



COUNCIL

Wednesday, 20 July 2011

PRESENT

Ian Adams, Brian Allinson, Jane Allinson, Pat Apps, John Ashe, June Bamford, Nick Barrett, Michael Bell, Ian Blair, Linda Boon, Ian Boulton, Tim Bowles, Bill Bowrey, John Calway, Keith Cranney, Ruth Davis, Mike Drew, Clare Fardell, Howard Gawler, Heather Goddard, John Goddard, John Godwin, Robert Griffin, Neil Halsall, Dave Hockey, Pat Hockey, Dafydd Holbrook, Shirley Holloway, Sue Hope, Brian Hopkinson, Justin Howells, Colin Hunt, James Hunt, Jon Hunt, Roger Hutchinson, Robert Jones, Trevor Jones, Dave Kearns, Alan Lawrance, Carol McCarthy, Gareth Manson, Adam Monk, Katherine Morris, Tony Olpin, Eve Orpen, Andy Perkins, Sarah Pomfret, Shirley Potts, Christine Price, Bob Pullin, Steve Reade, Matthew Riddle, Mike Robbins, Pat Rooney, Adrian Rush, Marc Scawen, Kevin Seager, Ian Scott, Sam Scott, Ben Stokes, Maggie Tyrrell, Ben Walker, Sue Walker, Terry Walker, Erica Williams and Claire Young

16 EVACUATION PROCEDURE (Agenda Item 1)

The Chair of Council drew attention to the emergency evacuation procedure as set out in the Agenda.

17 APOLOGIES FOR ABSENCE (Agenda Item 2)

Apologies for absence were received from

Councillors: Janet Biggin, Keith Walker
Alderman: Arthur Adams

18 DECLARATIONS OF INTEREST UNDER THE LOCAL GOVERNMENT ACT 1972 (Agenda Item 3)

Councillors Name	Item Number and Nature of Interest	Personal or Personal and Prejudicial
Sue Hope	11 – Connections to a HGV business	Personal and prejudicial

19 MINUTES OF THE MEETING OF THE 25 MAY 2011 (Agenda Item 4)

The minutes were signed as a correct record by the Chair.

20 CHAIR'S ANNOUNCEMENTS (Agenda Item 5)

The Chair asked Council to join him in sending Steve Evans best wishes for a speedy recovery to full health.

The Chair announced the following awards that had been received since the last Council meeting:

- The Armadillo youth venue and café in Yate had won the community building award of the Local Authority Building Control West of England Excellence Awards. This was a great endorsement for the partnership with Yate Town Council and the young people of Yate. Chipping Sodbury school's new sports hall was also shortlisted for these awards.
- The strong safer community awards were held on the 9 June which celebrated the outstanding bravery and achievement of local people who had made a stand against anti-social behavior.
- Bristol and South Gloucestershire's cross-border Cycling City project had won the Municipal Journal's Sustainable Infrastructure Achievement of the Year award. The award was in recognition of how local authorities and their partners were taking on the challenge to incorporate sustainability into projects and operations.

21 ITEMS FROM THE PUBLIC (agenda item 6)

Mrs Preddy who was representing Wrenbert Road residents in Staple Hill spoke to Council regarding concerns held by residents in relation to anti social behaviour in the area which she believed emanated from a local hostel of multiple occupation. Council heard examples of the sort of behaviour that was being experienced. Mrs Preddy called

for a review of the planning and licensing of the property, for a local gate to be locked which would help to alleviate the problem and submitted a petition signed by residents.

It was **agreed** that the matter would be referred to the Executive Councillor for Communities.

Karen Wilkinson spoke to Council in relation to the motion on energy usage later in the Council meeting and called for action that could be taken to minimise energy consumption. Council heard that opportunities existed for funding streams through feed in tariffs.

It was **agreed** that the matter would be referred to the Executive Councillor for Corporate Affairs.

Michael Garratt spoke calling for Council to ensure that any future use of Filton airfield included provision for an air ambulance base to allow the current service to continue from the location.

Due to the matter raised being a non executive function It was **agreed** that the matter would be referred to the Planning department.

Alison Marsden spoke to Council in relation to item 11 on the agenda and raised concerns regarding HGV's using the Rangeworthy/Cromhall road. Council heard the history of how this had become an increasing concern for residents.

It was **agreed** that members would take what had been said into consideration during the debate on the item later in the agenda.

Dennis Lucioli from the Cromhall and Rangeworthy action group also spoke to Council on the matter of HGVs using the Rangeworthy/Cromhall road and difficulties experienced by residents.

It was **agreed** that members would take what had been said into consideration during the debate on the item later in the agenda.

Julie Lake addressed Council on the issue of residents parking issues at Barley Close Primary School and the difficulties this caused to people living in the locality. Council heard that the proposed expansion of the school would be likely to lead to further traffic issues for residents.

It was **agreed** that the matter would be referred to the Executive Councillors for Children and Young People and Planning, Transportation and Strategic Environment.

Mr John Williams spoke to Council on the issue of care home closures and the process that had taken place to date. Mr Williams asked for the Leader of Council and the Chief Executive to provide reasons why the petition debate that took place in March could not have taken place in February. Mr Williams advised Council of his concerns in relation to the decommissioning process and the decisions made in relation to the reprovision of care.

It was **agreed** that the matter would be referred to the Leader of Council, the Chief Executive and the Executive Councillor for Community Care and Housing.

At the request of Mr Williams, the Chair agreed that the statement that Mr Williams had read out could be appended to the minutes.

Peter Tyzack spoke to Council about the need for an M49 junction and questioned why the matter was not included in the report at item 13 of the agenda. Council heard of the plans to enlarge Avonmouth docks and the likely impact on the local area.

It was **agreed** that members would take what had been said into consideration during the debate on the item later in the agenda.

Mike Archer made representations to Council objecting to the proposed development of 3000 houses in North Yate. Council heard of the negative impacts that residents were concerned would arise if the development went ahead and also heard that Mr Archer believed there to now be an opportunity to develop on the Filton Airfield site instead of developing at Yate which in his view was more suitable. Mr Archer called for changes to be made to the core strategy.

It was **agreed** that officers would contact Mr Archer to advise how his representations could be fed into the consultation process.

Mr Peter Barker representing the Latteridge Road Campaign Group repeated concerns already expressed in regard to the number of HGVs using the Latteridge road. Mr Barker gave Council examples of lorries being unable to pass at certain points and fully supported the comments made by Alison Marsden earlier in the meeting.

It was **agreed** that members would take what had been said into consideration during the debate at item 11 later in the agenda

22 PETITIONS (Agenda Item 7)

There were no petitions submitted.

23 QUESTIONS TO EXECUTIVE MEMBERS AND CHIEF OFFICERS UNDER Standing Order A31 (Agenda item 8)

To the Executive Councillor for Community Care, Housing and Health

Question number 2011/4 from Councillor Alan Lawrance

Why did it take two months to say no?

Answer

I presume you are referring to the response to the petition on the Better Support for Older People programme.

The imminent local elections meant that it was right that a response on such an important issue for the council should be taken by the administration and Executive Member post that election.

This was a position – that we should pause and await the outcome of the election – agreed by all three party leaders.

The petitioners were advised of the delay and reasons for it.

Following the election and my appointment as Executive Member for Community Care and Housing, I resolved to provide a response based upon a careful weighing of the issues as my top priority.

This I did and provided a response to the petitioner in a letter dated 26th May 2011.

Supplementary Questions

Why has the member not reported back to Council for a debate and will he admit a failure to respond to concerns

Answer

As I have explained I was unable to provide a response because of the purdah period and then the delay until I was appointed as an executive member at the Council meeting on the 25 May. The two months have not been wasted and have provided the

opportunity for officers to monitor bed availability which is a key part of the decommissioning process.

To the Executive Councillor for Children and Young People

Question number 2011/5 from Councillor Pat Hockey

How many young people in South Gloucestershire will be unable to continue their education post-16 unless they have access to private transport or are prepared to put themselves at risk by making long journeys by foot or cycle along dangerous roads?

Answer

While there is no general legal obligation to provide free home to school or college transport to students over the age of 16, the Council recognises that for some, the non-provision of transport will be a barrier to participation. A number of options are available to students:

- under its Post-16 Transport Policy Statement South Gloucestershire Council offers a number of students with Special Educational Needs or Learning Difficulties and Disabilities support on a discretionary basis;
- sixth form students attending South Gloucestershire schools are able to purchase a concessionary place at a subsidised rate of £310.77 (price as at Sept 2010) per annum on existing contracted transport to South Gloucestershire schools providing spare seats are available;
- there are various concessionary, fares and saver tickets available through, local colleges and the First Bus Group. Students may also purchase a student railcard;
- a small number of students with SEN/LDD attend specialist further education colleges, including residential provision. In these cases, the college placement will have been individually agreed by the Council. Support for transport in these cases will normally be provided as part of the approval of the college placement.

Concessionary fares are very popular with students. The Council receives very few applications for assistance for full transport costs from mainstream Post-16 students.

Supplementary Questions

I can only assume the real answer is I do not know. Will you instruct officers to provide information so that problems can be understood

Answer

We do not have the information at the moment but I will ask the department if it is possible to find it. I must stress that we do meet our statutory obligations.

Question number 2011/6 from Councillor Eve Orpen

What impact would a University Technical College in Filton have on existing schools, how would it be funded and governed, and how would it differ from other educational establishments?

Answer

The City of Bristol College (COBC) in conjunction with its co-sponsors (UWE and local engineering employers) has submitted a bid to the Department for Education to develop and open a University Technical College (UTC) for the 14-19 age range in September 2013. Whilst the UTC will deliver most aspects of the national curriculum it will be focussing on environmental and avionic engineering.

Students will apply for a place at the UTC from the age of 14, in line with the UTC Admissions Policy and in consideration of existing transport links to the proposed site, it expects to draw students from a wide area within 25 mile radius.

Secondary pupil numbers across the area are projecting a downward trend until 2015, and it is acknowledged that all secondary schools across the area are working hard to meet the challenges this presents. However from 2016, pupil numbers are expected to increase again in line with the current rise in primary pupil population and numbers are expected to continue in an upward trend in the medium term and long term. It is anticipated that based on current projections, additional secondary places will be required in the longer term.

The UTC would legally be a new academy governed and led by a Sponsor Trust set up by its sponsor organisation the City of Bristol College and with representation from its partners UWE and local engineering employers. An Academy Board of Directors will be established to oversee the day to day management of the new academy.

The UTC is proposed to be sited adjacent on the COBC Parkway campus on surplus land formally occupied by the former Filton High School. Any capital investment required to provide the UTC would need to be allocated by central government as part of the UTC approval. As the UTC would be a new academy, it would be funded in a similar way to community schools however, as is the case with converter academies the Sponsor Trust would need to determine its budget requirements direct with the Young Peoples Funding Agency.

A decision on the outcome of the bid is expected towards the end of July.

Supplementary Questions

I would like more information on how the proposed UTC will affect all colleges in the wider 25 mile area.

Answer

This might be a very large piece of work to undertake but I will raise it with the Director and will provide the information if possible.

Question number 2011/7 from Councillor Bill Bowrey

What is the council's current relationship with the Kingswood Bus Project?

Answer

The Department for Children and Young People do not currently fund or specifically work with the Kingswood Bus Project.

The Project has benefited from some small council grants administered through the Department for Community Services.

The breakdown of these grants since start of the 2009/10 financial year is as follows.

Year	Grant source	Purpose	Amount
2009/10	Revenue grant	Bus maintenance and insurance; annual cost of diesel.	£3,000
2009/10	Capital grant	Repair and replace equipment including roof and electrical equipment damaged by leaking roof.	£780.52
2009/10	SSCIF	Southey Park Youth Engagement & Consultation Project	£2,000
2010/11	SSCIF	Protecting the bus from vandalism/burglary with diversionary activities	£500

An application for £2,288.97 for video equipment and games, along with a laptop, music making software, performance controller and headphones has been submitted for the current capital grant round and is currently being processed.

Supplementary Questions

Will you please commit to working closely with the bus project in the future

Answer

Yes I am happy to work with anyone who will support services for young people in the area.

Question number 2011/8 from Councillor Gareth Manson

How will the council ensure that there will be sufficient primary school places for children in Mangotsfield if Mangotsfield Primary School becomes an academy and the local authority is unable to increase its planned admissions level?

Answer

The LA has continuing responsibility to commission school places to meet local needs and does this through the Commissioning of Places Strategy. The Implementation Plan in the Commissioning of Places Strategy sets out the programme of planned increases to primary school admission levels between 2011 – 2014. The implementation plan will address current known shortfalls in provision over the next 4 years and the increases identified are not dependent on a successful outcome of discussions with Mangotsfield School.

As a strategic leader there is a clear expectation that the LA will pursue a constructive dialogue and work with all schools regardless of their legal status, whether for additional provision or new provision. Any increase to admission levels at Mangotsfield Primary school would therefore remain a possibility regardless of status.

It is understood that the Governing Body of Mangotsfield CE Primary has recently determined not to pursue academy status at this time.

Supplementary Questions

What power does the authority have to oblige academies to increase admission numbers

Answer

I do not believe we have any powers to do this

To the Executive Councillor for Planning, Transportation and Strategic Environment

Question number 2011/9 from Councillor Pat Hockey

When deciding how the Transportation budget is spent what consideration do you give to the needs of young people who wish to continue their education when the statutory provision of transport for them ceases when they reach 16 years of age?

Answer

The transport needs of this group of residents are considered alongside other competing priorities when deploying the Council's transportation budget.

The Council has a transport policy for post 16 students in further education living in South Gloucestershire which has existed since the formation of the Council. This clearly states that the Council does not provide transport in such circumstances except for those students with special educational needs or learning difficulties and disabilities. Post 16 students are able to purchase a concessionary place on existing contracted transport to South Gloucestershire schools providing spare seats are available. The cost for 2011/12 is £326.31 per student per annum. Other discount tickets and fares are available from local colleges and bus operators.

Supplementary Questions

Have you ever been informed of the cost of continuing or increasing the capacity of contracted services where there is no other reasonable alternative for young people wishing to continue their education post 16, so that you have in reality been able to take their needs into consideration when assessing priorities?

Answer

No I have not been informed of the cost but I have not asked the direct question. I will find out the costs and consider the issue.

To the Executive Councillor for Communities

Question number 2011/10 from Councillor Clare Fardell

Is the Cabinet member willing to authorise some immediate and additional publicity for this [New Street Trading Fees] Consultation so that everyone can understand and make informed comments on the proposals?

If he is, will he ensure that the information about the exact level of various charges is included in the publicity? And is he able to provide that information today?

Answer

The street trading policy is a council responsibility delegated to the Licensing, Regulatory & General Purposes Committee. It is not an Executive Member responsibility.

This Committee approved the draft street trading policy for consultation at their January meeting on 27 January. The consultation runs until 12 August.

The LRGP Committee will need to consider the consultation responses when approving the final policy and any additional publicity to explain the policy background should be discussed, in the first instance, with the Chair of Licensing, Regulatory & General Purposes Committee.

On behalf of Cllr Fardell, I have asked Corporate Communications to make contact with the Chair as a priority.

Supplementary Questions

Do you agree that most community groups and charities should remain exempt from charges.

Answer

I must reiterate that this is an issue for LR&GP Committee and it would be inappropriate for me to become involved.

Question number 2011/11 from Dave Hockey

Please advise how many Community Organisers have been appointed, which Wards they will support, what role will they carry out and when they will be operational?

Answer

Establishing a network of volunteer safer stronger community organisers was a pilot scheme 100% funded through a national scheme operated by Targeted Support for Empowerment & Participation Improvement. This scheme finished on 31 March 2011.

8 Safer Stronger Community Organisers (SSCOs) have been recruited. 5 have completed their training and are becoming operational at this stage, while 3 are still undergoing training.

The primary role of SSCO is to promote Safer Stronger Community Groups (SSCGs) to local communities and to increase participation.

Those SSCO who are operational are now starting to attend their local meetings and make links with local groups e.g. Mother & Toddler groups, in order to raise the profile

of SSCGs. They have initially attended community events such as National Family Week at Kingswood Park and taken publicity materials out into local venues such as libraries and community centres.

The original ambition of the project was that the SSCOs would each work with a single Safer and Stronger Community Group, and thus build close ties within the area covered by that Group. However in practice, given their personal interests and circumstances and the need for this voluntary work to fit in with work, study and personal commitments, the SSCOs have started to work more collaboratively across a number of SSCGs using their personal skills, expertise and interests; e.g. a SSCO who lives in Downend is working with a Kingswood SSCG project. This is an important lesson from the scheme which is being fed back to the funders.

Current individual SSCOs live in the following wards: Downend, Thornbury, Filton, Yate (2), Bradley Stoke, Frampton Cotterell and Emersons Green. Arrangements for them to meet Ward Members, Town and Parish Councils, appropriate Police staff, and the Chair and Vice-Chair of SSCGs are currently being organised.

Supplementary Questions

Who do the community organisers work for and given that some work in wards why have they not been introduced to ward members.

Answer

These are volunteers working for the safer and stronger groups. Meetings will be set up with ward members soon.

Question number 2011/12 from Councillor Eve Orpen

What work is currently underway on how the localism legislation will affect South Gloucestershire, and when will the outcome be shared with councillors?

Answer

Whilst recognising the importance of the Localism Bill and the breadth of provision it contains, it is also recognised that localism in its broadest sense is made up of a range of initiatives and components that must be considered alongside the Bill. These include Big Society, Devolution, the Sustainable Communities Act and opportunities for local people to be involved in influencing decision-making and place-shaping at a local level.

Work is currently underway to identify all components and the implications for South Gloucestershire so far as they are known. The outcome will be shared with Councillors in the Autumn to allow the council to consider the implications and agree a process for furthering discussions internally and beginning discussions with key partners that have a stake in localism, such as parish and town councils.

Supplementary Questions

There has been little information on localism. How and when are you going to inform Councillors and residents and when will work with Town and parish Councils commence.

Answer

The answer is in the original answer provided. A report is planned in the Autumn.

To the Leader of the Council

Question number 2011/13 from Councillor Adam Monk

Given the pending closure of Filton Airfield, what actions will South Gloucestershire Council take to ensure that the land is used to attract sustainable employment utilising the existing skill sets of the highly qualified engineers based around the area?

Answer

South Gloucestershire Council recognises that it needs to deal with these circumstances and that it is imperative that the future use of the Airfield is considered now. The Council has strongly stated that its priority and those of the surrounding communities, is that the area's renowned high-quality engineering and aerospace companies are secured for the future. The Council has opened discussions with BAE Systems where we have made these points very clear and will continue to do as discussions progress over the coming months.

The Council is also most concerned to ensure that the redevelopment of Filton Airfield should be carefully planned, taking account of the advantages and opportunities that the site offers and, thereby, avoiding a piecemeal and unplanned approach. It is committed to working with BAE in order to achieve this. We also want to make sure that a long term and secure future is achieved for Concorde which is at the heart celebrating and championing the Patchway and Filton aviation industry.

The airfield site is a unique strategic brownfield site in the heart of the communities of Filton and Patchway. The Council's strategy is to work out how best to deliver guided growth which recognises the importance of delivering sustainable high quality employment, which draws on the existing skill sets of the highly qualified engineers based around the area, as part of any mixed used strategic redevelopment of the airfield. Looking to the future, this is an opportunity for our local aerospace industry to reach an even higher level of excellence and inspire the next generation of engineers in South Gloucestershire.

Consultation closes on the Filton Airfield Planning Policy Position Statement on the 29th July 2011. The purpose of the consultation is to hear people's views about the future of

the site and we expect that a range of different ideas will be put forward. These will need to be assessed and discussed with BAe Systems, other key partners, local members and local residents over the coming months.

Question number 2011/14 from Councillor Adam Monk

With the previous strategy of the LEP looking to develop employment in South Bristol and the newly created Enterprise Zone in Temple Meads, what steps will South Gloucestershire Council take to remind our partners of the economic importance of the Filton area in the West of England?

Answer

The Local Enterprise Partnership (LEP), like South Gloucestershire, recognises that the Filton area, and indeed the whole of the North Fringe of Bristol, is one of the most economically important, successful and strategic locations in the West of England, and is of both regional and national importance. The area is also recognised both nationally and internationally as a major focus for the aerospace and defence industries, which together employ over 10,000 people. Overall the area supports in the order of 70,000 jobs and, in addition to aerospace and defence, represents leading sectors in ICT, financial services, public sector and research and development. Strengthening and supporting this area is therefore critical to securing the future economic prosperity of the area and is a central plank of the LEP's economic strategy.

The Council is working closely with the LEP to ensure that the economic importance of the area continues to be recognised. A key element of this is to support economic development in the North Fringe and to continue to improve the balance between homes and jobs within the Filton area. At the heart of this is the Council's commitment to continuing to diversify the employment base, improving the variety of jobs and strengthening and reinforcing the aerospace industry around the A38 corridor.

Supplementary Questions

There is nothing measurable in the answer. When will conversations take place, how will information be communicated and within what timescales.

Answer

I am prepared to meet with any local members and officers to discuss these points and I also include the Patchway members in that invitation.

Question number 2011/15 from Councillor Shirley Potts

What progress has the council made to review the policy regarding the Council Tax exemptions on empty properties? Now that the housing market is less buoyant

hardship is being suffered by some people who have been trying to sell these properties without success over a long period of time?

Answer

Officers are preparing a series of options for consideration and appraising the policy and financial implications of each. These implications are many and varied. I have also asked for details to be compiled of what the Council is already doing in this area, which includes at least one recently launched new initiative.

I hope to be in a position to share a paper with members by the end of the month in order to provide a progress update and the options available.

Supplementary Questions

The answer states that the work being done includes at least 1 initiative, can I please have the details.

Answer

I cannot promise I can resolve this issue but we will do our best to try.

Question number 2011/16 from Councillor Ian Boulton

Why is Sickness Absence within the Community Care and Housing directorate 10.2 Days per year whilst it is only 5.57 days within the Chief Executive and Corporate Resources directorate?

Answer

Both the Community Care and Corporate Resources departments have shown significant reduction in absence over recent years.

CCH:	14.27 days in 2006-7, 10.20 days in 2010-11
CECR:	8.75 days in 2006-7, 5.57 days in 2010-11

In both departments, the figure is the lowest since comparative data began in 2000-01.

Nationally, sickness absence levels in care work are significantly higher than those for general office and professional work. The CCH department is able to compare its position against other Adult Social Care departments through the Self Assessment Survey ("SAS"). The last survey submitted in 2009 indicates CC&H to be at the median level.

There are reasons why it is not unusual to find higher levels of sickness absence within a department such as Community Care, compared to a Corporate department.

Sickness levels are influenced by the workforce profile, type of work performed and the associated demands. Adult social care places significant physical demands on staff, where they may need to assist service users in moving and similar activities. This has two consequences: musculoskeletal injuries (such as sprains, strains and back pain) are more likely to arise in the course of work, and if a person is not fully fit, that person is less likely to be able to work at a physical task than at an office based task.

Analysing the figures in more detail shows the difference between the two departments is mainly in terms of long term sickness. There is relatively little difference between the two departments in terms of short term absence (this is 5.02 days per FTE in CCH, and 4.36 in CECR) but there is a substantial variation in terms of long term absence (6.15 in CCH and 2.37 in CECR). The CECR long term absence figure is historically low – in the past it has tended to be in the area of 3.5 – 4%. 7.9% of all of the absences in CCH were long term, compared to only 4.2% of those in CECR.

Within what is classed as 'long term' sickness absence, that which is very long term (100 days plus) – has reduced significantly over the last 5 years or so. This reduction has been achieved by targeted and proactive case management and early referral to occupational health within the Department.

There does, however, remain some medium term sickness absence (40 – 100 days). Currently the department has 3 cases with over 100 days of absence and 8 cases of between 40 and 100 days. In the last year the department has resolved 66 cases of long term absence within a range of 100 days to a peak of 391 days. This will show through in the out turn for this year 2011/12.

This medium term sickness absence is consistent with the operating environment and workforce profile whereby there are significant health issues that cause medium term amounts of absence (often including a hospital stay), but where with careful absence management the department is able to return staff to work.

The pattern of absence cases reflects some of the risk factors outlined above:

% of absence time lost by cause	CCH	CECR
Colds, flu	14.5	20.4
Hospital in-patient (and related)	10.5	3.5
Chronic and long term conditions	6.3	1.4
Musculoskeletal conditions	15.6	3.7
Stress and anxiety	23.3	26.9

Note that the % figure is based on all of the sickness in the relevant department, so the 14.5% of colds, Flu absence in CCH is 14.5 % of 10.20 days, whilst the 20.4% of the CECR absence is 20.4% of 5.7 days.

CC&H has recently been praised by internal audit for its proactive absence reduction strategies over the past few years and it is anticipated absence will continue to reduce.

Supplementary Questions

What is your reaction that 25% of illness is stress related in CCC&H and CE&CR and is it reflected in other departments.

Answer

I will provide a written response with the figures for other departments.

Question number 2011/17 from Councillor Ian Boulton

What is the Council doing proactively to ensure that all staff and supervisors have the skills to manage sickness in a supportive and consistent manner no matter which directorate they work in?

Answer

There is a council wide Sickness & Ill-health Policy. This policy was reviewed and significantly improved in 2008-9 to incorporate best practice developments and provide a more effective tool/guide for all managers. This introduced the proactive return to work planning which now underpins our approach to absence management.

Within our learning and development offer we have a sickness reporting and absence management e-learning programme. This is one of the growing suite of titles available to managers via the MyHR (training) link and promoted at Corporate Induction as part of our management development offer. Sickness reporting and management is discussed within the Performance Management training course that all managers across the Council are required to attend. Discussions around sickness and absence management are also pro-actively encouraged at management team level.

In addition to the HR advice and absence case management support available to all managers across the council from the HR teams, we are investing in intranet based tools. These give consistent and instant 'self serve' advice to managers faced with managing sickness absence. The MyHR site has pages dedicated to Sickness and Ill Health which supports managers through how to deal with sickness, using a step by step guide and the full policy.

The MyView tool enables Managers to record and view at individual or team level sickness absence from their desktop. Training is widely available to support the introduction of this system.

Supplementary Questions

What action is the Council taking to support staff who are suffering from stress

Answer

We take stress related illness seriously and have a number of measures in place. The last review of the policy was 2008/9 and we will undertake a refresh of the that policy.

To the Executive Councillor for Corporate Resources

Question number 2011/18 from Councillor Michael Bell

In the past few weeks the *Bristol Evening Post* has been promoting its own campaign to try and encourage local companies to take on 100 apprentices. As yet South Gloucestershire Council has not been listed as one of these employers. Does the administration support apprenticeships and will it sign up to this campaign?

Answer

The Bristol Evening Post runs an annual campaign known as The 100 in a 100 which is a campaign to get Bristol's businesses to take on 100 apprentices in 100 days.

The Council supports apprenticeships and is currently reviewing how it can best support them in the future, particularly in the areas of Customer Service and Health & Social Care. In addition, the Community Sports Team is working with Skills Active to identify viable funding options to create Sports Coaching Apprenticeships in the future.

However, the service reviews and consequent workforce reductions have made it difficult to hold back suitable vacancies to offer/fund apprenticeships as a Council wide programme at a time when we are seeking to maximise redeployment opportunities for our staff at risk of redundancy. Part of the work has been looking at how best to balance these two issues.

Supplementary Questions

Do you agree that by not aligning to the Evening Post campaign we have missed an opportunity.

Answer

We will be looking to increase numbers in the future

Question number 2011/19 from Councillor Michael Bell

How many apprentices are currently being trained by the council and how many are likely to be retained when they finish their apprenticeship?

Answer

Currently, we plan to offer apprenticeships in the new Youth Venue and Café in Yate. We are looking to take on 3 apprentices:

- Administrative Assistant
- Events Management Coordinator
- Catering Assistant

These apprenticeships are for 1 year and will offer an NVQ qualification, which is being delivered by the City of Bristol College for us.

As set out above, we are also proactively looking to appoint apprentices in a number of other areas across the council.

Wherever possible, we aim to retain apprentices where permanent opportunities exist.

Supplementary Questions

What level NCQ training is being provide and what pay levels are the officers receiving

Answer

I will provide a written response

Question number 2011/20 from Councillor Pat Rooney

How do the various Management Reviews being conducted by departments fit in with the agreed Service Review processes?

Answer

The October report to Cabinet set out clearly the key elements of change that were required to deliver the vision for South Gloucestershire and its services whilst meeting our financial obligations. The key elements of this transformation programme being the back office and support Service Review Process, a senior management review, procurement review, and other services efficiency review.

The report also set out the governance and decision making framework for transformation. This process includes where relevant consultation with staff and trade unions, select committees and opposition leaders. Following a review by the Corporate

Co-ordination Select Committee, a more detailed framework document was agreed in consultation with all groups, setting out the workstream area, potential decision type, potential decision maker, consultation options and an indicative time line.

Most of the senior management reviews have now been completed and are in the process of implementation. The main exception to this is the review of the Community Services and Planning, Transport and Strategic Environment Departments, which went back to a joint select committee last week, and following consideration of this a decision is expected to be taken this week by the Chief Executive to start implementation. Clearly management changes below this level will either be undertaken as a result of the other workstreams, or as part of normal operational activities.

The Council's workforce change procedure will be followed in respect of any staffing changes.

Supplementary Questions

When will you be in a position to formally present to members the details of future mergers as indicated in the report written by Ian Webster

Answer

I will consider the matter and provide a written response.

24 RESPONSE TO MOTION 10 OF 2011 - LORRIES ASSOCIATED WITH YATE DISTRIBUTION DEPOTS (agenda item 11)

Having declared a personal and prejudicial interest, Councillor Sue Hope left the meeting and took no part in the item.

Brian Glasson, Head of Development Services provided a brief overview of the background to the subject of the report in introducing the item to Council.

During a full debate Councillors expressed that:

- Paragraphs 31-33 should be made stronger
- Employment opportunities should be maximized
- Businesses should have been consulted on the report to gain their views
- There were no lorry maps for HGVs entering the town and some lorries are being directed almost in circles
- Members would like to see the extent of the costs quoted as very substantial to be able to decide if action is possible.

Councillor Brian Allinson **proposed** and Councillor Sheila Cook **seconded** the recommendation in the report.

Dave Hockey **proposed** an amendment that a follow up report to take account of the issues raised during the debate should come to a further Council meeting.

Councillor Allinson indicated that he would accept the amendment.

Upon being put to the **vote** it was unanimously **RESOLVED** that :

- 1 Council notes the report and endorses the continuing approach of officers and members in seeking to further the aims of rebalancing the employment base and addressing concerns about the volume and nature of HGV use, by working in partnership with the relevant local community, business and landowner interests.
- 2 A further report on the matters raised during the debate be brought to a future Council meeting

Councillor Sue Hope returned to the meeting.

25 SELECT COMMITTEE ACHIEVEMENTS REPORT 2010/11 (Agenda item 9)

Councillor Howard Gawler presented the annual report as chair of the Overview and Scrutiny Co ordinating Group and thanked Democratic Services staff for their support throughout the year.

It was **agreed** to receive the report of the Overview and Scrutiny Co ordinating Group.

26 ANNUAL REPORT ON THE TREASURY MANAGEMENT SERVICE AND ACTUAL PRUDENTIAL INDICATORS 2010/11 (agenda item 10)

- Councillor Howard Gawler **proposed**, Councillor John Goddard **seconded** and upon being put to the **vote** it was unanimously **resolved** that Council approve the Annual Report on the Treasury Management Service including the actual prudential indicators for 2010/11 as contained within Appendix 1 to the report.

27 REPORT ON URGENT EXECUTIVE DECISIONS TAKEN: APRIL – JUNE 2011 (agenda item 12)

Councillor John Calway introduced the item to Council for information to meet the requirements of the constitution.

It was **agreed** to note the information provided.

28 UPDATE ON STRATEGIC WEST OF ENGLAND ISSUES (agenda item 13)

Councillor John Calway introduced the item to Council for information given the significance of this area of work. During the debate it was confirmed that a report proposing the establishment of the Joint Scrutiny arrangement would be brought to Council soon.

It was **agreed** to note the information provided.

29 MOTIONS (Agenda item 14)

Motion 1 of 2011 – Revolving Green Energy Fund - Liberal Democrat Motion

Councillor Claire Young **proposed** and Councillor Linda Boon **seconded** that:

Council notes its long-standing commitment to energy efficiency and carbon reduction. As long ago as January 2007 it resolved to ask the Executive Councillor for Corporate Affairs to consider conducting an energy audit of the Council's own buildings. In 2010, it resolved that Cabinet should review its progress on finding Council land suitable for renewable energy microgeneration and as recently as March 2011 it asked Cabinet to investigate invest to save options for the Council to participate in green energy product to capitalise on the generous Feed in Tariff payments, especially solar PV.

Council regrets the lack of progress and ambition demonstrated by the Cabinet to date.

Council notes the significant benefits of becoming involved in renewable energy generation:

- Leading by example on carbon reduction
- Increasing energy security
- Reducing carbon emissions
- Reducing energy costs
- Stimulating the local economy
- Generating income through Feed in Tariffs (FIT)
- Opportunities to reduce fuel poverty for local people

Council further notes that the financial incentives provided by FIT will reduce from 2012 onwards, so that new schemes will receive a lower FIT payment than those joining now. Existing schemes are guaranteed the FIT level that applied at the time of registration, for 25 years, subject to uplift under RPI.

Council therefore resolves to ask the Executive Member for Corporate Affairs to investigate as a matter of urgency:

- 1) Set up a revolving green energy fund with a sum to fund the initial work, to which FIT income will accrue to enable further work.

- 2) Recruit or redeploy a workforce to fit solar PV to all its buildings
- 3) Review the Council's property and draw up an installation schedule
- 4) Offer the Council's services to other public bodies and the public, to extend the environmental and economic benefits.

Councillor John Goddard **proposed** an amendment to :

DELETE:

"Council regrets the lack of progress and ambition demonstrated by the Cabinet to date."

REPLACE WITH:

"Council notes the action that has both preceded and followed these council resolutions and the encouragement of the government at that time, including:

- The Accommodation Strategy and continued rationalising of the council's estate;
- Carrying out energy audits on an ongoing basis with the installation of Automatic Meter Reading and availability of half hourly data to allow effective monitoring and identification of problems;
- Providing energy efficiency advice and financial assistance to local households;
- Working with schools to carry out capital works using their devolved budgets;
- Doubling the Local Authority Carbon Management (LACM) budget to £200K a year with this year's larger allocation being used for the installation of solar electric PV arrays on Council-owned buildings;
- Consulting with local communities on the possibility of developing community energy projects on appropriate council-owned landholdings as they come up for review;
- Implementing behaviour change programmes and management controls."

Councillor Young indicated that she was not prepared to accept the amendment. Councillor John Calway then **seconded** the amendment.

Following debate the amendment was put to the **vote** and with 33 voting in favour and 35 voting against the amendment was **lost**. The debate then returned to the substantive motion.

The original motion was then put to the **vote** and was **carried** with 35 voting in favour.

Motion 2 of 2011 – Education and Training Initiatives - Liberal Democrat Motion

Councillor Jane Allinson **proposed**, Councillor Ian Blair **seconded** and upon being put to the **vote** it was unanimously **resolved** that:

This Council recognises the importance of ensuring that all young people have access to appropriate education and training. This Council therefore calls upon the Cabinet to:

work in partnership with the University of the West of England and Bristol University to investigate ways of enabling local young people from disadvantaged backgrounds to access university work with local businesses on projects to provide access to work and apprenticeships for young people Not in Education or Training (NEETS).”

30 URGENT ITEMS (Agenda item 15)

There were no urgent items.

The meeting closed at 9.45 PM

..... Chair of Council