



RUSHMOOR BOROUGH COUNCIL

OVERVIEW AND SCRUTINY COMMITTEE

*at the Council Offices, Farnborough on
Thursday, 9th December, 2021 at 7.00 pm*

To:

Cllr M.D. Smith (Chairman)
Cllr Mrs. D.B. Bedford (Vice-Chairman)
Cllr S.J. Masterson (Vice-Chairman)

Cllr Gaynor Austin
Cllr Jib Belbase
Cllr M.S. Choudhary
Cllr R.M. Cooper
Cllr K. Dibble
Cllr L. Jeffers
Cllr Mara Makunura
Cllr Nem Thapa

Standing Deputies

Cllr Sue Carter
Cllr Sophie Porter

Enquiries regarding this agenda should be referred to the Administrator, Adele Taylor, Democracy and Community, Tel. (01252) 398831, Email. adele.taylor@rushmoor.gov.uk.

A G E N D A

1. **MINUTES OF THE PREVIOUS MEETING – (Pages 1 - 6)**

To confirm the Minutes of the Meeting held on 28th October, 2021 (copy attached).

2. **RUSHMOOR HOMES LIMITED - SHAREHOLDERS REPORT – (Pages 7 - 18)**

Rushmoor Homes Ltd, the Council's wholly owned housing company, is required to submit a six monthly report (copy attached) to the Council's Shareholder representative who is the Chief Executive. The Chief Executive is responsible for considering the report and where appropriate referring it to the Overview and Scrutiny Committee or the Corporate Governance, Audit and Standards Committee. On this occasion, the Chief Executive has referred it to the Overview and Scrutiny Committee for consideration. Tim Mills as Chief Operating Officer and Steve Ward as Chief Financial Officer for Rushmoor Homes Ltd will be in attendance. A presentation on the background and content of the Shareholder report will be made.

3. **SUPPORTING COMMUNITIES – (Pages 19 - 36)**

To receive a presentation setting out progress with the Supporting Communities Strategy and Action Plan and planned work (a copy of the up to date Strategy and Action Plan is attached). The presentation will also include an update on the Community Grub Hub at Windsor Way in Aldershot.

4. **WORK PLAN – (Pages 37 - 46)**

To consider the Work Plan for the 2021/22 Municipal Year (copy attached).

MEETING REPRESENTATION

Members of the public may ask to speak at the meeting on any of the items on the agenda by writing to the Committee Administrator at the Council Offices, Farnborough by 5.00 pm two working days prior to the meeting.

Applications for items to be considered for the next meeting must be received in writing to the Committee Administrator fifteen working days prior to the meeting.

OVERVIEW AND SCRUTINY COMMITTEE

Meeting held on Thursday, 28th October, 2021 at the Council Offices, Farnborough at 7.00 pm.

Voting Members

Cllr M.D. Smith (Chairman)
Cllr Mrs. D.B. Bedford (Vice-Chairman)
Cllr S.J. Masterson (Vice-Chairman)

Cllr Gaynor Austin
Cllr Jib Belbase
Cllr M.S. Choudhary
Cllr R.M. Cooper
Cllr K. Dibble
Cllr Nem Thapa

Apologies for absence were submitted on behalf of Cllr L. Jeffers and Cllr Mara Makunura

15. MINUTES OF THE PREVIOUS MEETING

The Minutes of the Meeting held on 24th August, 2021 were **AGREED** as a correct record.

16. COMMUNITY SERVICE ORGANISATIONS

The Committee welcomed Alex Hughes, Chief Executive of Citizens' Advice Rushmoor, and Donna Bone, Chief Executive of Rushmoor Voluntary Services, who were in attendance to give presentations on the services provided by each organisation, funding and governance arrangements, service during the pandemic and future work and challenges. The Cabinet Member for Democracy, Strategy and Partnerships, Cllr Adrian Newell, was also in attendance.

Ms Hughes, gave some background to Citizens' Advice (CA). It was noted that CA had been present in Aldershot since 1940 and was there for everyone, but especially for those that needed the service the most, to help people move forward with their lives. The organisation was a local volunteer led service, routed locally within the Rushmoor community. The national infrastructure of CA benefited the local offer with access to training, information and resource. CA Rushmoor had a Board of Trustees which comprised of a Chair and nine Board Members, two of which were elected Councillors. The staff structure showed different teams offering a variety of help which were funded from different sources. Currently CA Rushmoor had over 100 volunteers that delivered services in a number of different roles from initial contact with clients, discrete advice, detailed advice, casework and administration support.

CA Rushmoor received a diverse range of funding. Pensionwise were the primary funder, providing 37% of the total annual funds, Rushmoor Borough Council provided 29%, Frimley CCG 8% and smaller contributions were received from 13 other organisations, including AFCF Domestic Abuse, the Brain Tumour Charity and the Broadhurst Trust. It was noted that eight of the 13 smaller contributors, had provided sources of funding that would cease at the end of the financial year.

The response to the pandemic had shown a shift from in person engagement with clients to a remote/online offer. Cloud technology had allowed volunteers to work from home and all had adapted to the change quickly. However, it was noted that in person engagement was slowly being re-introduced.

Ms Hughes advised on activities around reaching the most vulnerable in local communities, in particular the Nepali community. At the beginning of the lockdown, 200 leaflet packs had been produced in Nepalese, on health advice, isolation and keeping safe; these had been distributed around the community in appropriate locations to get the message out. A Nepali advice line had been established to cover issues previously dealt with via the Nepali Drop In Service. It was noted that over 1,000 issues had been dealt with through this service.

Monitoring took place across service areas to ensure all in need were being reached, and partners were aware of the services on offer. An Overcoming Barriers Group had been established to address barriers accessing the service provision. As a result, a referral tool was now available on the website to allow partners/agencies to directly refer local individuals in need of help and advice. Direct access to help would be considered further moving forward, to look closely at how in person engagement would continue.

Ms Hughes reported on the types of issues dealt with by CA Rushmoor over the past two years, the main areas included: benefits/tax credits, employment, universal credit, housing, relationships and debt. The change in demand had been mirrored by Government announcements relating to, for instance, furlough scheme, self-employment and Universal Credit.

During 2020/21 CA had made significant impacts financially in a number of areas, these included:

- £6.5 million worth of gain in new/increased benefit awards
- £1.2 million worth of debt written off
- £1.4 million worth of savings to the DWP by keeping people in work
- £2.5 million worth of fiscal benefits to Government
- £8.8 million worth of direct benefits to clients
- £26.8 million worth of value to society as a whole

It was reported that a number of new issues were emerging as a result of the pandemic and the recovery process, these included issues around mental health, debt, housing and benefits. For example, the 12% increase in energy bills and the withdrawal of the £20 uplift on Universal Credit, could have a wider impact on households, which could result in more people becoming in debt.

Moving forward the CA were looking at a redesign of their service model. This would incorporate hybrid working, learning from past experience, a continued focus on core need and building resilience within the team.

The Committee discussed the presentation and raised a number of issues regarding funding, in particular how funding was allocated, potential reductions and impacts on the service. It was noted that some funding was provided for specific projects, for which staff were employed on a short term basis to provide the service. Other funding, such as that provided for the introduction of Universal Credit would have a larger impact on the service provision once it was removed. The implications of reductions in funding were potential staff reductions and a rethink of service provision and accessibility to ensure those most in need got the help they needed.

In response to a query regarding the CA's relationship with the Council, it was noted that relations were positive, in particular with those areas with which the CA worked closely, such as, housing and council tax. There were no formal KPI's in place but a service level agreement (SLA) had been in place between the Council and CA, which outlined how funds could be used, this had been supported by regular meetings with the Council's Head of Democracy and Community.

The Chairman thanked Ms Hughes for her presentation and invited Ms Bone to give her presentation on Rushmoor Voluntary Services (RVS).

Ms Bone advised that RVS was a core service charity that supported other charities and were part of a network of Community Voluntary Sector (CVS) groups across Hampshire. Its mission was to enable residents to play a full and active part in the life of the local community and to provide support, information and guidance to community groups and organisations.

Within Rushmoor a supported volunteering team was in place called Blooming Marvellous. The team provided community gardening work and supported and helped maintain community areas such as the Aldershot Library garden, the A325 flower beds and the incredible edible boxes situated in the town centres. In addition, support was provided, on an ad hoc basis, to individual residents who required support with their gardens, e.g. to meet the requirements of tenancy agreements.

RVS also offered practical assistance, this was delivered via a quarterly Voluntary Sector Forum which the Council regularly attended to provide updates on Council initiatives, such as the food waste collection service, it also gave stakeholders the chance to promote opportunities. Other practical assistance included access to DBS checks, mini bus and driver hire, training courses (such as first aid and safeguarding), equipment loan i.e. collection buckets, hi-vis jackets etc. and access to a pool of ad hoc volunteers.

It was noted that RVS currently had 364 organisations registered of varying types and sizes. These organisations benefited from a variety of resources, including funding events, networking, representation and shared information and best practice.

In addition to the core services, RVS offered client services which were aimed at supporting people to remain in their own homes independently. The services offered

included: home help/household chores, social inclusion/befriending services and Dial-a-Ride/Fleet Link. RVS also sub-contracted a HIV support service in Hampshire and assisted with the Sparko initiative, which allowed socially excluded people to access services and online video conferencing through their televisions. It was noted that RVS volunteers were also involved in supporting the Afghan Evacuee Settlement Programme.

Ms Bone reported on the team structure within the organisation. It was noted that RVS was managed by a Board of Trustees whose role was to ensure effective governance and scrutinise the work undertaken. The Board included one elected Councillor.

In relation to funding, it was noted that some short term funding had been secured in the previous two years as a result of the pandemic, however other funding from services such as Home Help and Dial-a-Ride had reduced during the lockdowns; these were slowly increasing as people were getting out into the community more. The Council's contribution to RVS equated to around 20% of the annual budgeted income.

It was advised that Hampshire County Council (HCC) had decided, early in the pandemic that the work relating to the community response would be lead via the CVS's across Hampshire, in close partnership with local authorities. For RVS, this had resulted in a shift from the day to day running of the service to initially scoping a local helpline service for those needing information, support, food and medication. Being newly located in the Council Offices had allowed collaborative working and access to services which would have not been possible at the previous office space. It was advised that a centralised helpline had been set up by HCC, the number for which had been promoted across the Borough; all calls that could not be dealt with via the centralised number were then referred to the local helpline to be triaged and signposted accordingly. It was noted that Council staff had been redeployed from the start to answer calls seven days a week, as required.

Outside RVS, local groups, within the community, had been established across the Borough to support local communities/neighbourhoods. RVS made the decision to assist these groups to ensure that support was offered safely and well. Operation Rushmoor Community Action (ORCA) had been established to recruit volunteers and produce policies and procedures, training, guidelines and assurances to keep both volunteers and residents safe. It was noted that around 450 volunteers had been maintained throughout the pandemic.

It was advised that a number of partnerships had developed with local organisations, in particular, the Greater Rushmoor Nepali Community who offered translation services, the Vine Centre who offered food delivery and CA Rushmoor. RVS staff and volunteers had been redeployed in various roles, such as shopping and prescription deliveries, town centre ambassadors and marshals and buddying. RVS volunteers had also been involved in the operation of the vaccination and testing sites working with the NHS Clinical Commission Group (CCG).

It was noted that with the move to the recovery stages from the pandemic, RVS had stepped back from some, pandemic related roles, to pick up the day to day work as a

CVS. A number of challenges had arisen from the pandemic for the voluntary sector; these included funding, demand, capacity to manage increased health and safety measures, recruitment of trustees/staff/volunteers, adapting to service delivery/activities post pandemic, digital skills and morale of staff/volunteers.

Learning from the pandemic and the recovery process RVS hoped, moving forward, to work in a more holistic hub type environment, working together with partners to maximise efficiencies.

The Committee discussed the presentation, in particular funding, it was noted that work was underway to invest in client services to maximise income and scope funding opportunities. With regard to the HCC direct grant it was advised that the funding would be secured for the next two years, however, the larger amount from HCC for the Dial-a-Ride service, would be affected if the service went out to tender in the following two years and RVS were not successful.

In response to a query regarding the relationship with the Council, it was noted that regular conversations were held with the Council's Head of Democracy and Community and the need for partnership working during the pandemic had nurtured mutual respect and strengthened knowledge and understanding of each other's services and activities. At present there was no formal SLA in place between the Council and RVS, however discussion were underway to establish one.

A further discussion was held around the provision of food to those in need, it was noted that requests came from a variety of living situations, including families, single people with no alternative support network and those who had lost their jobs. It was advised that getting to the source of the issue was vital to ensure the support required by the individuals was provided. The Council's Portfolio Holder for Democracy, Strategy and Partnerships advised of the Food Strategy and the forthcoming Grub Hub at Windsor Way, Aldershot. The Hub would not only provide food parcels to those in need but offer cooking lessons and a safe place to talk and be signposted to support networks.

In summary, it was noted that Service Level Agreements would be established and updated for both RVS and CA Rushmoor, taking account of the learning from the pandemic and how that could be taken forward. It was also important to have something in place to measure the performance of both organisations. Once the SLA's had been developed it was agreed that the Committee would be given the opportunity to review them.

The Chairman thanked Ms Bone for her presentation and remarked on the essential role both organisations played in the Borough and their significant contributions in tackling the pandemic locally.

17. **WORK PLAN**

The Committee **NOTED** the current Work Plan.

It was noted that the next meeting would include a presentation on the Supporting Communities Strategy and Action Plan and the Grub Hub.

Members also suggested items on the following for future meetings:

- Local Primary Care Networks and doctor services
- Disability - ensuring Council buildings were compliant, engagement with disability advisory groups around the town centre regeneration programmes
- Progress report on climate change work
- Farnborough Airport - activities affecting lives of residents in particular number of flights, noise levels

The meeting closed at 9.05 pm.

CLLR M.D. SMITH (CHAIRMAN)

SEPTEMBER 2021

Rushmoor Homes Ltd: Shareholder report for April 2021 – September 2021**Report on Rushmoor Homes Limited's progress on its Business Plan 2021-26****1.0 Introduction**

- 1.1 Rushmoor Homes Ltd was established in April 2020. The governance arrangements put in place by the Council requires the company to prepare a six monthly report for its shareholder, Rushmoor Borough Council, to track the company's progress against its agreed business plan.
- 1.2 This report will be submitted to the Council's Chief Executive as the shareholder representative.

2.0 Achievements

- 2.1 Delivery of homes in the first 18 months of RHLtd's operation has been slower than expected, however, some important milestones were reached over the last six month period (April to September 2021).
- First property purchased by the Company from the Council
 - First planning consent granted
 - First tenants in occupation
 - First drawdown of funds from the Council and beginning of income generation for the Council.
- 2.2 In addition, work has continued on putting together a team of professional advisers to help the company. Architects have been employed to prepare schemes for four further sites and an Employers Agent procurement is nearing completion and procurement of valuation services about to commence.
- 2.3 Together with the Council, the company has commissioned a new financial model with improved capacity for sensitivity analysis to guide decision making. The need to be able to stress test the Business Plan informed the Council and Company's decision and was particularly driven by the potential of RHLtd to purchase the market rented properties at Union Yard which would more than double the company's borrowing from the Council.

3.0 Progress against current business plan

- 3.1 The Business Plan 2021 –2026 programmed delivery of 59 units by 2023/24 and estimated that funds totaling £12.7m would be drawn down from Rushmoor Borough Council to fund its day to day operation and its development activity. Challenges remain around developing small sites in low value locations many of which have issues to resolve before they are transferred to the company. Table 1 shows the estimated delivery in the approved 2021-26 Business Plan against actual delivery as currently programmed. A review of the programme is being undertaken and will inform the next iteration of the Business Plan.

Table 1 : Estimated delivery 2021-26 Business Plan and actual delivery at 1/10/21

	20/21	21/22	22/23	23/24	24/25	25/26
Number of properties transferred						
Estimated	4	0	0	2	0	0
Actual	0	1				
Number of properties developed and completed						
Estimated	0	2	35	16	0	0
Actual	0	0				
Number of properties acquired from the market						
Estimated	0	2	0	0	0	0
Actual	0	0	0	0	0	0
Cumulative number of properties in ownership of RHLtd						
Estimated	4	6	41	59	59	59
Actual	0	1				
Number of Properties managed by RHLtd on Behalf of RBC						
Estimated	0	0	0	0	0	0
Actual	0	2*	0	0	0	0
Number of Properties managed by RHLtd						
Estimated	4	6	41	59	59	59
Actual	0	3*				

Assumes letting of second MoD Property w/c 13/9/21

- 3.2 Delays in delivery will have resulted in a reduction in expected income to the Council however other changes to the programme will result in other changes in drawdown and the overall rescheduling of drawdown and impact on income is currently being worked through and will inform the budget building process and 3rd quarter monitoring of the budget.
- 3.3 A draw down of funds took place before the end of the financial year 2020/21 in anticipation of the purchase by RHLtd of 154 Ship Lane and 12 Arthur Street. Completion of 154 Ship Lane took place on 28 June 2021 and the rent realised is above that estimated in the Business Plan. 12 Arthur Street is yet to be transferred due to ongoing negotiations with the adjoining owners about an encroachment onto their land.
- 3.4 This has meant the Company has incurred interest charges with only a limited amount of income being received in the form of rent from 154 Ship Lane. This will have a small but limited negative impact on the business plan
- 3.5 The original programme for RHLtd envisaged the transfer of two properties at Manor Park. In undertaking due diligence it became clear that the tenancies of these properties were actually Secure Tenancies. The transfer of these properties would therefore be extremely time consuming and complex including securing both the tenants consent. Also as Secure Tenancies are subject to the Right to Buy the transfer would also introduce elements of risk to RHLtd. Having considered these matters it has been agreed that the Council will retain the ownership but that management will become the responsibility of RHLtd using the contract with Romans and a small management charge being made.
- 3.6 Very recently the Council has also requested help with RHLtd taking on management of two properties provided by MoD for Afghan refugees. One letting occurred on 9 September with a further letting expected w/c 13/9/21.

4.0 **Revisions to programme**

- 4.1 Experience gained in the first 18 months of operation has resulted in a better understanding of the resources needed to move the programme forward and the potential delays due to the issues arising on the sites offered by RBC. RHLtd needs to adjust the programme to reflect these issues. This will result in a slower pace of delivery and is illustrated in the chart in appendix one. This will form the basis of the programme to be approved in the next Business Plan. Faster delivery could be achieved with increased resources.
- 4.2 There has also been a change to the properties that form the programme. The Company is considering a purchase of a Council owned property at 9A Wellington Street, Aldershot and this has now been added to the delivery programme.
- 4.3 The Council has approached the Company with an offer to purchase completed units at its redevelopment of Union Street, Aldershot. This would add a significant number of units to the Company's portfolio. The Company will evaluate the offer using the new financial model and will, subject to its Board approval, respond to the Council.

5.0 **Sites Update**

- 5.1 The summary programme chart is attached in appendix one and provides current estimated timescales

12 Arthur Street, Aldershot

- 5.2 An agreement to settle the dispute with neighbouring owners is still uncompleted. Until this is approved by the neighbour's lenders completion of the transfer of this property to the company will be delayed.

154 Ship Lane, Farnborough

- 5.3 This property has been transferred to the Company and is now let.

Land next to 69 Victoria Road and next to 3a Arthur Street, Aldershot

- 5.4 Planning permission has been granted subject to completion of a s106 agreement. Architects have been commissioned to prepare design drawings in preparation for building regulations approval and for tendering a build contract.

9a Wellington Street, Aldershot

- 5.5 Preliminary designs for the conversion of this property to two one bedroom flats have been prepared for pre application discussions.

57 Cambridge Road, Aldershot

- 5.6 The company is planning to buy this property from Society of St James to let as a family home for a discounted rent.

Land at Churchill Crescent, Farnborough

- 5.7 Quotes are being sought from architects to prepare a scheme on behalf of the Council.

237 High Street

5.8 The Council requested RHLtd to review the opportunities to achieve a wider regeneration of the properties 229-237 High Street. This has now been completed and is about to be reported to the Council.

Manor Park Cottage New Build, Aldershot; Land next to Fleet Road Scout Hut, Farnborough; Former Depot at Redan Road, Aldershot; Former Depot at Pool Road, Aldershot

5.9 Architects have been appointed to prepare schemes for these sites with planning applications expected to be submitted late autumn/ early 2022.

2a Windsor Way, Aldershot

5.10 Further discussions are required with Holy Trinity Church to determine whether this site can be developed in conjunctions with Church land to produce housing and a new Church Hall.

Manor Park Cottage and Manor Park Lodge, Aldershot

5.11 These properties will remain in the ownership of the Council unless they become vacant.

Union Yard redevelopment, Aldershot

5.12 RHLtd had provided an offer for the non affordable housing element of Union Yard. The Council confirmed that it was interested in taking forward RHLtd's offer subject to demonstration of the financial ability of the company to sustain the necessary borrowing.

Remaining sites in the programme: Union Street Car Park, Farnborough; 11 Wellington Street, Aldershot; Land at Water Lane, Farnborough,

5.13 No work has been started on these schemes, all are not expected to deliver until 2024/25 or 2025/26.

6.0 **Financial profile** (Please note these are draft figures at this stage pending final accounts for 2020/21 and revised Business Plan for 2021/22 Revised Estimates)

Company Balance Sheet

	Year One 2020/21 actuals £'000s	Year Two 2021/22 Estimates £'000s
ASSETS		
Assets -cumulative		2,930
Assets cash		
Net all assests		2,930
FINANCING		
Accumulated (profit)/loss	-78	-267
Financing - loans	78	3,197
Financing - equity		
Total finance	78	3,197

Company Profit and Loss: Income

	Year One 2020/21 actuals £'000s	Year Two 2021/22 Estimates £'000s
RENT INCOME (gross)		32

Deductions		4
NET RENT	0	28
OPERATING COSTS	77.9	134
FINANCING AND TAXATION		
Interest payments	0.1	83
Corporation Tax		
0.1	77.9	
NET (PROFIT)/LOSS	78	189

Interest payments

In 2020/21 the company paid £111 interest to the Council. The estimate for interest payments in 2021/22 is £83,044

7.0 Issues for Shareholder to note

7.1 Over the first eighteen months of operation issues emerged that RHLtd wants to bring to the attention of its Shareholder.

7.1.1 Valuations

Where sites are being transferred to RHLtd from the Council, open market valuations have been commissioned by RHLtd for the purpose of establishing the value of the site/property in its most valuable use. RHLtd is unlikely to be able to pay full market value because its proposed use, market rent, is not expected to be the most profitable use. Developing housing for sale would produce better returns. RHLtd will run an appraisal based on its proposed use to determine what value it can pay while meeting its objectives in the agreed Business Plan. The difference between these values will be recovered by an overage clause to take effect when RHLtd sells the property. Legal advice obtained by the Council confirms these arrangements constitute “best consideration” for the purposes of s123 of the Local Government Act 1972 which governs local authority land disposals.

7.1.2 Risk Mitigation

Following the Grant Thornton audit of the London Borough of Croydon in relation to its housing company, Brick by Brick, RHLtd has been concerned to mitigate the risks of development while providing a return to the Council. Working together the Council and RHLtd will bring sites forward as follows:

- RBC will prepare sites/properties for transfer by, for example, obtaining planning consent and dealing with title issues etc.
- RHLtd will satisfy itself that it can deliver a viable scheme before it draws down funds from RBC and takes a transfer of the site/property.

- The costs incurred by the Council to prepare sites for transfer will be recovered from the capital receipt resulting from the sale.
- RHLtd will pay interest on the funds it draws down from the date of drawdown, ensuring an income stream to the Council and a return on the funds it has invested.

7.1.3 The New Financial Model

The first version of the financial model was constructed in house. It was used to establish that, based on a portfolio of RBC properties, RHLtd could create a portfolio of properties for letting at market rent, provide a return to the Council and be a going concern.

As the company progresses and needs to evaluate proposed purchases of sites and property a more sophisticated model is required with the capacity to run sensitivity analyses of a number of variables.

Grant Thornton was commissioned jointly by RBC and RHLtd to create a new model to provide this feature, present the model outcomes in a user-friendly way and calculate performance indicators for use in assessing sites and properties.

7.1.4 Leasehold properties

RHLtd has been approached with two opportunities in the last twelve months which included the freehold of leasehold properties which had been sold within a block. In one case the inability of RHLtd to purchase such properties together with the adjacent site meant the vendor who wanted a single and swift sale chose to go with another party. This was disappointing as the additional land would have enabled a more efficient and better scheme. In the other the price of the complete portfolio was not considered to offer value for money for RHLtd or the Council. However it highlighted that the company's articles of association did not allow for the freehold purchase of leasehold properties where the leasehold has been sold to another party particularly if this is for owner occupation. While leasehold management should not be a primary purpose of the company the ability to hold such properties where part of a wider scheme would appear from these experiences to make sense. To enable the company to be able to respond positively to such opportunities, changes would be needed to be made to the company's articles. Shareholder approval from the Council will be required to make this change and it is proposed that this is sought as part of the next Business Plan process.

7.1.5 Performance Indicators

The new financial model provides a range of indicators for individual schemes.

- Profit on costs
- Development costs as a percentage of the value of the completed development
- Yield at inception
- NPV of cashflow
- IRR

- Debt to asset ratio
- Operating ratio
- Interest cover ratio
- Breakeven date
- Peak borrowing

As it develops it's new business plan the company will need to discuss with it's Shareholder the additional key indicators and the benchmarks to be used in assessing schemes.

8.0 COMPANY MANAGEMENT

Staffing

8.1 RHL is staffed by Council employees for which RHL pays a charge.

- Over the first 6 months of operation (April 2020 – September 2020) 277.1 hours were devoted to housing company work to a value of £15,039.90.
- Over the following 6 months of operation (October 2020 – March 2021) 440.4 hours were devoted to housing company work to a value of £27,510.28.

8.2 The staff working for RHL are:

- Head of Economy, Planning and Strategic Housing
- Project accountant
- Housing Enabling and Development Manager
- Housing Strategy and Enabling Manager
- Regeneration and Property Graduate Trainee

8.3 Support is provided from time to time from

- Procurement Officer
- Legal Services
- Property Services

External support

8.4 RHLtd now has a range of external support

- LRG Romans as its managing agent.
- Two firms of Architects are currently working for RHLtd MH Architects and OSP-architecture
- The company's legal advisers are Browne Jacobson
- Procurement of Employers Agents is underway.

The Board

- 8.5 The Board of Directors comprises_
- Cllr Ken Muschamp
 - Cllr Keith Dibble
 - Cllr Paul Taylor
- 8.6 The Board meets approximately every six weeks however this has varied from monthly to two monthly depending on the timing of key decisions. Each meeting is minuted and actions recorded in an action log.

Audit Review

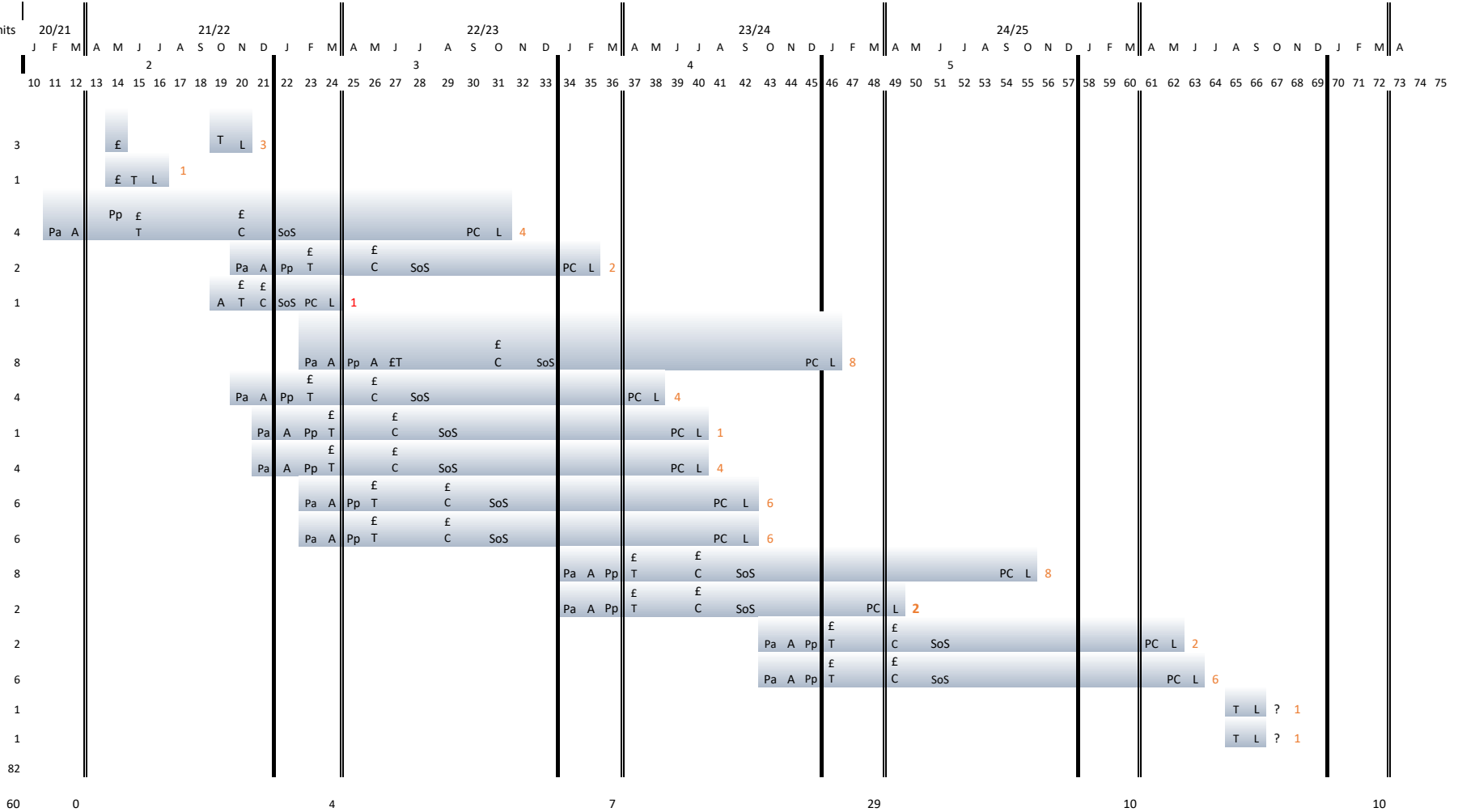
- 8.7 During the first six months an Audit Review of the Housing Company and Rushmoor Development Partnership was undertaken and RHLtd are addressing the matters raised. However the report established that there was a reasonable level of assurance and had no high priority action identified.

9.0 **CONCLUSION**

- 9.1 The Company continues to put in place the support it needs to develop and manage properties; good progress has been made. The focus is now on development. Some additional resources have been made available to help with this so that the company can begin to deliver on its business plan objectives. However a further review of the resourcing of the company will be undertaken and discussed with the Council to ensure that the best and most efficient structures are in place taking account of the two organisations requirements and relationship.
- 9.2 RHLtd continues to review and manage its potential risks to delivery, finance and staffing through a robust risk register and programme and project management arrangements. As RHLtd commences development the level of risk will naturally increase and ensuring the right staffing/support, project and risk arrangements are in place is vital over the next twelve months.

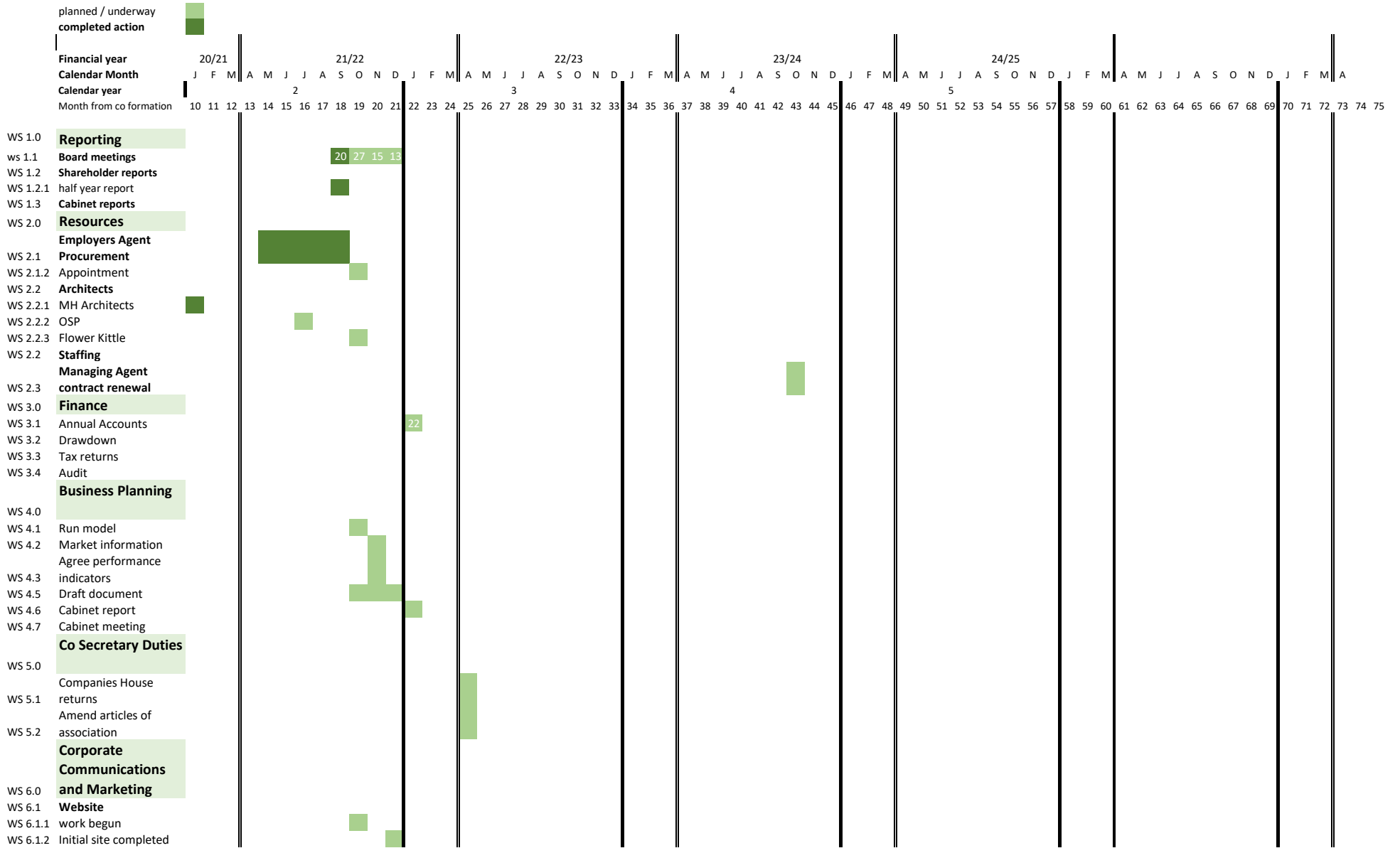
Rushmoor Homes Ltd Delivery Programme

Financial year	Units	20/21	21/22	22/23	23/24	24/25	
Calendar Month		J F M	A M J J A S O N D	J F M A M J J A S O N D	J F M A M J J A S O N D	J F M A M J J A S O N D	
Calendar year		10 11 12 13 14 15 16 17 18 19 20 21	22 23 24 25 26 27 28 29 30 31 32 33	34 35 36 37 38 39 40 41 42 43 44 45	46 47 48 49 50 51 52 53 54 55 56 57	58 59 60 61 62 63 64 65 66 67 68 69	
Month from co formation							
Scheme							
12 Arthur Street, A 3 x 2 bed flats	3		£ T L 3				
Ship Lane Lodge, F 3 bed house, former cemetery lodge	1		£ T L 1				
LA 69 Victoria Road & LA 3a Arthur Street 4 x 1 bed flats on LA 69 Victoria Rd with parking on LA 3a Arthur St	4	Pa A	Pp £ T C	SoS £ C	PC L 4		
9a Wellington Street, A 2 x 1 bed flats subject to planning	2		Pa A Pp T	£ C SoS	PC L 2		
57 Cambridge Road, A 1 x 4 bed house	1		£ £ A T C	SoS PC L 1			
Land at Churchill Crescent, F 12 units subject to planning 8 for market rent, 4 affordable	8		Pa A Pp A £ T	£ C SoS	PC L 8		
237 High Street Aldershot 4 x 2 bed flats	4		Pa A Pp T	£ C SoS	PC L 4		
Manor Park Cottage NB, A 1 house subject to planning	1		Pa A Pp T	£ C SoS	PC L 1		
Fleet Road Scout Hut, F 4 flats subject to planning	4		Pa A Pp T	£ C SoS	PC L 4		
Redan Road, A 6 flats subject to planning	6		Pa A Pp T	£ C SoS	PC L 6		
Pool Road Depot, A 6 flats subject to planning	6		Pa A Pp T	£ C SoS	PC L 6		
Union Street East car park, F 8 flats subject to planning	8			Pa A Pp T	£ C SoS	PC L 8	
11 Wellington Street 2 flats subject to planning	2			Pa A Pp T	£ C SoS	PC L 2	
Water Lane, F 2 flats subject to planning	2				Pa A Pp T	£ C SoS	PC L 2
2a Windsor Way, A 6 flats subject to planning	6				Pa A Pp T	£ C SoS	PC L 6
Manor Park Cottage, A Existing 3 bed house	1					T L ? 1	
Manor Park Lodge, A Existing 3 bed House	1					T L ? 1	
Union Street East, A	82						



- Pa = Planning Application
- Pp = Planning Permission
- A= Cabinet/ Board approval
- T = transfer
- C = contract let
- SoS = start on site
- PC = completion
- L = letters
- £ = potential drawdown
- A = Aldershot
- F = Farnborough

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Supporting Communities – A strategy to tackle deprivation and inequalities across Rushmoor

Executive Summary

Rushmoor is a generally affluent area and for most people it is a happy, healthy and safe place to live. However, despite its overall affluence, there are pockets of deprivation and some residents who do not have the same opportunities, hope or aspirations that others may have.

The unprecedented socio-economic crisis created by Covid-19, together with the global calls for justice, articulated by the Black Lives Matter anti-racism movement, have highlighted the extent to which inequality and discrimination persist within our communities. With its diverse population, Rushmoor recognises the need to build on our success and continue to support and integrate our diverse communities.

The Covid-19 pandemic has caused great disruption to people's lives and livelihoods. The health and economic impacts have fallen hard and often hardest on people who already face disadvantage. But, while the virus has presented major challenges, change and disruption, it has also given some new perspectives on what the future could look like, highlighted the strength of volunteers and local communities and reinforced the importance of working together.

The Council recognises that there are factors that affect deprivation and poverty that we cannot directly control but we know that strong, resilient communities can help to reduce inequalities, increase social connections and improve the well-being of our communities.

Supporting stronger communities is about collaborating with partners to tackle the inequalities and focus our collective efforts on the most deprived families and communities in the borough.

1. Introduction

- 1.1 This report sets out the approach to Rushmoor’s ongoing commitment to tackle inequality and deprivation. It provides an overview of the priorities and proposed action seeking to address local challenges in order to build stronger, resilient communities.
- 1.2 Strong communities are those where people have pride in where they live, where they are confident, resilient and able to respond positively to the challenges that they face. There is a need to strengthen communities in order to improve health and wellbeing and address the disadvantage that impacts on the long- term life chances for residents in our deprived communities.
- 1.3 Whilst no single action or even a series of actions will eradicate deprivation and poverty, the Council recognises it’s role, to work with others, towards tackling the issues and addressing peoples’ needs where we can.
- 1.4 The Strategy focuses on the improvements the Council and our Partners are prioritising in the next three years. It supports the Council Plan and the longer-term delivery of ‘Your Future, Your Place’ – a Vision for Aldershot and Farnborough 2030 which puts strong communities at its core with a strong emphasis on people and place.

- 1.5 Overall Objective:

To work with partners, to tackle the effects of poverty and deprivation, and to have a positive impact on people’s daily lives.

- 1.6 Priority Themes

The priority themes have been informed by partner organisations, data sources, and the aspirations and ambitions of our communities:

Economic Hardship

To support people back into employment, raising skills and confidence

Young People

To raise aspirations - increase access to businesses and role models

To improve the participation of young people in education and employment through training

Physical and Mental Health

To support physical and mental health and wellbeing provision

To support the objective of Public Health England to increase life expectancy at birth by two years and reduce the gap in healthy life expectancy between the least and most deprived communities by three years

Connecting Communities

To increase levels of community engagement and specifically engage Black and Minority Ethnic (BAME) communities

To reduce social isolation and loneliness

To support digital enablement

2. Background

2.1 The Council has worked with partners, over many years, to address the issue of deprivation in the Borough. The focus of the work has included:

- Neighbourhood Renewal Plans
- Rushmoor Strategic Partnership – priority to tackle deprivation in Mayfield, North Town and Heron Wood wards
- My North Town – to assist North Town regeneration
- Prospect Estate Big Local (PEBL) – targeted to Cherrywood ward
- Skills and Employment programme, Skilled up, Rushmoor Employment & Skills Zone (RESZ)
- Mental health support in schools
- Physical activity in schools to tackle obesity
- Cohesion strategy and action plan
- Local coordination of national Troubled Families programme

2.2 Historically, the Council has delivered some successful initiatives to tackle the pockets of entrenched deprivation and this has primarily focused on Cherrywood. Despite this good work, it is acknowledged that it has not significantly altered deprivation levels in terms of the Indices of Multiple Deprivation (IMD) data and we must recognise that, due to how the IMD is measured, it is unlikely to do so in the near future.

2.3 Addressing significant deprivation is difficult and long term. For many communities that have experienced deprivation for some time, the causes are complex and multi- faceted and making real progress remains extremely difficult.

2.4 Indices of Multiple Deprivation (IMD) Data

The Indices of Multiple Deprivation identifies that Rushmoor has three small areas of deprivation, in the 20% most deprived wards in England for multiple deprivation. They are:

Part of Cherrywood ward

Part of Aldershot Park ward

Part of Wellington ward

2.5 In addition to these locations, the data highlights key 'functional areas' where relatively speaking, Rushmoor does not generally perform well. This is also supported by other data from sources including Frimley ICS Shared Care Records, Public Health England, Acorn – Well-being Segmentation, Hampshire County Council's Rushmoor Covid-19 District Report and Active Lives Survey May 2018/19.

2.6 Functional areas

There are significant deprivation levels across the Borough for: Income, Health inequalities - especially mental health, self-harm, obesity and for Education, skills and training.

- **Income:** In Rushmoor, 11.2% of children live in low-income families. Wellington & Aldershot Park have high rates of income deprivation affecting older people.
- **Health** - Poor health in general compared to many other boroughs in Hampshire, with particular high levels of mental health issues and depression, falls in older people and injuries resulting from self-harm.

Rushmoor has one of the highest levels of adult inactivity in Hampshire across its population (Active Lives Survey May 2018/19) and this is worsening. 71% of adults are categorised as overweight and we have above average levels of obesity in young people in Years R and 6.

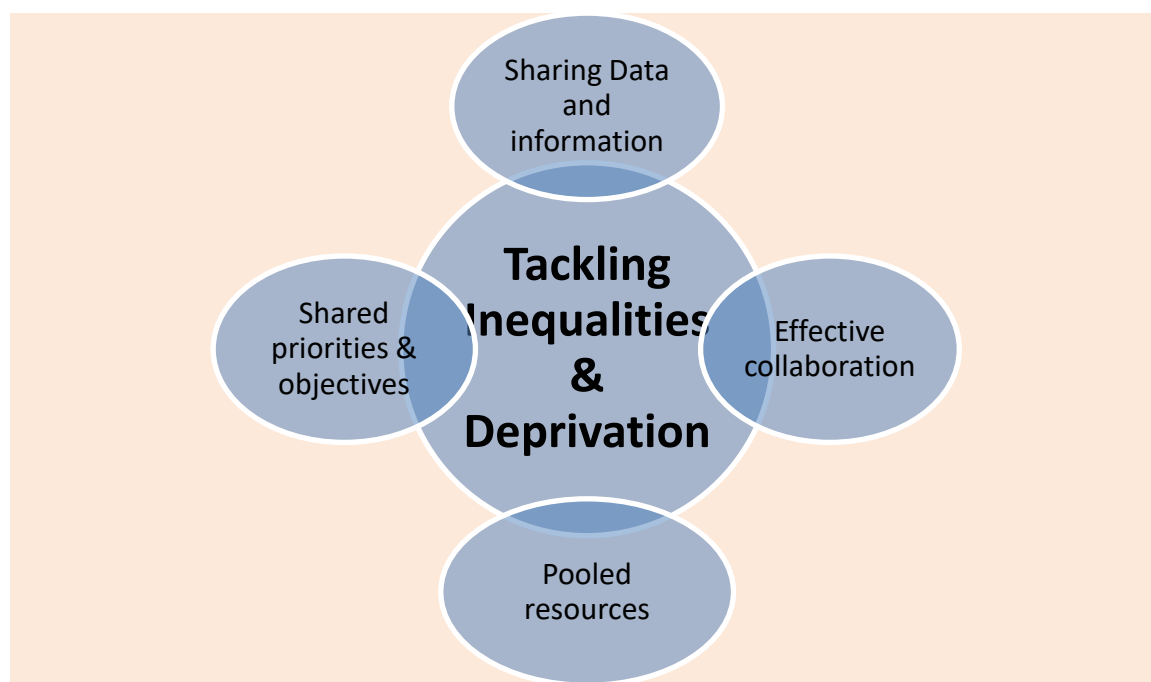
- **Education, Unemployment & Skills** – Rushmoor has high levels of unemployment – particularly for those between 18-24 years of age. These levels have been further damaged by Covid-19. Compared to Hampshire and the South East, Rushmoor has a higher percentage of residents with no qualifications.

Many of Rushmoor's primary schools are well below average for reading and writing levels and from our secondary schools three out of the four are below the Hampshire average.

3. Context

- 3.1 Partnership, collaboration and co-operation are the essential building blocks for tackling the inequalities and deprivation we know exist in the Borough. The commitment to tackling inequalities and deprivation and supporting stronger communities, is shared by partners and reflected in some of our mutual priorities and objectives.
- 3.2 We recognise that by having more honest conversations, understanding one another's priorities better and sharing data and resources, where possible, we can achieve more (Fig. 1).
- 3.3 The approach taken in preparing the strategy and action plan has taken account of:
 - Indices of Multiple Deprivation - the official measure of relative deprivation in local communities across England
 - Data, evidence and local insight and intelligence from partner organisations
 - Partner workshops to identify joint priorities and future joint working
 - The priorities in the Council Business Plan and specifically Strong communities – proud of our area
 - The views of Members, local organisations and some community leaders, who have suggested a range of possible initiatives and opportunities.
 - The views of RBC Service Managers
 - Impacts of Covid-19 and the results from the Council's Covid-19 Survey of residents
 - Healthier Communities Partnership Committee
 - The uncertainty regarding re-opening of Council-funded leisure centres
- 3.4 The document reflects the strong view of partners that local targeted action is the best approach to making a difference to people. It is supported by an action plan which details where effort will be focussed in the next two/three years ahead.

Fig. 1:



4. Covid-19 Impact

- 4.1 Covid-19 has highlighted, and in many cases exacerbated, existing inequalities across the Borough. Whilst much of the early commentary gave the impression that Covid-19 had no boundaries and was indiscriminate in who it affected, it has become increasingly clear that the impacts of the disease fall disproportionately on our most deprived communities and put a spotlight on the long-standing, entrenched health inequalities in the Borough.
- 4.2 Throughout the coronavirus pandemic the Council, alongside many partners, has worked hard to ensure that those most impacted by the crisis are able to access the support that they need, whether that be emergency food or medicine supplies, accommodation for rough sleepers, or digital support to enable people to stay connected.
- 4.3 A Community and Recovery Plan has addressed the immediate and urgent welfare response to supporting communities in the short term. This includes a particular focus on food and emergency provisions, but also engaging and understanding the impact on local communities better.
- 4.4 The plan includes an objective to facilitate the physical, mental and financial recovery of communities via the provision of appropriate, sustainable and community-based food initiatives. This includes developing longer term community led food provision such as community larders.

- 4.5 Some of the projects identified in this plan will complement the Community and Recovery Plan or, in some cases, continue the work that has been developed in response to Covid-19 to support stronger communities.

5. The Action Plan

- 5.1 The Action Plan has been developed with partners over the last nine months. It is a “live” document to acknowledge the rapidly changing situation and to ensure it is adaptable to changing needs.
- 5.2 It is based on the following:
- Place based – developing projects for specific locations based on need
 - Function based – for example mental health or aspiration projects developed across the borough
 - Empowering communities and enabling community led initiatives
 - Working together to achieve more with our available resources
- 5.3 The plan will be updated annually in the same way that the Council Business Plan is refreshed so that priorities are reflective of local issues and partner priorities.
- 5.4 The partner working group will monitor and evaluate the delivery of the action plan.

6. Targeted approach

- 6.1 It is crucial that we target our approach to the areas of greatest need, where we can engage the local community and make the biggest difference to residents with our limited resources.
- 6.2 Based on data, existing partnerships and priorities the action plan will initially focus on the following areas:
- Cherrywood ward – via PEBL-related projects expanding into other areas of the ward
 - Aldershot Park ward – focus on health projects
 - Wellington ward/Aldershot Town Centre – focus on income and debt, recognising the importance of supporting communities in the wider regeneration context
 - Tower Hill – focus on health and disability related projects
 - Borough wide – Income, employment, education and skills projects

- 6.3 Whilst there will be a particular emphasis on targeted projects in these areas it is not at the exclusion of others. There remains a significant amount of work being delivered through Borough wide programmes and as part of the annual refresh the needs and issues within other wards will be considered for future initiatives.

7. The Role of the Council

- 7.1 Deprived communities experience poorer mental health, higher rates of smoking and greater levels of obesity than the more affluent. They spend more years in ill health and have lower life expectancy. Reducing health inequalities is an economic and social challenge as well as a moral one.
- 7.2 The Council recognises it has a moral and legal duty to challenge barriers and promote equality of opportunity for all our residents and that is why it has developed a renewed approach to supporting stronger communities in conjunction with our partners.
- 7.3 In recognition of the intrinsic link between health and deprivation the Council is in the process of developing a joint post with the CCG to oversee the delivery of the physical and health priorities and reduce health inequalities.
- 7.4 The Council recognises that it needs to remove barriers to opportunity and close existing equality gaps. To support this, the Council will commit to review its existing Equality Plan by focusing on the following proposals:

As one of the borough's major employers: The Council should lead by example and is committed to cultivating a workplace where diverse backgrounds and perspectives are valued. The Council's People's Strategy will promote engagement in order to encourage a wider diversity in its employment profile.

As a Community Leader: The Council will challenge inequalities in every community. Council Ward Members actively lead the work in their wards, engaging with local communities and groups to identify opportunities.

Increased community engagement: Rushmoor is a diverse borough; a home to many different communities, interests and perspectives. An equal Borough must ensure that all voices are heard and represented, by taking active steps to engage, listen and learn, especially from those who have traditionally struggled to be heard.

- 7.5 The Council will explore different models for engaging with communities and learn from the success the Council had when engaging on the response to Covid-19 and issues around tackling climate change.

Update December 2021

Supporting Communities – A plan to tackle deprivation and inequalities across Rushmoor

The plan identifies new activities developed and led by organisations in the Supporting Communities Partners Group. These are activities agreed to be needed by the group, additional to all the excellent work acknowledged as being carried out by authorities, organisations and community groups across the borough. Behind all the activities are separate plans with outcomes and success measures. Priority activities for each theme are highlighted in green.

Project	Activity	Location	Funding	Timescales	Lead Organisation / Partners
Young People - Resilience and Aspiration					
North Hampshire Youth Hub	Working with and providing for young people to improve their employability skills	Borough wide	Majority of funding from DWP £10K sought from Deprivation fund for IT and website	Feb 2021	Partnership between Rushmoor BC (RBC), Basingstoke & Deane DC and Hart DC
<p>NP (RBC) – Youth Hub launching in Jan 2022. There are new projects emerging in this theme including creation of a safe site from Hills /Aldershot Regeneration for school visits. Aspirations project with Gulfstream and Alderwood School</p> <p>2022 Engagement event for Young People – based on Climate change.</p> <p>CA – Citizens Advice Kickstart trainee experience has identified potential for future placements of this type to improve employability.</p>					
Kickstart Scheme	Fixed-term job placements for 16-24 year olds, offered by Rushmoor Borough Council, Citizens Advice, and other employers in the Borough	Borough wide	Government funded	Nov 2020	

Project	Activity	Location	Funding	Timescales	Lead Organisation / Partners
<p>RBC / Citizens Advice and other local businesses</p> <p>NP (RBC) – 164 placements not filled. Work needs to be done to find young people. Looking to launch campaign target sports and pubs. Internally offered to Market Assistant pulled out. 3 more placements about to be advertised.</p> <p>CA – Citizens Advice has employed 3 Kickstart trainees – potential to employ 2 more. Sept: One Kickstart trainee has moved on, and another has just been appointed. Still vacancies for two more.</p>					
Kickstart Employability Courses	Training Providers: Community First (19-24) and Brockenhurst (16-24)	Borough wide	Funded	Late Jan - early Feb 2021	RBC
<p>NP (RBC) – NCS deliver pre support courses</p> <p>CA – Citizens Advice has employed 3 Kickstart trainees, and keen to link with local initiatives / support wherever possible. Working to develop links with community and communications / engagement.</p>					
Open Doors Scheme	Virtual aspirational project showcasing careers and opportunities at RBC to school pupils	Borough wide	TBC	March 2021	RBC / Rushmoor schools, Business, EM3
<p>NP (RBC) – RBC Human Resources Dept leading on the project.</p>					
(Rushmoor & Hart) Supporting Families Programme	Coordination of joined-up support by children and family professionals for newly identified vulnerable families	Borough wide with prominence in more deprived areas	Government funded	Nov 2020	Hampshire County Council (HCC) Family Support Service / RBC
<p>TM (RBC) – This work is continuing for 2021-22</p>					
Youth Council	Setting up a Rushmoor Youth Council to engage young people with local issues and decisions, including the development of a virtual platform for wider consultation	Borough wide	n/a	Feb 2021	RBC / Youth Forum
<p>TM (RBC) – This work will sit alongside wider youth engagement project. Meetings held with local member of Hants Youth Parliament</p>					

Project	Activity	Location	Funding	Timescales	Lead Organisation / Partners
Aspirations workshop for 11-14 year olds	Workshops exploring ideas and encouraging confidence to fully engage within school by focusing on the young person's future plans –	Borough wide	Funded	Currently on hold due to Covid-19	HCC Children's Services (Rushmoor & Hart Family Support Service)
BK (HCC) – Due to COVID this offer of provision was stopped and due to the previous lack of uptake we tend to now only offer this one to one, however we can begin to promote this for the new years timetable to determine the level of need.					
Targeted projects for young people	Free courses for Cooking with Confidence, Learn My Way, Numeracy & Literacy and Anger Management - all accessible to over 16 year olds	Borough wide	Funded	2021	Vine Centre
LH (Vine) – New project funded by the Community Lottery (3 years) aimed at younger people. The Vine Centre will have an in-house Cafe where clients can access help to complete Barista Training and a level 2 food hygiene certificate. This will link into our 'Cooking with Confidence' catering course. We will also be holding IT and media workshops. In addition, the project offers a social space for arts projects, dance, singing and yoga. The project will be launched at the beginning of August and will run every Tuesday between 10am and 3pm.					
Mental and Physical Health					
Walking groups	Local walking group for residents to increase physical activity and social interaction	Aldershot Park	TBC	Jan 2021	Community Leaders supported by RBC / RVS
KO (RBC) – Wellness walk (weekly) organised for Tices Meadow for more inactive Aldershot Park residents					
Gardening club	Local gardening club	Aldershot Park	Ward member grant	Jan 2021	Aldershot FC Veterans
CCG Innovation Funding –	Small, innovative projects within local communities that	Aldershot Park, Tower	Funding to be applied for	April-May 2021	Wider Supporting Communities group

Project	Activity	Location	Funding	Timescales	Lead Organisation / Partners
Developing projects for Jan 2021	could have a big impact on local health and well-being, capturing community energy and enthusiasm for real health benefits	Hill, Cherrywood, Wellington	once projects identified		
CA – Citizens Advice has some funding for translating materials / improving access for people facing language barriers in accessing NHS 111 / 101 services etc.					
Repair Café – Veterans Focus	Local repair café in Aldershot run by volunteers and veterans	Aldershot town centre	£15K funding from Covenant Trust	Feb 2021	RBC / Aldershot FC, Mike Jackson House , Stoll House
KO (RBC) – looking for a lead to run with this project. £15K secured from the Armed Forces Covenant Trust Fund - prep work done, need main lead and small working group, and then recruiting for volunteers with different skills, to repair items. Working with veterans groups locally.					
RVS Green Social Prescribing	Community gardening for people with mental health issues and from BAME communities, supported by Health and Wellbeing Support Workers	Borough wide	£9K funding secured from Energise Me	2021	Rushmoor Voluntary Services (RVS) with support from RBC / Primary Care Network (PCN) Social Prescribers
DB (RBC) – attached the summary version of the Community Gardening Co-ordinator application. We are planning to apply to HCC for this funding along with some capacity to support more green social prescribing via RBC mindfulness walks and via an extension to our current H&WB project aimed at encouraging people back out into the community gardens.					
BAME Leadership Programme	Supporting BAME community groups in developing leadership skills and capacity	Borough wide	£28K fund secured through HIWCF		RVS as part of county-wide CVS led project
DB (RVS) – forwarded report from the BAME training which was delivered by Southampton Voluntary Services. SVS has been successful in securing some additional funds to run the BAME training again, by which time, hopefully more groups will be ready to engage in forward planning etc.					

Project	Activity	Location	Funding	Timescales	Lead Organisation / Partners
ORCA Befriending Support	Telephone befriending service to support isolated and lonely individuals across the borough	Borough wide	Funded	Nov 2020	RVS / Local volunteers
DB (RVS) – Funding agreed to employ a Befriending Co-ordinator which will enable us to develop a more robust service which will incorporate buddy support in the future. We have recruited 25 volunteer befrienders to date, 16 of whom are actively providing support. We have received 48 referrals into the service, 30 of whom are actively receiving support.					
Mental Health Support	Supporting Rushmoor's case for a Mental Health Support Teams (MHST) in Schools project based in the borough	Borough wide	Funding to be acquired	March 2022	HCC Child & Adolescent Mental Health Service (CAMHS) / RBC, Rushmoor schools
TM (RBC) – We are getting two MHSTs in Rushmoor, which should give a really good level of additional coverage and support for children and young people in schools across the borough.					
Hampshire Youth Access	Counselling, advice and support for children and young people across Hampshire	Borough wide	Funded		HCC
BK (HCC) – We continue to refer young people to this partnership due to high demand for MH provision.					
Mental Health Support	Specialist Mental Health workers supporting clients not currently engaged with Community Mental Health Recovery Services (CMHRS). Art Therapy is offered weekly	Borough wide with focus on targeted wards	Funded		The Vine Centre
LH (Vine) – Mental Health Support available daily from 9am to 2pm. Anger Management Support - available Monday to Thursday from 9.30am to 3.30pm. HS (RBC) – Met with Chris Lewis from Anxiety Amongst Friends in Hampshire & Surrey (Facebook support page with over 1500 members, over 70% of which are in Farnborough) to hear more about his experience and remit. I've also met with Mike Grange from TalkMental2020 and we will be supporting his group in becoming established. Both men have developed their mental health pages following their own experiences and both are Rushmoor residents. Closer working relationship between RBC and TalkPlus, so that we can better support men's mental health in the borough. ND (CCG) – Has numerous resources, toolkits and signposts available to parents and young people.					

Project	Activity	Location	Funding	Timescales	Lead Organisation / Partners
Couch to 2k	Couch to 2k projects with primary schools' children to reduce obesity levels and encourage physical activity	Tower Hill	TBC	2021/2	RBC / Rushmoor schools
Parkrun and Junior parkrun	Continue to provide access to and promote local weekly parkruns and increase and broaden participation	Borough wide	N/A	As required	RBC
RBC – Junior parkrun has restarted on Sunday mornings, parkrun on Saturday mornings, with very good participator numbers. Heritage Trails launched Nov 2021					
Economic Hardship					
Emergency Food / Free School Meals Provision	Emergency food provision, information and access to benefits support for families eligible for free school meals, alongside established Foodbank operators	Borough wide	£10K funded through Government grants and HCC	Nov/Dec 2020	RVS / RBC, HCC
CA – meeting with RVS and Food Partnership to develop referrals system. Also awaiting outcome of funding bid for Community Hub/ triage service to make referrals / signpost etc; and delivering “Advice First Aid” training to other organisations to support immediate advice information and identify / use new referrals system “Refernet”.					
Rushmoor Food Partnership	Community Store with food and essential items, plus access to support services as requested by clients and build resilience	Aldershot initially, then Cherrywood once the Store has been established.	HCC food grant and DEFRA funding to RBC	Jan 2021	RBC / RVS, Aldershot Town FC, Karuna Coffee, Park Church and other local support groups
HS (RBC) – Volunteering undertaken at the Store to get it ready – painting, cleaning, some light DIY and gardening.					

Project	Activity	Location	Funding	Timescales	Lead Organisation / Partners
<p>The Grub Hub granted CIC status. Will launch on 7th December CA – Citizens Advice is keen to work in partnership to address the underlying issues of debt and poverty in this workstream</p>					
Nepali Community Champions	Recruit, train and support Nepali Community Champions to identify those experiencing hardship, enable brief, appropriate interventions, and refer for full advice or other help where need is identified	Focus on Wellington	£20K for a 6-month project, adaptable depending on funding available	TBC	Citizens Advice (CA) /
<p>CA – We have had some additional funding from Hampshire (“Reaching People Together”), which will address some of these needs: we hope to be able to take forward the Community Champions project after the current year end, capacity allowing. Additional resource being put in to meet Nepali speaking advice needs from October.</p>					
My Space	Providing face to face and telephone support to our most challenging unemployed residents, including benefits and 121 budgeting support	Borough wide	£12K from Supporting Communities pot for an additional year	March 2022	The Vine
<p>LH (Vine) – runs every Monday from 10am to 3pm. NP (RBC) – Have been operating remotely but carrying out socially distanced face to face when needed</p>					
PEBL Skills Café	Providing employment and budgeting supporting to residents	Cherrywood	Funded	On going	PEBL
<p>CA – Citizens Advice has changed its former outreach money clinic at PEBL to receiving referrals from project staff. Would be keen to revive outreach when circumstances allow. Sept: No update on availability of premise to resume this. NP (RBC) – About to reopen their doors but have been delivering successfully remotely LH (Vine) – Vine Centre also runs the Skills Cafe on the Prospect Estate in Farnborough. The new opening times are 10am to 12.30pm.</p>					
RBC Virtual Job Club	Delivering a virtual job club providing Rushmoor residents with an online education and	Borough wide	£15K from deprivation pot - TBC	December 2021	RBC

Project	Activity	Location	Funding	Timescales	Lead Organisation / Partners
	support programme designed to help them find employment and training opportunities				
NP (RBC) – 15 residents supported and 4 job starts. Currently numbers dropped considering pausing contract till Sept with the end of furlough					
General Employability Courses (19+)	Delivering short industry focused training linking job seekers directly with employers	Borough wide			The Vine / Hampshire, Community First and Brockenhurst College, community organisations and businesses
LH (Vine) – 'My Helping Hand' - help with numeracy and literacy as well as basic online IT courses. Runs from 9.30am to 1.30pm. NP (RBC) – Have seen courses run for retail, CSCS, confidence and resilience, hospitality, business start up etc. Have delivered 5 in partnership with Frimley Health					
Connected communities					
Keep Well and Stay Connected	Reducing social isolation through increased digital opportunities	Aldershot Park	£40K Awaiting CCG funding decision	Feb 2021 if funded	RVS / RBC
CA – Citizens Advice is keen to partner in these opportunities, to reach vulnerable individuals – especially using referral tool, and Nepali speaking services.					
CVS Digital Enablement	Supporting community groups to develop digital strategy and skills	Borough wide	£64K fund secured for CVS Network through HIWCF		RVS
CA – Citizens Advice is working on digital content for Sparko initiative. Sept: This is still in development - limited opportunities identified.					
	Work with partner organisations, including faith	Borough wide with	Community Cohesion		Youth Forum / Strength In Unity group

Project	Activity	Location	Funding	Timescales	Lead Organisation / Partners
Engagement with BAME communities and young people	groups targeting support work for BAME communities	Wellington focus			
	JB (RBC) – Cohesion Group has met for the final time and is replaced with a Diversity forum reaching out to all BAME groups in Rushmoor. Currently meeting with Police and community leaders, mapping exercise begun.				
	Networking event with BAME groupings to ascertain information about needs, capacity and barriers	Borough wide	N/A	March 2021	RBC supported by the Cohesion forum
AH (CA) – Online 'hate crime' event 12 th October.					
Reaching Out	Ensuring those most isolated or home-bound (particularly through age) are supported in their own homes.	Borough wide	Funded	Ongoing	Vine Centre / HCC Adult Services
LH (Vine) – 'Reaching Out Project' was a pilot and ended at the end of October.					
Non-Themed / General work					
Engagement	Effective engagement with BAME and young people	Borough wide		2021	RBC via the Youth Forum, Cohesion Forum and Strength In Unity group
Men's Shed	Sites for pursuing practical interests to develop connections, showcase skills and encourage pride	Aldershot town centre, Aldershot Park	Pump priming funds		RBC / HCC
Funding	Identifying future funding streams to support deprivation work	Borough wide			RBC Community & Partnerships Team
Delivery	Identifying future delivery models to support deprivation work	Borough wide			RBC / RVS

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OVERVIEW AND SCRUTINY COMMITTEE WORK PLAN

The purpose of the work plan is to plan, manage and co-ordinate the ongoing activity and progress of the Council's Overview and Scrutiny Committee. It will be updated regularly and presented to each meeting of the Committee. It will include issues that are currently being actioned as well as those that will be subject to future work.

The Committees Terms of Reference are as follows:

- to perform all overview and scrutiny functions on behalf of the Council;
- to appoint such formal sub-committees and informal task and finish groups as it considers necessary to assist it in discharging its functions;
- to prepare and approve the overview and scrutiny work programme so as to ensure that the Committee's time is effectively and efficiently utilised;
- to undertake investigations into such matters relating to the Council's functions and powers as:
 - (1) may be referred by the Council, Committees, the Cabinet, or the Leader; or
 - (2) the Committee may consider appropriate; or
 - (3) have been referred to the Committee pursuant to the "call-in" procedure set out in the Overview and Scrutiny Procedure Rules in Part 4 of this Constitution. (These can be decisions taken by the Cabinet, a Cabinet Member, key decisions taken by an officer or under joint arrangements).
- to monitor and review the performance of the Council and services against relevant performance indicators and adopted plans;

- to review and/or scrutinise decisions proposed to be made (pre-decision scrutiny) or actions taken in connection with the discharge of any of the Council's functions;
- to review existing policy and strategy with a view to securing continuous improvement in the way in which the Council's functions are exercised, having regard to a combination of economy, efficiency and effectiveness;
- to make reports and/or recommendations to the full Council and/or the Cabinet in connection with the discharge of any functions;
- to review and/or scrutinise any matter affecting the area or its inhabitants;
- to discuss initiatives put forward for consideration by individual members of the Committee and any relevant 'call-for-action' in accordance with the Overview and Scrutiny Procedure Rules set out in Part 4 of this Constitution; and
- to consider petitions referred to the Overview and Scrutiny Committee in accordance with provisions set out in the Petition Scheme set out in Part 4 of this Constitution.

(A) ISSUES CURRENTLY BEING PROGRESSED BY THE OVERVIEW AND SCRUTINY COMMITTEE TASK AND FINISH GROUPS

ISSUE (PURPOSE OF REVIEW)	TASK AND FINISH GROUP (MEMBERSHIP 2021/22)	TIMETABLE	CURRENT WORK	STATUS
To monitor the performance and activities of Registered Providers working in the Borough.	Task and Finish Group established consisting of: Cllrs. D. B. Bedford, T.D. Bridgeman, R.M. Cooper, K. Dibble, Nem Thapa and M.D. Smith.	2021/22	The following RP's would be reviewed during the 2021/22 Municipal Year: Stonewater – 18th October, 2021 – the Group received a presentation on changes to the way Stonewater work and their policy on Climate Change. MTVHA – 15th November, 2021 – The Group held a meeting at which concerns were raised regarding a MTV Scheme in Aldershot, a date will be arranged for the Group to visit the scheme in due course. VIVID – 17th January, 2022 A review will also take place of the questions included in the Schedule of Questions used as part of the review process.	Green
To review the Council Tax Support Scheme	Council Tax Support Task and Finish Group	2021/22	The Group met on 17th August when a discussion was held on the purpose of the group and some CT data was analysed.	Green

Last Updated 18/11/2021

ISSUE (PURPOSE OF REVIEW)	TASK AND FINISH GROUP (MEMBERSHIP 2021/22)	TIMETABLE	CURRENT WORK	STATUS
	<p>established, consisting of:</p> <p>Cllrs. D.B. Bedford, J.B. Canty, Christine Guinness, Lee Jeffers, M.J. Roberts and M.D Smith.</p>		<p>Additional data was reviewed at the meeting on 6th October, 2021, and a further meeting would be held on 25th November to finalise the report for Cabinet.</p>	
Educational Improvement	<p>A Task and Finish Group has been set up consisting of:</p> <p>Cllrs. Gaynor Austin, D.B. Bedford, M.S. Choudhary, Nadia Martin, S.J. Masterson and M.D. Smith.</p>	2021/22	<p>Arrangements will be made for a meeting to be held after the start of the Autumn term. Hampshire County Council representatives will be invited.</p>	

(B) OTHER ISSUES CURRENTLY BEING PROGRESSED BY THE OVERVIEW AND SCRUTINY COMMITTEE

ISSUE	TIMETABLE	CURRENT WORK	STATUS
Safer North Hampshire and Policing Matters	2021/22	<p>At its meeting in July, 2021 representatives from Hampshire Police and the Community Safety teams gave an update on current issues and addressed a number of specific queries raised by Members.</p> <p>A further review will be undertaken in 2021/22</p>	Green
Food Waste Service – Communications and Education Plan	2021/22	<p>At the meeting in August, 2021 the Committee received a presentation on the communications and education plans for the launch of the Food Waste Service. The Committee endorsed the plans and agreed to monitor the development on the service and its performance.</p> <p>An update is scheduled for April 2022.</p>	Green
Rushmoor Voluntary Services and Citizens' Advice	2021/23	<p>At its meeting in October, 2021 the Committee received presentations from Citizens' Advice and Rushmoor Voluntary Services on their services and current performance. It was noted that new service level agreements are being developed over the next 6-9 months and it was agreed that the Committee should consider the provisions set out in these at a future meeting.</p>	Green

OVERVIEW AND SCRUTINY COMMITTEE

WORKFLOW – OCTOBER 2021- APRIL 2022

DATE	ITEMS
9th December 2021	<ul style="list-style-type: none">• Supporting Communities Strategy/Grub Hub• Rushmoor Homes Limited Shareholders Report
17th February 2022	<ul style="list-style-type: none">• <i>Local GP Services - review</i>• <i>HCC Cabinet Member for Education plus local Headteacher/Principal</i>
7th April 2022	<ul style="list-style-type: none">• <i>Food Waste Service – Update</i>• <i>Climate Change Strategy and Action Plan - update</i>• <i>Champions Annual Reports</i>
Potential Future Items for Committee	<ul style="list-style-type: none">• Enforcement of C19 Rules and Regulations (23.06 PG)

OVERVIEW AND SCRUTINY COMMITTEE

Progress Meetings 2021/22

(Circulate the Cabinet Forward Plan, the Committee Work Plan and notes of the previous Committee meeting to each meeting of the Progress Group)

DATE	ITEM	NOTES
30 September 2021	Food Waste	Comms excellent. Look to receive a report back at April meeting.
	North Town land ownership issues	Briefing paper to be circulated to Members in October
	28 October meeting	New date agreed RVS and/or CA to be invited email Members in advance for any issues they want to have covered
	Training Session	1st December to be ran by SEE remotely. Invite standing deputies and any other councillors who would benefit
9 November 2021	Climate Change	A briefing on progress would be provide for the Committee in early 2022, to include a presentation on Farnborough Airport (possibly at a separate meeting)
	Disability Issues	Information would be brought back on current provision and input for service planning/delivery.
	Farnborough 6th/Farnborough Tech	Possibility of holding all Member briefings to be progressed.
13 January 2022	<i>Disability</i>	- <i>To bring back info as above</i>
10 March 2022		
Items for Future Progress Meetings		

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