



**BROMSGROVE DISTRICT COUNCIL**

**MEETING OF THE OVERVIEW AND SCRUTINY BOARD**

**MONDAY 14TH JANUARY 2019, AT 6.00 P.M.**

**PARKSIDE SUITE - PARKSIDE**

**SUPPLEMENTARY DOCUMENTATION**

The attached papers were specified as "to follow" on the Agenda previously distributed relating to the above mentioned meeting.

4. Homelessness Grant and Flexible Support Grant 2019/20 - Pre-scrutiny (Pages 1 - 6)
5. A Joint Pay Scale Report - Pre-scrutiny (Pages 7 - 10)

Details on this matter are included within the Medium Term Financial Plan.

15. Cabinet Work Programme (Pages 11 - 18)

K. DICKS  
Chief Executive

Parkside  
Market Street  
BROMSGROVE  
Worcestershire  
B61 8DA

8th January 2019

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### **CABINET**

**16<sup>th</sup> January 2019**

#### **HOMELESSNESS GRANT FUNDING APPROVAL FOR HOMELESSNESS PREVENTION AND SUPPORT 2019/20**

Relevant Portfolio Holder	Cllr Kit Taylor
Portfolio Holder Consulted	Yes
Relevant Head of Service	Judith Willis – Head of Community Services
Wards Affected	All
Ward Councillor Consulted	No
Key Decision	

#### **1. SUMMARY OF PROPOSALS**

- 1.1 The annual homelessness grant to BDC, allocated through the Ministry of Housing, Communities and Local Government (MHCLG) has been used each year since 2002 to fund a range of homelessness support services and schemes that focus upon the prevention of homelessness and repeat homelessness. These schemes play a key role in meeting the Council's Strategic Purposes:
- Help me live my life independently
  - Help me find somewhere to live in my locality
  - Help me to be financially independent
- 1.2 In addition to the annual DGLG Homelessness Grant, the Council is awarded two more allocations, the first is Flexible Homelessness Support Grant and the second is Homelessness Reduction Act 2017 New Burdens funding.
- 1.3 This report seeks Members approval to award Homelessness Grant, Flexible Homelessness Support Grant and Homelessness Reduction Act 2017 New Burdens Funding to specific schemes recommended by the Strategic Housing Manager and delegate authority to the Portfolio Holder and Head of Community Services to allocate any underspend of Homelessness Grant and Flexible Homelessness Support Grant during 2019/20 towards dealing with and preventing homelessness.

#### **2. RECOMMENDATIONS**

That cabinet note the 2019/20 grant funding implications to be included as part of the medium term financial plan report to Council in February 2019 and, subject Council approval of the budget;

That Cabinet RESOLVE as follows:-

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- 2.1 That the initiatives in 3.8, 3.10 and 3.11 recommended by the Strategic Housing Manager be approved to receive allocation of funding 2019/20.
- 2.2 That delegated authority be granted to the Head of Community Services following consultation with the Portfolio Holder for Strategic Housing to use any unallocated Grant during the year or make further adjustments as necessary to ensure full utilisation of the Grants for 2019/20 in support of existing or new schemes.

### **3. KEY ISSUES**

#### **Financial Implications**

- 3.1 The Council receives an annual homelessness grant and an additional two grants have been confirmed for 2019/20 (table below) from the MHDCLG, the Flexible Homeless Support Grant has been ring fenced by the MHDCLG for activities that prevent and deal with homelessness.

<b>Grant</b>	<b>2019/20</b>
Homelessness Grant	£112,010
Flexible Homelessness Support Grant	£83,012
Homelessness Reduction Act New Burdens Funding	£18,035

- 3.2 Bromsgrove Council has received a Flexible Homelessness Support Grant allocation of £82,563 for 2018/19 to be carried forward into 2019/20 and will receive £83,012 for 2019//20 to be carried forward into 2020/2021.
- 3.3 The Council was awarded an allocation of Homelessness Reduction Act 2017 New Burdens funding for a three period. The grant is not ring fenced but has been awarded to reflect the increased workload anticipated as a result of the implementation of the Homelessness Reduction Act 2017.
- 3.4 The Council has agreed a budget of £112,010 for the 2019/20 Homelessness Grant allocation. Worcestershire County Council is anticipated to make an allocation of £11,200 to the Council to part fund the Young Persons Pathway Worker post. However, this is yet to be confirmed. In addition the Council carried forward an underspend last

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year and received income for the emergency crash pad accommodation resulting in a carry forward for 2019/20 of £11,500.

- 3.5 The Council therefore has a total £134,710 for Homelessness Prevention Services in 2019/20.

#### **Legal Implications**

- 3.6 Homelessness support and prevention initiatives and schemes developed and funded through MHDCLG Grant assists the Council in meeting its statutory duties to those threatened with homelessness and homeless applicants including those placed in Temporary Accommodation under the Homeless provisions of the Housing Act 1996 (as amended). The new resources are expected to be used to strengthen homelessness prevention in the District.

#### **Service / Operational Implications**

- 3.7 The allocation of funding to local projects takes into account the recommendations made by the Overview and Scrutiny Preventing Homelessness Task Group in 2016. As a result all of the Homelessness Grant is being used for the purposes of prioritising homelessness initiatives and continues and enhances the funding in respect of offender rehabilitation and emergency accommodation for young people.
- 3.8 The table below identifies the projects the Housing Strategy Team is recommending for approval from the Homelessness Grant.

<b>Homelessness Grant Allocation</b>	<b>2019/20 £</b>
Young Persons Pathway Worker – support to prevent homelessness to over 100 young people a year	23,200
Worcestershire Strategic Housing Partnership Co-ordinator – contribution towards county-wide development and delivery of housing initiatives in partnership with other agencies	6,300
St Basils Crash Pad – provide a unit of emergency accommodation to young homeless people – utilised continually during the year	9,235
Basement Drop In Service – support for young people at risk of homelessness – over 170 young people a year	35,000
Fry Housing Related Support – helping ex-offenders remain housed/seek employment – 23 people housed via 18 units in the last financial year	28,708

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St Basils Foyer – provides stable accommodation/support for young people - 15 units – fully occupied during last financial year	30,000
HOPES – rough sleeper service	2,267
<b>Total committed expenditure</b>	<b>134,710</b>

- 3.9 An element of the housing agency contract awarded to BDHT includes the management of Temporary Accommodation for Homeless Households. The Flexible Homelessness Support Grant has been allocated for the purpose of managing temporary accommodation and supporting those who are homeless or threatened with homelessness. This report proposes to allocate £22,500 from this grant to fund this element of the service.
- 3.10 The table below identifies the projects the Housing Strategy Team is recommending for approval from the Flexible Homelessness Support Grant.

Flexible Homelessness Support Grant	Scheme	2019/20 £
Step Up Private Tenancy Scheme	Access to the private rented sector in Bromsgrove for households on low incomes	£17,070
Accord (Fry)	Funding for 0.6 of a FTE support post – enables Accord to re-introduce Floating Support to Bromsgrove District Housing Trust’s tenants and transitional support for those moving from the accommodation-based service into their own accommodation	£14,494
Caring for Communities and People (CCP)	CCP offer an outreach and prevention service targeting rough sleepers and those at risk of rough sleeping. The office rough sleeper estimate this year was reported as zero. The Government funding ends in July and therefore we would like to continue this service utilising Flexible Homelessness Support Grant.	£16,500
New Starts	Provide Furniture and Volunteering Opportunities for Ex-Offenders – improves future employment opportunities / reduces risk of reoffending – 125 households in the	£12,000

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	last year, 30 of whom had been in homeless	
BDHT	Management of Temporary Accommodation for Homeless Households – helps manage supply and demand pressures within homelessness system	£22,500
<b>Total</b>		<b>£82,564</b>

- 3.11 The Homelessness Reduction Act 2017 has increased workloads for the Housing Options Teams. Therefore it is proposed to transfer this New Burdens grant to BDHT as previously done in 2018/19.

	2019/20	2020/21
Homelessness Reduction Act 2017 New Burdens Funding	£12,676	£18,035

#### **Customer / Equalities and Diversity Implications**

- 3.13 The Homelessness Grant, Flexible Homelessness Support Grant and Homelessness Reduction Act 2017 New Burdens Funding will benefit customers by offering household's more options to prevent their homelessness, support them to remain in their own homes or help the Council to manage and support households in Temporary Accommodation.
- 3.14 These schemes and functions play a role in meeting the Council's Strategic Purposes:
- Help me live my life independently
  - Help me find somewhere to live in my locality
  - Help me to be financially independent
- 3.15 The grant will also benefit the larger community as opportunities to prevent homelessness will be maximised.

#### **4. RISK MANAGEMENT**

- 4.1 If the recommended schemes are not approved there is a risk that more households who are threatened with homelessness, or who are in housing need, will have limited alternative options. There is also therefore the risk that they may have to make a homeless approach and this could consequently lead to the following negative outcomes:

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- Increased B&B costs
- Increased rough sleeping in the District
- Impacts on physical and mental health, educational achievement, ability to work and similar through increased homelessness

4.2 All recipients of Grant will enter into a grant agreement and have regular monitoring with officers on the delivery of the service

### **5. APPENDICES and BACKGROUND PAPERS**

Homelessness Grant and Flexible Homelessness Support Grant 2018  
Cabinet Report 7<sup>th</sup> February 2018

### **6. KEY**

#### **AUTHOR OF REPORT**

Name: Amanda Glennie [a.glennie@bromsgroveandredditch.gov.uk](mailto:a.glennie@bromsgroveandredditch.gov.uk)  
Tel: 01527 881269



### National Pay Award – Joint Pay Model

#### Briefing Paper

A two year pay award was agreed Nationally to cover 2018/19 and 2019/20. As part of this agreement there was the introduction of a new pay spine that will take effect from April 2019.

In order to close the significant gap with the National Living Wage, scp's 6-17 inclusive have been paired off to create new spinal column points (scp's) 1-6, e.g. scp 6 & 7 are paired to produce the new scp 1; scp's 8 & 9 are paired to produce scp 2.

With effect from April 2019 scp 1 will be paid at £9.00 per hour. These changes would ensure that the bottom end of the pay spine is still relevant in the foreseeable future.

Therefore the new national pay spine has introduced 5 new spinal column points scp's. The purpose of this is to achieve a 2% increase in salary between scp's up to the new scp 22. If the new scp's were added in without changing the grade boundaries some grades would have 9 or 10 scp points contained within them and would therefore be open to challenge, particularly in respect of Age equality.

The pay spine itself is determined at national level and the pay model (grading) is determined at local level. The Council's pay model was last revised as part of the implementation of the Job Evaluation scheme in 2009.

227 employees will see an immediate pay increase  
217 employees will see additional headroom progression  
18 employees will see a smaller than expected increase\*  
0 will be negatively affected

\* Whilst no employees will be negatively affected, some employee will not see the financial gain they had expected in April 2019, it may take a longer period to reach the top of the grade, due to the additional spinal column points that have been added to some grades.

Based on current costings the revised model will cost:

2019/20 £14,430  
2020/21 £25,687  
2021/22 £85,500  
2022/23 £39,419

Or £165,036 over 4 years

There will be formal consultation with the Trade Unions with a view to reaching a Collective Agreement to implement a joint pay model across both Councils in line with the revised National Pay. In addition due to the pay models at BDC and RBC being slightly different, this revised model will mitigate any future equal pay challenges from joint employees.

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# Agenda Item 5

## REVISED PAY STRUCTURE

## APPENDIX 5

<b>PROPOSED JOINT PAYSCALE</b>			
<b>OLD SCP</b>	<b>NEW SCP</b>	<b>GRADE</b>	
49	43		
48	42		GR 11
47	41		SCP 40-43
46	40		
45	39	GR 10	
44	38	SCP 37-40	
43	37		
42	36		GR 9
41	35		SCP 34-37
40	34		
39	33	GR 8	
38	32	SCP 30-34	
37	31		
36	30		
35	29		
34	28		GR 7
33	27		SCP 25-30
32	26		
31	25		
30	24		
29	23		
28	22	GR 6	
	21	SCP 19-24	
27	20		
26	19		
	18		
25	17		GR 5
	16		SCP 14-19
24	15		
23	14		
	13		
22	12	GR 4	
21	11	SCP 9-14	
	10		
20	9		
19	8		
18	7		GR 3
17			SCP 5-9
16	6		
15			
14	5		
13			
12	4	GR 2	
11		SCP 2-5	
10	3		
9			
8	2		GR 1
7			SCP 1-2
6	1		

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# CABINET LEADER'S WORK PROGRAMME

**1 FEBRUARY 2019 TO 31 MAY 2019**  
**(published as at 2<sup>nd</sup> January 2019)**

This Work Programme gives details of items on which key decisions are likely to be taken in the coming four months by the Council's Cabinet

The Work Programme gives details of items on which key decisions are likely to be taken by the Council's Cabinet, or full Council, in the coming four months. **Key Decisions** are those executive decisions which are likely to:

- (i) result in the Council incurring expenditure, foregoing income or the making of savings in excess of £50,000 or which are otherwise significant having regard to the Council's budget for the service or function to which the decision relates; or
- (ii) be significant in terms of its effect on communities living or working in an area comprising two or more wards in the district;

If you wish to make representations on the proposed decision you are encouraged to get in touch with the relevant report author as soon as possible before the proposed date of the decision. Contact details are provided, alternatively you may write to the Head of Legal, Equalities and Democratic Services, Parkside, Market Street, B61 8DA or e-mail: [democratic@bromsgroveandredditch.gov.uk](mailto:democratic@bromsgroveandredditch.gov.uk)

The Cabinet's meetings are normally held every four weeks at 6pm on Wednesday evenings at Parkside. They are open to the public, except when confidential information is being discussed. If you wish to attend for a particular matter, it is advisable to check with the Democratic Services Team on (01527 881443) to make sure it is going ahead as planned. If you have any queries Democratic Services Officers will be happy to advise you. The full Council meets in accordance with the Councils Calendar of Meetings. Meetings commence at 6pm.

## CABINET MEMBERSHIP

Councillor G. N. Denaro	Leader of the Council without Portfolio Holder (Retaining Overarching Governance/Policy and Performance/HR)
Councillor K. J. May	Deputy Leader and Portfolio Holder for Economic Development, the Town Centre and Strategic Partnerships
Councillor B. T. Cooper	Portfolio Holder for Finance and Enabling
Councillor M. A. Sherrey	Portfolio Holder for Health and Well Being and Environmental Services
Councillor C. B. Taylor	Portfolio Holder for Planning and Strategic Housing
Councillor P. J. Whittaker	Portfolio Holder for Leisure and Cultural Services, Community Safety and Regulatory Services

Decision including Whether it is a key Decision	Decision Taker Date of Decision	Details of Exempt information (if any) and information explaining why items have been postponed (where available)	Documents submitted to Decision Maker / Background Papers List	Contact for Comments
Investment and Acquisition Strategy Update Report <b>Key:</b> No	Cabinet 13 Feb 2019 Council 27 Feb 2019		Report of the Executive Director for Finance and Enabling	Jayne Pickering, Executive Director (Finance and Corporate Resources) Tel: 01527 881207  Councillor B. T. Cooper
Bromsgrove Enterprise Park - Build Out <b>Key:</b> Yes	Cabinet Not before 13th Feb 2019	This report may contain some exempt information and therefore Cabinet may need to go into private session during consideration of this item.	Report of the Chief Executive	Paul Spooner, Interim Head of Economic Development & Regeneration - North Worcs  Councillor K. J. May
Finance System <b>Key:</b> No	Cabinet 13 Feb 2019 Council 27 Feb 2019		Report of the Executive Director of Finance and Resources	Chris Forrester, Financial Services Manager Tel: 01527 881673  Councillor B. T. Cooper

Decision including Whether it is a key Decision	Decision Taker Date of Decision	Details of Exempt information (if any) and information explaining why items have been postponed (where available)	Documents submitted to Decision Maker / Background Papers List	Contact for Comments
Alvechurch Parish Neighbourhood Plan <b>Key: No</b>	Cabinet 13 Feb 2019 Council 27 Feb 2019		Report of the Head of Planning and Regeneration	Mike Dunphy, Strategic Planning and Conservation Manager Tel: 01527 881325  Councillor C. B. Taylor
Council Tax Support Scheme Review - Final Recommendations <b>Key: No</b>	Cabinet 13 Feb 2019 Council 27 Feb 2019		Report of the Head of Customer Access and Financial Support	Amanda Singleton, Head of Customer Access and Financial Support Tel: 01527 64252  Councillor B. T. Cooper
Medium Term Financial Plan 2019/20 - 2022/23 <b>Key: No</b>	Cabinet 13 Feb 2019 Council 27 Feb 2019		Report of the Executive Director, Finance and Resources	Chris Forrester, Financial Services Manager Tel: 01527 881673  Councillor B. T. Cooper

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Decision including Whether it is a key Decision	Decision Taker Date of Decision	Details of Exempt information (if any) and information explaining why items have been postponed (where available)	Documents submitted to Decision Maker / Background Papers List	Contact for Comments
Pay Policy Statement 2019/20 <b>Key:</b> No	Cabinet 13 Feb 2019 Council 27 Feb 2019		Report of the Executive Director, Finance and Resources	Becky Talbot, Human Resources and Development Manager Tel: 01527 64252  Councillor B. T. Cooper
Performance Report <b>Key:</b> No	Cabinet 13 Feb 2019		Report of the Head of Business Transformation	Deb Poole, Head of Business Transformation Tel: 01527 881256  Councillor B. T. Cooper
Business Case - Domestic Waste Collection <b>Key:</b> No	Cabinet 13 Feb 2019 Council 27 Feb 2019		Report of the Head of Environmental Services	Matthew Austin, Environmental Senior Improvements Officer Tel: 01572 882537  Councillor M. A. Sherrey



Decision including Whether it is a key Decision	Decision Taker Date of Decision	Details of Exempt information (if any) and information explaining why items have been postponed (where available)	Documents submitted to Decision Maker / Background Papers List	Contact for Comments
Business Case - Commercial Services - Investment for Future Growth <b>Key:</b> No	Cabinet 13 Feb 2019 Council 27 Feb 2019		Report of the Head of Environmental Services	Matthew Austin, Environmental Senior Improvements Officer Tel: 01572 882537  Councillor M. A. Sherrey
Business Case - Place Team Resources <b>Key:</b> No	Cabinet 13 Feb 2019 Council 27 Feb 2019		Report of the Head of Environmental Services	Matthew Austin, Environmental Senior Improvements Officer Tel: 01572 882537  Councillor M. A. Sherrey
Lickey and Blackwell and Cofton Hackett Neighbourhood Plan <b>Key:</b> No	Cabinet 13 Feb 2019		Report of the Head of Planning and Regeneration	Mike Dunphy, Strategic Planning and Conservation Manager Tel: 01527 881325  Councillor C. B. Taylor

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Decision including Whether it is a key Decision	Decision Taker Date of Decision	Details of Exempt information (if any) and information explaining why items have been postponed (where available)	Documents submitted to Decision Maker / Background Papers List	Contact for Comments
Independent Remuneration Panel Report and Recommendations 2019/20 <b>Key: No</b>	Council 27 Feb 2019		Report of the Head of Legal, Equalities and Democratic Services	Darren Whitney, Electoral Services Manager  Councillor B. T. Cooper
Private Sector Home Repair Assistance Policy Update <b>Key: No</b>	Cabinet Not before 6th Mar 2019		Report of the Head of Community Services	Derek Allen, Strategic Housing Manager Tel: 01527 881278  Councillor C. B. Taylor
Corporate Performance Report <b>Key: No</b>	Cabinet 6 Mar 2019		Report of the Head of Business Transformation and Organisational Development	Tracy Beech, Policy Officer Tel: 01527 64252  Councillor B. T. Cooper
Finance Monitoring Quarter 3 Report <b>Key: No</b>	Cabinet 6 Mar 2019		Report of the Executive Director of Finance and Corporate Resources	Chris Forrester, Financial Services Manager Tel: 01527 881673  Councillor B. T. Cooper

Decision including Whether it is a key Decision	Decision Taker Date of Decision	Details of Exempt information (if any) and information explaining why items have been postponed (where available)	Documents submitted to Decision Maker / Background Papers List	Contact for Comments
Bromsgrove Sports and Physical Activity Strategy <b>Key:</b> No	Cabinet Not before 10th Apr 2019	This item has slipped from 10 January 2018 due to changes in the way activity levels are monitored by Sports England.	Report of the Head of Leisure and Culture	John Godwin, Head of Leisure and Cultural Services Tel: 01527 881762  Councillor P. J. Whittaker

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