

OVERVIEW AND SCRUTINY COMMITTEE

Minutes of the Remote meeting held on Thursday, 23rd July, 2020 at 7.00 pm.

Voting Members

Cllr M.D. Smith (Chairman)
Cllr Mrs. D.B. Bedford (Vice-Chairman)
Cllr Veronica Graham-Green (Vice-Chairman)

Cllr Gaynor Austin
Cllr T.D. Bridgeman
Cllr Sue Carter
Cllr R.M. Cooper
Cllr Christine Guinness
Cllr L. Jeffers
Cllr Mara Makunura
Cllr S.J. Masterson

10. **MINUTES OF THE PREVIOUS MEETING**

The minutes of the meeting held on 11th June, 2020 were agreed as a correct record

11. **APPOINTMENT OF VICE-CHAIRMAN**

The committee was advised that following a change in responsibilities in the Conservative Group it was necessary to appoint a new Vice-Chairman to replace Cllr Sue Carter.

RESOLVED: That Cllr. Veronica Graham-Green be appointed as Vice-Chairman of the Committee for the remainder of the 2020/21 Municipal Year.

12. **WORKFORCE REPORT**

Alison McBride, Corporate Manager - People, presented the Workforce Report to the Committee, the highlights of which included:

- A snapshot of the Council's headcount which showed the number of FTE's decreasing year on year
- Gender breakdown - there had been a limited change since the previous report (37% male/63% female)
- Gender pay gap – Rushmoor's pay gap was 12%, it was noted that the Local Government Association (LGA) average was 6.1%
- Part time Staff – the majority of part time staff were employed at Grade 5 or below
- Ethnicity profile – 22.6% of staff chose not to report their ethnicity, of those that did, 75.2% identified as white and 2.2% as Black and Minority Ethnic (BAME)

- Profile Age – of which 31% were over 55 and 18% aged under 34
- Apprenticeship programme – Rushmoor currently reported above average numbers and were spending 57% of the allocated apprenticeship levy

Ms McBride advised that a People Strategy was being developed in-line with the Council's strategic objectives and it was hoped that a draft would be available in August for Members to comment on.

In response to a query regarding the data relating to women in higher positions and the gender pay gap within the Council, consideration would be given to how women could be encouraged to apply for higher paid positions and what could be implemented to make these roles more appealing, including flexibility and working arrangements. It was noted that the Leadership Development Programme was assisting to address this with 13 of the 14 enrolled in the second cohort being female.

Long term absence was raised as a concern by Members, as the data showed an increase in lost working days on the previous year. It was noted that, since the Employee Assistance Programme had been introduced in 2018, it's utilisation had steadily increased. In addition, there had been a marked increase since the outbreak of the Coronavirus Pandemic in March, 2020. Being a relatively small local authority, 1-2 cases of long-term absence made a significant difference to the figures and it was advised that the 22% of staff absence attributed to anxiety, stress and depression figure was slightly outdated. During the Pandemic, emphasis on wellbeing was greater across the Council. Managers were carrying out regular check-ins with staff and data was showing a difference in dealing with change and crisis, which could cause anxiety, stress and depression.

A request was made for more detailed data on the ethnicity profile. It was noted that the 2.2% of Council staff who identified as BAME equaled to six people across the authority. The number of employees who identified as BAME who had been or were part of the Leadership Programme was also requested and this information would be provided. The comparator used in the report had been the 2011 census findings, a more recent comparator would be sought and if identified, shared in the presentation for the special meeting of the Policy and Project Advisory Board to discuss the Notice of Motion on Black Lives Matter on 25th August, 2020.

In response to a query regarding attracting more young people into the Council, it was noted that a number of initiatives were in place. An officer group had been formed to liaise with schools to showcase career opportunities within local government and assist with CV writing and interview skills in both schools and colleges. Working relationships were in place with the local colleges for the apprenticeship schemes.

The Chairman thanked Ms McBride for her report.

13. **HEALTHY WEIGHTS PROJECT - UPDATE**

Martin Sterio, Health and Physical Activity Officer, attended the meeting to give a presentation on the Council's Healthy Weights Project.

An initial update on healthy weights had been provided to Members of the Leisure and Youth Panel in 2016. The initiative had developed on the back of obesity figures reported in 2016 which showed high levels of obesity in young people across the Borough. A healthy weights audit had been carried out in all schools in the Borough and the findings had showed that 1 in 4 infant school children had been recorded as being overweight; this had risen to 1 in 3 at the end of Year 6. The audit reported that deprivation had been a main factor within communities and infrastructure improvements would have a positive impact on residents' health. The infrastructure in the catchment area of each school had been looked at in detail and information had been provided on proximity to green space, sports facilities, takeaways, access to swimming pools etc. to get a clear understanding for each school.

It was noted that Public Health Hampshire, the local Clinical Commissioning Group (CCG), local schools, community champions and sports partners had formed a Local Action Group (LAG) to focus on key themes identified in the audit. These included the physical infrastructure, physical activities and healthy eating environments and education. A number of initiatives had since been delivered, these included:

- Junior Park Run
- Park Run
- Couch to 2k family programme
- Promotion of leisure facilities and green spaces,
- The daily mile in schools - 25 schools now involved up from 8 initially
- School travel schemes
- Improved healthy menus in schools
- Balance and ride scheme in infants schools Year R and Year 1
- Moor Road playing fields improvement - new playground/sports facilities in one of the Boroughs most deprived areas

It was realised however, that one-time events wouldn't change things long term, so therefore a Whole System Approach Steering Group had been established with partners to ensure healthy lifestyles were maintained long term. Themed action registers would be created to change systems that would lead to long term goal achievements.

The issue of obesity was a long term challenge with no single element to address it that would alter the situation in the longer term. It was considered that many things needed to change to slowly make a difference over time.

In response to a query regarding deprivation and its definition, it was explained that Rushmoor had several areas that were considered "lower super output areas" this was determined on a number of domains including educational attainment, employment and skills, income by household. Areas were scored nationally against certain criteria and, within Rushmoor, several areas had been scored in the top worse 20% in the country on the Indices of Multiple Deprivation (IMD).

Following a discussion regarding school lunches and packed lunches it was noted that the majority of younger school children had school lunches and as they got older, switched to packed lunches. Improvements had been made over the past six

months to the school dinner offer making the offer more healthy. It was noted that all schools had a packed lunch policy but some schools monitored pack lunches more strictly than others.

Weighing of Year R and Year 6 children was also discussed. It was noted that the percentage of those that opted out was not known, but the Committee was advised that 24% of the Year R pupils that were weighed were classed as obese and this figure rose to 33% in Year 6. The data on weights was released every two years and figures would be due later in 2020. Any impacts of COVID-19 would show in these figures.

In response to a query, it was advised that, following the balance and ride scheme, schools had advised parent on safe routes to schools to encourage pupils to ride to school. Unfortunately, parents still had a fear of road safety and vehicle movements and felt it unsafe for their children to ride to school.

A discussion was held on how the Council could influence/educate parents/households to lead healthier lifestyles. This was considered a difficult area to tackle, but the LAG were considering targeting pre-school families to try and influence, from an early age, healthier lifestyles. It was suggested that cookery skills could be taught to parents to help address the issue.

The Committee was advised that in the future the audit that was completed by all schools at the beginning of the process would be re-circulated to gain comparable data on how the initiatives were having an impact.

The Chairman thanked Mr. Sterio for his presentation and the work of the Local Action Group was **ENDORSED**.

14. **SCRUTINY TRAINING SESSION**

It was noted that Thursday 20th August had been secured for the Scrutiny training. It was agreed that the session would be best held face to face and the training would be held in the Concorde Room at the Council Offices.

15. **WORK PLAN**

The current work plan was noted.

At the next meeting of the Committee, representatives from the Safer North Hampshire Team and the Police would provide updates and the Quarter 1 performance data would also be reported to the Committee.

Moor Road Playing Fields Update – The Committee was informed that consultation had taken place with the community and a plan had been established to install a destination playground, basketball court, cycle track and outdoor gym facilities. The facility now had the destination playground and gym facilities installed and work would be starting on the Multi Use Games Area (MUGA) and cycle track in September. Improvement work to the car park would also take place at this time.

In response to a query regarding the skatepark, it was advised that the one located in Farnborough Town Centre was coming to its end of life and would be replaced within the new civic quarter development and not relocated to Moor Road.

The meeting closed at 8.12 pm.

CLLR M.D. SMITH (CHAIRMAN)

POLICY AND PROJECT ADVISORY BOARD

Meeting held remotely on Tuesday, 25th August, 2020 at 7.00 pm.

Voting Members

Cllr J.B. Canty (Chairman)
Cllr P.I.C. Crerar (Vice-Chairman)

Cllr Sophia Choudhary
Cllr P.J. Cullum
Cllr Prabesh KC
Cllr Nadia Martin
Cllr T.W. Mitchell
Cllr Sophie Porter
Cllr M.J. Roberts
Cllr B.A. Thomas

Apologies for absence were submitted on behalf of Cllr C.J. Stewart.

1. MINUTES

The Minutes of the meeting held on 15th July, 2020 were approved and would be signed by the Chairman at a later date.

2. BLACK LIVES MATTER

The Chairman reminded Members that this special Board meeting had been arranged to consider the scope and next steps to be followed by the Council in light of the Motion agreed by the Council at its meeting on 25th June, 2020 to support the establishment of an all-party review led by the Policy and Project Advisory Board to include black, Asian and minority ethnic members of the community, to review processes, policies and organisational attitudes regarding racism.

In accordance with the guidelines for public participation at meetings, the following three members of the public made representations which were duly considered by the Board:

- Ms Julia Longrigg, who highlighted the need for a 'grass roots model' which included a mechanism to capture feedback from Rushmoor residents on their experiences of Council services. The suggestion was that Ward Councillors would meet on an ongoing basis with members of black and ethnic minority communities to listen to and capture the specific issues being experienced by residents in their Wards and pass this ground-level evidence of the impact of the Council's ways of working up to the decision makers within the Council.

- Revd Malcolm Cummins, Pastor at the New Testament Church of God in Aldershot, which had a significant Afro-Caribbean community. He highlighted areas where direct racial abuse was being suffered by this community in Rushmoor and encouraged the Council to listen to these experiences and to confront the issues in order to build a better and fairer Rushmoor.
- Mr Jib Belbase, former Chair of the Greater Rushmoor Nepali Community organisation, spoke about the education and training the Nepali community had put in place, with the support of the Council, in order to better integrate with the communities they lived in. The Nepali community had developed a close working arrangement with the Council which was mutually beneficial but he recognised that there was still work to do.

In discussion, there was broad agreement to the principle of a proposed 'grass roots model' with wide engagement process.

Before asking the Head of Democracy and Community to give his presentation, the Chairman reminded the Board that the key items to be agreed were the outcome measures and actions that would set the direction of this work over the Municipal Year 2020/21.

Andrew Colver, Head of Democracy and Community, then gave his presentation which covered:

- Data relating to Rushmoor which included the 2011 census and other information, a 2020 school census of ethnic groups and information from Citizens' Advice, Supporting Families and the Police / Community Safety Team;
- Rushmoor Council's policies and guidance and how they dealt with ethnicity and diversity, and reported incidents. These included the equalities and diversity policies and dignity at work.
- Process to review Rushmoor's policies and processes around Equality, Diversity and Inclusion were fit for purpose.

Mr Colver then presented four draft outcomes for consideration, which had been discussed with the Chairman. The outcomes included outline tasks as follows:

- Rushmoor's policies and processes around equality, diversity and inclusion are reviewed and are fit for purpose:
 - Understanding current provisions, guidance and best practice;
 - Examining the policies to ensure they reflect the above;
 - Complete the review of the Equalities Policy and processes;
 - Reflect the provisions in the emerging People Strategy;
 - Independent assessment from within the public sector eg LGA
- The Council improves training for staff and Members around equality, diversity and inclusion:
 - Development of an updated module for the Rushmoor Learning Pool
 - Inclusion of specific information in Member and staff induction programmes

- Member training – LGA online course
 - Guidance notes for officers to be prepared on meeting the equalities provisions
 - Raising awareness through messaging on the Council’s intranet
- The Council to introduce new arrangements for supporting community projects and processes to promote integration:
 - Specific provisions included in emerging deprivation/supporting communities plans;
 - Engage with ethnic minority community groups through the Council’s cohesion work;
 - Work with faith groups to support engagement activities
- The Council to improve its understanding of BAME communities in Rushmoor and this insight to be used to inform its strategies and policies:
 - Review and update the Council’s database of BAME groupings;
 - Hold a networking event with BAME groupings to ascertain information about needs, capacity and barriers;
 - Work with partner organisations eg HCC/CCG to establish a picture of BAME residents to support the deprivation/supporting communities work;
 - Work with partner organisations, including faith groups, to target support work with BAME communities.

In discussion, there was broad support for an independent peer review to ensure that, internally, best practice was being followed. It was noted that the Head of HR was in the process of developing a People Strategy for a diverse and equal work force, and that issues such as ‘fair recruitment’ would form part of that work.

The Head of Democracy and Community highlighted that there could be resource implications that could delay some of the work or impact on other priorities.

The Board agreed:

1. the draft outcomes and associated tasks, as set out in the presentation and above;
2. the Progress Group would support the development of the work, reporting back to the Board as necessary;
3. the principle of carrying out a LGA peer review as soon as possible;
4. to request clarification of the Cabinet’s involvement;
5. the initial work to be completed and recommendations prepared by the end of the 2020/21 Municipal Year.

The meeting closed at 9.00 pm.

CLLR J.B. CANTY (CHAIRMAN)

OVERVIEW AND SCRUTINY COMMITTEE

Minutes of the Remote meeting held on Thursday, 3rd September, 2020 at 7.00 pm.

Voting Members

Cllr M.D. Smith (Chairman)
Cllr Mrs. D.B. Bedford (Vice-Chairman)
Cllr Veronica Graham-Green (Vice-Chairman)

Cllr Gaynor Austin
Cllr T.D. Bridgeman
Cllr Sue Carter
Cllr R.M. Cooper
Cllr Christine Guinness
Cllr L. Jeffers
Cllr Mara Makunura
Cllr S.J. Masterson

16. MINUTES OF THE PREVIOUS MEETING

The minutes of the meeting held on 23rd July, 2020 were agreed as a correct record.

17. ALDERSHOT TOWN FOOTBALL CLUB - REPRESENTATIONS FROM THE SHOTS TRUST

The Committee was informed that a request had been received from the Aldershot Town Football Club Supporters' Trust (the Shots Trust) for it to consider representations on issues relating to the Football Club. The representations related in particular to:

- the conclusion of a new lease of the site in line with the principles set by the Cabinet
- the engagement approach between the Football Club and its supporters
- future options for running the Football Club

The Chairman welcomed Alan Hilliar, Laura Smart (Trust Secretary), and Nick Bond (Trustee), to the meeting to make the representations. Mr. Hilliar, explained that they were representing members of the Shots Trust and wanted to raise concerns, on their behalf, for the future of the Club linked to the new long term lease and future potential development of the ground.

Ms. Smart gave an overview of the current financial position of the Club, it was noted that currently creditors stood at £1.2 million, up from £113,000 in 2014, when the Club was taken over by the current owners. These losses had been underwritten by loans, primarily from the Club's directors, who had contributed, to date, over £1 million to the Club. The Shots Trust felt that the Club saw the extension of the lease and potential redevelopment as a lifeline to pay back the loans leading to an

uncertain future for the Club. Ms Smart raised some questions on behalf of the Shots Trust relating to:

- The position of the new lease and the processes being followed
- The assignment of the lease and the conditions to be met by the leaseholder
- The viability of the Club in the long term

Mr. Bond, long term supporter of the Club and Trustee of the Shots Trust, raised concerns about the footballing aspects of supporting the Club, off field activity and the potential redevelopment. He pointed out that over the years the Club had slipped into non-league football, having once played against teams now at a higher level like Bournemouth, Reading, Swindon, Bradford City and Oxford United.

Mr. Bond was of the view that communication with fans was abysmal. He stated that recently the Club had taken the decision to stop free entry for under 11s with a paying adult. The Shots Trust felt that this would lose the Club more adult supporters, reducing gate numbers.

Mr. Bond then expressed the view that the Club needed to create a culture of intention and vibrancy to enable it to survive. The option to redevelop the ground could not be more welcomed by fans, and he felt that a successful team could command gates of 5,000 or more. Attendance was currently at 1,500 and falling due to a lack of success and leadership. He suggested that increased gate numbers would increase footfall in the town centre, generating income for the town. Change was needed, and help required to ensure the ground was redeveloped with a real say from fans on the facilities that could be made available.

Mr. Hilliar shared the Shots Trust's considered options for the future running of the Club, which were:

- Establishing a Community Interest Company (CIC)
- The Council taking on redevelopment responsibilities

The Chairman thanked the Trust for their representations and reminded Members that discussions and negotiations were ongoing between the Council and the Club on the lease and that these were commercially confidential. A record of the representations and discussions would be made from this meeting and would be relayed to the Portfolio Holder for Major Projects and Property.

The Committee then discussed various aspects of the representations and Members raised a number of issues including:

- The number of members of the Shots Trust – it was reported that there were around 200 direct paid up members and more who supported the Trust through different initiatives/fundraising activities.

- In response to a query regarding the Shots Trust’s membership of the Football Supporters Association (FSA), the representatives advised that some complaints had been made against the Trust, which had resulted in a temporary suspension from the FSA. Following agreement with the FSA a number of things had been done to rectify the situation, this included all the trustees being required to attend a diversity awareness course. The face to face course had been delayed due to COVID-19 and would be carried out as soon as restrictions allowed. A statement addressing the accusations had been issued by the FSA and this would be shared with Members after the meeting.
- The Committee considered it important that there was a thorough process to ensure the new lease agreement protected all parties involved.

The Committee **NOTED** the representations made by the Shots Trust and **AGREED** that the information be relayed to Cllr Martin Tennant, the Major Projects and Property Portfolio Holder.

NOTE: Cllrs T.D Bridgeman and Sue Carter each declared a personal but non prejudicial interest in this item, Cllr Bridgeman in respect of his ownership of share in Aldershot Town Football Club and Cllr Carter in respect of her status as a Trustee for the Shots foundation. In accordance with the Members’ Code of Conduct, both remained in the meeting during the discussion.

18. **COMMUNITY SAFETY AND POLICING - UPDATE**

The Committee welcomed Police Inspector Kirsten Troman and Police Sergeant Phil Mayne (Hampshire Police) and James Knight, Community Safety Team Leader, Safer North Hampshire, who were in attendance to give a general update on community safety in the Borough and to provide information on a number of issues raised by Members. These were:

- (1) **Crime clear up rates** – Members were advised that the integrity of the crime data was subject to high levels of scrutiny to ensure that the force correctly reported crime data and to instill the trust and confidence of the public. It was reported that the data for Rushmoor had been compared with data from the Hampshire and Isle Of Wight (HIOW) force area average. Some specific categories were as follows:

Type	HIOW	RBC
Outcomes attached to crimes where formal action was taken	-1.6% on previous year	-4% on previous year
Most serious violence where formal action was taken	+18% on formal action taken outcomes	stayed the same – key focus to achieve more
Violence with injury where formal action was taken	-8.7% compare to last year	dropped further – recruitment of Inspector Troman would free up PS Mayne to focus on

		this area and improve outcomes going forward
Burglary residential	+14%	up three times on previous year

(2) **Racial Issues** – Police use of stop and search was considered an essential tactic for the force and would help considerably with the work PS Mayne would be carrying out relating to high harm crime. An independent scrutiny structure was in place. It was also noted that each quarter Chief Inspector John Halfacre posted a stop and search scrutiny overview report on the Hampshire Police website, alongside the other forces across the region.

In the first 6 months of 2020 it was noted that 245 stop and searches took place, of which 24% resulted in positive action being taken. Of the 245 stop and searches that took place, 185 were white, 20 were Asian and 29 were black.

The Black Lives Matter movement was raised. In Rushmoor only one event had taken place and no real issues had occurred. Hampshire Constabulary had a very structured and staged approach to managing protests to enable the right to protest and community life to continue around it. It was noted that some scrutiny would take place over the coming months around engagement with different ethnic groups and cultures within the community. There was already a strong relationship with the Nepali Community Leaders but it was felt this needed to be built on with other groups within the community.

(3) **Speeding/Speedwatch** – it was noted that there was a three tier approach to speeding:

- Community Speed Watch – Volunteer led approach, halted due to COVID-19. It was hoped to reinstated this in late September, 2020. There was reliance on volunteers to highlight the dangers of excess speed and the implications should offenders continue
- Neighbourhood Policing enforcement teams
- Safer roads - road policing division

A request was made that the Road Safety Week that had taken place in the past could be reinstated. This would be looked at.

(4) **General** - PS Mayne reported on the serious violence and drug related violent crimes across the Borough. The county lines drug operation was highlighted and it was noted that recently some disruption had occurred to three of the known networks, with some key members receiving custodial sentences. Despite the successes, the police continued to target networks and in the past three months, 23 arrests for possession with intent to supply had taken place.

Knife crime, which was linked with drug crime, was also an issue across the Borough. Rushmoor was the only district in the County to have permanent knife bins, one on the Totland estate and the other located at the Aldershot Police Station. In

the previous six months, over 100 knives had been surrendered. It was hoped that the number of knife bins could be increased across the force area.

The Committee was advised that disruption had been caused by the spread of Covid-19. A district plan had been established, with emphasis to look at open spaces where Anti-Social Behaviour (ASB) was considered an issue. Visits were being made and dispersal orders were enforced in some places. Across the force, 243 penalty notices had been issued, 11 of which were in Rushmoor. Work was continuing with shops and the community to support the safety guidelines and the use of the three E's – educate, engagement, explain.

James Knight, Community Safety Team Leader, then reported on street lighting. Contact had been made with Hampshire County Council (HCC) who had monitored the impacts and had concluded that there had been no measurable impact, either negative or positive, on crime as a result of the lights being out. It was noted that a small spike had occurred in June when COVID-19 restrictions had been relaxed.

It was advised that incidents of Anti-Social Behaviour (ASB) had increased since the easing of lockdown. A significant number of complaints relating to late night noise, littering, vandalism and more recently vehicle meets/cruising had been reported by residents. Residents were encouraged, with support from the police, to report incidents via the 101 reporting system at the time of the incident to help build a picture. If individuals could be identified, the Community Safety Team could intervene to try and prevent further incidents.

The activities of the street attached in Aldershot Town Centre had been raised as a concern and Mr. Knight reported that ASB was considered a priority area for the Community Safety Team and gathering evidence to allow the issuing of community protection warning was also key. The situation had improved during COVID-19. However, with the relaxing of restrictions the group was larger than ever. A uniformed presence from the Community Patrol Officers had been used to gather statements from store owners to build an evidence base; Civil Enforcement Officers had also been utilised in the town centre as an additional uniformed presence. It was noted that CCTV logs had been reviewed, and a number of the individuals had been identified and Community Protection Warnings issued. This action could be followed up with a Community Protection Notice if ignored and no changes in behaviour were seen. Court proceeding could then be initiated should the notice be ignored.

Following discussions a number of queries were raised, including:

- In response to a query regarding an increase/decrease in hate crime reports since the BLM campaign, it was noted that there had been a 9.9 % increase in the last twelve months in Rushmoor and a 13.7% increase for the whole force. This type of crime was significantly under reported and an rise could show both an increase in confidence to report such crimes or/an increase of incidents. It was noted that reported hate crimes were reviewed daily and all directions and outcomes were fed through Inspector Troman.
- It was noted that residents trying to report crime via 101 had complained of a poor or no response from the telephone system. Inspector Troman advised

that online reporting had been available for about eight months and encouraged residents, with internet access, to report non-emergency crimes through this platform. All website reported crimes were triaged and handled accordingly. Data was requested on how many calls were dropped through the 101 phone system.

- In response to a query regarding the Independent Advisory Volunteers' Groups, who carried out independent scrutiny of police activities, it was advised that Hampshire Constabulary currently advertised for help to increase participation from seldom heard groups both strategically and locally across Hampshire.
- Reports of residents complaining of individuals/residents smoking suspected class B drugs was raised as a concern. In response it was advised that it was difficult for the police to enter a property without hard evidence. However, through working with the Community Safety Team a plan had been devised to utilise the Community Protection Warning notice system to collate information to give police more power to move forward. The police encouraged Members to continue asking residents to report incidents.

Following further discussion, it was **AGREED** that contact details for Inspector Troman and PS Mayne would be shared with Members to allow further question to be raised.

The Chairman thanked Inspector Troman, Police Sergeant Mayne and James Knight for their presentations.

19. **COUNCIL BUSINESS PLAN - Q1 PERFORMANCE MONITORING**

Cllr Adrian Newell, the Portfolio Holder for Democracy, Strategy and Partnerships introduced the Quarter 1 Performance Monitoring. It was noted that in July, 2020 the Council had agreed the updated three year Council's Business Plan based on four themes:

- People
- Places
- Partnerships
- Better Public Services

It was advised that quarterly update monitoring reports for Cabinet were provided on all four aspects of the Business Plan: Corporate Projects, the ICE Programme, the Regeneration Programme and the Organisational Health dashboard. For the purposes of this meeting the quarterly monitoring focused on the Corporate Projects only.

It was noted that overall 72 % of the projects were on track or completed. Key successes in the quarter had been highlighted and projects that had been delayed due to COVID-19 had been identified. It was also noted that since the last report a "trend" column had been added to compare progress since the previous quarter and a colour coded RAG (Red/Amber/Green) status checker had been added.

It was noted that the ICE and Regeneration Programmes would be focussed on at future meetings.

The Chairman thanked Cllr Newell for his presentation.

20. **WORK PLAN**

The Committee noted the current work programme and it was agreed that it would be considered further at the next meeting of the Progress Group.

The meeting closed at 9.12 pm.

CLLR M.D. SMITH (CHAIRMAN)
