

## OVERVIEW AND SCRUTINY COMMITTEE

**Date of Meeting:** 12<sup>th</sup> October 2020

**Present:** Cllr Johnson (Chair)  
Cllrs L. Barnes, Janet Eaton, Gill, Kempson, Morris and Procter

**In attendance:** Neil Shaw, Chief Executive  
Clare Birtwistle, Legal Services Manager  
Carolyn Sharples, Committee and Member Services Manager  
Jenni Cook, Committee and Member Services Officer

**Also Present:** Cllrs Bromley, Lythgoe, Neal and Pendlebury  
0 press  
0 public

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### 1. APOLOGIES FOR ABSENCE & SUBSTITUTIONS

- 1.1 Apologies for absence had been received from Cllrs Brennan, Kenyon, Z. Ali (Co-opted Member) and Clare Law (Head of People and Policy).

### 2. MINUTES OF THE LAST MEETING

**Resolved:**

That the minutes of the meeting held on 12<sup>th</sup> September 2020 be approved as a correct record.

### 3. DECLARATIONS OF INTEREST

- 3.1 There were no declarations of interest.

### 4. URGENT ITEMS OF BUSINESS

- 4.1 The Chair confirmed that there were no urgent items of business.

### 5. PUBLIC QUESTION TIME

- 5.1 No questions had been submitted in advance of the meeting. The Chair noted that she would allow questions to be asked on each item as it was discussed.

### 6. CHAIR'S UPDATE

- 6.1 The Chair confirmed that a request had been made for the 101 Service to attend a future meeting. The request had been copied to the Chief Executive, Leader, Portfolio and Director of Communities in order for them to assist.

### 7. RTB Update

- 7.1 The Chief Executive provided members with an update on the RTB Partnership as follows:-

- The RTB Board last met on 17<sup>th</sup> September 2020 and the annual accounts were signed off.
- Plot 5 at Futures Park was now completed – on time and on budget.
- Works to commence on Plot 1.
- Other developments had been considered including Park Avenue and Foxhill Drive.
- Park Avenue was not a feasible project for RTB and the council was minded to take this to the open market for tendering.
- As there were no projects in the pipeline, it had been agreed that the Board would now meet every 6 months.
- In terms of the joint venture, projects must be the right projects for the council and other mechanisms would be explored where appropriate.

7.2 Members commented as follows:-

- Plot 1 – Barnfield had been engaged directly on this project to utilise LEP Growth Funding and completion of the site was due by March 2021.
- AGM minutes and Accounts were in the public domain but would be circulated to Members.
- The benefits of the partnership were noted and discussed.
- The partnership was intended to ensure value for money and the maximum return for developments.

**Resolved:**

The update was noted and the Chief Executive was thanked for his time.

**8. ANNUAL EQUALITY REPORT – WORKFORCE PROFILE 2019/20**

8.1 The Legal Services Manager introduced the report the Annual Equality Report, which was a statutory report to be brought before the committee each year:-

- Officers continued to complete Equality Impact Assessments.
- Actions had been identified at 3.9 of the report which would be implemented during 2020/21.
- Workforce profile data had been baselined against the 2011 census and points were noted:
  - 4% of staff had declared a disability.
  - There had been a slight decrease in BAME staff
  - Gender was a 60/40 split male/female split.
  - Sexual orientation data had been collated for the workforce, however there was no census data to baseline against.
- The profile of job applicants would continue to be monitored via the recruitment process.
- The Council needed to examine its recruitment processes in terms of BAME and disabled applicants.

8.2 Members commented as follows:-

- Actions noted at 3.9 - the Kickstart scheme would be ideal for this and full advantage should be taken of the apprenticeship levy.
- The ageing profile of the workforce was noted and this was usual for Local Authorities. Loss of knowledge was an issue and full use of Apprentices and the Rossendale Works scheme should be encouraged.

- Equal pay/gender gap – issues were discussed and noted – council staff were appointed on pay grades.
- Exit interviews were carried out and the Whistleblowing Policy was available to staff; whistleblowing was reported via the Audit and Accounts Committee.

**Resolved:**

The report was noted.

**9. THE FORWARD PLAN**

- 8.1 The Forward Plan had been published with the agenda and tabled upcoming Cabinet decisions that the committee could consider for the O&S Committee. Members were reminded to look at the plan and consider what could be brought to the committee. The provisional agendas for the November meetings were noted.

**Resolved:**

The update was noted.

**The meeting started at 6.30pm and finished at 7.20pm**

Signed: \_\_\_\_\_

Date: \_\_\_\_\_