

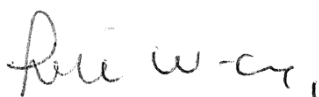
Date of despatch: Monday, 13 July 2020

To the Members of Slough Borough Council

Dear Councillor,

You are summoned to attend a Meeting of the Council of this Borough which will be held virtually on **Tuesday, 21st July, 2020 at 7.00 pm**, when the business in the Agenda below is proposed to be transacted.

Yours faithfully



JOSIE WRAGG
Chief Executive

PRAYERS

AGENDA

Apologies for Absence

PAGE

- | | | |
|----|---|-------|
| 1. | Declarations of Interest | - |
| | <i>All Members who believe they have a Disclosable Pecuniary or other in any matter to be considered at the meeting must declare that interest and, having regard to the circumstances described in Section 4 paragraph 4.6 of the Councillors' Code of Conduct, leave the meeting while the matter is discussed.</i> | |
| 2. | To approve as a correct record the Minutes of the Council held on 21 May 2020 | 1 - 6 |
| 3. | To receive the Mayor's Communications. | - |

Public Questions

- | | | |
|----|---|---|
| 4. | Questions from Electors under Procedure Rule 9. | - |
|----|---|---|

Recommendations of Cabinet and Committees

[Notification of Amendments required by 10 a.m. on Monday 20th July]

- | | | |
|----|--|--------|
| 5. | Recommendation of the Cabinet from it's meeting held on 13th July 2020 | 7 - 42 |
|----|--|--------|

- Corporate Annual Report 2019/20



		<u>PAGE</u>
6.	Recommendations of the Slough Wellbeing Board from it's meeting held on 15th July 2020	43 - 46
	<ul style="list-style-type: none"> • Annual Report 2019/20 • Strategy 2020-2025 • Terms of Reference 2020 	47 – 60 61 – 74 75 - 78
7.	Recommendation of the Overview and Scrutiny Committee from it's meeting held on 11th June 2020	79 - 106
	<ul style="list-style-type: none"> • Annual Scrutiny Report 2019/20 	
8.	Recommendation of the Audit and Corporate Governance Committee from it's meeting held on 5th March 2020	107 - 126
	<ul style="list-style-type: none"> • Revision of the Constitution 	

Officer Reports

9.	Dispensation Under Section 85 of the Local Government Act 1972	127 - 128
10.	COVID-19 Decisions Update	129 - 142

Motions

11.	To consider Motions submitted under procedure Rule 14.	143 - 144
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Member Questions

12.	To note Questions from Members under Procedure Rule 10 (as tabled).	-
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Press and Public

This meeting will be held remotely in accordance with the Local Authorities and Police and Crime Panels (Coronavirus) (Flexibility of Local Authority and Police and Crime Panel Meetings) (England and Wales) Regulations 2020. Part I of this meeting will be live streamed as required by the regulations. The press and public can access the meeting from the following link (by selecting the meeting you wish to view):

<http://www.slough.gov.uk/moderngov/mgCalendarMonthView.aspx?GL=1&bcr=1>

Please note that the meeting may be recorded. By participating in the meeting by audio and/or video you are giving consent to being recorded and acknowledge that the recording will be in the public domain.

The press and public will not be able to view any matters considered during Part II of the agenda.

MINUTES OF COUNCIL PROCEEDINGS

At the Annual Meeting of the Council for the Borough of Slough held as a Virtual Meeting on Thursday, 21st May, 2020 at 6.30 pm

Present:- The Worshipful the Mayor (Councillor A Cheema), in the chair; Councillors Ajaib, Akram, Ali, Anderson, Bains, Basra, Bedi, Begum, Brooker, Carter, Chaudhry, H Cheema, Dar, Davis, Dhaliwal, Gahir, M Holledge, N Holledge, Hulme, Kelly, Mann, Matloob, Minhas, Mohammad, Nazir, Pantelic, D Parmar, S Parmar, Plenty, Qaseem, Rasib, Sabah, A Sandhu, R Sandhu, Sharif, Smith, Strutton, Swindlehurst and Wright.

Apologies for Absence:- Councillor Sarfraz.

1. Minute Silence

Prior to proceeding with the agenda for the meeting, the Mayor announced that colleague and friend, Councillor Shabnum Sadiq, had tragically lost her life to coronavirus. The Council grieved her untimely death and sympathy and thoughts were with her family at this difficult time.

The Council's thoughts were also with the family and friends of former Councillor and Deputy Mayor, Derek Cryer, who died on 31st March.

The Mayor asked all Members and staff present to join her in a minute's silence in memory of Councillor Sadiq and Derek Cryer and all those who had tragically lost their lives due to Covid-19.

2. Declarations of Interest

Agenda Item 6 – Recommendation of Cabinet: Stabmonk Park Millenium Green Trust Transfer. Councillors Strutton and Swindlehurst declared that they were Members of the Trustee Committee. Both Councillors remained in the meeting and participated in the vote.

3. To Elect the Mayor for the 2020/21 Municipal Year

The Mayor called for nominations for the office of Mayor of the Borough of Slough for the ensuing municipal year. Councillor Anderson proposed and Councillor Swindlehurst seconded the nomination of Councillor Preston Brooker.

The nomination was put to the vote which was agreed unanimously.

Resolved - That Councillor Preston Brooker be elected as Mayor of the Borough of Slough for the Municipal Year 2020/2021, with effect from 15th June 2020.

4. To Elect the Deputy Mayor for the 2020/21 Municipal Year

The Mayor called for nominations for the office of Deputy Mayor of the Borough of Slough for the ensuing municipal year. Councillor Akram proposed and Councillor Hulme seconded the nomination of Councillor Haqeeq Dar.

The nomination was put to the vote which was agreed unanimously.

Resolved - That Councillor Haqeeq Dar be elected as Deputy Mayor of the Borough of Slough for the Municipal Year 2020/2021, with effect from 15th June 2020.

5. To approve as a correct record the Minutes of the Council held on 28th January 2020 and 20th February 2020

Resolved – That the minutes of the Council meetings held on 28th January 2020 and 20th February 2020 be approved as a correct record.

6. To receive the Mayor's Communications

The Mayor payed tribute to everyone involved in keeping the residents of Slough safe in the fight against COVID-19, including NHS staff and Slough Borough Council colleagues.

It was confirmed that Father Darcy had agreed to continue to undertake the duties of Mayor's Chaplain for the ensuing municipal year. The Mayor thanked Father Darcy for his role and support during her term of office.

Members placed on record a Vote of Thanks to Suzanne Mason, Mayor's Executive Officer and Catherine Meek, Head of Democratic Services; both whom had recently left the authority after many years of service and wished them well for the future.

7. Recommendation of the Cabinet from its meeting held on 16th March 2020

It was moved by Councillor Swindlehurst,
Seconded by Councillor Akram,

“The Council is requested to resolve to accept, in principle and subject to completion of due diligence and any requirements of the Charity Commission, the offer of the transfer of the Stabmonk Park Chalvey Millennium Green by the Chalvey Millennium Green Trust to Slough Borough Council, in it's capacity as a corporate trustee of charitable land.”

The recommendation was put to the vote and agreed unanimously.

Resolved – To accept, in principle and subject to completion of due diligence and any requirements of the Charity Commission, the offer of the transfer of the Stabmonk Park Chalvey Millenium Green by the Chalvey Millenium Green Trust to Slough Borough Council, in it's capacity as a corporate trustee of charitable land.

8. Appointments to Committees, Quasi-Judicial and Other Bodies, Outside Bodies and Allocation of Political Officer Support

It was moved by Councillor Swindlehurst,
Seconded by Councillor Akram,

- a) "Note that Committees are appointed and seats thereon allocated to political groups in accordance with the rules of proportionality as set out in Appendix 1 to the report.
- b) Endorse the appointments made to Committees (including Chairs and Vice Chairs) at the AGM on 16th May 2019 (and any subsequent changes made by delegated authority) (as set out in Appendix 2 to the report) and approve the changes as set out below:
 - i) Employment and Appeals Committee – Councillor Ali (Chair) in place of Councillor Brooker
 - ii) Employment and Appeals Committee – Councillor Gahir (Vice-Chair) in place of Councillor Bedi
 - iii) Employment and Appeals Committee – Councillor Ajaib to fill the vacancy
 - iv) Berkshire Pension Fund Advisory Panel – Councillor Ali in place of Councillor Brooker
 - v) Appeals Committee – Councillor Chaudhry in place of Councillor Brooker
- c) Receive the report of the Leader on appointment of the Deputy Leader and Lead Members (the Cabinet) and their portfolios (Appendix 2 to the report).
- d) Endorse allocation of Political Officer support as Labour Group 1 FTE (37 hours) and Conservative Group 0.34 FTE (12 hours).
- e) Note that, in accordance with Article 7 of the Constitution, the Leader holds office until 28th November 2021.
- f) Endorse the appointments made to quasi-judicial and other bodies at the AGM on 16th May 2019 (and any subsequent changes made by delegated authority) (as set out in Appendix 3 to the report) and approve the changes as set out below:
 - i) Joint Parenting Panel – Councillor A Cheema to replace Councillor Brooker
 - ii) Foster Panel – Councillor Begum to replace Councillor Brooker
 - iii) SACRE – Councillor H Cheema to replace Councillor Brooker
- g) Endorse appointments made to Outside Bodies at the AGM on 16th May 2019 (and any subsequent changes made by delegated authority) as set out in Appendix 4 to the report and approve the following appointments:
 - Royal Berkshire Fire Authority - Councillor Minhas in place of Councillor Plenty.

Council - 21.05.20

- Slough Safeguarding Adults Partnership Board – Councillor A Cheema to replace Councillor Brooker
- South East Employers: Members – Councillors Bains and Swindlehurst, Deputies – Councillors Ali and Gahir.”

The recommendations were put to the vote and agreed unanimously.

Resolved –

- a) Note that Committees are appointed and seats thereon allocated to political groups in accordance with the rules of proportionality as set out in Appendix 1 to the report.
- b) Endorse the appointments made to Committees (including Chairs and Vice Chairs) at the AGM on 16th May 2019 (and any subsequent changes made by delegated authority) (as set out in Appendix 2 to the report) and approve the changes as set out below:
 - i) Employment and Appeals Committee – Councillor Ali (Chair) in place of Councillor Brooker
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- c) Receive the report of the Leader on appointment of the Deputy Leader and Lead Members (the Cabinet) and their portfolios (Appendix 2 to the report).
- d) Endorse allocation of Political Officer support as Labour Group 1 FTE (37 hours) and Conservative Group 0.34 FTE (12 hours).
- e) Note that, in accordance with Article 7 of the Constitution, the Leader holds office until 28th November 2021.
- f) Endorse the appointments made to quasi-judicial and other bodies at the AGM on 16th May 2019 (and any subsequent changes made by delegated authority) (as set out in Appendix 3 to the report) and approve the changes as set out below:
 - i) Joint Parenting Panel – Councillor A Cheema to replace Councillor Brooker
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- g) Endorse appointments made to Outside Bodies at the AGM on 16th May 2019 (and any subsequent changes made by delegated authority) as set out in Appendix 4 to the report and approve the following appointments:

Council - 21.05.20

- Royal Berkshire Fire Authority - Councillor Minhas in place of Councillor Plenty.
- Slough Safeguarding Adults Partnership Board – Councillor A Cheema to replace Councillor Brooker
- South East Employers: Members – Councillors Bains and Swindlehurst, Deputies – Councillors Ali and Gahir.

9. Localism Act 2011 - Dispensations

It was moved by Councillor Swindlehurst,
Seconded by Councillor Akram,

“The Council is requested to resolve that the grant of general dispensations, as set out in paragraph 5.1 of the report, be approved.”

The recommendation was put to the vote and agreed unanimously.

Resolved - That the grant of general dispensations, as set out in paragraph 5.1 of the report, be approved.

10. Protocol for Remote Meetings

It was moved by Councillor Swindlehurst,
Seconded by Councillor Akram,

“That the Council resolve to adopt the protocol, as set out in the Appendix to this report, for the holding of meetings which may be attended by Members by remote attendance.”

The recommendation was put to the vote and agreed unanimously.

Resolved – That the protocol, as set out in the Appendix to the report, for the holding of meetings which may be attended by Members by remote attendance, be adopted.

11. Six Months Rule under Section 85 of the Local Government Act 1972

It was moved by Councillor Swindlehurst,
Seconded by Councillor Akram,

“That the Council resolves to note the contents of this report.”

The recommendation was put to the vote and agreed unanimously.

Resolved - That the contents of the report be noted.

12. COVID-19 Decisions

It was moved by Councillor Swindlehurst,
Seconded by Councillor Akram,

“The Council is requested to ratify the significant decisions taken by officers since the “lockdown” came into force, as set out in Appendix A.”

Council - 21.05.20

The recommendation was put to the vote and agreed unanimously.

Resolved – That the significant decisions taken by officers since the “lockdown” came into force, as set out in Appendix to the report, be ratified.

13. Vote of Thanks

Councillor Swindlehurst moved and Councillor Strutton seconded a vote of thanks to the Mayor for her services during the municipal year.

The Mayor thanked all who had provided her with help and support throughout the year, including the Deputy Mayor, Councillor Brooker. The Mayor also thanked all staff in the Mayoral Office, Facilities and other council departments who had supported her.

The retiring Deputy Mayor, Councillor Brooker, was also thanked for his service during the past municipal year. A number of other Members added their thanks to both the Mayor and Deputy Mayor.

Chair

(Note: The Meeting opened at 6.30pm and closed at 7.41pm)

SLOUGH BOROUGH COUNCIL

REPORT TO: Council **DATE:** 21st July 2020

CONTACT OFFICER: Nick Pontone, Senior Democratic Services Officer
(For all enquiries) 07514 939642

WARD(S): All

PART I
FOR DECISION**RECOMMENDATIONS OF THE CABINET FROM ITS MEETING HELD ON 13TH JULY 2020****CORPORATE ANNUAL REPORT 2019/20****1 Purpose of Report**

To seek the Council's endorsement of the SBC Corporate Annual Report for the 2019/20 financial year which includes:

- Case studies to illustrate the change the Council has brought about for people who live and work in Slough
- Key achievements against each of the five outcomes areas in the Five Year Plan
- Performance against the indicators included in the Corporate Balanced Scorecard

2 Recommendation(s)/Proposed Action

The Council is requested to resolve that that Corporate Annual Report 2019/20 be endorsed.

3 The Slough Joint Wellbeing Strategy, the JSNA and the Five Year Plan**(a) Slough Joint Wellbeing Strategy Priorities**

The report supports the Slough Joint Wellbeing Strategy by detailing how the Council has performed against its priority outcomes as follows:

- Protecting vulnerable children
- Increasing life expectancy by focussing on inequalities
- Improving mental health and wellbeing
- Housing

(b) Five Year Plan Outcomes

The report supports each of the Five Year Plan outcomes by detailing how the Council has performed against its priority outcomes, as evidenced in the performance balanced scorecard and gold projects reporting. The outcomes are:

- Slough children will grow up to be happy, healthy and successful
- Our people will be healthier and manage their own care needs
- Slough will be an attractive place where people choose to live, work and stay
- Our residents will live in good quality homes
- Slough will attract, retain and grow businesses and investment to provide opportunities for our residents

4 **Other Implications**

(a) Financial

There are no financial implications.

(b) Risk Management

Risk	Mitigating action	Opportunities
Legal	N/A	N/A
Property	N/A	N/A
Human Rights	N/A	N/A
Health and Safety	N/A	N/A
Employment Issues	N/A	N/A
Equalities Issues	N/A	N/A
Community Support	N/A	N/A
Communications	N/A	N/A
Community Safety	N/A	N/A
Financial	N/A	N/A
Timetable for delivery	N/A	N/A
Project Capacity	N/A	N/A
Other	N/A	N/A

(c) Human Rights Act and Other Legal Implications

There are no Human Rights Act or other legal implications.

(d) Equalities Impact Assessment

There is no identified need for the completion of an EIA.

5 **Supporting Information**

- 5.1. This is the annual report to Cabinet detailing the Corporate Annual Report of the Council, detailing progress made in the 2019/20 financial year.
- 5.2. Please refer to the attached Corporate Annual Report, which summarises progress against the Council's priorities in the 2019/20 financial year.

Case studies

- 5.3. The aim of this section of the report is to bring to life some of the activities that the Council has undertaken during the 2019/20 financial year, and to communicate the impact that those activities had on people who live or work in Slough
- 5.4. The case studies have been selected to highlight innovation in response to challenges faced in Slough and where the innovative activity inherently enhances citizen participation and experience
- 5.5. Each story is communicated in a similar format including the challenge faced, how the Council are tackling it, the impact Council activities have had on the issue, and any next steps that will take place in the 2020/21 financial year or beyond
- 5.6. The three stories highlighted in the report are:
 - *I-Talk*, which introduced Early Language Lead Practitioners into early years setting to focus on supporting people to deliver speech and language therapy
 - *Co-Production Network*, which has been established to enhance the link between health and social care services and the people who use those services
 - *The Creative Academy*, which is a unique partnership between the Council and the University of West London offering full-time vocational dance training

Key achievements

- 5.7. This section of the report details the Council's activities during the 2019/20 financial year against each of the five outcome areas included in the 2020-2025 Five Year Plan.
- 5.8. The list of key activities and achievements is then further supported by performance information against the five outcome areas as detailed in the Corporate Balanced Scorecard, which is included in Section 6 of the report.
- 5.9. *Outcome 1: Slough children will grow up to be happy, healthy, and successful.* The following list summarises some of the achievements included in this section of the Corporate Annual Report 2019/20. The Corporate Annual Report is attached.
 - Schools performance:
 - Outcomes for disadvantaged pupils are above the national average at KS2, and the gaps between disadvantaged and all other pupils are smaller than the national average. At KS4, outcomes for disadvantaged pupils are above the national average, and the gap between disadvantaged and all other pupils is smaller than the national average.
 - The proportion of good and outstanding schools in the Slough is 92%, which is above the national average of 86%.
 - Standards in key measures are above national average in EYFSP, Key Stage 2 and Key Stage 4.
 - 'I Talk' - We have reduced the number of children at risk of language delay through the continued delivery of the 'I talk' language and communication programme by our early years service

- 'Young Readers' - The Summer Reading Challenge 2019, which was called Space Chase and celebrated 50 years since we landed on the moon, attracted 3,604 children – an increase of 18.7% on last year.
- 'Digital Home Learning' - February 2020 saw the launch of a home learning function activated on the iConnect system, which was already used by staff to record children's observations, learning journeys and assessments
- 'Active Movement' - We introduced the Active Movement programme across all 10 children's centres. The programme has also been implemented by 7 early year providers.
- Early Years Foundation Stage - This year, we achieved a good level of development at the end of the Early Years Foundation Stage above the national average for the third year consecutive year.

5.10. *Outcome 2: Our people will be healthier and will manage their own care needs.* The following list summarises some of the achievements included in this section of the Corporate Annual Report 2019/20. The Corporate Annual Report is attached.

- 'A Good Start in Life' - To ensure a good start in life for slough children, we have launched the new 'Lift the Baby' safe sleeping campaign on behalf of Berkshire, with the aim of reducing the number of baby deaths
- 'Healthy Smiles' - In 2018-2019, we commissioned the 'Slough Healthy Smiles' project aimed at tackling Slough children's poor oral health by deliver information sessions on tooth brushing and good oral health provision for early year staff
- Immunisations - A new Immunisation Partnership group with representatives from Slough Public Health, NHS England, Berkshire Healthcare NHS Foundation Trust, The East Berkshire CCG and the Berkshire shared Public Health team has been developed
- Mental wellbeing - In February 2020, we delivered the Loneliness and Social Isolation Conference in partnership with local faith groups and the voluntary sector. In addition, we have been collaborating with other councils across Berkshire to launch the 'Bereaved by Suicide Service'
- Health Beliefs - We have completed the Health Beliefs research project, which aims to provide an in-depth analysis of Slough Residents and will help inform and shape local activities

5.11. *Outcome 3: Slough will be an attractive place where people choose to live, work, and stay.* The following list summarises some of the achievements included in this section of the Corporate Annual Report 2019/20. The Corporate Annual Report is attached.

- Paradise Gardens - this spot, now at the corner of St. Ethelbert's Church, is the result of a joint initiative between SBC and St. Ethelbert's Church after a successful application for the Pocket Park Plus funding programme.
- Modern Slavery is Closer Than You Think - In June 2019, the Safer Slough Partnership's Modern Slavery campaign, which was launched in October 2018, won the prestigious Outdoor Media award for Social Impact. During the time of

the campaign, calls to the Modern Slavery Helpline from Slough increased by 400%.

- Strong, Healthy and Attractive Neighbourhoods - This year, the initiative has focused on Chalvey, with a view of developing a model to roll out a cross Slough. Throughout the year, there has been considerable engagement with the community and partners as well as undertaking a needs analysis and data insight exercise to develop an informed view of Chalvey needs and priorities.
- Air Quality - We created AirTEXT, a new air quality webpage that provides unique air quality information service designed to send free pollution alerts and health advice by text, email or voicemail on days of elevated air pollution.

5.12. *Outcome 4: Our residents will live in good quality homes.* The following list summarises some of the achievements included in this section of the Corporate Annual Report 2019/20. The Corporate Annual Report is attached.

- Homelessness Prevention - The number of households successfully helped by our Housing team before they became homeless (known as prevention cases) increased by 42% this year. The team managed to secure accommodation for a total of 329 households at risk of homelessness.
- Rough sleepers – The official count of people sleeping rough reduced from 27 to 25. In addition people who had been sleeping rough were housed permanently or temporarily at the outset of the Covid 19 pandemic.
- Planning new homes - We have jointly commissioned, along with Windsor & Maidenhead and Buckinghamshire, the final part of the Wider Area Growth Study, which will recommend where Slough's unmet housing needs can best be met.
- Affordable Homes - In partnership with Slough Urban Renewal, we invested over £5,500,000 to develop a number of affordable homes, including 5 flats on Pendeen Court, 4 houses on Morerton Way, 6 houses on Fox Road, 4 houses on Mansel Close, 3 disabled adapted bungalows on Brook Path, and 3 houses on Trelawney Avenue.
- Extra Care Housing - To help meet the acute need for such accommodation in Slough, our Housing and Adult Social Care services collaborated to reach a commercial agreement with GP for the delivery of new Extra Care Scheme homes in Chalvey. The designs have been completed and the process of tender and award of the contract to construct over 50 new extra care flats is underway.

5.13. *Outcome 5: Slough will attract, retain, and grow businesses and investment to provide opportunities for our residents.* The following list summarises some of the achievements included in this section of the Corporate Annual Report 2019/20. The Corporate Annual Report is attached.

- Planning Applications - We have continued to issue quality planning decisions in a timely manner, with 84% of applications being approved and the majority of our decisions upheld at appeal
- Link to Heathrow - The work on phase 2 of the MRT scheme to connect Slough with Heathrow has commenced, with £7.65m of funds secured from the Berkshire Local Enterprise Partnership for the Stoke Road Regen project.

- Sustainable Travel - As part of our ongoing commitment to boosting our local economy and supporting businesses and residential communities, we have secured £500,000 for the Access Fund activities designed to encourage residents and visitors to the borough to travel more sustainably. The fund is designed with the aim of improving the health and wellbeing of Slough residents while enhancing access to jobs, education and training.
- Hospitality - We invested £39m to bring the Marriott International's millennial-focused brand Moxy to the heart of Slough. The new hotel on the site of the old Slough library opposite The Curve will be completed in early 2021. Along side the hotel is a housing block that will provide additional homes to local residents.

Budget

- 5.14. A section is included in the Annual Report, which is a summary position against budget for the 2019/20 financial year
- 5.15. The Council is reporting an under spend of £0.05m for the 2019/20 financial year.
- 5.16. The provisional outturn is greater than the revised budget for Adult & Communities; Place & Development; Children, Learning & Skills, and the Chief Executive's Office. The provisional outturn is lower than the revised budget for Regeneration; Finance & Resources, and Non-Departmental Services
- 5.17. 92.8% of income is derived from Council Tax (53.8%) and Non-Domestic Rates (39.0%). 76.0% of net expenditure is spent within Adults & Communities (38.1%) and Children, Learning & Skills (37.9%)

Corporate Balanced Scorecard

- 5.18. A section is included in the Annual Report, which is a copy of the Corporate Balanced Scorecard presented to Cabinet following Quarter 4 of the 2019/20 financial year.
- 5.19. By the end of the 2019/20 financial year, 58% (11) of the 19 key performance indicators (KPIs) with agreed targets are performing either at or better than target. 26% (5) indicators are performing marginally worse than target but above the red KPI threshold. 16% (3) indicators are performing below the red KPI threshold.
- 5.20. In relation to overall trend, in the final quarter of the 2019/20 financial year performance had improved for 45% (10) of the 22 KPIs, remained the same for 14% (3) and declined for 41% (9).

6. Comments of Other Committees

- 6.1 The Overview & Scrutiny Committee received the report on 9th July and it will be considered by the Cabinet at its meeting on 13th July 2020. Any amendments to the draft as at Appendix A will be reported to Council.

7. Conclusion

- 7.1. The annual report provides Cabinet with a summary of achievements over the past year including the impact of the beginning of the Covid-19 pandemic and the way

in which the Council responded. Despite the unprecedented nature of this challenge the report provides an extensive range of examples of case studies, achievements and performance data to evidence solid progress towards delivery of the Five Year Plan outcomes.

8 Appendices Attached

A - Annual Report 2019/20

9 Background Papers

None.

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DRAFT Annual Report 2019/20

Contents:

1. Foreword - Leader of the Council	1
2. Introduction - Chief Executive	3
3. Case Studies	5
4. Performance against Outcomes	9
Outcome 1	9
Outcome 2	13
Outcome 3	15
Outcome 4	19
Outcome 5	22
5. Budget	24
6. Performance Scorecard	26

1. Foreword - Leader of the Council

Slough continues to set the pace in South-East England as a place where people want to live, work, invest and do business. We were named the best place to work in the UK for the third year running in the Glassdoor annual report.

Over the past five years, we have seen unprecedented growth in residential sales values and have witnessed the disposal of the Queensmere and Observatory shopping centres to ADIA, who have entered into an agreement with British Land to develop proposals for transformational change in the towns' retail/leisure offering. At the same time, we have seen the completion of 460,000 sqft of Grade A office space through the development of the Porter Building and The Future Works.

This year saw the purchase of the former Akzo Nobel manufacturing site to Panattoni, which is the largest developer of logistics facilities in Europe. Subject to planning, Panattoni are proposing to develop a mixed-use scheme with circa 1,000 new homes and a mix of logistical units.

In April 2019, works also started on two Marriott branded hotels that are being developed by Slough Borough Council. The hotels will provide 244 new rooms and will be leased for 25 years with an option for a further 15 years. This project, along with 64 apartments and two commercial units' restaurants developed by Slough Urban Renewal (SUR) will be complete in 2021.

SUR is also partnering with Muse Developments to redevelop the former Thames Valley University site to deliver circa £650m of development in the Heart of Slough. Whilst the masterplan is still evolving, the expectation is that this site will provide a place shaping scheme that could accommodate circa 200,000 sqft of office grade A office space, over 1,000 apartments and circa 50,000 sqft of leisure/cultural uses that will create almost 3,000 jobs, make a cross-cutting contribution to delivering the outputs and outcomes set out in the Council's Five Year Plan and generate a considerable long-term income stream.

We know that Crossrail is coming and is already opening up new opportunities for businesses to relocate in Slough. We have worked with private sector partners, the business community, central government departments and LEP's to get the infrastructure in place to capitalise on the towns' enviable connectivity.

Of course, our fundamental objective is to provide high quality people centred services for local people and communities. Against this background, we are reviewing our operating model and developing a localities based approach that has the potential to deliver transformational models of integrated service delivery at a neighbourhood setting and will aim to deliver high levels of quality affordable housing via our future housing-led projects.

During 2019/20 Slough Council, with its partners, has:

- Achieved above the national average for the third consecutive year at the end of the Early Years Foundation Stage. In 2019, Slough was ranked 33rd highest LA for the Good Level of Development (GLD), up from 83rd in 2016.
- Developed the Chalvey Strong, Healthy and Attractive Neighbourhood Plan as a community engagement model to roll out across Slough.
- Introduced direct cremations and extended the cemetery at Lismore Gate to create additional burial plots for the community.
- Transformed the area between the Curve and St. Ethelbert's Church into a beautiful spot, with Mediterranean style planting and a cottage garden twist.
- Launched the Adult Social Care Co-Production Network to ensure the views of social care users in Slough are considered during the design and running of social care services in the borough.
- Developed the Slough Business Improvement District (BID), with circa £2m of additional resources secured over a 5 year period, as part of our commitment to developing a strong partnership with local businesses.

The annual report includes a series of case studies and key statistics to further evidence delivery of our achievements. I would like to thank staff for their hard work and commitment to delivering quality services on behalf of the people of Slough.

I must also pay thanks to our staff who have risen to the challenges of tackling the impacts of Covid-19 and I am proud of the response to the crisis and the joint work between the council, communities and partners.

Councillor James Swindlehurst
Leader of the Council

2. Introduction - Chief Executive

When I look back at my introduction to last year's Annual Report I stated that the key challenge set to me by the Leader was to ensure that the Council is fit for the future and has a plan to weather the storm ahead which will include acute pressure on our budget and the ongoing uncertainty of Brexit.

The impact of Covid-19 meant this has been an unprecedented year for the council, the town and the country. The introduction of the 'lockdown' by the UK government saw non-essential businesses close down and the population (with the exception of Key Workers) instructed to work from home to slow down the spread of the Covid-19 pandemic. The looming economic crash created by the closure of most businesses required Slough Borough Council to reconsider existing strategies and introduce revised short and medium-term plans to respond to the inevitable health, wellbeing, social and financial aftershocks of the public health crisis.

As a Council we:

- Moved swiftly to manage the crisis and implement business continuity arrangements
- Identified critical services and ensured capacity to maintain these (monitoring each of these on a daily basis)
- Maintained key universal services including uninterrupted weekly waste collection and disposal, grounds maintenance and the Household Waste and Recycling Centre
- Set up task groups to ensure support to those that need it most across adult social care, children's services and housing
- Established a hub at Langley and a dedicated team to coordinate requests for support
- Prioritised PPE
- Enabled staff to work from home wherever possible
- Ensured robust governance through GOLD/SILVER meetings
- Coordinated activity through a central Operations Room (7 days a week)
- Maintained communications to staff, councillors and communities
- Ensured staff were supported through regular communication with messages from the Chief Executive and the Senior Leadership Team, with clear direction to sources of support available.
- Participated in the regional response across the Thames Valley and all regional meetings.

We developed a Response - Recovery – Renewal Strategy based on the delivery of key outputs, outcomes and milestones to ensure that we will be in a position to speed-up the Council’s transition from Crisis Management/Business Continuity Planning to re-focusing on a place where people choose to live, work, shop, invest and do business and positioning Slough as the strategic partner of choice in SE England.

The immediate response confirmed a series of findings that had already fed into the development of the Our Futures transformation programme:

- The importance of partnership and community working;
- The value of shared intelligence and data across the council and with partners to build a common picture of our communities so that we can use the insight to identify shared priorities; and
- The importance of addressing socio economic factors that contribute to the health and wellbeing of our communities.

The Leader has highlighted just a few of the many achievements over the past year and there are many more in the annual report. It is testament to our strength as a council that these have been delivered against a time of unprecedented demand and pressure.

In addition we have progressed the design of a new Operating Model for the Council to achieve our vision where **we will be a world class organisation, we will be strong local leaders with our partners, we will deliver high quality and effective outcomes.**

I would also like to add my thanks to those of the Leader to the dedication of our staff who have gone above and beyond to support the people of Slough and ensure that as a council we have a solid foundation for the future.

Josie Wragg
Chief Executive

3. Case Studies

a. “I Talk”

Background and the challenges we face

Research shows how important good speech, language and communication development, particularly vocabulary development, is for children’s long term learning and attainment at school. The new Ofsted Inspection Framework introduced in September 2019 also has vocabulary development and reading as a fundamental focus. Slough Early Years service has supported and developed the local “I Talk” programme since 2010, and data from this programme shows there has been a reduction in children at risk of delay in speech sounds and talk from 31% to 21% (July 2010 - July 2019 respectively).

How we’re tackling it

Central to the success of the “I Talk” programme is the development of an Early Language Lead Practitioner (ELLP) in early year’s settings. ELLPs model best practice, cascade training, key messages and national initiatives shared at the termly “I Talk” network meetings as well as support their colleagues to monitor the speech, language and communication development of all children. Children who are at risk of delay are identified and supported at an early stage, and some of these children and their families will be also encouraged to attend the speech and language drop in service to get advice, guidance and support from the speech and language therapy team (SALT).

With the increased demand for the input of SALT and the longer waiting list times, some joint working took place this year. Speech and language therapists delivered training at two of the “I Talk” network meetings, sharing the specific techniques, strategies and resources they use when delivering their support programmes.

Impact

- ELLPs and their early years practitioners are now more confident in delivering SALT programmes and strategies in the setting
- Targeted support is taking place for the most vulnerable children, particularly those whose families have been reluctant to attend the SALT drop ins
- Development of communication friendly environments and quality interactions, embedding the use of the Techniques of the Week (TOW) and an inclusive approach with the use of visual supports.

Next steps

The Early Years Service and SALT are keen to co-deliver more sessions to the ELLPS in the coming year, making use of the ITalk monitoring data to identify the areas of need.

b. Co-production Network

Background and the challenge we face

In Slough Borough Council, we are committed to support the wellbeing of vulnerable residents, build more community resilience and tackle inequalities. In order to achieve these commitments, we needed to break down the barriers between those who use our services and professionals offering these services. Co-production starts from the premise that everyone is equal so no one group or person is more important than others and everyone has assets to contribute to the process.

How we're tackling it

We launched the Co-production Network in March 2019 to change the way local statutory organisations work with people who use health and social care services. The Co-production Network is made up of local people with experience of health and social care services and professionals from Slough Borough Council Adult Social Care, Healthwatch and East Berkshire CCG.

The Co-production Network aims to:

- Shape local health and social care services.
- Really listen and engage with local people.
- Make decisions about services together.
- Work with and engage the wider community.

Members of the network have designed a contract together to agree a way of working which includes working as part of a team, learning from each other, representing the views and experiences of people in my community and championing co –production in Slough.

Impact

Over the past year, the Co-production Network has been involved with a variety of projects, including:

- Facilitating a monthly community Forum on Slough High Street. This enabled the Network to have conversations with the wider community about their experiences of health and social care. It also offered an opportunity for local organisations and providers to engage with the Co-production Network and the wider community.
- Provided comprehensive advice on the interim Housing Strategy, particularly around the needs of Slough's more vulnerable adults.
- Worked with Healthwatch to co-design a new framework for enter and view inspections of Slough Care Homes.
- Involved in developing the Promoting Safe and Positive Lifestyles service with Solutions4Health. A volunteer from the Co-production Network who has personal experience of accessing housing related support services was involved in the tender evaluation process to select the new provider. Thus,

they were able to ask questions based on their own experience, and have since worked with the provider to co-design parts of the new service.

- Involved in commissioning evaluation panels. As well as the new Promoting Safe and Positive Lifestyles service, Co-production Network volunteers have also been involved with the tender process for the new Healthwatch service.
- Community members were also involved with the recruitment of senior staff, including the Commissioning and Transformation service lead, and the interim Service Lead for Adult Social Care Operations.

c. The Creative Academy

Background and the challenge we face

In 2003, Slough Borough Council realised the underrepresentation in the creative and cultural industries and the need for high quality, affordable vocational training for young people in the area, with the aim of creating confident and talented performers or teachers who have better chances of securing good jobs.

How we're tackling it

The Creative Academy was created as a unique partnership between Slough Borough Council and University of West London, offering full time nationally recognised vocational dance training, through the Council for Dance, Drama and Musical Theatre, underpinned with dance provision specifically designed for Slough's community.

This year the students have worked with a variety of organisations, including Active Slough, Haybrook College, Slough Schools Sport Network, James Elliman School, Little Down, and Foxborough Primary School. The students have performed locally & nationally, including at the SCVS Awards, Christmas Lights Slough, Brit Awards, and 4 mainstage pieces at 'Move It' 2019, Can You Dance 2019 and Pride 2019 with O2.

Impact

The Creative Academy currently has 100% of its graduates gaining employment in the creative industries or go on to further postgraduate professional study.

Destinations of graduates Class of 2019 include teaching or performing with, for example, TUI Magic Life, Stormzy, Lotus, and Chessington World of Adventure & Brit Awards. Two students went for postgraduate study in education.

In addition, 54% of the current cohort graduating in July 2020 has secured employment, postgraduate study or representation, which is exceptional especially considering this has been during lockdown for COVID19.

The Creative Academy has also engaged with 160 young people aged 3-21 on our Creative Saturdays programme that has run for three terms, and the 2021-22 graduates will be developing this offer, making a much bigger, better offer for local children and young people. This has had a positive impact on the wellbeing of the

young people providing them with the opportunity to develop dance technique, increased physical activity, make friends and gain recognised qualifications.

Next steps

The Creative Academy is developing a new offer specifically designed at encouraging more local people to engage in dance by being more active more often, leading to internationally recognised qualifications through the Imperial Society of Teachers of Dancing or Pilates with Active IQ.

The Creative Academy has also re-designed the Foundation Degree and BA (Hons) qualifications to bring a new offer to local people, the graduates and young people to ensure we create confident choreographer, performer, and teachers with the skills for lifelong careers. This will make Slough the only local authority offering vocational professional dance programme from level 3 through the level 7 (masters programmes).

DRAFT

4. Performance against Outcomes

Outcome 1

Slough children will grow up to be happy, healthy and successful

Achieving at Schools

In 2018-19, Slough children and young people continued to achieve excellent and improved results:

- The proportion of good and outstanding schools in the Slough is 92%, which is above the national average of 86%.
- Standards in key measures are above national average in EYFSP, Key Stage 2 and Key Stage 4.
- In the Early Years Foundation Stage, the LA ranks 33rd against all other local authorities for pupils achieving a good level of development which has increased by 7 places from 40th in 2018.
- At KS2, the LA is ranked 30th against all other local authorities for pupils achieving the expected standards in reading, writing and maths combined which has increased by 2 places from 32nd in 2018.
- At KS4, the LA is ranked 15th for progress 8 against all other local authorities, increasing by 2 places from 17th in 2018.

'I Talk'

We have reduced the number of children at risk of language delay through the continued delivery of the 'I talk' language and communication programme by our early years service. In addition, we continue to work with SALT for delivery of training and materials on speech and language therapy for children and young people.

The Speech and Language therapist led training, as part of two 'I Talk' network meetings to develop practitioners' understanding of therapy programmes and assessment processes, was conducted by the speech and language therapy team together with the sharing of good practice and strategies for supporting young children's speech language and communication skills. Early years providers are supported to train practitioners and develop key strategies in their settings as part of the 'I Talk' termly monitoring.

Young Readers

The Summer Reading Challenge 2019, which was called Space Chase and celebrated 50 years since we landed on the moon, attracted 3,604 children – an increase of 18.7% on last year.

Furthermore, through our BookStart initiative, around 2,600 baby packs were gifted to families with children aged 12-30 months via health visitors and registrars.

Digital Home Learning

February 2020 saw the launch of a home learning function activated on the iConnect system, which was already used by staff to record children's observations, learning journeys and assessments. This activation has allowed parents to engage in the process, sharing and adding their own children's home learning experiences, as well as for staff to keep in contact and to send home activity ideas for children that were not attending the setting due to the COVID-19 closures, Out of 548 active children registered within the ten children's centres, registered for early years provision, there are 724 parents or carers signed up to access this platform.

Active Movement

We introduced the Active Movement programme across all 10 children's centres. The programme has also been implemented by 7 early year providers and has largely contributed to improving children's physical development as part of the early years foundation stage. Together with other activities, including information sessions and cookery classes, it has helped to reduce childhood obesity in children under 5 from 22.3% to 21.9%.

Early Years Foundation Stage

This year, we achieved a good level of development at the end of the Early Years Foundation Stage above the national average for the third consecutive year. Schools are supported through moderation network meetings and training and all schools attend at least one session.

- Slough is ranked 33rd highest LA for GLD in 2019. In 2016, Slough ranked 83rd and our national position has improved every year since.
- The attainment gap of our lowest 20% is smaller than the national gap.

Disadvantaged Pupils

Outcomes for disadvantaged pupils are above the national average at KS2, and the gaps between disadvantaged and all other pupils are smaller than the national average. At KS4, outcomes for disadvantaged pupils are above the national average, and the gap between disadvantaged and all other pupils is smaller than the national average.

Oral Health

Our early years service introduced an early years health improvement kite mark for early years settings and childminders which has since contributed to the reduction of tooth decay in children under 5 from 41.5% to 37.9%. The service has also maintained Gold accreditation for oral health and supervised tooth brushing across all children's centres and 22 private and voluntary early years settings.

'Local Offer'

The new "Local Offer" was successfully launched with improved access to information through the updated Slough Family Information Service (FIS) website. It provides a wide range of online information about available services, support and activities for children and young people with special educational needs and disabilities (SEND) aged 0-25.

Safeguarding

Safeguarding networks with schools have been well established and embedded as part of the school system with the LA as facilitators. This year, 100% of schools completed the online S175 safeguarding Audit. This ensures the LA and schools are covering statutory safeguarding duties and also sharing effective practice with stakeholders.

Partnership Arrangements

The Link has become a well established source of information and communication between school professionals and the LA. Key partnership arrangements with schools for overseeing strategic educational developments include:

- The Slough Education Partnership Board (SEPB), which consists of a range of Headteachers from all phases and settings and council officers. It is chaired jointly by the Director of Children, Learning and Skills and a Headteacher on a rotation basis.
- The Slough School Improvement Board (SSIB), which consists of Headteachers cross phase, the Slough Teaching School Alliance (STSA) and council officers. It is chaired by the Service Lead – Schools and has an overview of all school improvement visits. It helps set local priorities and identify areas of strength in the system so schools can more readily and effectively support each other.

Early Help Hub

The Early Help Hub has seen an increase in referrals for support at Threshold 2 by an additional 50% compared with last year's referrals, leading to more children, young people and families in Slough receiving the support they need.

The Troubled Families Programme, known in Slough as the Strengthening Families programme

Since the Troubled Families Programme transferred back to the council from the Children's Services Trust in August 2019, 101 positive outcomes have been achieved in families making significant and sustained progress following interventions as part of the Strengthening Families Programme. 100% of payments by results claims were also validated by the Ministry for Housing, Communities and Local Government.

Parenting

To broaden the strategic remit of the early help offer, we developed and launched a multi-agency parenting strategy for Slough. The strategy sets out the council's vision for strengthening parenting capacity and the roll out of universal and targeted evidence based parenting programmes.

Mental Health

Slough was successful in its bid with East Berkshire councils and the Clinical Commissioning Group for a Mental Health Support Team working alongside Berkshire Healthcare Foundation Trust. Clinicians will work alongside early help staff to promote earlier access to evidence based mental health interventions. In addition, we are part of East Berkshire's early intervention service with CAMHS known as the Getting Help Service. These initiatives will launch in September, following training.

Funded Early Education

During the spring term 2020, 418 two year olds were in receipt of their funded early education, 3163 three and four year olds were in receipt of their universal entitlement (15 hrs), and 843 three and four year olds were in receipt of their extended entitlement (30 hrs).

Outcome 2

Our people will be healthier and manage their own care needs

Active Movement

We have been working on enhancing physical activity across all ages through extending the Active Movement's physical activity programme, which is now being delivered in 24 (out of 29) primary schools, all 10 children's centres, 7 early year settings, 1 secondary school and in Slough Borough Council for staff. This has been reinforced by Good Gym's ongoing combined running and volunteering as well as support to residents with long-term conditions to lose weight and increase their physical activity through the relaunch of the Exercise Referral Programme and launch of Slough in Motion.

A Good Start in Life

To ensure a good start in life for slough children, we have launched the new 'Lift the Baby' safe sleeping campaign on behalf of Berkshire, with the aim of reducing the number of baby deaths by encouraging parents, especially new dads, not to fall asleep on a sofa or armchair with their baby, as it increases the risk of SIDS (Sudden Infant Death Syndrome) by up to 50 times.

We have also procured the Solihull online parenting programme on behalf of the Frimley Local Maternity System. This online guide provides advice in different languages to expectant parents, parents, grandparents and carers of children of all ages including those with Special Educational Needs and Disabilities (SEND).

Healthy Smiles

In 2018-2019, we commissioned the 'Slough Healthy Smiles' project aimed at tackling Slough children's poor oral health by deliver information sessions on tooth brushing and good oral health provision for early year staff. This year, the project was expanded to include further 11 sites, making 21 in total including all SBC's Children's Centres, accredited with Silver or Gold oral health.

Immunisation

A new Immunisation Partnership group with representatives from Slough Public Health, NHS England, Berkshire Healthcare NHS Foundation Trust, The East Berkshire CCG and the Berkshire shared Public Health team has been developed to

provide support for local residents to improve their health and wellbeing through improved prevention.

In October 2019, this new group delivered the first local Immunisation Conference, which focused on the challenges to improving immunisation uptake and looked at potential solutions to increase overall immunisation uptake and coverage for Slough residents. The conference also resulted in agreement of a new local Immunisation Partnership Action Plan with specific steps to improve Slough's historically poor immunisation rates.

Mental Wellbeing

In February 2020, we delivered the Loneliness and Social Isolation Conference in partnership with local faith groups and the voluntary sector. In addition, we have been collaborating with other councils across Berkshire to launch the 'Bereaved by Suicide Service', which provides free support for families bereaved by suicide to cope with the death of a loved one, including providing a specialist case worker to work closely with them and provide practical help and emotional support.

The Slough Community Mental Health Services Team was shortlisted for the national 'Innovation in Health' award for their approach to treating mental health.

Health Beliefs

We have completed the Health Beliefs research project, which aims to provide an in-depth analysis of Slough Residents and will help shape local activities and projects by ensuring they meet the needs and aspirations of our local population.

'Health & Wellbeing Slough'

Our new innovative and integrated healthy lifestyle service "Health & Wellbeing Slough" has been recently launched, making it easier for local health partners to refer and for residents to access the support they need to improve their health and wellbeing and reduce the impact of long-term health conditions across a wide range of areas including smoking cessation, falls prevention, emotional wellbeing, weight management and physical activity.

Adult Social Care Co-Production

The Adult Social Care Co-Production Network was launched to ensure the views of social care users in Slough are considered during the design and running of social care services in Slough.

Outcome 3

Slough will be an attractive place where people choose to live, work and stay

Paradise Gardens

This beautiful spot now at the corner of St. Ethelbert's Church is the result of a joint initiative between SBC and St. Ethelbert's Church after a successful application for the Pocket Park Plus funding programme.

Until it was cleaned in June 2019, the site had been a problematic area for Slough with rough sleepers, drinking and general anti-social behaviour being on full view to local users and visitors to the town centre and The Curve. It was then transformed with a simple design that covered the old tarmac and concrete bases and opened the area by providing access to The Curve frontage. Mediterranean style planting with a cottage garden twist was chosen with trees and climbing plants, rose arches and obelisks used to provide height and scale. A more traditional herbaceous flower border has been provided at the base of the church which is more in keeping with the traditional architecture.

Modern Slavery is closer than You Think

In June 2019, the Safer Slough Partnership's Modern Slavery campaign, which was launched in October 2018, won the prestigious Outdoor Media award for Social Impact. During the time of the campaign, calls to the Modern Slavery Helpline from Slough increased by 400%.

Following the considerable success of wave one this campaign, and to mark national Anti-Slavery Day (18th October), the Safer Slough Partnership launched wave two of its award winning campaign to raise awareness of modern slavery. Over six weeks, a wide range of outdoor advertising and social media messages in different languages were utilised to inform residents that this could be happening on their doorstep.

Strong, Healthy and Attractive Neighbourhoods

This year, the initiative has focused on Chalvey, with a view of developing a model to roll out across Slough. Throughout the year, there has been considerable engagement with the community and partners as well as undertaking a needs analysis and data insight exercise to develop an informed view of Chalvey needs and priorities.

The work is being developed in to a Chalvey Strong, Healthy and Attractive Neighbourhood Plan, with the 1st draft prepared to be circulated by the end of June 2020. It focuses on a number of themes which have been identified as a result of residents needs analysis and data analysis, including:

- Health & Wellbeing
- Housing & Regeneration
- Business & Skills
- Community Safety
- Community Cohesion
- Environment.

Air Quality

We created AirTEXT, a new air quality webpage that provides unique air quality information service designed to send free pollution alerts and health advice by text, email or voicemail on days of elevated air pollution. These alerts are intended to help residents understand symptoms, have any necessary medication at hand and to prepare for the day ahead to reduce the likelihood of any impacts.

Arts & Culture

We consulted on and developed the Cultural (Arts) strategy, completing an emerging strategy that has enabled arts & culture to become a key driver in regeneration plans within the town centre, including the North West Quadrant.

We have also improved our online resources, e-books and e-audio, and Kanopy film streaming offer with easy membership online, e-newsletter and social media communication with customers. Over the past year, 77 shows took place at The Curve, an increase by 135% over the previous year. We also partnered with the BBC to deliver a series of virtual reality workshops which attracted a large number of young residents.

Craft Coop

As part of the Clean Safe Vibrant initiative, we had a pop up craft coop shop in the town centre over the Christmas period. The pop up shop opened for five weeks from 30th November 2019, and remained very busy throughout this period, with over 20 local craftspeople successfully showcasing their products in the unit previously occupied by Aroma.

Allotments

This year, we refurbished the sheds at the Myrkle, Granville Avenue and Cherry orchard allotment sites with new security doors.

Better by ...

In September 2019, hundreds of children, from toddlers to teenagers, were given the chance to experience all types of cycling, when our sustainable transport team Better by joined the children at the annual Sikh summer camp at the Guru Maneyo Granth Gurdwara, Bath Road. Five qualified and highly experienced cycling professionals were on-hand to guide the children on the very basic balance bikes to the more advanced electric bikes and e-scooters.

The Jubilee River

Following 2 deaths by drowning in the Jubilee River in 2018, we worked together with Thames Valley Police, RBFRS (Royal Berkshire Fire and Rescue Service), and The Riverside Centre to prevent people from swimming in the river. In 2019, there were no deaths by drowning in the Slough stretch of the Jubilee River.

The Browns Project

Last year, our community Safety secured £25,000 of additional funding from DWP to support the continuation and development of the Brown's service in Slough. The Browns Project continues to support people who find it difficult to engage and those who have multiple social disadvantages.

Wedding & Citizenship Ceremonies

We managed to increase the number of wedding ceremonies undertaken in Slough by 20% in 2019-20, and licensed 5 new Approved Venues.

Moreover, we relocated the Citizenship Ceremonies to the prestigious new Council Chamber in Observatory House and set up social media promotions.

Cemetery & Crematorium

We continued to expand and improve our cemetery and crematorium services. In 2019-20, direct cremations were introduced, and the Lismore Gate cemetery

extension was completed, creating additional burial plots for the community. A new cemetery extension is also planned to break ground in June 2020.

Furthermore, carbon emissions at the Crematorium have been made fully compliant and remain under constant monitoring.

Prevent

In June 2019, 40 young people were given the opportunity to participate in the Leadership and Safety Champions programme and gain valuable knowledge, understanding and counter narratives to extremism and radicalisation during this five month project funded by the Home Office.

With the aim of further increasing awareness of extremism and radicalisation amongst teachers and students, Prevent Awareness training was delivered in 18 educational institutions to 968 staff in total. Prevent awareness was also delivered to 1,628 students in 7 secondary schools around the borough.

Project Flycatcher

Last year, we adopted a three pronged proactive approach to prevent, catch and prosecute those who illegally pick up waste and dump it on other people's doorsteps. As part of the project, council officers actively targeted areas frequently defiled by fly-tipping, knocking on doors of those suspected of fly-tipping as well as seizing vehicles believed to be used for the illegal practice. Household holders were also warned that they could also face prosecution and fines for using illegal waste operators.

Langley Leisure centre

In 2019, we invested £7.5m in the refurbishment and extension of Langley Leisure Centre with modern up to date facilities.

Outcome 4

Our residents will live in good quality homes

Homelessness Prevention

The number of households successfully helped by our Housing team before they became homeless (known as prevention cases) increased by 42% this year. The team managed to prevent homelessness for a total of 329 households at risk of becoming homeless.

Rough Sleepers

We worked increasingly to improve the outcomes for rough sleepers. This year, the official rough sleepers' count was 25, down on last year's figure of 27. However, this does not tell the whole picture. During the year, the number of rough sleepers on the streets fluctuated. At the end of the year, 46 rough sleepers were housed permanently as COVID-19 kicked in right at the end, while 78 rough sleepers were accommodated temporarily.

Planning New Homes

We have jointly commissioned, along with Windsor & Maidenhead and Buckinghamshire, the final part of the Wider Area Growth Study, which will recommend where Slough's unmet housing needs can best be met. One of the key elements of our emerging Preferred Spatial Strategy is the promotion of a northern extension of Slough into South Bucks District in the form of a "Garden Suburb". This will provide a sustainable way to meet Slough's unmet needs because of its proximity to existing jobs, facilities and community facilities, while making use of major national infrastructure investment such as the crossrail service on the Elizabeth Line.

We have also published a Housing Delivery Action Plan, which seeks to increase the number of houses built in the borough, and completed a new Housing Needs Study, which was also jointly commissioned with RBWM and Chiltern/South Bucks councils.

Affordable Homes

In partnership with Slough Urban Renewal, we invested over £5,500,000 to develop a number of affordable homes, including 5 flats on Pendeen Court, 4 houses on

Morerton Way, 6 houses on Fox Road, 4 houses on Mansel Close, 3 disabled adapted bungalows on Brook Path, and 3 houses on Trelawney Avenue.

We created the Development Initiative for Slough Housing (DISH) company as a registered provider for profit to enable the development of new homes. There are currently 1,000 new affordable homes in the development pipeline, of which 200 units are designated for specialist vulnerable young persons and elderly residents.

We also identified and rejuvenated blighted garage sites to enable provision of new homes on 86 sites.

Extra Care Housing

To help meet the acute need for such accommodation in Slough, our Housing and Adult Social Care services collaborated to reach a commercial agreement with GP for the delivery of new Extra Care Scheme homes in Chalvey. The designs have been completed and the process of tender and award of the contract to construct over 50 new extra care flats is underway. The partnership approach with the GP along with the involvement of the Adult Social Care team have allowed the design to include the space and standards you would expect of a quality scheme delivered by your Council alongside technical innovation that will aid the health and wellbeing of our residents.

Houses in Multiple Occupation (HMOs)

As landlords responded positively to the new regime we implemented, the number of mandatory licensed Houses in Multiple Occupation around the borough has increased from 101 last year to 142 by the end of March 2020. This is due to raised awareness of property licensing requirements and the implementation of a simplified online application system.

Supporting Private Tenants

We have continued to respond swiftly where landlords refuse to maintain their properties, removing 124 Category 1 and 172 Category 2 hazards from privately rented properties across the borough in 19/20. We licensed 859 properties through our Selective licensing Scheme, intervened to prevent unlawful evictions and empowered private tenants by educating them about their rights in the face of unlawful behaviour by their landlords. We also issued a number of financial penalties to landlords, including one for £37,000 which will serve to deter further offending.

Temporary Accommodation

Work on refurbishing temporary accommodation flats at Pendeen Court is now complete, providing much improved living and communal areas for some of the borough's most in need residents.

The homeless acceptance rate was managed down to 44% and we missed our temporary accommodation target by 9 only.

Council Housing Maintenance

We continued to work with council tenants, leaseholders and our contractor Osbornes to improve the speed of response and the quality of housing repairs and maintenance. Although recruitment in Neighbourhoods was really difficult, we managed to continue supporting our tenants in their tenancies and deal with all of the complaints. We are also piloting a new app that allows council tenants to see their repairs and account information in real time and improve customer care service.

Throughout the year, we invested £8m allocated for sustaining the quality of our housing stock through affordable rented homes programmes for the improvement of health & safety compliance related works such as electrical systems and fire prevention that have accounted for 4468 differing actions to the end of the year.

Outcome 5

Slough will attract, retain and grow businesses and investment to provide opportunities for our residents

Planning Applications

We have continued to issue quality planning decisions in a timely manner, with 84% of applications being approved and the majority of our decisions upheld at appeal.

We have continued to focus on improvements to the customer experience and have refined the complaints handling process to ensure complaints are handled quickly and successfully. Whilst we have resolved most investigations into breaches of planning permission through negotiation and without having to take formal action, a Local Enforcement Plan has been produced and agreed in principle by Planning Committee on 18 March 2020 which will give us more powers to enforce compliant development.

Link to Heathrow

The work on phase 2 of the MRT scheme to connect Slough with Heathrow has commenced, with £7.65m of funds secured from the Berkshire Local Enterprise Partnership for the Stoke Road Regen project.

We have also secured £980,000 from Heathrow for new access paths to support public transport and cycling. In addition, a new bus service was delivered in Colnbrook to help residents and businesses.

Sustainable Travel

As part of our ongoing commitment to boosting our local economy and supporting businesses and residential communities, we have secured £500,000 for the Access Fund activities designed to encourage residents and visitors to the borough to travel more sustainably. The fund is designed with the aim of improving the health and wellbeing of Slough residents while enhancing access to jobs, education and training.

We have continued to run the cycle hire scheme for residents and successfully transitioned the scheme to a new model. Since the move to our new system, usage of the scheme has grown with nearly 13,000km cycled. Furthermore, a new free cycle hire scheme for GP referrals has been piloted and was positively received by

local press and radio. Therefore, it is likely to be rolled out to all GPs surgeries when the pilot ends.

Hospitality

We invested £39m to bring the Marriott International's millennial-focused brand Moxy to the heart of Slough. The new hotel on the site of the old Slough library opposite The Curve will be completed in early 2021. Along side the hotel is a housing block that will provide additional homes to local residents.

The hotel complex will be owned by the council and is expected to substantially contribute to local income to the local area.

Local Enterprise Partnership

Over the past year, we managed to complete a number of four LEP schemes, including Burnham Station Improvement scheme, with a new car park; Windsor Road widening, the A4 cycleway and the Langley junction upgrade.

Slough BID

We have developed and smoothly implemented the Slough BID (Business Improvement District), with circa £2m of additional resources secured over 5 year period, and we remain committed to developing a strong partnership through their Board which will be able to help with the recovery of our High Street post COVID-19.

5. Budget

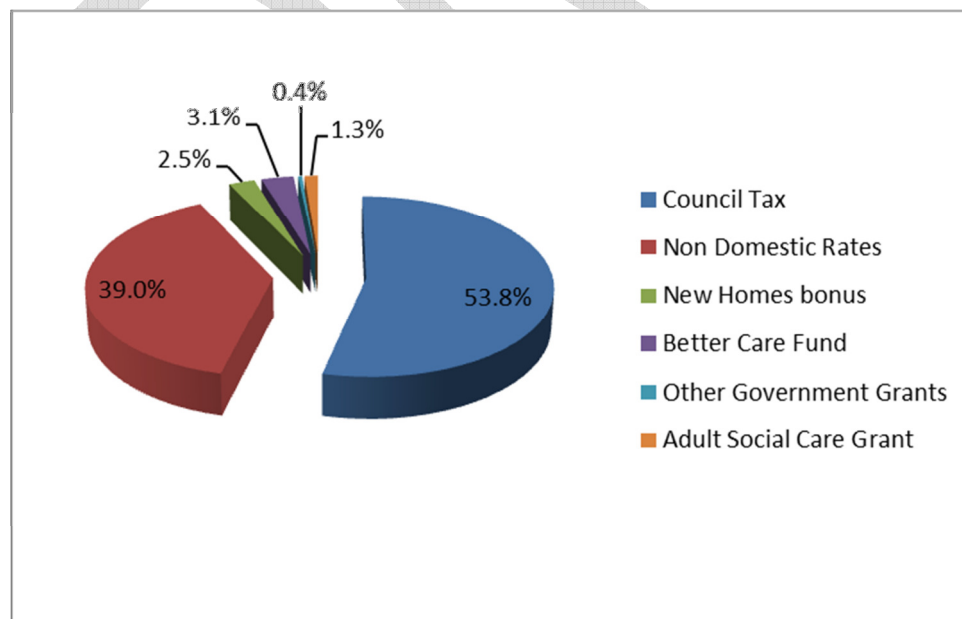
The Council is reporting an under spend of £0.05m for the 2019/20 financial year. This position is summarised below:

REVENUE GENERAL FUND 2019/20 - SUMMARY POSITION			
Directorate	Revised Annual Budget	Provisional Outturn	Full Year Variance
	£'M	£'M	£'M
Adult & Communities	40.267	41.407	1.140
Children Learning & Skills	40.388	41.207	0.819
Regeneration	(2.346)	(2.661)	(0.315)
Place & Development	19.821	20.861	1.040
Finance & Resources	7.961	6.799	(1.162)
Chief Executive Office	0.963	1.009	0.046
Non Departmental Services	1.727	0.109	(1.618)
GRAND TOTAL	108.781	108.731	(0.050)

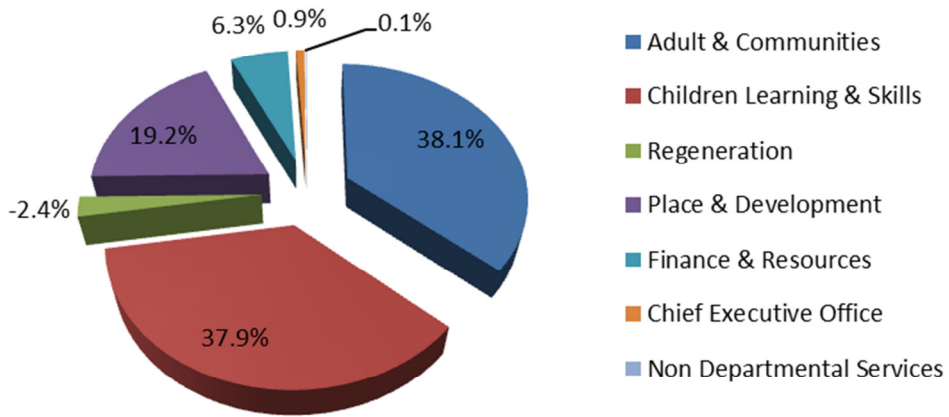
% of revenue budget under spent	0.05%
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The graphs below highlight where the council has received income from 2019/20 and where the gross expenditure to deliver services is.

Key Income Streams



Net Expenditure on General Fund Council Services

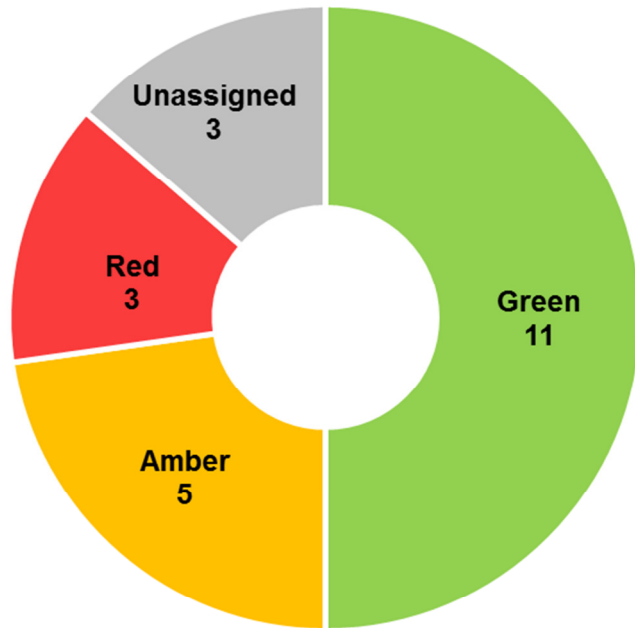


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6. Performance Scorecard - latest available data

Performance Scorecard							
Outcome	Performance Measure	Previous Performance		Direction	Current Performance		Target
Outcome 1 Slough children will grow up to be happy, healthy and successful	Percentage of Child Protection Plans started in year that were repeat plans within 2 years	G	0.0% (0)	↓	G	4.3% (5)	<10%
	Attainment gap between all children and bottom 20% at Early Years	G	31.0%	↑	G	30.1%	<32.4%
	Attainment gap between disadvantaged children and all others at Key Stage 2	G	16%	↔	G	16%	<20%
	Attainment gap between disadvantaged children and all others at Key Stage 4	R	34.7%	↑	G	23.6%	<24.7%
	Percentage of young people not in education, training or employment	G	3.2%	↓	G	4.0%	<=4%
Outcome 2 Our people will be healthier and manage their own care needs	Number of adults receiving a Direct Payment	R	584	↑	R	597	>=676
	Uptake of targeted NHS health checks	R	1.1%	↓	R	0.7%	>1.9%
	Percentage of residents inactive	R	35.9%	↑	A	34.4%	<34.4%
Outcome 3 Slough will be an attractive place where people choose to live, work and stay	Average level of street cleanliness	G	B (2.00)	↔	G	B (2.49)	>=B
	Total crime rate per 1,000 population	R	27.9	↑	A	26.9	<26.6
Outcome 4 Our residents will live in good quality homes	Number of homeless households in temporary accommodation	R	411	↑	A	359	<=350
	Number of permanent dwellings completed during the year	G	846	↓	A	534	>=550
	Number of mandatory licensed HMOs	G	148	↓	A	142	>=148
	Number of empty properties brought back into use	R	7	↑	G	30	>=30
Outcome 5 Slough will attract, retain and grow businesses and investment to provide opportunities	Business rate in year collection rate	G	97.3% (£104.7m)	↓	-	95.8% (£103.8m)	n/a
	Access to employment: unemployment rate	-	2.8%	↓	-	3.0%	tba
	Average journey time from Heart of Slough to M4 J6 (M-F 16:30-18:30)	G	7 mins 49s	↑	G	6 mins 13s	<10mins
Corporate health	Council tax in year collection rate	A	96.5% (£64.4m)	↓	-	96.1% (£66.6m)	n/a
	Percentage of household waste sent for reuse, recycling or composting	A	26.1%	↓	R	21.9%	>=30%
	Percentage of municipal waste sent to landfill	G	0.0%	↔	G	0.0%	<=2%
	SBC staff survey: percentage of staff proud to work for the council	-	70%	↑	G	72%	>=72%
	SBC staff survey: percentage of staff rate working for the council as either good or excellent	-	68%	↑	G	70%	>=70%

Key Performance Indicators



Across all 22 indicators on the balanced scorecard, 50% were rated overall as **Green** (11 indicators), 23% were rated overall as **Amber** (5 indicators) and 14% were rated overall as **Red** (3 indicators). 3 indicators do not have a RAG status assigned.

The 3 indicators rated as **Red** are:

- Number of adults receiving a direct payment
- Uptake of targeted NHS health checks
- Percentage of household waste sent for reuse, recycling or composting

The 5 indicators rated as **Amber** are:

- Percentage of residents inactive
- Total crime rate per 1,000 population
- Number of homeless households in temporary accommodation
- Number of permanent dwellings completed during the year
- Number of mandatory licensed HMOs

Overall, between Quarter 3 and Quarter 4, 10 indicators moved in a positive direction, 9 indicators moved in a negative direction and 3 indicators stayed at the same level.

SLOUGH BOROUGH COUNCIL

REPORT TO: Council

DATE: 21st July 2020

CONTACT OFFICER: Janine Jenkinson, Senior Democratic Services Officer
(For all enquiries) 07511 048 406

WARD(S): All

PART I
FOR ENDORSEMENT**RECOMMENDATIONS OF THE SLOUGH WELLBEING BOARD FROM ITS MEETING HELD ON 15th JULY 2020**1. **Purpose of Report**

To present the following to Council for endorsement:

- Slough Wellbeing Board Annual Report for 2019-20
- Slough Wellbeing Strategy 2020-2025
- Slough Wellbeing Board Terms of Reference 2020

2. **Recommendation**

The Council is requested to resolve that the following documents be endorsed:

- Slough Wellbeing Board Annual Report for 2019/20
- Slough Wellbeing Strategy 2020-2025
- Slough Wellbeing Board Terms of Reference 2020

3. **The Slough Joint Wellbeing Strategy, the JSNA and the Council's Five Year Plan**3a. **Slough Joint Wellbeing Strategy Priorities**

The Slough Wellbeing Strategy 2016-2020 was launched at the Board's partnership conference in September 2016. It explains the role of the Board and how it has set itself an ambition to set strategic direction for partnership working in Slough. The Strategy describes the relationship between the Board and the wider partnership network in Slough and how it hold the 'hold the ring', by coordinating activity to make the best use of resources in achieving common outcomes. The Wellbeing Strategy includes four priorities:

1. Protecting vulnerable children
2. Increasing life expectancy by focusing on inequalities
3. Improving mental health and wellbeing
4. Housing

The current Strategy is coming to an end and will be replaced by the new Slough Wellbeing Strategy for 2020-2025.

3b. **Joint Strategic Needs Assessment (JSNA)**

The priorities in the Wellbeing Strategy are informed by evidence of need contained in the Joint Strategic Needs Assessment.

3c. **Council's Five Year Plan Outcomes**

The work of the Board and the Wellbeing Strategy contributes to the five priority outcomes in the Council's Five Year Plan:

- Outcome 1: Slough children will grow up to be happy, healthy and successful
- Outcome 2: Our people will be healthier and manage their own care needs
- Outcome 3: Slough will be an attractive place where people choose to live, work and stay
- Outcome 4: Our residents will live in good quality homes
- Outcome 5: Slough will attract, retain and grow businesses and investment to provide opportunities for our residents

In particular, the work of the Slough Wellbeing Board aims to address Outcome One and Outcome Two of the Council's five priority areas

4. **Other Implications**

- (a) Financial – There are no financial implications directly resulting from the recommendations of this report.
- (b) Risk Management - There are no identified risks associated with the proposed actions.
- (c) Human Rights Act and Other Legal Implications - There are no direct legal implications. The specific activity in the Wellbeing Strategy and other plans may have legal implications which will be brought to the attention of the Council separately. There are no Human Rights Act Implications.
- (d) Equalities Impact Assessment - There is no requirement to complete an Equalities Impact Assessment (EIA) in relation to this report. EIAs will however be completed on individual aspects of any actions produced to sit underneath the Wellbeing Strategy, as required.

5. **Supporting Information**

- 5.1 The Slough Wellbeing Board has a commitment to openness and transparency in the way that it carries out its work and is accountable to local people. This includes a commitment to annually review progress against the Board's ambition to reduce health inequalities and improve health and wellbeing outcomes across the borough.

- 5.2 The Annual Report attached as Appendix A of this report sets out a review of the Wellbeing Board's statutory responsibilities, key activities and achievements during 2019/20.
- 5.3 The current Wellbeing Strategy is due to end in 2020. As such, a new Slough Wellbeing Strategy 2020-2025 has been developed. A final draft of the new Strategy was originally planned to be brought to the Slough Wellbeing Board meeting on the 24th March 2020 for approval. However, due to the COVID-19 outbreak, this meeting was cancelled. The Slough Wellbeing Board next met for an informal meeting on the 27th May 2020. During this meeting, it was agreed that the Strategy would be refreshed slightly to ensure that it is still relevant in the wake of the COVID-19 crisis.
- 5.4 The final draft of the Strategy is attached as Appendix B of this report. The final draft encompasses the comments made at the meeting on the 23rd January 2020, as well as the changes made during the COVID-19 refresh. The draft Strategy will be considered by the Slough Wellbeing Board at its meeting on 15th July 2020. Any substantive comments or amendments agreed at the meeting will be reported to Council.
- 5.5 The Slough Wellbeing Board Term of Reference are required to be refreshed annually and submitted to Council for approval.

6. **Comments of Other Committees**

- 6.1 The Slough Wellbeing Board will consider the Annual Report, Strategy and Terms of Reference at its meeting on 15th July 2020. Any substantive comments or amendments made at the meeting will be reported to Council.

7. **Conclusion**

The Council is requested to endorse:

- Slough Wellbeing Board Annual Report for 2019/20
- Slough Wellbeing Strategy 2020-2025
- Slough Wellbeing Board Terms of Reference 2020

8. **Appendices Attached**

A - Slough Wellbeing Board Annual Report 2019/20
B - Slough Wellbeing Strategy 2020-2025
C - Slough Wellbeing Board Terms of Reference 2020

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Slough
Wellbeing
Board

Slough Wellbeing Board Annual Report

2019-2020



Contents

The Slough Wellbeing Board Annual Report at a Glance	3
What is the Slough Wellbeing Board Annual Report?	4
The Slough Wellbeing Board	
Health and Wellbeing in Slough: The Context	
Writing the Annual Report	
The Work of the Slough Wellbeing Board	6
Our Priority Areas	
Our Statutory Requirements	
Developing a Future Strategy	
Responding to COVID-19	
What next for the Slough Wellbeing Board?	10
Glossary	11
Appendix One:	
Statutory Responsibilities of the Slough Wellbeing Board	12

The Slough Wellbeing Board Annual Report at a Glance

The Slough Wellbeing Board Annual Report details the work of the Slough Wellbeing Board over the last year. This report describes the work the Board was involved in between May 2019 and April 2020.

About Slough

Slough has a population of 149,000 people.

This population is relatively young, with Slough's average age only 34.8 years.

Life expectancy in Slough remains lower than the average for the rest of the South East, at 78 years for men, and 83 years for women.

Childhood health in Slough remains poor, with low rates of immunisations, high rates of obesity, and poor oral health.

The Work of the Slough Wellbeing Board

Much of the work the Slough Wellbeing Board does is aimed at addressing the priorities laid out in the Slough Wellbeing Strategy or fulfilling the statutory requirements of the Board. This year, the Board also worked to develop a new Slough Wellbeing Strategy, and was involved in the COVID-19 response.

Our Priority Areas

The Slough Wellbeing Board has four priorities it aims to address. These four areas form the basis of the Slough Wellbeing Strategy for 2016-2020. The four priority areas are:

- Protecting Vulnerable Children
- Increasing life expectancy by focusing on inequalities
- Improving mental health and wellbeing
- Housing

Some of the highlights from the last 12 months include the work done surrounding sexual health services in Slough, health beliefs in the borough, and immunisations and vaccinations in Slough.

Our Statutory Requirements

The Wellbeing Board also has several statutory responsibilities it must fulfil. In particular, this year the Board worked with the Slough Safeguarding Boards on strategic issues, and was involved in signing off the Better Care Fund Plan for Slough.

Developing a Future Strategy

The Slough Wellbeing Board is required to maintain a Health and Wellbeing Strategy for the area. The previous strategy was due to expire in 2020, and so this year the Board began developing a new strategy to guide the work of the board over the next five years. The Slough Wellbeing Strategy 2020-25 is expected to be published in the summer of 2020.

Responding to COVID-19

The COVID-19 outbreak in spring 2020 led to a pause in the normal work of the Slough Wellbeing Board. As Slough's immediate response to the crisis became more developed and entrenched, the Slough Wellbeing Board began to re-establish its involvement in partnership working, by taking on the governance responsibilities for some of the partnership projects working to respond to the crisis.

What is the Slough Wellbeing Board Annual Report?

The Slough Wellbeing Board Annual Report details the work of the Slough Wellbeing Board over the last year. It describes the work the Board was involved in between May 2019 and April 2020, as well as outlining which priorities the Slough Wellbeing Board aims to address next.

The Slough Wellbeing Board

Every local authority is required to have a Health and Wellbeing Board. The task of improving wellbeing in the local area is something best tackled by a range of organisations working together. The Wellbeing Board therefore brings together key organisations from the area, including representatives from the public, private and voluntary sector.

In Slough, we have made a deliberate decision to widen membership beyond the statutory requirements. This allows us to engage with a greater range of partners and work more fully across the borough. We have also called our partnership the 'Slough Wellbeing Board' rather than the Health and Wellbeing Board, to reflect our chosen focus on the wider determinants of the wellbeing of the people of Slough.

The Wellbeing Board consists of senior representatives from:

- Slough Borough Council
- East Berkshire Clinical Commissioning Group
- NHS England
- Berkshire Public Health
- Thames Valley Police
- Royal Berkshire Fire and Rescue Service
- Slough Children's Services Trust
- The Voluntary and Community Sector
- Healthwatch Slough
- Slough Youth Parliament

Health and Wellbeing in Slough: The Context

Slough is a unique area, and as such, faces unique challenges.

The borough of Slough has a total population of around 149,000 people. This population is relatively young, with Slough's average age estimated to be only 34.8 years. Since the 1930s, people from across the world have made Slough their home, making Slough one of the most diverse authorities in the country.

Located to the west of London, Slough is a densely populated urban area. High levels of personal car use mean there is significant congestion and poor air quality. However, despite the urban nature of the borough and its industrial history, Slough has more than 2.54 square kilometres of parks and open spaces. The council has also recently invested in brand new leisure facilities, including gyms and leisure centres, swimming pools and an ice rink.

Slough has pockets of deprivation, and some neighbourhoods offer specific challenges. There are also inequalities in health, primarily between different areas of the borough and between different ethnic groups. Life expectancy in Slough is lower than the average for the rest of the South East, and physical inactivity, cardiovascular disease, obesity and diabetes are high. Slough also has high-rates of preventable ill health amongst children - including obesity, tooth decay and higher levels of hospital admissions for long-term conditions such as asthma.

This health and wellbeing context became even more significant during the COVID-19 outbreak of 2020, when Slough grappled with the impact of the virus on its population. As an authority with high diversity and some areas of deprivation, Slough's population contained relatively high numbers of those people considered to be at high risk from the virus. By the beginning of June 2020, Slough had over 400 confirmed cases of COVID-19 in the borough, and over 100 people had been killed by the virus.

Writing the Annual Report

This annual report was written shortly after the end of the 2019/20 municipal year. Writing this report offers the Board the opportunity to reflect on the work of the previous year, and to consider how the board has developed over the last twelve months. Most importantly, this report helps us to remain accountable to the residents, businesses, and partners of Slough, whose opinions and experiences must remain central to shaping the future work of the Slough Wellbeing Board.

The Work of the Slough Wellbeing Board

The Slough Wellbeing Board has a range of work it needs to undertake over the course of each year. Much of the work the Board does is aimed at addressing the priorities laid out in the Slough Wellbeing Strategy. In addition to this, the board also has several statutory requirements which it must fulfil.

This section of the annual report provides a summary of the work the board has done over the last year. It outlines some of the highlights of the work done to address the four priority areas, and some of the work done to meet the statutory requirements of the board. It also considers the work done by the board this year to develop a new Slough Wellbeing Strategy, and the response to the COVID-19 outbreak.

Our Priority Areas

Much of the work of the board is aimed at addressing the four priority areas on which the Slough Wellbeing Board has chosen to focus. These four areas form the basis of the Slough Wellbeing Strategy for 2016-2020. The four priority areas are:

- Protecting Vulnerable Children
- Increasing life expectancy by focusing on inequalities
- Improving mental health and wellbeing
- Housing

Many of the projects done to address these priorities are cross-cutting pieces of work, which aim to improve several areas at once. Some of the highlights from the last 12 months include the work done surrounding sexual health services in Slough, health beliefs in the borough, and immunisations and vaccinations in Slough.

Sexual Health - At the start of the year, the Wellbeing Board oversaw work considering the sexual health services available in Slough. Sexual health services underpin several of the key priority areas of the board, including protecting vulnerable children, reducing health inequalities, and improving mental health and wellbeing. HIV prevalence in Slough is significantly higher than the national average. Slough also has a higher than average rate of abortion than the rest of the country, and a lower take-up of long-acting reversible contraceptives than the national average. The board considered the local picture of sexual health issues and services in Slough in detail, and began the process of learning from best practice examples from statistically similar local authorities, and considering strategies to encourage more people in Slough to access sexual health services.

Health Beliefs - The Wellbeing Board has also overseen work surrounding health beliefs and perceptions in Slough. This work addresses two of the Board's key priority areas - to reduce health inequalities and improve mental health and wellbeing. In order to better understand the health beliefs of the Slough population, a research project into health beliefs and physical activity in Slough was commissioned from an external research organisation. This research project combined both qualitative and quantitative approaches to provide detailed insight into the beliefs and opinions held by the people of Slough. The findings from this research will inform the work of the Slough Wellbeing Board, the Slough Public Health Team, and the Slough Leisure Team.

This research showed that:

- Just 16% of Slough residents consume the recommended 5 portions of fruit and veg a day, and 90% of the population would like to eat healthier.
- While 66% of the population could recall having sex education at school, there was a fall to 53% for those from an Asian background. 25% believe that HIV can be spread through kissing, and 19% believe that the contraceptive pill can help prevent against STI's.
- Only 72% of residents stated that they get a dental check up at least once a year.
- 37% of the population believe that vaccine preventable diseases are just part of childhood, and that natural immunity is better than vaccine related immunity. This figure rises to 43% for those from an Asian background and falls to 32% for those from a White background.
- Mental health in Slough varied by ward, with Foxborough and Elliman having the highest average mental health score, and Haymill & Lynch Hill and Upton having the lowest.
- During the previous four weeks, only 34% of residents claimed to have undertaken moderate physical activity on a daily basis.

Immunisations - In the 2018/19 year, the Slough Wellbeing Board received the first Annual Report on Immunisation and Screening in Slough. This year, the Board carried forward this work by continuing to oversee the progress of the implementation of this plan. Historically, Slough has had some of the lowest uptakes of screening and immunisation programmes in the South East of England, contributing to poor health in both adults and children and strong health inequalities between residents. Work in this area therefore aims to meet the Board's objectives of reducing health inequalities and protecting vulnerable children. Over the last year, work has been done to improve uptake of immunisations, through a range of approaches. The first ever Slough Immunisation Partnership Conference was held to help highlight the issue in Slough and share good news stories and best practice. Berkshire Healthcare NHS Foundation Trust have recruited a Health Inequalities Nurse, who will promote immunisations in Slough and Reading families, and an #Iamvaccinated campaign was run to increase vaccination rates in the local community.

Our Statutory Requirements

In addition to the work the Wellbeing Board does to address its priority areas, the Board also has several statutory responsibilities it must fulfil. A full list of these responsibilities can be found in Appendix One. Over the last year, the Slough Wellbeing Board carried out a range of work in order to meet its statutory requirements. In particular, this year the Board worked with the Slough Safeguarding Boards on strategic issues, and was involved in signing off the Better Care Fund Plan for Slough.

Slough Safeguarding - In July 2019, the Slough Wellbeing Board received a report from the Slough Safeguarding Boards on the ongoing restructure of their boards. As part of this restructure, the Slough Safeguarding Executive Board had been formed to bring together senior managers from key partners in the borough. This new safeguarding board had requested that the Wellbeing Board consider how it could add further value to partnership working, safeguarding issues and health in Slough. The Wellbeing Board considered this topic and agreed that the Slough Wellbeing Board would contribute to partnership working around these themes by improving resilience through a 'universal offer' to communities. This theme was later incorporated into the new Slough Wellbeing Strategy, and will form an ongoing part of the work of the Slough Wellbeing Board over the next five years.

Better Care Fund - The Better Care Fund programme in Slough is developed and managed by Slough Borough Council and the East Berkshire CCG. It aims to improve the wellbeing of the people of Slough by joining up health and care services to allow people to manage their own health and wellbeing, and live independently in their communities for as long as possible. In November 2019, the Slough Better Care Fund Plan for 2019-20 was brought to the Slough Wellbeing Board, for their consideration as part of its signing-off process. This plan demonstrated how the Better Care Fund programme continues to develop and grow, and showed that it is now a key part of the movement towards integration of health and social care in Slough.

Developing a Future Strategy

The Slough Wellbeing Board is required to maintain a Health and Wellbeing Strategy for the area. The previous strategy was due to expire in 2020, and so this year the Board began developing a new strategy to guide the work of the board over the next five years.

Members of the board attended a workshop in October to begin agreeing the priorities that would underpin the new Slough Wellbeing Strategy. In this workshop, they heard from members of staff from several different partner organisations on the current context in Slough and the health and wellbeing issues facing residents. Some of the key points raised in these discussions were:

- In Slough, major causes of ill health and death are mainly due to circulatory conditions, cancer and respiratory conditions.
- A wide range of different factors influence the health of an individual. These include health behaviours, such as diet and exercise or alcohol use, socioeconomic factors, such as education, employment, and income, clinical care, including the access to care and quality of care, and finally, the quality of the built environment.

From this discussion, members of the board turned their attention to developing a list of priority areas. Over the next few months, these priorities were refined to create the four final priority areas which will underpin the 2020-25 Slough Wellbeing Strategy.

These priorities are:

- 1. Starting Well**
- 2. Integration**
- 3. Strong, Healthy and Attractive Neighbourhoods (Building Community Asset Resilience)**
- 4. Workplace Health**

The priorities all relate to elements of health and wellbeing which the different partner organisations of the Wellbeing Board can seek to impact. By effectively working together as a partnership, the Board can aim to make real, tangible changes to the health and wellbeing of residents in Slough.

The Slough Wellbeing Strategy for 2020-25 will build upon these four priorities. For each of the key priorities, the strategy contains a set of actions and ambitions. These actions all represent tangible pieces of work which the Board will either lead on itself, or will be led on by one of the partnership boards which work closely with the Slough Wellbeing Board. As well as these actions, the Strategy contains a set of measurable ambitions for each priority. These ambitions will allow the impact of the work of the Slough Wellbeing Board to be tracked and measured over the next five years. This strategy was completed at the end of this municipal year, and is expected to be published in the summer of 2020.

Responding to COVID-19

The COVID-19 outbreak in spring 2020 led to a pause in the normal work of the Slough Wellbeing Board. Many of the organisations represented on the Board were heavily involved in organising Slough's response to the pandemic. During this time, meetings of the Wellbeing Board were cancelled, in order to protect the health of Board members and to ensure government guidelines on social distancing were adhered to.

As Slough's immediate response to the crisis became more developed and entrenched, the Slough Wellbeing Board began to re-establish its involvement in partnership working. The Board took on the governance responsibilities for some of the partnership projects working to respond to the crisis, including the Black, Asian and Minority Ethnic (BAME) Pilot. This pilot aims to test approaches to strengthen the ability of individuals and communities to protect themselves from the direct and indirect harms of COVID-19, and is run by a collaboration that includes the Slough Community & Voluntary Sector, Slough Borough Council and NHS Frimley Health Foundation Trust.

In addition to this, the Board also undertook some work to ensure that the new Slough Wellbeing Strategy for 2020-25 was still relevant in light of the COVID-19 outbreak. The four priority areas the strategy rests upon remain unchanged, but the actions and ambitions for these priorities were refreshed, in order to ensure that the new Strategy supports the Slough Wellbeing Board to work in the most effective way during the continued COVID-19 health crisis.

What next for the Slough Wellbeing Board?

This annual report summarises the work of the Slough Wellbeing Board over the last year. It provides an overview of some of the work which the Board has been involved in to address its priority areas, meet its statutory requirements, develop its new strategy and direction, and respond to the COVID-19 outbreak. Through all of these areas of work, the Wellbeing Board has aimed to use partnership working to improve the health and wellbeing of the people of Slough.

The next year is expected to be a challenging and demanding year for the Slough Wellbeing Board. Over the next few months, the Board expects to remain involved in the COVID-19 response in Slough. During this crisis, the need for key organisations and local communities to work closely together is more pronounced than ever before, and the Slough Wellbeing Board will endeavour to model the values of collaboration and partnership working.

Over the next year, the Slough Wellbeing Board will also begin the introduction of its new priorities and ways of working. The new Slough Wellbeing Strategy for 2020-25 will be launched, and with it, new areas of focus for the board. These new areas of focus will allow the Board to begin new programmes of work that address some of the key challenges facing the borough. Throughout this, the Board will endeavour to incorporate co-production and place-based approaches into its work, in order to continue using partnership working to improve the health and wellbeing of residents across Slough.

Glossary

Cardiovascular Disease

A general term for conditions affecting the heart or blood vessels. Includes conditions such as heart disease and strokes.

Commissioning

The process of assessing what services are needed in the community, purchasing these services from a provider, and monitoring these services to ensure they meet the desired outcomes.

Immunisation

The process where a person is made immune, or resistant to an infectious disease. This usually takes place by administering a vaccine, which stimulates the body's immune system to protect the person against a later infection.

Long-Acting Reversible Contraceptives

Methods of birth control that provide effective contraception for extended periods of time. They include injections, intrauterine devices and contraceptive implants.

Municipal Year

The municipal year is a period of time used by local government. The municipal year usually begins in May, following any local elections.

Physical Inactivity

A term used to refer to those people who do not get the recommended level of regular physical activity.

Respiratory Conditions

Those conditions that affect the lungs and other tissues involved in breathing.

Safeguarding

Actions taken to protect vulnerable adults or children from abuse or neglect.

Screening

Screening tests identify whether people who appear healthy do or do not have a disease or condition. This increases early detection of these conditions so the individuals can be treated or monitored.

Statutory Responsibilities

The responsibilities that the Wellbeing Board has a legal obligation to complete.

Appendix One: Statutory Responsibilities of the Slough Wellbeing Board

The Health and Social Care Act of 2012 set out the statutory responsibilities of Health and Wellbeing Boards. These are:

- To prepare and publish a Joint Strategic Needs Assessment for Slough.
- To prepare and publish a Joint Health and Wellbeing Strategy for Slough.
- To give its opinion to the East Berkshire Clinical Commissioning Group (CCG) as to whether their Commissioning Plans adequately reflect the current Joint Strategic Needs Assessment and Joint Health and Wellbeing Strategy.
- To comment on the sections of the CCG's Annual Report which describe the extent of their contribution to the delivery of Joint Health and Wellbeing Strategy.
- To give its opinion, as requested by the NHS Commissioning Board, on the CCG's level of engagement with the Board, and on the Joint Strategic Needs Assessment and Joint Health and Wellbeing Strategy.
- To encourage persons who arrange for the provision of health and/or social care services in the area to work in an integrated manner for the purpose of advancing the health and wellbeing of the area.
- To work with partners to identify opportunities for future joint commissioning.
- To lead on the signing off of the Better Care Fund Plan.
- To publish and maintain a Pharmaceutical Needs Assessment.
- To give its opinion to the Council on whether it is discharging its duty to have regard to any Joint Strategic Needs Assessment and Joint Health and Wellbeing Strategy prepared in the exercise of its functions.
- To exercise any Council function which the Council delegates to it.
- To ensure that strategic issues arising from Slough's Safeguarding Boards inform the work of the Board.
- To receive the annual reports from Slough's Safeguarding Boards and ensure that partners respond to issues pertinent to the Board.

This document can be made available on audio tape, braille or in large print, and is also available on the website where it can easily be viewed in large print.

Slough Wellbeing Board Annual Report 2019-2020

If you would like assistance with the translation of the information in this document, please ask an English speaking person to request this by calling 01753 875847.

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Slough Wellbeing Strategy

2020-2025



Contents

The Slough Wellbeing Strategy at a Glance	3
What is the Slough Wellbeing Strategy?	4
Our Priorities	6
Priority One: Starting Well	7
Priority Two: Integration	8
Priority Three: Strong, Healthy and Attractive Neighbourhoods (Building Community Asset Resilience)	9
Priority Four: Workplace Health	10
Ways of Working	11
Glossary	12
Appendix One: Statutory Responsibilities of the Slough Wellbeing Board	13

The Slough Wellbeing Strategy at a Glance

The Wellbeing Strategy for Slough is the overarching plan to improve the health and wellbeing of residents in the borough. It has been created by the Slough Wellbeing Board, a partnership between organisations from the public, private and voluntary sectors in Slough.

About Slough

Slough has a population of 149,000 people.	This population is relatively young, with Slough's average age only 34.8 years.
Life expectancy in Slough remains lower than the average for the rest of the South East, at 78 years for men, and 83 years for women.	Childhood health in Slough remains poor, with low rates of immunisations, high rates of obesity, and poor oral health.

Our Priorities

The Slough Wellbeing Strategy is focused around four priority areas the Board will seek to address in order to improve the health and wellbeing of the people of Slough.

Of the four priorities, two reflect areas where the Board will lead on work, while two reflect areas where the Board will have a role influencing the work of other boards or groups.

Priority One: Starting Well



This priority is an area where the Slough Wellbeing Board will have an influencing role in the work being done to address these ambitions. The Starting Well theme will be led by the Children and Young People's Partnership Board.

Priority Two: Integration



This priority is an area where the Slough Wellbeing Board will have an influencing role in the work being done to address these ambitions. The Integration theme will be led by the Health and Social Care Partnership Board.

Priority Three: Strong, Healthy and Attractive Neighbourhoods



This priority is an area where the Slough Wellbeing Board will directly lead on the work being done. To achieve these ambitions the board will work with local communities to understand the issues facing them, co-design SMART neighbourhood plans together, and work together to implement the actions outlined in these plans.

Priority Four: Workplace Health



This priority is an area where the Slough Wellbeing Board will directly lead on the work being done. To achieve these ambitions, the board will build connections with local businesses in Slough to promote information about Workplace Health, establish a set of Wellbeing Awards to celebrate best practice from employers, create a toolkit of resources relating to Workplace Health, and promote culture change surrounding Workplace Health in employers across the borough.

What is the Slough Wellbeing Strategy?

The Wellbeing Strategy for Slough is the overarching plan to improve the health and wellbeing of residents in the borough. It has been created by the Slough Wellbeing Board, a partnership between organisations from the public, private and voluntary sectors in Slough.

The Slough Wellbeing Board

Every local authority is required to have a Health and Wellbeing Board. The task of improving wellbeing in the local area is something best tackled by a range of organisations working together. The Wellbeing Board therefore brings together key organisations from the area, including representatives from the public, private and voluntary sector.

In Slough, we have made a deliberate decision to widen membership beyond the statutory requirements. This allows us to engage with a greater range of partners and work more fully across the borough. We have also called our partnership the 'Slough Wellbeing Board' rather than the Health and Wellbeing Board, to reflect our chosen focus on the wider determinants of the wellbeing of the people of Slough.

The Wellbeing Board consists of senior representatives from:

- Slough Borough Council
- East Berkshire Clinical Commissioning Group
- NHS England
- Berkshire Public Health
- Thames Valley Police
- Royal Berkshire Fire and Rescue Service
- Slough Children's Services Trust
- The Voluntary and Community Sector
- Healthwatch Slough
- Slough Youth Parliament

As well as the priority areas the Wellbeing Board works on, it also has a set of statutory responsibilities. These can be found in Appendix One.

Health and Wellbeing in Slough: The Context

Slough is a unique area, and as such, faces unique challenges.

The borough of Slough has a total population of around 149,000 people. This population is relatively young, with Slough's average age estimated to be only 34.8 years. Since the 1930s, people from across the world have made Slough their home, making Slough one of the most diverse authorities in the country.

Located to the west of London, Slough is a densely populated urban area. High levels of personal car use mean there is significant congestion and poor air quality. However, despite the urban nature of the borough and its industrial history, Slough has more than 2.54 square kilometres of parks and open spaces. The council has also recently invested in brand new leisure facilities, including gyms and leisure centres, swimming pools and an ice rink.

Slough has pockets of deprivation, and some neighbourhoods offer specific challenges. There are also inequalities in health, primarily between different areas of the borough and between different ethnic groups. Life expectancy in Slough is lower than the average for the rest of the South East, and physical inactivity, cardiovascular disease, obesity and diabetes are high. Slough also has high-rates of preventable ill health amongst children - including obesity, tooth decay and higher levels of hospital admissions for long-term conditions such as asthma.

This health and wellbeing context became even more significant during the COVID-19 outbreak of 2020, when Slough grappled with the impact of the virus on its population. As an authority with high diversity and some areas of deprivation, Slough's population contained relatively high numbers of those people considered to be at high risk from the virus. By the beginning of June 2020, Slough had over 400 confirmed cases of COVID-19 in the borough, and over 100 people had been killed by the virus.

How the Strategy was developed

The Slough Wellbeing Board began developing this strategy during the autumn of 2019. Members of the board attended a workshop in October to begin agreeing the priorities that would shape the work of the board over the next five years. In this workshop, they heard from members of staff from several different partner organisations on the current context in Slough and the health and wellbeing issues facing residents.

Some of the key points raised in these discussions were:

- In Slough, major causes of ill health and death are mainly due to circulatory conditions, cancer and respiratory conditions.
- A wide range of different factors influence the health of an individual. These include health behaviours, such as diet and exercise or alcohol use, socioeconomic factors, such as education, employment, and income, clinical care, including the access to care and quality of care, and finally, the quality of the built environment.
- To improve the health and wellbeing of residents in Slough, there are a range of areas where work can be done, including tackling poverty, improving the built environment, preventing violence, improving workplace health, integrating health and social care, and improving health and wellbeing in the early years of life.

From this discussion, members of the board turned their attention to developing a list of priority areas. These priorities all reflected areas where work could be done by the Wellbeing Board to improve the health and wellbeing of residents in Slough. This list of priorities was refined to create the four priority areas which underpin this wellbeing strategy. During the spring of 2020, these priority areas were revisited in light of the COVID-19 outbreak, to ensure that this strategy continued to address the most significant and relevant priorities in the wake of the COVID-19 crisis.

Our Priorities

The Slough Wellbeing Strategy is focused around four priority areas the Board will seek to address in order to improve the health and wellbeing of the people of Slough.

These priorities are:

- 1. Starting Well**
- 2. Integration**
- 3. Strong, Healthy and Attractive Neighbourhoods
(Building Community Asset Resilience)**
- 4. Workplace Health**

Underpinning these four priorities is a commitment to reducing health inequalities across Slough. The differences in health outcomes - particularly between different areas of the borough and different ethnic groups - impact all four of the priority areas the board has chosen to address. The commitment to reducing these inequalities therefore drives much of the work of the Wellbeing Board, and forms a theme which underpins each of the board's priorities.

These priorities aim to strike a balance between the need to set ambitious, challenging work targets, and the need for the priorities of the board to be practical and achievable. They also aim to avoid replicating the work currently being done by other partnership boards and committees across the borough.

The priorities all relate to elements of health and wellbeing which many different partner organisations can seek to improve. By effectively working together as a partnership, the Wellbeing Board can aim to make real, tangible changes to the health and wellbeing of residents in Slough.

Of the four priorities, two reflect areas where the Board will lead on work, while two reflect areas where the Board will have a role influencing the work of other boards or groups. The first two priorities, 'Starting Well' and 'Integration' are areas where the Board will play an influencing role. The work relating to these priorities will be led by two of the partnership boards that report to the Slough Wellbeing Board. The Children and Young People's Partnership Board will lead on the work of Priority One: Starting Well, while the Health and Social Care Partnership Board will work on Priority Two: Integration. For both of these priorities, the Slough Wellbeing Board will have a supervising and influencing role over the work being done to address these areas.

The final two priorities relate to areas where the Slough Wellbeing Board will directly lead on the work being done. These two areas are Priority Three: Strong, Healthy and Attractive Neighbourhoods, and Priority Four: Workplace Health. Both of these priorities are areas where the Board will directly lead on setting the direction of work, and drive forward progress.

Each priority is discussed in greater detail in the second half of this strategy. For each priority, some background information on the theme or concept is given first, before data and insight is used to illustrate why this issue is a particular challenge in Slough. Once the context has been established, the ambitions for that area are outlined, before the actions the board will undertake over the next five years are presented.



Priority One: Starting Well

Starting Well focuses on the health and wellbeing of children and young people. The evidence tells us that when children start school with a good level of health and development, they are more likely to go on to succeed in later stages of education. Tackling health and wellbeing issues at an early stage in life prepares our young people for their future.

Why is this a priority?

- Slough is a relatively young town. Children and young people aged 0 to 17 years make up 28% of the population of Slough. In particular, we have a significantly high proportion of children aged 0 to 14 years.
- When we compare the health and wellbeing of children in Slough to that of the rest of the country, a number of high priority areas emerge.
- Slough has lower than average rates of many recommended childhood immunisations, including the Mumps, Measles and Rubella immunisation and the Flu vaccination.
- Levels of childhood obesity are high - with over 25% of Year 6 children categorised as obese.
- Oral health amongst Slough children is worse than the England average. 41.5% of 5 year olds have one or more decayed, filled, or missing teeth.
- Mental health disorders in young people in Slough have risen, with 9.6% of young people aged 5 to 16 years in Slough having a mental health condition in 2015.
- The COVID-19 outbreak will have an impact on both the mental and physical wellbeing of children and young people across Slough.

Ambitions

Over the next 5 years, the Board will seek to:

- Decrease the attainment gap between all children and the bottom 20% at Early Years Foundation Stage.
- Reduce the number of Reception and Year 6 aged children classified as obese.
- Improve immunisations rates amongst young people in Slough.
- Improve oral health amongst children in Slough.

Actions

This priority is one of two areas where the Slough Wellbeing Board will have an influencing role in the work being done to address these ambitions. The Starting Well theme will be led by the Children and Young People's Partnership Board.

This board will address the work of this priority and report back regularly on their progress to the Slough Wellbeing Board. The actions relating to this priority will be set by the Children and Young People's Partnership Board, and will form part of their strategy. This strategy will seek to understand and respond to the changing picture of the health and wellbeing of children and young people in Slough, including the impact of the COVID-19 outbreak on their health and wellbeing.



Priority Two: Integration

There are a large range of services that support people to live independently at home, rather than needing institutional care in a hospital or care home. These services are delivered by both health professionals, and social care services. By working closely together, health and social care professionals can ensure that their services are aligned and integrated, in order to provide better care for our residents.

Why is this a priority?

- The majority of people living in Slough will require health and social care support at some time in their lifetime.
- In Slough, we spend over £100m every year across health and social care. We need to ensure that this funding is being spent in the best way possible to make the biggest difference for people's health and wellbeing.
- Research by Think Local Act Personal tells us that people want their care to be flexible, integrated, and under their own control.
- During the COVID-19 outbreak, health and social care partners demonstrated the benefits of working closely together.

Ambitions

Over the next 5 years, the Board will seek to:

- Increase healthy life expectancy in Slough.
- Increase the proportion of people living independently at home, and decrease the proportion living in care homes.
- Increase the number of people who are managing their own care and support needs.
- Reduce the amount of attendances and admissions to hospital, and the length of these stays.
- Reduce delayed transfers of care.

Actions

This priority is one of two areas where the Slough Wellbeing Board will have an influencing role in the work being done to address these ambitions. The Integration theme will be led by the Health and Social Care Partnership Board, who will address the work of this priority and report back regularly on their progress to the Slough Wellbeing Board.

To achieve these ambitions, the Health and Social Care Partnership board will:

- Develop a place-based health and care strategy, to align the current health and social care services.
- Build on the work of the Slough Better Care Fund, to increase the contributions from health and social care to the pooled budget.
- Encourage health and social care partners to work together to support and maintain providers, and promote the use of collaborative commissioning of services in Slough.
- Continue to work with our care users to ensure that co-production and co-design are at the heart of all that we do.
- Work to reduce the impact of COVID-19 on the physical and mental health of people in Slough.



Priority Three: Strong, Healthy and Attractive Neighbourhoods (Building Community Asset Resilience)

Our communities are at the heart of everything we do. Strong, healthy and attractive neighbourhoods are built around people, place, local pride and strong collaborative working between the community and its partners. People in strong, healthy and attractive communities are part of a shared local identity and are empowered to have the skills and opportunities to take part in local life.

Why is this a priority?

- Health and Wellbeing is influenced by a range of different factors, including socioeconomic factors such as education, employment and income and the quality of the built environment.
- Some areas of Slough have pockets of severe deprivation and poor environmental quality, with the built environment, open spaces, and air quality all suffering.
- These factors all contribute to the health inequalities seen across the borough. Mortality rates of people under 75 years are significantly higher in areas such as Britwell & Northborough, Chalvey and Foxborough.
- During the COVID-19 outbreak, many neighbourhoods in Slough came together to respond to the crisis. The collaboration and sense of community developed during the crisis has the potential to develop into long-lasting local partnerships.

Ambitions

In the next five years, we aim to:

- Increase levels of resident satisfaction with local place, and improve levels of happiness.
- Improve life chances of residents, by focusing on areas such as housing, poverty, education and employment.
- Reduce health inequalities between wards.
- Increase engagement and volunteering impact, and improve community resilience so that communities are better prepared to cope with extreme events such as disease outbreaks or economic downturn.

Actions

This priority is one of two areas where the Slough Wellbeing Board will directly lead on the work being done.

To achieve these ambitions, we are going to:

- Work with local communities to understand the issues facing them.
- Work with residents and partners to co-design SMART neighbourhood plans.
- Work with residents and partners to implement the actions outlined in these plans.
- Work with local communities to enable them to deliver mutual support at neighbourhood level.



Priority Four: Workplace Health

Having a good job, with a reasonable wage, provides security and allows individuals to thrive. It also protects against adverse health outcomes, both while people are working, and in later life. In particular, a good working environment can protect a person's mental health and musculoskeletal health.

Why is this a priority?

- The county of Berkshire has a high rates of employment. In Slough, 73.5% of population - or over 70,000 people - are in employment.
- Life expectancy in Slough remains lower than the average for the rest of the South East, at 78 years for men, and 83 years for women.
- Healthy life expectancy - or the number of years a person can expect to live in good health - is worsening in Slough.
- The COVID-19 outbreak is expected to have a detrimental effect on the economy, employment rates and staff wellbeing, both in Slough and across the country.

Ambitions

In the next five years, we aim to:

- Reduce the gap in employment rate for key groups, including those with a long-term health condition, those with a learning disability, and those in contact with secondary mental health services.
- Reduce the gap in wages between residents of Slough, and those who travel into Slough to work.
- Reduce sickness absences, by reducing the percentage of working days lost due to sickness absence.
- Improve the wellbeing at work of people employed in the borough.

Actions

This priority is one of two areas where the Slough Wellbeing Board will directly lead on the work being done.

To achieve these ambitions, we are going to:

- Build connections with local businesses in Slough to promote information about Workplace Health, and establish a set of Wellbeing Awards to celebrate success and best practice from employers.
- Create a toolkit of resources and materials relating to Workplace Health for employers and staff in Slough, particularly in relation to the COVID-19 recovery.
- Promote culture change surrounding Workplace Health in employers across the borough.

Ways of working

The Slough Wellbeing Board meets 6 times a year for formal meetings. In these meetings, representatives from the partner organisations discuss strategic issues relating to these four priority areas. They also receive updates on the statutory work that the Board must complete. In addition to these meetings, the Board also engages in one-off workshops and 'Away Days' to further its work in key areas.

The Wellbeing Board is one of three boards or committees that Slough Borough Council has a statutory duty to maintain. In addition to the Wellbeing Board, the local authority must also maintain a partnership board around community safety, and a safeguarding board.



The Safer Slough Partnership is the partnership board centred around community safety. The board is made up of representatives from Slough Borough Council, Thames Valley Police, Slough Council for Voluntary Services, the National Probation Board, and other organisations. The aim of the board is "protecting our diverse, evolving and vibrant community".



The Slough Safeguarding Boards are formed of representatives from Slough Borough Council, Slough Children's Trust, Thames Valley Police, Slough Council for Voluntary Services, Slough Healthwatch, and other organisations. The Boards have four priorities - serious youth violence, neglect, exploitation and domestic violence.

The partners have recently reviewed the ways in which these statutory boards work together. Each board has reset the priority areas they are focusing on, and a Leaders Group has been created to co-ordinate and align this work. This review sought to ensure that the boards are operating in the most effective way to ensure good outcomes for the people of Slough.

Glossary

Cardiovascular Disease

A general term for conditions affecting the heart or blood vessels. Includes conditions such as heart disease and strokes.

Co-Production

A way of working where people with experience of using services are involved in the design and delivery of these services, in order to make sure they really meet the needs of the people who use them.

Commissioning

The process of assessing what services are needed in the community, purchasing these services from a provider, and monitoring these services to ensure they meet the desired outcomes.

Healthy Life Expectancy

A measure of population health, that estimates the expected years of life in good health for a person.

Immunisation

The process where a person is made immune, or resistant to an infectious disease. This usually takes place by administering a vaccine, which stimulates the body's immune system to protect the person against a later infection.

Musculoskeletal Health

Musculoskeletal health refers to conditions that affect the joints, bones and muscles.

Oral Health

The health of a person's mouth and throat, including tooth decay, gum disease and mouth or throat cancer.

Physical Inactivity

A term used to refer to those people who do not get the recommended level of regular physical activity.

Respiratory Conditions

Those conditions that affect the lungs and other tissues involved in breathing.

Statutory Responsibilities

The responsibilities that the Wellbeing Board has a legal obligation to complete.

Appendix One: Statutory Responsibilities of the Slough Wellbeing Board

The Health and Social Care Act of 2012 set out the statutory responsibilities of Health and Wellbeing Boards. These are:

- To prepare and publish a Joint Strategic Needs Assessment for Slough.
- To prepare and publish a Joint Health and Wellbeing Strategy for Slough.
- To give its opinion to the East Berkshire Clinical Commissioning Group (CCG) as to whether their Commissioning Plans adequately reflect the current Joint Strategic Needs Assessment and Joint Health and Wellbeing Strategy.
- To comment on the sections of the CCG's Annual Report which describe the extent of their contribution to the delivery of Joint Health and Wellbeing Strategy.
- To give its opinion, as requested by the NHS Commissioning Board, on the CCG's level of engagement with the Board, and on the Joint Strategic Needs Assessment and Joint Health and Wellbeing Strategy.
- To encourage persons who arrange for the provision of health and/or social care services in the area to work in an integrated manner for the purpose of advancing the health and wellbeing of the area.
- To work with partners to identify opportunities for future joint commissioning.
- To lead on the signing off of the Better Care Fund Plan.
- To publish and maintain a Pharmaceutical Needs Assessment.
- To give its opinion to the Council on whether it is discharging its duty to have regard to any Joint Strategic Needs Assessment and Joint Health and Wellbeing Strategy prepared in the exercise of its functions.
- To exercise any Council function which the Council delegates to it.
- To ensure that strategic issues arising from Slough's Safeguarding Boards inform the work of the Board.
- To receive the annual reports from Slough's Safeguarding Boards and ensure that partners respond to issues pertinent to the Board.

This document can be made available on audio tape, braille or in large print, and is also available on the website where it can easily be viewed in large print.

Slough Wellbeing Strategy 2020-2025

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SLOUGH WELLBEING BOARD TERMS OF REFERENCE

JULY 2020



1. Purpose and objectives

- 1.1 The Slough Wellbeing Board (the Board) will act as a high level strategic partnership for the Borough. It will aim to strengthen partnership working across the borough to maximise resources and make a positive impact. This will include a focus on opportunities for co-commissioning between partners and co-production with the local population.
- 1.2 The Board will carry out the statutory functions of Health and Wellbeing Board as set out in the Health and Social Care Act 2012 and all other relevant statutory provision:
- To prepare and publish a Joint Strategic Needs Assessment for Slough.
 - To prepare and publish a Joint Health and Wellbeing Strategy for Slough.
 - To give its opinion to the East Berkshire Clinical Commissioning Group as to whether their Commissioning Plans adequately reflect the current Joint Strategic Needs Assessment and Joint Health and Wellbeing Strategy.
 - To comment on the sections of the East Berkshire Clinical Commissioning Group's Annual Report which describe the extent of their contribution to the delivery of the Joint Health and Wellbeing Strategy.
 - To give its opinion, as requested by the NHS Commissioning Board, on East Berkshire Clinical Commissioning Group's level of engagement with the Board, and on the Joint Strategic Needs Assessment and Joint Health and Wellbeing Strategy.
 - To encourage persons who arrange for the provision of health and/or social care services in the area to work in an integrated manner for the purpose of advancing the health and wellbeing of the area.
 - To work with partners to identify opportunities for future joint commissioning.
 - To lead on the signing off of the Better Care Fund Plan.
 - To publish and maintain a Pharmaceutical Needs Assessment.
 - To give its opinion to the Council on whether it is discharging its duty to have regard to any Joint Strategic Needs Assessment and Joint Health and Wellbeing Strategy prepared in the exercise of its functions.
 - To exercise any Council function which the Council delegates to it.
 - To ensure that strategic issues arising from Slough's Adult Safeguarding Board and Local Safeguarding Children's Board inform the work of the Board.
 - To receive the annual reports from the Slough's Adult Safeguarding Board and Local Safeguarding Children's Board and ensure that partners respond to issues pertinent to the Board.

2. Membership

- 2.1 Board members will be required to represent their organisation with sufficient seniority and influence for decision making. The membership of the Board will consist of:
- The Cabinet Member for Health and Wellbeing
 - The Cabinet Member for Housing and Community Safety
 - The Chief Executive of Slough Borough Council
 - The Chief Executive of Slough Children's Services Trust
 - The Director of Adults and Communities
 - The Director of Children, Learning and Skills
 - The Director for Public Health (Berkshire)
 - A representative of East Berkshire's Clinical Commissioning Group
 - A representative of Slough Healthwatch
 - The Local Police Area Commander
 - A representative of the Royal Berkshire Fire and Rescue Service
 - Two local business representatives
 - A representative of Slough's voluntary and community sector
 - A representative of Slough's Youth Parliament
 - A representative from the Slough Jobcentre (Department of Work and Pensions)
 - Other members appointed by the Board or the Leader of the Council after consultation with the Board
- 2.2 The two local business representatives will be appointed for a period of two years. No business representative shall be appointed for more than two consecutive terms.
- 2.3 The Board will keep membership under review and make recommendations to Council as required.
- 2.4 Membership of the Board will be reviewed annually.
- 2.5 The Chair of the Board will be required to hold a named delegate list for Board representatives including deputies.
- 2.6 Where any member of the Board proposes to send a substitute to a meeting, that substitute's name shall be properly nominated by the relevant 'parent' person/body, and submitted to the Democratic Services Officer in advance of the meeting. The substitute shall abide by the Code of Conduct.
- 2.7 Board members are bound by the same rules as Councillors, including submitting a Register of Interests.
- 2.8 The following are disqualified from being a Board Member:
- a) Any person who is the subject of a bankruptcy restriction order or interim order; and

- b) Any person who has within five years before the day of being appointed or since his or her appointment has been convicted in the United Kingdom, the Channel Islands or the Isle of Man, of any offence and has had passed on them a sentence of imprisonment (whether suspended or not) for a period of not less than three months without the option of a fine.

Election of Chair and Vice-Chair

- 2.9 Each year, the Board will appoint its own Chair and Vice Chair who must be voting members of the Board. In the absence of the Chair or the Vice Chair the Board shall elect a Chair for that meeting from the members present.

Resignation

- 2.10 Members may resign by giving written notice to the Chair.

Member's roles and responsibilities

- 2.11 All members of the Board will commit to the following roles, responsibilities and expectations:
 - a) Commit to attending the majority of meetings;
 - b) Uphold and support Board decisions and be prepared to follow through actions and decisions obtaining the necessary financial approval from their organisation for the Board proposals and declaring any conflict of interest;
 - c) Be prepared to represent the Board at stakeholder events and support the agreed consensus view of the Board when speaking on behalf of the Board to other parties;
 - d) Champion the work of the Board in their wider networks and in community engagement activities;
 - e) Participate in Board discussion to reflect views of their partner organisations, being sufficiently briefed to be able to make recommendations about future policy developments and service delivery; and
 - f) Ensure there are communication mechanisms in place within the partner organisations to enable information about the priorities and recommendations of the Board to be effectively disseminated.

3. Working arrangements

- 3.1 The Slough Wellbeing Board is a committee of the Council and will adhere to the Constitutional requirements of the Council affecting committees unless alternative provision is made within these terms of reference or the law.
- 3.2 The Board shall schedule meetings at least six times a year.
- 3.3 The Board will meet in public and comply with the Access to Information procedures.
- 3.4 The filming/recording of all public meetings is allowed in accordance with the Council's Constitution.

- 3.5 The Board will hold ad-hoc meetings, workshops and development sessions throughout the year as and where appropriate.
- 3.6 Decision-making will be achieved through consensus reached amongst those members present. Where a vote is required decisions will be reached through a majority vote of voting members; where the outcome of a vote is impasse the Chair will have the casting vote.
- 3.7 All members have an equal vote.
- 3.8 Meetings will be deemed quorate¹ if at least one third of members are present and in no case shall the quorum for the Board be less than 5. If the number of members increases this will need to be reviewed. Where a meeting is inquorate those members in attendance may meet informally but any decisions shall require appropriate ratification at the next quorate meeting of the Board.
- 3.9 The Board will produce an Annual Report which will be shared with all member organisations and published on the Council's website.

4. Relationship to other partnership groups

- 4.1 A network of partnerships groups is already in place which will act as the vehicle for the delivery of the Slough Wellbeing Strategy. The Board will coordinate activity between these and any new groups, to make the best use of resources in achieving common outcomes.
- 4.2 The Board may establish sub groups or Task and Finish groups to help it undertake its statutory and strategic functions.
- 4.3 The Board may ask for regular reports from the other partnership groups, at least annually, highlighting any areas the Board may be able to support.
- 4.4 For the avoidance of doubt these groups are not sub committees of the Council.
- 4.5 The Board will not exercise scrutiny duties around health and adult social care directly. This will remain the role of the Slough Borough Council's Health Scrutiny Panel. Decisions taken and work progressed by Slough Wellbeing Board will be subject to scrutiny by the Council's Health Scrutiny Panel.

5. These terms of reference will be reviewed annually and will require the approval of the full Council.

¹ The Board does not have to comply with Part 4.1 rule 7 of the Council's Constitution.

SLOUGH BOROUGH COUNCIL

REPORT TO: Council

DATE: 21st July 2020

CONTACT OFFICER: Janine Jenkinson, Senior Democratic Services Officer
(For all Enquiries) 07511048406

WARDS: All

PART I
FOR ENDORSEMENT

RECOMMENDATION OF THE OVERVIEW AND SCRUTINY COMMITTEE FROM IT'S MEETING HELD ON 11TH JUNE 2020

ANNUAL SCRUTINY REPORT 2019/20

1. **Purpose of Report**

That Council receives details of the Annual Scrutiny Report 2019/20.

2. **Recommendation**

The Council is requested to resolve that the Annual Scrutiny Report 2019/20 be endorsed.

3. **The Slough Joint Wellbeing Strategy, the Joint Strategic Needs Assessment and the Five Year Plan**

3.1 The Council's decision-making and the effective scrutiny of it underpins the delivery of all the Joint Slough Wellbeing Strategy priorities. The Overview and Scrutiny Committee, alongside the three scrutiny panels combine to meet the local authority's statutory requirement to provide public transparency and accountability, ensuring the best outcomes for the residents of Slough.

3.2 The work of scrutiny also reflects the priorities of the Five Year plan, as follows:

- Slough children will grow up to be happy, healthy and successful
- Our people will be healthier and manage their own care needs
- Slough will be an attractive place where people choose to live, work and stay
- Our residents will live in good quality homes.
- Slough will attract, retain and grow businesses and investment to provide opportunities for our residents.

3.3 Overview and Scrutiny is a process by which decision-makers are accountable to local people, via their elected representatives for improving outcomes relating to all priorities for the borough and its residents. Scrutiny seeks to influence those who make decisions by considering the major issues affecting the borough and making recommendations about how services can be improved.

4. **Other Implications**

(a) **Financial**

The work of the scrutiny function is included within existing SBC budgets.

(b) **Risk Management**

Recommendation	Risk/Threat/Opportunity	Mitigation(s)
Endorse that the report.	Opportunity to promote the work of scrutiny in the past year.	The report was submitted to chairs and vice-chairs of the O&S Committee and the scrutiny panels for comment.

(c) **Human Rights Act and Other Legal Implications**

There are no Human Rights Act implications. The work of scrutiny functions in local authorities is outlined in the Local Government Act 2000.

(d) **Equalities Impact Assessment**

There are no Equality Impact Assessments required as a result of this report.

5. **Supporting Information**

5.1 The Annual Scrutiny Report is an opportunity to review the scrutiny work programme for the past year and assess the impact scrutiny has had on influencing policy. Looking at an annual report can help us to understand the nature of the work undertaken by Overview and Scrutiny and to assess its effectiveness. It also gives an opportunity to reflect on any lessons learned during the year to help guide future work.

5.2 The production of an annual report is a constitutional requirement and the Committee 'must report annually to the full Council on future work programmes and amended working methods if appropriate'. The Overview and Scrutiny Committee considered the Annual Scrutiny Report at its meeting held on 11th June 2020.

5.3 There is scope to build on and develop different methods of scrutiny next year; particular attention needs to be given to pre-decision scrutiny and using overarching policy documents to shape the work of scrutiny. In addition, members may wish to consider increasing the variety of methods used by scrutiny (e.g. Task and Finish Groups, co-option of members).

6. **Conclusion**

6.1 The Local Authority, through its Overview and Scrutiny function, has an influential, as well as statutory role in scrutinising the activities and performance of the Cabinet and external bodies. The Annual Scrutiny Report provides an opportunity to communicate the work the Committee and its panels have undertaken, challenges faced and the improvements made as a result of scrutiny.

6.2 **Appendix Attached**

A – Draft Annual Scrutiny Report 2019/20

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Draft Annual Scrutiny Report 2019–2020



Contents

Foreword	3
Introduction	4
Overview and Scrutiny Committee	6
Health Scrutiny Panel	9
Neighbourhoods and Community Services Scrutiny Panel	11
Education and Community Services Scrutiny Panel	13
Looking Forward	16
Appendix A – Scrutiny Work Programmes 2019/20	17

Foreword

It gives me great pleasure to introduce the annual scrutiny report for 2019-20. This report highlights the key areas of work of the Overview and Scrutiny Committee and its three standing scrutiny panels (the Health Scrutiny Panel, Neighbourhoods and Community Services Scrutiny Panel and the Education and Children's Services Scrutiny Panel).

In 2019-20, the committee and panels have undertaken vital work. In particular they paid special attention to Slough Borough Council's progress achieving its Five Year plan outcomes. The Five Year plan outcomes are:

- Outcome 1: Slough children will grow up to be happy, healthy and successful
- Outcome 2: Our people will be healthier and manage their own care needs
- Outcome 3: Slough will be an attractive place where people choose to live, work and stay
- Outcome 4: Our residents will live in good quality homes
- Outcome 5: Slough will attract, retain and grow businesses and investment to provide opportunities for our residents

While every piece of work delivered by the council has these outcomes in mind, the committee and panels have played a role by scrutinising and challenging council officers on their delivery for the Five Year plan outcomes.

Scrutiny's workplan - including the work of the food poverty task and finish group - has been impacted by Covid-19 and our committee and panels have not met since the middle of March. The Council has now introduced virtual meetings and future meetings will be held in this manner.

In February 2020 the Local Government Association were invited to Slough Borough Council to undertake a Governance Peer Challenge. The scope including decision making and scrutiny, in particular –

- Does the council have appropriate controls, frameworks and support in place to support members and officers to make decisions in an accountable and transparent way?
- Does Scrutiny provide effective challenge to the Cabinet, which improves policy and decision making?
- How is the council accountable for the decisions it takes, and how it does report on this?

We look forward to receiving the final report and using its recommendations to inform our work.

I would like to thank my own Vice Chair as well as the chairs and vice chairs of the panels for their support and leadership throughout the year. I would also like to thank sincerely all members, officers and partners who have contributed to the work of the overview and scrutiny function over the past year.

Councillor Arvind Dhaliwal
Chair, Overview and Scrutiny Committee

Introduction

In 2002, the Office of the Deputy Prime Minister set out the role of Overview and Scrutiny in local authorities, its powers and work.

“Overview and Scrutiny is potentially the most exciting and powerful element of the entire local government modernisation process. It places Members at the heart of the way in which Councils respond to the demands of modernisation. In addition, Overview and Scrutiny is the mechanism by which Councils can achieve community leadership, good governance and by which Councillors can become powerful and influential politicians.”

In order to do this, scrutiny committees have three key roles:

- holding the Cabinet to account
- policy development and review
- external scrutiny

Through requesting information and questioning decision-makers an overview scrutiny committee can review the quality of local services, hold decision-makers to account (whether the Cabinet or other statutory bodies such as NHS Trusts), and put forward ideas for developing and improving services.

The Centre for Public Scrutiny has set out the four principles for effective scrutiny as:

- critical friendship to decision-makers
- engaging the public, enabling the voice of the public and communities to be heard in the process
- owning the process with non-executive members driving the scrutiny process
- making an impact through driving forward improvements in public services

To achieve the desired quality of effective scrutiny, an overview and scrutiny function must:

- be independent
- be robust, rigorous and challenging
- fully engage all non-executive members
- come from a positive culture that supports and promotes the process
- involve local citizens and service users
- ensure that its purpose is clear and widely understood
- demonstrate the value added
- be creative in its ways of monitoring service performance
- have dedicated resources
- bring the conclusions of its reviews to the attention of full council
- have a comprehensive member development programme

The questions an overview and scrutiny function must ask itself in terms of its own effectiveness are:

- Is it effectively holding decision-makers to account?
- Is it helping to improve services?
- Is it building links between the Council, its partners and the community?
- Is it helping to improve the quality of life for local people?
- Is it adding value?

The annual report looks to assess the effectiveness of the work done by the overview and scrutiny function at Slough Borough Council in 2019–20.

Overview and Scrutiny at Slough Borough Council

The overview and scrutiny function at Slough Borough Council is made up of the Overview and Scrutiny Committee and three standing panels:

- Health Scrutiny Panel
- Neighbourhoods and Community Services Scrutiny Panel
- Education and Children’s Services Scrutiny Panel.

The panels enable greater focus on specific subject matter, while the overarching Overview and Scrutiny Committee focuses on cross-cutting issues, corporate, financial and performance management of the council. The committee and panels look to work closely together, using joint meetings where appropriate, to develop their work programmes and effectively scrutinise the work of the council and its partners.

Members on the Overview and Scrutiny Committee and three panels receive support from the policy and insight team; with democratic services also providing committee administration to the main committee and Health Scrutiny Panel.

Getting Involved

The Overview and Scrutiny Committee and all three panels meet in public, and welcome members of the public who wish to observe proceedings.

The agendas and related papers are published on the Slough Borough Council website five working days in advance of any meeting and are available to download.

Overview and Scrutiny Committee

Membership:

Councillor Dhaliwal (Chair)
Councillor Basra
Councillor Hulme
Councillor Dilbagh Parmar
Councillor Rajinder Sandhu

Councillor Sarfraz (Vice Chair)
Councillor Gahir
Councillor Matloob
Councillor Satpal Parmar

The Overview and Scrutiny Committee undertakes the following:

- review and scrutinise the decisions made by and performance of the executive, committees and council officers both in relation to individual decisions and over time
- review and scrutinise the performance of the council in relation to its policy objectives, performance targets, data quality and/or particular service areas;
- question members of the executive, committees and directors about their decisions and performance, whether generally in comparison with service plans and targets over a period of time or in relation to particular decisions, initiatives or projects;
- make recommendations to the executive and/or appropriate committee and/or council arising from the outcome of the scrutiny process;
- review and scrutinise the performance of other public bodies in the area and invite reports from them by requesting them to address the committee and local people about their activities and performance; and
- question and gather evidence from any person (with their consent).

In order to undertake this work, the Overview and Scrutiny Committee has appointed three standing panels to cover specific remits of works:

- Health Scrutiny Panel – undertaking the council's statutory responsibility to scrutinise provision of healthcare in the local area, as well as the cabinet portfolio for Health and Social care.
- Education and Children's Services Scrutiny Panel – scrutinising the cabinet portfolio for Children and Education
- Neighbourhoods and Community Services Scrutiny Panel – scrutinising the Cabinet portfolios for Housing, Environment and Leisure and Planning and Transport.

Specific focuses of work

Heathrow expansion

In September, the committee welcomed representatives from Heathrow Airport to a session to scrutinise the potential implications of the expansion of the airport on Slough. Members were provided with a presentation focusing on the economic development framework, surface access proposals and the measures to manage aircraft noise.

Heathrow had undertaken a pledge not to increase airport related traffic. To achieve this it was proposed to encourage a modal shift to public transport of at least 50% by 2030 for passengers and a reduction of employee car trips by 25% by 2030. Concerns were raised regarding the proposed road network designs and travel plans, in particular the lack of direct access for buses from Langley and Slough, the reliability and affordability of public transport between Slough and the airport, and the lack of cycle lanes.

Members also raised questions around the impact of construction freight vehicles, and traffic more generally, on residents and the environment, and sought reassurance this would be mitigated.

The committee also sought assurance on the steps being taken to mitigate the effects of the construction on air quality - particularly in Colnbrook and Poyle - and sought to establish how the Community Fund could be used to bring additional benefits to local residents, rather than just mitigating the direct impacts of the expansion.

Community safety

In November, the committee held a session focussing on crime and community safety, welcoming Matthew Barber, the Deputy Police and Crime Commissioner and John Campbell, the Chief Constable.

Members expressed concerns around the use of stop and search powers and Section 60 powers, which allow a police officer to stop and search a person without 'reasonable suspicion'. The committee sought assurance that people from Black, Asian and Minority Ethnic (BAME) communities would not be unfairly targeted. The Chief Constable explained that whilst undertaking a stop and search, police officers were mindful of maintaining the dignity of the person being searched, and that there had been very few complaints in the Thames Valley area. He explained that Section 60 powers were used to search people in a defined area, during a specific time period, when it was believed, with good reason, that serious violence would occur and it was necessary to use the powers to prevent such violence.

Members also raised concerns regarding the potential impact of funding cuts and the number of front line police officers, in light of increased crime rates in the borough - particularly violent crime, sexual offences and weapon offences.

The committee also discussed the preventative measures being taken, including partnership working, to reduce the risk of crime occurring.

Equality and inclusivity

At the request of Full Council, the committee received a report on the range and type of equality and inclusivity events available in Slough, with a particular focus on members of the Lesbian, Gay, Bisexual or Transgender (LGBT) community.

The committee discussed the current provision of events by the council, plans in development to hold a Slough Pride event and the impact of the Government's new regulations, which made it compulsory for all primary aged pupils to be taught about relationships and all secondary aged pupils to be taught relationships and sex education.

Members also discussed the importance of promoting the inclusion of disabled people, and the council's role as an employer in promoting inclusion.

Planning

In March, the committee received a report on planning performance, resourcing, and the Customer Insight and Improvement Programme.

Members scrutinised SBC's performance against the Government's standards for Local Planning Authorities over a two-year rolling period. SBC's performance for the speed of decision-making exceeded the national average. 97.1% of Slough's major applications were decided within 13 weeks, compared to the national average of 88.2% of applications. 85.3% of Slough's applications were decided within the statutory timescale compared to the national average of 88.8% of applications; however this was above the 70% target set by Government.

The committee raised concerns regarding the high level of permanent vacancies in the Planning department and the reliance on agency staff, and sought to establish what further action might be taken to recruit and retain staff, particularly women.

The committee also considered work currently underway to improve the Planning department's digital offer to improve the application process for customers. Planning systems were being redesigned to meet customer need, with the focus being improving information and establishing an online application tracking facility.

Revenue Budget and Capital monitoring

Throughout the year the committee received quarterly Revenue Budget and Capital monitoring reports.

In January, there was also an extended session for the committee to scrutinise the council's Capital Management Strategy 2020-24. Treasury Management Strategy for 2020-21 and Revenue Budget for 2020-21. Key themes discussed by the committee included:

- The increasing need for housing in the borough;
- The use of Section 106 receipts;
- The cemetery expansion scheme;
- The Hubs development and Youth Hub schemes;
- The purchasing of commercial properties;
- The management of the council's debt; and
- Arrangements with the council's leisure providers 'Everyone Active'.

Outstanding areas to be considered

Before the interruption of its work programme, the committee had planned sessions to scrutinise the work of the Serious Violence Task Force, and to scrutinise in more detail Heathrow Airport's Draft Economic Development Vision and Strategy.

Health Scrutiny Panel

Membership

Councillor Sandhu (Chair)
Councillor Ali
Councillor Gahir
Councillor Mohammad
Councillor Rasib

Councillor Smith (Vice Chair)
Councillor Begum
Councillor Holledge
Councillor Qaseem
Colin Pill (Healthwatch Slough)

About the Health Scrutiny Panel

The Overview and Scrutiny Committee appoints the Health Scrutiny Panel to undertake its constitutional role looking at the specific Cabinet Portfolio for Health and Social Care. In addition, the panel also undertakes the statutory council responsibility to scrutinise the provision for healthcare in the local area.

The Health Scrutiny Panel works primarily to consider Outcome Two - 'our people will be healthier and manage their own care needs' - of Slough Borough Councils five priority outcomes. The panel scrutinises the work done by the council and its partners to improve the health and wellbeing of residents in Slough, and to support those who need additional health or social care.

This outcome contains four main priority areas. These are to:

- Enhance our strategic approach to improving the health and wellbeing of our residents through improved prevention and early intervention.
- Make best use of our new leisure facilities and get more people – more active – more often.
- Improve mental wellbeing and reduce loneliness and isolation – more people – more connected – and happy.
- Reduce the need for long term social care through improved early help and effective partnership.

The Health Scrutiny Panel engages with a range of projects, initiatives and areas of work that all strive to meet these priorities. Some of the work the panel has been involved in over the last year is outlined below.

Specific focuses of work

Disability Task and Finish Group

In the previous municipal year, a Task and Finish Group was established by the panel to consider a number of disability issues. The group drafted a set of recommendations, grouped around the themes of information and awareness, transport, leisure, buildings and planning, parking, highways and footpaths, and GP surgery accessibility. Work to finalise these recommendations continued into the 2019-2020 municipal year. The recommendations were submitted to cabinet in July 2019, and were adopted as part of council policy. Over the following months, the panel received regular updates from council officers on the implementation of these recommendations. Through this work, Slough Borough Council is progressing towards its aim of making Slough a Disability Friendly Town.

Healthcare

Throughout the 2019/20 municipal year, the panel engaged in several pieces of work to scrutinise healthcare provision in Slough. The panel worked closely with the Frimley Health and Care Integrated Care System on several projects, including the creation of the new Frimley Integrated Care System Long Term Strategy.

Frimley wanted this strategy to be developed through engagement with the local community, and to reflect local needs, issues and priorities. As such, Frimley engaged with the panel to receive input on their proposed engagement methods, and later, provided an update on the success of this public engagement process.

In addition to this work, the panel also scrutinised the decision of Frimley NHS Foundation Trust to transfer non-clinical staff to a wholly owned subsidiary company, and the Frimley Health and Care System Winter Planning for the winter of 2019/20.

Public Health

The Health Scrutiny Panel considered several projects led by the Slough Public Health Team over the 2019/20 year.

Early in the year, the panel considered the draft Local Action Plan for Immunisations. They were satisfied that the proposed Local Action Plan was suitably tailored to Slough, and agreed that Councillor Ali would act as the 'Panel Champion for Immunisations' to raise community awareness of the need for immunisations.

Later in the year, they were updated on the progress of screening and immunisation programmes in the borough, and discussed some of the specific cultural and religious factors that impact the uptake of vaccinations in Slough.

The panel also received an update from the Public Health Team on a commissioned piece of research into Health Beliefs and Physical Activity, and received the annual report from the Director of Public Health on 'Berkshire - A Good Place to Work'.

Adult Social Care

The panel also scrutinises the work of Slough Borough Council's Adult Social Care Services.

The panel received an update on the Adult Social Care Strategy, and the key achievements in delivering this strategy. The panel heard that over the last year, there has been an increase in numbers of people managing their own care and support needs through a direct payment, continued good performance in supporting people to remain living independently at home, and the continued success of Slough's Mental Health Services. The success in meeting these measures was noted and congratulated by the panel, and the panel discussed with officers what other preventative measures, such as increased exercise, could be encouraged in the residents of Slough.

Outstanding areas to be considered

Several key reports due to be considered by the panel in these meetings were postponed, including the Adult Social Care budget, the Safeguarding Adults Board Annual Report, and a report on Air Quality and Health in Slough. If possible, these items are expected to be considered during the next municipal year.

Neighbourhoods and Community Services Scrutiny Panel

Membership:

Councillor Plenty (Chair)
Councillor Minhas
Councillor Gahir
Councillor M Holledge
Councillor Matloob

Councillor Wright (Vice Chair)
Councillor S Parmar
Councillor Hulme
Councillor Ajaib

About the Neighbourhoods and Community Services Scrutiny Panel

The Overview and Scrutiny Committee appoints the Neighbourhoods and Community Services Scrutiny Panel (NCS Scrutiny Panel) to undertake its constitutional role looking at the specific Cabinet Portfolios for Corporate Finance and Housing, Planning and Transport, and Environment and Leisure.

The Panel is also responsible for scrutinising Outcome Four of the Five Year Plan “Our residents will have access to good quality homes”.

Our long term priorities are to:

- Maintain our council housing to a high standard.
- Deliver new affordable homes for our residents.
- Reduce the number of households in temporary accommodation.
- Drive up standards in the private rented sector.

The panel was provided progress in the council’s actions in delivering Outcome 4 of the Five Year Plan. The panel discussed the Outcome 4 Action Plan that drew actions from the housing strategy.

Specific focuses of work

Housing

The Council’s Housing Service remained the panel’s main focus throughout the year. The panel scrutinised the following key issues related to Housing:

- The work of the Slough Home Improvement Agency
- The Housing Revenue Account (HRA) investment programmes
- The Council’s Asset Management Strategy
- Licensing of Houses in Multiple Occupation
- The Key worker scheme
- The Council’s repairs, maintenance and investment (RMI) partnership with Osborne.

In addition, the panel scrutinised the Council’s new Housing Strategy and commented on its different elements, including the delivery of affordable housing, housing allocation, Houses in Multiple Occupation (HMOs), and preventing homelessness.

Food Poverty Task and Finish Group

In October 2019, members of the panel raised concern at the increasing reliance on foodbanks and similar provision in Slough. In order to properly understand this problem, the Panel decided to set up a Task and Finish Group to investigate food poverty in the Borough and recommend actions to reduce it.

Throughout January and February 2020, the Task and Finish Group assessed data from Slough Food Bank and held a number of formal meetings with various stakeholders to gather and evaluate evidence.

These included representatives from Slough Food bank, Shelter, Slough primary and secondary schools, the DWP and a number of Slough Food Bank users. They also gathered evidence from SBC Homelessness Outreach, Debt Management and Welfare Provision teams.

The Task and Finish Group was due to present its interim report to the panel's meeting in April when the COVID-19 lockdown was imposed and further investigations were halted until restrictions ease.

Western Rail Link to Heathrow

The panel welcomed a representative from Network Rail for a detailed discussion the rationale behind Network Rail's routing choice for the Great Western Main Line and Western Rail Link to Heathrow at Langley as well as the transport modelling of the proposed closure of Hollow Hill Lane.

Members raised concern regarding the assessment of Langley High Street/ Parlaut Road as being under capacity and refuted Network Rail's assessment, pointing out that the volume of traffic in this location during peak times was currently over capacity and often grid locked during peak times. They invited a Network Rail representative to attend a site visit to observe the traffic flow during peak times and requested that measures should be taken to mitigate any detrimental impact resulting from the closure of Harrow Hill Lane.

Airbnb Licensing

The panel discussed the need to effectively control short term lets and the resulting negative impact on the availability of family accommodation. They referred the matter to the Cabinet requesting that sufficient resources be allocated to allow planning enforcement to be considered for all short term lettings properties including those advertised by agents such as Airbnb that require planning permission for change of use.

Parking Schemes

The panel scrutinised a report on parking schemes in Slough and the parking scheme forward plan. It was agreed that members will be provided with a quarterly report on the forward plan relevant to their respective wards, to assist them communication with residents.

A report requesting that sufficient staff resource be allocated to the Parking Service Team, to enable officers to complete outstanding works as expediently as possible, was planned to be submitted to the Cabinet by early April, but this was put on hold due to the lockdown.

Outstanding areas to be considered

Several key reports due to be considered by the panel in these meetings were postponed, including a discussion on the performance of the RMI contract, a report on the hubs strategy, and further items on housing, homelessness and rough sleeping.

Education and Children's Services Scrutiny Panel

Membership:

Councillor Basra (Chair)	Councillor Kelly (Vice Chair)
Councillor Ajaib	Councillor N Holledge
Councillor Begum	Councillor Sarfraz
Councillor Qaseem	Councillor Sandhu
Councillor Sadiq (Secondary Head Teacher Representative) (Slough Youth Parliament)	

About the Education and Children's Services Scrutiny Pan

The Overview and Scrutiny Committee appoints the Education and Children's Services Scrutiny Panel (ECS Scrutiny Panel) to undertake its constitutional role looking at the specific Cabinet Portfolios for Children and Education.

The panel is responsible for Outcome One of the Five Year Plan - "Slough children will grow up to be happy, healthy and successful."

This year the panel decided to use the themes of happiness, health and success as the basis for its scrutiny.

The long term priorities for Outcome One are to;

- Work with our partners to ensure excellent outcomes for children and young people in Slough. We will do this through building on existing successful education and children's social care partnerships, ensuring children and young people are at the centre of what we do
- Reduce the numbers of children looked after and care leavers and young people with SEND who are not in education, employment or training
- Support the creation and promotion of pathways to high quality employment, including apprenticeships
- Reduce the 'conveyor belt' to social care through improved early help and early intervention

Specific focuses of work

Leisure offer for young people in Slough

The panel was advised on the current leisure offer to young people in Slough and why this was a top priority. All the actions within the Slough Leisure Strategy (2014 – 2019) contribute towards achieving the overarching vision of the Slough Joint Wellbeing Strategy and make significant contributions to the delivery of the following outcomes:

- **Protecting vulnerable children** - New leisure facilities will be safe environments for children and will target those who are disadvantaged.
- **Improving mental health and wellbeing** – It is well established and accepted that taking part in regular sport and physical activity for both adults.

Members discussed the comprehensive list of the leisure facilities provided by SBC. how these were being promoted to young people and the uptake of the offers available.

Going forward, members thought SBC needs to look at how we can do more to educate and raise awareness amongst our young people on why being active is beneficial and raise the profile of the local offer.

Children missing education

The panel looked at the term 'children missing education' and its links with the risk of exclusion. The panel were also advised on what actions are being taken to improve the ways in which children missing education are monitored and returned to education.

The panel discussed how children missing education are at significant risk of underachieving, being victims of harm, exploitation or radicalisation, and becoming NEET (not in education, employment or training) later in life. It was also explained that pupil tracking systems need to be quite sophisticated but they are truly effective when there is integrated working between partners. The arrangements in Slough are sound but are being improved.

Local Transformation Plan for Children and Young People's Mental Health and Wellbeing

The panel received a report from the Early Years and Prevention Service and NHS East Berkshire Clinical Commissioning Group on the work that had been undertaken as a result of the Local Transformation Plan of the Children and Young People Mental Health and Wellbeing (East Berkshire) Plan.

The LTP was currently being refreshed with a January consultation deadline with a focus on early intervention. Early intervention training was taking place at Reading University and staff would be ready to accept cases from September 2020. 4 qualified education mental health practitioners would be based in schools from January 2020 and would receive training as part of their course.

Measuring Young People's Happiness

The panel discussed how an approach could be developed to measure children and young people's happiness in Slough, in line with Outcome One of the Five Year Plan.

Officers reflected that it might be necessary to develop a more formalised approach to defining and measuring young people's happiness in Slough based around the national Government's report *State of the Nation 2019: Children and Young People's Wellbeing*. Following this report officers looked at the methods and metrics that are being used nationally and sought to consider those suitable for application by SBC and our partners.

Young Health Champions

Members from the Education Scrutiny Panel (ECS) were invited to attend a visit to Aik Saath in February. Councillor Basra and Councillor Aajib met four Young Health Champions (YHC) to discuss with them their experiences with Aik Saath.

The YHCs are four champions from four different Slough schools, who were asked to volunteer for the programme to promote emotional wellbeing for young people in secondary schools. The YHCs found that pupils reported parents as the biggest barrier to seeking help, due to fear of shame.

Every school with a year 12 in Slough now has a programme running, including Arbour Vale (SEN), with one session a month to ensure that it is not too onerous.

The YHC explained that they had learned about the 'Five Ways of Wellbeing' (below) and made a film to help spread this message.

- i. Connect
- ii. Be Active
- iii. Give
- iv. Keep Learning
- v. Take Notice

The Chair suggested that it would be a good idea to invite the mayor to present the YHC with their certificates.

Looking Forward

In 2019-20, the Overview and Scrutiny Committee and the three panels used the Five Year Plan to map their priorities and work streams. The Five Year plan is a live document that is refreshed every year. In 2019-20 the Overview and Scrutiny Committee and the panels will continue to use the outcomes from the Five Year Plan as their main framework.

In 2019-20 Slough Borough Council mobilised the Our Futures (transformation) Programme and is working towards delivering a new Operating Model for the Council. This will bring improved outcomes for local people more efficiently and effectively. It will overhaul our systems and processes and realise savings that can be reinvested into service delivery. During 2020-21 the scrutiny function will track progress of the Our Futures programme.

We look forward to receiving the final report on governance from the Local Government Association and using the recommendations to further strengthen the status of the scrutiny function so that is enabled to concentrate on issues of strategic importance to the town.

OVERVIEW AND SCRUTINY COMMITTEE
WORK PROGRAMME 2019/20

13 June 2019
Administrative Items <ul style="list-style-type: none"> • Appointment of Panels • Work programme
11 July 2019
Scrutiny Items <ul style="list-style-type: none"> • Section 106 Money Unspent • Bus Fares and Accessibility • Performance and Projects Report Quarter 4 2018/19 • Slough Borough Council Annual Report 2019/20
12 September 2019
Scrutiny Items <ul style="list-style-type: none"> • Slough Gymnastics Club • Heathrow Expansion
14 November 2019
Scrutiny Items <ul style="list-style-type: none"> • Presentation from the Thames Valley Police and Crime Commissioner and Chief Constable • Performance and Projects Report Quarter 1 2019/20 • Revenue Finance Budget Monitoring Report Quarter 1 2019/20 • Capital Monitoring Report at 30th June 2019

9 January 2020**Scrutiny Items**

- Revenue Finance Budget Monitoring Report Quarter 2 2019/20
- Capital Monitoring Report at 30th September 2019
- Medium Term Financial Strategy (2020/21 to 2022/23) and Initial 2020/21 Budget Considerations
- Performance and Projects Report Quarter 2 2019/20

30 January 2020**Scrutiny Items**

- Capital Strategy 2020 to 2024
- Treasury Management Strategy 2020/21
- Revenue Budget 2020/21
- Equality and Inclusivity Events in Slough
- Adult Social Care Transformation Programme and Adult Social Care Improvement Programme

12 March 2020**Scrutiny Items**

- Planning Performance, Resourcing, Customer Insight and Improvement Programme
- Revenue Finance Budget Monitoring Report Quarter 3 2019/20
- Capital Monitoring Report at 31st December 2019

HEALTH SCRUTINY PANEL
WORK PROGRAMME 2019/20

27 June 2019

Administrative Items

- Election of Chair
- Election of Vice Chair

Scrutiny Items

- Frimley Health and Care Integrated Care System Long-Term Strategy
- Disability Task and Finish Group - Update and Proposed Timescales

10 September 2019

Scrutiny Items

- Frimley NHS Foundation Trust - Wholly Owned Subsidiary
- Primary Care Networks
- Frimley Health and Care ICS Long-Term Strategy Update

15 October 2019

Scrutiny Items

- Health Issues by Ward: Updating the Ward Health Profiles Through a New Data Observatory and Website for Public Health Slough
- Health Beliefs and Physical Activity Research

20 November 2019

Scrutiny Items

- Frimley Health and Care System Winter Planning 2019/20
- Annual Director of Public Health Report 2019 Berkshire - A Good Place to Work
- Disability Task and Finish Group Implementation Update

16 January 2020

Scrutiny Items

- First Annual Report on Immunisations and Screening in Slough
- Adult Social Care Strategy and Budget
- Mental Health Update
- Update on the Activity of the Slough Wellbeing Board

NEIGHBOURHOOD AND COMMUNITY SERVICES SCRUTINY PANEL
WORK PROGRAMME 2019/20

24 June 2019

Administrative Items

- Election of Chair
- Election of Vice Chair

Scrutiny Items

- The Home Improvement Agency
- Progress with implementation of Housing Asset Management Strategy and HRA Investment Programme
- Waste charges and co-operation with Bucks CC

5 September 2019

Scrutiny Items

- Key Worker Housing

- Maintenance and Investment (RMI) Update
- Strong Healthy and Attractive Neighbourhoods
- Slough Town Centre Update

31 October 2019

Scrutiny Items

- Licensing of Houses in Multiple Occupation
- High Street Redevelopment Update
- Voids Update

28 November 2019

Scrutiny Items

- Food Hygiene
- Low Emission Strategy Update (EV Network and Car Clubs)
- Local Plan Update
- Housing Strategy Update
- Asbestos report (for information)

14 January 2020

Scrutiny Items

- Housing Rents and Service Charges Update
- Western Rail Link to Heathrow - Transport Modelling of Proposed Closure of Hollow Hill Lane
- Airbnb Licensing
- Five Year Plan Outcome 4 Update
- Food Poverty Task and Finish Group Update

27 February 2020

Scrutiny Items

- Impact of the New Leisure Facilities
- Safer Slough Partnership Update

17 March 2020

Scrutiny Items

- Mass Rapid Transport Phase 2 – A4 Widening and Sutton Lane Gyratory
- Housing Strategy Update
- Highways and Parking in Slough

EDUCATION AND CHILDREN SERVICES SCRUTINY PANEL
WORK PROGRAMME 2019/20

16 July 2019	
Items	<ul style="list-style-type: none"> • Children Centres Task and Finish Group- Final report and recommendations • Joint Parenting Panel- Quarterly Update • Implementation of SEND reforms
23 October 2019	
Items	<ul style="list-style-type: none"> • Measuring Young People's Happiness • Local Safeguarding Children Board Annual Report • Joint Parenting Panel Quarterly Update
5 December 2019	
Items	<ul style="list-style-type: none"> • East Berks Local Transformation Plan for children's mental health and wellbeing • Leisure offer for young people in Slough • Health outcomes for children and young people
6 February 2020	
Items	<ul style="list-style-type: none"> • Briefing on the Scope- 'Children Missing Education' • Prevention of Youth Offending- Re-Offending
11 March 2020	
Items	<ul style="list-style-type: none"> • Parenting in Slough

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SLOUGH BOROUGH COUNCIL

REPORT TO: Council **DATE:** 21 July 2020

CONTACT OFFICER: Sushil Thobhani – Service Lead Governance
(For all enquiries) (07542 229125)

WARD(S): All

PART I
FOR DECISION**RECOMMENDATION OF THE AUDIT AND CORPORATE GOVERNANCE COMMITTEE FROM IT'S MEETING HELD ON 5TH MARCH 2020 – REVISIONS TO THE CONSTITUTION****1 Purpose of Report**

The purpose of this report is to seek the Council's approval to the revisions of the Council's constitution approved by the Member Panel on the Constitution, by the Audit and Corporate Governance Committee and by the Monitoring Officer, as set out in this report.

2 Recommendation(s)/Proposed Action

The Council is requested to resolve that the revisions to the Council's Constitution set out in this report be approved.

3. The Slough Joint Wellbeing Strategy, the JSNA and the Five Year Plan

The delivery of all these strategic priorities is dependent upon the highest possible standards of openness, honesty and accountability. The adoption of the revisions to the Council's constitution recommended in this Report will serve to enhance the delivery of these priorities through good governance procedures.

4 Other Implications**(a) Financial**

There are no direct financial implications which arise as a consequence of this Report.

Risk Management

Recommendation from section 2 above	Risks/Threats/Opportunities	Current Controls	Using the Risk Management Matrix Score the risk	Future Controls
Resolution that revisions to the Constitution recommend by this Report be	Risk that decision making is not taking place in accordance	Existing Constitutional provisions	Likelihood Negligible – 1 Impact Legal/	Revised and updated constitution reflecting current best

approved.	with current best practice		Regulatory – Negligible Score: 1	practice.
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(b) Human Rights Act and Other Legal Implications

There are no Human Rights Act implications arising from this Report. Local Authorities have a statutory duty to prepare, keep up to date and publish a constitution, whose contents are partly prescribed by statute and ministerial direction, and partly matters of local content, within a statutory framework.

(c) Financial Implications

There are no direct financial consequences which arise as a result of the contents of this Report.

(d) Equalities Impact Assessment

No need arises for the carrying out of an equalities impact assessment as a consequence of the contents of this Report.

5 Supporting Information

5.1 The Council last approved a set of revisions to the Council’s constitution at their Annual Meeting on 16 May 2019. Since that time there has been impetus to make further revisions. This impetus arises from the “best practice” recommendations made by the Committee on Standards in Public Life (“CSPL”) in their report “Local Government Ethical Standards – A Review by the Committee on Standards in Public Life”, which was published in January 2019. These best practice recommendations are capable of being implemented by Councils without any need for Primary legislation. The impetus for further revisions has also arisen from Members’ views and wishes, expressed at meetings of the Member Panel on the Constitution and at the Audit and Corporate Governance Committee, and by changes to the designation of the Joint Parenting Panel.

5.2 Further revisions to the constitution were considered by the Member Panel on the Constitution at their meetings on 11 September 2019 and 25 February 2020 and by the Audit and Corporate Governance Committee at their meeting on 5 March 2020. The revisions that were considered were in relation to the following areas:

5.2.1. Declarations of Members’ interests;

5.2.2. “Best Practice” recommendations of the CSPL;

5.2.3 the Terms of Reference of the Joint Parenting Panel; and

5.2.4 Paragraph 4.1 of the Councillors Code of Conduct.

5.3 Declarations of Members' interests

- 5.3.1 The Council's internal auditors have found, from an examination of the minutes of meetings, that there are several instances of declarations of interests by Members where there is no evidence of any review of the impact of such declarations and the action taken.
- 5.3.2 These instances arise where Members have declared a personal interest, such as the fact that a close relative works for the Council, but do not consider that the interest declared prejudices their judgement of the public interest and they participate in the debate and vote on the items under consideration.
- 5.3.3 The Member Panel on the Constitution asked for consideration to be given to formulating a simpler form of words that Members might use in such circumstances to enable them to participate and vote, whilst at the same time ensuring that the minutes record the propriety of such actions by Members.
- 5.3.4 It was, therefore, suggested to the Member Panel on the Constitution that paragraph 4.4 of the Councillors' Code of Conduct in Part 5.1 of the Constitution be revised to add the following the following words at the end of that paragraph:
- “provided you declare that you are impartial on the matter after the words “If the test is not met, you may remain, speak and vote on the matter”.**
- 5.3.5 These suggested words were agreed by the Member Panel on the Constitution at their meeting on 11 September 2019 and by the Audit and Corporate Governance Committee at their meeting on 5 March 2020. Council are therefore asked to agree this revision
- 5.3.6 The Panel also asked for consideration to be given to whether the form for declaration of Members' interests could be amended to allow Members to place such interests in the Register of Members' Interests and thus avoid the necessity for Members to need to declare such interests at every meeting.
- 5.3.7 Section 29(1) of the Localism Act 2011 requires the Monitoring Officer to establish and maintain a register of interests of members. Section 29(2) provides that it is up to the relevant authority to determine what is to be entered in the authority's register. Section 30(1) requires Members to notify the Monitoring Officer of any disclosable pecuniary interest which the Member has at the time when the notification is given. Section 30(4) provides that where a member gives notification under Section 30(1) the Monitoring Officer must cause the interests notified to be registered in the authority's register whether they are disclosable interests or not. Section 31(2) requires a member to disclose any disclosable pecuniary interest at any meeting if the interest is not entered in the authority's register. Taking these provisions together, therefore, it is considered that if members' personal interests of the nature referred to in paragraph 5.3.2 above are notified to the Monitoring Officer he must cause them to be entered in the register of interests and provided they are so registered the Member would not need to declare them at every meeting.

- 5.3.8 It was, therefore, suggested to the Member Panel on the Constitution that Appendix 2 to the Councillors Code of Conduct in Part 5.1 of the Constitution be amended to include another section at the end for any personal interests of the nature referred to in paragraph 5.3.2 above to be declared.
- 5.3.9 The above suggestion was agreed by the Member Panel on the Constitution at their meeting on 11 September 2019 and by the Audit and Corporate Governance Committee at their meeting on 5 March 2020. Council are therefore asked to agree this revision.

5.4 Best Practice Recommendations of the Committee on Standards in Public Life

- 5.4.1 The Cabinet Committee on Standards in Public Life (“CSPL”) published their report “Local Government Ethical Standards – A Review by the Committee on Standards in Public Life” on 30 January 2019.
- 5.4.2 The CSPL made 26 recommendations. They also made 15 “best practice” recommendations.
- 5.4.3 Many of the CSPL recommendations will require primary or secondary legislation or other action by central government, or action by parish councils, the Local Government Association, political groups or national political parties to implement, but the “best practice” recommendations could be implemented by Councils now, of the own volition.
- 5.4.4 At their meetings on 11 September 2019 and 25 February 2020 the Member Panel on the Constitution considered the 15 “best practice” recommendations made by the CSPL. The following table summarises these recommendations. The last column of this table sets out, where appropriate, revisions to the Constitution agreed by the Panel. These revisions were agreed by the Audit and Corporate Governance Committee at their meeting on 5 March 2020. Council are requested to approve these revisions.

Recommendation number	Nature of recommendation	Proposed Wording for changes or comments.
1	Inclusion in the code of conduct of prohibition on bullying and harassment including definition of that term supplemented by examples of behaviour covered by such definition.	<p>That ACAS’s definition of bullying together with ACAS’s examples of bullying behaviour be adopted for inclusion in the Code.</p> <p><u>ACAS definition</u></p> <p>“Offensive, intimidating, malicious or insulting behaviour, an abuse or misuse of power through means that undermine, humiliate, denigrate or injure the recipient”</p> <p><u>ACAS examples</u></p>

		<ul style="list-style-type: none"> • spreading malicious rumours, or insulting someone by word or behaviour • copying memos that are critical about someone to others who do not need to know • ridiculing or demeaning someone – picking on them or setting them up to fail • exclusion or victimisation • unfair treatment • overbearing supervision or other misuse of power or position • unwelcome sexual advances – touching, standing too close, display of offensive materials, asking for sexual favours, making decisions on the basis of sexual advances being accepted or rejected • making threats or comments about job security without foundation • deliberately undermining a competent worker by overloading and constant criticism • preventing individuals progressing by blocking promotion or training opportunities
2.	Inclusion in the code of provisions requiring compliance with any standards investigation and prohibiting trivial or malicious allegations by councillors	The Nolan Principles are incorporated into the Councillors' Code of Conduct. Principle 4 on "Accountability", with the supplementary wording, requires Members to submit themselves to whatever scrutiny is appropriate to their office. More particularly, paragraph 5.2 of the Code requires members to co-operate at all stages of any investigation by the Monitoring Officer. Paragraph 5.5 of the Code provides that relatively

		<p>minor complaints will be considered appropriately in applying the Assessment Criteria in Appendix 9 of the Code for investigation of complaints and the Assessment Criteria themselves allow the Monitoring Officer to filter complaints which are not sufficiently serious to warrant investigation, “tit for tat” or politically motivated. The flow chart for the investigation process in Appendix 8 of the Code allows for the Monitoring Officer to apply a preliminary test for whether a complaint is vexatious or malicious. It is considered, therefore, that the Code already contains provisions which address this “best practice” recommendation of the CSPL</p>
3	<p>Annual review of the code and, where possible, regular seeking of views of the public, community organisations and neighbouring authorities</p>	<p>The Code of Conduct at present contains no provision relating to the frequency of its review, albeit that in practice the Code is constantly being considered with a view to any necessary revisions being adopted by full council at the beginning of each municipal year. In order to address this aspect of this “best practice” recommendation of the CSPL it is proposed that a sentence be added at the end of the first paragraph of the Code titled “Purpose of the Code” in the following terms:</p> <p><i>“This Code shall be reviewed by the Council at least once every year.”</i></p>

4	Code should be readily accessible to both councillors and the public in a prominent position on the Council's website and available in council premises	The Code is available on the Council's website under the tab "About the Council" on the Council's home page and the sub-tabs "Complaints and Feedback" and "Complaint about a Councillor". The Council is proposing to redesign its website as part of the transformation programme so consideration can be given at the appropriate time to making these pages more prominent. The Code is part of the Constitution which is separately available on the Council's website and hard copies of the Constitution are available from Democratic Services. It is considered, therefore, that this "best practice" recommendation of the CSPL is already addressed by the Council and so no amendments to the constitution are proposed in regard to it.
5	Update of gifts and hospitality registers at least once a quarter and be available in easily accessible format such as CSV	Paragraph 4.7 of the Councillors' Code of Conduct in Part 5.1 of the Constitution requires Members to report to the Monitoring Officer in writing within 28 days of receipt any gift, benefit or hospitality with a value in excess of £50.00 and for the Monitoring Officer to place the notification on the public register of gifts and hospitality which is maintained in an easily accessible format. This "best practice" recommendation is already addressed by the Council
6	Councils should publish a clear and straightforward public interest test against which allegations are filtered	It is considered that Paragraph 5.5 of the Code, the flowchart in Appendix 8 of the Code referring to a preliminary assessment of the public interest and the Members Complaints Assessment Criteria in Appendix 9 of the Code taken together provide a straightforward test against which allegations are filtered and hence this "best practice" recommendation of the

		CSPL is addressed by the Council and hence no amendments are proposed.
7	Local authorities should have access to at least two Independent Persons	No proposals are made on this “best practice” recommendation of the CSPL because it is considered that it is necessary to canvass the views of the Section 151 Officer as there would be financial implications for the Council of having additional Independent Persons. The rationale of the CSPL in making this recommendation is that one Independent Person should be available to provide independent advice to the subject member and another to provide independent advice to the Council, so as to avoid the Independent Person having to be in a position of being forced to prejudge the merit of any allegation. Whether this is a significant issue may depend upon the robustness of the Independent Person and his or her ability to hold the balance between the Council and the subject member in the context of the complaints process.
8	An independent Person should be consulted as to whether to undertake a formal investigation and given option to review and comment upon allegations which the responsible officer is minded to dismiss as being without merit, vexatious or trivial	In practice the Independent Person is informed of all complaints received by the Monitoring Officer and he is consulted on the manner in which the Monitoring Officer proposes to dispose of each complaint. Paragraph 5.7 of the Code, however, permits the Monitoring Officer to determine whether any complaint merits investigation after such consultation with the Independent Person as the Monitoring Officer deems appropriate. It is proposed, therefore that the first sentence of Paragraph 5.7 of the Code be amended to read as follows in order to address this “best practice” recommendation of the CSPL:

		<p>“5.7 The Monitoring Officer will determine every complaint received and shall consult with the Independent Person as to whether a formal investigation should be undertaken and shall give him the opportunity to review and comment upon any complaint which the Monitoring Officer is minded to dismiss as being without merit, vexatious or trivial”</p>
9	<p>Where decision is made on allegation following formal investigation decision must be published as soon as possible on website with brief statement of facts, provisions of the code engaged, view of Independent Person, reasons of decision-maker and sanctions applied.</p>	<p>Paragraph 6.13(a) of the Code provides that the determination sub-committee of the Audit and Corporate Governance Committee may authorise the Monitoring Officer to publicise any findings in respect of the Subject Member’s conduct. It is proposed that rather than follow the CSPL’s recommendation for a mandatory publication, the discretionary publication power of the determination be continued but that paragraph 6.13(a) of the Code be amended to read as follows:</p> <p>“(a) publish on the Council’s website any findings in respect of the Subject Member’s conduct which shall include a brief statement of the facts, the provisions of the Councillors’ Code of Conduct which have been breached, the view of the Independent Person, the reasons for the findings made and details of the sanctions applied.”</p>
10	<p>Local authorities should have straightforward and accessible guidance on its website on how to make complaints, the handling process and estimated timescales for investigations and outcomes</p>	<p>This information is available on the Council’s website under the tab “About the Council” on the Council’s home page and the sub-tabs “Complaints and Feedback” and “Complaint about a Councillor”. The resulting page contains a link to a PDF document entitled “Councillor Complaints Guidance” which</p>

		provides this information. Accordingly it is considered that this “best practice” recommendation is already addressed by the Council.
11	formal complaints about the conduct of a parish councillor towards a clerk should be made by the chair or the parish council as a whole rather than by the clerk in all but exceptional circumstances.	Each of the three parish councils within the Council’s area have their own codes of conduct and this is a matter for the parish councils to consider and implement. The Council have no power to enforce this against any of its Parish Councils
12	Monitoring Officers’ roles should include providing advice, support and management of investigations and adjudication of alleged breaches to parish councils within the remit of the principal council. They should be provided with adequate training, corporate support and resources to undertake this work	At present the Council administers complaints against parish councillors for alleged breaches of their respective codes of conduct and the Monitoring Officer carries out investigations, where appropriate, and the Council’s determination sub-committee of the Audit & Corporate Governance Committee determines such complaints where necessary. Also, the Constitution provides in the Monitoring Officer Protocol in Part 5.6 of the Constitution that the Monitoring Officer will make a report to the Council from time to time on the staff, accommodation and resources required to discharge his duties. Furthermore Section 5(1)(b) of the Local Government & Housing Act 1989 requires the local authority to provide the Monitoring Officer with such staff, accommodation and other resources as are in his opinion sufficient to allow his duties to be performed. It is not considered, therefore, that any further provisions are required in the Constitution to address this recommendation of the CSPL
13	Local authorities should have procedures in place to address any conflicts of interest when undertaking a standards investigation. Possible steps should include asking the	At present the Constitution provides, by way of the “Members Complaints Assessment Criteria” in the Code of Conduct in Part 5.1, that wherever circumstances arise where it would not be appropriate

	Monitoring Officer from a different authority to undertake the investigation	for the Monitoring Officer to investigate, the matter may be referred to the Audit & Corporate Governance Committee. No proposal is made for a Monitoring Officer from a different authority to undertake such an investigation
14	Councils should report on separate bodies they have set up or which they own as part of their annual governance statement and give a full picture of their relationship with those bodies. Separate bodies created by local authorities should abide by the Nolan Principle of openness and publish their board agendas and minutes and annual reports in an accessible place	The Council have set up formal housing subsidiaries, namely Herschel Homes Limited and James Elliman Homes Limited and it has set up an asset management vehicle, Slough Asset Management Limited. It is also owns the entire issued share capital of GRE5 Limited, the owner of Nova House, which it acquired in order to manage fire risks in that building. These are all "local authority controlled Companies" within the Local Authorities(Companies) Order 1995 which means that the companies are required to provide to any member of the authority such information as the member reasonably requires to enable that member to carry out his or her duties. These companies' directors are appointed by the Council and comprise officer of the Council who are required to enter into formal agreements to manage any conflicts of interests and the companies operate under a shareholder agreement with the Council which is enforced by the Section 151 Officer and which prescribes what the companies may or may not do. The Council is also a Member of Slough Urban Renewal. All these relationships have been reported for the first time in the Council's Annual Governance Statement for 2018/19 and this will be a feature for annual statements going forward. No constitutional provisions are proposed with regard to the transparency of the agendas and minutes and annual reports of these companies and

		the applicability of the Nolan principles as a wider canvassing of views across the Council and more detailed consideration of any mechanisms would be necessary before any detailed wording could be formulated. The officers who are appointed as directors of these companies are bound by the Nolan Principles by way their obligations in the Local Code of Conduct for Employees in Part 5.3 of the Constitution and the companies are required to file annual returns at companies house
15	Senior officers should meet regularly with political group leaders or group whips to discuss standards issues	At present the Chief Executive meets regularly with political group leaders to discuss all matters of concern to the group leaders, including standards issues. There are no provisions within the Constitution which formally prescribe this. No provisions are proposed as it is a matter upon which it may be appropriate first to receive the views of group leaders and senior officers. No regular meetings take place with group whips to discuss standards matters. Again, no provision is proposed for the constitution. It is not considered that it would be appropriate for senior officers to discuss the details of any formal investigations with group whips

5.5 Terms of Reference of the Joint Parenting Panel

- 5.5.1 At its meeting on 18 December 2019, the Joint Parenting Panel considered its Terms of Reference.
- 5.5.2 The Terms of Reference are reviewed annually by the Council's Director of Children, Learning and Skills and the Lead Member for Children and Schools.
- 5.5.3 The Director of Children, Learning and Skills reported that there had been discussions with the Chief Executive and the Non-Executive Director of the Slough Children's Services Trust over a proposal to re-configure the Joint Parenting Panel to the Corporate Parenting Panel, as was previously the case.

- 5.5.4 The Corporate Parenting Panel was the primary vehicle for Councillors to demonstrate their commitment to deliver better outcomes for children and young people in care and care leavers and this would be clearly demonstrated by the change. The Trust would be critical in delivering that responsibility and ensuring needs of children looked after were met. Members were informed that it was anticipated that the proposal would come into effect from May 2020.
- 5.5.5 There would be no change to the compulsory attendance of Members or the current membership and the proposed change would assist in improving services for young people.
- 5.5.6 The JPP had approved the proposed reconfiguration of the Panel into the Corporate Parenting Panel and agreed that the Terms of Reference (TOR) be reviewed and reported to the Member Panel on the Constitution before being approved by the Council. In the Appendix to this Report were considered and approved by the Member Panel on the Constitution at their meeting on 25 February 2020 and by the Audit & Corporate Governance Committee at their meeting on 5 March 2020.
- 5.5.7 The Council are requested to approve the draft Terms of Reference for the Corporate Parenting Panel set out in the Appendix to this Report to enable them to be incorporated into Part 3.8 of the Constitution.

5.6 Paragraph 4.1 of the Councillors' Code of Conduct

- 5.6.1 The Chair of the Audit and Corporate Governance Committee at their meeting on 9 December 2019 recommended that paragraph 4.1 of the Councillors Code of Conduct be reviewed by the Member Panel on the Constitution. Consequently this paragraph was considered by the Member Panel at their meeting on 25 February 2020 and by the Audit and Corporate Governance Committee at their meeting on 5 March 2020 with a view to revising this paragraph to state the legal position with regard to what would constitute a criminal offence in the context of a failure to disclose any disclosable pecuniary interest.
- 5.6.2 At their meeting on 5 March 2020 the Audit and Corporate Governance Committee agreed that paragraph 4.1 of the Councillors' Code of Conduct be revised to read as follows:

"4.1 Registration of Interests

You must register in the Council's Register of Members' Interests your Disclosable Pecuniary Interests and your Personal Interests as set out in Appendix 2. You must do so by writing to the Monitoring Officer within 28 days of :

- Your appointment as a Member of the Council; and
- Any change taking place in your interests

Under Section 34 of the Localism Act 2011 It is a criminal offence if a Member:

- (1) fails without reasonable excuse to inform the monitoring officer of any disclosable pecuniary interests which that member has before the end of the period of 28 days beginning with the day on which he or she became a member or provides information that is false or misleading knowing that the information is false or misleading or is reckless as to whether the information is false and not misleading; or
- (2) fails without reasonable excuse to inform the Monitoring officer of any disclosable pecuniary interests which that member has which are not already registered in the register of members' interests, before the end of the period of 28 days beginning with the day on which he or she is re-elected as a Member or provides information that is false or misleading knowing that the information is false or misleading or is reckless as to whether the information is false and not misleading; or
- (3) fails without reasonable excuse, at any meeting of the Council or of any committee, sub-committee, joint committee or joint sub-committee at which he or she is present, to declare any disclosable pecuniary interest which that member is aware that he or she has in any matter which is to be, or is being, considered at such meeting or provides information that is false or misleading knowing that the information is false or misleading or is reckless as to whether the information is false and not misleading; or
- (4) fails without reasonable excuse to inform the monitoring officer with 28 days of disclosing any disclosable pecuniary interests at a meeting of the Council or of any committee, sub-committee, joint committee or joint sub-committee if that interest is not registered in the register of members' interests or is not subject to a pending notification or provides information that is false or misleading knowing that the information is false or misleading or is reckless as to whether the information is false and not misleading.

Where the Monitoring Officer is made aware of circumstances which may constitute a criminal offence under Section 34, they will report the matter to the Police for their investigation before undertaking their own enquiries.

Failure without reasonable cause to register a Disclosable Pecuniary or Personal Interest is a breach of this Code”.

- 5.6.3 Council are requested to resolve to approve the revision to paragraph 4.1 of the Councillors' Code of Conduct as set out in the preceding paragraph 6.2.

6 Comments of Other Committees

As set out previously in this report, the revisions to the Constitution set out in it have been considered by both the Member Panel on the Constitution and the Audit and Corporate Governance Committee. They have been approved by the Monitoring Officer.

7 **Conclusion**

The revisions to the Council's Constitution recommended by this report, if approved by the Council, will enhance good governance by providing an updated, clearer and more robust guide for Members and Officers in the conduct of the Council's affairs.

8 **Appendices Attached**

Appendix – Draft Terms of Reference for the Corporate Parenting Panel

9 **Background Papers**

Local Government Act 2000

Report of the Cabinet Committee on Standards in Public Life – “Local Government Ethical Standards – A review by the Committee on Standards in Public Life – January 2019.

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Corporate Parenting Panel
Slough Borough Council
Terms of Reference 2020/21

1. Purpose of the Corporate Parenting Panel

- 1.1 The Corporate Parenting Panel assists the Council to fulfil its legal obligations and responsibilities towards looked after children and children leaving care, under the Children Act 1989 and Children(Leaving Care) Act 2000. The role of local authorities and the seven key Corporate Parenting Principles are set out in section 1 of the Children and Social Work Act 2017.
- 1.2 The Corporate Parenting Panel (the 'Panel') is a private meeting of Slough Borough Council (SBC), and acts strategically to ensure that **all** councillors demonstrate their commitment to deliver better outcomes for children and young people in care and care leavers.
- 1.3 In particular this includes:
- High quality care, nurturing supportive and meaningful relationships that encourage their growth of self-esteem, confidence and resilience; enabling young people to cope with change and difficult times
 - The highest standard of education which is consistent with the needs and abilities of the child
 - Opportunities and encouragement for self-development and keeping fit and healthy
 - Encouragement to take up hobbies, acquiring life skills and being a good citizen
 - Opportunities for education, employment and training, including open days and work placements and apprenticeships
 - Assistance with the transition from care to looking after themselves, including the provision of suitable accommodation

2. Responsibilities of the Corporate Parenting Panel

2.1 The Panel should:

- Champion and provide clear strategic and political direction in relation to corporate parenting
- Ensure the needs of children and young people in care and their carers are prioritised and these are reflected in the pledge to Slough's children in care
- Use the LGA's "*10 questions to ask if you're scrutinising services for looked after children*" to assess the effectiveness of the services provided to children and young people in care and care leavers
- Receive regular reports on the level, range and quality of services provided to children and young people in care and care leavers, and identify areas for improvement
- Receive regular reports of key performance and quality indicators (as set out in the corporate parenting scorecard) relating to in care, and identify areas for improvement
- Engage with and support the work of the various Reach Out! (Children in Care Council) groups
- Engage with and support the work of Reach Out And Review (ROAR)

- Take account of the views of children, young people and their carers and involve them in the assessment and development of services
- Champion the provision of dedicated, specialist council-based work placements and apprenticeships for young people in care
- Promote achievement and acknowledge the aspirations of children and young people in care by supporting celebration events and activity days
- Meet with Ofsted inspectors (where appropriate) for their input into inspections
- Encourage members to participate in the Slough Fostering Panel
- Agree an annual work plan for the Panel, based on the Corporate Parenting Strategy priorities/pledge to looked after children
- Review membership of the Panel and the impact that it has had on the experiences and progress of children in care and care leavers
- Report formally on an annual basis to the council's Education and Children's Services Scrutiny Panel and cabinet/council where appropriate.

3. Membership

3.1 Membership will be reviewed annually as follows:

- (a) For the council by the relevant political groups, at the commencement of each municipal year.

3.2 In order to avoid any potential conflicts of interests, the Chair of the Education and Children's Services Scrutiny Panel and the council's representatives on the SCST Board shall be prohibited from sitting on the Panel as members.

3.3 All seven elected member appointments to the Panel by the Council will be made on a politically proportionate basis.

3.4 Attendance at meetings

Representatives of Children Looked After and Care Leavers will be invited to attend at the start of each meeting to present their Hot Topics or any matters the Panel seeks their views on.

Chairing the Panel

3.5 The Panel shall be chaired by the council's Cabinet Member for Children and Schools.

3.6 The Vice Chair shall be confirmed at the commencement of the municipal year

Non-Councillor members

3.7 Non-voting members are required to attend all meetings, or to nominate a substitute in the event of their absence.

3.8 The non- Councillor members of the Panel shall be as follows:

- The council's Director of Children, Learning and Skills
- Chief Executive, SCST
- At least one Non Executive Director of SCST
- Head of Children Looked After Service – SCST
- Head of Care Leavers Service - SCST
- Foster carer

- Reach Out! Group representative
 - The council's Service lead for strategic housing services
 - Thames Valley Police representative (will attend when necessary)
 - Designated Nurse for Children in Care (East Berkshire Clinical Commissioning Group (CCG))
 - Virtual School Headteacher - SCST
 - The council's Service lead for Communities and Leisure
- * The Looked After Children's Nurse is not a permanent member of the Panel but will be invited to attend meetings as and when appropriate.

4. Operation of the Panel

Meetings

- 4.1 The Panel will meet a minimum of four times a year.
- 4.2 Each meeting of the Panel will be based on one or more of the key themes within the Corporate Parenting Strategy (based on the Pledge), as agreed at the first meeting of each municipal year (see appendices 1 and 2).

Administration

- 4.3 The agenda for each meeting shall be agreed by the council's Director of Children, Learning and Skills as part of the Panel's ongoing Forward Work Plan for the municipal year.
- 4.4 Administrative support will be provided by the council's Democratic Services team, who will arrange the meetings of the Panel; maintain the Forward Work plan and publish its agendas. The agreed agenda will be despatched by Democratic Services, at least five working days in advance of the meeting.
- 4.5 An officer from the council's Democratic Services team will be responsible for the minutes of the meeting and their subsequent circulation.
- 4.6 Attendance at meetings and access to the minutes will be restricted to members of the Panel, as set out above.
- 4.7 Requests from non-members to view the minutes will be considered, based on the request fulfilling a valid 'need-to-know' requirement.

Accountability/Governance

- 4.8 The Panel will provide a child friendly response to the list of hot topics identified by Reach Out and Review members and discussed at their meetings. This summary will be provided within 14 working days of the meeting taking place.
- 4.9 The Panel will provide an annual report to the Education and Children's Services Scrutiny Panel setting out work to deliver the Corporate Parenting Strategy. This report will be presented by the Chair of the Panel.

Review

- 4.10 These terms of reference will be reviewed annually by the council's Director of Children, Learning and Skills and the Cabinet Member for Children and Schools.
- 4.11 Any revisions must be endorsed by the Panel and the Member Panel on the Constitution before being approved by full council.

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SLOUGH BOROUGH COUNCIL**REPORT TO:** Council**DATE:** 21st July 2020**CONTACT OFFICER:** Sushil Thobhani, Service Lead, Governance
(For all enquiries) 07542 229125**WARD(S):** All**PART I**
FOR DECISION**DISPENSATION UNDER SECTION 85 LOCAL GOVERNMENT ACT 1972****1 Purpose of Report**

To request the Council to resolve that failure by Councillor Suniya Sarfraz to attend any meetings of the Council during the period that she is exercising her rights under the Council's Parental Leave Policy adopted by the Council on 16 May 2019 be an approved reason for the purposes of Section 85 of the Local Government Act 1972.

2. Recommendation

The Council is requested to resolve that failure by Councillor Sarfraz to attend any meetings of the Council before 12 November 2020, as a result of her exercising her rights under the Council's Parental Leave Policy adopted by the Council on 16 May 2019, be an approved reason for the purposes of Section 85 of the Local Government Act 1972.

3 Community Strategy Priorities

Effective, transparent and democratic decision making processes are an essential pre-requisite to the delivery of all the Council's priorities.

4. Other Implications

- 4.1 The proposals have no workforce implications. The exercise of rights under the Parental Leave Policy has the potential to engage the right to respect for private and family life contained in Article 8 of the European Convention on Human Rights which is given effect to in domestic law by the Human Rights Act 1998.
- 4.2 Financial – All members shall continue to receive their Basic Allowance and, if applicable, Special Responsibility Allowance (SRA) in full whilst on maternity, paternity, shared parental or adoption leave.
- 4.3 Where a replacement is appointed to the cover the period of absence that person shall receive an SRA on a pro-rata basis for the period of the temporary appointment. Councillor Mohammad was appointed as Vice-Chair of the Overview and Scrutiny Committee, at its meeting held on 11 June 2020, to replace Councillor Sarfraz whilst on maternity leave.
- 4.4 Legal - The Local Government Act 1972 states that 'if a member of a local authority fails throughout a period of six consecutive months from the date of his last attendance to attend any meeting of the authority, he shall, unless the failure was due to some reason approved by the authority before the expiry of that period, cease to be a member of the authority.'

5. **Supporting Information**

- 5.1 Any member of a local authority who fails to attend any meeting of the authority for a period of six months ceases to be a member of that authority unless the Council approves the reason for such failure before the expiry of that period of six months.
- 5.2 At its meeting in May 2019, Council approved a Parental Leave Policy (PLP) for Councillors. The PLP entitles Members of the Council to take maternity, paternity, shared parental and adoption leave from their duties as Councillors.
- 5.3 Article 2 of the Constitution, paragraph 3(b) was amended to include a new sub-clause (iv) in the following terms:

“ (iv)Members will not fail to attend any meeting of the Council without a valid reason. Absence during a period when a Member is exercising an entitlement to maternity leave, paternity leave, joint parental leave or adoption leave in accordance with a policy approved by the Council for such purposes shall be deemed to be absent for a valid reason during such period.”

- 5.4 Councillor Sarfraz attended Council meeting on 20th February 2020 and would need to attend a formal meeting prior to 20th August 2020 to meet the statutory requirement of the six month rule. However, Councillor Sarfraz gave notice, in accordance with the PLP, that she intended to take a period of six months maternity leave, commencing from 12th May 2020. The Council is requested to resolve that failure by Councillor Sarfraz to attend any meeting of the Council before 12 November 2020, as a result of her exercising her rights under the Parental Leave Policy adopted by the Council on 16 May 2019, be an approved reason for the purposes of Section 85 of the Local Government Act 1972.

6. **Background Papers**

None.

SLOUGH BOROUGH COUNCIL

REPORT TO: Council **DATE:** 21 July 2020

CONTACT OFFICER: Sushil Thobhani – Service Lead Governance
(For all enquiries) (0745 229125)

WARD(S): All

PART I
FOR DECISION**COVID-19 DECISIONS UPDATE****1 Purpose of Report**

The purpose of this Report is to inform Council of the time line of major events since the last report to Annual Council on this subject on 21 May 2020 and of the further significant decisions taken by officers since that date, and to seek ratification of those decisions.

2 Recommendation(s)/Proposed Action

The Council is requested to resolve that this report be noted and that the significant decisions taken by officers since 29th April 2020, as set out in the Schedule at Appendix A to this report, be ratified.

3. The Slough Joint Wellbeing Strategy, the JSNA and the Five Year Plan

The decisions taken by officers and set out in this Report have sought to support, as far as reasonably practicable at the present time, the objectives of the [Slough Joint Wellbeing Strategy](#) (SJWS) and the Five Year Plan.

3a. Slough Joint Wellbeing Strategy Priorities –

The decisions set out in this Report have been taken with the over arching objective of protecting public health and the well being of residents and ensuring that the Council is able to achieve this objective lawfully, and as effectively as possible, in the prevailing circumstances. The recommendations contained in this report seek to ensure that the Council are able to continue to try to meet this objective and thereby be in a position to continue to address the priorities of the SJWS and the JSNA appropriately.

3b Five Year Plan Outcomes

The recommendations contained in this Report, namely the noting and ratification of the further significant decisions taken by officers by Cabinet at the first available opportunity, will enable the Council to be in a position to be able to go forwards to try and continue to meet the following objectives of the Five Year Plan.

- *Our children and young people will have the best start in life and opportunities to give them positive lives.*

- *Our people will become healthier and will manage their own health, care and support needs.*
- *Slough will be an attractive place where people choose to live, work and visit.*
- *Our residents will have access to good quality homes.*
- *Slough will attract, retain and grow businesses and investment to provide jobs and opportunities for our residents*

4 **Other Implications**

(a) **Financial**

Any financial implications of significant decisions taken by officers in connection with the need to deal with the consequences of the Covid-19 pandemic are monitored weekly by a special finance group and will be reported to Cabinet as part of the usual financial reports to Cabinet.

Risk Management

Recommendation from section 2 above	Risks/Threats/ Opportunities	Current Controls	Using the Risk Management Matrix Score the risk	Future Controls
That the Cabinet note and ratify the significant decisions taken by officers since the “lockdown” came into force.	Failure by Members to note and ratify these actions and decisions increases the risk of challenge and disruption. Ratification provides the opportunity for the Council to build upon the good results already achieved and to move forward strongly by building upon these results with greater engagement across the Council	The significant decisions and actions have been taken in accordance with governance arrangements put into place in consultation with the Council’s statutory officers and in accordance with all applicable guidance issued by and best practice recommended by all relevant bodies.	Likelihood – Very Low – 2 Legal/ Regulatory – Critical Score: 6	Increasing return to usual decision making structures and processes as circumstances permit.

(b) **Human Rights Act and Other Legal Implications**

Any decisions taken by officers pursuant to the statutory regulations enacted by the Government to deal with the Coronavirus pandemic to enforce business closures and restrict assembly could potentially be

challenged under the Human Rights Act 1998 as being a breach of article 11, relating to the freedom of assembly and association, and of Article 1 of the First, relating to the right to peaceful enjoyment of possessions. It is considered, however, that risks of successful challenge are low as, in the latter case, derogations are permitted to control use of property in the general interest and, in the former case, for the protection of public health.

Under the Council's Constitution, the Chief Executive has delegated power to act in case of emergency and urgency authority to exercise all council side functions. Additionally, under the constitution, all matters not specifically reserved are deemed to be within the delegated authority of the Chief Executive and Directors for all purposes which fall within their directorate or budget area or area of responsibility to which they may be nominated from time to time

The Cabinet may ratify any decisions of officers falling within their functions and have ratified such decisions at their meetings on 15th June and 13th July 2020.

(c) Equalities Impact Assessment

All the significant decisions set out in this Report were taken having regard, so far as was practicable in the circumstances, to the public sector equality duties and the protected characteristics set out in the Equality Act 2010.

(d) Workforce

The decisions taken by officers which have affected the Workforce are set out in the schedule to this Report.

(e) Property

The restrictions imposed by the Coronavirus Act 2020 on the ability of the Council as a landowner to take action to enforce payments of rents will have had an effect on the Council's asset management position. Any long term effects on the Council's property portfolio and asset management strategy will need to be evaluated in due course.

(f) Carbon Emissions and Energy Costs

The Council have not at present carried out any systematic analysis of the effect on carbon emissions and energy costs of the decisions taken by officers since the "lockdown" took effect. It is considered that it is self-evident, however, that the restrictions on travel and the reduction in the use and occupation of Council premises and other council activities means that it is unlikely that there was an increase in emissions and energy costs during this period.

5 Supporting Information

- 5.1 On 15 June 2020 Regulations came into effect allowing the general re-opening of English retail shops and public facing businesses with the exception of restaurants, bars, pubs, nightclubs, cinemas, theatres, museums, hairdressers but requiring the wearing of masks on public transport.

- 5.2 On 15 June 2020 some school children returned to schools.
- 5.3 On 16 June 2020 the steroid dexamethasone is announced to be of significant benefit in reducing deaths in serious cases of infection by the virus.
- 5.4 On 16 June 2020 the Government announced the extension of the school meals vouchers scheme over the summer holidays.
- 5.5 On 17 June 2020 the Minister for Innovation said that the contract tracing app was not a priority and might not be ready until the winter.
- 5.6 On 18 June 2020 the Government announced the injection of £100bn into the economy to counter an expected downturn in the economy.
- 5.7 On 19 June 2020 the Government announced the setting up of a £1bn fund to help school children catch up with missed school work.
- 5.8 On 19 June 2020 the UK Covid-19 Risk Level is lowered from 4 to 3.
- 5.9 On 20 June 2020 the Government confirm the impending conclusion of the review of the 2 metre social distancing rule.
- 5.10 On 22 June 2020 the Government announce the end of shielding from 1 August.
- 5.11 On 23 June 2020 the Prime Minister announces the relaxation of social distancing rules and the re-opening of hotels, pubs, restaurants and hairdressers from 4 July 2020
- 5.12 On 28 June 2020 the Home Secretary announces that the Government is considering imposing a local lockdown in the town of Leicester.
- 5.13 On 29 June 2020 the Health Secretary announces stricter lockdown restrictions in Leicester. The BBC publish analysis that indicates the UK the hardest hit of the G7 countries for Covid-19.

6 **Comments of Other Committees**

The Cabinet received updates on the significant decisions on 15th June and 13th July 2020 and ratified those decisions insofar as they related to executive functions.

This Report may also be considered by the Overview & Scrutiny Committee at a future meeting of that Committee.

7 **Conclusion**

This Report brings Council up to date with major events since the last report to the Council on this subject on 21st May 2020 and informs Members of the significant decisions taken by officers since 29th April when the last schedule was prepared. The noting and ratification of those decisions by the Council at the first available opportunity will enable the Council to continue to seek to meet its duties to protect public health and to serve the well being of those who live, work and visit its area.

8 **Appendices Attached**

Table of significant decisions

9 **Background Papers**

The Coronavirus Act 2020

The Health Protection (Coronavirus, Business Closures) (England) Regulations 2020

The Health Protection (Coronavirus, Restrictions) (England) Regulations 2020 and regulations amending the same.

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Summary of significant decisions taken by Silver

Decisions taken since 29th April 2020

Decision Required	Outcome	Date of decision	Decision made by	Target Date	Status
To agree to reduce hours in the Community Hub	Agreed that the community reponse hub will stop Sunday operations from week commencing 4th May 2020 and Cease Saturday operations from week commencing 11th May 2020 and Community response call centre moving to a week day service which will be available 9am – 4pm	05/05/20	SILVER	05/05/20	Closed
To agree if HWRC should open immediately	Agreed that the HWRC should open with Option 3 once Leader and Lead member are aware and further clarity on discretionary challenge at the tip.	06/05/20	SILVER	06/05/20	Closed
To agree which option to go with for Temporary Place of Rest costs	Agreed to go with Option 2 that all costs are split across all Berkshire LA's and that Wexham is theTPOR site.	06/05/20	SILVER	06/05/20	Open
To agree who will lead the PPE task group from now on	Agreed Fin Garvey to be new project lead with Stuart Aislebie assisting	07/05/20	Stephen Gibson	07/05/20	Closed
To agree approach to most appropriate way for staff to return to work based on a managed approach	Agreed to go with Option 2 of report to Set up a management team to over see the easing of lockdown measures across the council and specifically the management of staff returning to normal functions in accordance with government advice and health, safety and wellbeing and Public Health Guidance. This function will now form part of the recovery group to oversee and comms to go out to staff re returning to work.	07/05/20	SILVER	07/05/20	Open

To agree provision of PPE for SBC staff returning to work	Agreed that PPE for staff returning to work at Council premises be sourced through existing route but stock should be managed and distributed separately from that used for frontline services.	12/05/20	SILVER	12/05/20	Open
To agree approach for Council Tax reminder	Agreed to go with a soft option with a gentle reminder and emphasise that help is out there should residents be struggling financially. Work toward a single view in the future to chase for council tax/business rates and rent.	15/05/20	SILVER	15/05/20	Open
To decide on Reopening of Tennis courts	Agreed to go with Option 2 to open up all tennis facilities across the borough for use by residents and members of Salt Hill	15/05/20	SILVER	15/05/20	Closed
To decide the local implementation of test and trace	Agreed that Stephen Gibson be the SBC Lead Director and Fin Garvey be the project lead. The task group to evolve from the existing testing group and include Public Health and HR. Detailed Plan to be prepared.	19/05/20	SILVER	22/05/20	Open
To agree the data management system to be used for Shielded residents	Option 3 of paper agreed to procure the Community Helper system (Civica) which was free for 6 months. Options for medium/long term to be developed.	19/05/20	SILVER	19/05/20	Closed
To decide the approach to social distancing advice in the town centre and open spaces	Option 2 of paper agreed that a task group sponsored by Richard West and including relevant Service Leads and key officers work together to coordinate activity. Any significant activity in terms of financial costs or risks e.g. SBC staff enforcing social distancing to be escalated. JW to lead discussions with partners on medium term approach.	19/05/20	SILVER	19/05/20	Open
To consider the proposed Blue Jeans Configuration and Deployment	Agreed to move to a new licensing model with Blue Jeans and enter into a new contract for a year.	19/05/20	SILVER	29/05/20	Closed

To consider SBC approach to PPE/face coverings at OH for staff	After a detailed discussion a decision made that SBC would not be providing PPE currently as feel that the 2m social distancing guidelines can be met. However this will be reviewed in line with any new guidance and once staff start returning to the building. If staff want to wear their own masks then that is their choice. PPE will however be purchased in case any new decision is made to provide this to staff in the future.	22/05/20	SILVER	22/05/20	Closed
To consider if we need to keep military planner Steve McGuinness	Agreed to keep and Alison to complete all necessary forms	22/05/20	SILVER	22/05/20	Closed
To consider a report from the public health team on advice to residents on the use of face coverings in uncontrolled public spaces	Recommended Option 3 agreed to 'Watch and Wait' based on monitoring Covid-19 case numbers and emerging data from the Biosecurity Centre. In the meantime, liaise with other nationally to understand good practice and follow Government guidance. Proactively explore channels to produce or acquire face coverings to accepted specification and volume.	29/05/20	SILVER	09/05/20	Open
To agree the support to implement the agreed Local Authority Discretionary Funding for Business Scheme to commence on 1st June 2020	Recommended Option 1 agreed that the scheme be led and administered by the economic development team, and that support be sourced from other departments subject to the process for this being agreed with HR.	29/05/20	SILVER	01/06/20	Closed
To agree the Care Home Support Plan for Slough	Care Home Support Plan and template agreed and the substantial work put in by staff be recognised.	29/05/20	SILVER	29/05/20	Closed

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Summary of significant decisions taken by Silver

APPENDIX A

Decisions taken since 5th June

Decision Required	Outcome	Date of decision	Decision made by	Target Date	Status
To agree to reopen birth registrations service at TheCurve	Option 2 agreed to reopen 8/6/20 but may a flexible plan in future	02/06/20	SILVER	02/06/20	Closed
To agree the process for Internal Building Occupiers/Services to reopen their respective services.	Agreed Option 1 – Implement a Compliance Check through the Workplace Safety Group. Programme of building re-opening to be approved by Silver w/c 8th June, noting the decision already taken to reopen registrars services in The Curve.	05/06/20	SILVER	09/06/20	Open
To agree the frequency of ASC provider updates	Agreed that reports be made to Silver by exception in future.	05/06/20	SILVER	05/06/20	Closed
To consider the reopening of the Cycle Hire scheme	Agreed to refer to the Workplace Safety Group to review compliance in line with process agreed for building / service reopening.	09/06/20	SILVER	12/06/20	Open
To consider reopening of buildings	Agreed to go with Option 1 - To approve the list of the re-opening of buildings as received, and give authority to the Workplace Safety Group to approve the dates for re-opening once all measures have been met	12/06/20	SILVER	12/06/20	Closed
Agree interim local outbreak plan	Interim plan agreed with a few discussed amendmnets and adding SCST to membership	12/06/20	SILVER	12/06/20	Open

To decide restart of parking enforcement and reopening of multi-story car parks	Agreed to resume parking enforcement from 17th June with warnings for the first week then full enforcement; following completion of Workplace Safety Group form to open Hatfield car park on 22nd June with standard changes; restart charges for Herschel car park from 22nd June (SBC staff for 1st September); and continue with online payments only for fines with Parking Shop to remain closed.	16/06/20	SILVER	22/06/20	Closed
To decide on To revert to the usual hours of the concessionary travel scheme for buses with effect from 22 June.	Agreed with Option 1 to Revert to statutory minimum concessionary travel scheme from week commencing 22 June 2020.	19/06/20	SILVER	19/06/20	Closed
To decide whether to reopen Slough Cycle Hire	Agreed with Option 1 - reopen Slough Cycle Hire as offers a lower risk alternative to travel on public transport.	19/06/20	SILVER	19/06/20	Closed
This report seeks approval from Silver to delegate authority for the Interim Director of Regeneration to enter into a 6 month lease agreement with the DHSC to open a hybrid Testing Centre at the former Montem Leisure Centre.	Agreed with option 1 Delegate authority to the Interim Director of Regeneration to enter into a 6 month agreement with the DHSC to lease the former Montem Leisure Centre car park to accommodate a temporary walk-in and drive-through testing centre at a "peppercorn rent".	19/06/20	SILVER	19/06/20	Open
To consider request to hold necessary events and meetings at Observatory House.	Agreed, subject to compliance with Workplace Safety Group advice.	23/06/20	SILVER	23/06/20	
Agree lessons learned propositions	Agreed emerging themes and initial propositions. Agreed that a discussion to be had at SLT 7/7 to complete	26/06/20	SILVER	26/06/20	Closed
Decision to be made regarding the opening of a large meeting room to allow specific investigations and interviews to recommence.	Agreed to go with Option 2 and reopen a large meeting room on ground floor to hold the investigations interviews and relocate the PPE store elsewhere	26/06/20	SILVER	26/06/20	Closed

To agree to recommence court bubbles in a room at OH	Agreed in principal that SBC will support if can	26/06/20	SILVER	26/06/20	Open
Agree reopening of buildings proposal	Agreed schedule of reopening buildings presented by JC/WPSG	26/06/20	SILVER	26/06/20	Closed
To agree if OH maintains social distancing of 2 metres or reduces to 1 metres plus	Guidance was considered and decision made to maintain social distancing at OH at 2 metres	26/06/20	SILVER	26/06/20	Closed

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SLOUGH BOROUGH COUNCIL**REPORT TO:** Council **DATE:** 21st July, 2020**CONTACT OFFICER:** Shabana Kauser
(For all enquiries) Senior Democratic Services Officer
(01753) 787503**WARD(S):** All**PART I**
FOR DECISION**MOTIONS SUBMITTED TO COUNCIL UNDER PROCEDURE RULE 14**

The following motions have been received in accordance with Council Procedure Rule 14:-

A) Slough's Recovery and Renewal from COVID-19

(Moved by Councillor Bains, seconded by Councillor Hulme)

“Slough Borough Council recognises the important role the Council will have to play in Slough's recovery and renewal from COVID 19 and therefore agrees to a develop a recovery and renewal plan which will;

- Support and contribute to the renewal of Slough as a place through the £3 billion regeneration of the town centre and the introduction of low carbon zones
- Help shape a seamless pathway from skills to employment, matching the potential of our residents with the needs of businesses to facilitate the creation of 5,000 new jobs
- Ensure the strength of our community and voluntary sector is further developed to embed and sustain a collaborative approach that meets the needs of our most vulnerable resident, including the specific needs of our BAME residents who have been disproportionately affected by COVID-19
- Create a strong, robust and engaged community through new models of service delivery and locality- based work.”

B) COVID-19

(Moved by Councillor Strutton, seconded by Councillor Swindlehurst)

“The whole Council resolves to

a) Acknowledge:

- The hard work Slough's key workers, voluntary and community groups have played during the ongoing COVID-19 pandemic; from helping with shopping, delivering the Government's essentials parcels and the much needed general support to help all those shielding, the elderly and the most vulnerable.

b) Agree to:

- Officially recognise and commemorate the outstanding work carried out by key workers, voluntary and community groups supporting the work of Slough CVS's OneSlough initiative through the Mayor's Office, supported by the political Group Leaders Cllr Swindlehurst (Labour) and Cllr Strutton (Conservative) and the Council's Chief Executive, Josie Wragg."

C) Green Highways

(Moved by Councillor Strutton, seconded by Councillor Smith)

" This Council resolves to

a) Acknowledge:

- That Slough has one of the highest levels of air pollution deaths in the South East, and that further actions are needed to improve air quality to combat the 'Climate Emergency'.
- That encouraging the use of zero emission vehicles and the reduction in traffic congestion will improve overall air quality, alongside investment into zero emission vehicle infrastructures. This is necessary if Slough is to achieve its long term objectives of becoming a green town.

b) Agrees to:

- Let fully zero emission private vehicles and private hire cars use Slough's bus lanes, to incentivise the take up of zero emission vehicles and to reduce traffic congestion.
- Enforce the above policy through the use of automatic number plate recognition (ANPR) cameras in all bus lanes."

D) Water Safety

(Moved by Councillor R.Sandhu, seconded by Councillor Pantelic)

"This Council commends the Slough Safer Partnership 'Stay Out' Campaign which warns children and adults about the dangers of swimming in the Jubilee River and resolves to;

- Work with local partners and families who have lost loved ones to promote water safety for the Jubilee River
- Support the production of a video that educates young people on water safety and to share this with local schools
- Write to Slough's MP, Tan Dhesi, asking that he continue to raise the issue of water safety in Parliament and lobby the government to expand their water safety education programme."