

**Response from the meeting of the Cabinet on the
O&S Committee's Comments – 12 August 2021**

Item Number: 12 – Proposed Compulsory Purchase Order – Land at Kenilworth
Wardens, Glasshouse Lane, Kenilworth

Requested by: Chair, O&S

Reasons Considered: To consider the principle of deliverability. This report was called in to look at the broader policy situation of assessing deliverability of sites when they are allocated in the Local Plan, rather than the specifics of the Wardens in the report.

Scrutiny Comment:

This report was called in to Overview & Scrutiny Committee to trigger debate on the wider policy situation of assessing deliverability of sites when they are allocated in the Local Plan, rather than making comment on the specific contents of the report in respect of the Land at Kenilworth Wardens.

Councillor Cooke, Portfolio Holder – Place & Economy and the Deputy Chief Executive, Andrew Jones answered questions and at the end of the debate, the Committee made the following recommendation to Cabinet in respect of the wider issue of deliverability:

That a report be produced identifying learning points from work on previous Local Plans and our current experience, and that this be fed into the ongoing work on the South Warwickshire Local Plan. Main areas of focus should be:

- Site deliverability
- Viability of development
- Resources available both at the District and County Councils
- Sustainability and how this addresses climate change

**The Cabinet is required to vote on this because it forms a
recommendation to it.**

Cabinet Response:

The Cabinet agreed too the recommendation made by the Overview & Scrutiny Committee and approved the recommendations as set out in the report subject to the inclusion of the recommendation made by O&S.

Decisions from the meeting of the Cabinet & Employment

Cabinet

Item Number 6 – Equality & Diversity Task & Finish Group

The Cabinet considered a report which set out the recommendations from the Task & Finish Group, supported by the Overview & Scrutiny Committee, in respect of equalities issues relating to the internal practice and policies, and the experiences by employees of WDC with a Black, Asian and Minority Ethnic background. The recommendations made by the Task & Finish Group and approved by Overview & Scrutiny Committee at its meeting 6 July 2021 were:

"2.1 The Cabinet notes the progress WDC has made with regard to adopting positive equality and diversity policies with tangible outcomes, and commit to do more and make the District and the Council an exemplar of best practice in equality, diversity and inclusion, especially with regard to racial equality.

2.2 The Cabinet:

- (i) approach Stratford-on-Avon District Council to similarly endorse these recommendations that owing to the proposals to bring together staff as part of the consideration of a merger proposal;*
- (ii) that they endorse the use of the Race Equality Code 2020 and Race at Work Charter, as set out at Appendices 4 and 5 of the report, to underpin the equality, diversity and inclusion action plan each year. This will require the setting of agreed indicators, both quantitative and qualitative, so success can be measured against the action plan;*
- (iii) that the Chief Executive appoints a senior manager to be a champion for Race Equality within the organisation;*
- (iv) that they note that the current ethnicity data is based on the 2011 Census but will be updated following the publication of 2021 census data; and that this be used as the basis for the Council better reflecting the communities it serves;*
- (v) that they welcome the publication of the first data on the ethnicity pay gap in November 2020 and the commitment from this Council to produce this information annually;*
- (vi) that they endorse the intention, within the next five years, to increase the diversity in senior managers across the Council so that it is more reflective of the racial and ethnic diversity of the local community in the District;*
- (vii) that they endorse the intention, within the next three years, to increase the racial and ethnic diversity within the posts of Chief Executive, Deputy Chief Executives, Programme Director for Climate Change and Heads of Service, with a minimal expectation equivalent to one post, so that it is at least reflective of the racial and ethnic diversity of the local community in the District;*
- (viii) that they endorse the adoption of the Rooney Rule (as explained in paragraph 3.13 of this report) for all recruitment processes by Warwick District Council for vacancies at Service Manager, Head of Service, Deputy Chief Executive or Chief Executive position, and the Employment Committee is asked to identify how the current recruitment process for these roles should be revised to accommodate this approach;*
- (ix) that they endorse the approach that, subject to computer software changes being possible, from 1 April 2022, all applications for positions in*

the Council will be anonymised prior to short listing by the recruiting manager;

- (x) *that to support the delivery of the above recommendations, Officers are tasked to bring forward proposals for the introduction of a specialist role, for a given time period, and to address the need for other necessary supporting resources.*

2.3 *The Cabinet notes the progress and impact of the recommendations are to be reported to the Overview & Scrutiny Committee in 12 months from the date of the consideration of this report.*

2.4 *That the Cabinet notes the Overview & Scrutiny Committee have asked the Task & Finish Group to produce a timetable to the September meeting for the review of service delivery, as set out within its scope, including details of community engagement and including the officer and other resources needed to support this process."*

Cabinet Response:

Councillor Hales proposed the report as laid out, and that the Transformation PAB take the work forward from the Group with partners at Stratford-on-Avon District Council. The proposal was amended so that in respect of recommendation 2.4, the Cabinet asked the Overview & Scrutiny Committee to consider moving the proposed work on the second part of the Task & Finish Group to the Transformation PAB for consistency reasons. When put to a vote, the proposal was approved.

Councillor Day was grateful for the hard work of the Task & Finish Group and looked forward to the working with the Overview and Scrutiny Committee going forward.

Resolved that

- (1) the Transformation PAB take the work forward from the Group with our partners at Stratford-on-Avon District Council; and
- (2) the Overview & Scrutiny Committee is asked to consider moving the proposed work on the second part of the Task & Finish Group to the Transformation PAB for consistency reasons.

Employment Committee

The Committee considered a report, on 8 September, which set out the recommendations from the Task & Finish Group, supported by the Overview & Scrutiny Committee, in respect of equalities issues relating to the internal practice and policies, and the experiences by employees of WDC with a Black, Asian and Minority Ethnic background. The recommendations made by the Task & Finish Group and approved by Overview & Scrutiny Committee at its meeting 6 July 2021 were set out in the report.

It unanimously resolved that:

- (1) the Transformation PAB take the work forward from the Group with our partners at Stratford-on-Avon District Council; and
- (2) the Overview & Scrutiny Committee is asked to consider moving the proposed work on the second part of the Task & Finish Group to the Transformation PAB for consistency reasons.