



Council

A meeting of the Council will be held at the Great Hall, The Guildhall, St Giles Street, Northampton, NN1 1DE on Thursday 21 April 2022 at 6.00 pm
Councillors are hereby summoned to attend

Agenda

1.	Apologies for Absence
2.	Declarations of Interest Members are asked to declare any interest and the nature of that interest which they may have in any of the items under consideration at this meeting.
3.	Minutes of Council (Pages 11 - 28) To confirm the Minutes of the meetings of the Council held on 21 st April and 24 th April 2022.
4.	Chairman's Announcements To receive communications from the Chairman of the Council.
5.	Public Participation (1) Receipt of Petitions (if any) from Local Government Electors for the District (2) Questions (if any) from the Public
6.	Priority Opposition Motion <u>Priority Opposition Motion</u> Proposed by Cllr. Bob Purser Seconded by Cllr. Keith Holland-Delamere "This Council notes: 1. In West Northamptonshire Council footprint air pollution needs to be reduced. 2. In many parts of West Northamptonshire, especially near our busy roads and in

	<p>the town centre, air pollutants exceed legal and safe limits.</p> <ol style="list-style-type: none"> 3. Air pollution impacts on the health of people in our towns and villages, especially the most vulnerable. It can cause permanent lung damage in babies and young children and exacerbates lung and heart disease in older people. 4. Action will improve the quality of life and well-being of children and vulnerable adults and take pressure off services. 5. Clean air around residential areas, schools, and hospitals will have an immediate beneficial impact for residents and go some way in helping us meet our Net Zero targets. <p>This Council resolves:</p> <p>To immediately take all steps needed to reduce deaths and illness linked to polluted air, with desperately needed action to also enable us to meet our climate emergency commitments.</p> <p>This should include, but not be limited to:</p> <ol style="list-style-type: none"> a) Exploring and implementing clean air zones in all major urban areas, towns and villages; b) Cleaning up the bus fleet, working with the areas major bus providers; c) Supporting taxis to meet clean emission standards; d) Promoting and incentivising the use of electric vehicles and car clubs, and ensuring that Council vehicles are electric where possible; e) Create an Air Quality Action Plan; including consideration of becoming a signatory to the Oxford Clean Air Charter calling on the government for further action; f) Initiate an educational campaign to highlight to the general public the impact of air pollution on public health and the economy; g) Include a no- idling cars, education, and enforcement scheme; h) Identify a lead officer to ensure the resolution is implemented; i) Provide an annual report to full Council linked to the Climate Action Plan on progress.”
7.	Cabinet Reports and Record of Decisions Taken by the Cabinet (Pages 29 - 124)
Items of Business	
8.	SACRE Annual Report (Pages 125 - 134)
9.	Chief Officer Appointment (Pages 135 - 140)
10.	Northamptonshire Safeguarding Adults Board Annual Report (Pages 141 - 166)
11.	<p>Motions</p> <p>To debate any motions which have been submitted with advance notice, in accordance with the Council’s Procedure Rules.</p>

Motion 1 (Labour)

Proposed by Cllr. Emma Roberts
Seconded by Cllr. Winston Strachan

“This Council welcomes the work of the Fair Trade Foundation to encourage the use of fair trade goods, and notes that the Council, as an important consumer and opinion leader, should research, develop and support a strategy to facilitate fair trade where appropriate as part of its commitment to work in pursuit of a sustainable West Northamptonshire.

It, therefore, resolves:-

1. to promote awareness of fair trade issues and the opportunities for supporting fair trade in the area;
2. to make publicity and educational information available to local people concerning the worldwide impact of unfair trade and the opportunities that fair trade provides for sustainable development;
3. to make the Council’s employees, the public and local businesses aware of the Council’s resolution on fair trade;
4. to encourage the use of fair trade goods, for example, products carrying Fair Trade mark and products in vending machines/shops within council buildings;
5. to request the Council’s venues to stock fair trade products in addition to other brands;
6. to integrate fair trade considerations into the Council’s Environment Plan in support of the Council’s corporate objective to improve the environment;
7. For West Northamptonshire Communities to seek to become Fair Trade Communities by applying for Fair Trade Status;
8. to nominate an officer to work on implementing the resolution; and
9. to report annually on progress made with implementing this resolution.”

Motion 2 (Labour)

Proposed by Cllr. Zoe Smith
Seconded by Cllr. Wendy Randall

“Our young people have been badly impacted by a historic lack of youth service provision, the increasing erosion of community, the activity of county lines, the disruption to schooling caused by the pandemic, and the increase in family poverty.

WNC is committed to working with our youth and listening to the youth voice.

We need to engage with young people across all three WNC districts and work with them to develop a strategy for youth.”

Motion 3 (Liberal Democrat)

Proposed: Cllr Rosie Humphreys
Seconded: Cllr Jonathan Harris

Humans have already caused irreversible climate change, the impacts of which are being felt in the UK and around the world. The global temperature has already increased by 1.2°C above pre-industrial levels and the natural world has reached

crisis point, with 28% of plants and animals currently threatened with extinction.

Unless we drastically change course, the world is set to exceed the Paris Agreement's safe 1.5°C limit. Pledges such as the Paris Agreement and updated emissions targets are not legally-binding. The gap between pledges and policy leaves the world on course for catastrophic warming of near 3%.

As the 2018 report by the Intergovernmental Panel on Climate Change (IPCC) makes clear, every half a degree makes a world of difference: severe climate impacts with 1.5°C of warming—such as extreme weather patterns causing flooding and heat waves—get significantly worse at 2°C. According to the IPCC, limiting heating to 1.5°C may still be possible with ambitious action from national and sub-national authorities, civil society, the private sector and local communities.

In the latest IPCC report spells out in the strongest terms to date that the climate crisis is inseparable from the biodiversity crisis and the poverty and inequality suffered by billions of people. The report has been described as 'brutal' by Laurence Tubiana one of the architects of the Paris Agreement, and he went on to say 'there can be no more excuses' [for inaction].

The UK is one of the most nature-depleted countries in the world and more than one in seven of our plants and animals face extinction—and more than 40% are in decline. We have lost 95% of our hedgehogs. The UK needs a legally-enforceable nature target so that, by 2030, nature is visibly and measurably on the path of recovery, in line with the Global Goal for Nature and the Leaders' Pledge for Nature.

West Northamptonshire Council notes that:

1. Many local authorities are already playing an important role in the UK taking action to achieve net zero carbon emissions—and to protect and revitalise local wildlife and natural habitats.
2. The UK Parliament, in May 2019, declared an Environment and Climate Emergency and this council declared a climate emergency in July 2021.
3. There is a Bill before the UK Parliament—the Climate and Ecological Emergency Bill (published as the Climate and Ecology Bill)—which, if it becomes law, would require the UK Government to develop a UK-wide strategy to address the emergency that would ensure that:
 - the ecological crisis is tackled shoulder to shoulder with the climate crisis via a joined-up approach;
 - the Paris Agreement is enshrined into law to ensure that the UK does its real, fair share to limit global temperature rise to 1.5°C;
 - the Leaders' Pledge for Nature is enshrined into law to ensure that the UK's ecosystems are protected and restored with a focus on biodiversity, soils and natural carbon sinks;
 - the UK takes full responsibility for our entire greenhouse gas footprint—i.e. consumption emissions plus shipping, aviation and land-based transport—by accounting for all of the emissions that take place overseas to manufacture, transport and dispose of the goods and services that we import and consume;
 - the UK takes full responsibility for our ecological footprint so that we protect the health and resilience of ecosystems along both domestic and our global supply chains; and
 - an independent, temporary Climate and Nature Assembly is set-up—representative of the UK nations' populations—to engage with the UK

Parliament and UK Government to help develop the emergency strategy.

The latest IPCC report is also crystal clear in stating that adapting to the climate crisis is as much a social problem as a scientific one. In an accompanying document the report's authors say 'targeting a climate resilient, sustainable world involves fundamental changes to how society functions, including changes to underlying values, world-views, ideologies, social structures, political and economic systems and power relationships. This may feel overwhelming at first, but the world is changing anyway – climate resilient development offers us ways to drive change to improve wellbeing for all.'

The end of this century is less than a lifetime away. A child born today would be 78 years old in 2100. So actions taken today will have a profound effect on the quality of our children's lives.

Supporting this motion fully aligns to this council's sustainability pathway and underpins a number of the UN's Sustainable Development Goals and will therefore aid progress.

West Northamptonshire Council therefore resolves to:

1. Declare an ecological emergency.
2. Support the Climate and Ecological Emergency Bill (CEE Bill);
3. Inform local press and media of this decision;
4. Write an open letter to all local MPs (Chris Heaton-Harris, Andrea Leadsom, Michael Ellis, Andrew Lewer), shared with our residents through local and social media, urging them to sign up to support the CEE Bill.
5. Write to Zero Hour (the CEE Bill Alliance) the organisers of the all-party campaign for the CEE Bill, expressing its support (joinus@ceebill.uk).

Motion 4 (Liberal Democrat)

Proposed by: Cllr Sally Beardsworth

Seconded by: Cllr Jonathan Harris

The invasion of Ukraine is an act of aggression by Putin, not by residents with Russian heritage living and working within West Northamptonshire.

In addition to the situation the Afghan refugees are facing, we are now faced with a further refugee crisis as a result of Russia's illegal invasion of Ukraine.

We note the ongoing challenge for Afghan refugees, not least that 200 refugees are still in hotel accommodation in Northamptonshire and still awaiting support to enable them to find work here. We also note the substantial numbers of refugees who arrive in West Northants as separated children. These issues must also be addressed.

In order to ensure focus, this motion asks for you to consider the support we provide to the Ukrainian refugees who are fleeing war and all its horrors. It does not downplay or ignore the challenges we must address for all those fleeing conflict, oppression or disaster.

This council notes:

1. Notes that over 4million Ukrainians have been forced to leave the country fleeing the conflict, and that those people who have remained in the country are facing a humanitarian crisis.
2. that we stand in solidarity with Ukraine and the Ukrainian people against Putin's illegal invasion, we stand with their friends and relatives here in West Northamptonshire, as well as Russian citizens who are bravely protesting against the war despite the serious risk to their own lives and safety.
3. a vote of thanks to West Northamptonshire residents and organisations who have already made generous donations to support Ukrainian refugees, offered refuge as part of the Homes for Ukraine scheme or volunteered to help in any way that they can.
4. a wholehearted condemnation of the barbaric and illegal invasion of Ukraine by Russian forces. As a democratic chamber, we are appalled by what we have seen unfold over recent weeks and we support the Ukrainian people in their fight to maintain democracy and self-determination as a nation.

This council resolves to:

1. Set aside an emergency fund provision from general reserves of £300,000. These funds to be utilised in the event that the £10,500 per head allocated by Government proves to be insufficient. For indicative example these funds could be utilised to provide a refugee centre. This could provide a single point of reference and access to information and advice, access to services such as The Red Cross, Community Law and Citizen's Advice Bureau along with the teaching of English.

A large number of refugees are in Northampton however, as refugees are welcomed across the whole of West Northants, there will be need for out-reach and transport to be provided. The Refugee Centre, with appropriate outreach, could

- provide English to young refugees to enable to them to fully integrate into the school system
 - for adults with the right to remain, it could help them more effectively find jobs,
 - provide teaching materials
 - We could also look to keep libraries open longer to allow volunteer teachers to have a suitable teaching space.
2. Continue to Support Ukrainian refugees, working in collaboration with the local voluntary and community sector for those fleeing conflict and set up a volunteer register for those offering support of any kind.
 3. Where we have vacancies in our caring services, we will look to recruit suitably qualified personnel from the refugee communities to assist in the provision of excellent services to incoming communities.
 4. Write to our MPs (Chris Heaton-Harris, Andrew Leadsom, Michael Ellis and Andrew Lewer) and The Home Secretary to implore them to make changes to the visa requirement for the Homes For Ukraine system, which is embroiled in red tape, cumbersome and unjust for Ukrainian babies and children, and totally impractical.

Motion 5 (Conservative)

Proposed by: Cllr Fiona Baker

Seconded by: Cllr Daniel Lister

Children and young people with Cerebral Palsy face a fractured system of provision that does not always meet the standards and timelines of care needed to make a real difference to their lives.

Cerebral Palsy is a lifelong neurodisability affecting each person living with it differently. Early identification of the condition in childhood is essential to putting those with it in touch with the specific support they need. However, there is often a postcode lottery of services, meaning that tens of thousands, including potentially children in West Northants, do not have access to timely assistance in education and healthcare.

- The current UK incidence rate is around 1 in 400 births.
- Approximately 1,800 children are diagnosed with cerebral palsy every year.
- There are an estimated 30,000 children with cerebral palsy in the UK.
- There are more boys born with cerebral palsy than girls. For every 100 girls with cerebral palsy, there are 135 boys with cerebral palsy.
- Just under half of children with cerebral palsy were born prematurely (before 37 weeks gestation).

Over half of the parents who responded to a national survey conducted by Action Cerebral Palsy felt that education and therapy services were not working together in supporting their child. Meanwhile, almost 60% said that the Health, Education and Care Plan process was unsatisfactory for their child's needs. Only 15% felt the process was 'good' or 'outstanding'.

We recognise that the complex and varied needs of the Cerebral Palsy community require close working across several widely differing areas. There are many in the system who are striving to do their best for children and young people with Cerebral Palsy, but often lack contact with others involved in the process or an understanding of how Cerebral Palsy affects those they are care for.

West Northamptonshire Council notes that March was Cerebral Palsy Awareness Month and that we have an established relationship with Cerebral Palsy Northamptonshire however we recognises that many people living with Cerebral Palsy across England, including in West Northants, do not enjoy a common standard of access to services because of a postcode lottery.

West Northamptonshire Council notes that access to vital support services for children living Cerebral Palsy and their families is imperative to transforming their life chances.

The Council notes the recommendations of the Commons Education Select Committee's report on SEND for including Cerebral Palsy specifically within that framework and commits to working with relevant bodies, including Ofsted and the Care Quality Commission to furthering this aim in West Northamptonshire.

The Council understands the important role it can play in improving the lives of children, young people and adults with Cerebral Palsy and therefore resolves to:

1. Promote the work of Action Cerebral Palsy, Cerebral Palsy Northamptonshire and third sector and independent providers delivering Cerebral Palsy support services in West Northamptonshire on the Councils website, social media and all other appropriate publications.

	<ol style="list-style-type: none"> 2. Complete a local needs assessment to better understand the support requirements of children, Young People and Adults with Cerebral Palsy, so to contribute to the West Northamptonshire Health and Wellbeing strategy 3. Commits to offering the Councils and Northamptonshire Children's Trust staff training on Cerebral Palsy awareness. 4. Encourage health and education and social care workers in West Northants to take up training in this area.
12.	<p>Urgent Business (previously agreed with the Chairman)</p> <p>The Chairman to advise whether they have agreed to any items of urgent business being admitted to the agenda.</p>
13.	<p>Exclusion of Press and Public</p> <p>Should Members decide not to make a decision in public, they are recommended to resolve as follows:</p> <p>“That under Section 100A of the Local Government Act 1972, the public and press be excluded from the meeting for the following item(s) of business on the grounds that, if the public and press were present, it would be likely that exempt information falling under the provisions of Schedule 12A, Part I, Paragraph(s) XXXXX would be disclosed to them, and that in all the circumstances of the case, the public interest in maintaining the exemption outweighs the public interest in disclosing the information.”</p>

Catherine Whitehead
Proper Officer
11 April 2022

Council Members:

Councillor Ann Addison (Chair)

Councillor Andre Gonzalez De Savage (Vice-Chair)

Councillor Rufia Ashraf

Councillor Jamal Alwahabi

Councillor Azizur Rahman

Councillor Anthony S. Bagot-Webb

Councillor Fiona Baker

Councillor Dermot Bambridge

Councillor Harry Barrett

Councillor William Barter

Councillor Sally Beardsworth

Councillor Phil Bignell

Councillor Lizzy Bowen

Councillor Rebecca Breese

Councillor Adam Brown

Councillor Michael Brown

Councillor Muna Cali
Councillor Pinder Chauhan
Councillor Imran Ahmed Chowdhury BEM
Councillor Stephen Clarke
Councillor Fiona Cole
Councillor Karen Cooper
Councillor Julie Davenport
Councillor Paul Dyball
Councillor Terrie Eales
Councillor Penelope Flavell
Councillor Rupert Frost
Councillor Terry Gilford
Councillor Andrew Grant
Councillor Enam Haque
Councillor Jonathan Harris
Councillor Rosie Herring
Councillor James Hill
Councillor Keith Holland-Delamere
Councillor Rosie Humphreys
Councillor David James
Councillor Paul Joyce
Councillor Anna King
Councillor Phil Larratt
Councillor Malcolm Longley
Councillor Charles Manners
Councillor Ian McCord
Councillor Colin Morgan
Councillor Jonathan Nunn
Councillor Suresh Patel
Councillor Bob Purser
Councillor Emma Roberts
Councillor Sam Rumens
Councillor Lisa Samiotis
Councillor Sue Sharps
Councillor David Smith
Councillor Richard Solesbury-Timms
Councillor Danielle Stone
Councillor Nick Sturges-Alex
Councillor Alan Chantler
Councillor Nazim Choudary
Councillor Paul Clark
Councillor Maggie Clubley
Councillor Raymond Connolly
Councillor Daniel Cribbin
Councillor Janice Duffy
Councillor Gareth Eales
Councillor Alison Eastwood
Councillor Louisa Fowler
Councillor Jo Gilford
Councillor Matt Golby
Councillor Mike Hallam
Councillor Lauryn Harrington-Carter
Councillor Cheryl Hawes
Councillor Stephen Hibbert
Councillor Nigel Hinch
Councillor Mark Hughes
Councillor Cecile Irving-Swift
Councillor Koulla Jolley
Councillor Andrew Kilbride
Councillor Jamie Lane
Councillor Daniel Lister
Councillor Greg Lunn
Councillor Peter Matten
Councillor Dennis Meredith
Councillor Charles Morton
Councillor Kevin Parker
Councillor Ken Pritchard
Councillor Wendy Randall
Councillor Jake Roberts
Councillor Cathrine Russell
Councillor Brian Sargeant
Councillor John Shephard
Councillor Zoe Smith
Councillor Laura Stevenson
Councillor Winston Strachan
Councillor Walter Tarasiewicz

Information about this Agenda

Apologies for Absence

Apologies for absence and the appointment of substitute Members should be notified to democraticservices@westnorthants.gov.uk prior to the start of the meeting.

Declarations of Interest

Members are asked to declare interests at item 2 on the agenda or if arriving after the start of the meeting, at the start of the relevant agenda item

Local Government and Finance Act 1992 – Budget Setting, Contracts & Supplementary Estimates

Members are reminded that any member who is two months in arrears with Council Tax must declare that fact and may speak but not vote on any decision which involves budget setting, extending or agreeing contracts or incurring expenditure not provided for in the agreed budget for a given year and could affect calculations on the level of Council Tax.

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Queries Regarding this Agenda

If you have any queries about this agenda please contact Democratic Services via the following:

Email: democraticservices@westnorthants.gov.uk

Or by writing to:

West Northamptonshire Council
One Angel Square
Angel Street
Northampton
NN1 1ED



Minutes of a meeting of the Council held at The Great Hall, The Guildhall, St Giles Street, Northampton, NN1 1DE on Monday 21 February 2022 at 6.00 pm.

Present Councillor Ann Addison (Chair)

Councillor Rufia Ashraf
Councillor Jamal Alwahabi
Councillor Azizur Rahman
Councillor Fiona Baker
Councillor Dermot Bambridge
Councillor Harry Barrett
Councillor William Barter
Councillor Sally Beardsworth
Councillor Phil Bignell
Councillor Lizzy Bowen
Councillor Rebecca Breese
Councillor Adam Brown
Councillor Michael Brown
Councillor Alan Chantler
Councillor Nazim Choudary
Councillor Imran Ahmed Chowdhury BEM
Councillor Paul Clark
Councillor Stephen Clarke
Councillor Maggie Clubley
Councillor Fiona Cole
Councillor Raymond Connolly
Councillor Daniel Cribbin
Councillor Julie Davenport
Councillor Paul Dyball
Councillor Gareth Eales
Councillor Terrie Eales
Councillor Alison Eastwood
Councillor Penelope Flavell
Councillor Louisa Fowler
Councillor Matt Golby
Councillor Andrew Grant
Councillor Mike Hallam
Councillor Enam Haque
Councillor Lauryn Harrington-Carter
Councillor Jonathan Harris
Councillor Cheryl Hawes
Councillor Stephen Hibbert
Councillor James Hill
Councillor Nigel Hinch
Councillor Keith Holland-Delamere

Councillor Mark Hughes
Councillor Rosie Humphreys
Councillor Cecile Irving-Swift
Councillor David James
Councillor Koulla Jolley
Councillor Andrew Kilbride
Councillor Jamie Lane
Councillor Phil Larratt
Councillor Daniel Lister
Councillor Malcolm Longley
Councillor Greg Lunn
Councillor Peter Matten
Councillor Ian McCord
Councillor Dennis Meredith
Councillor Colin Morgan
Councillor Charles Morton
Councillor Jonathan Nunn
Councillor Kevin Parker
Councillor Suresh Patel
Councillor Ken Pritchard
Councillor Bob Purser
Councillor Wendy Randall
Councillor Emma Roberts
Councillor Jake Roberts
Councillor Cathrine Russell
Councillor Brian Sargeant
Councillor Sue Sharps
Councillor John Shephard
Councillor David Smith
Councillor Zoe Smith
Councillor Laura Stevenson
Councillor Danielle Stone
Councillor Nick Sturges-Alex
Councillor Walter Tarasiewicz
Councillor Mike Warren

Apologies
for
Absence:

Councillor Andre Gonzalez De Savage
Councillor Anthony S. Bagot-Webb
Councillor Muna Cali
Councillor Pinder Chauhan
Councillor Karen Cooper
Councillor Janice Duffy
Councillor Rupert Frost
Councillor Jo Gilford
Councillor Terry Gilford
Councillor Rosie Herring
Councillor Paul Joyce

Councillor Anna King
Councillor Charles Manners
Councillor Sam Rumens
Councillor Lisa Samiotis
Councillor Richard Solesbury-Timms
Councillor Winston Strachan

Officers

64. Apologies for Absence

Apologies for absence were received from Councillors Bagot-Webb, Chauhan, Cooper, Duffy, Frost, J Gilford, T Gilford, Gonzalez de Savage, Herring, Manners, Rumens, Solesbury-Timms, King, Joyce, Cali, Strachan, and Samiotis.

65. Declarations of Interest

Councillor E Roberts declared a personal and non-pecuniary interest in respect of item 5 as she attended an NTFC match with tickets she was gifted as a West Northants Councillor.

Councillor Ashraf declared a personal and non-pecuniary interest in respect of Item 5 as she recently visited the Club in her capacity as Mayor of Northampton.

Councillor Barrett declared a personal and non-pecuniary interest in respect of Item 5 as he visited the Club over the festive period.

Councillor G Eales declared a personal and non-pecuniary interest in respect of Item 5 as he visited the Club in his capacity of Mayor of Northampton during his tenure as Mayor.

66. Chairman's Announcements

The Chairman advised that the Deputy Chairman, Councillor Gonzalez de Savage, was unwell and unable to attend the meeting.

67. Public Participation

Tom Cliffe, Supporters' Representative of Northampton Town Football Club, addressed Council in respect of Item 5 and noted that 97% of respondents to a recent poll were in favour of the development of the East Stand. The proposal would give the Northampton Town Community Trust additional facilities to carry out its award-winning community work, and high-quality disabled facilities would also be provided.

James Whiting, Chief Executive of Northampton Town Football Club, addressed Council in respect of Item 5 and thanked the Council for carrying out a thorough and detailed process. He said that the Club always welcomed detailed scrutiny. The benefits of the completion of the East Stand were wide-ranging for both supporters and the wider community. An open house event was held in the summer to share plans with supporters as well as details of the wider development. Feedback was

overwhelmingly positive, further confirmed by a poll which showed 97% of respondents in favour of the plans. The area behind the club was earmarked for future development with the Club owning the freehold. There would be room in the future to build a stand comparable to those seen at premier league stadiums. Mr Whiting acknowledged that there would always be opposition but asked Council to look at the facts; a deliverable development, club-owned land behind the stand, development on the land in line with the Council's planning policies and the aims of the Enterprise Zone, additional jobs created and significant rates for the Council.

Hayden Spenceley addressed Council in respect of Item 5 and stated that at a minimum, adequate facilities for disabled supporters should be provided; the deal before Council was a great option and Mr Spenceley believed that it was the only option worth taking.

Andy Roberts, Chairman of Northampton Town Supporters Trust, addressed Council in respect of Item 5. He stated that the Trust's position was that it was happy there seemed to be an impetus between the Club's owners and the Council to secure a deal which would see the East Stand completed. Mr Roberts implored the Council to support a deal which would see the East Stand completed, and also protect the historic community land behind the stand, which was registered as an asset of community value. Under the present deal, the land would be sold, with half earmarked for industrial development. This land should be retained, or at least protected in favour of development for future ongoing investment for the Club. The Trust had asked the Club and the Council to attach conditions to the development of all of the old athletics track land covered by the ACV and would like to see a partnership infrastructure foundation between the Council, Club and supporters to discuss potential use of the land.

Keith Buckby, Director of NTFC Supporters Trust, addressed Council in respect of Item 5 and stated that whilst he supported the development of the East Stand, he could not put blind faith in businesspeople with no previous connection to, or affiliation with the Club. He urged Council to exclude the Club's original footprint from the deal whilst waiting to see if the owners and directors delivered on their promises.

Derek Krajewski addressed Council in respect of Item 5 and stated that a lack of infrastructure was one of the main reasons for the Club's underperforming. He stated that the Council was at risk of missing an opportunity for investment and growth in the town and the Club by selling off land for warehouses. He urged the Council to remove the ACV land from any land deal.

68. **Disposal of Land at Sixfields, Northampton**

The Assistant Director of Assets and Environment presented a report to Council which sought to address the options for the disposal of land at Sixfields currently owned freehold by WNC. The report discussed the proposals put forward by the current long leaseholder, County Developments (Northampton) Limited ('CDNL'), as well as an additional proposal from Cillarda Limited, and provided Members with information to support a discussion on the matter in advance of the Cabinet Meeting to be held on the 28th February, where a decision would be made.

Members made comment, asked questions, and heard:

- The Council set the timetable in which to consider and assess options.
- Due diligence had been carried out in respect of backers of the CDNL proposal; since the Council was receiving money, there was little risk in terms of financial issues.
- The running track had benefitted from some remediation, the main site has had limited works carried out on it.
- There was no trace of Chinese involvement on the public record, and this was not considered to be relevant in terms of land transaction.
- The Council did not have a specific ethical policy, but the Council would always seek to work in an ethical way.
- There had been no requests from any of the Council's Overview & Scrutiny Committees to review this issue, although they were empowered to do so if they wished.
- The disposal of the site would "tidy up" the issue around various leases on the site.
- The Cilldara area covered 17.29 acres and the CDNL area was 20.90 acres.
- Any decision made by Council in respect of the disposal of land at Sixfields would be carried out properly so the Assistant Director of Assets and Environment did not feel that this should be a priority for the Council's external auditor. However, this was a decision for the auditor and the Council would welcome and cooperate should they choose to investigate the decision.

The Monitoring Officer clarified that being a Cabinet decision, officers approached the Chair of the Cabinet, the Leader of the Council in respect of the decision-making timetable.

Councillor Longley proposed the report and thanked the Assistant Director of Assets and Environment for his detailed presentation.

Councillor M Brown seconded the report and reserved his right to speak.

Members made comments as follows:

- The Labour Group supported the principle of a deal with the owners of NTFC on the sale of land but had concerns which they sought to deal with by suggesting that a condition of the sale be included on the athletics track so that its use could only be for the current/future purposes of NTFC. This would effectively be a condition on the current WNC/NBC part only and the Cilldara area on Plan 3 of the Council report be the only footprint to be developed for non-NTFC related enterprises. An alternative option would be to remove any ACV land from the sale and look to incorporate into existing stadium lease and essentially retain the ACV.
- Cabinet were urged to ensure that they understood the details of the entire deal before they made a decision. It was questioned why the Club had not developed the East Stand at any time over the last 6 years.

- Plans should include facilities for young people and an athletics track. The sale of the land and subsequent development should fit in with the Council's emerging Sports and Leisure Strategy.
- It was very unfortunate that the issue around the Club had become so polarised, but it would be unwise to push forwards with so many unanswered questions, specifically the second offer of more money for less land.
- Concern around the potential development and whether the Club's debt would be cleared by the development.
- A member stated they would like to see the second offer being considered in more depth and suggested a delay of a few months would not harm any potential sale, considering how keen the current bidders were.
- The need for the East Stand to be completed, including proper facilities for disabled people was acknowledged, but concern was expressed around the number of "unknowns" surrounding the deal.
- It was suggested that Cabinet should accept neither offer, assess the options for housing, and reassess the position in 2024.
- It was suggested that the deal should have gone through a pre-scrutiny process and further options, including the costs were the Council to develop the stand itself, should be included.
- Some concern was expressed around the Club not completing the stand in its 6 years of ownership, and around what might be built on the land proposed to be disposed of.
- It was suggested the Council had big aspirations, including to become a city; it needed city-level facilities. It was noted that as the planning authority, the Council had a level of control over what may be built on the land that was proposed for disposal.

RESOLVED:

Council:

- a) Noted the contents of the report and the options open to the Council.
- b) Provided comments to the Cabinet.

69. Urgent Business (previously agreed with the Chairman)

There was no urgent business on this occasion.

The meeting closed at 7.59 pm

Chair: _____

Date: _____



**West
Northamptonshire
Council**

Council

Minutes of a meeting of the Council held at Great Hall, The Guildhall, St Giles Street, Northampton, NN1 1DE on Thursday 24 February 2022 at 6.00 pm.

Present Councillor Ann Addison (Chair)

Councillor Rufia Ashraf
Councillor Jamal Alwahabi
Councillor Anthony S. Bagot-Webb
Councillor Fiona Baker
Councillor Dermot Bambridge
Councillor Harry Barrett
Councillor William Barter
Councillor Sally Beardsworth
Councillor Phil Bignell
Councillor Lizzy Bowen
Councillor Rebecca Breese
Councillor Adam Brown
Councillor Michael Brown
Councillor Alan Chantler
Councillor Pinder Chauhan
Councillor Imran Ahmed Chowdhury BEM
Councillor Paul Clark
Councillor Stephen Clarke
Councillor Maggie Clubley
Councillor Raymond Connolly
Councillor Karen Cooper
Councillor Daniel Cribbin
Councillor Paul Dyball
Councillor Alison Eastwood
Councillor Louisa Fowler
Councillor Rupert Frost
Councillor Jo Gilford
Councillor Terry Gilford
Councillor Matt Golby
Councillor Andrew Grant
Councillor Mike Hallam
Councillor Lauryn Harrington-Carter
Councillor Jonathan Harris
Councillor Cheryl Hawes
Councillor Stephen Hibbert
Councillor Nigel Hinch
Councillor Keith Holland-Delamere
Councillor Mark Hughes
Councillor Rosie Humphreys
Councillor Cecile Irving-Swift

Councillor David James
Councillor Koulla Jolley
Councillor Andrew Kilbride
Councillor Anna King
Councillor Jamie Lane
Councillor Phil Larratt
Councillor Daniel Lister
Councillor Malcolm Longley
Councillor Greg Lunn
Councillor Charles Manners
Councillor Peter Matten
Councillor Ian McCord
Councillor Dennis Meredith
Councillor Charles Morton
Councillor Jonathan Nunn
Councillor Kevin Parker
Councillor Suresh Patel
Councillor Ken Pritchard
Councillor Bob Purser
Councillor Wendy Randall
Councillor Emma Roberts
Councillor Jake Roberts
Councillor Sam Rumens
Councillor Cathrine Russell
Councillor Brian Sargeant
Councillor Sue Sharps
Councillor John Shephard
Councillor David Smith
Councillor Zoe Smith
Councillor Richard Solesbury-Timms
Councillor Laura Stevenson
Councillor Danielle Stone
Councillor Nick Sturges-Alex
Councillor Walter Tarasiewicz
Councillor Mike Warren

Apologies
for
Absence:

Councillor Andre Gonzalez De Savage
Councillor Azizur Rahman
Councillor Muna Cali
Councillor Fiona Cole
Councillor Julie Davenport
Councillor Janice Duffy
Councillor Gareth Eales
Councillor Terrie Eales
Councillor Penelope Flavell
Councillor Enam Haque
Councillor Rosie Herring

Councillor James Hill
Councillor Paul Joyce
Councillor Colin Morgan
Councillor Lisa Samiotis
Councillor Winston Strachan

Officers

1. **Apologies for Absence**

Apologies for absence were received from Councillors Aziz, Cali, Davenport, Duffy, G Eales, Gonzalez de Savage, Herring, Hill, Joyce, Samiotis, Haque, Morgan, and Strachan. Councillor M Brown would be arriving late.

2. **Declarations of Interest**

None.

3. **Minutes of Council**

The minutes of Council held on 2nd December 2021 were agreed and signed by the Chairman.

4. **Chairman's Announcements**

There were no Chairman's Announcements on this occasion.

5. **Public Participation**

Jane Wood of Climate Action West Northamptonshire addressed Council and asked how the outcomes from the October 2021 Climate mini summit had been progressed, and also asked how the consultation had fed into and influenced the 2022-23 budget. Regarding the investment policy, she asked what progress had been made towards developing and implementing an ethical and responsible investment policy. A new study showed that big oil companies' decarbonisation strategies were dominated by pledges rather than concrete actions. She noted that in July 2021, the Cabinet agreed to a proposal made by the Environment Task and Finish Group to procure 100% green energy for its property portfolio, with effect from October 2021 or as soon as possible thereafter, also including an increase of £50,000 in the 2022-23 budget. She asked if this had been included, if so, how it was being spent.

Ken Ritchie addressed Council and stated that when responding to the budget consultation, it was difficult to take a view with the information provided. He stated that research carried out by the LGA predicted over 1 million new jobs in the low carbon and renewable energy sectors, making them sectors with the greatest potential for growth. Mr Ritchie stated that he could not see anything in the budget that would give West Northamptonshire an edge or any funds to train local entrepreneurs who wanted to develop their own green enterprises.

Kate Simpson, Chair of Northampton's Trade Unionist and Socialist Coalition, addressed Council and noted that less than one third of West Northamptonshire's

residents voted in the last local election; she believed this was due to anger and disillusionment because residents knew they would be facing cuts, increased council tax and fees, regardless of who they voted for. She welcomed the Council's use of its reserves and the lack of cuts in the budget but stated that this was only because there was nothing left to cut. Ms Simpson implored Council to bring back services that had been cut over the last few years, including libraries, after school clubs, childcare services, elderly respite and domestic violence support. She asked that the Council give consideration to the Zero Cuts People's Budget compiled by working class people from West Northamptonshire, including several low paid essential workers, students, and people with disabilities.

6. **Final Budget 2022-23 and Medium Term Financial Plan**

Councillor Longley submitted a report which sought approval for the final budget 2022-23 and Medium-Term Financial Plan for West Northamptonshire Council. The report incorporated feedback from the budget consultation, relevant public consultations, and the scrutiny process. He gave his thanks to staff who had contributed to the budget and highlighted the salient points within the report:

- The first year of West Northamptonshire Council had been a year of discovery. The latest forecast for 2021-22 suggested there would be a small underspend.
- The £5m contingency would be maintained.
- He believed the budget setting process had been as open as it could be.
- The Council was mandated to harmonise Council Tax within three years.
- The next budget for the Council was £342.32m (excluding Dedicated Schools Grant).
- This included allowance for increased demand on service and payment of all staff above the foundation living wage to £10 per hour.
- Capital investment would be available for proposals that could reduce revenue expenditure.
- He summarised the key points of the budget for each council service.

Councillor Rumens seconded the report and commented that the Council was in a difficult position, but it was working on generating additional funds through transformation; this was the best thing to be done to improve the lives of residents.

Councillor Stone proposed an amendment to the budget, which had been tabled prior to the meeting. She noted that CIPFA, FSA and the LGA recommended reserves of 5%; 10% was prudent given the current circumstances. The amendments proposed by the Labour Group would alleviate hardship, grow community resilience and provide the Council with a platform for growth and ensure the wellbeing of communities.

Councillor Barrett seconded the amendment and highlighted the prevalence of food bank use both nationally and locally. He noted that the Council had the resources to end the need for food banks in the town and lamented the reliance of the voluntary sector to help those most in need.

Members debated the amendments. At the conclusion of the debate, there voted for the amendments:

Councillors Alwahabi, Ashraf, Baker, Barrett, Beardsworth, Harris, Holland-Delamere, Humphreys, Jolley, Meredith, Purser, Randall, E Roberts, J Roberts, Sharps, Z Smith, Stone, Tarasiewicz.

There voted against the amendments:

Councillors Bagot-Webb, Bambridge, Barter, Bignell, Bowen, Breese, A Brown, Chantler, Chauhan, Clarke, Clubley, Connolly, Cooper, Cribbin, Dyball, Eastwood, Fowler, Frost, J Gilford, T Gilford, Golby, Grant, Hallam, Harrington-Carter, Hawes, Hibbert, Hinch, Hughes, Irving-Swift, James, Kilbride, King, Lane, Larratt, Lister, Longley, Lunn, Matten, McCord, Morton, Nunn, Parker, Patel, Pritchard, Rumens, Russell, Shephard, D Smith, Solesbury-Timms, Stevenson, Sturges-Alex, Warren.

There abstained:

The Chairman Councillor Addison, Councillor Manners.

The amendment was lost.

Councillor Harris proposed and an amendment to the budget, which had been tabled prior to the meeting. Proposed were increased investment to Children's Services, funds for proper development of early action around climate initiatives, and for climate standards training. Reorganisation of the Transformation Team was also proposed. The amendment also included the proposal that the Council become an accredited White Ribbon Organisation and to further develop community-based programmes in the prevention of violence against women and girls, funded by requesting that HS2 pay for at least 50% of the cost of the proposed HS2 Warden. Also included was the freezing of country park charging for 12 months to pilot the effects of shorter-term parking terms.

Councillor Beardsworth seconded the amendment and highlighted the importance of increased spending on Children's Services. Extra spending and training around climate change were also essential.

Members debated the amendments. At the conclusion of the debate, there voted for the amendment:

Councillors Alwahabi, Ashraf, Barrett, Beardsworth, Harris, Holland-Delamere, Humphreys, Jolley, Meredith, Purser, Randall, E Roberts, Russell, Sharps, Z Smith, Stone, Tarasiewicz.

There voted against the amendment:

Councillors Bagot-Webb, Baker, Bambridge, Barter, Bignell, Bowen, Breese, A Brown, Chantler, Chauhan, Chowdhury, Clark, Clarke, Clubley, Connolly, Cooper, Cribbin, Dyball, Eastwood, Fowler, Frost, J Gilford, T Gilford, Golby, Grant, Hallam, Harrington-Carter, Hawes, Hibbert, Hinch, Hughes, Irving-Swift, James, Kilbride, King, Lane, Larratt, Lister, Longley, Manners, Matten, Morton, Nunn, Parker, Patel, Pritchard, J Roberts, Rumens, Sargeant, Shephard, D Smith, Solesbury-Timms, Stevenson, Sturges-Alex, Warren.

There abstained:

The Chairman Councillor Addison, Councillor McCord.

The amendment was lost.

Councillor McCord proposed and an amendment to the budget, which had been tabled prior to the meeting. He stated that getting rid of the charge for garden waste collection was the right thing to do; there was no need to double-charge residents for what was a core service.

Councillor Sharps seconded the amendment.

Members debated the amendments. At the conclusion of the debate, there voted for the amendments:

Councillors Alwahabi, Ashraf, Barrett, Beardsworth, Cooper, Harrington-Carter, Harris, Holland-Delamere, Humphreys, Jolley, McCord, Meredith, Pritchard, Purser, Randall, E Roberts, Russell, Sharps, Z Smith, Tarasiewicz

There voted against the amendments:

Councillors Bagot-Webb, Baker, Barter, Bignell, Bowen, Breese, A Brown, Chantler, Chauhan, Chowdhury, Clark, Clarke, Connolly, Dyball, Eastwood, J Gilford, T Gilford, Golby, Grant, Hallam, Haque, Hawes, Hibbert, Hinch, Hughes, Irving-Swift, James, Kilbride, King, Lane, Larratt, Lister, Longley, Lunn, Manners, Matten, Morton, Nunn, Parker, Patel, J Roberts, Rumens, Sargeant, Shephard, D Smith, Solesbury-Timms, Stevenson Stone, Warren.

There abstained:

The Chairman Councillor Addison, Councillors Bambridge, Clubley, Fowler, Frost.

The amendment was lost.

Council debated the recommendations contained within the report. The following points were raised during the debate:

- The Council should not increase council tax without improving services and meeting the needs of residents.
- The Council should be better funded by the Government.
- The budget should align with the ambition to be an excellent council, including its ambition to tackle poverty and climate change.
- Residents were being affected by the rising cost of living and found it difficult to access the hardship fund.
- The Council should not maintain reserves at such high levels if those funds could be used for service provision.
- Commitments to tackle the Council's carbon footprint would cost tens of millions of pounds.

- Further investment in housing, homelessness prevention and staff was welcomed.

There voted for the recommendations:

The Chairman Councillor Addison, Councillors Bagot-Webb, Baker, Bambridge, Barter, Bignell, Bowen, Breese, A Brown, Chantler, Chauhan, Chowdhury, Clark, Clarke, Clubley, Connolly, Cooper, Cribbin, Dyball, Eastwood, Fowler, Frost, J Gilford, T Gilford, Golby, Grant, Hallam, Harrington-Carter, Hawes, Hibbert, Hinch, Hughes Irving-Swift, D James, Kilbride, King, Lane, Larratt, Lister, Longley, Lunn, Manners, Morton, Nunn Parker, Patel, Pritchard, J Roberts, Rumens, Sargeant, Sharps, Shephard, D Smith, Solesbury-Timms, Stevenson, Sturges-Alex, Warren.

There voted against the recommendations:

Councillors Alwahabi, Ashraf, Barrett, Beardsworth, Harris, Holland-Delamere, Humphreys, Jolley, McCord, Meredith, Purser, Randall, E Roberts, Russell, Z Smith, Stone, Tarasiewicz.

There abstained:

Councillor McCord.

RESOLVED:

Council:

- a) Approved the 2022-23 Budget for West Northamptonshire set out in the report, as recommended by Cabinet at the meeting held on 15 February 2022, including
 - i. an estimated net revenue budget of £753.490m (£342.318m excluding Dedicated Schools Grant) as set out in Appendix A.
 - ii. an average Band D Council tax of £1,613.23 for West Northamptonshire Council, which represents an increase of 2.99%. (1.99% increase in 'core' Council Tax and 1% Adult Social Care Precept).
 - iii. Noting the Council Tax rebate of £150.00 for all Band A-D Council Tax payers and a further discretionary amount of funding for properties in Bands E-H. The details of this scheme are yet to emerge and more information will be provided once it is available.
 - iv. Noting the balance of the WNC Council Tax hardship fund and encouraging residents to apply for such funding if they are facing financial hardship.
 - v. Fees and Charges schedule as detailed in Appendix D
 - vi. dedicated schools grant budget of £411.2m as detailed in Appendix E
 - vii. the Capital Strategy as set out at paragraphs 6.118-6.136 and Appendix F1, and Capital Programme as set out in Appendix F2.
 - viii. adoption of the changes to the 2021-22 capital strategy and MRP policy as outlined in paragraph 6.127
 - ix. the Flexible Use of Capital Receipts Strategy set out in Appendix G

- x. the Treasury Management Strategy set out in Appendix J
 - xi. setting the authorised limits for borrowing as set out in the table at paragraph 6.143
- b) Approved the following further recommendations from the Cabinet to Full Council on 24 February 2022, to ensure that the revenue and capital budget and all associated financial policies can be delivered in a safe and legal manner from 1 April 2022 and also to ensure there is flexibility to manage the overall budget in the year:
- i) Delegated authority to the Executive Director - Finance to manage any variation in budget prior to the start of 2022-23 as a result of any unforeseen commitments; in consultation with the Finance Portfolio Holder.
 - ii) Delegated authority to the Executive Director - Finance in consultation with the portfolio holder for Finance to amend the capital programme for 2022-23 going forward so that it accurately reflects issues such as slippage on current year projects that will need to be added to the programme, any amendments made to existing capital programmes, adjustments to accommodate any future use of capital receipts policy and for any other reason where the capital programme needs to be adjusted.
 - iii) Approved the review of reserves as summarised in the table contained at paragraph 6.105
 - iv) Delegated authority to the Executive Director - Finance to employ earmarked reserves for the purposes they were set up for including the release of the risk reserve if required.
 - v) Delegated authority to the Executive Director – Finance in consultation with the portfolio holder for finance to release the general contingency fund of £9.8m if required in the year.
 - vi) Delegated authority to the Executive Director – Finance in consultation with the portfolio holder for Finance to amend Fees and Charges if required in 2022-23
 - vii) Delegated authority to the Executive Director – Finance to finalise and agree all outstanding financial policies and strategies in order to ensure that the Council has the policies in place by 1 April 2022
- c) For the Dedicated Schools Grant (DSG):
- i) Noted the allocations and planned usage of the DSG for 2022-23, and
 - ii) Following consultation with the Schools Forum, delegated authority to the Executive Director for Children’s Services to determine the DSG 2022-23 schools funding formula, high needs funding arrangements and the Early Years Funding Formula in line with Department for Education guidance.
- d) Considered the Section 25 statement of the Chief Finance Officer detailed at paragraphs 7.1-7.42 of the report.
- e) Noted the consultation feedback on the budget in Appendix H
- f) Noted the feedback from the Overview and Scrutiny Committee in Appendix I
- g) Included provision in the budget for the minimum hourly rate to be increased above the Foundation Living Wage of £9.90 to £10.00 per hour for all Council staff recognising that the final award is subject to the collective bargaining with the recognised trade union representatives. It is recommended that the

additional costs are funded through the base budget contingency contained within the final budget proposals contained within this report.

7. Housing Revenue Account Final Budget 2022-23 and Medium Term Financial Plan

Councillor Longley presented a report which set out the Housing Revenue Account (HRA) Final Budget 2022-23 and Medium-Term Financial Plan for West Northamptonshire Council and sought Council's approval of the HRA revenue and capital budget 2022-23 and sought to set out the future years' projections to 2026-27.

Councillor A Brown seconded the report.

Council debated the recommendations contained within the report. The following points were raised during the debate:

- Increasing rents by 4.1% would have a serious impact on residents who were also facing increased fuel bills.
- It was acknowledged that the increase would allow for an increased investment in social housing.
- New social housing stock should be constructed to be as energy efficient as possible.
- The Labour Group had some concerns but would vote in favour of the Housing Revenue Account Final Budget.
- The proposed rent increase was not an easy decision, but assurance was given that residents in receipt of Universal Credit Housing Benefit would see that benefit rise in line with the increase.

There voted for the recommendations:

The Chairman Councillor Addison, Councillors Alwahabi, Bagot-Webb, Baker, Bambridge, Barrett, Barter, Bignell, Bowen, Breese, A Brown, Chantler, Chauhan, Chowdhury, Clark, Clarke, Clubley, Connolly, Cooper, Cribbin, Dyball, Eastwood, Fowler, Frost, J Gilford, T Gilford, Golby, Grant, Hallam, Harrington-Carter, Hawes, Hibbert, Hinch, Holland-Delamere, Hughes, Irving-Swift, James, Jolley, Kilbride, Lane, Larratt, Lister, Longley, Lunn, Manners, Matten McCord, Morton, Nunn Parker, Patel, Pritchard, Purser, Randall, E Roberts, J Roberts, Rumens, Russell, Sargeant, Sharps, Shephard, D Smith, Z Smith, Solesbury-Timms, Stevenson, Stone, Sturges-Alex, Tarasiewicz, Warren.

There voted against the recommendations:

Councillor Meredith.

There abstained:

Councillors Beardsworth, Harris, Humphreys.

RESOLVED:

Council approved:

- a) An average maximum rent increase of 4.1% per dwelling, in line with the legislation and the government's national rent standard, to take effect from 4th April 2022.
- b) The HRA budget for 2022-23 of £56m expenditure detailed in Appendix 1.
- c) The HRA capital programme for 2022-23, including future year estimated commitments, and proposed sources of finance, as set out in Appendix 2.
- d) The proposed service charges listed in Appendix 3.
- e) The Total Fees proposed for NPH to deliver the services in scope for 2022-23 detailed in Appendix 4.

8. **2022-23 Council Tax Calculations and Council Tax Resolution**

Councillor Longley presented a report which detailed the calculations for the amounts of Council Tax for West Northamptonshire Council for the financial year 2022-2023.

Councillor Rumens seconded the report.

Council debated the recommendations contained within the report. The following points were raised during the debate:

- The question of how the hardship fund was publicised was raised, so take-up could be improved.
- The Labour Group would not support this item.
- Concern was expressed about the impact of council tax harmonisation on Daventry residents.

There voted for the recommendations:

The Chairman Councillor Addison, Councillors Bagot-Webb, Baker, Bambridge, Barter, Bignell, Breese, A Brown, Chantler, Chauhan, Chowdhury, Clark, Clarke, Clubley, Connolly, Cooper, Cribbin, Dyball, Eastwood, Fowler, Frost, J Gilford, T Gilford, Golby, Grant, Hallam, Harrington-Carter, Hawes, Hibbert, Hinch, Hughes, Irving-Swift, James, Kilbride, Lane, Larratt, Lister, Longley, Lunn, Manners, Matten, Morton, Nunn, Parker, Patel, Pritchard, J Roberts, Sargeant, Sharps, Shephard, D Smith, Solesbury-Timms, Stevenson, Sturges-Alex, Warren.

There voted against the recommendations:

Councillors Alwahabi, Ashraf, Barrett, Beardsworth, Harris, Holland-Delamere, Humphreys, Jolley, Meredith, Purser, Randall, E Roberts, Russell, Z Smith, Stone, Tarasiewicz.

There abstained:

Councillor McCord.

RESOLVED:

Council:

1. Noted that the Cabinet agreed the Council Tax Base for 2022-2023 on 21 December 2021:
 - For the whole Council area as 139,604.04 (item T in the formula in Section 31B of the Local Government Finance Act 1991, as amended (the “Act”) and;
 - For dwellings in those parts of its area to which a Parish Precept relates as shown in the attached Appendix B
2. Approved the Council Tax requirement for the Council’s own purposes for 2022-2023 (excluding Parish Precepts but including Special Expenses) as £225,213,425
3. Approves the additional Council Tax Resolutions as set out in Appendix A of this report
4. Note that Northamptonshire Police, Fire and Crime Commissioner has issued precepts to the Council in accordance with Section 40 of the Local Government Finance Act 1992 for each category of dwelling in the Council’s area as shown in the table at 6.4 below:
5. Approves that, in accordance with Sections 30 and 36 of the Local Government Finance Act 1992, hereby sets the amounts shown in Appendix D as the amounts of Council Tax for the year 2022-2023 for each part of its area and for each category of dwellings.
6. Notes Appendix E which sets out in detail how the charge is made up for each town and parish council area and by Council Tax band.
7. Note that the Council’s basic amount of Council Tax for 2022-2023 is not deemed to be excessive in accordance with principles approved under Section 52ZB Local Government Finance Act 1992.

9. **Pay Policy Statement**

Councillor Hallam presented a report which is produced in accordance with the requirements of Section 38(1) of the Localism Act 2011. The Local Authority was required to update it annually and it sets out pay for the directly employed workforce (excluding schools).

Councillor Chauhan seconded the report.

Upon a vote, the recommendations contained within the report were agreed.

RESOLVED:

Council approved the Pay Policy Statement for 2022-23.

10. **Future Appointment of External Auditor**

Councillor Longley presented a report which set out proposals for appointing an external auditor to the Council for the accounts for the five-year period from 2023/24.

Councillor Irving-Swift seconded the report.

Upon a vote, the recommendations contained within the report were agreed.

RESOLVED:

Council accepted Public Sector Audit Appointments' invitation to opt into the sector-led option for the appointment of external auditors to principal local government and police bodies for five financial years from 1 April 2023.

11. **Urgent Business (previously agreed with the Chairman)**

There was no urgent business on this occasion.

The meeting closed at 9.55 pm

Chair: _____

Date: _____



Report of Councillor Jonathan Nunn Leader of the Council

Thursday 21st April 2022

Since our last meeting I have worked with the Cabinet, Members, the Chief Executive and Officers across all areas of the Council. Many of these activities and issues are referred to in more detail in Cabinet colleagues' reports.

Sustainability

We launched Sustainable West Northants on 28th April at a well-attended partnership event on the 28th March. This initiative, whilst being spearheaded by the council, is aimed at a collective push for sustainability, with partners, residents, businesses and everybody across West Northants, and aims to ensure everyone is working towards dramatically improved sustainability through setting their own objectives and targets, mapped against the UN Sustainable Development Goals. This is an ambitious new approach towards protecting and improving the local environment, economy, and society for future generations.

The cross-party working group on Sustainability has now met, and will be meeting again in the near future for a workshop session to progress and map out more of this work.

At this stage, our new Sustainability Strategy shows the clear pathway ahead that we are committed to, and includes the council's own sustainability pledges, but will be further developed into a more fully detailed strategy, which will happen as the group develops and oversees the detail on such important areas as carbon and emissions measurement. Existing WNC activities are being mapped against the UN goals.

Further progress in this area since my last report to council includes WNC having become members of UK100, following a motion from council to do this. This membership is proving valuable to us as a source of guidance and good practice, and also holding us to account for the quality and sincerity of our sustainability plans and actions.

For WNC we have developed three key Sustainability Pledges – our primary commitments alongside the beginnings of our strategy for steering forward resources and actions – with underpinning goals and actions supporting them to continue to be developed:

1. Net Zero for the Council's own emissions by 2030, and those of residents and businesses by 2045
2. Take a community leadership role for Sustainability in West Northants
3. Ensure all Council strategies and policies are aligned to, and contribute to, the delivery of our Sustainability commitments.

Communications

We have completed the reorganisation of the Communications team, with appointments now made to the new structure, and additional vacant posts now being advertised to complete the structure.

The structure is based on the positive LGA review of the service, and their recommendations to expand some key areas.

Transformation

The development of the West Northants Grand Design plan has progressed further with the set-up of the boards and terms of reference for each area. There are now key projects attached to each of the workstreams to form the overall Transformation programme which are progressing.

The initial board meetings for each workstream have been held and the priority projects agreed along with project owners set.

The following achievements were met in Quarter 4:

- Disaggregation has completed, bar a few minor issues to resolve, on the following:
 - Waste
 - Learning, Independence, Volunteering and Employment
 - Deprivation of Liberty
 - Emergency Planning
 - Country Parks
- Exit plans have been created for all 2021/2022 disaggregating services (above)
- Highways and Transport staff consultation has begun
- The detailed planning of the next phase (by Quarter 2 of 2022/2023) of services disaggregation is now complete
- Green Waste harmonisation has been implemented and the revised service in South Northants is in place.

In addition, key priority projects which include Future Ways of Working and property strategy, Staff Pay and Grading, and Development Management review have all progressed well against the key milestones.

The Transformation team staff consultation is now complete, and the team have now been placed within the services with effect from 1st April 2022, to help drive through efficiency projects within the departments

Thrive Awards 2022

On 31st March we celebrated some of the many superstars within WNC at our staff THRIVE Awards, as part of our First Birthday celebrations.

We received 170 nominations for the 6 staff awards (one award for each of our THRIVE values) and held an event for all shortlisted staff at the Northampton Museum and Art Gallery.

The descriptions that those nominating had given about their nominees and winners really demonstrated the great work that goes on throughout the organisation, and how so many colleagues go beyond their work role to support both their own colleagues and the residents that we serve, embodying the values of West Northamptonshire Council. It was great to see them all getting the recognition that they deserve, and on behalf of all Members, I was delighted to congratulate them, and thank them for all that they do. A video of the highlights can be accessed on the WNC intranet.

Councillor Jonathan Nunn
Leader of the Council



The Library Service

A new partnership brokered with Barclays Bank means customers continue to have access to banking services at libraries in Weston Favell, Daventry and Towcester where physical banks have closed. This enables residents to access advice and support around banking issues locally and is bringing in an additional £25k income for the service in space hire.

Partnership working with the Adult Learning service has led to investment in library spaces to create learner friendly spaces for our customers. Public Health and Adult Learning have used some of their funding to refurbish dedicated areas and install smart screens for teaching at Weston Favell Library, Brackley Library and East Hunsbury Library. The learner friendly spaces are ideal for libraries and the Business and IP Centre to deliver workshops and training sessions as well as for Adult Learning Colleagues to deliver courses significantly enhancing the learning offer from these libraries.

Queens Baton Relay

WNC's Sport & Active Lives team are working with representatives of Birmingham 2022 to propose location and route in West Northants for the Queens Baton Relay. The event will form part of the nationwide baton relay ahead of the Commonwealth Games in Birmingham late this year.

Improving energy efficiency: Social Housing Decarbonisation Fund

West Northamptonshire Council and NPH have been successful and received over £6million from the government's Social Housing Decarbonisation Fund (SHDF), to upgrade 429 council-owned homes in Northampton. For the successful local authorities who submitted a bid as part of the Wave 1 SHDF, £179 million has been offered to 69 projects.

The Social Housing Decarbonisation Fund (SHDF) is financed by the Department for Business, Energy and Industrial Strategy (BEIS) and aims to assist with the costs of energy efficiency upgrades to social housing stock. The Fund aims to improve EPC ratings to a minimum of EPC C, thereby reducing emissions and bills, and helping to tackle fuel poverty. Wave 1 aims to build on the success of the demonstrator project, which NPH are currently delivering that will see the upgrade of 150 homes which will make them more energy efficient and an improved carbon footprint.

The project will be delivered by NPH and will result in improvements to some of the least energy efficient homes they manage, and will include external wall insulation, improved ventilation, new windows and door and some homes will also receive loft installation, these works will result in homes being easier to heat and energy bills reduced.

Homelessness & Housing Solutions

The Street Services Team have successfully delivered Housing-led solutions and rapid rehousing pathways to meet the needs of 40 rough sleepers, to help prevent them from returning to the streets. This included the provision of an on-site Adult Social worker which significantly helped rough sleepers with complex issues including mental health and institutional care.

Duty to Refer training has now been delivered to all of our Library Managers and Northamptonshire Carers.

The new, co-produced Care Leavers Protocol was presented to SLT and well received however a suggested change was requested by the Executive Director of Adults, Communities and Wellbeing. This was well received however we are currently waiting for confirmation from colleagues in the North that they are happy with the suggestion. Hopes are for this to be heard again at SLT on 8 April 2022. The new Care Leavers Transitions Panel will commence on 7th April 2022 and will take place on the first Thursday of every month thereafter. Discussions have begun with NCT regarding commissioning of suitable supported accommodation for this vulnerable cohort. The new, co-produced 16/17 year old Protocol is in its final stages of drafting. DLUHC are due to visit on 6th April 2022. This is the annual visit by the HAST team to review the housing service and provide their recommendations.

Museums – Reporting Period October – December 2021

The visitor figures for Northampton Museum & Art Gallery are strong, with visitors running at 80% of pre-Covid projections and Abington Park Museum at 57% of pre-Covid projections. This compares well to the wider sector which is still operating at between 50-60% of 2019 visitor numbers.

The events programme over this period has shown increased attendance, with the notable Northamptonians and Art History Lecture series beginning to return to full attendance levels. The newly themed 'Wellness Series', a programme developed to support looking after our mental health began with the first Immersive Yoga sessions, using the 270 degree projection facility of the Central Hall, creating an immersive audio visual experience, which has been very well received by participants.

This period saw the opening of the ever popular Town and County Annual exhibition, returning to the main museum after a 5 year hiatus. The museum hosted the debut screening of the 60 Miles by Road or Rail project, a project capturing the people and lives of the New Town estates in Northampton's Easter District.

Shoe Curator Rebecca Shawcross appeared as a guest on the Lauren Laverne show on BBC Radio 6 Music in November to discuss all things shoes and gave a virtual donation of the elephant boot to their digital collection.

The Cultural Compact.

The Council has been awarded funding to develop a cultural strategy for Northampton, which will also have significant benefits to the wider area. The funding has allowed us to recruit a director to lead this programme which will bring together the Cultural sector within Northampton alongside the partners and stakeholders in developing a way

forward. The strategy will ensure a more joined up, cohesive sector; the promotion of our many businesses and also lead to an enhanced offer and programme for our residents. As a Council, we are committed to working with the cultural sector in understanding how they can help us with many of the challenges faced by our communities. It will form an essential part of our regeneration plans, will assist in increasing footfall into our town centres as well as helping some of our more disadvantaged communities find a voice, build pride and confidence as already demonstrated through piloted social prescribing opportunities.

Archives and Heritage Service

The six months to the end of March have been busy ones for the service. Short-term lack of staffing is still causing issues but agreement on a new staffing structure, as part of the new Assets & Environment team structure, offers a real opportunity to begin to develop the service. This will focus on meeting targets set out in the service plan approved by the Joint Committee, such as regaining The National Archives accreditation.

Numbers of researchers visiting the service have been maintained with Covid precautions. The systems implemented because of the pandemic seem to be liked by most visitors. Therefore, many of the practices will be retained (for example, encouraging booking of spaces in the research rooms in advance).

In December, a project week involving all staff achieved work that could not be easily undertaken while the service is open to the public. This included packaging and listing to make Quarter Sessions records more easily accessible to the public; these are a core set of records dating back to the 17th century. Work also started on a wider project to review some collections that were not appraised as to their long-term historical importance when they were first received into the service in the period before 2000. The papers need to be reviewed to ensure they accord with the service's Acquisitions and Collections Policy and to ensure the correct material, reflecting the full range of the county's past, is retained for permanent preservation.

A survey of users and their opinions of the service was run across February and March. A total of 60 researchers replied. The most pleasing result was that in all categories, taking satisfied and very satisfied together, there was a 100% satisfied response; that is, the service had no dissatisfied customers. 100% of researchers said they were very satisfied with the helpfulness and friendliness of staff, 97% felt very satisfied they had been treated fairly and sensitively by staff, and 95% were very satisfied that staff had understood their needs.

Councillor Adam Brown
Deputy Leader of the Council
Portfolio Holder for Housing, Culture & Leisure

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21st April 2022

Highways and Transport Services

HS2

Pre-app meetings involving local Members are now being held with HS2 Ltd and their contractors on planning, landscape, ecology, noise and highways matters related to the construction period and the permanent arrangements, in advance of formal consents being submitted to the Council. The Council continues to facilitate meetings of the HS2 Liaison Group, a forum for local residents and other key stakeholders to receive updates from HS2 Ltd and raise issues directly. This positive engagement with HS2 Ltd will, we hope, help to minimise as far as possible the impacts of the project on local residents as construction starts to accelerate. The majority of the HS2 Road Safety Fund schemes have now been completed with only the installation of Vehicle Activated Signs and a scheme in Aston le Walls outstanding. Both schemes are on schedule to be completed by Christmas. Funding for a HS2 Marshal for West Northamptonshire has been secured as part of the budget setting process and recruitment to the post has taken place, and the Marshall is expected to be in post in mid-May. There will also be a member briefing fairly soon regarding HS2, giving an overview of our powers in respect of Highways, Planning and regulatory matters.

North West Relief Road

Following Cabinet's approval in December 2021 to borrow against the funding shortfall created by the unsuccessful Levelling Up Fund bid, advanced works have now commenced on site. The initial works include setting up the site compound, creating access routes to the site and preparing for the detailed archaeological investigations which ensure that opportunities to learn more about the local history and heritage are not lost to the scheme.

These works are being undertaken under licence although the Authority has now exchanged contracts and is close to completing with four out of five landowners. The final landowner is the Althorp Estate and terms are agreed and the land agreement is close to being ready for exchange and we anticipate the final land parcel will be secured within the next two weeks.

The Growth Deal funding has now been fully approved by SEMLEP and this important contribution to the project is expected to be received by the Authority on March 18th.

Works are scheduled to last until February 2024 and the project team will be working hard to ensure that affected landowners, residents and the travelling public are all kept up to date with progress and any potential impact of the works.

Cliftonville Corridor

Work on Phase 2 of the Cliftonville Corridor has been completed and a post-scheme review is planned for Autumn 2022, which will assess the performance against the baseline traffic and air quality information collected prior to the scheme commencing.

New Highways Contract

The third and final phase of dialogue with bidders which will result in the procurement of a new contract for highways is now over. Bidders are now preparing their final submissions which will be evaluated and result in a recommendation to award from the procurement team. The new contract is scheduled to begin in September 2022, slightly later than originally planned and agreement has been reached with KierWSP about extending their current contract to ensure there is no gap between the two contracts.

Active Travel

We have secured money from the Department for Transport for funding to help develop a new Active Travel strategy for West Northamptonshire. This strategy can be used to identify improvements to our active travel schemes, which in turn ensure that we can prioritise key routes across our area, creating a network that will encourage more walking and cycling thereby reducing congestion and contribute to the Council's carbon reduction targets.

A briefing has been held with Place and Overview Scrutiny committee and an oversight group is in the process of being set up to help steer the development of this new strategy for West Northamptonshire.

Transport – Buses & Rail

Following agreement at our June Cabinet meeting to develop a Bus Service Improvement Plan, the plan was submitted to Government at the end of October. I thank Members for their input in finalising the plan. This is one of the key steps in delivering the Government's National Bus Strategy - Bus Back Better - within West Northamptonshire and allowing us to access the associated funding. Work is now under way on establishing the Enhanced Partnership with local bus operators and a further paper will be taken to Cabinet in April 2022.. A cross party steering group will continue to meet quarterly to help review and shape the work related to the implementation of the strategy.

It was very disappointing that our bid for Government funding was unsuccessful, but a majority of those bidding for funds were unsuccessful. We have requested feedback from DfT with regard to our bid and in light of the feedback we will prepare a further bid for funding as soon as we can.

A meeting has been held with East West Mainline Partnership to discuss better ways of integrating West Northamptonshire rail stations into their plans for a new / re-opened rail line between Oxford and Cambridge, and to Aylesbury and beyond.

Councillor William Barter has been meeting with the West Coast Partnership with regard to rail services on the West Coast Mainline post HS2, especially with a view to improving connectivity for Northampton and Long Buckby

Highways Maintenance

A schedule of highways maintenance in West Northamptonshire is published regularly and is available for all elected members. The maintenance team are using new technology to help improve the speed and quality of repairs, including the Thermal Road Repair Unit and the Roadmaster unit which have been bought using capital investment from the Council.

A number of highways 'members evenings' have been held over the winter period covering topics including Capital Funding and work prioritisation and Network Management operations.

Winter Service

Winter Service has now ended and following an unusually mild winter we can report that it was a successful season.

Waste Management Services

Waste Collections

Following some disruption to waste collection services in recent months due to the national HGV driver shortage, the services have recently stabilised with only a small number of service disruption issues.

The new chargeable garden waste service for the whole of West Northamptonshire has been launched. The payment system opened on 14th February and at the time of writing 33,400 garden waste permits have been purchased. The subsidised home composting scheme launched on the same day and to date, 1,233 residents have taken advantage of this offer.

Plans to introduce a kerbside collection of small electrical items in the Daventry area are coming to fruition. Cages have been fitted to the refuse collection vehicles and promotional bin stickers about the service about to be delivered to Daventry residents. The new service will commence at the start of April. All implementation costs of this new service have been funded by an external grant from VALPAK.

Farthinghoe Recycling Centre reopened on 19th March, with a new contractor (ACE Reuse Recycling). Some site refurbishments were carried out whilst the site was barely closed during the procurement process. The facility includes a popular on-site reuse shop.

Litter and Street Cleansing

Dialogue with and support for the Northamptonshire Litter Wombles is on-going and very positive.

£4,500 of Welcome Back funding has been secured to fund the purchase of additional litter picking equipment for use by community groups. We have also used this funding to print 500 copies of our "Guide to Undertaking a Community Litter Pick", to be given out to groups running a litter pick, which aims to make their event safer and more successful.

Environment

Management

In the finalised structure of the Assets & Environment Team, many of these services will be managed as part of a Public Realm & Heritage group. Recruitment from the protected group of staff was not possible. Formal recruitment under the usual Council processes will therefore commence.

Parks and Open Spaces

Disaggregation of Brixworth Country Park and the Everdon Outdoor Learning Centre will have been completed on 1st April 2022. There will be 11 members of staff transferring across from North Northants and both Brixworth & Everdon are very enthusiastic about working with West Northants Council and to the future expansion of their areas.

Work on the Parks Development Strategy is proceeding, and work is also underway to extend the Council's outdoor education offer.

Watermeadows Park in Towcester, which is currently under construction, will be completed by the end of March 2022. There have been new footpaths, benches, picnic tables, viewing platform and play equipment installed.

Tree Policy & Strategy

The Council is looking to employ a Tree Strategy & Projects Officer to lead on the development of the Council's new Tree Policy & Strategy. The new Policy & Strategy will include trees on the highway, parks and open spaces, and future projects for the planting of new trees throughout WNC, including street trees. The service is currently supporting an Overview & Scrutiny Task Panel on this subject.

Climate Strategies

Three strategies are in various stages of progress to support the Council's achievement of Net Zero by 2030:

- Estate Climate Strategy: Work is well underway, with an understanding of emissions the Council is responsible for being established and a range of measures to address these being explored.
- Construction & Maintenance Climate Strategy: Work is briefed and will commence shortly. It is not meaningful to establish a baseline as such, as the construction programme varies on a year by year basis.
- Fleet Climate Strategy: Work is briefed and will commence shortly.

All three Strategies seek to address scope 1, 2, and 3 emissions relevant to their functional scope. The Estate Climate Strategy will be expected to resolve any emissions which cannot be mitigated within the other Strategies.

Local Nature Recovery Strategy

The Council has been allocated a small 'new burdens' grant to commence work on a Local Nature Recovery Strategy. This work will be integrated with other Council work to maximise the benefits to the environment and people of West Northamptonshire.

Flood Management

The Council has a vital role as Lead Local Flood Authority and Land Drainage Authority. The service responds to large number of formal consultations, and investigates flooding incidents. Strategically it works to identify and secure measures to reduce the risk of flooding to homes and businesses.

The Council has been actively working with communities across the district, including Yelvertoft, Deanshanger, Collingtree, and many others, to better understand the risk of flooding and identify measures to improve their resilience. This will inform future bids for Flood Risk Management grants and the Council's capital programme.

In 2020, the Government announced a £200 million fund for innovative projects to help communities be more resilient to flooding and coastal change. The Flood & Water Team was successful in being awarded £6.2 million, subject to a satisfactory business case. This applies to areas in West Northants and North Northants. Work is continuing in earnest in preparation of the Outline Business Case for the project. The work is expected to deliver catchment, community and property-level flood resilience measures to communities in the Wootton Brook and Harpers Brook catchments. It is anticipated that engagement of the benefitting communities will commence in anger in the summer, once the business case has been approved by the Environment Agency.

The Council has experienced problems with the provision of services by its outsourced service provider. It has therefore taken interim steps of engaging agency workers. In the long-term plan, now approved through the budget, is to engage a full in-house technical team. This should deliver a better service through efficiencies and secure local knowledge.

Car Parks

Parking demand is gradually increasing, but remains well below pre-Covid levels. This is reflected in lower levels of income in 2021/22 and projected in 2022/23. During 2022/23 we will assess how demand is evolving. This may require changes of approach.

Work on the new parking payment system, which is designed to ease use and thereby encourage people to visit central Northampton and thereby also increase income, is well underway. The market appears to have a range of solutions. Tenders have been received and are being reviewed and scored. The most challenging part will probably be integrating modern systems with the legislation governing Council car parks, which was written in a previous era.

Short term actions relating to the service include:

- Renewing outdated lifts in St Michaels (All other MSCP lifts were all renewed, replaced, or refurbished in recent years).
- Supporting the new cinema in Daventry with providing customers up to five hours parking on the nearby short stay car park that would otherwise restrict users to three hours.
- Closing around half of Commercial Street car park to accommodate the market whilst works are undertaken on the Market Square.

During 2022/23 and into 2023/24 it is planned to develop a car parking strategy for central Northampton. This will provide a framework to take decisions such as on replacement or major refurbishment of the Mayorhold MSCP, pricing strategy, etc.

With the disaggregation of Brixworth Country Park from NNC we are having to set up a new contract with the card payment provider on the machines. This has proved particularly challenging and will interrupt the ability to take card transactions until resolved. We are working with the Communications team to ensure customers remain informed.

Councillor Phil Larratt

Cabinet Member for Environment, Transport, Highways and Waste Services

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21st April 2022

Strategic Priorities

Domestic Abuse and Sexual Violence Board set up, Needs Assessment completed to identify gaps in support, especially for those who are in specialist domestic abuse accommodation having left an abusive relationship and the Domestic Abuse Strategy adopted. Development of action planning to deliver the strategy underway.

DLUHC confirmed Domestic Abuse Duty funding for 2022-23 – West Northants allocation - £767,196 to support Safer Accommodation.

Trusted Relationships, Home Office funded project, coming to an end March 2022 after 4 years. Evaluation of the programme is being completed, Free2Talk used learning to inform a successful application to the National Lottery to continue the youth programme to work with young people who are getting involved in gangs and knife crime.

Knife Angel to arrive in Northampton Town Centre during the first week of May. Lots of plans developing to raise the awareness of violent crime in all its forms, including; Service at All Saints Church (to be live streamed), Community march and event in Becketts park, emergency first aid and major bleed training, as many school visits during the 2 weeks it is with us from schools across West Northants, school outreach sessions followed by parent sessions, art competition for young people and the launch of a virtual reality App, which allows those that cannot visit the angel to place themselves next to the Angel, so they can still be involved in the experience.

The Knife Angel will be arriving on All Saints Plaza late afternoon on Friday 29 April and will leave again early Saturday 14 May. Activities planned include:

- Service and candlelight vigil on Saturday 30 April from 7.30pm
- Both weekends from 10am – 3pm the Emergency Service Cadets will be giving first aid demos and training. A member of the Community Safety & Engagement Team will also be available.
- Saturday 7 May a march against violence around the town followed by entertainment in the Market Square from 11am until 4pm
- Two sessions of major bleed training sessions, including using the critical bleed packs, are offered to the general public on Wednesday 11 May 2.30pm and 6.30pm.
- Two sessions for officers of Introduction to Trauma Informed Practice at the Guildhall on Thursday 5 May and Tuesday 10 May.
- Three sessions for parents on what to look out for if their child is being drawn into gangs/carrying weapons. Daventry on 4th May, Northampton 5th May and virtual on 12 May. Delivered by Northamptonshire Youth Offending Service

- Art competition for young people – ‘what the Knife Angel means to me’ any medium. Prizes donated by Saints, Cobblers, Silverstone, Bezerk.
- Knife Angel app available on the Explore Northampton app (free to download from the App Store and Google Play) – available across the county – see the Angel in augmented reality, links to further information and videos.
- Themed sessions at the Angel by various agencies.
- All Schools across the West (focussing mainly on Years 6, 7, 8) have been offered workshops and visits to the Angel. Also, an offer to deliver the workshop in the school for those that cannot attend in person.
- Aiming to sign up 10,000 anti-violence champions across the county.
- Anti-violence after school event in Daventry on Friday 6 May 3.30 – 6.30pm

Community Engagement Events

Holocaust Memorial Day – 27 January

Civic event held in person at the Guildhall Courtyard with flowers laid at the memorial stone and a candle lit. A programme of speakers and performances was recorded ahead of the event and shared through WNC’s YouTube [West Northamptonshire Council - YouTube](#) and Facebook Pages in lieu of a face-to-face event due to high rise in Omicron Covid cases.

5 March - Hybrid International Women’s Day event led by the Women’s Forum – to include recorded interviews and performances, working with our partners and community and voluntary sector organisations. Inspirational Woman presentation by invitation only but filmed and live streamed over You Tube - <https://www.youtube.com/c/WestNorthamptonshireCouncil>

International Women’s Day

Following last year’s virtual event the Women’s forum were pleased to be able to welcome the general public back into the Guildhall for a scaled down event. In order to keep people safe the decision had been made to not provide live entertainment or refreshments so there would be no need for everyone to gather in one place at the same time. Instead previously recorded entertainment and interviews were played over the big screens in both the Great Hall and Court Room. Local agencies were well represented with 23 stalls.

The presentation for Inspirational Woman was by invitation only in the Jeffrey Room for the shortlisted finalists and their plus 2 along with the judges. The presentation was filmed and live streamed into the Great Hall and Court Rooms.

All the recordings (interviews and presentation) are available on the Council’s You Tube channel under videos.

Pride

The Pride Committee have been meeting regularly following the 4th successful Pride event in Northampton in September 2021 and plans are well underway. Northampton Pride will take place on the market square again this year, on Sunday 26 June 2022, with a stage programme, walkabout entertainers and a range of stalls and activities. The event will begin with a Parade route which has been lengthened following feedback from last year’s event and will take in more of the town centre. Applications are currently still open for performers, groups wishing to march, stallholders and sponsorship.

This year the Committee have looked to commission a local artist to produce an event logo that will help create a long-lasting brand for the event and will also be promoting a full calendar of LGBTQ events taking place across West Northamptonshire throughout Pride month.

Safer Streets

Some of the physical interventions such as fencing and environmental landscaping have been completed and groundworks have begun for the 12 new CCTV cameras around the Racecourse. Planning applications are in progress for a number of lamppost banners highlighting the 'Safer Route' to the town centre and designs are underway for the flags and pavement stencils. A number of personal safety training sessions have been put on by Suzy Lamplugh Trust throughout January and February with more dates to follow and Student security packs have been received and will be handed out at a student event in March.

A number of other orders are in progress to replace batteries in radios for security and chaperones for the University and for an order of v-alert bands that can be given to vulnerable students and link up with the Safe Zone app bought by the University. All work is due to be completed for 31 March 2022.

We are also supporting the Office of Police Crime Commissioner with some specific projects in Northampton Town Centre, following the announcement from the SWAN Home Office funding of £300,000, this includes a refreshed marketing campaign, which focuses on violence against women and girls and safety in the night-time economy specifically, this includes the regular deployment of the SNO (Safer Nights Out) Van, training delivered to late night venues by Northamptonshire Rape Crisis and work with Suzy Lamplugh Trust (National organisation focussed on Stalking and Harassment).

Several physical interventions have been completed at this stage including, groundworks for CCTV on the Racecourse, hoop top perimeter fencing at Becket's Park, 14 flags installed on lampposts from the entrance to Becket's Park to Element on George Row and painted pavement stencils every 4m highlighting the safer route. Landscaping works have been completed in Becket's Park to remove overgrowth along the Safer Route and improve feelings of safety. Park Mark standard was secured for 4 carparks (the Racecourse plus 3 at the University).

Park Watch schemes have been set up on both sites under Northampton Neighbourhood Watch and two engagement events have been held on the parks in the last week of March to hand out free security products to help make women and girls safer, including a range of personal attack alarms, visibility bands and anti-spiking products.

At the university of Northampton, free student security packs were also handed out on campus at the Go Green week events this month including student survival guide, safety messaging and personal security products. Training has been provided to security, chaperones and residential life volunteers; new radios have been ordered; v-alert devices have been purchased which will work alongside the University's SafeZone app and are available to any student who feels vulnerable; and a student led drama piece has been created to raise awareness and highlight the interventions available to keep students safe. In addition, awareness raising and education

interventions such as personal safety training sessions have been delivered virtually to a wide audience by Suzy Lamplugh Trust.

Due to global supply issues some of the interventions have not been installed ahead of the 31 March deadline and are programmed in for installation in April 2022:

- Fencing to enclose both Racecourse and Becket's pavilion, securing the arches and verandas to prevent ASB.
- Installation of CCTV columns and ANPR cameras at the Racecourse and lighting and CCTV improvements to Becket's Park.
- Wireless CCTV help points in both parks to enable anyone in danger to seek emergency assistance.
- Twin arm added to lamppost column on Guildhall Road outside Bloomsbury house to light the pathway which was previously in darkness.
- 4 Safer Route flags to be added to St John's Halls following external works to the building in Spring. Materials received and on hold for date.
- Park Watch signs to be installed across both Racecourse and Becket's Parks. night venues by Northamptonshire Rape Crisis and work with Suzy Lamplugh Trust (National organisation focussed on Stalking and Harassment).

Neighbourhood Working

Engagement activity in the town centre in January and with Youth Forum to map spaces in the town centre where young people feel safe. Ongoing piece of work being picked up with youth providers through the Castle Community First multiagency group.

Home Office Violence and Vulnerability Review for Blackthorn and Kings Heath underway. Building on the Contextual Safeguarding plan and Neighbourhood assessment document for Kings Heath that has been developed through the partnership working group, providing partners clarity on the full issues in the area. This information has been used to create consultation direction for all partners. Consultation will be happening from this month and will continue over the next few months. Partners will complete the consultation work through existing engagement events, working with their community contacts and creating new individual engagement events. Outputs that have started to take shape include; teen sexual health clinic; school council lead eco project to brighten up the centre of the Heath; Community fun day; Gang and Knife crime intervention work in the school and building of relationships between young people and the police.

Continuing work in our community safety priority neighbourhoods including Blackthorn and St David's. This has included Crimestoppers promotions, which has helped increase anonymous reporting by nearly 42% in Blackthorn, helping us to understand the crime and antisocial behaviour issues that are taking place so we can ensure as a partnership that we are developing appropriate actions and interventions at neighbourhood level.

In Daventry Operation Unite is addressing persistent anti-social behaviour from a large group of young people, we have which included disruption of and damage to retail premises: criminal charges have been brought against some individuals and work is ongoing to issue ABCs and CPNs to others. Away from enforcement, partners are looking at a range of diversionary activities. We have begun working with Designated

Safeguarding Leads in Daventry's schools to identify individuals in need of early intervention.

Road Joint Action Group (multi-agency partnership) identified 9 new issues this quarter – focussing on issues related to speeding, inappropriate signage, HGV's, and parking.

Afghan Resettlement

Following new third country arrivals – we currently have 196 people across both hotels. We have had a meeting with the Home Office to talk about the future of the hotels where we were able to discuss any issues or concerns across both sites, but we are still waiting for confirmation of the contracts with the hotels – they both currently have an end date of 31 March 2022, both on rolling monthly contracts. We are managing to continue to resource staffing but need to have a clear idea of requirements over the next six months, in order to be able to plan and build in resource to manage resettlement in West Northants. We are working closely with North Northants Council to see if we can match families to their accommodation – so far, one match and a couple currently under discussion. Also working at a regional level, to make informed property matches before submitting to the Home Office accommodation matching service, to avoid late refusals. Ministers are still working on a refusals policy as this is the main blocker to movement across the UK at the moment. Housing Team due to deliver an overview on UK housing at Bedford Road to assist with managing expectations in the next two weeks.

379 Afghans (85 family groups) have arrived across both hotels in West Northants since August last year. 138 have moved on (33 family groups) and more than 240 remain across both hotels.

We continue to provide wrap around care to all our guests working with a range of partners including; Public Health, Clinical Commissioning Group, Dentistry, DWP, Education, Adult Learning, Northants Police and various community and voluntary sector organisations, including the Salvation Army and British Red Cross.

This support has included, vaccinations and screening, 0-19 health team support for the children, ESOL classes, cultural awareness sessions, community safety sessions, support with full access to Universal credit and all entitled benefits, school provision for every child, college placements, training courses, music sessions, sport activities and community events.

Homes for Ukraine

We're working closely with our partners, drawing on the invaluable experience we gained during the Afghan resettlement programme, to ensure we meet the needs of these arrivals.

We will continue to work to ensure the necessary services are in place for families as they begin to settle in with their hosts.

Local authorities have been tasked with co-ordinating the Government's activity, particularly around the Homes for Ukraine scheme.

We are in the process of contacting sponsors, who will be hosting Ukrainian visitors, about necessary property and security checks.

The council is currently:

- Training staff to carry out initial property checks
- Seeking to recruit resettlement support workers to help Ukrainians and their households access services and navigate systems
- Setting up a dedicated Disclosure and Barring Service (DBS) process to carry out the necessary security checks

We are also liaising with our community and voluntary sector, community leaders and faith groups and asking anyone who can offer support to express their interest via our online [form https://northamptonshire-self.achieveservice.com/service/Ukrainian_support_offer](https://northamptonshire-self.achieveservice.com/service/Ukrainian_support_offer) so we can call upon the support as we being to identify the needs of our Ukrainian families.

Community Safety Strategy

Development Plan going to the Community Safety Partnership Board on 14 April – setting out the plan to refresh our West Northants Community Safety Strategy with partners, current priorities include serious organised crime (gangs/knife crime/exploitation), domestic abuse and sexual violence, hate crime and anti-social behaviour and serious acquisitive and rural crime.

Community Funding Grants

The Community Funding Grants panel met on 23rd Feb to review and approve grant awards to community and voluntary organisations. A verbal update will be provided on value of grant awards approved.

Councillor Covid Support Fund

The fund continues to provide valuable support to our community and voluntary organisations, assisting with the recovery from the impact of Covid. So far 67 projects have been funded receiving in excess of £88,000.

Trading Standards

The Trading Standards team have carried out a number of operations to tackle under-age sales of cigarettes and vapes. Two out of five premises visited sold vapes to a 15 year old test purchaser. They also continue to carry out seizures of illicit tobacco and cigarettes. In a recent operation, 164 packets of illegal cigarettes and 23 pouches of hand rolling tobacco were seized from a premises in Northampton.

Officers are also carrying out sampling visits to monitor compliance with legislation relating to allergens.

Work is progressing on the investigation of a number of cases of rogue traders who have been targeting vulnerable people across the area.

Environmental Health

Working with colleagues from Highways, officers the Environmental Protection Team have been successful in a bid for DEFRA Air Quality Grant funding. A total of £148 297 has been awarded. This funding will be used to provide air pollution sensors

which will link in with traffic management technology across the Northampton area. This will enable actions to be taken to vary traffic flow patterns to address high pollution levels. In addition, it is planned that this technology will enable real time air quality monitoring data to be displayed on public information boards around the town. Work is now in hand to progress this project.

The consultation on the proposed Public Spaces Protection Order for the Daventry and South areas has now closed and work is progressing to analyse the results ahead of a report coming to Cabinet in July.

Excellent progress is being made on the completion of those food hygiene inspections which were delayed as the team worked on the response to the Covid19 pandemic over the past two years. Officers are finding many cases where food hygiene standards have dropped and are taking necessary action to ensure standards are raised. Nevertheless, the targets set by the Food Standards Agency in their Recovery Road Map are being exceeded and the team are working together across the whole area to ensure that businesses providing food are meeting appropriate standards.

Building Control

Following giving Notice to the Warwick and Rugby Daventry Consortium, the Building Control Service for the Daventry area will be coming back in house from April 2023. Work is beginning to develop a coordinated service for the whole of West Northamptonshire.

Fly Tipping Charter

Place Overview and Scrutiny have provided useful input into the draft Fly-tipping Charter and Action Plan. The Charter outlines our how we will identify, investigate and deal with the behaviours of those individuals and businesses who feel it is acceptable to not dispose of their waste responsibly, or in accordance with legal requirements.

Councillor David Smith

Cabinet Member for Community Safety, Engagement and Regulatory Services

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21st April, 2022

NORTHAMPTONSHIRE' CHILDRENS TRUST

In NCT, Senior leadership team are working hard to ensure workforce feel supported as the restrictions have been lifted and we maintain positive trajectory of the improvement work ensuring readiness for the full inspection due to take place later in the year.

Practice

Positive activities during the week of 14th March to promote excellence in practice, with opportunities for learning and development for all practitioners linked to World Social Work day on 15th March

Participation & Engagement Strategy 2022- 25 finalised to ensure voice of child is central to all we do

External scrutiny of services - a front door review completed by Lincolnshire Partners in Practice and a review of placements and commissioning completed by People Too, strengths identified in services alongside development areas, recommendations are implemented to ensure further improvement.

Sufficiency of placements remains a challenge- contract for 2 new emergency children's homes and planning application in process

Research commenced and will be completed over the coming year by Northampton University looking at the impact of using Signs of Safety (SofS) (practice model adopted by NCT) with children, young people and their families within NCT

Inspections

NCT Voluntary Adoption Agency (VAA) had its first inspection 31 January- 4 February 2022, the report has been published, overall experiences and progress of children judged to be Good. Inspection of Thornton House Children's home- report published in January 2022; the inspection took place on 14-15 December and concluded with a judgement of Require improvement to be good in all areas. Further interim inspection in March 2022 Ofsted judged that the home has improved effectiveness

First Inspection of Phoenix Children's home, positive outcome, the report is yet to be published. Preparation for a full ILACS inspection with a focus on improving the quality and consistency of practice. Self- evaluation has been completed and will be used in regional peer challenge events. Require improvement to be Good would be positive outcome on consideration of inadequate position prior to constitution of the Children's Trust.

HMIP inspection of the YOS is overdue and preparation for this is ongoing.

Leadership

100% Supporting Families Payment by Results target achieved. This is significant achievement, Northamptonshire in the previous years has not performed well both regionally and country wide ranking 3rd from the bottom in the reporting tables.

9-month Leadership Development Programme for all leaders in NCT has been completed. Impacting on practice and culture focusing on empowering staff.

Focus on recruitment and retention and achieving stability within the workforce, in particular social worker teams (in February 2022, 17.0% agency staff from 21.7% in November 2020)

Improved relationships and creative efforts to attract and retain staff have seen the partnership between NCT and Opus shortlisted in the Annual PPMA Excellence in People Management 2022 Awards. Winners will be announced on the 28 April 2022

National Offer Day - 1 March 2022

Applications for Year 7 places in secondary schools – September 2022

	WNC	NCC	
	2022	2021	2020
Total number of applications	4786	8931	8854
Online secondary applications	98.7 (4722)	98.8 (8820)	98 (8703)
1st preference %	79.4 (3798)	80.7 (7203)	79 (6999)
2nd preference %	12.8 (612)	11.7 (1049)	13.1 (1160)
3rd preference %	3.6 (175)	3.3 (294)	3.9 (344)
One of the three preferences %	95.8 (4585)	95.7 (8546)	96 (8503)
Alternative school offer %	4.2 (201)	4.3 (385)	4 (351)

EDUCATION

Introduction

This report outlines some key activities in the main statutory duty areas – school admissions, school standards, pupil place planning and school organisation, pupil attendance, special educational needs elective home education and safeguarding.

School admissions

In March, places in year 7 were co-ordinated by the council and the allocations sent to parents. The council is not an admissions authority for any WN secondary school, and therefore its sole role is to co-ordinate the admissions process according to the admissions policies of the 17 academy trusts with secondary schools in our area.

The process was successfully completed, with the allocations available to parents logging into the website at 12.00.1 am on 1 March. The sole – but important – It should be noted that, at present, WN council's admissions service is hosted by North Northants council, but that this will be disaggregated on 1 September 2022. The attached table shows the percentage of first to third d preferences this year.

School standards

The service is responsible for monitoring the performance of school in our area. It is, crucially, responsible for supporting and challenging 'schools of concern'. These are maintained schools that meet the criteria of 'concern' in the Department for Education's 'school causing concern' statutory guidance.

At present, there is only one maintained school causing concern although this school has not been issued with a formal warning notice. The school is working closely with school effectiveness manager but is due to become part of a MAT in September. There are three additional schools that are party to the local authority's informal schools causing concerns process. All schools are working positively with the school effectiveness team.

While having no legal role with academy schools that are 'of concern', the service is currently working with three. It is assisting with the development of the curriculum and assisting with safeguarding issues, alongside the safeguarding service (see below).

Pupil place planning and school organisation

As demographic growth means the need for expansions and new schools in the secondary sector, the school place planning service – currently hosted BY NNC, but due to transfer to WNC on 1 September, has planned.

First, "bulge" classes – that is, expansion of a single year group in year 7, which then runs through the school as an extra class or classes, and is bigger than the preceding and, usually, unless there are two classes, succeeding years. This has been the main mechanism by which WNC has been able to provide a sufficiency of secondary school places in the last three and the coming academic year, particularly in the wider Northampton area.

Between 200 and 265 'bulge' places (the equivalent of a medium sized secondary school) have been added across existing schools in the area between September 2019 and 2022 to ensure that WNC's statutory obligations were fulfilled in this regard.

This approach was adopted for two reasons; the level of capital funding available during this period was sufficient for the provision of bulge places only (as opposed to permanent extensions) and that the WNC have been awaiting the delivery of a new secondary free school in Northampton by the DfE (announced 2019). The provision of additional, permanent capacity would have resulted in an over-supply of secondary places once the new school opened.

Second, 'expansions' – that is, where an existing school expands by (usually) a class of 30, which means an extra year 7 class every year for five years, with the classes running through the school. WNC has delivered or has acted as the funding body for permanent extensions at three WNC secondary schools since 2020. These expansions have been undertaken at rural schools and have utilised S106 funding that was received by WNC as a result of new housing development being delivered in these areas.

Third, new schools – where a new school is commissioned by the council or provided by the DfE. WNC has worked with local MATs to stimulate free school bids (particularly across the secondary phase of education) in areas of basic need demand and been successful in the doing this.

At an average cost of £25m for a new secondary school this mechanism has been essential to WNC's ability to provide sufficient secondary school places. The new school that is planned to open at Wantage Farm, Moulton, in September 2023. Is an example of this.

WNC has also utilised S106 funding to fund and deliver new primary schools required to meet the pupil yield from new housing development across West Northants. Marie Weller Primary School opened on the Towcester South SUE in September 2021 is the most recent example of this delivery method.

In some areas of West Northants (largely in those where there is no large scale housing development planned), the impact of exit from the EU and the pandemic has resulted in an over-supply of primary capacity. Due to this issue's ability impact detrimentally on school budgets in an affected area, this situation must be carefully managed and capacity removed by the LA as and where required.

SEND

The main activity, aside from 'business as usual – assessments, annual reviews and pupil placements, for example, has been starting the process of SEN strategic development. Looking at all elements of the work required to achieve our overall aim in our self-evaluation, which is described as **working to improve the outcomes and life chances of all children and young people in our area who have special educational needs**, we have identified six key areas for development throughout the three-year planning period, for initial discussion with partners as the basis for our 2022/25 SEND strategy:

- priority one: working closely in partnership with parents and their children – in too many cases, parents feel and have felt a lack of engagement with service providers;
- priority two: improving integrated working between the key agencies – schools, the education service, social care, the NPCF and the information and advice service;
- priority three: the recognition of additional needs at the earliest possible stage, and swift intervention to meet identified needs – in too many cases, this has not been achieved, leading to progress and attainment at lower levels than could have been the case for some children;
- priority four: ensuring local provision is responsive to needs and improves outcomes, especially but not solely strengthening inclusion in mainstream settings and schools: this is

a key and significant challenge, especially in the secondary phase of education, with too many parents of children with SEN unable to access a mainstream place, and increasing demand for specialist places;

- priority five: ensuring sufficiency of good quality specialist state school places: this is a key and central priority as the self-assessment shows that this is an area of significant challenge;
- priority six: the fair and efficient allocation of resources – the present funding system is unfair and in some cases results in insufficient resources: at the same time, the high needs block (HNB) has a structural overspend, which must be eradicated within the planning period.

The development of the workforce is critical to the delivery of the priorities, and each agency will be responsible for an annual workforce development plan. The two key workforce areas within SEND for the council are the SEN assessment service, and the educational psychology service.

The SEN assessment service had 11 vacancies shortly after vesting day. The service manager has recruited to all the vacant posts, and the service has been completely staffed from the end of March.

The nationwide situation with educational psychologists (EPs) is chronic, however, and there is a little chance of fully-staffing the service.

The AEP will carry our future adverts to recruit. Over time, we are hoping that this will improve our much needed staffing levels in the council. Staff in the service are also pleased to hear of the planned move to Soulbury scales and we are working closely with HR to ensure this is in place over the coming months

Since the work with schools is crucial to supporting the learning of children with special educational needs, the head of service is looking to sourcing advice for education, health and care (EHC) assessments to a third party provider.

Children missing from / missing out on education and elective home education (EHE)

We have accurate and reliable data, and good knowledge of the number of children who are CME, and the length of their time out of education. In summary:

- at the end of term 2 there were 364 children who were missing from education (MFE), which was a decrease from the peak of 620 in October 2021;
- the number of CMFE reduced between the end of the 2018/19 and 2020/21 school years – 411 and 332 respectively;
- the latest figures show 9 children MFE for less than a month, 94 from 1-3, 141 between 3 and 6 months and 54 from 6-12 months – we have been unable to locate the 76 children missing for more than a year, and it is highly likely they are not in the UK now;
- Covid restrictions led to 20 families in the West getting stranded overseas and the children's cases being kept open until they returned to the United Kingdom, and other families caught out in this way have chosen not to return to the UK;
- The largest number of CMFE are in key stage 2, followed by key stages 3 and 1 (see table 5, which shows key stage data by time out of education)

With regard to pupils on part-time timetables, we have information from schools, which is. However, we know that this is not comprehensive.

The council has a register of all children whose parents have chosen to home educate. In October 2021, 740 children were home educated. This grew to 811 by the end of January 2022.

Generally, the council has good systems in place in all the above areas that are commensurate with the actual and potential vulnerability of the children (and their families) involved. At the same time, there are key priorities for action in the 2022/23 financial (and school) year that will be the subject of detailed action plans.

Safeguarding

The council is responsible for ensuring all safeguarding allegations / concerns sent in by Ofsted are appropriately investigated. We are also responsible for the support and challenge of all schools and academies in our area relating to safeguarding.

At present, the service is supporting three academy schools though an evaluation of action plans to improve safeguarding. This has been welcomed by the trusts concerned. The service has also responded to xx Ofsted requests for information and action relating to safeguarding concerns since the beginning of 2022.

WNC's safeguarding service is currently hosted by NNC. However, there is an option appraisal being undertaken, after which members of both councils' executives will determine whether WNC should run its own child safeguarding service. At present, it is likely that a decision will be made to do this, with the likely date if it is agreed of 1 September 2022.

Councillor Fiona Baker

Cabinet Member for Children, Families, Education and Skills

21st April 2022

Economy Team Summary

Economy Team Overview – Q4 Update (Dec-March)

Welcome Back Fund

Our Economy Team have been pro-actively doing all that they can to support local businesses and to restart the local economy following the impact of the pandemic. They have effectively managed and administered the Welcome Back Fund to deliver highly impactful initiatives such as:

- The successful Small Business Saturday campaign in December
- An ongoing “Think Local” campaign, including a largescale marketing project which received over 3,000,000 views
- Events such as the Fashion Show and Paw Patrol Trail in Northampton
- Purchasing litter picking equipment to help with community beautification
- Professional cleaning of local high streets

Building on this activity, the Economy Team have now successfully procured a new digital app, “Explore West Northants”, which will help businesses to grow, nurture the local economy and further drive footfall into our towns. This new app will be a lifeline to our West Northants community, promoting local events, walking/cycle routes, all of our businesses/attractions and much more.

Supporting West Northamptonshire Businesses

The Economy Team continue to support local businesses to recover from the pandemic and develop growth plans. This has included supporting employers to access the Additional Restrictions Grant administered by our Revenues & Benefits Team, and triaging employers that could also utilise the two funds administered by the University of Northampton on behalf of West Northamptonshire Council.

As the gateway for businesses to access funding and business support, we continue to nurture the local economy and enable employers to grow their workforce and re-invest in the local economy. The Economy Team act as the face of West Northamptonshire Council to the business community, doing all that they can to show we are dedicated to supporting businesses, attracting investment and growing the local economy.

The team continues to support employers by being active publicly, as well as working with partners to promote WNC as a key delivery partner of business support. This includes supporting recruitment, identifying commercial premises, accessing funding/training, exploring corporate social responsibilities and any challenges our businesses need to overcome, or opportunities they wish to explore.

WNC Employment Support Activities

To promote the free support available through our West Northamptonshire Employment Support Service, the Economy Team have arranged for information to be made available in all 16 libraries in West Northamptonshire. This has increased engagement for our employment support services and has enabled the broadening of our reach in the area, to ensure we are helping as many people as possible.

The Economy team send a monthly e-newsletter which includes information on the latest local vacancies, along with information about employment support available from our Employment Support Partners. Plus, the Economy Team are regularly meeting West Northants businesses to discuss the support available from the team to support the business with their recruit and enable connections with the local labour market and provide for sustainable, local employment.

Major Projects and Regeneration

Vulcan Works Creative Hub

Transforming the former Vulcan Works site in Northampton into a new hub for creative businesses with studios, workshops and managed workspaces. Practical completion was reached in July 2021 The £14 million development is located in the heart of the town's Cultural Quarter and involved a combination of renovation and new build that will provide a total of 68 lettable units specifically aimed at start-ups and growing businesses within the creative industry.

An operator (Oxford Innovation) for the facility has been selected following the competitive tendering process. A report is going to Cabinet on the 12th April to approve the appointment of Oxford Innovation which will allow the centre to begin the process of becoming operational and marketing the hub to possible tenants and businesses. The fit out of the hub was completed the week commencing the 4th April and has been fully handed over to the Council.

Abington Street Public Realm Works

The Abington Street Public Realm project responds directly to the need to support the repurposing and rejuvenation of the town centre particularly in response to the impact of the pandemic on the high street. This project aims to increase footfall into the town centre by regenerating Abington Street and Fish Street.

A business case to approve the draw down of £4.6m was approved by Cabinet in February 2022, following approval by the Northampton Forward Board. The design team is in the process of being appointed, consultation is scheduled to take place in Summer 2022 with the works aiming to commence in Summer 2023.

Northampton Market Square

Work on developing the design for the market square has been taking place with Planning, Historic England and Market Traders in the consultation to this point. Planning has now been submitted and engagement over the project commencing in early April and taking place throughout the rest of the month.

78 Derngate

Following the approval of the £400k of Towns Fund monies by West Northants Council Cabinet works have now commenced on site with the steel frame for the extension now complete.

Old Black Lion

A business case for the use of £315k of Towns Fund monies, was successfully approved by the Northampton Forward Board and WNC Cabinet. Enabling works at the site started this month with the main works due to commence later this year.

24 Guildhall Road

The first phase of Works to 24 Guildhall Road, that will see the building changed to accommodate a new contemporary art gallery on the Lower Ground Floor and improvements to the Upper Ground and first floors has now commenced. The contractor, Overbury, expect the works to be completed in spring 2022.

Work on the business case for the second phase of works to this building continues and will come to WNC cabinet in due course.

Northampton Bike Park

Planning for the new Northampton Bike Park has been achieved. Enabling works at the site started in February with the main works commencing this month, and are scheduled to take approximately 18 weeks ready to open in late summer.

Daventry cinema

The Arc Cinema in Daventry officially opened on the 3rd March following the successful construction of the scheme managed by the Council. The Cinema is part of the wider £12.5m Mulberry Place development which is now all complete and also includes two restaurant units which are currently being fitted out, and a new public square with decorative fountains.

Watermeadows

Works on the Watermeadows are now nearing completion with the first two phases of the works now complete. New paths, seating and play equipment have been installed to enable more people to enjoy the beautiful park setting.

Sponne Arcade Car Park

Further detailed survey work has been undertaken to refine the scope of the works ahead of the specification being finalised. A principal contractor has been selected with a Cabinet report to approve this appointment being brought forwards to May's Cabinet meeting.

Councillor Elizabeth Bowen

Cabinet Member for Economic Development, Town Centre Regeneration and Growth

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21st April 2022

Human Resources

Since launching the new People Strategy (2021 – 2025) work has progressed on its three delivery streams, with over 50 projects planned for the next four years.

Talent and Retaining Talent

Work has been progressing with a new e-recruitment system that will make it easier to recruit in the future. There have been several specialist campaigns undertaken to help recruit to harder to reach worker types including online campaigns and the use of job fairs.

In terms of Pay, Reward and Recognition the Council has now agreed to pay the minimum wage of £10 an hour from the 1st of April 2022, which is above the current national foundation living wage. In addition, as the Council has locally agreed pay settlement arrangements, it is also able to pay an initial pay rise to all staff from the 1st of April 2022 of 2% (1.75% for managerial posts) which will be paid in the April cycle.

Good progress is being made on the new Pay and Grading model for West Northants Council with the creation of new Job Families. Based on feedback received from our managers and workforce the Job Families and associated descriptors have been updated and finalised. We have reviewed a selection of benchmark roles that have been evaluated using the NJC Job Evaluation Scheme to use these to help inform the levels within the job family architecture. Within each job family there will be a few levels and we are currently in the process of writing role profiles for each level in each job family.

We also held our first THRIVE awards in March 2022, with 169 nominations and celebrated the tremendous achievements of some of our colleagues. This year's winners were nominated by their peers for going above and beyond their role to deliver excellence during our first year, they are shining examples of the values that underpin how we work as a council and demonstrate what customers and partners can expect from us.

This year's Winners (a [short video of our Thrive Award winners](#))

Trust Award - Anesa Begum

High Performance Award – Kay Medway

Respect Award – Nick Dunkley

Innovate Award – The Community Safety and Engagement Team

Value Award – Kallie Sinfield

Empower Award – Gemma Foskett

Achieving our Goals Through Our High Performing and Flexible Workforce

We have started to open more face-to-face training as well as continuing with our online offer and ensured that directorates have completed all mandatory training. We launched the Manager's Guide in January to provide an overview of the WNC requirements and help guide.

The results from the Employees' survey have been shared in detail with all teams and services are actively developing and implementing improvement actions that support West Northants Council becoming the employer of choice.

Headline achievements that demonstrate our increasing visibility as an employer include the following Company Reviews:

- Glassdoor - 4.4/5 and 88% would recommend working with us to a friend.
- Indeed – 4/5 and 4.5 for job security and advancement.

Creating a Culture of Engagement and Wellbeing

We have rolled out VIP End of Year reviews for every member of staff in West Northants and are soon to launch our new appraisal system. Work is continuing to work with harder to reach staff groups and develop better ways of engagement. We will also soon be rolling out the 2nd Big Conversation with all employees to look at how we build on the culture of West Northants.

Legal and Democratic Services

The in-house legal team has now been strengthened with the new Head of Legal and Deputy Monitoring Officer coming into post. Work continues with the review of legal services and the options moving forwards.

In terms of Weddings and other Civil Ceremonies and the registration of births and marriages, the support of Election Staff to help move backlogs created by Covid has been a great success. The service is soon to launch a more user-friendly and digital offer for all weddings and ceremonies.

The Coroner's Office has been successfully moved into Guildhall in the past few months and has now caught up on its backlog created by Covid.

Digital, Technology and Innovation

The division has now been strengthened with the six Heads of Service now in place (either in-post or due to join shortly), including a new dedicated Cyber Security service and head for West Northants Council. The service continues to support all council and shared services and has ensured that there has been continuity of service through the last quarter.

Key areas of current work include:

- A [telephony replacement project](#) that will standardise phone and comms tools across all council properties, better empower internal staff with modern tools and support flexible working and provide savings on existing spend. This is just finishing the discovery phase and expected to move into procurement over the next month.
- Integration of our [customer experience platforms](#) into a single platform, empowering the Customer Services team to work with a single system and data.
- Further planning work with NNC to support their request to [disaggregate](#) the service.
- A [hardware replacement project](#) to select and deploy new personal computer hardware to staff, and meet workforce needs as well as support flexible working. Early work is starting and will focus on a more efficient hardware deployment process that speeds up the provisioning of new equipment and saves money.

- **Consolidation of contacts:** a review has just launched which has so far identified £375k of savings across just two contracts we manage on behalf of ourselves, the Children's Trust and NNC.
- Replacing our **income management system**. This is due to move from planning to delivery in May and will run for a year (as it is shared across four councils). As well as modernising and streamlining the system, it will allow the removal of another £100k system.
- Replacing our **internal helpdesk system**. The existing tool was first built in 1985 and is major inhibitor for technical staff as well as a frustrating customer experience. This is due to complete in the summer.
- Writing the first **WNC Digital, Technology & Innovation Strategy**, which is expected to come to Cabinet in early June (ELT receiving first draft in early May).
- Supporting the development of key business changes and transformation projects across Place, HR, Legal, Communities, Adults and in the Children's Trust.

Customer Services

Since launching the Customer User Experience Strategy (2021-2024) work is progressing on its delivery.

The four delivery hubs across West Northants continue to provide support to residents and the One Stop Shops in Northampton and Daventry have seen an increasing footfall. The Customer Services hubs have answered an average of 27,000 calls a month, with an additional 9,000 enquiries per month being handled via email. Many vulnerable residents have contacted the council about the Household Support Grant which launched in late December 2021.

Improving the customer experience through our website content

To continually support the customer experience, a team of advisors from across all our Hubs, including Complaints, meet regularly and focus on a particular customer journey via our website. These ideas, suggestions and alternative routes are then communicated to the Web Team, and content changes are completed on the back on this.

The wider Customer Services team have been involved with user testing and gathering feedback on proposed changes (School Admissions; Trading standards; Licensing; Highway's harmonisation); User testing on 'Apply', 'Pay', 'Renew', 'Report' buttons being added to the top of the website, replacing trending items. Continuous review of services that sit under the listed buttons and supplying suggestions for clearer labelling continue to be a focus of this work.

Disseminating learning throughout the organisation

The focus of the coming year will be to share the learning from our front-line teams with services across the whole organisation, so that we develop a Think Customer culture across WNC. This is being achieved through liaison meetings between customer services teams and other service areas, sharing customer stories and working together to design processes which keep the customer at the forefront of our minds.

Consolidating resources

The first year of operating as one department has shown that to meet the increasingly complex demand from residents, we need to facilitate their access to information and services (website content, online forms, use of social media etc.), but also provide our teams with the flexibility needed to support one another. This is being done throughout multi-skilling advisors and joining

up our Customer Records Management systems. We are well underway with this work, with the team in the Angel Square and Guildhall Hubs sharing a platform, and the Towcester Hub due to join them soon.

Meet customers where they are

Work has started on scoping out the activities needed to provide outreach services in our communities, in the shape of Customer Services surgeries. We are looking at the possibility of locating these in libraries, community centres, locality hubs, and bringing in partner organisations (Citizens Advice, Community Law etc.) to provide a wrap-around information and advice offer to vulnerable people, in their neighbourhoods.

The Clever Together first ever **Big Conversation** commenced at the end of February 2021 with 6,000 contributions, 5188 votes, 286 ideas, 310 comments looking at the future of West Northants and Council. The full results will be ready in May and used to help shape future locality working and will support how we engage and collaborate with residents.

Councillor Mike Hallam
Cabinet Member for HR & Corporate Services



Omicron Major Incident

The year started off with a significant challenge for the Directorate in relation to the Omicron Covid 19 variant. Following the rise in local Omicron cases and the associated fast emerging pressures on health and social care staffing levels, leading to concern regarding the ability to deliver services to vulnerable people, a strategic coordination group was held on the 6th January 2022 and a Major Incident declared.

This was in recognition that staffing pressures related to the Omicron were likely to impact on support and care services across the County.

Over the following 4 weeks the Councils adult social care and public health team took forward considerable activity to manage this impact. This involved increasing our capacity to support hospital discharges, working with the independent sector provider market to ensure people received the care and support they needed and increased support to our local providers around infection control.

Whilst the pressures in relation to staff absence have diminished, Covid remains a challenge which is likely to place ongoing stress on our services over the forthcoming year.

Workforce Recruitment and Retention Fund

In December 2022, West Northamptonshire Council announced their Workforce Recruitment and Retention Fund. This was an offer of up to £600 to all frontline care staff who were delivering CQC Regulated Activity up to 31st March 2022 or to new recruits coming into the care sector. The scheme was concluded successfully and generated 376 new recruits into the care sector, at a time when the sector was under tremendous pressure to meet demand.

Recruitment and retention will continue to be a real challenge for us over the next few years and the Directorate is looking at how we can create sustainable payrates for workers in the context of also a sustainable budget.

Integrated Care Partnership

In September 2021, the Government published Building Back Better: Our Plan for Health and Social Care. This included a commitment to develop a comprehensive national plan for supporting and enabling integration between health and social care, with a renewed focus on outcomes, empowering local leaders, and wider system reforms.

The subsequent 'Integration White Paper' (IWP) Joining Up Care for People, Places and Populations was published on 9 February 2022. The White paper sets out the Government's proposals for how NHS and local government partnerships can go 'further and faster' across the country, building on the joint-working that has been demonstrated during the pandemic and the legislative changes set out in the Health and Care Bill.

It has a particular focus on delivering integration at 'place' through the agreement and pursuit of shared outcomes across health and social care. Subject to legislation being agreed each ICS will comprise an:

- Integrated care partnership (ICP): the broad alliance of organisations and representatives concerned with improving the care, health, and wellbeing of the population, jointly convened by local authorities and the NHS.
- Integrated care board (ICB) bringing the NHS together locally to improve population health and care. Integrated Care Partnership will be statutory committees formed between (as a minimum) the ICB and the Local Authorities that provide social care services.

This will be built on existing partnerships arrangements and collaboration across the system. The ICP to be formed will be on the principle of equal partnership between the NHS and local government in delivering services.

Place for West Northants is really starting to become clearer. Our Health and Wellbeing Board is actively developing our local approach which will see the proposed creation of nine neighbourhoods across West Northants. These Neighbourhoods will have a population size of between 35000 and 55000 and will be based around groupings of local wards. Members will have an opportunity to influence how these Neighbourhood boundaries are agreed in an all member session in early May with a full report coming to full Council in June this year.

These neighbourhoods will really support us to integrate local services and deliver better outcomes for local people.

Social Care Remembrance and Reflection Day

West and North Northamptonshire Councils alongside local partners arranged a remembrance service at Abington park to mark the first national Social Care Day of Remembrance and Reflection Day taking on the 17th of March.

The day marked two years since the onset of the COVID-19 pandemic when, despite overwhelming and unprecedented pressures, all those working across social care in our county continued to show incredible dedication, skill, and tenacity in supporting those who draw on social care and support. The purpose of the day of remembrance and reflection was to offer a huge thank you to those social care workers who provided crucial care and support during these tough times, and to remember those workers and individuals in care who sadly lost their lives to coronavirus.

The Registered Managers Network in Northamptonshire, a group who deliver adult social care in our county, settled on the tulip as a representative symbol of the day and a local artist has designed printable picture. We encouraged adults and children

to colour in the tulip, add a personal message on the back and to display in their windows at home or at school.

The service was attended by around 200 people which included local children and adults who live in some of our care homes alongside Council staff and wider members of the public. The service included

- Tributes led by local Cllrs, school children and Social Care staff
- In My Life, Beatles Song, sung by WNC Staff member and school children
- Memorial Book to sign/ Thank You wall: Stories and tributes from social care staff and family members.
- Tulip planting and laying of flowers

The event received considerable media interest and will be an event we take forward every year.

Social Care Reforms

In March we got sight of the detail related to the expected reforms to Adult Social Care which will significantly change the way people contribute to the cost of their care. The reforms which will be implemented in October 2023 will require significant work to ensure we can deliver the associated changes. I will be bringing a report to cabinet shortly which sets out the implications for the Council and the work we need to take forward.

Public Health

At the end of March Northamptonshire's Director of Public Health, Lucy Wightman left her role to join Essex County Council. I would like to thank Lucy for all of her support during her time with us and particularly the support she provided to local people during the pandemic.

In December last year both North and West Northants Councils agreed to disaggregate the county wide public health function. This will mean that each Council will have its own Public Health team. In order to take forward this change, we have appointed Sally Burnes as West Northants interim Director of Public Health. Sally was previously working in our Public team and will remain in post until we recruit a permanent Director of Public Health.

Councillor Matt Golby
Portfolio Holder for Adult Social Care and Public Health

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Planning Policy

Following the examination into the Northampton Part 2 plan in November 2021, the Inspectors have sent a note to the Council setting out their initial findings. A Council response to the note has been sent to the inspectors. We now await further correspondence from them. Some modifications are being made to the plan in accordance with the Inspectors request and we are looking to adopt the plan later this year.

Approximately 2,000 comments were made on the consultation on the Strategic Plan options. These are being analysed, and a report on the key issues arising from the consultation will be reported to Planning Policy Committee. The number of consultation responses exceeds expectations and the need to log and consider these responses has required extra resource to be applied and resulted in a delay in proceeding to the next phase of plan development by some weeks.

Consultation is currently underway on the Conservation Area appraisal for Canons Ashby.

A Mitigation Strategy for the Gravel Pits Special Protection Area was adopted at Policy Committee in March. This requires financial contributions from developers to provide measures to protect internationally important birds, such as wardening, fencing and information boards.

Following a decision at Policy Committee in March the Neighbourhood plan for Great Houghton will proceed to a referendum on 5th May.

We have also commissioned the development of Supplementary Planning Guidance to assist with the determination of employment sites in the South Northants area providing more clarity to the policies included in the Local Plan.

Development Management and Enforcement

Planning application and Enforcement caseloads continue to be very high, and we are taking steps to recruit to vacant posts and also bringing in agency staff to reduce the backlog of work. We are at the early stages of transformation of the service looking at structures and ways of working so that it feels and functions as one team rather than three separate ones. We are going through the approval process of delivering a single planning software system across the West which will greatly help the work of the team to share resources and work pressures across the west.

At the same time as going through transformation we are reviewing our processes and practices to have a consistent and streamlined approach. We have also been updating the web pages with the aim to have the same planning information for all three former areas on the WNC website rather than different information on the legacy websites. These now include information on Planning Committee; Planning Enforcement; how to view and comment on applications; whether planning permission is needed.

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21ST April 2022

Finance

As we progress into our first financial year end as a unitary council, I wanted to focus this update on the revenue monitoring position.

I'm pleased to report that we are still on target for a balanced financial revenue outturn position, and it is now likely that we will not need to draw down from the £5m general contingency budget, that was set aside for any unforeseen events.

Officers have worked hard during the year to deliver their savings proposals, understand and grip their detailed budgets, and maintain financial control in some quite challenging circumstances.

With that being said, there is still an element of financial risk, as you would expect from a large and complex organisation in its first year of operation, and work continues from officers to assess, and mitigate any adverse financial implications that may arise.

However I'm cautiously optimistic that we will outturn on a favourable financial position to put us on a firm financial footing for 2022/23 financial year and beyond.

Assets & Environment

Property Strategy and Estates

Since the last update provided in December 2021, the initial phases of the restructure have been completed and James Aldridge has been appointed as the Head of Property Strategy and Estates. Unfortunately, since the last update, Len Jones, the former estates lead from Daventry District Council has chosen to leave the Council. His post remains vacant pending the finalisation of latter phases of the restructure.

Over the last three months, the Property Strategy and Estates teams across the West have continued to collaborate to implement standardised process and procedures in relation to legal instructions, disposal, and wider asset management activities. It has continued to work on regularising the estates data within the former Northampton Borough Council estate, and the AutoCAD project to prepare plans for all former NBC properties is progressing well and is helping to implement robust and structured estates management practices.

In terms of the other key projects that are currently ongoing,

- **Estates Coding** – A standardised estates coding for the Council has been agreed. For simplicity this will follow the former County Council's structure, used on former District areas. New "D" Codes will be created for the DDC Portfolio, "S" Codes for the former NBC and "N" codes for the former NBC portfolio. An asset mapping exercise is currently

being completed by the Asset Records Team and we hope to implement the new structure in Q1 2022/23.

- **Asset Valuations** – A new asset valuation matrix has been created following an exercise within the estates team to amalgamate the Fixed Asset Registers from the predecessor councils. We are currently reviewing the data and ensuring the naming conventions are consistent and, where needed, reclassifying any properties where their current CIPFA Coding does not accurately reflect the current use of the properties. We are likely to procure a new external valuer but this cannot start until the Framework (through ESPO) have been implemented (Q2 2022/23).
- **Aged Debt** – We have now completed an extensive review of the debt position from the NBC portfolio which stands at around £2.2m. Around £2m of this has been accumulated since Feb 2020. We are currently working with Debt Recovery to agree processes for wider tenant engagement and are also considering the potential impact that the Commercial Rent (Coronavirus) Bill may have on the Council's ability to recover all of the debt.
- **Portfolio Review** – We have continued to review the corporate portfolio and identify outstanding lease events. This work is still ongoing, but our understanding has increased since the last update. Once implemented and all lease events resolved, it is likely that this will generate significant
- **EPC Assessment** – As part of the above Portfolio review, we are also assessing current EPC assessment, principally within the investment category at this stage, and will shortly start the process of procuring an EPC on those properties where one is currently not available, or where it has previously expired. This is to assess the potential impact on the Council of the changes to the Minimum Energy Efficiency Standards which come into force in 2023 and could have capital implications for the authority.

Facilities Management

Management

Since the last update provided in December 2021, the initial phases of the restructure have been completed and Jason Chambers has been appointed as the Head of Facilities.

Returning to the offices

Working with Corporate, Health, Safety and Wellbeing, HR, Transformation, and the trade unions to ensure appropriate measures are in place following the cessation of Covid-19 related restrictions. This included a range of methods to support staff returning to the offices:

- Revised risk assessments for all HQ accommodation.
- Creating a generic assessment to support building managers located outside of the HQ's.
- Resetting our HQ accommodation to ensure space allocation meets the need of the services.
- A managers' checklist of key activities to support their teams to return.
- A building user guide for HQ accommodation.
- Creating the WNC Facilities Intranet pages; this is expected to go live shortly.
- For consistency (and supporting introduction of a saving) introduction of free milk at all our HQ accommodation.

Coroner's Service relocation

The service has enabled the Coroner's service will conclude its relocation to the Guildhall on Friday 1st April. The smaller inquests moved to the Guildhall approximately 2-3 months ago. The larger inquests

and the office accommodation will be hosted from the Guildhall following the office move this Friday. This provides the service and clients with a venue befitting of their needs. The move was delayed due to the reopening of the temporary Mortuary at Wollaston. This was also a project the Facilities Management team supported the Coroners to deliver.

Staff consultations

- Post room integration – The restructure concluded on 18th March 2022. The project will shortly commence on a transitional process to integrate the four former Post service into one WNC service based at the Guildhall. Whilst there are some implementation challenges this is expected to realise a £100k pa saving.
- Receptions and Facilities Administrators – This former NCC team based out of One Angel Square included the Receptions and Business support functions. In order to provide a consistent customer experience across WNC the roles have been disaggregated with the Receptionists moving from Assets and Environment to the Customer Service team from 1st April 2022. There are no savings associated to this consultation.

Collaborative Working Agreement

The Service supported NNC with the management of their property portfolio through reactive and planned maintenance activities. We have successfully closed the CWA and transferred all operational responsibility for Facilities Management to NNC.

St Johns and the Vulcan works

The Service has worked across Assets & Environment to transfer the operational ownership of these facilities to the new provider, procured by the Regeneration team.

Current projects

There are several projects underway which the Facilities Management team are either leading or have a key role within:

- Office optimisation – Working to create a property portfolio that fits the needs of WNC both in terms of accommodation and budget.
- The Guildhall roof works – an extensive project to the repair the roof at the Guildhall. This is due to conclude by early the April.
- Integrated access control system for WNC – Approval has been given by ELT and a paper is being prepared for the Capital & Assets Board.
- Integrating the Facilities Management Helpdesk service across WNC – Currently in feasibility stage. The requirement currently managed slightly differently across WNC. Expected outcome to have one integrated Helpdesk for WNC.
- Driver Policy/Handbook - Working with colleagues from Waste (Tove depot) to develop a policy that suitable for all drivers at WNC.
- A number of procurement activities taking place:
 - New Audio-Visual system for the Guildhall to support Member meetings, and also income generation through conferencing and events.
 - Cleaning – Currently in evaluation for 3+1 years contract for WNC, expected to be awarded in May 2022. This included for the former NCC and SNC requirements. The DDC and NBC requirements will be reviewed during the term of the contract; currently these are in-house.
 - Security – Awarding a WNC agreement to bring the former NCC, SNC and DDC contracts in line with contracts awarded by NBC prior to vesting day. This will allow for the full WNC requirement to be reprocured in 1-2 years' time.
 - Grounds maintenance – transferring the former NCC requirement into the former NBC contract. This is to ensure we have continuity in service and management for WNC.

Works

Management

Since the last update provided in December 2021, the initial phases of the restructure have been completed and Colin Barratt has been appointed as the Head of Works.

Property Maintenance & Assurance

Term maintenance contracts

Existing term maintenance arrangements of the predecessor councils has been completed and the re-procurement of term maintenance contracts covering activity such as electrical, mechanical, building fabric, lifts etc has begun. Where possible we have sought to provide opportunities for local SME's via open tenders.

Statutory and mandatory compliance

Statutory compliance continues to be delivered via existing arrangements including landlord gas safety inspections, fixed electrical testing, water management etc.

Procurement is currently underway to commission fire and water risk assessments, asbestos, and radon surveys of assets where an existing condition survey cannot be located.

New arrangements have been put in place to respond more effectively and efficiently to remedials from mandatory servicing and inspection. This includes setting a pre-arranged schedule of rates for parts and labour where failures are identified to continue with replacement whilst on site. Activities where this arrangement benefits are thermostatic mixing valves and emergency lighting.

Planned maintenance and minor works

A wide range of works continue, including:

Lighting at the County Records Office: This has been replaced with LED. This has had an immediate benefit to employees and visitors providing them adequate compliant lighting levels, and reduces energy use. Work continues to address other environmental concerns such as heating and humidity.

Judges Lodgings: Works including replacing floor finishes and decoration have started at the Judges Lodgings to bring the accommodation to a suitable standard and to isolate the building systems from the neighbouring Sessions House.

Wootton Hall Park: Pre-demolition works have started at Wootton Hall Park; Ex-DVLA, Bolton House and Trading Standards.

Brackley Cricket Club: Works to resolve a long-standing drainage issue at Brackley Cricket Club have been completed in time for the new cricket season.

Temporary accommodation: Working with housing colleagues eighteen houses in Daventry have been refurbished to provide essential accommodation for the most vulnerable within the area. Six houses are now accommodated.

Elderly People's Homes (EPH): Refurbishment of water damaged shower facilities, undertaking works that have been identified via Fire Risk Assessments (FRA) and undertaking works that have been identified via building condition surveys. This work is ongoing.

Historic Monuments: Repair of Denton Dovecote is currently in progress; this is challenging due to heritage & ecology restrictions (bats) as well as being located on privately owned property. A detailed structural survey has been undertaken and planning and heritage discussions are underway.

Intruder Alarms: Various intruder alarm systems are being upgraded in 14 properties.

Roof Refurbishment: 4 buildings have been identified as needing roof works with procurement commenced for 2 of them.

Schools works: These are being undertaken in phases whereby each school has a condition survey completed to identify issues. Works are then undertaken to ensure that they are safe, warm and dry. Works include roof replacements, fenestration, drainage, structural and internal improvements.

- *Phase 1:* This is complete with works having been carried out on 14 local authority-maintained schools.
- *Phase 2:* This work to 13 authority-maintained schools is currently in ongoing with 9 schools completed, 4 in progress.
- *Phase 3:* Condition surveys are complete on a further 8 authority-maintained, 4 schools in progress.
- *Phase 4:* 8 schools identified for condition surveys pending 2022/23 funding availability.

Northampton PFI Schools

A new 30 place special educational needs (SEN) unit has been developed at Blackthorn's Primary School to meet urgent demand within Northampton town for places. An additional 50 place SEN unit at Hunsbury Park Primary has been approved for delivery. Further projects are currently at feasibility stage.

We have successfully negotiated a commercial settlement of £380k for benchmarked facilities maintenance costs in the context of the contractor expecting just over a million. The team continues to ensure performance is managed; the Council is also on course to deduct nearly half a million pounds in performance deductions for the year.

Policies

Asbestos, water, fire, and radon corporate policies are currently in draft form to be consulted on within the organisation prior to being presented for approval and adoption.

Construction

The team is working on a wide range of projects from feasibility to construction. Highlights among the construction projects include:

Mulberry Place, Daventry: The remaining issues with the cinema were overcome and fit out works completed on 3rd March 2022. This was celebrated at an opening event to which Councillors and Officers previously and currently involved in the project were invited. The fit-out was completed to a high standard creating an attractive, comfortable and luxurious environment which should prove popular with customers. The leases were completed on the two restaurant units with Dough & Co and Amour Burger and fit-out has commenced with the floor slabs being installed. It is anticipated that these will be open by May. The new public realm and its fountains are an attractive feature, already appreciated by children.

Marie Weller Primary School, Towcester: The new primary school opened in September 2021. A few snags remain to be rectified which will take place during the Easter school holiday. The building is currently operating on temporary electricity supply due to the permanent supply not yet being provided by the network operator (UK Power). This is currently being delayed by the wayleave process and the completion of the lease with the academy. The permanent supply is an improved design from that originally proposed which should save the Council circa £40k. It has been agreed with the Education Team to explore the possibility of fitting a solar PV system at the school, this would likely be a 12kW system.

Radstone Primary School, Brackley and Silverstone Primary School: The defects correction work that remained as a result of the previous contractor (Lakehouse) going into liquidation is now complete. Legal work between the Council and the contractor's administrators is ongoing.

Braunston – Daventry Cycle Track: Phase 1 (Middlemore, Daventry to Canal & River Trust (CRT) access track near Braunston Tunnel Portal on the Grand Union Canal) has been completed and is now open for use. It is proposed that the unspent budget of £230k from the original £720k budget funded from CIL be carried forward for use on Phase 2 which will be located on Canal & Rover Trust (CRT) land and so requires its cooperation and partnership working. CRT has appointed a project manager and consultant designer to progress this work to investigate options will shortly commence. Funding from CIL is being sought for a further £500k to fund Phase 2.

Northampton Guildhall: Major scheme of roofing and allied repairs. Opening the roof has revealed a combination of conditions better and worse than indicated on the original survey. Consequently, there have been some savings and some additional costs. The Council's contract administrator is projecting an overspend of around £50k. The work has recently been completed, having taken much longer than first programmed by the contractor. The delay has mainly been due to the contractors poor planning and inefficiencies. The contractor has not performed well in some aspects of the works and allowed water ingress into the building which has damaged some of the artwork which is being repaired via a claim on the contractor's insurance.

There is also a project in feasibility stage to replace and relocate the boilers. Various options are being investigated with the aim of improving energy efficiency and improved access for easier installation, maintenance and replacement.

Professional services frameworks: This procurement is nearing completion. Consultants have submitted applications to provide a range of professional services as part of the Council's new framework contract. This will enable the Council to secure good value in a timely way and maximise the opportunity for local and smaller businesses to provide services to the Council and other public bodies. The applications are currently being evaluated with the intention of awarding in April.

Northampton Leisure Centres: Major scheme of replacement plant and equipment. An initial phase of work to replace boilers at the Mounts Baths Swimming Pool is proceeding, with completion planned for the end of March. This was delayed whilst asbestos was removed. Works at Lings Forum were completed in February. Options for work at Danes Camp are being evaluated. Options for a second phase of work for Mounts Baths is also being evaluated. Whilst undertaking design and installation work, it has been discovered that works to reduce fire risk at the leisure centres is likely to be required and so a budget has been approved for any works identified by a Fire Risk Assessment.

Northampton Watercourses: A review of the watercourses owned by the Council is being undertaken to put in place arrangements for their safe and sustainable management, including potential works. The watercourses have been added to the Council's digital mapping system and identified issues are being recorded and options for solutions will be investigated and costed. Budget will then be sought to address the issues. The Innovative Flood Resilience Project (see below) funded by the Environment Agency will integrate with this project.

Units 4 - 14 High March, Daventry: This project is to convert and refurbish 6 existing, individual, dilapidated commercial units that are adjacent to each other in a block to create circa 30,000 ft for a single tenant that needs to expand its business. The units will be refurbished to high environmental and energy efficiency standards with Net Zero in mind. A budget of £1.8million has been approved. Multidisciplinary consultants have appointed for design and costing and are working on options and this will enable the full project budget and business case to be determined. The tenant has confirmed how it would wish the units to be configured to suit its business. Rental income will be received from the tenant. Once the design and specification has been finalised, it is proposed to use a contractor from the Council's own construction framework to undertake the works, potentially commencing in June. The Council owns a significant number of similar units and this project will inform any future refurbishments projects.

Completion of Highway Infrastructure at Middlemore Residential Estate, Daventry: Tenders will shortly be sought for completion of the remaining unsurfaced length of carriageway and footway at Middlemore, Daventry.

Legacy Bridge, Grand Union Canal Towpath, Braunston: This is a Canal & River Trust (CRT) project to replace an existing narrow footbridge which carries the towpath over an entrance to Braunston Marina. Braunston is at the heart of the canal network and an iconic location for canal tourism and this generates substantial footfall. Use of the existing footbridge requires users to ascend and descend steep steps, thus it prevents a barrier to anyone with mobility challenges. The CRT has been left a legacy sum of £164k towards replacing the bridge with a new bridge that will be wider and will have approach ramps at suitable gradients instead of steps, thus making the towpath more accessible. However, the cost is estimated at circa £300k so the CRT is seeking funding contributions towards the project. It is proposed that WNC works in partnership with CRT and contributes £100k to support the implementation of the project. This will still leave a shortfall, but CRT has other sources of funding to pursue. The funds would be from the former Daventry District Council CIL funds that were unspent from a previous canal bridge project at Crick, which was also delivered using a partnership approach.

Westbridge Depot – New Accommodation for NPH: The Council has agreed with NPH to provide it with 500m² of new accommodation (known as the Engagement Building) at Westbridge Depot. The Council is due to provide this by September 2022, up to a cost limit of £1m plus demolition works (if required). Any further investment would be the Council's choice. NPH will enter a lease with the Council for the accommodation. Options have been explored and constructing a new modular building is the preferred solution.

However, it has been determined that there are potential limitations on what can be achieved at the current location of the NPH offices at Westbridge as there is a substantial fuel storage facility adjacent to the site and Health and Safety Executive (HSE) guidance on new development in the proximity of this would need to be followed. Confirmation on what would be acceptable is being sought. There is ongoing liaison with NPH as location and timescale are impacted.

Delapre Park – Active Travel Scheme and Cycle Hub: With the assistance of the Council, Delapre Park made an application to the Government's Active Social Prescribing Fund for circa £1.5 million as a Social Prescribing Pilot. The proposal was awarded £93k revenue funding to develop a feasibility project and this could lead to further funding to implement a pilot project. The evidence gained from the pilot could then be used to seek the full amount of capital funding. Applications have been submitted internally for CIL funding and Public Health Grant funding to support the implementation of the project should only partial grant or no Government grant be awarded.

The pilot will focus on enabling greater adoption of green and active travel, focussing on both improved infrastructure and supported behavioural changes through programmed activity and the development of a 'Cycle Hub' social enterprise. The pilot would be delivered in conjunction with the Thriving Communities funded programme. West Northamptonshire Council would lead on the infrastructure improvements within the open spaces as asset owner. The Thriving Communities fund programme seeks to increase awareness of social prescribing and improve the range and access to social prescribing activity. The partnership is made up of Northamptonshire Sport, General Practice Alliance, Northampton Leisure Trust, and the University of Northampton. The Council supported the application and will deliver the infrastructure.

Delapre Park – Gate Lodge Conversion – Feasibility work is being undertaken to determine if the currently vacant and dilapidated lodge can be renovated and reconfigured to provide office and meeting accommodation for the Far Cotton & Delapre Community Council.

Abington Park (East) Toilets: The existing toilet block and changing facilities on the eastern part of the park are subjected to repeated vandalism and the flat roof of the changing facilities is a health and safety concern as people climb on to it and that could result in injury. The project is to relocate the facilities to a location where they are subject to greater natural surveillance to deter vandalism, and to demolish the existing facilities. The preferred location will be determined by consultation with users of the park, an assessment of whether the preferred location is reasonably practicable in terms of capital and revenue costs associated with the location and whether it would meet the objectives of security and practicality. The initial cost estimate is £1.2m and it is proposed that this be funded from CIL.

Queen's Green Canopy: To celebrate the platinum jubilee of Queen Elizabeth II in 2022, the Queen's Green Canopy (QGC) tree planting initiative has been created. This "invites people from across the United Kingdom to "Plant a Tree for the Jubilee". WNC's role has two aspects: Firstly, engaging with parish councils and community groups to help them achieve suitable planting. Secondly, to agree and secure planting on WNC land. In both cases this needs to include consideration of the future management of maintenance of the trees. In order to deliver the second aspect, it will be necessary to have funding for the purchasing and planting of semi-mature trees on WNC land. This will ensure that trees will have an immediate impact, become useful as habitat and are sufficiently robust to withstand possible vandalism. Therefore, applications have been made for £50k CIL funding from Public Health Grant and a decision is awaited.

Long Buckby Flood Alleviation Scheme: Working with the Flood Resilience Team to deliver a flood alleviation scheme which is at design stage, but further investigations into utility locations and pipe conditions along with statutory approvals from Anglian Water are required before moving the project to tender and construction stage.

New Care Home in Towcester: Feasibility work is currently underway regarding constructing a new care home with circa 80-100 bedrooms to enhance provision in the area.

Proposed New Schools: Feasibility work is proceeding on the following:

- New 2FE primary school on the Overstone Leys SUE funded from S106 contributions.
- New 2 FE primary school on Norwood Farm SUE funded from S106 contributions.
- Conversion of a former young people's secure unit at St John's, Tiffield to provide an extension to the existing Gateway SEND School which is on the same site.
- Conversion of an existing building at Elizabeth Woodville School at Roade for SEND provision and construction of a new SEND unit on the same site.

Other School Works:

- Work is in progress on the provision of new toilets and a covered outside play area at Pitsford Primary School.
- The project to refurbish mobile classrooms at Clipston Primary School has been completed.
- Project at Harlestone Primary School to provide a new MUGA & playing fields drainage funded from S106 contributions is underway.
- Conversion of an existing building at the Dantre and Southbrook Learning Village (DSL) at Daventry for SEND provision with a budget of £500k. Consultants are being commissioned to design the facility.

Councillor Malcolm Longley
Cabinet Member for Finance

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**Summary of the decisions taken at the meeting of the
Cabinet held on Tuesday 7 December 2021**

1. Date of publication of this summary: 7th December 2021
2. Deadline for requests for call-in (detailing reasons for doing so): 5pm, 14th December 2021
3. Earliest date for implementation of decisions: 15th December 2021
4. Urgent decisions taken and not subject to the call-in procedure: 7th December 2021.

Agenda Item and Recommendations	Decision
<p>Agenda Item 5 Corporate Plan Performance Report – 2021-22 Q2</p>	<p>RESOLVED: Cabinet noted the content of the appendix covering the second quarter of 2021-22</p> <p>REASONS RESOLVED:</p> <ul style="list-style-type: none"> • The report was for information purposes and discussion only, there were no direct decisions to be made following the report • The council was required as part of Local Government Act 1972 to report performance of the council to members <p>ALTERNATIVE OPTIONS: None</p>
<p>Agenda Item 6 2021 Employee Survey Results and Draft People Strategy</p>	<p>RESOLVED: That Cabinet</p> <ol style="list-style-type: none"> a) Noted the findings of the activity to date around employee engagement b) Noted the development of the draft People Strategy c) Noted the headline Employee Survey results d) Agreed to receiving a finalised People Strategy in early 2022. <p>REASONS RESOLVED:</p> <ul style="list-style-type: none"> • To enable the Head of Paid Service

	<p>to have a robust strategy in place to support all employees and help to become an employer of choice</p> <ul style="list-style-type: none"> • Our people are our key asset, and we need to ensure we support all our employees in their development in West Northants Council to help maximise their productivity and to support the delivery of the key priorities for the council. • To share with Cabinet all background information and a position statement on employee views as part of this information paper before further activity is undertaken. <p>ALTERNATIVE OPTIONS: Work would continue finalising the People Strategy and there would be choices made in terms of its key themes and activities once the employee survey data has been analysed.</p>
<p>Agenda Item 7 Blueprint Change – Director of Public Health</p>	<p>RESOLVED: That Cabinet;</p> <ol style="list-style-type: none"> a) Agreed that the blueprint would be amended from 31st March 2022 to include a separate Director of Public Health for North and West Northamptonshire Councils. b) Noted that the Director of Public Health for West Northamptonshire Council will be funded by the Public Health Grant in accordance with s73A (2) National Health Service Act 2006. c) Noted that the Senior Appointments Employment Committee and the Chief Executive to take all necessary actions to complete the recruitment process and appoint a Director of Public Health for West Northamptonshire Council in conjunction with the Office for Health Improvements and Disparities at DHSC and the Faculty of Public Health. d) Noted that the salary of the post would be in line with the Pay Policy agreed by Council in February 2021.

REASONS RESOLVED:

The reason for the recommendation was to secure the specialist capacity and capability of a dedicated Director of Public Health to meet the statutory duties of the Council in relation to the health and wellbeing of West Northants residents, and ensure we maximise the opportunity of public health working more closely with our other unitary services to improve the wellbeing of our residents.

ALTERNATIVE OPTIONS:

As part of the discussions and review we had considered three alternatives:

- i. Maintaining the single shared DPH
- ii. Putting two new Assistant Directors in place as dedicated North/West Senior leads reporting to a single DPH, and
- iii. Creating dedicated DPH roles in each Council

Maintaining the single shared DPH.

- The focus on the ICS and the shared role approach, with the emerging levelling up agenda means that North and West Northamptonshire Councils need to review the benefits of the shared arrangement.
- There were clear opportunities to link up a range of community, wellbeing and people services to deliver better outcomes for residents and to make the most of the responsibility now sat with the unitary councils for all elements of local government.
- Each unitary now delivered adults social care, public health, economic development, education, housing, leisure and community services and this enabled each council to positively influence the key determinants of wellbeing, such as jobs, housing and access to green spaces; and links services in a way that was more challenging in the past.
- Both Councils want to develop

strategies that focus on local prevention and early interventions, and both have signed up to the ICS principles of population health management and outcomes measures with targeted local delivery designed to reduce local health inequalities and address local health issues, these vary across place, and this is reflected in the plan for the ICS and council services to operate at locality level.

- There would also be a need to join up the people and place commissioning services in each Unitary with the DPH, Adults, Children's and property commissioners all working together to inform place shaping and address specific local health inequalities in the two new areas.
- The new ICS design recognised the benefits of a single population health strategy for the county underpinned by an outcomes framework that all partners work within to reduce inequalities and into which the DPH would feed.
- However, it was also recognised that there would be two "places" (set on the unitary boundaries) that would have their own health and wellbeing strategies and boards which understand and focus on the characteristics of North and West Northamptonshire' residents and specifically tackle the health inequalities, long term conditions and poor health at a local level to make sure services reflected that local need.
- It was a statutory duty of each Council to meet the needs of residents and it was important in the emerging Council strategies that there was a focus on local need and how resources and assets were deployed to ensure that people of all ages had the best life chances. It is the view of the Executive that these aims would be better supported by having a dedicated North and West

DPH.

- While sharing a DPH provided joined up thinking and alignment across the county and with health partners working at county footprint levels, there was a risk that there would be less focus on unique characteristics and needs of each unitary boundary and the specific wider determinants of health that affect them.
- It would be important that the DPH work closely with other Council officers responsible for People and Place. Whilst these relationships had been progressed by the current postholder, working across organisations reduced the DPH's capacity to achieve even greater integration and the best possible use of assets and resources to improve outcomes.
- This was not therefore considered the best option for the Council.

Establishing three new Assistant Directors as dedicated North/West/CCG Senior leads reporting to a single Director of Public Health

- The above option (which was part of the original Blueprint) had been considered and was the recommendation of the existing DPH, this option was not however recommended as the statutory responsibility for North and West Northamptonshire Council remained in a shared post and created the potential for conflicting priorities and focus between a shared DPH and dedicated Assistant Directors.

Creating dedicated Director of Public Health roles in each Council

- Creating dedicated DPH roles in each Council was the preferred option of the Executive. The considerations above regarding the reasons why a shared DPH was not considered to be the best option highlight that a single DPH would

ensure the best accountability and focus on resident outcomes. It should however be noted that an additional cost will result from this option.

- There would be an increasing need for the Council and members, who were responsible for their populations, to evidence local focus and address the levelling up agenda for the two council areas, request local interventions and make budget investments that match local priorities; these would not always be aligned between the Councils and a single DPH has been recommended so sole focus and decisions could be based on a single council area.
- Having a single DPH in each Council addressed the needs outlined within the report and created clear accountability for residents in West Northamptonshire. It would also provide a clear line of sight for members and a clearer alignment of roles, budget, services and focus.
- When health leaders and chairs were advised of the proposal to move to a single DPH, they raised that the split could undermine the work done to date and the agreed principle of the ICS having a single population health management strategy and capability and a single cross cutting county health and wellbeing strategy.
- To mitigate these concerns, the Chief Executives and Leaders of both North and West Northamptonshire Councils' entered into discussions to agree and reinforce the authority's continued commitment to their principles.
- The Councils also agreed that a key component of the new DPH duties and job descriptions would be the requirement to collaborate with the CCG/ICS and other Council DPH counterpart in the creation of joint strategies whilst recognising that below this each of the two "Places"

	<p>(unitary council footprints) in the county would each need to have their health and wellbeing strategies that were overseen by the Health and Wellbeing Boards in each.</p> <ul style="list-style-type: none"> • In addition, it was also agreed that the Councils would continue to support a shared intelligence and decision-making unit by providing analysts capacity to make sure that the unit could support system wide evidence and intelligence to inform policy. The detail of this arrangement would be developed further with the ICS. • This option had been subject to consultation with the current post holder, Office for Health Improvement and Disparities (OHID) and with health colleagues. OHID and the Faculty of Public Health had confirmed this change could be executed, assisted with the development of a new Job Description and would be part of the planned recruitment processes as this would be a jointly appointed role between OHID, a Faculty Assessor and the Council. • The current postholder had been consulted throughout the process. Employment policies and procedures would be followed with regard to the current postholder.
<p>Agenda Item 8 Customer Experience Strategy 2021-24</p>	<p>RESOLVED: That Cabinet approved the Customer Experience Strategy 2021-2024 and supported its implementation across the Council, on the basis of all costs and financial benefits being captured as part of the Customer Experience, Intelligence and Innovation programme of work.</p> <p>REASONS RESOLVED: The Strategy allowed us to align activity at the front door with the wider Council vision and priorities, and facilitated the delivery of the Council plan in the following ways:</p> <ul style="list-style-type: none"> • Green and clean: the strategy would allow people to contact us in the most effective way, in line with their

needs, and would provide localised customer services where they are needed, thus reducing the need for people to travel to our offices.

- Improved life chances: increasing access to the right information and advice, at the right time, and provided wrap around support when needs are complex can be a powerful tool in levelling life and health inequalities. As such, the Customer Experience Strategy sets out how we would work with people to improve their life chances and positively influence the wider determinants of health.
- Connected communities: accessibility is one of the main themes that would be focusing on during the implementation of the strategy. This was not just physical and technological connectivity, but also access to social networks and voluntary, community and grassroots organisations.
- Thriving villages and towns: by supporting people before needs escalate (by preventing them falling into debt, providing advice on support available, putting them in touch with the most appropriate agencies) we could contribute to making our areas of the county economically and socially vibrant. We also wanted to provide services to people travelling to the county and businesses which operate here.
- Economic development: access to the right education, at all ages, and employment support were critical pre-requisites of economic health. We will make information about services available in the most accessible format, via a variety of channels, making it easier for people to remain economically resilient.
- Robust resource management: the strategy set out a number of approaches which would not only effectively manage demand, by directing people to the most

	<p>effective channel, but would also save costs on the end-to-end customer journey, by removing unnecessary steps (inputting of information from one system to another, unnecessary tasks in the back office and at the front door, proactive updates to avoid chase ups etc). We had been very keen to maximise the value that technology can offer, by deploying solutions such as mail-bots, phone-bots, live chat etc, so that people were assisted while navigating our services, so they get the right response, at the right time, in the right way.</p> <p>ALTERNATIVE OPTIONS We could continue to operate as we do, but this would not build on best practice, the wishes of our Elected Members and customer feedback.</p>
<p>Agenda Item 9 Bus Lane Enforcement Update</p>	<p>RESOLVED: That Cabinet:</p> <ul style="list-style-type: none"> a) Noted progress regarding the Bus Lane Enforcement Project, the results of the review of the usage of the St James' Road bus lane and the outcome of the public consultation regarding the bus lane at St James' Road. b) Agreed that the recommendations in paragraph 6.3 should be implemented as soon as possible to include: <ul style="list-style-type: none"> i.) That the necessary steps would be followed to amend the Traffic Regulation Order (TRO) governing the bus lane in St James' Road so that it is operational during the morning peak only (07.30am – 09.30am) and that at the same time as changing the order, the revision would also permit private hire taxis and scooters to use the bus lane. In order to amend the TRO, it

was necessary to follow a statutory process which involved publishing a proposed revised order and consulting on the contents, however given the responses to the consultation recently undertaken it would be not expected that this would prevent the TRO from being amended.

ii.) The camera on St James' Road would be removed from its current location, to be re-sited either at an alternative position on the Weedon Road / St James Road bus lane or at an alternative suitable location within the West Northamptonshire area.

iii.) Enforcement utilising the camera in its current location would cease following the expiration of the call-in period relating to this report.

- a) Supported the continued use of Bus Lane Enforcement in West Northamptonshire at suitable sites.
- b) Agreed that delegated authority be given to the Executive Director for Place Economy and Environment, in consultation with the Cabinet Member for Environment, Highways, Transport and Waste, considered and take all (legal and operational) steps necessary to install bus lane civil enforcement equipment at suitable sites identified in the future across West Northamptonshire.
- c) Agreed that delegated authority be given to the Executive Director for Place Economy and Environment, in consultation with the Cabinet Member for Environment, Highways, Transport and Waste, to take all steps necessary to amend enforcement or remove bus lane civil enforcement equipment at those sites as deemed necessary.

REASONS RESOLVED:

	<ul style="list-style-type: none"> • For the council to have listened to and have responded appropriately to concerns raised by residents, taking into account the results of a technical review; • For the Council to have promoted bus lane priority in order to enable efficient public transport and sustainable, low carbon travel options; • For the Council to have acted in accordance with legislation and manage its resources. <p>ALTERNATIVE OPTIONS:</p> <ul style="list-style-type: none"> • Re-siting the camera close to the junction with St James' Mill Road and Byfield Road facing inbound. • Re-siting the camera closer to the Railway Station facing outbound – this is the original preferred location however may need Network Rail agreement to site the camera on their bridge. • Turning the camera in its current location to face inbound – however this was not an optimal view as it would be impacted by a nearby tree and would include the pedestrian crossing in the evidence and so is likely to lead to more appeals. • Retaining the camera in its current location. • Removing the camera to be re-sited either on the Weedon Road.
<p>Agenda Item 10 Transformation Update Quarter 2 2021/22</p>	<p>RESOLVED: That Cabinet noted the content of this report.</p> <p>REASONS RESOLVED: Updated paper for information only no decisions required.</p> <p>ALTERNATIVE OPTIONS: None</p>
<p>Agenda Item 11 Northampton Towns Fund - Skills and Social Enterprise Development Fund</p>	<p>RESOLVED: That Cabinet.</p> <p>a) Approved the business case for the Skills and Social Enterprise Development Fund project to draw down on £500,000 of Towns</p>

	<p>Funding.</p> <p>b) Noted the next steps of project development that officers would finalise the grant criteria, scheme and process the grants in partnership with West Northamptonshire Social Enterprise Towns - WNSET (please see below for further detail on WNSET)</p> <p>REASONS RESOLVED: The recommendation has been made so the regeneration of Northampton town centre can continue as set within the TIP.</p> <p>ALTERNATIVE OPTIONS: None</p>
<p>Agenda Item 12 Vehicle Maintenance, South Area Waste and Cleansing Service</p>	<p>RESOLVED: That Cabinet approved the recommendation to award the contract to Cherwell District Council for a period of three years with a possible two-year extension.</p> <p>REASONS RESOLVED:</p> <ul style="list-style-type: none"> • The waste and cleansing service must continue without disruption to households and businesses, and the Council had a responsibility to ensure the vehicles were safe to drive and operate. • The recommended course of action would identify the most cost effective and reliable solution. • To accord with the statutory duty to collect waste and keep the streets clean. <p>ALTERNATIVE OPTIONS:</p> <p>The Assistant Director for, Highways and Waste and the Waste and Cleansing Manager had identified three options for future provision of the service:</p> <ol style="list-style-type: none"> 1. Undertake a procurement exercise using the YPO Framework Agreement 921 for an outsourced service for maintenance. 2. Enter into a new Service Level Agreement with Cherwell District Council under revised and improved terms to the previous arrangement.

3. Operate a hybrid arrangement with part of the service done in-house and part outsourced.

- The advantages and disadvantages of the three options had been analysed and are listed in Appendix A.
- Each option has been explored to assess the overall cost, certainty of cost and flexibility of service to determine which solution to choose.
- The options had been assessed using the same criteria to ensure a fair comparison and due diligence checks had been carried out as part of this.
- Cherwell District Council had submitted a bid for the service based on an estimate of £305,000 for the first year. This is an estimate of the likely costs for parts and labour based on the age and type of the fleet. Although there would be some risk with a contract priced in this way it is believed that this would be the most cost-effective option and there was an existing working relationship from when the service was under shared management. Entering a contract with another local authority, rather than a commercial supplier, was preferred and the contract would be based on partnership principles of providing a good public service. Costs for subsequent years would rise by CPI (the CPI rate in September (of the preceding contract year) would be applicable on 01 April of the subsequent year, with the first increase on 1 April 2023). It should be noted that the fleet has increased by one extra HGV food waste vehicle in the last year so the additional cost to the revenue budget was expected.
- The YPO framework exercise was undertaken and one bid was received from a list of six preapproved bidders. This bid, although satisfactory, was shown to

	<p>be significantly more expensive than the approved budget and was therefore not recommended for approval (the detail of the price proposal is commercially sensitive and therefore not included in this report).</p> <ul style="list-style-type: none"> • The hybrid arrangement was assessed which would involve part of the work being done in-house by directly employed mechanic staff and part outsourced, where work cannot be completed at the depot due to specialist equipment or facilities being needed. The main advantage of this option would be lower labour costs per hour and more control over parts costs. However, this option was ruled out, mainly because of the operational risks with managing the two members of staff that would likely be needed and sickness/annual leave. It would also mean that the Council would have to bring in a system to manage the spare parts needed to maintain the vehicles, a software system to manage the maintenance schedule and find external workshop facilities for any work that cannot be undertaken at the depot. • The option of including the waste vehicles within the West Northants fleet management arrangements was also considered at the start of this process. However, this option was not progressed since the waste vehicles are specialist and not comparable to the rest of the fleet.
<p>Agenda Item 13 Northampton Railway Station Multi Story Car Park Proposal</p>	<p>RESOLVED: That Cabinet:</p> <ol style="list-style-type: none"> a) Noted the work to date undertaken to assess the proposal brought to the council from Network Rail and Blocwork. b) Approved “in principle” the key terms as set out in Appendix A for entering into an Agreement for Lease and Subsequent Lease new MSCP at Northampton Railway Station.

- c) Delegated authority to the Cabinet Member for Economic Development, Town Centre Regeneration and Growth in consultation with the Chief Finance Officer, the Monitoring Officer and the Executive Director Place and Economy to take the final decision, take all necessary steps and complete the necessary documentation related to the new MSCP at Northampton Railway Station subject to (d)
- d) Agreed that the Council should only proceed with the proposed lease arrangements subject to gaining approval from the South East Midlands Local Enterprise Partnership (SEMLEP) and the Northampton Waterside Enterprise Zone (NWEZ) Board that the business rates from the proposed development can be retained for use on the project.

REASONS RESOLVED:

The council had been approached by Network Rail and Blocwork with a proposal and that proposal needed to be considered. The proposal would help to achieve a number of key objectives including helping to meet an identified undersupply of car parking and providing a new income stream for the council. Meeting an undersupply of car parking at this site would support economic growth and the prosperity of the town and make significant enhancements to the overall environmental laity and pedestrian connectivity of the surrounding area. The recommendations would enable the scheme to proceed, whilst there remain outstanding risks and interdependencies, without these approvals, the project could not continue at this stage.

ALTERNATIVE OPTIONS:

None

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**Summary of the decisions taken at the meeting of the
Cabinet held on Tuesday 21 December 2021**

1. Date of publication of this summary: 21st December 2021
2. Deadline for requests for call-in (detailing reasons for doing so): 28th December 2021
3. Earliest date for implementation of decisions: 29th December 2021
4. Urgent decisions taken and not subject to the call-in procedure: 22nd December 2021

Agenda Item and Recommendations	Decision
<p>Agenda Item 6 Period 7 Revenue Monitoring Report for the Financial Year 2021-22</p>	<p>RESOLVED: That Cabinet;</p> <p>a) Noted the forecast outturn position for 2021-22 and associated risks;</p> <p>b) Noted the deliverability assessment of West Northamptonshire Council savings requirement for 2021-22 and 2022-23 in Appendix B.</p> <p>REASONS RESOLVED: To ensure that the Authority complied with its financial regulations.</p> <p>ALTERNATIVE OPTIONS: None</p>
<p>Agenda Item 7 Capital Monitoring Period 7 2021-22</p>	<p>RESOLVED: That Cabinet;</p> <p>a) Noted the latest capital monitoring position for the GF and HRA</p> <p>b) Noted the new schemes that have been approved since the Q1 Capital Report which was presented to Cabinet in September 2021.</p> <p>c) Noted the virements that have been approved since the last report</p> <p>REASONS RESOLVED: In order to ensure sound management of the council's finances.</p> <p>ALTERNATIVE OPTIONS:</p>

	None
Agenda Item 8 Treasury Management Quarter 2 2021-22	<p>RESOLVED AND REASONS RESOLVED: That Cabinet note the report and the treasury activity for the first half of the 2021-22 financial year and forward it to full council for consideration.</p> <p>ALTERNATIVE OPTIONS: None</p>
Agenda Item 9 Draft Budget 2022-23 and Medium Term Financial Plan	<p>RESOLVED: That Cabinet;</p> <ul style="list-style-type: none"> a) Approved for consultation the 2022-23 Draft Budget, including <ul style="list-style-type: none"> i) an estimated net revenue budget of £733.8m (£336.4m excluding Dedicated Schools Grant) as set out in Appendix A. ii) an average Band D Council tax of £1,613.23 for West Northamptonshire Council, which represents an increase of 2.99%. (1.99% increase in 'core' Council Tax and 1% Adult Social Care Precept). iii) proposed Fees and Charges as detailed in Appendix C iv) provisional dedicated schools grant budget of £397.4m as detailed in Appendix D v) the draft Capital Programme additions as set out in Appendix E b) Set the tax base for West Northamptonshire at 139,604 Band D equivalents, as set out in paragraph 6.63 c) For the Dedicated Schools Grant (DSG): <ul style="list-style-type: none"> i) Noted the provisional allocations and planned usage of the DSG for 2022-23 pending the final DSG settlement, and ii) Following consultation with the Schools Forum, delegated authority to the Executive Director for Children's Services to determine the DSG 2022-23 schools funding formula, high needs funding

	<p>arrangements and the Early Years Funding Formula in line with Department for Education guidance.</p> <p>d) Endorsed and supported the review of reserves that has taken place as set out in 6.90 to 6.105.</p> <p>REASONS RESOLVED: To ensure that the Council complied with its Constitution and all other relevant requirements in setting the budget for West Northamptonshire Council.</p> <p>ALTERNATIVE OPTIONS: None</p>
<p>Agenda Item 10 Draft Housing Revenue Account Budget 2022-23</p>	<p>RESOLVED: That Cabinet;</p> <p>a) Approved for consultation the draft HRA budget as detailed in appendices 1 and 4 for public consultation.</p> <p>b) Approved for consultation the 4.1% (£3.84) increase in average rents from £93.66 to £97.50 per week in accordance with the government's Rent Standard with effect from the 4th April 2022.</p> <p>c) Approved for consultation the draft HRA Capital Programme and financing, as detailed in appendix 2 and notes the forecast programme from 2023/24 to 2026/27.</p> <p>d) Approved for consultation the 3.1% increase in tenants and leaseholder service charges with effect from the 4th April 2022 as set out in Appendix 3.</p> <p>e) Noted the draft Total Fees proposed for NPH in appendix 4 to deliver the services in scope.</p> <p>f) Note the bid that the Council has made in partnership with NPH for the Wave 1 of the Social Housing Decarbonisation fund for £6.08m and approved delegated authority to the Executive Director of Finance to enter into a funding agreement with the Department of Business, Energy, and Industrial Strategy (BEIS) if successful in the</p>

	<p>bid process.</p> <p>REASONS RESOLVED:</p> <p>The HRA reflected the statutory requirement under Section 74 of the Housing and Local Government Act 1989 to account separately for local housing services. It is a ring-fenced account which records the cost of managing the Council's housing stock.</p> <p>These costs are offset by tenants' rents, tenants/leaseholders' services charges and other contributions. The Council has a statutory duty to set a balanced HRA and avoid going into deficit.</p> <p>ALTERNATIVE OPTIONS:</p> <p>None</p>
<p>Agenda Item 11 Northampton North West Relief Road - progress and funding update</p>	<p>RESOLVED: That the West Northamptonshire Council Cabinet:</p> <ul style="list-style-type: none"> a) Noted continued progress to deliver the Northampton North West Relief Road; b) Continued to support the capital investment required to complete this scheme as set out in Section 7.1 of this report and required to proceed to construction including forward funding against future S106 and Community Infrastructure Levy payments; c) Agreed that in light of not receiving Levelling Up Funding, under the urgency procedure, to commit £20 million to the project to make up the funding shortfall to enable the scheme to progress to site; <p>URGENCY;</p> <p>Please note that part c) of the resolution constitutes an urgent decision outside the Budget and Policy Framework. The consent of the Chair of the Place Overview and Scrutiny Committee was sought and obtained in accordance with the requirements of the Budget and Policy Framework Procedure Rules. It was not practical or safe to convene a quorate meeting of the Council to take this decision in the timeframe. This was because there</p>

was a need to review the business case for the project in the light of the funding decision, which has caused delay. The current procurement price will expire on 8th January 2021 and further delay will lead to increased costs.

REASONS RESOLVED:

- (i) The scheme was identified within the West Northamptonshire Joint Core Strategy as being required to support anticipated additional growth, much of which is already consented requiring the additional highway capacity the scheme provides to mitigate their impacts.
- (ii) Since 2016 the North West Relief Road had been an important planning consideration in the determination of a number of developments including Buckton Fields and the Strategic Urban Extension at Dallington Grange, with some of this development having since commenced. Should the North West Relief Road not proceed then this consented development may either not happen due to viability concerns or could take place without effective mitigation of the traffic impacts. Either scenario would have negative implications for the Authority and the local area.
- (iii) As currently planned, the scheme offers the required traffic benefits to facilitate planned growth in the area. A reduced scheme would not offer the same traffic benefits in terms of reducing congestion and journey times and would result in a delay to delivery which will increase costs and result in the scheme facing an increased funding gap to deliver a project with a less beneficial business case.

ALTERNATIVE OPTIONS;

Option 1 – Do not proceed with the Scheme

- Not proceeding with the scheme could impact on the viability of existing consented developments resulting in

land not being developed or existing developments not being fully built out.

- Alternatively, if consented developments continued to be built out then the traffic impact of allowing significant development whilst not building the North West Relief Road would be significant.
- The future delivery of the Northampton Northern Orbital (currently proposed route options) would be compromised as these route options would require the North West Relief Road to connect to the highway network at its western end
- £7.93 million of SEMLEP Growth Deal funding would be lost with possible reputational damage to the Authority with funding bodies
- S106 and CIL money had been committed to the project. Depending on how these agreements were written the money may not be able to be spent on other projects and so some or all of this money could be lost to the Authority.
- Existing capital expenditure to date of circa £6.5 million could have to be written off to the revenue account thereby creating a revenue pressure.

Option 2 – Redesign the Scheme to reduce costs

- This would require significant redesign of the proposed scheme along with new traffic modelling to assess the impacts of removing the causeway as the current design would not connect to the Welford Road.
- The redesign would require a new planning application based on the revised layout and modelling which we anticipate will show reduced benefits in terms of capacity and journey time improvements. The outcome of the planning application for a scheme with reduced benefits cannot be guaranteed.
- The redesign and planning processes would delay works on site by at least two years with additional costs of undertaking this extra work as well as

inflationary costs to the construction elements.

- The current land negotiations would be void and the Authority would have to start again with some new landowners at the northern end. A new Compulsory Purchase Order will be necessary following a successful outcome to the revised planning process.
- It is anticipated that the revised modelling would indicate that substantial capacity improvements would be required to the Welford Road, Brampton Lane junction and the existing Causeway due to traffic growth regardless of the new causeway being removed.
- As with Option 1, the £7.93 million Growth Deal funding administered by SEMLEP would be lost.
- Whilst there is a predicted saving of £8.93 million by not constructing the causeway, this saving must be measured against the costs associated with the need to redesign the scheme, go back through the planning process, the improvements expected to be required to the existing Causeway and Brampton Lane / Welford Road junction, the loss of the Growth Deal funding and inflationary increases to construction costs over a minimum two year period of delay. The cost increases would outweigh any potential savings and result in a scheme which it is estimated would cost around £3 million more to deliver overall whilst having a less favourable business case due to reduced benefits. If the reduced scheme was to be delivered, in addition to costing £3 million more, the Authority would lose the current approved £7.93 million of Growth Deal funding meaning the Authority would therefore be required to borrow approximately £11 million more than at present to deliver a scheme which performs less favourably in traffic terms.

Option 3 – Continue with the scheme to proposed design and programme

- Continuing with the scheme in accordance with the current design and programme would require the Authority to meet the funding shortfall by borrowing £20 million.
- This would enable the Authority to retain the SEMLEP Growth Deal funding of £7.93 million and the committed Section 106 and CIL monies.
- The project remains deliverable within the forecast budget cost of £54.533 million.

**Summary of the decisions taken at the meeting of the
Cabinet held on Tuesday 18 January 2022**

1. Date of publication of this summary: 19th January 2022
2. Deadline for requests for call-in (detailing reasons for doing so): 26th January 2022
3. Earliest date for implementation of decisions: 26th January 2022
4. Urgent decisions taken and not subject to the call-in procedure: 19th January 2022

Agenda Item and Recommendations	Decision
<p>Agenda Item 3 Minutes</p> <p>To confirm the minutes of the meeting of Cabinet held on 21st December 2021</p>	<p>RESOLVED: That the minutes from the Cabinet meeting of the 7th December were approved and signed as a true and accurate record.</p>
<p>Agenda Item 6 Outcome of the Call-In of the Cabinet Decision of 9 November 2021: Harmonisation of the Garden Waste Collection Services Across West Northamptonshire</p>	<p>Note: This decision cannot be called in.</p> <p>RESOLVED: That Cabinet</p> <ol style="list-style-type: none"> 1. Noted the Place Overview and Scrutiny Committee's findings following the call-in hearing of 14 December 2021; 2. Thanked the Place Overview and Scrutiny Committee for the work they had undertaken in considering the issue; 3. Taking into account the Council's current financial position, confirmed the decision previously taken: <ol style="list-style-type: none"> a. that a charge is made for kerbside garden waste collection for all residents of West Northamptonshire who opt into this service of £42 per bin per year, from 1 April 2022 b. that the customer service and administration of the garden

waste collection service be operated in-house for all residents of West Northamptonshire, ending the arrangements with West Northamptonshire Norse, in the Daventry area.

- c. that the establishment of a subsidised home composting scheme, be launched at the same time as the charge 2022/23, to offer residents an alternative.
4. Confirmed that the free collection of real Christmas trees will continue across West Northamptonshire;
5. Confirmed that Household Waste Recycling Centre opening times be unchanged;
6. Confirmed the intention to introduce a scheme for payment by instalments and a discount scheme to support those on low incomes in the future.
7. That the changes are agreed without the need to wait for the outcome of the DEFRA consultation.

REASONS:

In accordance with the Overview and Scrutiny procedure rules, Cabinet was required to reconsider the matter, taking into account any concerns and recommendations of Place Overview and Scrutiny Committee and make a final decision, amending the decision or not and providing reasons for the decision.

- The introduction of a charge for the collection of garden waste would bring the south of West Northamptonshire into harmony with the rest of the Council area. The scheme would be run council-wide with the level of charge, terms and conditions and service standards the same across west Northamptonshire.
- Cabinet determined that, given the costs associated with collecting and processing garden waste, not

implementing the original decision would present a financial risk to the Council, both now and in the future.

- Cabinet noted the consultation undertaken by DEFRA in relation to this subject, but determined that there were no clear timescales for an announcement on the outcome of the consultation and it would not, therefore, be prudent to await an announcement, given the need to harmonise the policy across West Northamptonshire. Cabinet also noted the LGA's position on the matter.
- Charging for the collection of garden waste would ensure that only those who wish to use the service pay for it and in that way, supports the 'Polluter Pays' principle. Therefore, those who home compost, or who don't have gardens or who take their garden waste to the Household Waste Recycling Centre would not pay for the collection service.
- The Council would be permitted to levy a 'reasonable' charge for the garden waste service (under the Controlled Waste (England and Wales) Regulations 2012). The proposed charge would generate income essential to part fund the waste collection services provided to the residents of West Northamptonshire. This includes approximately £800,000 in additional net income to the council in 2022/23 for the south area, where the charge would be newly introduced. It would also maintain the approximate £2.2 million of annual income from the areas of the council where there was an existing charge.
- The £42 charge recommended for 2022/23 would be the same as was charged in the Daventry and Northampton areas in 2021/22 and so would represent no increase for those residents and is identified as average across the region.
- The proposal to bring the customer

service and administration of the garden waste collection service in house would enable the Council to have a direct interface with residents who wish to opt-in to this service, ensuring they receive the best possible customer service.

- The subsidised home composting scheme would provide an alternative option for residents who do not want to pay the collection fee. It also promotes home composting, which in waste management terms is a preferred option.

ALTERNATIVE OPTIONS:

1. In reviewing the council's garden waste service, several alternative options were considered for harmonising it across the whole of West Northamptonshire. The appendix to the original report set out the considered options, along with the positive and negative considerations of each option and the financial impact of each.
2. Officers had considered whether it would be appropriate and possible to offer discounts, for example in the following circumstances:
 - a. A resident pays by direct debit; or
 - b. A household has more than one bin (multi-bin discount); or
 - c. If a household would like to pay for more than one year in advance; or
 - d. For residents in receipt of certain benefits.

The council would seek to establish a single auto payment system across West Northants which might enable future opportunities for any discounts to be administered as well as providing evidence of where any discounts were needed or justified based on usage.

3. Therefore, it was agreed to

	<p>introduce the scheme using existing payment systems in April 2022.</p>
<p>Agenda Item 7 Assistive Technology Framework</p>	<p>RESOLVED: That Cabinet.</p> <ul style="list-style-type: none"> • Approved the establishment of a framework which allowed West Northamptonshire Council to procure a range of assistive technology goods and services from appointed suppliers. • Given delegated authority to the Executive Director for Adults, Communities and Wellbeing in consultation with the Cabinet Member for Adult Care, Wellbeing, and Health Integration, to establish the Assistive Technology framework to procure goods and services from appointed suppliers where not already delegated. • Supported the implementation of the Assistive Technology and Remote Support Strategy. <p>REASONS RESOLVED:</p> <ul style="list-style-type: none"> • Complied with legislation and West Northants procurement policy • Enabled the procurement of assistive technology equipment so that the service could continue to purchase equipment which supports people to live more independently and reduces the need for higher cost care packages. <p>ALTERNATIVE OPTIONS:</p> <p>None</p>
<p>Agenda Item 8 Northamptonshire Domestic Abuse Strategy 2022 - 2025</p>	<p>RESOLVED: Cabinet approved the Northamptonshire Domestic Abuse Strategy 2022-2025 for adoption and implementation by the West Northamptonshire Community Safety Partnership.</p> <p>REASONS RESOLVED: Approval of the strategy would mean the council:</p> <ul style="list-style-type: none"> • Was compliant with the new statutory duty to publish a strategy.

- Supported a co-ordinated response to Domestic Abuse improving services and outcomes for all those affected.

ALTERNATIVE OPTIONS:

None

**Summary of the decisions taken at the meeting of the
Cabinet held on Tuesday 15 February 2022**

1. Date of publication of this summary: 15th February 2022
2. Deadline for requests for call-in (detailing reasons for doing so): 22nd February 2022
3. Earliest date for implementation of decisions: 22nd February 2022
4. Urgent decisions taken and not subject to the call-in procedure: 15th February 2022

Agenda Item and Recommendations	Decision
<p>Agenda Item 6 Revenue Monitoring - Period 9 - Financial Year 2021-22</p>	<p>RESOLVED: Cabinet; a) Noted the forecast outturn position for 2021-22 and associated risks; b) Noted the deliverability assessment of West Northamptonshire Council savings requirement for 2021-22 and 2022-23 in Appendix B. c) Approved the virements set out in section 5.81</p> <p>REASONS RESOLVED: To ensure that the Authority complied with its financial regulations.</p> <p>ALTERNATIVE OPTIONS: None</p>
<p>Agenda Item 7 Period 9 - General Fund Capital Monitoring Report 2021-22</p>	<p>RESOLVED: Cabinet; a) Noted the latest capital monitoring position for the General Fund. b) Noted new schemes and changes since Period 7 report that was considered by Cabinet in December 2021.</p> <p>REASONS RESOLVED: Ensured sound management of the council's finances.</p> <p>ALTERNATIVE OPTIONS: None</p>

	<p>DECLARATIONS OF INTEREST Councillor Mike Hallam – daughter is a pupil at Northampton School for Girls (non-pecuniary)</p>
<p>Agenda Item 8 Final Budget 2022-23 and Medium Term Financial Plan</p>	<p>RESOLVED: That Cabinet:</p> <p>a) Approved the 2022-23 Budget for West Northamptonshire set out in this report, and recommended the Budget to the Full Council meeting on 24 February 2022, including</p> <ol style="list-style-type: none"> I. An estimated net revenue budget of £753.375m (£342.203m excluding Dedicated Schools Grant) as set out in Appendix A. II. An average Band D Council tax of £1,613.23 for West Northamptonshire Council, which represents an increase of 2.99%. (1.99% increase in ‘core’ Council Tax and 1% Adult Social Care Precept). III. Noted the Council Tax rebate of £150.00 for all Band A-D Council Tax payers and a further discretionary amount of funding for properties in Bands E-H. The details of this scheme were yet to emerge and more information would be provided once it is available. IV. Noted the balance of the WNC Council Tax hardship fund and encouraging residents to apply for such funding if they are facing financial hardship. V. Fees and Charges schedule as detailed in Appendix D VI. Dedicated schools grant budget of £411.2m as detailed in Appendix E VII. The Capital Strategy as set out at paragraphs 6.116-6.134 and Appendix F1, and Capital Programme as set out in Appendix F2. VIII. Adoption of the changes to the 2021-22 capital strategy and MRP policy as outlined in paragraph 6.125 IX. The Flexible Use of Capital Receipts Strategy set out in Appendix G

- X. The Treasury Management Strategy set out in Appendix J
- XI. Set the authorised limits for borrowing as set out in the table at paragraph 6.141

b) Would recommend the following to Full Council on 24 February 2022, to ensure that the revenue and capital budget and all associated financial policies can be delivered in a safe and legal manner from 1 April 2022 and also to ensure there is flexibility to manage the overall budget in the year:

- I. Delegated authority to the Executive Director - Finance to manage any variation in budget prior to the start of 2022-23 as a result of final confirmation of the local government finance settlement, or as a result of unforeseen commitments; in consultation with the Finance Portfolio Holder.
- II. Delegated authority to the Executive Director - Finance in consultation with the portfolio holder for Finance to amend the capital programme for 2022-23 going forward so that it accurately reflects issues such as slippage on current year projects that will need to be added to the programme, any amendments made to existing capital programmes, adjustments to accommodate any future use of capital receipts policy and for any other reason where the capital programme needs to be adjusted.
- III. Approved the review of reserves as summarised in the table contained at paragraph 6.103
- IV. Delegated authority to the Executive Director - Finance to employ earmarked reserves for the purposes they were set up for including the release of the risk reserve if required.
- V. Delegate authority to the Executive Director – Finance in consultation with the portfolio holder for finance to release the general contingency fund of £9.7m if required in the year.

- VI. Delegated authority to the Executive Director – Finance in consultation with the portfolio holder for Finance to amend Fees and Charges if required in 2022-23
 - VII. Delegated authority to the Executive Director – Finance to finalise and agreed all outstanding financial policies and strategies in order to ensure that the Council has the policies in place by 1 April 2022
- c) For the Dedicated Schools Grant (DSG):
- I. Noted the allocations and planned usage of the DSG for 2022-23, and
 - II. Followed consultation with the Schools Forum, delegated authority to the Executive Director for Children’s Services to determine the DSG 2022-23 schools funding formula, high needs funding arrangements and the Early Years Funding Formula in line with Department for Education guidance.
- d) Considered the Section 25 statement of the Chief Finance Officer detailed at paragraphs 7.1- 7.42 of the report.
- e) Noted the consultation feedback on the budget in Appendix H
- f) Noted the feedback from the Overview and Scrutiny Committee in Appendix I
- g) Cabinet appreciated the amount of time and effort the Corporate Services Overview and Scrutiny Committee put into analysing the budget proposals for 2022-23 and welcomed their report on the subject. After due consideration Cabinet recommended that full council include provision in the budget for the minimum hourly rate to be increased above the Foundation Living Wage of £9.90 to £10.00 per hour for all Council staff recognising that the final award is subject to the collective bargaining with the recognised trade union representatives. It is recommended that the additional costs are funded through the base budget contingency contained within the final budget proposals.

	<p>REASONS RESOLVED: To ensure that the Council complied with its Constitution and all other relevant requirements in setting the budget for West Northamptonshire Council.</p> <p>ALTERNATIVE OPTIONS: None</p>
<p>Agenda Item 9 Housing Revenue Account Final Budget 2022-23 and Medium Term Financial Plan</p>	<p>RESOLVED: That Cabinet recommended Council to approve:</p> <p>a) An average maximum rent increase of 4.1% per dwelling, in line with the legislation and the government’s national rent standard, to take effect from 4th April 2022.</p> <p>b) The HRA budget for 2022-23 of £56m expenditure detailed in Appendix 1.</p> <p>c) The HRA capital programme for 2022-23, including future year estimated commitments, and proposed sources of finance, as set out in Appendix 2.</p> <p>d) The proposed service charges listed in Appendix 3.</p> <p>e) The Total Fees proposed for NPH to deliver the services in scope for 2022-23 detailed in Appendix 4.</p> <ul style="list-style-type: none"> • The reserves strategy of protecting balances wherever possible to allow the option of supporting future years’ budgets, aiming for a minimum level of unallocated HRA balances of at least £5m for 2022/23 having regard to the outcome of the financial risk assessment. • That authority be delegated to the Executive Director of Finance in consultation with the portfolio holder for Finance to amend the capital programme for 2022-23 going forward so that it accurately reflects issues such as slippage on current year projects that will need to be added to the programme, any amendments made to existing capital programmes, adjustments to accommodate any future use of capital receipts policy and for any other reason where the capital programme needs to be adjusted.

	<ul style="list-style-type: none"> • That authority be delegated to the Executive Director of Finance to make any technical changes necessary to the papers for the Council meeting of 24 February 2022. • That authority be delegated to the Executive Director of Finance in consultation with the Portfolio Holder for Finance, and where appropriate the relevant Director and Portfolio Holder to: <ul style="list-style-type: none"> a. Transfer monies to/from earmarked reserves should that become necessary during the financial year. b. Transfer monies to / from HRA working balances between the Council and NPH for cash flow purposes should that become necessary during the financial year. c. Updated the budget tables and appendices, prior to Council should any further changes be necessary. d. Updated prudential indicators in both the Prudential Indicators report and Treasury Strategy report, for Council for any budget changes that on these. <p>REASONS RESOLVED: Ensured that the Council complied with its Constitution and all other relevant requirements in setting the budget for West Northamptonshire Council.</p> <p>ALTERNATIVE OPTIONS: None</p>
<p>Agenda Item 10 Determination of admission arrangements for local authority maintained (community and voluntary controlled) schools in West Northamptonshire for the 2023 intakes</p>	<p>RESOLVED:</p> <ul style="list-style-type: none"> a) Approved the admission arrangements as detailed in Appendix A b) Agreed the two co-ordinated schemes for the 2023 intake as detailed in Appendix B and Appendix C c) Agreed the “Relevant Area” for all West Northamptonshire schools. <p>REASONS RESOLVED: All the above are statutory requirements.</p>

	<p>ALTERNATIVE OPTIONS: None</p>
<p>Agenda Item 11 Abington Street Public Realm Works</p>	<p>RESOLVED: That Cabinet:</p> <ol style="list-style-type: none"> a) Approved the business case for the Abington Street Public Realm project to draw down on £4,610,625 of Towns Funding. b) Delegated authority to the Executive Director of Place, Economy and Environment in consultation with the Cabinet Member for Economic Development, Town Centre Regeneration and Growth to appoint a principal contractor following a competitive procurement process to undertake the works. <p>REASONS RESOLVED: The recommendations are necessary to allow the Abington Street Public Realm project to proceed and to ensure the grant award is spent within the award timescales.</p> <p>ALTERNATIVE OPTIONS: None</p>
<p>Agenda Item 12 People Strategy 2022 - 2025</p>	<p>RESOLVED: It is recommended that Cabinet approves the People Strategy 2022-2025 and supports its implementation across the Council.</p> <p>REASONS RESOLVED:</p> <ul style="list-style-type: none"> • The Strategy allowed us to align HR activity with the wider Council vision and priorities • Putting this in place would enable the Head of Paid Service to have a robust strategy to retain, manage, develop and recruit staff. Our people are our key asset and we need to ensure we support all our employees in their development in West Northants Council to help maximise their productivity, create a high performing culture and drive service improvement. <p>ALTERNATIVE OPTIONS: We could continue to operate in a reactive</p>

manner in relation to our workforce, but this would not build on best practice or employee feedback and would not contribute to the creation of high performing teams.

**Summary of the decisions taken at the meeting of the
Cabinet held on Monday 28 February 2022**

1. Date of publication of this summary: 28th February 2022
2. Deadline for requests for call-in (detailing reasons for doing so): 8th March 2022
3. Earliest date for implementation of decisions: 8th March 2022
4. Urgent decisions taken and not subject to the call-in procedure: 28th February 2022

Agenda Item and Recommendations	Decision
<p>Agenda Item 3 Disposal of Land at Sixfields, Northampton</p>	<p>RESOLVED: That;</p> <p>a) A new decision making timetable is set to consider the disposal of land at Sixfields by the Leader in consultation with the Portfolio holder for Finance with a view to achieving a capital receipt before the end of 2022.</p> <p>b) The Council should trigger the process under Chapter 3 Part 5 Localism Act 2011 relating to a disposal of an asset of Community Value (the Running Track Site).</p> <p>c) The Assistant Director Assets & Environment conduct a best consideration assessment of the latest offers from Cillarda and CDNL and report to a future meeting of Cabinet.</p> <p>REASONS RESOLVED:</p> <ol style="list-style-type: none"> 1. To ensure that the Council complies with its legal obligations under the Localism Act 2011. 2. To meet the Council's obligations to seek best consideration in relation to land disposals, as set out in the report <p>ALTERNATIVE OPTIONS:</p> <p>The alternative would be to approve the</p>

recommendations as set out in the report,
however that would not meet the
objectives set out in the recommendations.

Summary of the decisions taken at the meeting of the Cabinet held on Tuesday 8 March 2022

1. Date of publication of this summary: 8th March 2022
2. Deadline for requests for call-in (detailing reasons for doing so): 15th March 2022
3. Earliest date for implementation of decisions: 15th March 2022
4. Urgent decisions taken and not subject to the call-in procedure: 8th March 2022

Agenda Item and Recommendations	Decision
<p>Agenda Item 6 Transformation Update Quarter 3 2021/22</p>	<p>RESOLVED: That Cabinet noted the content of this report.</p> <p>REASONS RESOLVED: Updated paper for information only no decisions required</p> <p>ALTERNATIVE OPTIONS: None</p>
<p>Agenda Item 7 Corporate Plan Performance Report – 2021-22 Q3</p>	<p>RESOLVED: That Cabinet noted the content of the appendix covering the third quarter of 2021-22.</p> <p>REASONS RESOLVED:</p> <ul style="list-style-type: none"> • This report was for information purposes and discussion only, there were no direct decisions to be made following the report. • The council was required as part of Local Government Act 1972 to report performance of the council to members <p>ALTERNATIVE OPTIONS: None</p>
<p>Agenda Item 8 Organisation Structure Change</p>	<p>RESOLVED: It was resolved that the Cabinet:</p> <ol style="list-style-type: none"> a) Noted the changes to the Councils approach and changes to the Directorate structures and key roles as follows.

	<ul style="list-style-type: none"> • Creation of a new Directorate of Communities and Opportunities • The creation of a new Directorate of People encompassing Adult Services and Children and Education Services <p>b) Noted the changes included in the Pay Policy including:</p> <ul style="list-style-type: none"> • Removal of the Chief Officer post of Director of Transformation • Creation of the new Director of Communities and Opportunities post <p>c) Noted the delegated responsibility to the Senior Appointments Committee for the permanent appointment of a Director of Communities and Opportunities once staff and union consultation has completed and interviews undertaken.</p> <p>REASONS RESOLVED: The changes outlined in this report would best enable the Council to deliver its corporate priorities and statutory duties.</p> <p>ALTERNATIVE OPTIONS: None</p>
<p>Agenda Item 9 Proposal to fund a Football Association standard, 3G sports pitch at the new free school to be delivered at Wantage Farm, Moulton</p>	<p>RESOLVED: That Cabinet:</p> <p>a) Approved the expenditure required to deliver the 3G sports pitch at the proposed new school at Wantage Farm, Moulton at a cost of £641,046.</p> <p>b) Delegated responsibility to the Director of Children’s Services in conjunction with the Cabinet Member for Children, Families & Education to make and authorise all necessary legal and financial agreements to ensure effective delivery of the proposed scheme.</p> <p>REASONS RESOLVED:</p> <ul style="list-style-type: none"> • The option would ensure that the facilities available at the proposed new school are commensurate with those at other area schools and provide the best possible education

	<p>environment for students that will attend the school.</p> <ul style="list-style-type: none"> • The option would mitigate against a risk that the S106 developer contribution would have to be returned to the developer in the event that no other scheme that is compliant with the S106 agreement be identified by 2027. • The proposal would provide wider community benefit via access to increased and improved sports facilities and promote 'healthy living' agendas. • The future Council (or customers) would receive the maximum benefit from the option proposed. <p>ALTERNATIVE OPTIONS: None</p>
<p>Agenda Item 10 Disposal of Land at Sixfields, Northampton</p>	<p>RESOLVED: The Cabinet agreed to the disposal of the site to County Developments (Northampton) Limited and Northampton Town Football Club Limited as outlined in Appendix A subject to:</p> <ol style="list-style-type: none"> a) The expiration of the Assets of Community Value moratorium period. b) Agreement from Homes England as required. c) The Assistant Director Assets and Environment in consultation with the Director of Legal and Democratic Services and the Portfolio Holder for Finance being satisfied that all necessary steps have been taken to proceed with the disposal. <p>REASONS RESOLVED:</p> <ol style="list-style-type: none"> 1. To ensure that the Council complies with its legal obligations under the Localism Act 2011. 2. To meet the Council's obligations to seek best consideration in relation to land disposals, as set out in the report. 3. In addition to achieve a number of wider benefits considered to be in the interests of the Council and the community in its area: <ul style="list-style-type: none"> • Generate a substantial capital receipt in the short to medium term

(anticipated before the end of 2022).

- Greatly assist in regularising the complex ownership position that exists on site:
- Most immediately in relation to the HWRC site (which would be held by the Council free from any lease to CDNL) and the other retained land.
- Also (at a later stage) in relation to the running track land if this was repurchased by WNC (as the relevant lease would be surrendered as part of the deal with CDNL).
- Remove the risks of legal challenges from CDNL to the Council's ability to break the Main Site Lease and the potential costs to the Council associated with that.
- Increase the likelihood that the East Stand would be completed.
- In the event that the East Stand was not completed, secure the return of the Running Track land to the Council's freehold ownership with very little further cost (a price of £1 with associated legal and other transactional costs).
- Making it likely the land will be developed, in line with the Council's planning policies and the aims of the Northampton Waterside Enterprise Zone.

ALTERNATIVE OPTIONS:

None of the alternative options previously identified appeared preferable, whether on purely financial or on wider policy terms, to accepting the CDNL offer.

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WEST NORTHAMPTONSHIRE COUNCIL CABINET

21 April 2022

**Councillor Fiona Baker – Portfolio Holder for
Children, Families and Education**

Report Title	The Standing Advisory Council for Religious Education (SACRE) Annual Report
Report Author	Jane Hall, School Effectiveness Team

Contributors/Checkers/Approvers

Monitoring Officer	Catherine Whitehead	Confirmation received by email: 11.04.22
Chief Finance Officer	Martin Henry	Confirmation received by email: 29.3.2022
Director of Children's Services	Chris Kiernan	Confirmation received by email: 24.3.2022
Communications Lead/Head of Communications	Gavin Moore	31.3.2022

List of Appendices

Appendix A – Standing Advisory Council for Religious Education (SACRE) Annual Report

1. Purpose of Report

- 1.1. Local Authorities have a duty to establish a permanent body known as the Standing Advisory Council on Religious Education (“SACRE”) in accordance with the Education Act 1996. The broad role of the SACRE is to support the effective provision of Religious Education (RE) and collective worship in schools and to enrich the experience of RE and collective worship for all pupils. Further information about SACRE is set out in the appendix to this report.

- 1.2. The SACRE's terms of reference require that an annual report on the work of SACRE is produced annually. It is considered best practice for the report to be received by the Council.

2. Executive Summary

- 2.1 This report covers the period 2020/2021 and because of the disruption due to the COVID pandemic and there being no advisor, it is restricted in terms of the detail that can be reported. No RE data was collected or subsequently monitored from schools but the Committee met three times via Zoom and were available to respond to any requests/complaints (none received). There have been limited opportunities for training but members have responded when possible. Relationships with community organisations remains a strength.

3. Recommendations

- 3.1 It is recommended that the Council receives and approves the SACRE annual report.

4. Reason for Recommendations

- 4.1 After being accepted by the Council the report will be published to schools. Schools will take note of the advice given in the report and act on it in order to improve the quality of provision for RE and collective worship.

5. Report Background

- 5.1 Section 390 of the Education Act 1996 states that it is the statutory duty of the Council to establish a permanent body called a Standing Advisory Council for Religious Education (SACRE) to advise the Council on matters concerned with Religious Education and Collective Worship.
- 5.2 Councils must appoint representatives to each of four committees, representing respectively:
- Group A: Christian denominations and such other religions and religious denominations as, in the authority's opinion, will appropriately reflect the principal religious traditions in the area;
 - Group B: the Church of England;
 - Group C: teacher associations;
 - Group D: the LA.
- 5.3 The broad role of the SACRE is to support the effective provision of RE and collective worship by:
- Giving advice on methods of teaching the Agreed Syllabus for RE;
 - Advising the Council on the provision of training for teachers;
 - Monitoring inspection reports on RE, collective worship and Spiritual, Moral, Social and Cultural Development (SMSC);
 - Considering complaints about the provision and delivery of RE and collective worship referred to it by the LA.

- 5.4 Section 391 (6) and (7), Education Act 1996 states: "Each SACRE must publish an annual report on its work and on actions taken by its representative groups, specifying any matters on which

it has advised the Local Authority, broadly describe the nature of that advice and set out reasons for offering advice not referred to the Local Authority”.

6. Issues and Choices

6.1 The full SACRE annual report is attached.

7. Implications (including financial implications)

7.1 Resources and Financial

7.1.1 There are no resources or financial implications arising from the proposals.

7.2 Legal

7.2.1 There are no legal implications arising from the proposals.

7.3 Risk

7.3.1 There are no significant risks arising from the proposed recommendations in this report.

7.4 Consultation

7.4.1 Before the final report was agreed, there was discussion and consultation within the SACRE. The SACRE comprises four groups: the Church of England, other Christian denominations and the major faiths represented in Northamptonshire, teachers and the Council. All groups have voted in support of the final version of the report.

7.5 Consideration by Overview and Scrutiny

7.5.1 The report has not formed part of the work programme of the Council’s Overview and Scrutiny function.

7.6 Climate Impact

7.6.1 There is no direct climate impact arising from the proposals.

7.7 Community Impact

7.7.1 There is no distinct community impact arising from the proposals.

7.8 Communications

7.8.1 No PR risks or opportunities identified.

8. Background Papers

8.1 None.

**THE ANNUAL REPORT OF THE
WEST NORTHAMPTONSHIRE STANDING ADVISORY
COUNCIL FOR RELIGIOUS EDUCATION (SACRE)**

2020-2021

September 2020 – August 31st 2021



**West
Northamptonshire
Council**

This Information can be made available in other languages and formats on request, such as large print, Braille and audio cassette. Please contact Jane Hall, Clerk to SACRE email: jane.hall@westnorthants.gov.uk

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**Northamptonshire Standing Advisory Council
on Religious Education:
Annual Report 2019 - 2020**

Foreword by Morcea Walker - Chair of the Northamptonshire SACRE 2020-2021

The COVID pandemic continued to have an immense impact on Education with schools and other educational establishments. COVID restrictions have meant that examination systems have not operated in the normal way. Instead, there has been teacher assessments. The Education profession has taken the opportunity to respond to the need to creating a safe working environment, as well as supporting the needs and wellbeing of all pupils.

In 2020 – 2021 school staff continued to face the pressure created by COVID. Online and 'hybrid' teaching has developed, and this has enabled good quality teaching to take place.

SACRE has not had a worker/Adviser since 2019 so it has been difficult to get information regarding the teaching of RE and the progress of worship in our schools. SACRE members who do training have been doing some online work. Visits to places of worship has not been possible but some organisations have been able to do online tours of buildings etc.

SACRE members through 2020-21 continued to stay at home, as appropriate, following government advice. Our meetings have been via Zoom which has been very valuable. Teacher assessment grades have been awarded to GCSE and A Level students for the second year. These results have not been made available to local authorities so SACRE is unable to share this information.

The other major change is that Northamptonshire is now two new unitary authorities – West Northamptonshire and North Northamptonshire. SACRE is working across both areas with the aim of supporting both areas effectively. SACRE comprises an excellent team of members who reflect the diverse community of Northamptonshire.

As we continue to work in the shadow of COVID, SACRE will be focussing on how best to support schools in the County including revisiting the Agreed Syllabus and looking at training.

Members look forward to a good, continued working relationship.

Morcea Walker MBE, VLL
Chair Northamptonshire SACRE

1. OVERVIEW

Every Local Authority has to convene a Standing Advisory Council on Religious Education (SACRE). Northamptonshire SACRE, which has met four times this year, comprises four statutory groups. Attendance at meetings has been good. SACRE continues to ensure the membership reflects the demographic.

The four groups that make up SACRE are as follows:

- Committee A - representatives of non-Anglican Christian denominations, other religions, and world-view communities;
- Committee B - representatives of the Church of England;
- Committee C - representatives of the teachers' associations; Teachers, Teaching Assistants and High Level Teaching Assistants
- Committee D – Representatives of the Local Authority

The Committee have met 3 times via Zoom.

Details of the agenda items, attendance at the meetings and minutes of the meetings can be found on the West Northamptonshire and North Northamptonshire County Council SACRE website at:

[Religious education - Schools and education \(northamptonshire.gov.uk\)](https://www.northamptonshire.gov.uk/religious-education-schools-and-education)

2. RELIGIOUS EDUCATION (STATUTORY RESPONSIBILITIES)

- **Local Agreed Syllabus** - This can be found on the SACRE website above.
- **Standards and monitoring of Religious Education** - No data was collected for the period 2020/2021 due to the disruption of schools due to the COVID pandemic
- **Teacher training** - Due to the lack of an advisor and uncertainty around the funding available, no training was able to be offered during this period. Church Schools have been able to access training through the diocese and other schools may have made their own arrangements.

3. COLLECTIVE WORSHIP

The SACRE has not received any complaints about Collective Worship

Determinations

There have been no determination requests in regard to Collective Worship made to SACRE.

4. LINKS WITH OTHER BODIES

We are a member of NASACRE.

We work with the Peterborough Diocese Education Team.

We have regular reports from local interfaith groups.

Community organisations are well represented on SACRE and keep members updated. We have experienced some difficulties communicating this out more widely to schools and teachers.

We are affiliated to Holocaust Educational Trust

5. SACRE INVOLVEMENT LOCALLY

- **Governor training**
- **Advice on issues within the community**

The impact of COVID and the restrictions on schools and face to face meetings has resulted in great reduction in training. Members have delivered some, mainly online. Members have responded and offered advice when requested from the community. Red letter days, community events and festivals have been promoted and supported by SACRE members.

6. SECTION ON SACRE'S OWN ARRANGEMENTS

(a) Professional and administrative support and how LA supports the SACRE (clerking, adviser, links to council initiatives)

Clerking has been consistent and professional which has supported SACRE. This service has been greatly valued.

(b) Membership

Please see Annex A

(c) Training for SACRE

None

Appendix A: Membership of SACRE

APPENDIX

Membership 1 September 2020 – 31 August 2021

Name	Organisation
Mr Farnush Tanhai	Bahai Faith
Mr Arthur Newbury	The Church of Jesus Christ of Latter-Days Saints
Mr Chris Paddock	Humanist
Mr Bhupesh Parekh	Hinduism
Mr Saifullah Nassir	Islam
Avnish Thackrar	Hinduism
Mr Daniel Tabor	Judaism
Mr Harkirat Singh	Sikh Faith
Mrs Morcea Walker	United Reform Church
Mr John Flory	Religious Society of Friends

Group B – Representative of the Church of England

Mrs Val Griffiths	Church of England
Mrs Julie Barke	Church of England

Group C – Representatives of the Teacher Associations

Mrs Jenny Dixon	Primary Teacher Representative (NEU)
Justine Davies	Secondary School Representative (NASUWT)
Sylvia Erskine	Primary Supply Teacher (NEU)

Group D – Representatives of the Local Authority

Cllr Dudley Hughes	LA
Cllr Wendy Brackenbury	LA

Clerk to SACRE

Mrs Jane Hall



WEST NORTHAMPTONSHIRE COUNCIL

21 April 2022

Councillor Mike Hallam: Cabinet Member for HR & Corporate Services

Report Title	Chief Officer Appointment
Report Author	Alison Golding, Assistant Director HR, alison.golding@westnorthants.gov.uk

Contributors/Checkers/Approvers

West MO	Catherine Whitehead	11 April 2022
West S151	Martin Henry	28 March 2022
Other Director/SME	Sarah Reed	28 March 2022
Communications Lead/Head of Communications	Becky Hutson	28 March 2022

List of Appendices

Appendix A – WNC Amended Leadership Structure

1. Purpose of Report

- 1.1 The Council's Interim Pay Policy Statement is produced in accordance with the requirements of Section 38(1) of the Localism Act 2011 and covers Chief Officer and Deputy Chief Officer roles.
- 1.2 The constitution confirms delegated responsibility to the Head of Paid Service (Chief Executive) or their nominee for the appointment and dismissal of officers below Chief Officer, including Deputy Chief Officer (Tier 3 Assistant Director).
- 1.3 Where any appointment, including an interim agency appointment, proposes a remuneration package that could exceed £100,000, approval will be sought from Full Council.
- 1.4 This report seeks approval for a proposed remuneration package in excess of £100,000 following recruitment in March 2022 to a Non-Statutory Chief Officer role.

2. Executive Summary

- 2.1 Consultation took place with staff and recognised Trade Unions during January and February 2022 in respect of four areas of proposed changes to the Council’s structure:
- Transformation Service
 - The creation of a new Directorate for Communities and Opportunities (and transfer of staff and services into it)
 - Changes to the Council senior structure to manage Children & Education services
 - Changes to the Assistant Director for Customer services and inclusion of Emergency Planning within their remit.
- 2.2 In respect of the Transformation Service, it was proposed that the transformation staff were transferred to Directorates, with line management taking place within each directorate, to act as embedded project and change and service improvement teams. This devolved model was to better enable the services to meet their corporate priorities and be accountable for their own delivery.
- 2.3 The move to a devolved model impacted on the role of Director of Transformation which was proposed to be deleted.
- 2.4 In respect of the creation of a new Directorate for Communities and Opportunities, it was proposed that a new role would be created: Director of Communities and Opportunities.
- 2.5 An external organisation, Kornferry, was used to independently evaluate the size of the new role under the HAY job evaluation scheme. This method of job evaluation was the same scheme as the other tier 1-3 roles had been evaluated under.
- 2.6 As a result of the job evaluation outcome the salary for the new role of Director of Communities and Opportunities was set at a rate equivalent to the NCC Local TUPE payscale, £100,750 - £114,279
- 2.7 Following the close of consultation an internal interview was held on 1st March 2022. The interview panel comprised of Executive Director Adults, Communities and Wellbeing (DASS), Executive Director Place and Economy, and Assistant Director, Human Resources.
- 2.8 The internal candidate was deemed appointable to the new role. As the successful applicant was an internal candidate the remuneration for the new role is proposed to be set at the level equivalent to the role they were moving from, which is £114,279. This pay point is at the top of the NCC Local TUPE payscale (SM4).

3. Recommendations

- 3.1 It is recommended that the Council approve the proposed remuneration.

4. Reason for Recommendations

The recommended remuneration is in accordance with the Council’s pay policy and the salary for the role provides consistency with previous decisions in respect of pay for other Tier 1-3 roles.

5. Report Background

- 5.1 It is a statutory requirement under the Localism Act 2011 for the Authority to approve and publish a Pay Policy Statement.

- 5.2 The Localism Act aims to increase transparency in local government. This includes a requirement that local authority pay policy is openly approved by democratically elected councillors.
- 5.3 This extends to a requirement to publish the salaries of senior officials, to support the aim of helping local residents better understand how public money is spent in their area.
- 5.4 The Policy Statement requires approval by Full Council for any remuneration package over £100,000.

6. Issues and Choices

- 6.1 As the successful applicant was an internal candidate in an equivalent sized role, and the appointment was deemed to be 'suitable alternative employment' for the postholder who was 'at risk' of redundancy, the recommendation to appoint to the new role at the proposed level of remuneration is in line with both the Council's pay policy and the Redeployment Policy and Procedure.

7. Implications (including financial implications)

7.1 Resources and Financial

- 7.1.1 There is provision within the budget for this newly created Directorate to meet this remuneration package in 2022/23.

7.2 Legal

The requirements of the Localism Act 2011 and associated guidance are set out in paragraph 5 of the report.

7.3 Risk

There are no significant risks arising from the proposed recommendations in this report.

7.4 Consultation

- 7.4.1 Consultation on the proposed changes to the organisational structure took place during January and February 2022 with staff effected by the proposals and the Council's recognised Trade Unions. No amended recommendations were made in respect of the proposal to create the new Directorate or the post of Director of Communities and Opportunities.

7.5 Consideration by Overview and Scrutiny

This report has not been considered by the Overview and Scrutiny Committee.

7.6 Climate Impact

- 7.6.1 There is no climate impact to consider in relation to the recommendation.

7.7 Community Impact

7.7.1 The changes to the council's organisational structure and the creation of a new directorate of Communities and Opportunities supports the cross-cutting elements of both the People and Place service in relation to place shaping; ensuring the council is seizing the opportunities to shape communities and improve the lives of residents through the mixed provision of good quality housing, opportunity from more and better jobs being created, living in safer and connected communities and leisure offers that drive improved wellbeing. Levelling up and ICS focus on wider determinants of health meet between the Adults, Communities and Wellbeing (ACW) directorate and the Place, Economy and Environment (PEE) Directorate and the creation of the new Directorate headed by a new Director will give the Council a greater focus on these issues.

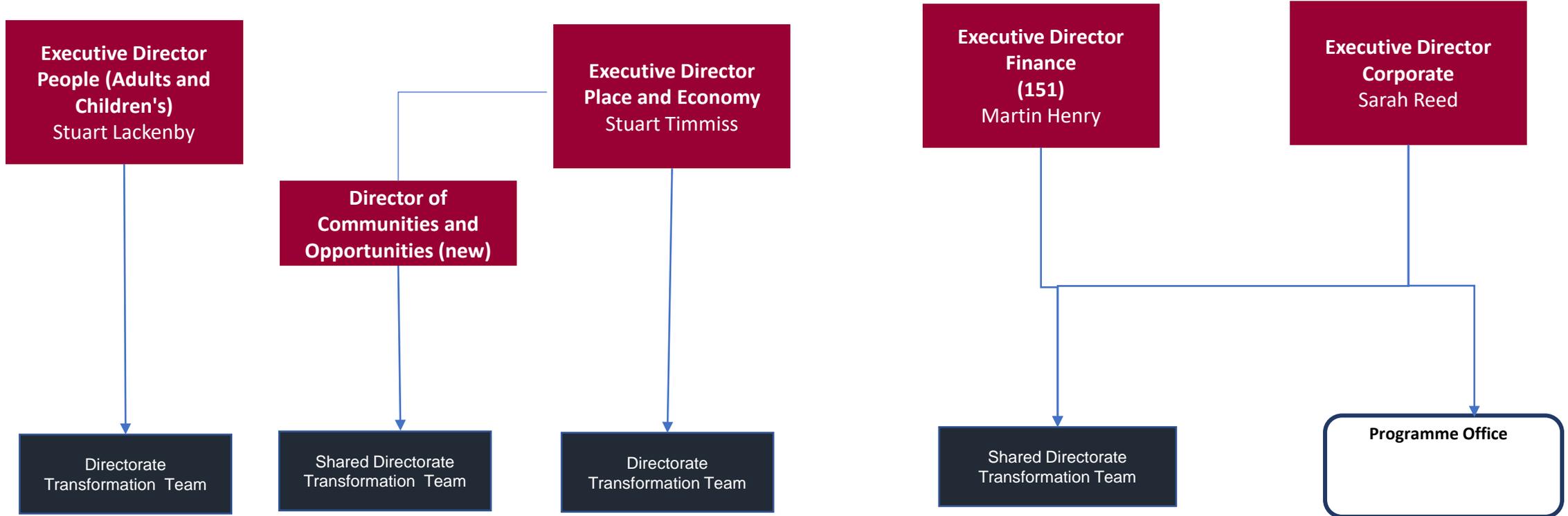
7.8 Communications

7.8.1 Formal consultation took place with staff and trade unions in connection to the changes to the organisational structure.

8. Background Papers

8.1 None

Appendix 1 – WNC Amended Leadership Structure with devolved transformation resource



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WEST NORTHAMPTONSHIRE COUNCIL

Thursday 21st April

Councillor Matt Golby, Portfolio Holder for Adult Care, Wellbeing and Health Integration

Report Title	Northamptonshire Safeguarding Adults Board (NSAB) Annual Report 2020 – 2021
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Report Author	Suzanne Binley, Business Manager, Northamptonshire Safeguarding Adults Board, NSAB.NCC@westnorthants.gov.uk / Suzanne.binley@westnorthants.gov.uk
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Contributors/Checkers/Approvers

Monitoring Officer	Catherine Whitehead	11.04.2022
Chief Finance Officer	Martin Henry	11.04.2022
Other Director	Stuart Lackenby	11.04.2022

List of Appendices

Appendix A – Northamptonshire Safeguarding Adults Board (NSAB) Annual Report 2020 – 2021

1. Purpose of Report

- 1.1. To present the Northamptonshire Safeguarding Adults Board (NSAB) Annual Report 2020-21. The report outlines Board and statutory partner achievements during the year.

2. Executive Summary

- 2.1 It is a statutory requirement under the Care Act 2014 for Safeguarding Adult Boards to produce an annual report each year. The NSAB Annual Report 2020-21 provides an overview of the Board's achievements against the NSAB Strategic Plan for the period 1st April 2020 to 31st March 2021. Progress made against the plan are detailed via the achievements of the NSAB Sub Groups, work of the Delivery Board and Strategic Board.

3. Recommendations

- 3.1 It is recommended that Council receive the Annual Report of Northamptonshire Safeguarding Adults Board 2020 – 2021 (Appendix A) and note the findings.

4. Reason for Recommendations (NOTE: this section is mandatory and must be completed)

- 4.1 Under the Care Act 2014 section 43, the Local Authority has a duty to establish a Safeguarding Adults Board, who in turn has a core duty to publish an annual report. The report provides assurance to the Council that activities have been undertaken to safeguard adults across the county during the course of the year.

5. Report Background

- 5.1 The report has been developed with contributions from statutory partners and has been reviewed and approved by NSAB's Strategic Board.
- 5.2 This is the first annual report received by West Northamptonshire Council and will inform future developments to safeguard adults in the West Northamptonshire area.
- 5.4 The report includes quantitative and qualitative evidence, key messages, and impact of activities that relate to:
- (a) community awareness of adult abuse and neglect and how to respond
 - (b) analysis of safeguarding data, to better understand the reasons that lie behind local data returns and use the information to improve the strategic plan and operational arrangements
 - (c) what adults who have experienced the process say and the extent to which their wishes (outcomes) have been realised
 - (d) what front line practitioners say about outcomes for adults and about their ability to work in a personalised way with those adults
 - (e) better reporting of abuse and neglect
 - (f) evidence of success of strategies to prevent abuse or neglect
 - (g) feedback from local Healthwatch, adults who use care and support services, and carers, community groups, advocates, service providers and other partners
 - (h) how successful adult safeguarding is at linking with other parts of the system, for example children's safeguarding, domestic violence services, community safety
 - (i) the impact of training carried out and analysis of future need
 - (j) and, how well agencies are co-operating and collaborating.

6. Issues and Choices

- 6.1 As above.

7. Implications (including financial implications)

- 7.1 **Resources and Financial**

7.1.1 There are no financial implications arising from the presentation of the report at this time, but a business case for essential additional resources for the financial periods 2022-23 and 2023-24 has been discussed and since approved by West Northamptonshire Council.

7.2 Legal

7.2.1 The relevant legal provisions and requirements are set out in paragraph 2.1.

7.3 Risk

7.3.1 See above legal impact

Risk	Mitigation	Residual Risk
Under the Care Act 2014, the Local Authority has a duty to establish a Safeguarding Adults Board (SAB), who in turn must publish an annual report.	The report is designed to highlight achievements for the year and future priorities. Monitoring of progress enables early action to be taken where there are areas of significant risk or failure to deliver.	Green

Risk(s) associated with not undertaking the proposal

Risk	Risk Rating
In accordance with the Care Act 2014, NSAB has a core duty to publish an annual report.	Green

7.4 Consultation

7.4.1 There has been no public consultation in respect of the NSAB Annual Report 2020-21, but an approval process has been undertaken as below:

Statutory Partners have provided their input in respect of their achievements for period along with their areas for improvement for 2021-22.

The draft Annual Report 2020-21 was circulated to NSAB Strategic Board members on Thursday 7th October 2021 ahead of NSAB Strategic Board on 13th October 2021 where the report was tabled for approval by members.

The Strategic Board scheduled for 13th October 2021 was cancelled and the Annual Report was then circulated to members for virtual ratification on 14th October. Approval was received virtually by all Statutory Partners by 30th November 2021.

7.5 Consideration by Overview and Scrutiny

7.5.1 N/A

7.6 **Climate Impact**

7.6.1 There is no climate/environmental impact arising from the NSAB Annual Report 2020-21 as it is shared on the NSAB website and not printed.

7.7 **Community Impact**

7.7.1 There is no distinct community impact arising from the Annual Report.

7.8 **Communications**

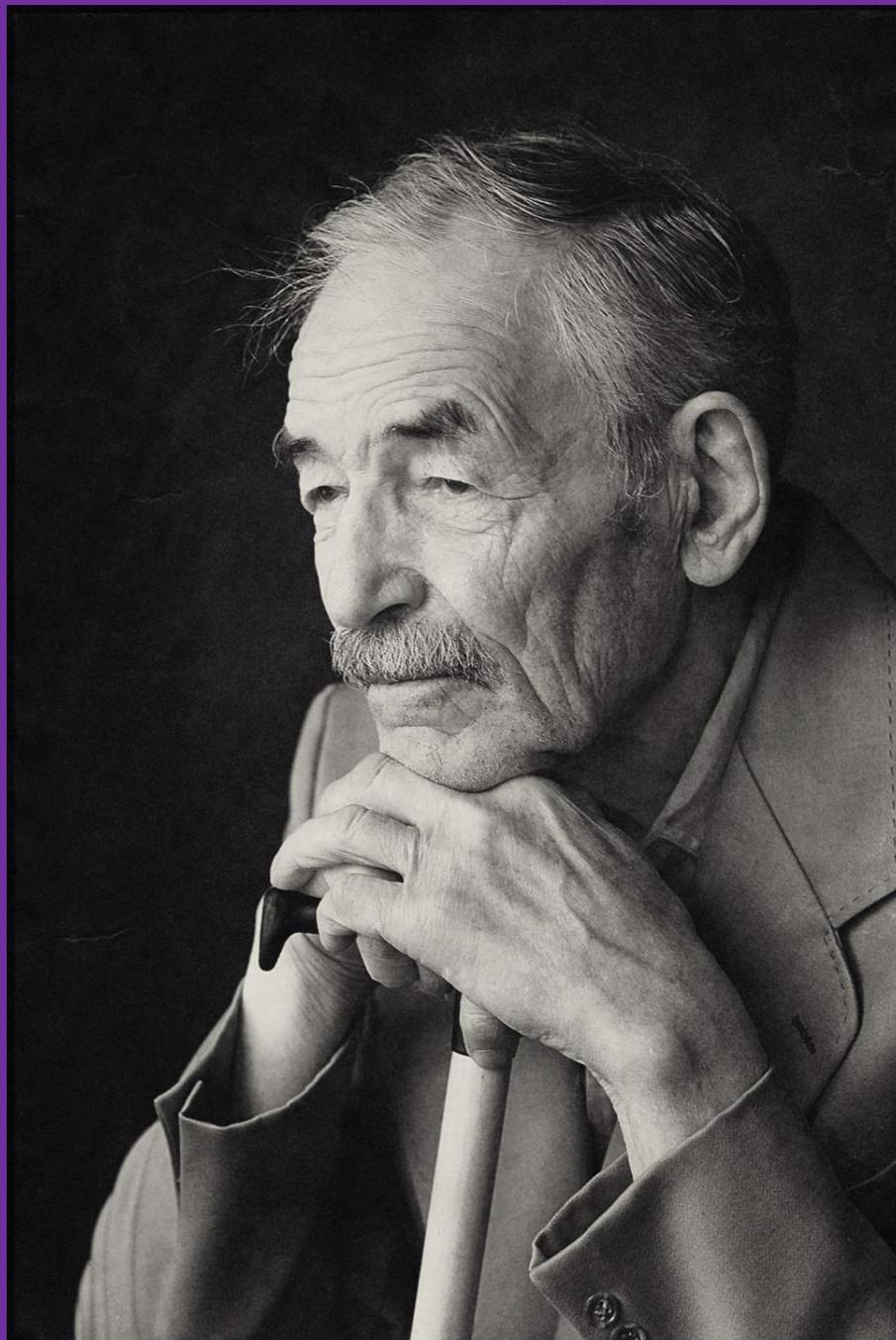
7.8.1 The report will be published on the NSAB website - www.northamptonshiresab.org.uk

8. **Background Papers**

The Care Act 2014 - [Care Act 2014 \(legislation.gov.uk\)](http://legislation.gov.uk)

Northamptonshire Safeguarding Adults Board Strategic Plan 2019 – 2021

Northamptonshire Safeguarding Adults Board



Annual Report 2020-2021

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Foreword from Stuart Lackenby

Welcome to the Annual Report 2020-21 for Northamptonshire Safeguarding Adults Board (NSAB).

I joined West Northamptonshire Shadow Authority in December 2020 as the Executive Director for Adults, Communities and Wellbeing (DASS) and took over the chairing of NSAB in April 2021. I am writing this foreword as the new Chair of NSAB, following the departure of Tim Bishop at the end of March. Tim spent five years as the Independent Chair during that time, he had seen some significant changes, not least to Adult Social Care. With the formation of the two new unitary North and West Northamptonshire Councils from 1st April 2021, it was a good opportunity for Tim to hand over the reins. I would like to thank Tim for all his hard work during his time as Independent Chair and for the ongoing development of NSAB in those five years.

To reflect on the last year, I have to acknowledge the Covid-19 pandemic and the incredibly challenging time it's been for us all. Covid-19 has had such an enormous impact on us all, with many suffering the loss of family, friends and colleagues. On behalf of NSAB, I would like to thank all front-line staff who were there to support people through a very difficult time and to help protect lives – we are very proud of you all. On a brighter note, the success of the vaccination programme has given us all hope for a return to less restrictions and more normality.

During the year, Northamptonshire received 5,118 safeguarding concerns, and of those, 1,368 were safeguarding enquiries. These figures were on a par with the numbers seen in 2018-19 (5,390 concerns and 1,682 enquiries).

The Communications & Engagement Sub Group started the year with a focus to engaging with citizens and staff, but this was hindered greatly due to the pandemic. Instead, a social media campaign was launched in July 2020 entitled #Report It (the image on the front of this report was used in the campaign). #Report It helped to raise awareness to staff how to report safeguarding concerns, which was even more important during the lock down (see more information on page 4).

There were two ongoing Safeguarding Adult Reviews (SARs) and three new SARs during the period. Further details can be found on pages 10-14.

For many of our colleagues, the focus was on keeping people safe; for NSAB and the Business Office it was business as usual but like many, we had to embrace different ways of working such as making better use of technology including Microsoft Teams but this has enabled us to continue overseeing the effectiveness of safeguarding across the county. Moving forward, this new way of working will help us as a partnership to save valuable officer time holding meetings on 'Teams' rather than having to travel across the county, or indeed, the country.

I hope you find the annual review of interest and that we evidence the huge amount of work that goes on to help protect those most at risk in the county.

Stuart Lackenby
Executive Director for Adults, Communities and Wellbeing (DASS) and
Chair of Northamptonshire Safeguarding Adults Board

Northamptonshire Safeguarding Adults Board

The purpose of a Safeguarding Adults Board is to assure itself that local safeguarding arrangements and partners act to help and protect the welfare of local adults who may be at risk of abuse and harm. This is in accordance with the Care Act 2014 and supporting statutory guidance.

Northamptonshire Safeguarding Adults Board (NSAB) is made up of senior officers nominated by partner agencies including statutory partners such as the local authority, police and the clinical commissioning group. Members have delegated authority to represent their organisation and to make decisions on their agency's behalf.

NSAB's vision is:

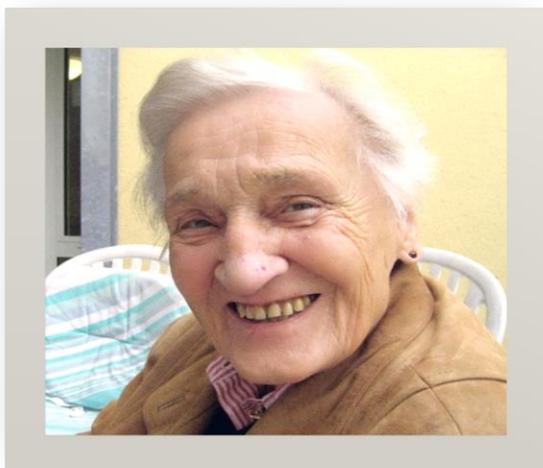
'Working together to keep people safe'

During the period 1st April 2020 to 31st March 2021, the Strategic Board continued to be supported by the operational Delivery Board and four Sub Groups; Communications & Engagement – Learning & Development – Quality & Performance and Safeguarding Adults Review.

There were no new declarations of interest received by members during the year.

Safeguarding Adults Boards have three core duties under the Care Act 2014:

- Publish a strategic plan for each financial year and its strategy for achieving its objectives;
- Publish an annual report including what has been achieved during the year, what it has done to implement the strategy, what members have achieved and findings of reviews; and
- Conduct Safeguarding Adult Reviews in accordance with Section 44 of the Care Act



Annual Report Overview

The Annual Report 2020-21 provides an overview of the Board's achievements against the NSAB Strategic Plan 2019-21 for the period 1st April 2020 to 31st March 2021.

A little later than normal and due to the outbreak of Covid-19, the Strategic Plan was reviewed virtually and agreed by the Board in May 2020.

The Strategic Plan is aligned with the six key principles as outlined in the Care Act:



Empowerment

People are supported and encouraged to make their own decision and informed consent.



Prevention

It is better to take action before harm occurs.



Proportionality

The least intrusive response appropriate to the risk presented.



Protection

Support and representation for those in greatest need.



Partnership

Local solutions through services working with their communities.



Accountability

Accountability and transparency in delivering safeguarding.

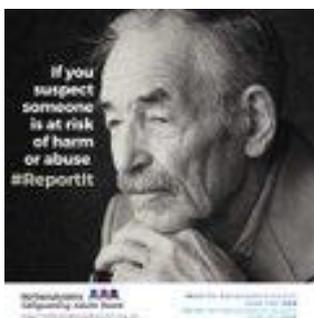
Progress and Achievements

For the period 2020-21, NSAB agreed three key priorities in line with other Adult Safeguarding Boards in the East Midlands region, namely: **Prevention, Quality and Making Safeguarding Personal (MSP)**. These were incorporated in the Strategic Plan 2019-2021. The progress against the Plan is detailed below:

Empowerment and Prevention

• Communications & Engagement Sub Group

- Plans put in place to launch a NSAB Twitter account in April 2020. For the period to 31st March 2021, NSAB gained 248 followers.
- July 2020 - Launch of a virtual poster campaign #Report It asked organisations to display posters in the workplace to raise awareness of how to report safeguarding concerns. Results of the launch highlighted 175+ new site users in July and August and 1,857 visits to the website¹. See images below used in the campaign.



- November 2020 - A generic safeguarding survey was issued to agencies and service users to help NSAB understand if people knew how to report safeguarding concerns. 271 responses were received. The findings showed that 90% would report abuse if they saw it, but 45% said they would not know who to report a safeguarding concern to. The campaign was also well supported by agencies on Twitter, with 7,995 Tweet impressions for one Tweet¹.
- December 2020 – A leaflet for customers explaining the Adult Risk Management (ARM) process was approved and shared with members and made available on the website.

- January 2021 – The group undertook further social media coverage for the #ReportIt campaign to coincide with the national lockdown and address the findings seen in the survey results.
- The NSAB website was regularly reviewed and updated to provide a range of information to support both the public and practitioners.
- Awareness of the Adult Risk Management (ARM) process continued with a view to commencing a regular Oversight Panel to support partners with new referrals or where advice was needed for new cases.

• Learning & Development Sub Group

- August 2020 - A training assurance return audit was undertaken which highlighted that partner agencies achieved a benchmark of between 87+% and 100% of staff had undertaken safeguarding adults training.
- October 2020 – Assurance was sought from partner agencies that learning opportunities were still available during the Covid-19 outbreak. The results of the exercise were reassuring.
- December 2020 – Development of a video to raise awareness of the ARM process began.
- February 2021 - 300+ e-learning courses completed by staff working in the voluntary & community sector and care home providers.
- Learning briefings for Multi Agency Case Audits (MACA) Homelessness and Mental Health were published on the NSAB Website following multi-agency case audits undertaken by the Quality & Performance Sub Group.
- Work started in partnership with University of Northampton (UoN) to develop level 4 SAR training.
- Preparations were put in place to host learning events for Safeguarding Adult Reviews (SARs) 016 'Dean' and 019 'Jonathan' following publication of the SARs.

- **Quality & Performance Sub Group**

- Multi-agency task and finish groups were convened to review and refresh a number of policies and procedures including: Complaints Policy; Escalation Policy; The Inter-Agency Policy & Procedures; Safeguarding Adults Review Protocol; Serious Incident and Safeguarding Protocol; Quality Assurance Framework. The ARM Toolkit was also updated.
- Composite plans for SARs 008 and 010 were reviewed for progress made throughout the year.
- The Risk Register was reviewed and updated.
- *Due to the Covid-19 pandemic, work on multi agency case audit activities was hindered.*

- **Safeguarding Adults Review Sub Group**

- March 2021 - Safeguarding Adult Reviews 016 'Dean' and 019 'Jonathan' were published. See pages 12-14 for further details.
- Reassurance was sought from housing colleagues that light touch reviews were taking place in advance of consideration of SARs.
- Improved SAR governance was developed and put into place.
- Worked in partnership with the University of Northampton (UoN) to develop training for SAR Sub Group members.
Following the publication of [Analysis of Safeguarding Adult Reviews: April 2017 - March 2019 full report](#) in November 2020, an action plan was put into place to review and implement local recommendations.

Proportionality, Protection, Partnership and Accountability

- Four strategic board meetings were held during the year with 100% attendance from members representing statutory partners. Due to the Covid-19 pandemic these meetings were held virtually via Teams.
- From April 2020, all NSAB, Delivery Board and Sub Group meetings were held virtually via Microsoft Teams (Teams) due to the Covid-19 pandemic.
- There was also good attendance and participation from members at NSAB, Delivery Board and all Sub Group meetings. Again, meetings were held via Teams.
- The Delivery Board focused on members' operational activities made against the priorities and five themes in the Strategic Plan 2019-21; domestic abuse, suicide prevention, street homelessness, serious organised crime and adults that don't meet the need for statutory services. Updates were received at Delivery Board meetings throughout the year to highlight programme, key issues and to provide assurance to members.
- The Chair of the Delivery Board provided updates to the Strategic Board on a quarterly basis and highlighted good practice and key issues.
- The NSAB Annual Report for 2019-20 was published and received by the Health & Wellbeing Board and Northamptonshire County Council Full Council.
- Membership of the Boards and Sub Groups were reviewed and appropriate challenge was made where necessary.
- At the outset of the Covid-19 emergency, the Independent Chair advised statutory partners that the Business Office would maintain a Business Continuity and Safeguarding Framework to provide assurance that safeguarding adults at risk continued in the county, and that we would use details from Local Resilience Forums, and details from Gold and Silver meetings to populate the framework – in line with Annex D: Safeguarding Guidance of the Care Act easements: guidance for local authorities Updated 1 April 2020.
- Northamptonshire County Council's Adult Social Care took strategic ownership of the Adult Risk Management (ARM) process.
- NSAB received quarterly updates from Northamptonshire County Council's Adult Social Care on Safeguarding, the Target Operating Model, and the transition to the unitary councils.
- Adult Social Care also provided quarterly updates on the Deprivation of Liberty Safeguards (DoLS) assessments and progress on the transition to Liberty Protection Safeguards (LPS).
- Representatives from St. Andrew's Healthcare attended NSAB to update the Board on their Care Quality Commission action plans.
- An annual update on the Learning Disabilities Mortality Review (LeDeR) was provided to Board in August 2020.
- The Business Manager continued to be an active member of the Modern Slavery & Human Trafficking working group and Northamptonshire Against Domestic Abuse and Sexual Abuse (NADASA).

NSAB worked closely with its statutory partners; NHS Northamptonshire Clinical Commissioning Group (CCG), Northamptonshire County Council (NCC) and Northamptonshire Police. All statutory partners are represented on the Strategic Board, the Delivery Board and Sub Groups.

NHS Northamptonshire Clinical Commissioning Group

Achievements in 2020-2021

- NHS Nene CCG and NHS Corby CCG merged in April 2020 and became NHS Northamptonshire CCG. Safeguarding is of the upmost importance for the CCG and our quality and safeguarding teams work across the system to support and discharge our statutory responsibilities.
- We collaborated with provider trusts and NHS England (NHSE) and NHS Improvement (NHSI) on a joint child and adult safeguarding commissioning assurance framework (SCAT). This has been rolled out and assurance returns completed.
- We worked with NHSE/I and local partners to understand and act on the impact of Covid-19 in relation to safeguarding adults.
- We continued to hold regular forums and training events for general practice safeguarding leads covering adult themes, for example, care homes, Safeguarding Adult Review (SARs) and domestic abuse.
- We promoted the assessment and use of risk-based pathways in primary care for victims of domestic abuse.
- We revised and added to a suite of PowerPoint presentations which deal with all aspects of adult safeguarding aimed at clinicians within primary care requiring level 3 adult safeguarding training.
- We collaborated with the police to develop a form to request medical information from general practitioners when required for the purpose of a police investigation.
- We continued to improve the content and layout of the safeguarding section of the CCG's primary care safeguarding website portal.
- We continued to support providers in relation to training about gangs, emphasising the "violence and vulnerability" programme. This has included the delivery of online training sessions.
- We promoted the use of "Microsoft Teams" to enhance the sharing of information when discussing vulnerable adults in general practice safeguarding Multi-Disciplinary Teams (MDTs).
- We continued to support NSAB by maintaining a presence at Board meetings and actively supporting Sub Groups to ensure NSAB is able to meet its annual strategic plan, and we worked closely with Northamptonshire Community Safety Partnership.

Areas for development in 2021-22

- We will continue to work closely with primary care in promoting the safeguarding assurance self-assessment framework.
- We will continue to work with health providers and key partners in improving practice in relation to the Adult Risk Management Process (ARM).
- We will work with colleagues across health and social care to support the implementation and delivery of the Liberty Protection Safeguards.
- We are progressing work at pace to support the transition towards an integrated care system.
- We will work with health and other partners to implement actions relating to recent SARs and Domestic Homicide Reviews (DHRs) – areas of focus include safeguarding legal literacy, strengthening and fully embedding the ARM process in practice, increased awareness and recognition of potential domestic abuse - DHRs have identified inconsistent responses to concerns and disclosure of domestic abuse.
- We will add voiceovers to our suite of adult safeguarding PowerPoint presentations and produce podcasts for key primary care safeguarding topics.

Northamptonshire County Council – Adult Social Care

- A new target operating model was introduced across adult social care in October 2020.
- Safeguarding processes were reviewed and changed in light of the new target operating model. This included safeguarding processes at the front door so that they are triaged in the team, and changes to how enquiries and safeguarding functions are completed.
- The Safeguarding Team was increased in size and reflects the two new unitary footprints.
- Northamptonshire Adult Social Care (NASS) continued to work closely with Northamptonshire Police and East Midlands Ambulance Service (EMAS) to improve the triaging process for appropriate referrals to safeguarding.
- NASS worked alongside partners on the implementation of the multi-agency Adult Risk Management (ARM) guidance.
- Northamptonshire County Council Chairs the Channel Panel.
- A number of cases have been reviewed as part of the Person in Position of Trust (PIPOT) process.
- The Lead Principal Social Worker (PSW) worked with the Complaints Officer to ensure that learning from complaints was embedded across NASS.
- Learning from Safeguarding Adult Reviews was disseminated across Adult Social Care.
- The new adult social care case management system (Eclipse) was implemented and reflects the new safeguarding processes.

Areas for development in 2021-22 - West Northamptonshire Council²

- Development of the ARM Oversight Panel under the Chair of the local authority.
- Development and the further embedding of the target operating model (phase 2).
- Development of an assurance framework that underpins internal practice and external market management. This includes the joint Quality Board with CCG and CQC, and the internal joint working of commissioning & quality and safeguarding, and the care home review team via a weekly forum to proactively manage quality in the market.
- Change of the PSW role to focus on practice development and assurance and include proposals for roles to be created to support this.
- PSW to Chair the NSAB Learning and Development Sub Group.
- WNC will continue to disseminate learning from Safeguarding Adult Reviews once published.
- Preparation for the introduction of Liberty Protection Safeguards (LPS) is ongoing. A proactive working group across both councils is in place and will start to formalise the plan for LPS in Northants once the code of conduct is released for consultation.
- Work in conjunction with the NSAB Independent Scrutineer in relation to assurance activity on behalf of the NSAB.

Areas for development in 2021-22 - North Northamptonshire Council

- Continue to work on embedding the Target Operating Model within North Northants.
- Safeguarding processes across North ASC will be reviewed. This will include safeguarding processes at the front door, how they are dealt with and how enquiries and other safeguarding functions are completed within the service.
- The current Adult Social Care IT system was replaced in November 2020. 'Eclipse' has replaced CareFirst and work is underway to ensure processes are reviewed.
- Work continues to take place with providers looking at what training, information and advice they require.
- The provider Quality Board will be reviewed in order to monitor its effectiveness and ensure that robust governance arrangements are in place moving forward.
- North Northants will continue to disseminate learning from Safeguarding Adult Reviews once published.
- Preparation for the introduction of Liberty Protection Safeguards (LPS) is ongoing.

² Northamptonshire County Council ceased to exist from the 1st April 2021 and two unitary councils were formed; North and West Northamptonshire Councils.

Northamptonshire Police

Domestic Abuse

- Domestic Abuse (DA) is one of four 'Matters of Priority' for Northamptonshire Police.
- A working group has been set up to ensure that there is a force wide response aimed at delivering an outstanding service to victims of DA.
- A specialist team has been set up to investigate all "high risk" cases of DA. The team has doubled in size, with officers based at both Northampton and Kettering.
- 'DA Matters' training is being rolled out to all officers. Evaluation of earlier training showed that 81% of first responders said that the training had improved the way in which they support victims.
- Senior Detectives now regularly review DA crimes with a view to highlighting learning and best practice.
- A serial perpetrator scheme aimed at preventing further offences being committed by offenders identified as posing the biggest risk continued. A number of perpetrators agreed to take part in support programmes to change their behaviour.
- Northants Police were one of six forces who took part in a Telephone Resolution Scheme. This continued to deliver positive outcomes relating to crime recording, disclosure of abuse and Criminal Justice System outcomes for victims who had a telephone first response as opposed to a low priority deployment.
- The force continued making effective use of Conditional Cautions having launched Project PIPA (Preventing Intimate Partner Abuse) referrals, where offenders were encouraged to take part in a course to prevent further offences.
- Guidance was issued to staff to help them to identify and investigate stalking and harassment cases and make best use of the Stalking Protection Act.
- The Northamptonshire Against Domestic and Sexual Abuse (NADASA) partnership co-ordinated the response of statutory and voluntary agencies for Covid-19 and agreed a communications strategy to support victims.
- A partnership meeting has been set up to improve the identification of and response to incidents of so called honour based abuse.
- Accredited training has been provided to Multi Agency Risk Assessment Conference (MARAC) Chairs.

Mental Health

- The force reviewed and refreshed mechanisms for recording mental health (MH) incidents to help understand hidden demand. This led to a better understanding of the demands on staff to enable the provision of tools to deliver a quality service to those living with MH. Data shows that 23% of all front line police officer time was spent dealing with MH related incidents (over 5,100 officer hours in March alone).
- Bespoke 'Time to Listen' training was provided to front line officers to support service users. 'Time to Listen' training is based on a consultation with service users conducted by the Office of the Police, Fire and Crime Commissioner (OPFCC). The training helps to recognise MH conditions and vulnerabilities, with input from service users and discussion with service providers to understand pathways and options.
- Op Alloy (street triage) was refreshed during the period with an expectation to launch a new model in the near future. This will include two MH nurses on duty between the hours of 1100hrs and 0300hrs, with a trained police officer who is a 'MH tactical advisor' working alongside the nurses to improve the crisis response to those in need. One nurse will be based in the Force Control Room and the other on patrol with an officer, proactively addressing incidents that involve mental health.

Serious Organised Crime

- Heroin and Crack Action Area 'CITADEL' continues in Kettering and supports those susceptible to MSHT type offences.
- Organised immigration strategy is in place for the force and work has been undertaken with partners to improve the response and support to those who are trafficked into or within the UK illegally.
- A review group and monitoring is in place for MSHT with a particular focus on National Referral Mechanism (NRM) referrals.
- Work is ongoing to secure and improve obtaining Modern Slavery Risk and Prevention Orders for longer term disruption to criminals who exploit the vulnerable, as is work with partners around sham marriages.

Partnership working

- A Multi-Agency Daily Risk Assessment (MADRA) Conference for Domestic Abuse has been funded by the Office of the Police, Fire and Crime Commissioner (OPFCC). The MADRA now reviews all domestic abuse incidents reports at the earliest opportunity (normally within 24 hours) to ensure that safeguarding measures are put in place for early intervention with families and children.
- The force continues to work with partners to audit our outcomes and ensure that service users receive the best and most appropriate experience from our staff by providing them with the tools and training to support those living with mental health issues. Understanding our demand and positive partner relationships has been key to this process.

Areas for development in 2021-22

- Voice have been successful in bidding for Ministry of Justice funding to recruit additional Independent Domestic Violence Advocates (IDVAs), who provide support to victims with complex needs, and are deployed to victims after an arrest is made to provide support at the earliest opportunity.
- Serious and Organised Crime is a new 'Matter of Priority' for 2021-2022. Modern Slavery & Human Trafficking (MSHT) forms part of the analysis and work to ensure the force supports victims/reduce repeat victimisation.
- MSHT will also feature as part of the new Community One partnership meeting, and a 'SOC community profile' will be presented at the first Community One meeting for onward support.
- Victim Navigators who support MSHT victims will be bid for regionally in support of our ongoing safeguarding and response to victims of MSHT.
- Audits will be undertaken in respect of MSHT/SOC offences in May 2021 for feedback and learning to improve our response to victims.
- Following Covid-19, focus will be on improving relations in communities and identification of businesses which may exploit vulnerable persons.



Safeguarding Adult Reviews

The Safeguarding Adults Board (SAB) must arrange a SAR when an adult in its area dies as a result of abuse or neglect, whether known or suspected, and there is concern that partner agencies could have worked more effectively to protect the adult. The SAB must also arrange a SAR if the same circumstances apply where an adult is still alive but has experienced serious neglect or abuse.

Criteria for a Safeguarding Adult Review (SAR)

1. A SAB must arrange for there to be a review of a case involving an adult in its area with needs for care and support (whether or not the local authority has been meeting any of those needs); if –
 - (a) There is reasonable cause for concern about how the SAB, members of it or other persons with relevant functions worked together to safeguard the adult; and
 - (b) Condition 1 or 2 is met.
2. Condition 1 is met if:
 - (a) The adult has died; and
 - (b) The SAB knows or suspects that the death resulted from abuse or neglect (whether or not it knew about or suspected the abuse or neglect before the adult died).
3. Condition 2 is met if:
 - (a) The adult is still alive; and
 - (b) The SAB knows or suspects that the adult has experienced serious abuse or neglect.
4. A SAB may arrange for there to be a review of any other case involving an adult in its area with needs for care and support (whether or not the local authority has been meeting any of those needs).
5. Each member of the SAB must co-operate in and contribute to the carrying out of a review under this section with a view to:
 - (a) Identifying the lessons to be learnt from the adult's case; and
 - (b) Applying those lessons to future cases.

The Safeguarding Adult Review (SAR) Sub Group has responsibility for considering SAR referrals, and for managing the SAR process. The group has strong links with the other NSAB Sub Groups to ensure that the monitoring and communication of SARs and other type of reviews are undertaken, and that learning is embedded. The Chair of the Sub Group has responsibility for keeping NSAB updated on the progress of SARs.

For the period 1st April 2020 to 31st March 2021, three referrals were made for consideration of a SAR. The recommendation actions for two previous SARs, 008 and 010 were also monitored with a view to completing during the period. SARs were approved by the NSAB Independent Chair and Statutory Partners for referrals 020 and 021. Referral 018 was considered but the SAR Sub Group subsequently referred the case to Corby Community Safety Partnership for consideration of a Domestic Homicide Review (DHR) which was subsequently approved in June 2020.

Safeguarding Adult Reviews approved/published during the period

Reference	Reason for Referral – Summary	Approved by Statutory Partners	Published
016	Male murdered whilst living in supported accommodation ³	December 2019	March 2021
018	<i>Female in relationship with coercive control – met criteria for DHR</i>	June 2020	Ongoing
019	Male found dead in hotel room following hospital discharge	February 2020	March 2021
020	Male committed suicide out of county	August 2020	July 2021
021	Serious neglect reported at a care home	June 2020	Ongoing

³ Some delay caused by the Covid-19 pandemic and agency resources to fully support the SAR during early 2020.

Safeguarding Adult Reviews commenced in previous years with outstanding recommendation actions as at 31st March 2021

SAR 008 'Mrs Webster'

The review evaluated multi-agency responses concerning the sad death of 'Mrs Webster' who died in November 2017, aged 86. Prior to her death and whilst living in a residential care home, Mrs Webster experienced a number of falls, including one that resulted in a puncture wound to her back. The cause of Mrs Webster's death was bronchopneumonia which was likely to have been exacerbated by her lack of mobility due to a neck collar following an earlier fall. The SAR was published in October 2019 with 13 recommendations. At the 31st March 2021, there was one outstanding action remaining.

An example of some of the recommendations that were actioned and implemented during the period:

Recommendation 1 – NCC⁴ senior managers should provide assurance to NSAB that their current actions to manage the identified shortages in assessment and review teams are having a positive impact in reducing waiting times for people as delayed reviews of care and support can have significant negative consequences for individuals whose needs and risks are likely to be change over time. *Dedicated staff and teams were put in place to address pending lists.*

Recommendation 2 - NCC Quality Team should provide assurance to NSAB that the quality of all contracted residential homes is being monitored and that action plans are in place to ensure people are receiving appropriate person centred support. *A new Learning Disability Quality Board was put in place and the Older People's Quality Board was reviewed. Monitoring was put in place and the frequency increased throughout Covid. Action plans are also in place.*

Recommendation 4 - KGH⁵ should provide assurance to NSAB that it has implemented and is monitoring an action plan to prevent similar errors identified in this SAR. *Action Plans to be reviewed at the Safeguarding Steering Group until complete. Evidence available via meeting minutes.*

Recommendation 6 - All NSAB partner organisations should review their training (access to learning opportunities as well as formal training) and practice in relation to MCA assessments and Best Interest decision making. *Agencies confirmed that this has been addressed, evidence includes: 100% training compliance, master class registers being kept, simulation training being included, and external training provider commissioned.*

Single Agency Action - A Northamptonshire National Health Service Falls Risk/Action Plan support service to be contacted after 2 falls and the Falls Risk Assessment Action Plan to be completed alongside Shaw Healthcare's policies on Falls/Risk Assessment. *Monthly monitoring of record keeping ensuring policy and procedure is followed and all records are updated relating to the adverse incident. CQC inspection of 15 October 2019 corroborates this (overall GOOD and all five KLOE⁶ questions are deemed GOOD).*

SAR 010 'Andrea'

The review evaluated multi-agency responses concerning the sad death of Andrea who died in December 2017 following a period of self-neglect. A redacted summary SAR report was also published in October 2019. The report had 20 recommendations. As at 31st March 2021, two outstanding actions remained.

An example of some of the recommendations that were actioned and implemented during the period:

Recommendation 1 - That partner agencies and the services they commission should assure the Board that their policies and procedures have been reviewed and revised as appropriate to ensure that the Mental Capacity Act 2005 and its supporting code of Practice are implemented properly, with particular regard to unwise decisions and situations of self-neglect. *Agencies confirmed that relevant policies and procedures were reviewed and refreshed, and training was updated where appropriate.*

Recommendation 6 - That partner agencies should assure the Board that they are implementing and monitoring the use of the Self-Neglect Guidance. *Agencies confirmed that self-neglect guidance is in place and is embedded in training.*

⁴ NCC - Northamptonshire County Council

⁵ KGH – Kettering General Hospital

⁶ KLOE – Key Lines of Enquiry

Safeguarding Adult Review Findings, Recommendations and Outcomes – continued

Recommendation 7 - That partner agencies should assure the Board that they are implementing and monitoring the appropriate use of the Adult Risk Management (ARM) Guidance. *Responses include: Use monitored via Safeguarding steering group reporting, ARM audit undertaken quarterly and shared with NSAB; Reviewed as part of the Target Operating Model; ARM process is within the safeguarding policy and discussed at safeguarding training. In addition, in 2021, Northamptonshire County Council, Adult Social Services confirmed the strategic ownership of the ARM process and will convene a regular Strategic ARM Oversight Panel meeting to improve the process.*

Recommendation 14 - That the Board review and revise as appropriate the Inter-Agency Procedures in place to receive, triage and respond to safeguarding concerns re adults and the recording systems to support them. *The Inter-Agency Policy & Procedures were reviewed by a multi-agency task & finish group and ratified at Strategic Board on 13.05.2020.*

Single Agency Action - Accuracy of recording - Team Managers to disseminate Recording with Care policy to team members, reminding practitioners of their responsibilities. *Supervisors within the teams' complete audits and checks as part of their supervisions. This is also addressed in weekly meetings and included in audits.*

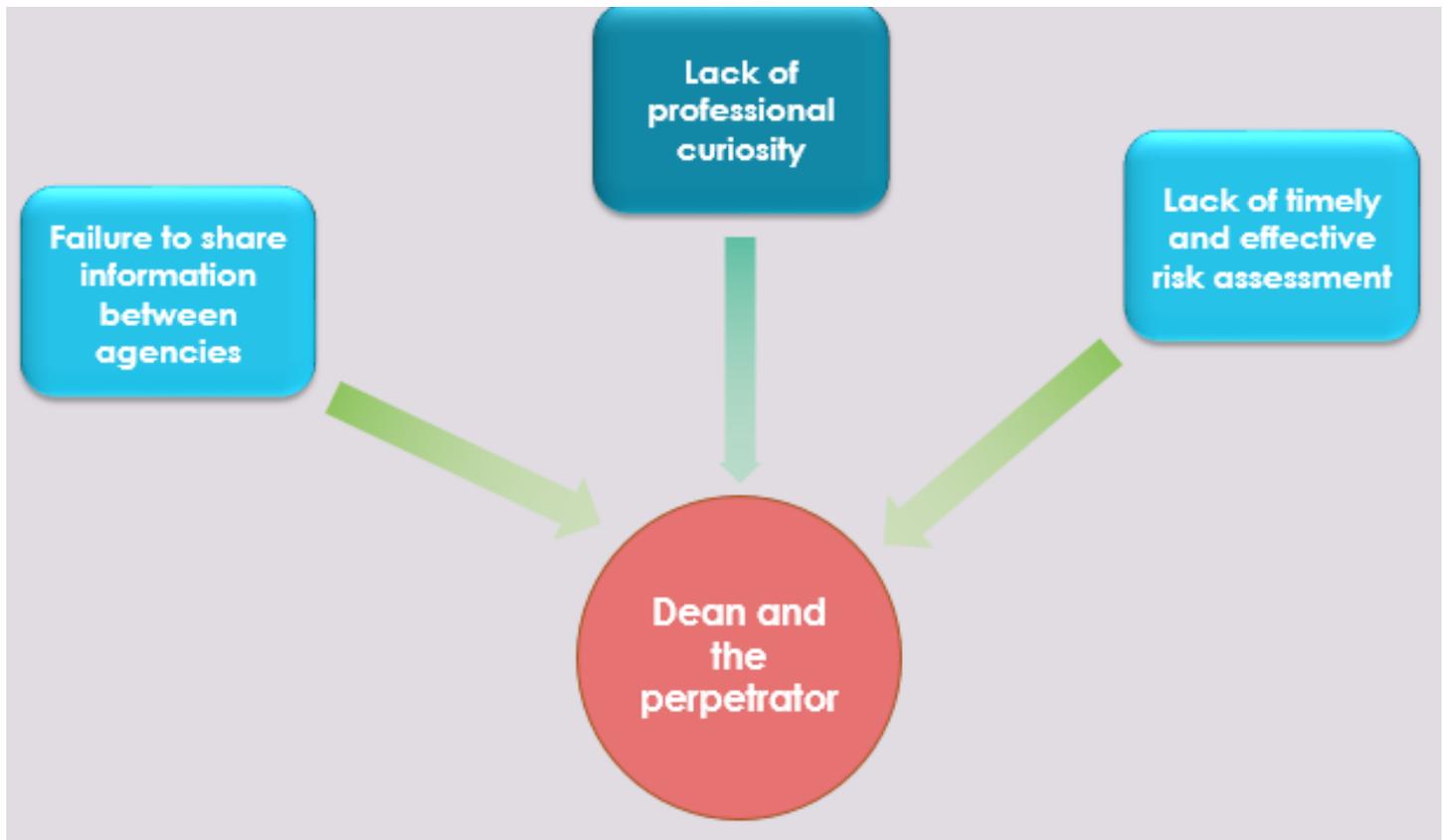
Single Agency Action – Concept of professional curiosity - Proposal for professional curiosity to be a topic at upcoming Good Practice forum for Principals of NASS⁷, with a view that this information is disseminated throughout Directorate. *Professional curiosity was included in the training that all teams received. It is also included in our training plan moving forward and lead principal social worker undertakes sessions that cover it.*

Safeguarding Adult Reviews Started in 2020-21

SAR 016 'Dean'

SAR 016 evaluated multi-agency responses concerning the death of 'Dean' who died in June 2018. Dean had known alcohol issues and was placed in supported housing accommodation with a man with a long history of violence, alcohol and drug abuse (and had been subject to MAPPA). There was no risk assessment made as to the men's suitability to reside together in the same house. Dean's housemate was subsequently convicted of Dean's murder.

Key themes:



⁷ Northamptonshire Adult Social Services

Safeguarding Adult Review Findings, Recommendations and Outcomes

Safeguarding Adult Reviews Started in 2020-21 continued

Key points of learning:

Number of missed opportunities for multi-disciplinary meetings to discuss concerns regarding the perpetrator's risk to others, particularly when the formal arrangements for public protection or MAPPA, with incidents the perpetrator was involved dealt with in isolation.

The Police Public Protection Notice (PPN) process should be used to share information and assess whether a professionals' meeting is required.

When the criteria for MAPPA is not met and there are concerns, a professionals' meeting should be considered in order to share information. Information should be shared with agencies as per the Northamptonshire Safeguarding Adults Board Information Sharing Protocol.

When considering placing adults in shared accommodation, thorough risk assessment should be given to the individual's history and suitability for sharing a dwelling.

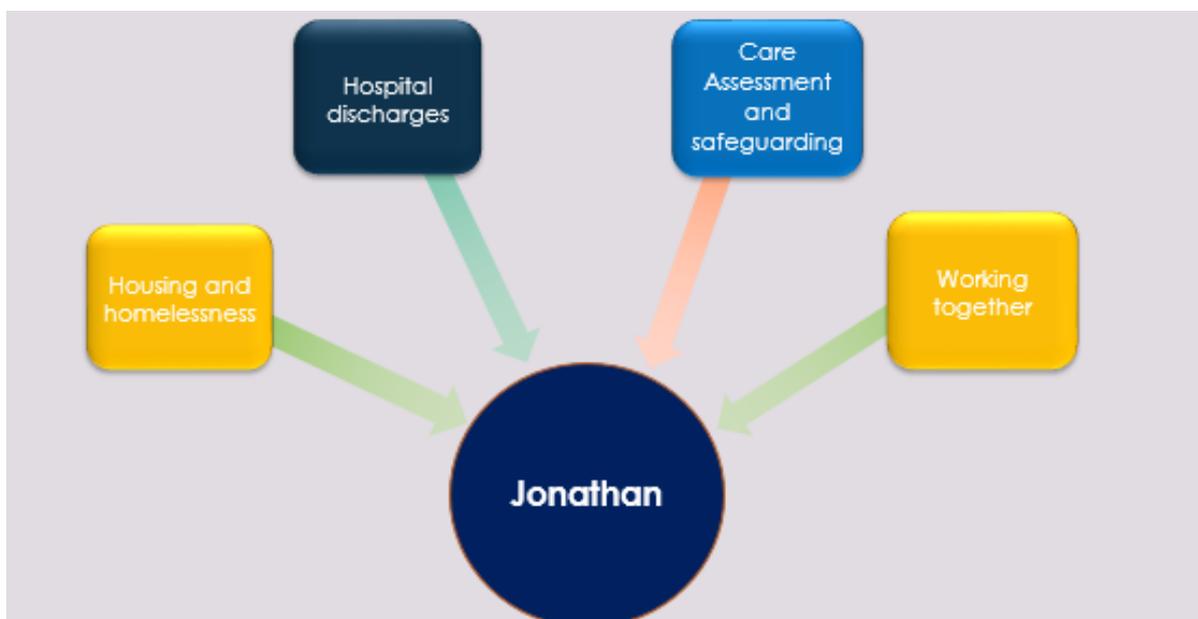
7 recommendations were highlighted in the report.

The SAR was published in March 2021, and a redacted summary was published – this was to protect the victim's school aged children.

SAR 019 'Jonathan'

SAR 019 evaluated multi-agency responses concerning the death of 'Jonathan' who sadly died in December 2019. Jonathan was living in a hotel at the time of his death, aged 46 on 31st December 2019. Jonathan was found deceased in the hotel room by a Social Worker carrying out a welfare check. Jonathan was considered to have multiple vulnerabilities and risks which were further complicated by homelessness; in particular, rough sleeping. Jonathan had frequent visits to emergency departments and a history of offending and imprisonment. Despite regularly coming to the attention of a number of statutory services as an adult experiencing street homelessness and significant physical and mental health conditions, his housing, health and care and support needs, including risks, were not readily acknowledged.

Key themes:



Considerations for practice:

- 1) A shared understanding of key terms
- 2) Understanding multiple exclusion homelessness as a safeguarding issue
- 3) Understanding the common barriers to effective interventions
- 4) Care and support needs and Adult Safeguarding
- 5) Positive practice emerging in this review and wider links to research

Key points of learning:

Learning for all agencies in relation to addressing safeguarding concerns to prevent the escalation of health and social care needs and harm through timely, coordinated assessments and protection planning for people experiencing high levels of risks like Jonathan.

Learning for all agencies to establish regular meetings where information can be shared, and decisions made for people experiencing Multiple Exclusion Homelessness. A comprehensive approach to risk assessment is an essential component of practice and proportionate risk assessment.

Practitioners should pay close attention to a person's mental capacity, carrying out capacity assessments where indicated, particularly where an individual consistently disregards high levels of risk to themselves or others. The potential impact of impaired executive brain function on decision-making may also need to be considered.

Learning for all agencies in relation to transitions between services and institutions, such as from prison and admissions to and discharge from hospital. This should include understanding when the duty to refer under the Homelessness Reduction Act 2017 is triggered.

Practitioners should learn the lessons from SARs, both in their own locality and elsewhere, and draw on this developing evidence base to inform their own practice.

Key points of learning:

The SAR was published in March 2021 and 11 recommendations were documented.

SAR 020 'William'

The SAR relates to the sad circumstances of a man 'William' who died through suicide in 2018. SAR Sub Group members and the NSAB Independent Chair initially agreed that the criteria for a SAR was met. However, from the information gathered by agencies in Northamptonshire and out of county, it became apparent that the case did not in fact meet the criteria for a SAR, but nonetheless, there was important learning that could be disseminated and a table top exercise was undertaken by the Independent Author.

Key points of learning for Northamptonshire:

Referrals to Primary Care Liaison should be responded to within the standard two working days.

Primary Care Liaison should not expect an IAPT worker to risk assess patients.

Assumptions should not be made by Primary Care Liaison that assessments have already been made without being verified.

Key points of learning for Bournemouth, Christchurch and Poole:

Poole Emergency Department (ED) staff should ensure that key information regarding suicidal thinking is communicated to police when the Criminal Justice Liaison Service (CJLS) are expected to undertake a clinical assessment.

CJLS practice at that time was not to interrogate System1 electronic records. Had System1 been viewed and information gathered from the family, this is likely to have provided a very different picture of the risk.

Pressure on resources resulted in Mental Health Liaison not carrying out an assessment within the ED – this may have elicited information about the risk of suicide and communication to the police.

Published Reports and learning briefings

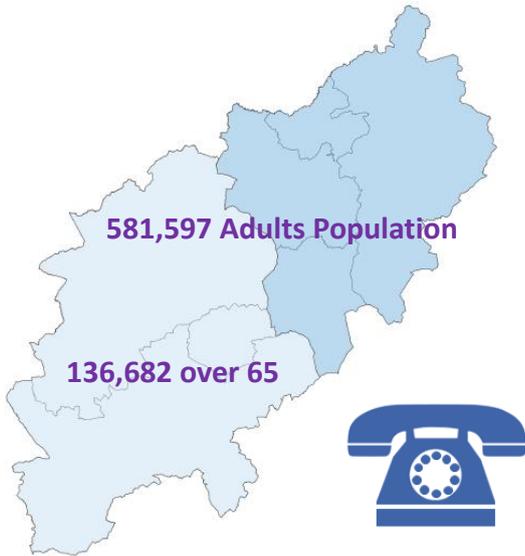
Published reports and learning briefings for all Safeguarding Adult Reviews mentioned above can be found on the [NSAB website](#).

Monitoring agency actions

Agency recommendations for the three reviews were collated into composite action plans. All actions will be monitored closely by the Quality & Assurance Sub Group and reviewed by the SAR Sub Group. NSAB will evaluate changes to policy and practice and the embedding of the learning within agencies moving forward.

Northamptonshire Safeguarding Return Statistics

Northamptonshire covers an area of 913 square miles, has 57 electoral wards and a total population of 753,278⁸ of which 581,597 are adults.

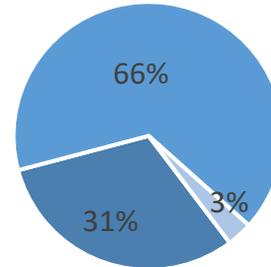


5,118 concerns raised

3,750
remained
Alerts

1,368
became
Enquiries

66% (902) of enquiries included someone known to the person at risk



Other options included service provider 31% and unknown 3%

46%
Male

54%
Female

The enquiry subject was frequently of the female gender

⁸ JSNA Insight Pack June 2020

Subject age band of the enquiry

18-64
42%

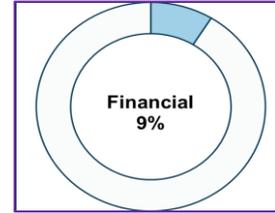
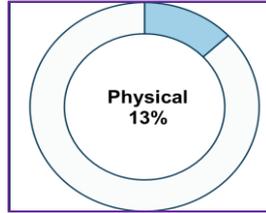
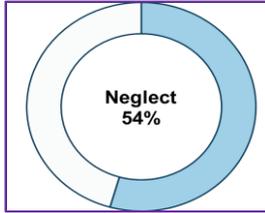
65-74
13%

75-84
19%

85-94
21%

95+
5%

54% of completed enquiries involved Neglect



Risk
Remains
7%

Risk
Reduced
74%

Risk
Removed
19%

Following investigation, 93% identified with risk had their risk removed or reduced

The Strategic Plan 2019-21 was built on the previous plan 2018-20 and is structured according to NSAB's vision, the six key principles (as set out by the government in the Care Act 2014 statutory guidance), local and national priorities.

Board priorities for 2019-21:

1. Making Safeguarding Personal
2. Prevention
3. Quality

NSAB themes for 2019-21:

1. Suicide
2. Domestic Abuse
3. Street Homelessness
4. Serious Organised Crime
5. Adults that don't meet the need for statutory services (Adult Risk Management process)

Further progress was made on the previous year's achievements, with just two areas that were not fully met – these will remain a priority for the year ahead.

Priority 1 - Making Safeguarding Personal

- a. Work together as a Board to provide local leadership on safeguarding adults to ensure people are safe; particularly during the period of transition from the County Council to the new Unitary Authorities. ✓ **Achieved**
- b. Continuously learn and develop as the NSAB to ensure the Board's key priorities and objectives are delivered by the partnership. ✓ **Achieved**
- c. Ensure appropriate membership is at the right level for Board and Sub Groups and engagement is appropriate to drive business. ✓ **Achieved**
- d. Ensure users and carers are supported in their role in keeping people safe, and they help to evaluate the effectiveness of safeguarding adults within Northamptonshire. X **Partially achieved**

Priority 2 - Prevention

- a. Enable and support local communities to play their role in keeping people safe by improving communication to raise awareness of key safeguarding messages. ✓ **Achieved**
- b. Ensure learning from national and local multi-agency reviews and reports are shared and implemented locally. ✓ **Achieved**
- c. Ensure learning and development opportunities are available to the voluntary sector. ✓ **Achieved**

Priority 3 - Quality

- a. Ensure statutory responsibilities for a safe and legal transfer to the new Unitary Authorities is in place, and that customers are not adversely affected by the change. ✓ **Achieved**
- b. Mitigate risks flagged on the NSAB Risk Register. ✓ **Achieved**
- c. Ensure effective analysis and response to partnership data. X **Partially achieved**
- d. Ensure Board have oversight of partners' use of resources to meet the demands to meet quality standards. ✓ **Achieved**
- e. Ensure NSAB multi-agency policies and procedures are reviewed in a timely manner. ✓ **Achieved**

Income and Expenditure for 2020-21

Statutory partners contribute financially to NSAB's operating expenditure as well as providing 'in kind' resources such as meeting venues and their officers' valuable time and expertise.

Partnership Income

Income	2020-21 £
Northamptonshire County Council	30,624
NHS Corby and NHS Nene Clinical Commissioning Groups	38,974
Northamptonshire Police	38,974
Carry forward from 2019-20	28,418
Total Income	136,990

NSAB has historically been funded by three partners; Northamptonshire County Council (NCC), Northamptonshire Police and NHS Corby & NHS Nene Clinical Commissioning Groups (CCG). The contribution should be equally funded, but in 2020-21 NCC did not put in an equal amount, so the unspent balance at the end of the year could not be carried forward in equal amounts.

The base budget was set at £30,624 (the amount NCC held the budget for), which gave a total contribution from all three parties of £91,872. There was a carry forward from 2019-20 of £9,473 each, which gave an overall base budget of £120,291. Towards the end of the financial year, an additional contribution was requested from each partner, but NCC did not adjust their base budget. If each party had contributed equally to the amount requested of £4,155, they would each have to put in an additional £1,385 contribution for 2020-21. At year end, this took the form of an overspend of £1,385 for NCC and an underspend for CCG and Police of £6,965.

Partnership Expenditure

Expenditure	2020-21 £
Staffing	80,732
Independent Chair	18,400
Safeguarding Adult Reviews (SAR)	18,928
Marketing and print - #Report It campaign	1,921
Office costs	28
SAR Sub Group training & SAR Level 4 training	1,122
SAR legal fees	3,315
Total Expenditure	124,446


Northamptonshire
Safeguarding Adults Board


Corby
 Clinical Commissioning Group


Nene
 Clinical Commissioning Group


Northamptonshire
 County Council



Northamptonshire Safeguarding Adults Board
Strategic Plan 2019-2021



Working Together to Keep People Safe

Who are we?

Northamptonshire Safeguarding Adults Board (NSAB) is a partnership of key agencies, and includes:

- Northamptonshire County Council Adult Social Care
- Northamptonshire Police
- NHS Nene and NHS Corby Clinical Commissioning Groups
- District and Borough Council Representative
- Cabinet member for Adult Social Care
- Opposition representative

The newly formed NSAB Delivery Board has a wider membership and is responsible for delivering the strategic plan objectives.

What we do:

We work together to ensure that people in Northamptonshire are safeguarded from harm, and can live their lives independently and free from abuse and neglect.

The work of Safeguarding Adults Boards (SABs) is directed by legislation – the Care Act 2014. The Act sets out the core purpose of the Board ensuring that local safeguarding arrangements are effective and take account of the views of the local community.

In addition to this, Northamptonshire learns and improves as part of its processes and has adopted the East Midlands regional priorities for Safeguarding adults.

Our strategic plan sets out:

- **Our vision** to safeguard people in Northamptonshire; and
- **Our objectives** for the period 2019-21 and outlines our aims and objectives to achieve our vision, and provides direction and continuity for our Delivery Board Action Plan.

The Action Plan will be reviewed on a quarterly basis by the Delivery Board and an update will be provided to Board to highlight progress and any difficulties in achieving the goals within timescale.

Our vision:

In Northamptonshire our vision for Safeguarding Adults at risk is that we are:

'Working together to keep people safe'

- We believe that people should be able to live a life that is free from harm, communities have a culture that does not tolerate abuse, that Northamptonshire is a place where we work together to prevent abuse, and where people know what to do when abuse happens.
- To make this vision a reality, everyone needs to work together as a partnership involving the person at risk, their families and all the agencies across the partnership. Our strategic priorities drive this joint working and partnership.

Our core functions:

The Board has the following core functions:

- To publish a Strategic Plan and an Annual Report in each financial year in accordance with the duties outlined within the Care Act 2014; and
- To undertake Safeguarding Adult Reviews (SARs) and ensure that any learning is disseminated and implemented across relevant agencies.

In order to fulfil its core duties, the Board will:

- Assure itself that safeguarding practice is continuously improving to enhance the quality of life of adults in the locality;
- Establish an effective structure to deliver against its strategic priorities;
- Consider implications of national and local policy;
- Develop a quality assurance framework to evidence the impact of the Strategic Plan;
- Support organisations to carry out their safeguarding responsibilities by developing multi-agency policies and procedures;
- Monitor the quality and performance of safeguarding activities including self-audit, single agency and multi-agency audit activity;
- Use meaningful safeguarding data and intelligence to identify risk and increase the Board's understanding of emerging themes;
- Ensure local agencies are receiving appropriate learning opportunities to increase confidence, skills and knowledge;
- Share information in line with Data Protection and GDPR;
- Maintain oversight of the effectiveness of partnership arrangements;
- Ensure sufficient funding is available to promote safeguarding adults, policies and good practice; and
- Develop and maintain links with relevant strategic and delivery partnerships e.g. Health and Wellbeing Board, Northamptonshire Safeguarding Children Board (Safeguarding Partnership), Community Safety Partnerships.

Six key principles and what this means to people in Northamptonshire:

Each one of the key principles forms a 'strategic outcome' in our strategy.

	Key Principle	Description	What this means to the people who live in Northamptonshire
1.	Empowerment	People being supported and encouraged to make their own decisions and informed consent.	"I am asked what I want as the outcomes from the safeguarding process and these directly inform what happens."
2.	Prevention	It is better to take action before harm occurs	"I receive clear and simple information about what abuse is, how to recognise the signs and what I can do to seek help."
3.	Proportionality	The least intrusive response appropriate to the risk presented.	"I am sure that the professionals will work in my best interests, as I see them and they will only get involved as much as needed."
4.	Protection	Support and representation for those in greatest need	"I get help and support to report abuse and neglect. I get help so that I am able to take part in the safeguarding process to the extent to which I want."
5.	Partnership	Local solutions through services working with their communities. Communities have a part to play in preventing, detecting and reporting neglect and abuse	"I know that staff treat any personal and sensitive information in confidence, only sharing what is helpful and necessary. I am confident that professionals will work together and with me to get the best result for me."
6.	Accountability	Accountability and transparency in delivering safeguarding.	"I understand the role of everyone involved in my life and so do they."

Our strategic plan 2019-21:

Our Strategic Plan for 2019-2021 is built on our previous plans and is structured according to our vision, the six key principles as set out by the Government in the statutory guidance accompanying the Care Act 2014 (see above), and local and regional priorities. The six principles hold equal importance and are the foundation of good and effective safeguarding.

The Board priorities for 2019-21 are:

1. **Making Safeguarding Personal¹**
2. **Prevention**
3. **Quality**

Our themes:

In order to deliver the priorities and themes each year, the objectives will be reviewed against the Delivery Board Action Plan including key goals and target timescales. Our themes are:

1. **Suicide (link with the Suicide Prevention Group)**
2. **Domestic Abuse**
3. **Street Homelessness (link with the Chief Housing Officer Groups (CHOG))**
4. **Serious Organised Crime**
5. **Adults that don't meet the need for statutory services (Adult Risk Management process)**

Priority 1 - Making Safeguarding Personal

- a. Work together as a Board to provide local leadership on safeguarding adults to ensure people are safe; particularly during the period of transition from the County Council to the new Unitary Authorities.
- b. Continuously learn and develop as the NSAB to ensure the Board's key priorities and objectives are delivered by the partnership.
- c. Ensure appropriate membership is at the right level for Board and Sub Groups and engagement is appropriate to drive business.
- d. Ensure users and carers are supported in their role in keeping people safe, and they help to evaluate the effectiveness of safeguarding adults within Northamptonshire.

Priority 2 - Prevention:

- a. Enable and support local communities to play their role in keeping people safe by improving communication to raise awareness of key safeguarding messages.
- b. Ensure learning from national and local multi-agency reviews and reports are shared and implemented locally.
- c. Ensure learning and development opportunities are available to the voluntary sector.

Priority 3 - Quality:

- a. Ensure statutory responsibilities for a safe and legal transfer to the new Unitary Authorities is in place, and that customers are not adversely affected by the change.
- b. Mitigate risks flagged on the NSAB Risk Register.
- c. Ensure effective analysis and response to partnership data.
- d. Ensure Board have oversight of partners' use of resources to meet the demands to meet quality standards.
- e. Ensure NSAB multi-agency policies and procedures are reviewed in a timely manner.

¹ Making Safeguarding Personal (MSP) is a sector led initiative which aims to develop an outcomes focus to safeguarding work, and a range of responses to support people to improve or resolve their circumstances. It is about engaging with people about the outcomes they want at the beginning and middle of working with them, and then ascertaining the extent to which those outcomes were realised at the end.