



OVERVIEW AND SCRUTINY COMMITTEE

MEETING : Monday, 1st February 2021

PRESENT : Cllrs. Coole (Chair), Ryall (Vice-Chair), Bowkett, Finnegan, Hilton, Hyman, Lewis, Organ, Pullen, Stephens, Taylor, Toleman, Tracey, Walford and Wilson

Others in Attendance

Cabinet Member for Communities & Neighbourhoods, Councillor Watkins

Corporate Director (Transformation)

Corporate Director (Partnerships); acting in her capacity as Chair of the Board of Directors, Gloucester Community Building Collective (agenda item 8)

Executive Director, Gloucester Community Building Collective

Policy & Development Officer

Democratic & Electoral Services Team Leader

Democratic & Electoral Services Officer

ABSENT : Cllr. Dee

11. DECLARATIONS OF INTEREST

11.1 The Chair declared a personal interest in agenda item 8 (Gloucester Community Building Collective) due to formerly being employed by one of the prospective directors of the Gloucester Community Building Collective.

12. DECLARATION OF PARTY WHIPPING

12.1 There were no declarations of party whipping.

13. MINUTES

13.1 **RESOLVED:** - that the minutes of the meeting held on the 4th of January 2021 were approved and signed as a correct record by the Chair.

14. PUBLIC QUESTION TIME (15 MINUTES)

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14.1 There were no public questions.

15. PETITIONS AND DEPUTATIONS (15 MINUTES)

15.1 There were no petitions or deputations.

16. OVERVIEW AND SCRUTINY COMMITTEE WORK PROGRAMME AND COUNCIL FORWARD PLAN

16.1 The Chair stated that it was the Overview and Scrutiny Committee's penultimate meeting before the scheduled local elections in May 2021.

16.2 **RESOLVED** that the Overview & Scrutiny Committee **NOTE** the forward plan and work programme.

17. GLOUCESTER COMMUNITY BUILDING COLLECTIVE

17.1 Councillor Watkins, the Cabinet Member for Communities & Neighbourhoods, introduced the report and highlighted key elements. She stated that the aim of the report was for Members to note the great work the CIC had done throughout the pandemic and for Members to look at the five year business plan - required as part of an agreement between the company and the Council. Councillor Watkins added that she and the Corporate Director attended quarterly meetings of the CIC. She said that another purpose of the report was to approve changes to the Board and to endorse the reduction of the number of appointed City Council Directors at the company to allow it to be independent moving forward.

17.2 Councillor Stephens welcomed the report. He expressed disappointment that the Business Plan in full was not publicly available and would require Members to discuss it in a private session. He stated that the directors appointed were excellent choices. Councillor Stephens concluded by stating that he wished to raise a point in relation to the Key Performance Indicators.

17.3 The Corporate Director & Monitoring Officer replied by stating that he would look at a way of potentially restructuring the report so more of it could be publicly available when it went before Cabinet. He said that he saw no reason why the Key Performance Indicators could not be publicly released.

17.4 Councillor Stephens stated that he believed that the current Key Performance Indicators were not sufficient and that he wished for more quantitative targets.

17.5 Councillor Watkins welcomed Councillor Stephens comments about it being an excellent report. In relation to concerns raised by Councillor Stephens regarding Key Performance Indicators, Councillor Watkins said that it could

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be difficult, when it came to doing asset-based community work, to formulate statistics and KPIs which would satisfy everyone who prefers to have numerical data. She stated that there was work being undertaken to improve the monitoring and performance of the work, particularly around ripple effect mapping.

- 17.6 The Executive Director of the Gloucester Community Building Collective added to Councillor Watkins reply to Councillor Stephens by stating that they had been working with the University of Bristol on ripple effect mapping which was relevant for asset-based community development work. He stated that they would continue to improve their KPIs. He stated that the meeting about effective ripple effect mapping with the University would happen that same week and that they would produce a report by the end of the year on the impact of it.
- 17.7 Councillor Wilson asked what rationale was behind the recommendation to reduce the number of Gloucester City Council non-executive directors from two to one, particularly considering the previous issues the Council had with the management of outside bodies.
- 17.8 Councillor Watkins replied that it was never the intention that the Council would remain in charge of the company and that the plan was always for it to become independent. She added that enough scrutiny had been provided to ensure that issues that had arisen from previous governance of outside bodies did not happen again.
- 17.9 Councillor Hilton stated that he was surprised that more of the Business Plan was not made publicly available. He wanted clarification as to whether the Gloucester Lottery Central fund should be used to fund the Gloucester Community Building Collective or whether the funding should come from elsewhere.
- 17.10 Councillor Watkins replied by stating that the Gloucester Community Building Collective was not a Council service. Regarding the lottery funding, she stated that the Council had chosen to use the lottery fund in various ways over previous years. She stated that funding the Gloucester Community Building Collective through the Central Lottery Fund would be beneficial because the Gloucester Community Building Collective was one of the few organisations that covered the entire city. She stated that the Council would still be assisting other community-based projects.
- 17.11 Councillor Hilton stated that the work was not city wide and that it was for 10 wards. He asked for clarification as to how it would assist all wards in the City.

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- 17.12 Councillor Watkins replied by stating that they would assist in every area of the City.
- 17.13 The Executive Director of the Gloucester Community Building Collective added that the goal of the organisation was to work in every part of the City. He said that it could be the case that they may have to taper out some of the work in some wards to assist with projects in other wards. He stated that they were also mindful of partner organisations in the City and needed to ensure that they were not duplicating work from partner organisations.
- 17.14 Councillor Coole proposed a vote to move into private session to discuss the exempt appendices within the item. There were no objections.
- 17.15 **RESOLVED** that the press and public be excluded from the meeting during the following item of business on the grounds that it is likely in view of the nature of the proceedings that if members of the press and public were present during consideration of this item there would be disclosure to them of exempt information as defined in paragraph(s) 3 of Part 1 of Schedule 12A of the Local Government Act 1972.
- 17.16 **RESOLVED** that the Overview and Scrutiny Committee **NOTE** the report subject to the undertakings to restructure elements of the report to provide for greater public access provided by the Cabinet Member as above.

18. EQUALITY & DIVERSITY UPDATE

- 18.1 Councillor Watkins, the Cabinet Member for Communities & Neighbourhoods introduced the report and highlighted key elements. She noted that it was race equality week and that Gloucester City Council staff had been asked to all make a pledge to help to combat racism and racial inequality and that she believed that this pledge should also be made by all Members. She said that whilst she was introducing the report, she could not take the credit for the report as it was a shared piece of work created by hard working Council officers and partners. Councillor Watkins thanked everybody involved, including Members from different political groups. Councillor Watkins stated that she wished to make an amendment to the recommendation in paragraph 2.2 of the report to ensure that the recommendation mentioned Council partners.
- 18.2 Councillor Pullen thanked the Council for the good work being undertaken by the Race and Equalities Commission set up in response to the Black Lives Matter movement. He stated that he had heard positive feedback about the newly appointed Chair to the Commission, though he had not yet met him.

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Councillor Pullen noted that 17 Commissioners had been or were going to be appointed to the Commission and asked why their names were not in the public domain. Councillor Pullen further asked who the Community representatives were.

- 18.3 The Corporate Director (Partnerships) replied that there was no reason why the list of Commissioners could not be shared in due course. She stated that there were currently three commissioners. She stated that one of the Commissioners was a lecturer from the University of Gloucestershire who had a keen interest in diversity matters. She said that one was a board member of Gloucestershire Action for Refugees and Asylum Seekers (GARAS), who was a representative of the Muslim community and one was a young Gloucester resident. She added that the names and backgrounds of the Commissioners would be shared with the Committee.
- 18.4 Councillor Pullen noted that a detailed work programme was being developed by the Commission. He asked the Corporate Director whether the Commission would report to the Overview and Scrutiny Committee when it was appropriate.
- 18.5 The Corporate Director replied that the Commission were currently doing some information and data gathering and that they would report to the Committee when appropriate. She added that the Commission had a debate and had decided to investigate five areas currently which were:
- 1) Workforce information;
 - 2) Health inequalities;
 - 3) Education, including destination data and exclusion;
 - 4) Criminal Justice;
 - 5) Lived experience.
- 18.6 The Corporate Director (Partnerships) stated that the Commission's final report would be in the public domain.
- 18.7 Councillor Lewis proposed an amendment to Paragraph 3.1 of the report, as he believed that the wording of the paragraph was not worded strongly enough.
- 18.8 Councillor Watkins agreed with Councillor Lewis, that perhaps the wording of the paragraph was not strong enough and that the phrase 'extra-judiciary killing' would have been more appropriate regarding the reference to the death of George Floyd.

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- 18.9 Councillor Lewis stated that he would be happy with the change of terminology from 'careless and tragic killing' to 'extra-judiciary killing' in paragraph 3.1 that Councillor Watkins agreed to change.
- 18.10 Councillor Wilson pointed to paragraph 4.1.1 of the report. He asked for more detail on the McGregor-Smith Review.
- 18.11 The Corporate Director (Partnerships) replied that the McGregor-Smith Review was a detailed review into issues affecting black and minority groups in the workplace. She stated that she would circulate the report to members.
- 18.12 Councillor Hyman noted that considerably more equalities work had been undertaken at the Council than was contained within the report and suggested that further detail be included.
- 18.13 Councillor Watkins replied that it was a 'live piece' of work and members would have opportunities to see the work and report develop.
- 18.14 The Corporate Director (Partnerships) stated that they would add some more detail to paragraph 4.1.3 to explain some of the achievements of the Council from the last couple of years.
- 18.15 **RESOLVED** that the Overview & Scrutiny Committee **NOTE** the report subject to the undertakings provided by the Cabinet Member and Corporate Director as above.

19. DATE OF NEXT MEETING

Monday 1st of March 2021.

Time of commencement: 6.30 pm hours

Time of conclusion: 7.41 pm hours

Chair