbers and dividing the result by how many numbers were in the list.

Whilst a mean (or average) is traditionally a popular measure, averages are affected more by who is included in the data collection. It is more influenced by very low or very high pay, compared with the rest of the sample. For example if we included a number of highly paid employees the mean pay could increase significantly.

The median however is less influenced by low or high earners and is usually a better measure of a mid point and for this reason we consider median pay to be a more representative figure than mean pay.



Results show that in the 2020 pay period a female employee earns on average either 0.8% less or 4.1% less than a male employee according to the measurement chosen.

This is compared with 17.4% nationally according to the Office for National Statistics.

We believe that our Mean and Median gender pay gaps have altered as a result of continued changes to the makeup of the organisation and increases in hourly rates of pay throughout the four quartile pay bands.

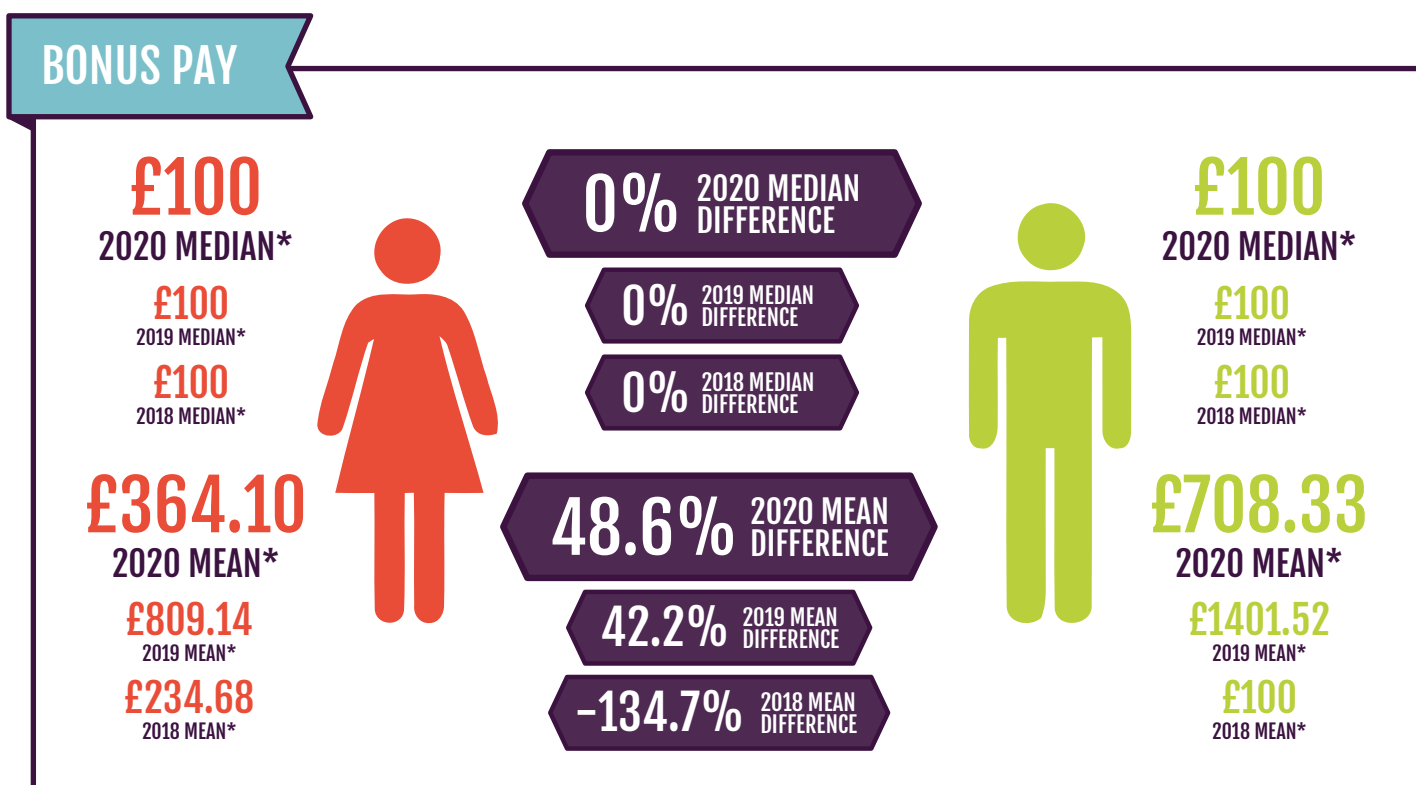
For example, pay rates have increased due to the implementation of the updated national pay spine as part of the Year 2 NJC Pay award deal agreed in 2018, which mainly affected increases to grades 1-7. We have also seen a decrease in females and increase in males in Grades 1-3 and a slight reduction in both females and males in Grades 12+.

BARNSELEY COUNCIL'S BONUS GENDER PAY GAP

For gender pay gap reporting purposes bonus pay includes anything that relates to profit sharing, productivity, performance and commission for which the Council doesn't make any of these payments.

Bonus pay also includes long service awards with a monetary value and incentive payments, which have been taken into account in the calculation of bonus pay as follows. The Council operate a long service award of a £100 voucher, which is applied consistently to all females and males upon achieving 25 years service.

The Council has a Recruitment and Retention Policy where one off payments can be awarded to recruit or retain employees in key posts to ensure that the Council maintains a skilled and experienced workforce. As part of the approvals process associated with recruitment and retention payments, managers are required to consider the wider impact on protected characteristics before awarding a payment.



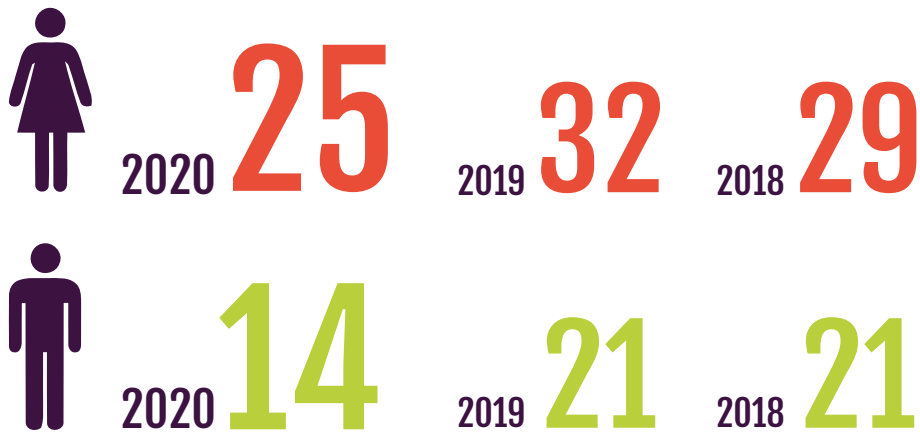
The median bonus pay continues to show that females and males are paid equally. This is due to the long service award payment of a £100 voucher being applied consistently to both females and males upon them achieving 25 years service.

Within the 2020 bonus pay period 35 employees achieved 25 years service and received a £100 voucher. 23 were female (65.7%) and 12 were male (34.3%). This reflects a reduction in both females and males achieving 25 years service compared with previous figures, however this is still reflective of the Councils workforce. The mean results show that female employees received 48.6% less in bonus pay than males. This is due to the retention payment amounts paid to males being higher than those paid to females.

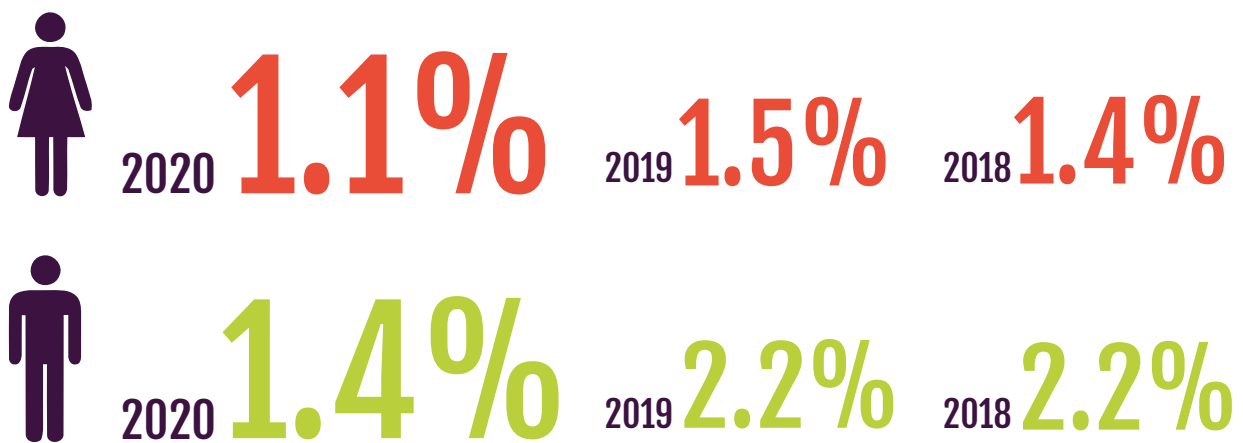
4 retention payments were applied to 2 females and 2 males within the 2020 bonus pay period. Retention payments are made up of a lump sum payment of 10% of the employees current salary. So although it appears that the mean difference is in favor of males this is purely down to 1 male earning a higher salary and therefore the 10% lump sum has been applied consistently to all. This is another reason we consider median pay to be a more representative figure than mean pay, as the results show that bonus pay will continue to fluctuate as a result of the recruitment or retention payments.

PROPORTION OF FEMALES AND MALES RECEIVING A BONUS PAYMENT

NUMBER OF EMPLOYEES RECEIVING A BONUS PAYMENT



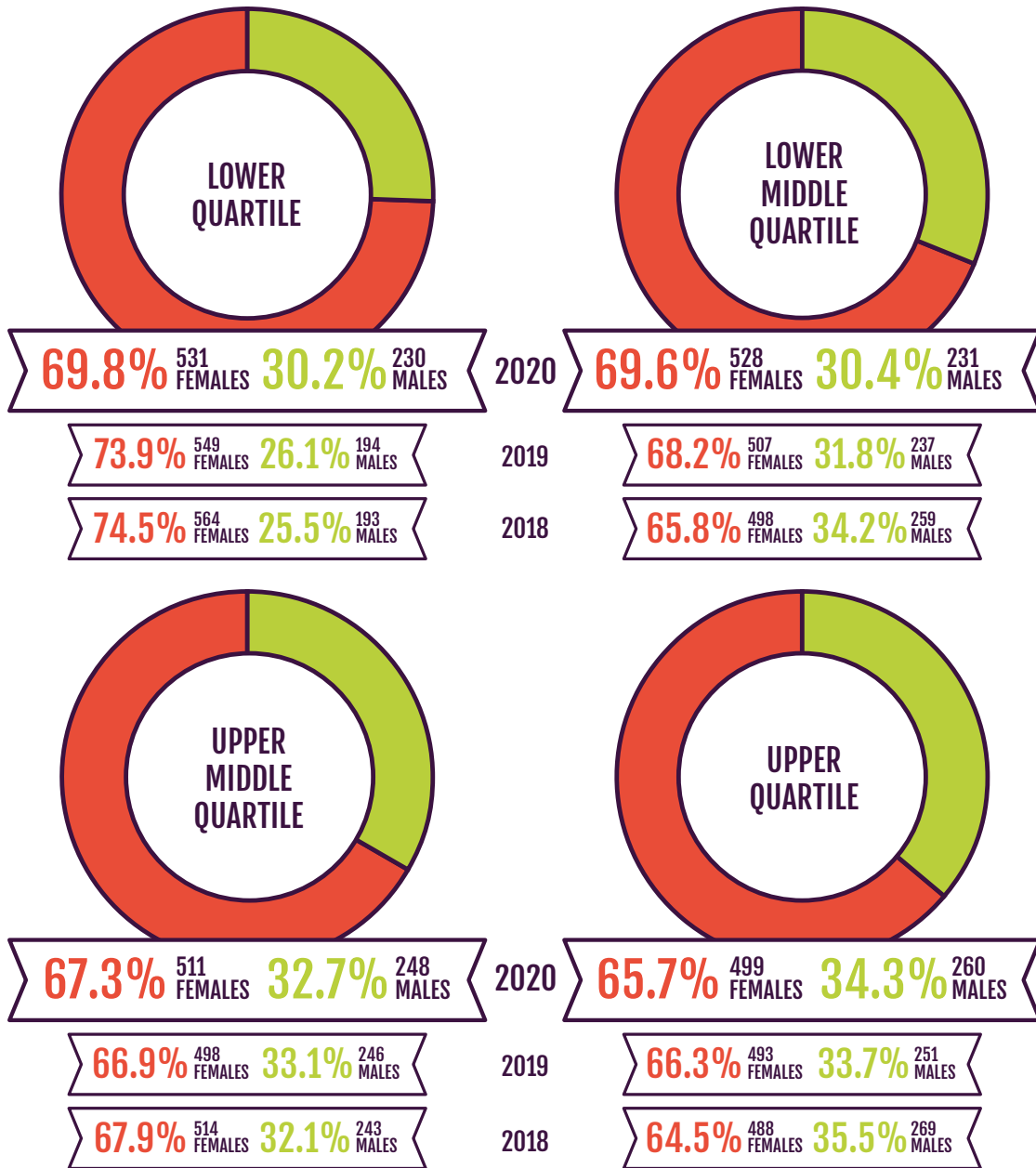
PROPORTION OF EMPLOYEES RECEIVING A BONUS PAYMENT



The proportion of employees who have received a payment that is categorised for gender pay gap reporting as a bonus indicates overall that both males and females are treated the same with a 0.3% difference.

PROPORTION OF FEMALES & MALES IN EACH QUARTILE PAY BAND

QUARTILE PAY BAND



*Quartiles: workforce divided into four equal parts

The headcount for full pay relevant employees on the snapshot date of 31 March 2020 was 3038, which has been arranged by the lowest hourly rate of pay to the highest hourly rate of pay. The total has then been divided into four quartiles with the same hourly rate of pay being distributed evenly by gender where they cross the quartile boundaries.

Analysis continues to show that the gender distribution between the quartiles is not even - more females are employed 68.1% than male. In particular female employees make up approximately 71.3% of the three lowest grades (1 - 3) which sit within the lower quartile.

TACKLING THE GENDER PAY GAP

As part of our ongoing commitment to addressing our gender pay gap, we have rationalised our action plan. The following actions are now aligned with the councils key workforce strategies.

- Investigate how gender pay gap findings can support improving the gender pay profile
- Assess whether there is (and extent to which) any occupational gender-segregation or gender imbalance in promotional opportunities across all grades.
- Investigate how to improve career pathways across all grades.
- Undertake analysis on recruitment applicant pools and assess how this compares against actual applicants.
- Undertake analysis to identify any positive shifts (and extent to which) in cultural change within the council.
- Undertake analysis on leavers by gender and seniority to identify if a higher % of females are leaving more quickly than males (particularly in higher paid positions) and reasons why.



Date Added	Action No	Designated Action	Progress Made 2018	Progress Required 2019	Progress Made 2019	Progress Required 2020	Progress Required 2021	Date to be delivered	Enabler
01/01/2018	1	Investigate how gender pay gap findings can support improving gender pay profile e.g. interviews with employees to identify why they are attracted to particular roles and not others, positive action statements in recruitment, work to remove stereotypes associated with particular roles and other positive action initiatives	Steps already taken to review and improve wording in adverts & images on website to remove any gender bias.	To be investigated further by interviewing current employees re attraction	Targeted work ongoing e.g. engaging with the public via Facebook and Instagram, engaging with previous candidates and investigating details in exit questionnaires etc. A recruitment review is also underway & will look at this in more detail. Data collated from Diversity and Inclusion set for the Investors In People shows 18/7% of people strongly agree and 44.8% of people agree the Council is committed to recruiting a diverse workforce.	Recruitment Review to be completed. Recruitment Team to also develop a video to promote the various roles within the Council to assist in improving the gender pay profile e.g. there is an Occupational Gender Segregation within Grades 1-3 where there is a higher female representation than males in particular roles.	Carried Forward from 2020 - Recruitment Team to continue promoting the various roles within the Council to assist in improving the gender pay profile, but needs to be across the board not just in Grades 1-3. This also forms a bigger piece of ongoing work in respect of career progression pathways. Workforce planning are also supporting services with their workforce plans. Questions over whether demographic is likely to change based on current evidence.	30/03/2022	OD-People Strategy/ Apprenticeship Strategy/Recruitment Strategy
01/01/2020						Investigate how the Council can identify better career pathways for those in lower grades.	Carried Forward from 2020 -This forms a bigger piece of ongoing work in respect of career progression pathways for all grades. Workforce planning also working closely with services on their work force plans.	30/03/2022	OD-People Strategy/ Apprenticeship Strategy/Recruitment Strategy
01/01/2018	3	Assess whether (and extent to which) occupational gender-segregation or gender imbalance in promotional opportunities are part of the cause for the over-representation of women in particular grades. (for example Grades 1-3)	Same as action 1 progress made.	Further analysis required on length of time in role to identify if people are getting stuck at particular levels.	No progress made	Need evidence to support this, therefore could include section on career development & aspirations on next employee survey	Carried Forward from 2020 -This forms a bigger piece of ongoing work in respect of career progression pathways for all grades. Evidence/data still required to support previous points, but for all levels not just Grades 1-3. Analysis required to identify if there are opportunities for people to progress and if there is, explore the reasons why people are not progressing. Workforce Planning also working closely with services on their workforce plans. Questions over whether demographic is likely to change based on current evidence.	30/03/2022	OD-People Strategy

Date Added	Action No	Designated Action	Progress Made 2018	Progress Required 2019	Progress Made 2019	Progress Required 2020	Progress Required 2021	Date to be delivered	Enabler
			Analysis of gender by grade and recruitment data undertaken and appropriate challenge being undertaken to prevent any gender bias	Further analysis required on applicant pools in different fields and how this compares against actual applicants.	No progress made	To be picked up through recruitment review.	Carried Forward from 2020 - To be picked up through work as part of the councils recruitment campaign and the Inclusivity plan.	30/03/2022	OD-People Strategy/Recruitment Strategy/
			Measurement from Employee Survey shows positive shifts in cultural change moving in the right direction	Compare with data in next Employee Survey	Data collated from the Diversity and Inclusion set for the Investors In People shows that 15.1% of people strongly agree and 36.3% of people agree that the Council has a culture where everyone feels respected.	Measurement required from employee survey going out in 2020.	Carried Forward from 2020 - To be picked up through work involved in the Inclusivity Plan.	30/03/2022	OD-People Strategy
01/01/2019	10	Analyse leavers by gender and seniority each year to identify if a higher % of females are leaving more quickly than males (particularly in higher paid positions) and reasons why.	N/A	N/A	Process issue identified as current gap in terms of exit arrangements. Complete route & branch review which is currently underway.	Route & Branch review to be completed to compliment work on Success Factors. In addition to undertake (as & when) gender pay gap on protected characteristics once data available.	Route and branch review of pay grades now complete. Reward Team to undertake analysis of leavers by Gender at Grades 12+	30/03/2022	OD-People Strategy

BARNSELY METROPOLITAN BOROUGH COUNCIL

This matter is a Key Decision within the Council's definition and has been included in the relevant Forward Plan

Report of the Service Director Business Improvement, Human Resources & Communications

Implementation of the 2021/22 Pay Policy Statement

1. Purpose of Report

The purpose of this report is to seek approval to implement the Council's 2021/22 Pay Policy Statement in accordance with section 38 to 43 of the Localism Act 2011.

2. Recommendations

That approval is given to implement the 2021/22 Pay Policy Statement contained at Appendix 1 with effect from 1st April 2021.

3. Introduction

- 3.1 Local Authorities are required under section 38(1) of the Localism Act 2011 (the Act) to prepare a Pay Policy Statement. The statement must articulate the council's policy towards the pay of the workforce, particularly Chief Officers and lowest paid employees.
- 3.2 The Act requires that Pay Policy Statements are produced annually, are considered by full council and are published on the council's website.

4. Proposal and Justification

- 4.1 The 2021/22 Pay Policy Statement has been reviewed in accordance with the Act and has been updated with the following:
- Paragraph 2.5 has been updated to reflect the updated School Teachers Pay and Conditions Document 2020 and Executive Directors job title change to reflect Children's Services.
 - Paragraph 3.1 has been updated to reflect the lowest pay point and hourly rate.
 - Paragraph 4.1 has been updated with the median average and highest paid salaries and pay multiple.
 - Paragraph 8.2 has been updated to remove any reference to SVER for Teachers.

5. Consideration of Alternative Approaches

- 5.1 An alternative option would be to not produce a Pay Policy Statement. However this would contravene section 38(1) of the Localism Act 2011. Consequently this is not a realistic option.

6. Implications for Local People/Service Users

6.1 There are no implications for local people and service users arising from this report.

7. Financial Implications

7.1 There are no direct financial implications for the council as a result of this report.

8. Employee Implications

8.1 The proposed Pay Policy Statement applies to all employees except those employed in locally managed schools and brings together a number of existing policies and local agreements in one document.

9. Legal Implications

9.1 The Pay Policy consolidates a number of existing policies that have previously been reviewed by Legal Services.

10. Communications Implications

10.1 To comply with mandatory requirements the Pay Policy will be published on the council's website.

11. Consultations

11.1 The Senior Management Team was consulted on 23rd February 2021.

11.2 The Pay Policy was circulated to the Trade Unions on TBC and was discussed at the Employee Relations Forum on TBC

12. Promoting Equality and Diversity and Social Inclusion

12.1 The implementation of this policy will ensure that any issues relating to pay are applied fairly and consistently.

13. Risk Management Issues

13.1 The recommended policy provides information on how the council remunerates its employees and as such provides a standard framework to be applied to employee remuneration therefore reduces the risk of inconsistencies in this area.

14. Glossary

DCLG – Department for Communities and Local Government.

15. List of Appendices

Appendix 1 – 2021/22 Pay Policy Statement.

16. Background Papers

16.1 DCLG Guidance: Openness and Accountability in Local Pay February 2012.

16.2 DCLG Guidance: Openness and Accountability in Local Pay Supplementary Guidance February 2013.

16.3 DCLG Local Government Transparency Code 2014.

16.4 Localism Act 2011

These documents are contained in working files in Human Resources and are available for inspection.

Officer Contact: Anne Marie Tolan

Date: 28 January 2021

Financial Implications/Consultation



.....
(To be signed by senior Financial Services officer where no financial implications)

This page is intentionally left blank

PAY POLICY STATEMENT FOR THE PERIOD 1 APRIL 2021 TO 31 MARCH 2022

Contents

Section 1.0	<u>Introduction and Scope</u>	Page 2
Section 2.0	<u>Determination of Pay</u>	Page 2
Section 3.0	<u>Lowest Paid Salary</u>	Page 7
Section 4.0	<u>Highest Paid Salary</u>	Page 7
Section 5.0	<u>Other Pay Related Policies</u>	Page 7
Section 6.0	<u>Professional Subscriptions</u>	Page 9
Section 7.0	<u>Remuneration Committees</u>	Page 10
Section 8.0	<u>Selective Voluntary Early Retirement/ Voluntary Severance</u>	Page 10
Section 9.0	<u>Employment in Receipt of a Pension/Redundancy/Severance</u>	Page 10
Section 10.0	<u>Pension Schemes</u>	Page 11
Section 11.0	<u>Amendments to the Policy</u>	Page 12
Section 12.0	<u>Policy for Future Years</u>	Page 12
Section 13.0	<u>Equality and Diversity</u>	Page 12
Section 14.0	<u>Income Tax and National Insurance</u>	Page 12
Annex A	<u>Chief Officer Remuneration</u>	Page 13

PAY POLICY FOR THE PERIOD 1 APRIL 2021 TO 31 MARCH 2022

1.0 INTRODUCTION AND SCOPE

- 1.1 At Barnsley Council we value diversity and are committed to equality within our workforce. Our ambition for Barnsley Council is to be a place where everyone is valued, respected, treated fairly and with dignity. The approach we take to equality and diversity is informed by our Vision and Values and seeks to address the challenges we face, and to learn from the progress and achievements we have made so far.
- 1.2 Pay fairness is an important part of this commitment and as well as defining our policy on pay and related allowances, as a council, we are working on actions identified to tackle our gender pay gap.
- 1.3 In addition, Section 38 - 43 of the Localism Act 2011 (as supplemented) requires Barnsley Metropolitan Borough Council (referred to as the Council) to produce a policy statement that covers a number of matters concerning the pay of the Council's employees.
- 1.4 It details the arrangements for the determination of salary, how salary levels are determined, the method for pay progression (where applicable) and the payment of allowances. It should be noted that the policy does not apply to employees within locally managed schools.
-

2.0 DETERMINATION OF PAY

2.1 Chief Officers

The Council's policy on remunerating Chief Officers is set out below and in Annex A. For the purpose of the policy a Chief Officer is defined as the Chief Executive and Executive Directors. The terms and conditions of employment for such Chief Officers are as specified in the Joint National Committee for Chief Executives and Joint National Committee for Chief Officers as supplemented by Local Agreements.

2.1.1 Salary on Appointment

The post will be advertised and appointed to at the agreed approved salary unless there is good evidence that a successful appointment of a person with the required skills, knowledge, experience, abilities and qualities cannot be made without varying the remuneration package. In such circumstances a variation to the remuneration package is appropriate under the Council's policy and any variation will be approved through the appropriate decision making process.

2.1.2 Pay Increases

The Council will apply any pay increases that are agreed by relevant national negotiating bodies and/or any pay increases that are agreed through local negotiations. The Council will also apply any pay increases that are as a result of authority decisions to significantly increase the duties and responsibilities of the post in question beyond the normal flexing of duties and responsibilities that are expected in senior posts. Beyond this the Council would not make additional payments outside

those specified in the contract of employment.

2.2 NJC Grades 1 to 17

The Council uses the National Joint Council (NJC) Job Evaluation Scheme and has a pay structure consisting of 17 Grades which can be found in the link below.

[17 Grade Pay Structure](#)

The grading structure currently covers all staff on NJC terms and conditions up to Heads of Service level.

The pay grades for positions on NJC terms and conditions are determined utilising the NJC Job Evaluation scheme which is implemented jointly with the respective Trade Unions.

2.2.1 Salary on Appointment

Employees appointed to positions on NJC Grades 1 to 17 will normally be placed on the first point of the grade for the post. However, managers, in consultation with their Service Director have the discretion to award higher starting points within the grade of the post in order to salary match or if justified by the skills and experience of the candidate.

2.2.2 Salary on Promotion/Secondment

On promotion or secondment employees should normally be placed on the first point of the grade for the post. However, managers, in consultation with their Service Director have the discretion to award higher starting points within the grade of the post in order to salary match or if justified by the skills and experience of the candidate.

2.2.3 Pay Increases

The Council will apply any pay increases that are agreed by relevant national negotiating bodies and/or any pay increases that are agreed through local negotiations.

2.2.4 Pay Progression

Pay progression for employees on NJC Grades 1 to 17 is as outlined in the Incremental Pay Progression Guidance attached in the link below.

[Pay Progression](#)

2.3 Service Directors

Service Directors will be paid on the same fixed salary determined through pay benchmarking.

2.3.1 Salary on Appointment

Appointments will be to the agreed fixed salary for Service Directors unless there is

good evidence that a successful appointment of a person with the required skills, knowledge, experience, abilities and qualities cannot be made without varying the remuneration package. In such circumstances a variation to the remuneration package is appropriate under the Council's policy and any variation will be approved through the appropriate decision making process.

2.3.2 Pay Increases

The Council will apply any pay increases that are agreed by relevant national negotiating bodies and/or any pay increases that are agreed through local negotiations. The Council will also apply any pay increases that are as a result of authority decisions to significantly increase the duties and responsibilities of the post in question beyond the normal flexing of duties and responsibilities that are expected in senior posts. Beyond this the Council would not make additional payments outside those specified in the contract of employment.

2.4 Soulbury Officers

2.4.1 Salary on Appointment

The Soulbury Committee provides a voluntary collective bargaining machinery in respect of the salaries and service conditions of the following categories:-

- a) Educational Improvement Professionals
- b) Educational Psychologists

An employee appointed to one of these positions for the first time shall be placed at the minimum of the scale deemed appropriate by the Council. Where the employee has had previous experience which the authority considers should be regarded as equivalent value to service, the Council shall determine a higher incremental point up to the maximum.

2.4.2 Educational Improvement Professionals

A salary scale for Educational Improvement Professionals should consist of no more than 4 points (subject to additional points needed to accommodate discretionary scale extensions or SPA points).

Educational Improvement Professionals undertaking the full range of duties would usually be appointed on a minimum point of 8.

Senior Educational Improvement Professionals undertaking the full range of duties would usually be appointed on a minimum point of 13

Leading Educational Improvement Professionals undertaking the full range of duties would usually be appointed on a minimum point of 20.

[Education Improvement Professionals Pay Scale](#)

2.4.3 Educational Psychologists

Trainee Educational Psychologists in their second and third year of training should be paid on a point selected from the 6 point Trainee Educational Psychologist pay scale. While Trainee Educational Psychologists will be employed on the basis that they will be available for work for 3 days per week in the second year and 4 days per week in the third year of training, it is not intended that their pay rates should be applied on any

pro rata basis

Assistant Educational Psychologists are paid on the Assistant Educational Psychologist pay scale and should not remain on this scale for more than 4 years. Educational Psychologists would usually be appointed on an individual 6 point pay range on Scale A which will be 1-6, 2-7 or 3-8 based on an assessment of recruitment and retention and other local factors. Managers have the discretion to appoint above the minimum of the selected scale.

Senior Educational Psychologists would usually be appointed on a 4 point pay range on Scale B

Principal Educational Psychologists would usually be appointed on a 4 point pay range on Scale B with a minimum starting point of point 4.

Educational Psychologists paid on Scales A/B are also eligible for up to 3 Structured Professional Assessment (SPA) points

[Educational Psychologists Pay Scale](#)

2.4.4 Salary on Promotion/Secondment

On promotion or secondment employees should normally be placed on the first point of the range for the post. However, managers, in consultation with their Service Director have the discretion to award higher starting points within the grade of the post in order to salary match or if justified by the skills and experience of the candidate.

(The Council should provide a career structure for Educational Psychologists and further details can be obtained from The Report of the Committee on Salary Scales and Service Conditions of Inspectors and Advisory Officers of Local Education Authorities).

2.4.5 Incremental Pay Progression

The pay awards for Advisors, Inspectors and Psychologists are effective from 1st September each year subject to six months service in the post, until the maximum of the grade is reached.

Soulbury staff also have the opportunity to apply for up to 3 further points on the salary scale (in addition to their 4 point range) and these are called Structured Professional Assessment points (SPA's). A copy of the application for Structured Professional Assessment Points Guidance notes can be found in the link below:-

[Structured Professional Assessment Guidance](#)

Centrally Employed Teachers

2.5

The pay policy for Centrally Employed Teachers falls under the terms of the School Teachers Pay and Conditions Document (referred to as the Document).

[School Teachers Pay and Conditions 2020](#)

The Council will review every qualified teacher's salary with effect from 1 September each year. Reviews may take place at other times of the year to reflect any changes in circumstances or job descriptions that will affect pay.

The statutory pay arrangements give significant discretion over the awarding of allowances and the criteria used by the Council to determine the application of the discretionary elements. Decisions on the way these discretions will be used are the responsibility of the Executive Director, Children's Services.

2.6 Adult Education Tutors

2.6.1 Following the cessation of the (Silver Book) a Local Agreement for Adult Education Lecturers was agreed and implemented in September 2002. The Agreement covers staff employed as Lecturers (Qualified and Unqualified), Curriculum Co-ordinators, Lead Tutors, Curriculum Support and Information Officers Learning /Project Co-ordinators.

[Adult Education Tutors Pay Scales](#)

2.6.2 Salary on Appointment

A new employee to the Service would normally be appointed at the bottom of the relevant pay scale although additional increments may be considered for previous relevant experience or continuous service in establishments recognised under the Redundancy Payments (Modification) Order 1999.

2.6.3 Pay Progression

The pay awards for employees covered by the Local Agreement for Adult Education Lecturers 2008 are based upon the percentage pay increase awarded to JNC Youth and Community Workers. Any such awards are effective from 1st September each year.

During employment annual increments shall be awarded on 1st September each year subject to six months service in the post, until the maximum of the grade is reached.

2.7 Agenda For Change

The Agenda for Change pay structure is applicable to staff within the extended remit of the NHS Pay Review Body (NHSPRB). The pay spine is divided into 9 pay bands (pay band 8 is subdivided into 4 ranges) and positions were assigned to a pay band in accordance with the NHS Job Evaluation Scheme.

2.7.1 Salary on Appointment

Upon commencement to a post staff were normally appointed to the lowest pay point of the agreed band with the exception of staff appointed on Band 5 who have accelerated progression through the first two pay points in six monthly steps providing management are satisfied that they meet the required 'standard of practice'. This 12-month period is known as the 'Preceptorship'. Employees affected by TUPE transferred on the same terms and conditions applicable pre-transfer. The Council reserves the right to evaluate and appoint to all new posts in accordance with the NJC terms and conditions for Local Government Employees.

2.7.2 Salary on Promotion

Pay on promotion should be set either at the minimum of the new pay band or, if this would result in no pay increase, the first pay point in the band which would deliver an increase in pay. However, as stated in 2.7.1, the Council reserves the right to evaluate and appoint to all posts, including promotion opportunities, in accordance with the NJC terms and conditions for Local Government Employees.

2.7.3 Pay Progression

Progression through the individual pay bands is by annual increments on the anniversary of appointment to the post. This progression is dependent upon satisfactory performance in the role and demonstration of the agreed knowledge and skills appropriate to that part of the pay band as detailed in the NHS Knowledge and Skills Framework.

3.0 LOWEST PAID SALARY

3.1 The lowest pay point in this Council is Grade 1 point 1 which equates to an annual salary of £17,842 and can be expressed as an hourly rate of pay of £9.25.

3.2 The Council is committed to tackling low pay and has committed to pay a low pay supplement equivalent to the Foundation Living Wage rate.

3.3 The pay rate is increased in accordance with any pay settlements which are reached through the National Joint Council for Local Government Services and through increases to the Living Wage as advised by the Living Wage Foundation.

4.0 HIGHEST PAID SALARY

4.1 The highest paid salary in this council is currently £179,812 which is paid to the Chief Executive. The median average salary in this council (not including schools) is £23,836. The ratio between the two salaries, the 'pay multiple' is 7.54:1. The authority is conscious of the need to ensure that the salary of the highest paid employee is not excessive and is consistent with the needs of the Council and as such the Council takes the view that the pay multiple acts as a control element which will be monitored and reported annually as part of the review of this Pay Policy.

4.2 The Council is required to publish Chief Officer salaries on an annual basis as part of the Statement of Accounts. Details can be found at:

[Statement of Accounts 2019/20](#)

5.0 OTHER PAY RELATED POLICIES

A number of other pay related policies are outlined below which are applicable to all employees except centrally employed school teachers, whose statutory pay and conditions of service fall under the terms of the School Teachers Pay and Conditions Document. The information contained below provides a summary of allowances and must be read in conjunction with the relevant 'Conditions of Service' document/Local Agreement.

The Council also has a protocol which allows changes to working practices to be agreed and implemented. As a consequence, the agreements relating to premium payments, shift allowances and standby payments may have been varied from the standard agreement.

5.1 **Allowances**

5.1.1 **Bank Holiday Working**

- Employees required to work on a public or extra statutory holiday shall, in addition to the normal pay for that day, be paid plain time rate for all hours worked within their normal working hours for that day. In addition, at a later date, time off with pay shall be allowed as follows:
 - Time worked less than half the normal working hours on that day - half day
 - Time worked more than half the normal working hours on that day - full day

5.1.2 **Overtime/Additional Hours**

- Overtime rates – Employees who are required to work overtime/additional hours beyond their working week are entitled to receive enhancements on the following basis
 - Monday to Sunday - time and half

The Council has a Planned Overtime Policy which applies to employees of Grade 7 and above who undertake overtime. Full details of the provision can be found at: [Planned Overtime Policy](#)

- Part-time employees will only be paid overtime rates in circumstances where an equivalent full time employee would receive them e.g. for a part-time employee who normally works Monday to Friday, work up to 37 hours per week will be paid at plain time, thereafter and at weekends overtime rates will be payable.

5.1.3 **Weekend Working**

- Employees who are required to work on Saturday and/or Sunday as part of their normal working week are entitled to the following enhancements:
 - Monday to Sunday - time and half

5.1.4 **Night work**

Employees who work at night as part of their normal working week are entitled to receive an enhancement of time and half for all hours worked between 10pm and 6am, Monday to Sunday i.e. no additional enhancement is payable for weekend working.

The night rate shall be payable in addition to the enhanced rates of pay for additional hours (overtime) worked on a Monday to Sunday night between the hours of 10pm

and 6am e.g. an employee working Saturday night as overtime will receive time and half for hours worked Saturday plus an additional 50% of the hourly rate due to working at night (between 10pm and 6am).

5.1.5 Alternating Shifts

- An enhancement of 10% will be payable to employees working alternating shifts providing all of the following criteria are met:
 - The total period covered by the shifts is 11 hours or more
 - There are at least 4 hours between the starting time and the earliest and latest shift

5.1.6 Rotating Shifts

- An enhancement equivalent to:
 - 10% of salary for three shifts on a rota basis including a night shift over 5 or 6 days, or
 - 10% of salary for three shifts on a rota basis including a night shift over 7 days will be payable to employees working rotating shifts providing all of the following criteria are met:
 - ◆ The total period covered by the shifts is 18 hours or more
 - ◆ At least 4 hours worked between 7pm and 7am.

5.1.7 In addition to the above mentioned the Council has a number of local agreements covering areas such as:

- Car Mileage Allowance - employees who use their private car whilst undertaking official business in the course of their employment, mileage will be reimbursed at the Approved Mileage Allowance Payments (AMAP) rates as specified by HM Revenue and Customs.
- Recruitment and Retention Procedure - provides a series of payment options to assist with recruitment and retention issues.
- Deprivation of Liberty Safeguards Payments - The Council has a statutory duty to undertake assessments under Deprivation of Liberty Safeguards (DOLS). A payment will be made in accordance with the local agreement.
- Laundry Allowance - additional payment to recompense employees for cleaning allocated uniforms.
- Standby/Call out - An employee who is contractually required or volunteers to be available on a standby/call out basis will be recompensed by payment of an amount determined locally.
- Approved Mental Health Professionals (AMHP) allowance - Is an annual allowance paid over 12 equal monthly instalments to AMHP's who undertake this role in addition to their post.

The above is not an exhaustive list of local agreements.

6.0 PROFESSIONAL SUBSCRIPTIONS

6.1 This payment of fees currently applies only to employees of Legal Services who are Solicitors and are required to hold a practising certificate and for Social Care Workers

who are required to be registered by the British Association of Social Workers (BASW)

Payment will not be made for membership of any other professional organisation, whether or not membership is a requirement of the appointment.

7.0 REMUNERATION COMMITTEES

- 7.1 The Council does not utilise a Remuneration Committee to determine grading of posts. The evaluation of posts is a complex issue requiring use of specialised trained panels to recommend grades for posts as determined by the appropriate evaluation process. Recommended grades are subject to approval by the agreed Council decision making process i.e. Delegated/Cabinet Reports.

8.0 SELECTIVE VOLUNTARY EARLY RETIREMENT/VOLUNTARY SEVERANCE POLICY

- 8.1 The Selective Voluntary Early Retirement and Voluntary Severance schemes enable the Council to reduce the size of its workforce in line with prevailing economic conditions, whilst at the same time compensating eligible employees by either immediate payment of pension benefits and/or a redundancy payment. The Council's Policy relating to all employees who are members of the Local Government Pension Scheme can be found at:

[SVER and VS Policy](#)

- 8.2 Where the level of severance pay/redundancy pay is calculated in accordance with the Council's policy and the resultant payment is more than £100,000 then approval must be sought by Council prior to agreement to release the payment.

9.0 EMPLOYMENT OF PERSONS IN RECEIPT OF A PENSION OR REDUNDANCY/ SEVERANCE PAYMENT

- 9.1 The authority is under a statutory duty to appoint on merit and has to ensure that it complies with all appropriate employment and equalities legislation. The authority will always seek to appoint the best available candidate to a post who has the skills, knowledge, experience, abilities and qualities needed for the post.
- 9.2 If a candidate is an employee in receipt of a pension (this includes ill health pensions) from a public sector organisation including local government, civil service, teachers pensions, police (Civil or Warranted Officers), armed forces, or any other covered by the Modification Order or a redundancy/ severance payment as a result of being made compulsory redundant this will not rule them out from being employed by the authority.
- 9.3 The re-engagement of public sector employees can, provide practical solutions to specific workload/project staffing needs due to their previous knowledge and experience.
- 9.4 The authority will consider applications from persons in receipt of pensions and there is no barrier to such a person being appointed. Pensions Regulations have provisions to reduce pension payments in certain circumstances of those who return to work within local government service. Should an applicant in receipt of a pension be

successful, they should be advised that commencing employment with the authority may affect their pension entitlements and they should therefore seek advice from the relevant Pensions Authority

- 9.5 The authority will also apply the provisions of the Statutory Redundancy Payments Modification Order regarding the recovery of redundancy payments if this is relevant and appropriate.

10.0 **PENSION SCHEMES**

10.1 **Local Government Pension Scheme**

Eligible employees automatically become a member of the Local Government Pension Scheme (LGPS) if they have a contract of employment for at least three months. Where the employee has a contract for less than three months, the employee may elect to join the scheme. However, LGPS scheme regulations are superseded by pension's auto-enrolment legislation which requires all employees to automatically pay pension contributions where the earnings level is above the threshold. Employees may choose to opt out of auto-enrolment. The LGPS is a tax approved occupational pension scheme set up under the Superannuation Act 1972. The contribution rate depends on the level of earnings but is currently between 5.5% and 12.5% of pensionable pay.

The Council pays the balance of the cost of providing benefits in the LGPS currently 26.12%. Every three years an independent review is undertaken to calculate how much the employer should contribute to the Scheme. Increases or decreases in the cost of providing the scheme may, in future, need to be shared between members and employers, in accordance with government guidance.

Full details of the LGPS can be found at:

[South Yorkshire Pensions Authority - Homepage](#)

10.2 **Teachers Pensions Scheme**

For Centrally employed teachers or posts that the Council decides are eligible for membership of the Teacher's Pension Scheme (TPS) new appointees will automatically become scheme members.

The TPS is a contributory scheme administered by Teachers' Pensions (TP) on behalf of the Department for Education (DfE). It is a defined benefit 'final salary' scheme providing a lump sum and pension after retirement. Members of the TPS contributions rates range from 7.4% to 11.7% depending on the level of earnings. The Council pays a further 23.68%.

Information relating to the TPS can be found at:

[Teachers Pension Scheme](#)

10.3 **NHS Pension Scheme**

Some employees in Public Health roles have pension protections and continue to contribute to the NHS Pension scheme.

Information relating to the scheme can be found at:

[NHS Pension Scheme](#)

11.0 AMENDMENTS TO THE POLICY

- 11.1 It is anticipated that this policy will not need to be amended further during the period it covers i.e. 1 April 2021 to 31 March 2022, however if circumstances dictate that a change of policy is considered to be appropriate during the year then a revised draft will be presented to full Council for consideration.
-

12.0 POLICY FOR FUTURE YEARS

- 12.1 The policy will be reviewed each year and will be presented to full Council each year for consideration in order to ensure that a policy is in place for the Council prior to the start of each financial year.
-

13.0 EQUALITY AND DIVERSITY

- 13.1 This policy has been impact assessed by Human Resources, if on reading this policy you feel there are any equality and diversity issues, please contact your Directorate Human Resources Business Partner who will if necessary, ensure the policy is reviewed.
-

14.0 INCOME TAX AND NATIONAL INSURANCE CONTRIBUTIONS

- 14.1 Sections 682-702 of the Income Tax (Earnings and Pensions) Act 2003 (ITEPA) impose a duty on an employer to account for PAYE on employment income paid to employees. PAYE applies to all payments of income within the charge to tax under ITEPA 2003.
- 14.2 There are three classes of national insurance contributions (NICs) which are payable by or in respect of employees:
- Class 1 contributions, which are earnings related. Primary contributions are paid by “employed earners” secondary contributions are paid by employers.
- Class 1A contributions, which are payable annually by secondary contributors only, based upon taxable value of benefits reported on forms P11D.
- Class 1B contributions, which are payable annually by secondary contributors only, based on the tax borne under a PAYE Settlement Agreement (PSA).
-

© Barnsley Metropolitan Borough Council.

The right of Barnsley Metropolitan Borough Council to be identified as Author of this Work has been asserted by it in accordance with the Copyright, Designs and Patents Act 1988. No part of this publication may be reproduced in any material form, including photocopying or storing it in any electronic medium without the written permission of the copyright owner except in accordance with the provisions of the Copyright, Designs and Patents Act 1988. Applications for the copyright owner’s permission to reproduce any part of this publication must be addressed to the Service Director of Business Improvement, Human Resources and Communications, Barnsley Metropolitan Borough Council, Human Resources, PO Box 634, Barnsley, S70 9GG.

Annex A Chief Officer Remuneration

Aspect of Chief Officer Remuneration	BMBC Policy
Recruitment	The post will be advertised and appointed to at the appropriate approved salary for the post in question unless there is good evidence that a successful appointment of a person with the required skills, knowledge, experience, abilities and qualities cannot be made without varying the remuneration package. In such circumstances a variation to the remuneration package is appropriate under the Council's policy and any variation will be approved through the appropriate decision making process.
Pay Increases	The Council will apply any pay increases that are agreed by relevant national negotiating bodies and/or any pay increases that are agreed through local negotiations. The Council will also apply any pay increases that are as a result of authority decisions to significantly increase the duties and responsibilities of the post in question beyond the normal flexing of duties and responsibilities that are expected in senior posts subject to approval by the appropriate decision making process.
Additions To Pay	The Council would not make additional payments beyond those specified in the contract of employment.
Performance Related Pay	The Council does not operate a performance related pay system as it believes that it has sufficiently strong performance management arrangements in place to ensure high performance from its senior officers. Any areas of under-performance are addressed in accordance with Council Policy.
Earn-Back (Withholding an element of base pay related to performance)	The authority does not operate an earn-back pay system as it believes that it has sufficiently strong performance management arrangements in place to ensure high performance from its senior officers. Any areas of under-performance are addressed rigorously.
Bonuses	The Council does not pay bonus payments to employees.
Termination Payments	The Council applies its normal redundancy payments arrangements to senior officers and does not have separate provisions for senior officers. The Council also applies the appropriate Pensions regulations when they apply. The Council has agreed policies in place on how it will apply any discretionary powers it has under Pensions regulations. Any costs that are incurred regarding senior officers are published in the Council's accounts as required under the Accounts and Audit (England) Regulations 2011.
Transparency	The Council meets its requirements under the Localism Act, the Code of Practice on Data Transparency and the Accounts and Audit Regulations in order to ensure that it is open and transparent regarding senior officer remuneration.
Employment of persons in receipt of a pension or redundancy/severance payment	Refer to Section 9.

This page is intentionally left blank

BARNSLEY METROPOLITAN BOROUGH COUNCIL

This matter is a Key Decision within the Council's definition and has been included in the relevant Forward Plan.

REPORT OF THE EXECUTIVE DIRECTOR PLACE

2021/22 BARNSLEY HOMES STANDARD PROGRAMME & SUPPLEMENTARY INVESTMENT PROGRAMME

1. PURPOSE OF REPORT

- 1.1 The purpose of the report is to inform Cabinet of, and seek approval for, the Housing Revenue Account (HRA) Capital Investment Programme for 2021/22, delivered through the new Property, Repairs and Improvement Partnership contract and tendered elemental works programmes.

2. RECOMMENDATIONS

It is recommended that Cabinet:

- i. Approves the HRA 2021/22 Barnsley Homes Standard Programme;**
- ii. Approves the HRA 2021/22 Supplementary Investment Programme;**
- iii. Notes the added Social Value delivered by the Property Repairs and Improvement Partnership 2020 as set out at Section 5; including use of directly employed local staff and over 30 directly employed apprentices; and**
- iv. Notes the Carbon Saving efficiency measures, and anticipated reductions to tenant's energy bills, as set out in Paragraph 3.8 of the report.**

3. INTRODUCTION

- 3.1 This paper sets out the proposed programme for the Council's core housing capital programme for both the Barnsley Homes Standard (BHS) programme and the programme of supplementary investments that compliments BHS. These investments will allow Berneslai Homes to continue to maintain its Decent Homes target [set in conjunction with BMBC] through 2021/22. The current Decent Homes target is 96%.
- 3.2 In developing the Berneslai Homes Asset Management Strategy 2021-26, which is now underway, the Council will determine a range of options for decency performance across the life of the business plan. This work will also include a strategy for improving the energy efficiency of our stock and options for meeting our low carbon targets (including the phasing out of gas heating solutions).

Decent Homes Standard

- 3.3 The Council first met the Decent Homes Standard for all of its stock in December 2010, having delivered a £300M programme between 2004 and 2010 to achieve this. The standard is set by the government and requires a home to meet the following four criteria:
- a) It meets the current statutory minimum standard for housing – containing none of the 29 serious [Cat 1] hazards set out under the Housing Health and Safety Rating System [HHSRS].
 - b) It is in a reasonable state of repair where building components [Key and Other] do not require replacement or major repair due to age and condition.
 - c) It has reasonably modern facilities and services - dwellings which fail to meet this criterion are those which lack three or more of the following:
 - a reasonably modern kitchen (20 years old or less);
 - a kitchen with adequate space and layout;
 - a reasonably modern bathroom (30 years old or less);
 - an appropriately located bathroom and WC;
 - adequate insulation against external noise (where external noise is a problem); and,
 - adequate size and layout of common areas for blocks of flats.
 - d) It provides a reasonable degree of thermal comfort - this criterion requires dwellings to have both effective insulation and efficient heating.
- 3.4 Since January 2011, Berneslai Homes has implemented and managed the Barnsley Homes Standard programme [BHS] designed to maintain the social rented housing stock at the Decency Standard. Appropriate Council/ BH strategic targets are set annually to ensure this. The social housing White Paper, The Charter for Social Housing Residents, indicates that the Decent Homes standard will be reviewed to consider whether it needs to be updated to strengthen the definitions of safety and decency and this will be completed by Autumn 2021. The implications of the revised Decency Standard on the Council's HRA will be considered in due course.
- 3.5 The Government's Decent Homes standard covers a range of components whose useful lifespan is time-limited (for example, 20 years for a kitchen) and different components have different lifecycles. Berneslai Homes manages and uses its asset management database [PIMMS] which tracks the installation date of all home standard components within a property. This database is used to establish both the 30-year HRA business plan and the annual programme contained within this report. The annual programme details where work is required to maintain the standard in the coming year.
- 3.6 Actual lifespans for individual components vary from the government guidance, and components are not replaced where they are in good condition and their expected remaining life extended for a further period. Every home and every component is surveyed in advance of replacement within the annual programme with variations recorded in the database. In addition to these 100% checks, periodic sample

surveys of the whole stock are undertaken to ensure data and 30-year business plan accuracy.

- 3.7 The schemes proposed within the 2021/22 programme are addresses that were last improved during the early years of the programme from 2003 to 2006. The scope of works from the database shows that such elements as PVCu windows and doors, full rewires and central heating distribution systems will be unlikely to require replacement, but some kitchens, bathrooms and central heating boilers are likely to. The programme will also pick up other elements that were deemed not to fail at the time as well as original tenant refusals if not replaced since for instance as part of void works.
- 3.8 Gas central heating boilers are one element that consistently fails before the 15-year lifetime expectation within the government decency programme. Older boilers tend to break down more often, of which the Council has a high number, with some boilers being older than ten years old. The reason for this is due to the decent homes replacement programme being at its peak in the 2004 to 2008 period which saw significant replacements. Older gas boilers are also less efficient at around 78% efficiency compared with a modern combination boiler at 91% efficiency. From changing from the older boiler to a modern one, on a typical semi-detached property, this will save the tenant approximately £105 per annum (source: Sedbuk) which will contribute towards reducing fuel poverty in the borough.
- 3.9 Whilst the more efficient boilers also emit less CO₂ than the older boilers, as a result of burning less gas, it should be noted that such boilers do not meet the Council's Zero Carbon aspirations. Therefore, these boilers are not seen as a long term solution and an alternative will be factored into the HRA 30 year business plan in due course.
- 3.10 It is expected that the HRA will spend c.£1.9M per annum on gas heating breakdown this year which represents the largest single element of the responsive repairs and maintenance budget. To help reduce this problem, additional tendered elemental heating replacement schemes have featured as part of the Barnsley Homes Standard programme over the last four years. For 2021/22, this budget has been re-forecast to c. £0.340M in favour of our BHS programme.

4. PROPOSAL AND JUSTIFICATION

Barnsley Home Standard - Main Programme

- 4.1 The proposed main Barnsley Homes Standard programme for 2021/22 will be delivered by Berneslai Homes Construction Services (CS) and Wates and is summarised per area in the table overleaf:

Barnsley Homes Standard 2021/22

Delivery Partner	Scheme	Number of Properties	Budget Cost £M
CS	Honeywell	53	0.441
CS	Kingstone	131	1.089
CS	Royston	332	2.761
CS	Town	239	1.988
CS	Worsbrough Dale	187	1.555
Wates	Hoyland	125	1.040
Wates	Platts Common	96	0.798
Wates	Thurnscoe	237	1.971
TOTAL		1,400	11.644

- 4.2 The proposed programme is based on an average, indicative cost of works of approximately £8.3k per dwelling, on a whole-house approach. Each individual property is then subject to a full condition survey to ascertain the scope of works required to meet the decency standard, which is then used to design a bespoke programme of works. On receipt of these surveys, the contractors' teams can then assess the actual resources required and how that varies to the original estimate. Where significant, the resources no longer required for these schemes, coupled with a potential number of tenant refusals, will be then released for reinvestment into other decency schemes, on which, further reports will be presented for approval.
- 4.3 The programme, together with other works detailed, will maintain the Council's Housing Stock within its strategic target of 96% by the end of March 2022.
- 4.4 Budget costs are derived by using previous year's outturn costs and include all associated fees. Following a detailed survey of every property within each scheme and agreement on individual scopes of work for every property, partner contractors propose guaranteed maximum prices for each package.
- 4.5 Work is allocated to Construction Services and Wates on a two thirds and one-third basis in line with the requirements of the PRIP 2020 Contract. The PRIP contract is designed to add social value.

Urgent Individual Property Heating Replacements – £0.337M

- 4.6 In all cases following a heating breakdown, a repair is attempted in the first instance. In some cases, the boiler cannot be repaired or is beyond economic repair which cannot wait for a planned programme. The budget is sufficient for approximately 200 such replacements within the housing stock of 18,500 properties. This work is delivered through the Property Repairs and Improvement Partnership (PRIP) with the works carried out by Berneslai Homes Construction Services or Wates.

Reactive Component Replacements - £1.547M

4.7 The proposed replacement items budget is to be used to replace items in Council Housing which aren't scheduled for renewal as part of the Core BHS programme as outlined above, where they cannot be repaired, are reasonably urgent in nature and are not heating related (where there is a separate budget allocation). The items are placed in planned programmes which are released monthly through the Property Repairs and Improvement Partnership (PRIP) to Berneslai Homes Construction Services and Wates respectively. These batched releases enable the work to be properly planned and priced, making delivery efficient and costs more controllable. The works typically consist of:

- Full or Partial Kitchen Replacements;
- Full or Partial Bathroom Replacements;
- New Guttering;
- New Doors; and
- New Windows.

The proposed budget is sufficient to fund around, on average, 1,300 replacements and will contribute towards maintaining the Council's Decent Home Standard Target of 96%.

Supplementary Investment Programme

4.8 The Supplementary Investment Programme is additional to the Barnsley Homes Standard Programme and is complimentary in maintaining the housing stock to the Decency Standard. The individual elements are outlined in the paragraphs below.

Planned Works to District Heating Networks - £0.781M

4.9 The Council has 24 District Heating Networks serving 1,212 dwellings, independent living schemes, community centres, and a school. Properties have heat meters and pay at cost of the heat they use. The systems operate on an 'at cost' basis for revenue income and expenditure and the Council has been able to maintain the same charge for the last four years, with no increase proposed for the 2021/22 financial year. The capital cost of improvements and replacements for the systems falls on the HRA, as it does for all other domestic systems.

4.10 The plans for 2021/22 include Phase 2 – replacement of the under and above ground heating mains at Marston Crescent, New Lodge where the heating mains are towards the end of their life expectancy. Replacement of heating mains reduces the risk of mains failure, improves flow rates and the overall efficiency of the heat network.

4.11 A smaller part of this capital budget is planned as a contingency that may be required for any major failures that occur during the year, for example, major boiler failure requiring a renewal or a burst underground main requiring section renewal rather than repair.

Major Adaptations for Tenants with Specific Needs - £2.007M

4.12 The Council has an approved policy that any major adaptations that are required for Council Housing tenants are funded through the Housing Revenue Account and not

the Disabled Facilities Grant. This budget is used to fund those adaptations each year.

- 4.13 The population in Barnsley is aging and tenants are living longer, and as a consequence, the number of adaptation requests is rising, which are responsive and reactive in nature.
- 4.14 All applications are first accessed by the Council's Equipment, Adaptation and Sensory Impairment Service, to determine exact requirements. Following this, applications are assessed by officers from the Equipment and Adaptation Service jointly with Berneslai Homes' officers. Applicants have a right of appeal, with a final decision from an independent appeals panel.
- 4.15 The three most frequent type of adaptations requested are:
- Level Access Shower;
 - Entrance Ramps; and
 - Stair lifts and Ceiling Hoists.
- 4.16 The proposed budget also covers a number of significant conversions to the Council's properties where sitting tenants have that particular need. The demand for such conversions is managed through the process outlined above and it is anticipated 5 significant conversions will be required during 2021/22, based on the average number of conversions over recent years.
- 4.17 In total, the proposed budget for 2021/22 is sufficient to fund around, on average, 860 adaptations.
- 4.18 Where appropriate, the proposed budget is also used to build a small number of extensions to properties where tenants cannot be re-housed to more suitable accommodation. Officers from BMBC Housing are working closely with Berneslai Homes to align the new build and acquisition programmes to best meet the needs of our tenants; including where that need might be a purpose built or adapted unit on a council build scheme and/or the acquisition of a unit not currently available amongst our stock. This often enables the tenant and their family to be suitably housed, without compromise, and makes best use of resources in the longer term.

Structural Works and Void Replacements - £1.685M

- 4.19 The proposed Structural Works budget is used to fund extensive, one-off structural works that are deemed urgent and which cannot reasonably wait for the Barnsley Homes Standard Programme. The proposed Void Replacements budget is to fund replacement items in void properties that are required to bring the properties back to the lettable standard which needs to be carried out quickly to let the property and keep void rent loss to a minimum.
- 4.20 All of these works are delivered through the Property Repairs and Improvement Partnership (PRIP) by Berneslai Homes Construction Services or Wates.
- 4.21 Typically, structural works will include:
- Re-roofing;

- Subsidence Underpinning;
- Major Damp Works; and
- External Retaining Wall Failure.

4.22 Void replacements are typically home standard type works of kitchens, bathrooms, replacement heating replacements and rewires, which take place in empty properties following tenant vacation or property purchase.

Community Centre Rewires - £0.065M

4.23 The proposed Community Centre Rewire budget is to be used to fund electrical upgrade works in a number of the 14 HRA Community Centres and 18 other HRA buildings with communal facilities. The budget is sufficient to fund two to three upgrades per year, dependant on the scale of the project. This work is planned and is carried out by partners in the Property Repairs and Improvement Partnership (PRIP) by Berneslai Homes Construction Services or Wates.

Community Refurbishment Schemes - £0.386M

4.24 Berneslai Homes has run a very successful Community Refurbishment and Training Scheme which has been operational for the last 15 years. The scheme helps young, unemployed and some older, long-term unemployed into work based learning and employment. It provides level 2 basic skills training in construction, mainly, bricklaying. Work programmes are based on a trainee profile of 20 in total at any one time with a split of 10 on site and 10 undertaking off site assessment and training. Training is delivered in Partnership with Barnsley Community Build.

4.25 The types of work undertaken on Council owned properties and estate includes:

- General tidying up and clearance of open space;
- Brick boundary walls;
- Installation of metal fencing and gates;
- Timber fencing;
- Construction of footpaths and driveways in concrete, tarmac and block paving;
- Pavement crossings and dropped kerbs; and
- Minor / incidental hard landscaping works.

4.26 Given the continuing success of this scheme, it has been agreed for Berneslai Homes to launch a second Community Refurbishment Scheme which will initially be based also in Athersley South, co-locating with the original CRS staff and trainees whilst the works and training model is established. It is intended that the CRS 2 scheme will then re-locate to another area of the Borough where it has been previously identified that Estate Environmental works are urgently required.

4.27 The proposed budget is used to purchase building materials and hire of plant etc. The scheme is currently working in Athersley South and has been very popular with residents. In addition to skills training, it is a cost effective way of delivering environmental improvements.

Barnsley Homes Standard Capitalised Salaries - £0.178M

- 4.28 A number of Berneslai Homes support staff work specifically on the Barnsley Homes Standard capital schemes throughout the year, whose cost is charged to the HRA via the Berneslai Homes Management fee.
This proposed budget is to be used to fund the cost of those project managers which are capitalised during 2021/22.

Subsequent approval reports will be submitted in due course.

5. SOCIAL VALUE

- 5.1 The Barnsley Home Standard programme is required to meet the Council's decency target of 96% and the Council will be contractually committed to Construction Services and Wates for the delivery of the work within the PRIP 2020 Contract.
- 5.2 The PRIP contract is designed to add social value and the vast majority of this is directly employed staff who live within the borough. Once fully up and running, the partnership will be required to have over 30 directly employed apprentices and annual programmes of work experience. Further, the contract makes a significant financial contribution to the Barnsley Bond Scheme.
- 5.3 The contract has targets for equality and diversity in the workforce, including encouragement of women into construction and carbon footprint sustainability. It sets stringent targets for re-cycling waste materials (more than 96%), tree planting and green initiatives and investment in the Barnsley Pound (more than 73%).

6. IMPLICATIONS FOR LOCAL PEOPLE/SERVICE USERS

- 6.1 The proposals in this report will ensure that BH properties continue to meet the Governments Decent Homes Standard and without the need for frequent repairs. This will benefit the customers as well as taking some budgetary pressure from the responsive repairs budget. The new heating systems and additional insulation work as part of the Barnsley Homes Standard programme will bring a reduction in heating costs to tenants.

7. FINANCIAL IMPLICATIONS

- 7.1 Consultations have taken place with representatives of the Service Director – Finance (S151 Officer).
- 7.2 The estimated cost of the HRA Capital Investment Programme for 2021/22 totals £18.630M. Within this, The Barnsley Home Standard (BHS) Investment Programme totals £13.528M with the Supplementary Investment Programme totalling £5.102M. This is shown in the tables below.

Barnsley Homes Standard Programme:	2021/22 £M
Barnsley Homes Standard	11.644
Domestic Heating Replacements	0.337
Reactive Replacements	1.547
Sub Total Barnsley Homes Standard Programme	13.528

Supplementary Investment Programme:	2021/22 £M
District Heating Network	0.781
Major Adaptations	2.007
Extensive Structural & Void Replacements	1.685
Community Centre Rewires	0.065
Community Refurbishment Scheme - One	0.191
Community Refurbishment Scheme - Two	0.195
BHS Capitalised Salaries	0.178
Sub Total Supplementary Investment Programme	5.102
Total HRA Capital Investment Programme 2021/22	18.630

- 7.3 The resources in respect of these proposals have been set aside as part of the HRA budget papers for 2021/22 which have been already approved by Cabinet (Cab.13.1.2021/8 refers).
- 7.4 The Council's partner, Berneslai Homes, who are responsible for the management of the Council's housing stock, are currently implementing a revised Asset Management Strategy. The financial implications in respect of the implementation of this Asset Management Strategy will be factored into the Council's 30 Year HRA Plan together with the impact on the HRA Medium Term Financial Plan.
- 7.5 The financial implications of these proposals are summarised in the attached Appendix A.

8. EMPLOYEE IMPLICATIONS

- 8.1 There are no employee implications arising from the recommendations within this report.

9. LEGAL IMPLICATIONS

- 9.1 There are direct legal implications for the Council/ BH arising from this work. Schemes proposed to be carried out under by the PRIP contractors are covered by those existing contractual arrangements. Elemental works will be undertaken following procurement under the Berneslai Homes Contract Procedure Rules and the signing of a standard form of building contract.

10. CUSTOMER AND DIGITAL IMPLICATIONS

- 10.1 As part of the BHS works, customers receiving new boiler installations will benefit from digital programmable timers and multiple location heat controls. They will receive both face to face and written instructions on the use of the heating systems. We will encourage our customers as part of the programme to take up smart meters from their energy supplier. We also provide advice on keeping the home warm and can help with specialist advice for those struggling with energy and other bills.
- 10.2 Before and during the programme of works, tenants will receive dedicated tenant support from our Project Liaison Officers. The officers prepare tenants for the work, explain what will be taking place, support them during the process and provide aftercare. Tenants are also eligible for a redecoration grant following major works.

11. COMMUNICATIONS IMPLICATIONS

- 11.1 All tenants and leaseholders involved will be fully consulted before works take place. Customers have choice for kitchen and bathroom ranges, and all customers have a right of refusal if they do not wish the works to be carried out.
- 11.2 Where leaseholders are affected by works, they will be consulted within the prescribed leaseholder timescales. Where leaseholders are required to pay for jobs, several established easy payment options have been devised, including interest-free and monthly term payments.

12. CONSULTATIONS

- 12.1 Consultations about the programme have been undertaken within BMBC and Berneslai Homes. Tenants are consulted about the works as described in paragraph 12 above.

13. BERNESLAI HOMES CORPORATE OBJECTIVES

- 13.1 The works proposed in this report will ensure that properties remain compliant with the Decent Homes Standard which aligns Berneslai Homes Strategic objectives with the Council's corporate priorities and requirements of Headline KPI's.

14. TACKLING HEALTH INEQUALITIES

- 14.1 The provision of a home that is warm, safe and comfortable is a fundamental requirement of the Decency standard, promotes good health and wellbeing and is a fundamental component of basic human rights. These works will form an essential part of ensuring that the housing stock meets these requirements.

15. RISK MANAGEMENT ISSUES

- 15.1 Contractual Risk - There are risks in the delivery of any building contract and working in occupied homes can involve additional risks. These risks will be managed and monitored by a contract Core Group consisting of staff from NPS, Berneslai Homes and our Contractors. The Core Group, who will meet regularly throughout the scheme, will monitor progress, costs, cash flow, performance and

customer satisfaction. This should result in timely interventions or value engineering to take place should the situation arise.

- 15.2 Financial risks will be monitored throughout the programme and by individual project. Additional mitigation will be by payment in arrears following satisfactory completion of stages, retentions and bonds as appropriate.

16. HEALTH, SAFETY AND EMERGENCY RESILIENCE ISSUES

- 16.1 The contract will be undertaken under the strict requirements of the Construction Design and Management Regulations 2015, which will be managed and monitored by Berneslai Homes with regular site meetings and inspections. Contractors will have to meet strict health and safety standards.

17. IMPLICATIONS FOR AND CONTRIBUTIONS TO THE COUNCIL'S ZERO 40/45 TARGETS

- 17.1 The programme includes the installation of new gas boilers. Whilst these systems will run more efficiently (saving tenants money on their heating bills) and emit less CO2 than the older systems that they are replacing, it is acknowledged that to achieve carbon zero targets we will need to move away from fossil fuel heating in the medium term. This will need to be a phased approach which considers the needs and views of tenants and considers the 30-year business plan financial implications, future technology options and a full training programme for both staff and tenants.
- 17.2 Berneslai Homes has a good track record of introducing non fossil fuel technology including air source heat pumps (632 domestic installations) and on heat networks, ground source heat pumps and biomass systems. From 2020, the Council's New Build programme will no longer build homes 'on' gas and is piloting a Barnsley Low Carbon Standard specification as part of its 2020/21 delivery programme. This will inform the most efficient and cost-effective ways of delivering new homes which are low carbon and provide the best energy efficiency for our tenants; whilst being affordable within the capital investment programme and 30-year business plan.
- 17.3 Officers are working closely with Berneslai Homes to explore the options for moving stock to renewable heating sources (air source / ground source / hydrogen) as part of the future homes standard programme; these will be built into the SEAP's to ensure that stock is on track to meet the Zero 45 target.
- 17.4 The Property Repair and Improvement Partnership (PRIP) sets a challenging target for the partners to recycle waste from their operations of 96%. Construction Services achieve this by having waste sorting facilities at its depot at Carlton. Of the remaining mixed waste that leaves site, this is dealt with using a local waste contractor who further sort the waste; disposing of only a small amount that is currently un-recyclable. Up to quarter 4 of the 2019/20 period, a combined performance by both partners realised a waste recycling level of 97.28%. The partnership will continue to contribute to waste recycling initiatives and strive towards 100% waste recycling.


18. LIST OF APPENDICES

Appendix A – Financial Implications

Report Author: Arturo Gulla, Director of Property Services, Berneslai Homes.

Report of the Executive Director for PlaceFINANCIAL IMPLICATIONSHRA Capital Investment Programme 2021/22

	2021/22	2022/23	2023/24	TOTAL
	£M	£M	£M	£M
Expenditure:				
<u>Barnsley Homes Standard Investment Programme</u>				
Honeywell	0.442	-	-	0.442
Kingstone	1.089	-	-	1.089
Royston	2.761	-	-	2.761
Town	1.988	-	-	1.988
Worsbrough Dale	1.555	-	-	1.555
Hoyland	1.040	-	-	1.040
Platts Common	0.798	-	-	0.798
Thurnscoe	1.971	-	-	1.971
Domestic Heating Replacements	0.337	-	-	0.337
Planned Replacement Items	1.547	-	-	1.547
	13.528	-	-	13.528
<u>Supplementary Investment Programme</u>				
District Heating Network	0.781			0.781
Major Adaptations	2.007			2.007
Extensive Structural & Void Replacements	1.685			1.685
Community Centre Rewires	0.065			0.065
Community Refurbishment Scheme - One	0.191			0.191
Community Refurbishment Scheme - Two	0.195			0.195
BHS Capitalised Salaries	0.178			0.178
	5.102	-	-	5.102
Total Expenditure	18.630	-	-	18.630
Resources:				
Resources as identified per HRA Budget Papers 2021/22 (Cab.13.1.2021/8 refers)	18.630	-	-	18.630
Total Resources	18.630	-	-	18.630

Agreed by:		On behalf of the Service Director- Finance,
------------------	---	-------	---

This page is intentionally left blank

BARNSELY METROPOLITAN BOROUGH COUNCIL

This matter is a Key Decision within the Council's definition and has been included in the relevant Forward Plan.

REPORT OF THE EXECUTIVE DIRECTOR PLACE

SPRINKLER INSTALLATION PROGRAMME 2021/22

1. PURPOSE OF REPORT

- 1.1 To inform Cabinet of, and to seek approval for, the installation of sprinkler systems to Albion, Buckley, Britannia Houses respectively, and four Independent Living Schemes within the Council's portfolio of properties.

2. RECOMMENDATIONS

It is recommended that Cabinet:

- i. Approves the procurement and installation of sprinkler systems to the seven blocks of flats within the Council's portfolio of properties and release the necessary resources as detailed in this report; and**
- ii. Authorises the appointment of a suitable specialist contractor following the outcome of a procurement exercise and containment of costs within the approved sum.**

3. INTRODUCTION

- 3.1 On the 14th of June 2017, the tragedy at Grenfell Tower changed the way that the Council's housing stock, particularly blocks of flats, are viewed from the perspective of the Council as social landlord and of Berneslai Homes as management agent, with regards to the ever present need to keep tenants safe in their homes.
- 3.2 Berneslai Homes continue to ensure that the properties it manages on behalf of the Council, comply with the Regulatory Reform (Fire Safety) Order 2005 as well as any recommendations coming out of the Hackitt Report and Phase 1 Report - Grenfell Tower Inquiry. Phase 2 of the report has now commenced, and Berneslai Homes will ensure the recommendations from this will be implemented, where required.
- 3.3 The introduction of the draft Fire Safety Bill 2020 will change the way Berneslai Homes and all other housing providers work with regards to regulatory compliance. The draft Fire Safety Bill proposes changes to general building safety rules:
- New competency requirements for building contractors and designers, and new duties to ensure building regulations compliance;
 - Automatic lapsing of building approvals after three years; and
 - New safety liabilities for corporate directors.

- 3.4 There will also be a statutory requirement for the accountable person to provide a Safety Case Report for all Higher Risk Buildings and submit this to the new Building Safety Regulator.
- 3.5 In addition, the Government's White Paper on Social Housing that was released in November 2020 has elements in respect of additional, statutory requirements to be placed on landlords in respect of fire safety.
- 3.6 A number of initiatives have been successfully implemented over the past few years which have improved fire safety and have contributed to the tenants and residents living in these schemes feeling safer in their homes. For example, sprinkler systems have already been installed at a number of the Council's independent living schemes including Churchfield Close. Over the years, Berneslai Homes has built an excellent working relationship with South Yorkshire Fire & Rescue who work collaboratively together for the overall safety of the residents living in our homes.

4. PROPOSAL AND JUSTIFICATION

- 4.1 Cabinet have previously approved funding for sprinkler systems to be installed in Albion, Buckley and Britannia Houses as part of the budget process for 2019/20 (Cab.9.1.2019/11 refers). However, following a competitive tender process via Efficiency North, there was no interest from any of the framework contractors. This report is seeking approval to once again approach the market with a package of work, but this time including both the three blocks of high rise flats plus four remaining independent living schemes within the one work package. It is hoped that the value of this work will make a more appealing package to tenderers.
- 4.2 It is proposed to continue the work that has been done so far by installing sprinklers into the three blocks which will fall into the scope of the Draft Building Safety Bill (as High Rise Residential Buildings) within the Council's portfolio of properties, and four other high-risk independent living schemes within the borough.
- 4.4 This will ensure that our tenants feel safe in their homes in relation to fire safety and satisfy requirements for building assurance certification from the new Health and Safety Regulator, once introduced.
- 4.5 The properties that have been identified are as follows:

Property	Description	Type
Albion House - Union St, Barnsley	A seven-storey block of 56 flats, ten of which are leaseholder flats	Block
Buckley House – Union Street Barnsley	A seven-storey block of 55 flats, five of which are leaseholder flats	Block
Britannia House – Duke Crescent, Barnsley.	A seven-storey block of 55 flats, fifteen of which are leaseholder flats	Block
Heather Court, Carrfield Lane, Bolton on Dearne	A two-storey sheltered accommodation with 35, one-bed Flats, a Scheme Manager's bedsit, Guest Room, Laundry, Communal Lounge, and various ancillary spaces	Independent Living

Property	Description	Type
Glebe Court, Westwood New Road, Tankersley	A two-storey sheltered accommodation with 35, one-bed Flats, a three-bed Flat, Guest Room, Laundry, Communal Lounge, and various ancillary spaces	Independent Living
Woodhall Flats, Barnsley Road, Darfield	A two-storey sheltered accommodation with 1 Accessible bedsit, 13, one-bed Flats, 16, bed-sit Flats, a three-bed Scheme Manager's accommodation, Guest Room, Laundry, Communal Lounge, and various ancillary spaces	Independent Living
Willowcroft, South Drive, Bolton on Dearne	A two-storey sheltered accommodation with 34, one-bed Flats, a Scheme Manager's three-bed maisonette, Guest Room, Laundry, Communal Lounge, Kitchen and various ancillary spaces	Independent Living

4.6 More and more demands are being placed on Local Authorities as a direct result of the tragic events in Grenfell in 2017. The Social Housing Green Paper published (14 August 2018) – aims to rebalance the relationship between residents and landlords, tackle stigma and ensure that social housing is both safe and decent and that residents have a stronger voice in respect of fire safety. The Social Housing White Paper published (17 November 2020) is introducing a new charter for social housing residents which sets out what every social housing resident should be able to expect: To be safe in your home.

4.7 This proposal represents an opportunity to demonstrate clearly to the tenants and residents of Barnsley that the Government recommendations in relation to the Hackitt Report and Phase 1 Grenfell Tower Inquiry reports, are being treated with the upmost importance and that their safety in their home is a primary concern.

5. CONSIDERATION OF ALTERNATIVE APPROACHES

5.1 The condition of all the blocks named above in respect of our legal obligation for fire safety as determined by the Regulatory Reform (Fire Safety) Order 2005 is already good. As a minimum, all schemes have regular Fire Safety Risk Assessments carried out on an annual basis and any fire related safety measures (Significant Findings) are dealt with swiftly and appropriately.

5.2 However, these buildings house some of the Council's most vulnerable tenants. The proposed works are an enhancement to what is already a good standard of fire safety measures and will help to reassure our tenants in terms of their overall fire safety in their homes.

5.3 Other than installing sprinklers, there are no real alternative approaches available as the Council are already meeting our legal obligations.

6. IMPLICATIONS FOR LOCAL PEOPLE/SERVICE USERS

6.1 The proposals in this report will ensure the continued and improved safety of vulnerable residents within our independent living schemes.

7. FINANCIAL IMPLICATIONS

- 7.1 Consultations have taken place with representatives of the Service Director – Finance (S151 Officer).
- 7.2 This report seeks Cabinet approval to recommence the tendering process and commission an external suitable specialist contractor to design and install a sprinkler system for the properties identified at 4.5 of this report.
- 7.3 The total estimated costs of this scheme are unknown at this stage, pending the completion of the procurement process.
- 7.4 Cabinet have already approved funding in principle totaling £1.750M (Cab.9.1.2019/11 and Cab.13.01.2021/8 refers) as part of the budget processes for 2019/20 and 2021/22 respectively, funded from earmarked HRA reserves. Should the preferred tender price be in excess of these resources, then a subsequent report will be presented to Members to outline how the shortfall will be addressed.
- 7.5 The financial implications are summarised in the attached Appendix A.

8. EMPLOYEE IMPLICATIONS

- 8.1 There are no employee implications arising from the recommendations within this report.

9. LEGAL IMPLICATIONS

- 9.1 There are direct legal implications for the Council arising from this work in that this work will be undertaken following procurement under the Council's Contract Procedure Rules and the signing of a standard form of building contract endorsed by the Borough Secretary.

10. CUSTOMER AND DIGITAL IMPLICATIONS

- 10.1 Before and during the programme of works, tenants will receive dedicated tenant support from Project Liaison Officers as well as our Fire Safety Officer. These officers will explain what will be taking place, support them during the process and provide after care, as necessary. It is fully anticipated that disturbance in tenants' homes will be kept to an absolute minimum but on the rare occasions that a tenant's decoration may be affected, this will be addressed on a case by case basis.

11. COMMUNICATIONS IMPLICATIONS

- 11.1 All tenants involved will be consulted prior to works taking place about when they can expect the works, about preparation for the works, how long they will take and what they can expect during the works. All tenants will be invited to a meeting where they will be able to meet the installer as well as representatives from Berneslai Homes and South Yorkshire Fire & Rescue to discuss any concerns they may have. Part of this meeting will include a presentation and videos showing the benefits of sprinkler systems, how they work as well as information and myth busting.

12. CONSULTATIONS

12.1 Tenants will be consulted about the works as described in paragraph 11 above.

13. THE CORPORATE PLAN AND THE COUNCIL'S PERFORMANCE MANAGEMENT FRAMEWORK

13.1 The works proposed in this report will ensure the properties remain compliant with the Regulatory Reform (Fire Safety) Order 2005 and BS9251:2014 Fire Safety Sprinkler Systems For Domestic and Residential Occupancies which aligns Berneslai Homes Strategic Plan with the Council's Corporate Priorities.

14. TACKLING HEALTH INEQUALITIES

14.1 The provision of a home that is warm, safe and comfortable is a fundamental requirement of the Decency standard, promotes good health and wellbeing and is a fundamental component of basic human rights. These works will form an essential part of ensuring that Council housing stock meets these requirements.

15. RISK MANAGEMENT ISSUES

15.1 Contractual Risk - There are risks in the delivery of any building contract and working in occupied homes can involve additional risks. These risks will be managed and monitored by a contract Core Group consisting of staff from NPS, Berneslai Homes and the Contractor. The Core Group, who will meet on a regular basis throughout the duration of the scheme, will monitor progress, costs, cash flow, performance and customer satisfaction. This should result in timely interventions and/or value engineering to take place should the situation arise. All contractors involved in the works will be thoroughly checked using as required by Council procedures and be experienced contractors.

15.2 Financial risks will be monitored throughout the contract and the successful installer will have financial checks prior to engagement. Additional mitigation will be by payment in arrears following satisfactory completion of stages, retentions and bonds as appropriate.

16. HEALTH, SAFETY AND EMERGENCY RESILIENCE ISSUES

16.1 The contract will be undertaken under the requirements of the Construction Design and Management Regulations 2015 which will be managed and monitored by NPS Barnsley on behalf of Berneslai Homes with regular site meetings and inspections. Contractors engaged will have to meet strict health and safety standards.

17. COMPATIBILITY WITH THE EUROPEAN CONVENTION ON HUMAN RIGHTS

17.1 None arising from this report.

18. GLOSSARY

NPS – Norfolk Property Services (Barnsley)

19. LIST OF APPENDICES

Appendix 1 – Financial Implications

20. BACKGROUND PAPERS

- Regulatory Reform Fire Safety Order 2005
- The Hackitt Report – Building a Safer Future
- Fire Safety Bill
- The Social Housing White Paper
- BS9251:2014 Fire Safety Sprinkler Systems For Domestic and Residential Occupancies

If you would like to inspect background papers for this report, please email governance@barnsley.gov.uk so that appropriate arrangements can be made


Report author: Arturo Gulla

Report of the Executive Director for Place

FINANCIAL IMPLICATIONS

Sprinkler Installation Programme 2021/22

	2021/22	2022/23	2023/24	TOTAL
	£M	£M	£M	£M
Expenditure:				
Sprinkler Purchase & Installation	1.750	-	-	1.750
Total Expenditure	1.750	-	-	1.750
Resources:				
Resources as identified per HRA Budget Papers 2021/22	1.750	-	-	1.750
Total Resources	1.750	-	-	1.750

Agreed by: 	On behalf of the Service Director- Finance, Section 151 Officer
--	--

This page is intentionally left blank

BARNSELY METROPOLITAN BOROUGH COUNCIL

This matter is a Key Decision within the Council's definition and has been included in the relevant Forward Plan

Report of the Executive Director of Place

EMPLOYMENT AND SKILLS – BARNSELY YOUTH EMPLOYMENT PROGRAMME

1 Purpose of report

- 1.1 To seek Cabinet approval to create 40, new, 12-month employment opportunities for young people in Barnsley, as a pathway into life-long work.
- 1.2 To extend our existing 40 Kickstart placements by a further 6 months.

2 Recommendations

- 2.1 **To ask Officers to develop the programme with the aim of launching it in May 2021.**
- 2.2 **To delegate the implementation of the programme to the Executive Director of Place, or their duly authorised representative.**

3 Introduction

- 3.1 Nationally and locally young people have been disproportionately impacted by the lockdowns in response to the COVID pandemic. Evidence from the last recession suggests that a significant period of unemployment has a scarring effect on young people's long term employment and earning prospects (an impact of between 12 and 15% on salaries at age 42) and on their wellbeing¹.
- 3.2 Those in their early 20s are 2.5 times more likely to work in a shutdown sector than other workers. Over the last decade one in three non-graduates and one in five graduates have got their first employment experience after education in sectors that have felt the greatest impacts such as retail, hospitality, travel and leisure pushing an additional 600,000 18-24-year-olds into unemployment in the coming year². Almost 60% of the total drop in payrolled employees since February 2020 is among the under-25's (ONS, Feb 2021).
- 3.3 On top of this, the UK has seen a huge decline in apprenticeship starts as a result of the coronavirus crisis has been observed. Starts between 23 March and 30 June 2020 were down by 38,110 or 52.3% on the same period in 2019. Apprenticeship starts for young people aged 16-18 have been hit hardest. There were 7,740 fewer apprenticeship starts over this period in 2020 than the previous year, a decline of 73.2%. (SCR, C-19 Briefing, Jan 2021).
- 3.4 As a result of the restrictions on educational establishments mixed with the scale of job losses we expect to see a sharp spike in the number of young people not in education, employment or training nationally.

¹ The wage scar from youth employment, Gregg and Tominey, University of Bristol, 2004

² <https://www.resolutionfoundation.org/press-releases/corona-crisis-could-increase-youth-unemployment-by-600000-this-year-and-scar-young-peoples-prospects-for-far-longer/>

- 3.5 Importantly, unemployment headline figures mask the whole picture of the impact on our youth as they do not include a high number of young people who are “economically inactive” (not seeking work), for example, at university, carers or with a health condition. Statistics suggested numbers to be as high as 430,000 in England, a significant proportion of which are from disadvantaged areas³. Added to this, the number of young people of labour market age is rising which will only increase these challenges.
- 3.6 In Barnsley, as of January 2021, there were 2,010 (11.2%) of our 18-24 Year Old’s are claiming Universal Credit (i.e. with a total household income of less than £16k a year), almost double the number from 2020. This is higher than the Yorkshire and Humber average of 9.2% and GB average of 8.8% (ONS, Feb 2021).

Barnsley’s response

- 3.7 The Inclusive Economy Board has identified Youth Employment as a priority within our recovery response to reduce the impact of the shock on Barnsley businesses and residents due to the pandemic and successive lockdowns. As part of this recovery plan, options to utilise existing resources differently and bring forward new activities to address identified gaps are being considered. The proposal outlined in this paper sits within and enhances a wider package of measures that Barnsley Council and its partners are taking to help reduce the impact on 18-24 year olds:
- **[Advance Barnsley](#)** - launched January 2021, this website, developed with partners (JobCentre Plus, Colleges, the Chamber and service providers) brings together helpful information, advice, guidance and access to support into one place to help young people find, get, stay-in and progress in work. A supporting campaign is launching at the moment to raise awareness of the opportunities and support available.
 - **Employment Support Helpdesk** - established May 2020, as a single point of contact for all ages to speak to someone and help them get the report they need to find work, stay in work or progress.
 - **Careers Advice** - we are working with the schools and colleges to look at how young people can still access meaningful work experience and interactions with the world of work. Our Business Education Alliance programme launched over the last year to help small businesses to engage and support our schools and colleges raising awareness of the kind of jobs available in Barnsley and wider areas and the skills needed to access and progress in those roles.
 - **Inclusive Offer** - Commenced January 2021 to increase the number and enhance the quality of a range of work experience related opportunities, both paid and unpaid, across the Council and Borough.
 - **Redunancy Support** – the Council extended its employability support in the spring of 2020, providing support to people of all ages, who are at risk of redundancy. Working with JobCentre Plus and other partners our team have been on site and supported over 120 effected individuals to date.

³ https://youthfuturesfoundation.org/wp-content/uploads/2020/04/YFF_NEET_Report51.pdf

- **Employer Promise** – Partners are looking to bring forward a Youth Friendly Employer scheme as part of our existing Employer Promise to highlight opportunities for young people and recognise good practice in the borough.
- **DWP Kickstart** – the Council embraced the scheme and created new, paid, 6-month placements for the scheme in response. Berneslai Homes responded innovatively creating Kickstart placements and extended them to 1-year opportunities. Barnsley Chamber are co-ordinating Kickstart placements for smaller employers in the borough.

The Kickstart Scheme

- 3.8 The Kickstart scheme provides government funding for 6-month placements for 16 to 24 year olds who are on universal credit and at risk of long term unemployment. The placements must be new jobs which would not exist without the Kickstart grant. They must not replace existing or planned vacancies.
- 3.9 The scheme is led by JobCentre Plus who identify eligible candidates and share relevant vacancies with them; the young people then to decide whether to apply for the scheme. If they want to progress, individuals then apply for the roles in the normal way and employers choose who to recruit.
- 3.10 DWP grant funds 25 hours per week at national minimum wage, employer's national insurance contributions and minimum pensions auto-enrolment contributions. There is set-up funding available of £1,500 per placement.
- 3.11 Nationally, the scheme started in November 2020 when the first 6 month placements were recruited. The last DWP placements will be recruited in December 2021 running until the end of the current scheme in June 2022.
- 3.12 To take part in the scheme, organisations apply to DWP to take part. To be eligible organisations must be able to identify a minimum 30 placement opportunities. Organisations with less than 30 placements can bid as part of a consortium and in Barnsley this is being co-ordinated under the Chamber umbrella.

4 Proposal and justification

Barnsley Youth Employment Programme (BYEP)

- 4.1 Barnsley Youth Employment Programme (BYEP) would be delivered in partnership with Berneslai Homes. As two of the borough's anchor organisations, we will lead by example, working in active partnership to address youth employment in the borough. Jointly we will aim to create over 100, new, paid placement opportunities for up to 12 months as a springboard into a career across two of our major employers, their supply chain and wider partners.
- 4.2 Providing an extended placement will give the individual a much greater opportunity to acquire new skills & competencies and they will then be better placed to obtain long term employment. BMBC will also benefit by having an individual working with us for a longer period after they have learned the role. Kickstart funding would be limited to the first 6 months of the placement with the Council incurring the full cost of months 7 to 12. Our enhanced proposal offers young people:

- 12-month paid work placement (25 hours per week)
- Accredited Qualifications
- Non-Accredited Awards
- Intensive wraparound support – focusing on employment readiness
- The opportunity to learn more about the various functions and services the Council and Bernselai Homes deliver all across the Borough for residents and businesses.
- The chance to extend their networks and connections for their future employment search.

A fully inclusive employment offer

- 4.3 This proposal also provides the opportunity to join the scheme to young people who may benefit from being a Kickstart employee but do not fully fit into the DWP eligibility criteria. For example, Care leavers who do not receive Universal Credit, who are Not in Education, Employment or Training (NEET). This approach offers that opportunity to step-on to the Council funded element of the scheme for up to six-months.

5 Consideration of alternative approaches

- 5.1 **Doing nothing** – the Council is already offering 40, 6-month Kickstart Placements, achieving a positive impact for young people in the borough. While beneficial, this may not have the sustained impact for all of those young people that a longer placement could achieve.
- 5.2 **Create 40 more 6-month placements within the DWP scheme** - this would have a positive impact in that it provides good work experience opportunities to young people in the borough. Again, a shorter employment period is not likely to have the sustainable impact for all of those young people that a longer offer would provide and would not provide opportunities to the vulnerable group ineligible for the current scheme.
- 5.3 **Preferred option** – to create additional 40 Kickstart placements across the Council extending those, along with our our existing 40 existing paid placements, into 12-month paid placements. The outcome from which are 80, 12-month paid placements across the council as an inclusive pathway into life-long careers.

6 Implications for local people / service users

- 6.1 This proposal gives unemployed young people aged 18–24 yrs the confidence, skills and meaningful work experience necessary to help them secure sustainable employment.

7 Financial implications

- 7.1 The Service Director Finance (S151) has been consulted on the proposals contained within this report.
- 7.2 The proposal is to fund 100 new Kickstart job opportunities across the council [and Berneslai Homes] to give young people the confidence to secure ongoing

sustainable employment as we recover from COVID 19.

7.3 The positions to be created will be based on paying the National Living Wage of (£8.91 per hour) for 25 hours a week. The total cost of this proposal is estimated to be in the region of £1.2M. The Council will be able to access the Government's Kickstart scheme to fund 50% of this cost (e.g. for 6 months) resulting in a cost to the Council of approximately £0.6M. This provision also provides for some flexibility for movements within the scheme (e.g. leavers and the subsequent appointment of 'replacement' starters).

7.4 A provision has been set aside within the current forecast for the costs associated with dealing with COVID 19. This funding is one-off for the next 12 months period and no further provision has been made beyond this date. Therefore, if a decision was made to extend the scheme beyond 2021/22, this would be an unfunded call on the Council's agreed Medium Term Financial Strategy.

8 Employee implications

8.1 Resource will be needed from the Employment and Skills team to co-ordinate the scheme, provide pastoral support and employability skills and support progression into a life-long employment.

8.2 Resource will be needed from Workforce Development to support the creation of new placement opportunities across business units.

8.3 Resource will be needed from Human Resources to support the establishment, recruitment and ongoing employee support.

8.4 Resource will be needed from Finance and Payroll to manage the DWP grant and then ongoing wage of the individuals.

8.5 There will be a resource implication for Manager's across BMBC in response to the large influx of young people to meet the responsibilities needed to support these new employees.

9 Communications implications

9.1 As anchor organisations in the borough promotion of the scheme and its impacts will encourage other employers in the borough to offer similar opportunities.

9.2 Promotion of the scheme will be embedded in the wider campaign to grow Youth Employment in the borough.

10 Consultations

10.1 Consultations have taken place with Berneslai Homes and JobCentre Plus.

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

11.1 The Corporate Plan includes outcomes to increase skills and get more people working and implementing this proposal will directly create more opportunities and positive outcomes for the borough.

12 Promoting equality, diversity, and social inclusion

12.1 This proposal directly targets a group identified as disadvantaged in the labour market. It will promote equality, diversity and social inclusion. An Equality Impact Assessment will be undertaken if Cabinet wishes to develop this further.

13 Tackling the Impact of Poverty

13.1 Improving the employability and skills of residents are some one of the ways in which residents can be taken out of poverty or prevented from falling into poverty.

14 Tackling health inequalities

14.1 Worklessness is one of wider determinants of health and improving employment prospects produces long-term benefits for residents.

15. Risk Management Issues

15.1 A full risk plan will be developed as part of project development.

15.2 The main risk of the programme would be a further lockdown which may restrict which posts we are able to recruit to.

16. Glossary

- ONS – Office of National Statistics
- DWP – Department of Work and Pensions

17. List of Appendices

Appendix A – Financial Implications

18. Background Papers

- Barnsley's Employment and Skills Strategy, More and Better Jobs

If you would like to inspect background papers for this report, please email governance@barnsley.gov.uk so that appropriate arrangements can be made

Officer: Tom Smith

Date: 4 March 2021

Report of the Executive Director for PLACE

FINANCIAL IMPLICATIONS

Employment & Skills - Barnsley Youth Employment Programme

i) Capital Expenditure	<u>2021/22</u> £	<u>Total</u> £
TOTAL EXPENDITURE	0	0
		0

To be financed from:

0	0
----------	----------


ii) Revenue Effects	<u>2021/22</u> (£)	<u>2022/23</u>	<u>2023/24</u>	<u>FYE</u> £
EXPENDITURE				
80 new Kickstart positions (@25 hr per week)	1,200,000			
TOTAL	1,200,000			0
INCOME				
Government Kickstart Programme	-600,000			
Provision set aside re COVID	-600,000			
TOTAL INCOME	-1,200,000			0

To be financed from

An application will be made to Government as part of the their kick start programme for 6 months funding
Further provision has been set aside with the Council's COVID 19 estimated costs

Impact on Medium Term Financial Strategy

Not applicable in this report

Agreed by: 05/03/2021.....On behalf of the Service
Director-Finance, Section 151 Officer

This page is intentionally left blank

BARNSELY METROPOLITAN BOROUGH COUNCIL

This matter is a Key Decision within the Council's definition and has been included in the relevant Forward Plan

Report of the Executive Director (Place)

PUBLIC SECTOR DECARBONISATION SCHEME (PSDS) 2021/22

1. PURPOSE OF REPORT

- 1.1 To seek Cabinet approval for the Council to accept total funding of £5,647,940 from the Public Sector Decarbonisation Scheme (PSDS) and request approval to enter into contracts with third party providers to deliver the project on the Council's behalf.

2. RECOMMENDATIONS

Is it recommended that Cabinet:

- 2.1 Approve that the Council accepts the funding of £5,647,940 from the Public Sector Decarbonisation Scheme;
- 2.2 Approve that the Council enters into a contract with Ameresco to develop and deliver the Council buildings element of the project on its behalf; and
- 2.3 Approve that the Council provide funding to develop and deliver the BSF Schools element of the project through the existing Project Agreement mechanisms.

3. INTRODUCTION

- 3.1 The UK government made a fund of £1 billion available to the public sector in October 2020 through the Public Sector Decarbonisation Scheme (PSDS), administered by non-governmental organisation (NGO) Salix.
- 3.2 The scheme was open to all public sector organisations and offered 100% grant funding to support energy and carbon saving projects in public buildings which were able to meet funding criteria.
- 3.3 The scheme is intended to deliver stimulus to the low carbon economy, as well as improving energy efficiency and reducing carbon emissions in the public estate.
- 3.4 Funding criteria included the total amount of carbon saved by the project, and how quickly the organisation could commit to deliver the project.

4. PROPOSAL AND JUSTIFICATION

- 4.1 Sustainability & Climate Change (S&CC) made a total of three bids into the fund:
- I. Elsecar Heritage Centre Low Carbon Heat;
 - II. Ameresco Low Carbon Buildings; and
 - III. BSF Schools BMS.

- 4.2 The fund administrator Salix have confirmed that the Ameresco project and the Building Schools for the Future (BSF) Schools projects will be funded, subject to conditions. Conditions relate to the provision of data and information throughout the project development and delivery phase to ensure adherence to cost and time constraints.

Ameresco Low Carbon Buildings

- 4.3 Sustainability & Climate Change (S&CC) used an existing framework with Ameresco, a major energy services provider, to develop the high-level assessment (HLA) required to submit the funding application.
- 4.4 Ameresco have been commissioned to identify and install energy efficiency improvements at the Metrodome. Other key strategic Council buildings, including leisure centres, were included in that previous procurement exercise which enabled a fast route to market to meet the tight timescales to submit a full funding application.
- 4.5 Energy efficiency works identified include upgrades to heating systems and lighting, as well as installation of on-site renewable generation such as solar photovoltaic panels. Funding is 100% grant with no Council match required at this stage.
- 4.6 The HLA has identified savings of potentially 632 tonnes of greenhouse gas emissions (tCO₂e) per year, amounting to around 46% of total emissions for the project buildings.
- 4.7 The next stage will be to contract with Ameresco to develop the investment grade proposal (IGP) following in-depth survey of the buildings selected.
- 4.8 Several measures will replace existing systems, such as lighting or heating where it is expected that this will result in a cost saving to the Council in terms of capital cost of replacement for these building services at end-of-life.
- 4.9 Most energy efficiency measures also deliver a reduction in revenue costs through energy expenditure. However, where natural gas boilers are being replaced with electric air-source heat pumps, there is likely to be a small increase in revenue costs but reduction in carbon emissions.
- 4.10 The increase in costs is due to the current low cost of natural gas compared to electricity. This is expected to change as carbon taxes and other non-commodity charges are added to gas bills to both financially disincentivise the use of fossil fuels and to raise funds to support further decarbonisation initiatives.
- 4.11 Delivering these measures now will give the Council an immediate carbon saving contributing directly to the Zero40 Sustainable Energy Action Plan (SEAP) targets.

BSF Schools BMS

- 4.12 S&CC identified an opportunity to work with Amey, the FM contractor for the Building Schools for the Future (BSF) portfolio of 8 private finance initiative (PFI) and 3 design and build (D&B) secondary schools.

- 4.13 Amey as the contracted facilities management (FM) provider for the school are responsible for the appointment of a contractor to deliver the project.
- 4.14 The Council can fund the project through the existing contract mechanisms and Project Agreement and S&CC are working with the schools Contract Managers to enable this process.
- 4.15 The improvements will result in energy saving at the sites, and the Council and schools are expected to benefit from a reduction in revenue costs for utilities.

5. CONSIDERATION OF ALTERNATIVE APPROACHES

Do nothing / counterfactual

- 5.1 Funding offered under the PSDS is 100% grant funding and aligns with the Council's objectives to reduce our carbon emissions and the emissions of the wider borough (Zero40/45). The available funding will also provide new building services, reducing the Council's ongoing capital requirements and maintenance costs as well as reducing revenue costs. For this reason, this approach is not recommended.

6. IMPLICATIONS FOR LOCAL PEOPLE/SERVICE USERS

7. FINANCIAL IMPLICATIONS

- 7.1 Consultations have taken place with representatives of the Service Director – Finance (S151 Officer).
- 7.2 This report outlines the funding opportunity from the Public Sector Decarbonisation Scheme, representing £5.648M of capital grant income for projects relating to reducing the carbon footprint of the Council's estate and the BSF Schools estate.
- 7.3 The funding is subject to meeting eligibility criteria with Salix. The Council's Project Manager will continue to work closely with Salix to ensure that the identified opportunities remain compliant throughout the project development and delivery.
- 7.4 The key condition of receiving this grant is that it must be spent by August 28th 2021. Failure to do so, would result in potential grant clawback to the Government. Officers will monitor the actual expenditure periodically to minimise the risk of potential clawback.
- 7.5 The exact scope of the projects is subject to further survey and detailed design works, but it is currently anticipated that the projects will consist of replacing fundamental systems such as lighting and heating, in a number of the Council's buildings, as well as upgrade to building management systems (BMS) in the BSF Schools estate buildings.
- 7.6 The current estimated programme of works for each project is shown and described in the tables below:

Ameresco Low Carbon Buildings

Location	Anticipated Works	Estimated Cost £M
Digital Media Centre	LED Lighting, BMS Upgrade, Solar PV, Air Source Heat Pumps	0.663
Westgate Plaza	LED Lighting, BMS Upgrade, Solar PV, Air Source Heat Pumps, Air Conditioning Controls, Electronically Commutated Motors	1.123
Gateway Plaza	LED Lighting, BMS Upgrade, Electronically Commutated Motors	0.059
Barnsley Town Hall	BMS Upgrade, Solar PV, Air Source Heat Pumps, Building Fabric Improvements	0.664
Crematorium	BMS Upgrade	0.016
Royston Leisure Centre *	BMS Upgrade, Solar PV, Air Source Heat Pumps	0.545
Hoyland Leisure Centre *	BMS Upgrade, Solar PV, Air Source Heat Pumps, Electronically Commutated Motors	0.729
Dearneside Leisure Centre *	LED Lighting, BMS Upgrade, Solar PV, Air Source Heat Pumps, Electronically Commutated Motors	0.517
TOTAL		4.316

* Denotes buildings managed by Barnsley Premier Leisure (BPL).

BSF Schools BMS

Location	Anticipated Works	Estimated Cost £M
Dearne ALC *	BMS Upgrades	0.126
Springwell *	BMS Upgrades	0.073
Netherwood *	BMS Upgrades	0.154
Greenacre *	BMS Upgrades	0.082
Horizon *	BMS Upgrades	0.192
Holy Trinity *	BMS Upgrades	0.107
Penistone	BMS Upgrades	0.169
Kirk Balk *	BMS Upgrades	0.135
Carlton *	BMS Upgrades	0.083
Darton *	BMS Upgrades	0.103
Shafton *	BMS Upgrades	0.108
TOTAL		1.332

* Denotes schools that have converted to Academy status.

7.7 The programme is indicative at this stage as further design works are required to develop the programme in preparation for delivery.

7.8 The programme will be financially managed accordingly to ensure that the project is contained within the separate budgets of £4.316M and £1.332M respectively. Any potential overspends on the various elements will be managed out via the overall programme management by utilising resources in other elements of the programme or reducing the scope of the project in compliance with Salix eligibility criteria.

7.9 While most of the building services energy efficiency improvements will save revenue costs from reduced energy bills, some measures may increase costs while reducing carbon. This is where heating systems are being changed from natural gas boilers to electric air-source heat pumps. This cannot be quantified at this stage.

7.10 It should be noted that a number of buildings identified for works are managed by Barnsley Premier Leisure (BPL) on the Council's behalf and therefore any change in revenue costs as a result of these proposals, will impact BPL directly.

8. EMPLOYEE IMPLICATIONS

8.1 Some minor inconvenience may be experienced by building users while works are carried out. All potential issues will be managed with Property to ensure disturbance is kept to a minimum for Council owned buildings.

9. COMMUNICATIONS IMPLICATIONS

9.1 This is a very positive story for the Council and demonstrates our commitment to our stated carbon net zero ambitions and shows action on our declaration of Climate Emergency in 2019 and we will be sharing news of the successful funding bid through press releases and on our external website and social media channels

10. CONSULTATIONS

Asset Management	Tim Hartley
Property	David Sturrock
Facilities Management	Rachel Tyas
Environmental Services	Anthony Devonport
Finance	Steve Loach
Finance	Phil Danforth
Finance	Cat Pantry
Corporate Procurement	Melissa Barker
PFI/BSF Contract Management	Kevin Precious
PFI/BSF Contract Management	Julie Youel

11. THE CORPORATE PLAN AND THE COUNCIL'S PERFORMANCE MANAGEMENT FRAMEWORK

11.1 The project will reduce carbon emissions in our built estate and contribute directly to both the Zero40 and Zero45 strategy, as well as directly addressing the aims of the Energy Strategy 2015-2025, and protecting the borough for future generations

15. RISK MANAGEMENT ISSUES

15.1 The key condition of receiving this grant is that it must be spent by August 28th 2021. Failure to do so, would result in potential grant clawback to the Government. Officers will monitor the actual expenditure periodically to minimise the risk of potential clawback. The timeframe is demanding but suppliers are already in place to deliver the works and have committed to achieving the deadline required.

15.2 Council Project Management will need to report monthly to Salix on progress and expenditure to enable tracking of project completion and identify any potential risks

- 15.3 The Council must provide a project outcome report to Salix which details whether the project has been a success in terms of delivering on the projected energy and carbon savings.
- 15.4 Clearly project delivery will be taking place in the midst of the Coronavirus pandemic, and all risk management will need to account for Coronavirus risks in all working practices and method statements.

16. GLOSSARY

ASHP	Air-Source Heat Pump
BSF	Building Schools for the Future
BMS	Building Management System
D&B	Design & Build
FM	Facilities Management
HLA	High Level Assessment
IGP	Investment Grade Proposal
LED	Light-emitting Diode
NGO	Non-Governmental Organisation
PSDS	Public Sector Decarbonisation Scheme
PV	Photovoltaic

17. LIST OF APPENDICES

Appendix A – Financial Implications

18. BACKGROUND PAPERS

A previous paper for information only on the high level bidding plan was submitted to Place DMT and is available on request.

Officer Contact George Lee

Date November 2020

Report of the Executive Director - Place

FINANCIAL IMPLICATIONS

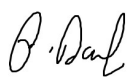
PUBLIC SECTOR DECARBONISATION SCHEME - 2021/22

i) <u>Capital Expenditure</u>	<u>2021/22</u>	<u>2022/23</u>	<u>2023/24</u>	Total
	(£)	(£)	(£)	(£)
<u>Carbon Reducing Measures at:</u>				
Council Buildings	4,316,000			4,316,000
BSF School Estate	1,331,940			1,331,940
	<u>5,647,940</u>	<u>0</u>	<u>0</u>	<u>5,647,940</u>
To be financed from:				
Public Sector Decarbonisation Scheme - Grant	-5,647,940			-5,647,940
	<u>-5,647,940</u>	<u>0</u>	<u>0</u>	<u>-5,647,940</u>

ii) <u>Revenue Effects</u>	<u>2021/22</u>	<u>2022/23</u>	<u>2023/24</u>	<u>Future Years</u>
	(£)	(£)	(£)	(£)
	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
To be financed from:				
	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
Net Revenue Position	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>

* Assumes all properties completed and occupied from 1st April 2021

<u>Impact on Medium Term Financial Strategy</u>
Not applicable in this report

Agreed by: On behalf of the Service Director-Finance, Section 151 Officer
--	---

This page is intentionally left blank