

Cabinet

Monday, 22 March 2021

Decisions

Set out below is a summary of the decisions taken at the meeting of the Cabinet held on Monday, 22 March 2021. Decisions made by the Cabinet will be subject to call-in. Recommendations made to the Council are not subject to call-in. The wording used does not necessarily reflect the actual wording that will appear in the minutes.

If you have any queries about any matters referred to in this decision sheet please contact Jonathan Malton.

1. **Scrutiny and Overview Committee Anti-Racism Task and Finish Group Recommendations**

Cabinet:

Approved the following recommendations:

- a) **Recommendation 1** – Key performance indicators relating to how the council responds to BAME employees at South Cambridgeshire District Council should be reported to the Employment and Staffing Committee on an ongoing basis.
- b) **Recommendation 2** – The Leader of the Council should assign the responsibility for equalities to the relevant Lead Cabinet Member.
- c) **Recommendation 3** – The Lead Cabinet Member with responsibility for equalities should investigate the establishment of an equalities advisory panel/group. It is suggested that this panel/group could follow the model of the Council's Brexit Advisory Group rather than requiring a formal committee to be set up. The Lead Cabinet Member should establish the most appropriate reporting route for the equality in employment report and whether this should be reported to the equalities advisory panel/group or the Employment and Staffing Committee.
- d) **Recommendation 4** – The new equality advisory panel/group should track the outcomes of the equalities staff forum.
- e) **Recommendation 5** – The suitable Lead Cabinet Member should liaise with relevant officers on street naming in South Cambridgeshire.
- f) **Recommendation 6** – The Council should produce an equalities toolkit for businesses, to help broaden their understanding of race inequality in the workplace and enable them to undertake Race Equality Impact Assessment on their employment practices. This is in line with work that has already been undertaken by Cambridge City Council. It is suggested that this toolkit should be developed by the Business Support Team. The group acknowledges that there may not currently be capacity for the team to undertake this work due to demands supporting businesses during the Covid-19 pandemic, so this work should be undertaken when capacity allows.
- g) **Recommendation 7** – Provision of training on Gypsy, Roma and Traveller cultural awareness for all councillors and officers. As well as

requiring all councillors to attend a briefing on equality and diversity, Cambridge City Council provided training on Gypsy, Roma and Traveller cultural awareness which was found to be beneficial. The task and finish group suggests the same training is provided for South Cambridgeshire district councillors and officers and that all should be required to attend.

- h) **Recommendation 8** – The Council should seek to collaborate with Cambridge City Council in its engagement with BAME community groups. Cambridge City Council has taken steps to enhance dialogue with BAME community groups, the Council and other public sector organisations. As there is overlap between City and South Cambridgeshire community groups, it is suggested that this Council seeks to collaborate with and support the work already being done by Cambridge City Council to avoid duplication.
- i) **Recommendation 9** – The Council should build links with local BAME community groups. The Council should seek to understand the concerns of BAME community groups and ensure that there is a way for them to engage with the Council on issues of importance and concern to them. This relationship should be monitored and maintained through the new equality advisory panel/group.

Options Considered: Cabinet could have:

Not agreed the recommendations

Reason for Decision: The recommendations have been developed by the Anti-Racism Task and Finish Group following an analysis of the information gathered from the research and evidence gathering the group has undertaken.

2. **Scrutiny and Overview Committee Covid-19 Response Task and Finish Group**

Cabinet:

Approved the following recommendations:

- a) **Recommendation 1** – The Council should ensure adequate resource is allocated for community recovery and to support parishes with further development of their community response/emergency plans, so they are as well-equipped as possible for any future crises.
- b) **Recommendation 2** – The Council should host appreciation events to celebrate the success of the community response and to acknowledge the work of community groups and volunteers during the Covid-19 pandemic.

Options Considered: Cabinet could have:

Not agreed the recommendations

Reason for Decision: The recommendations have been drawn up by the task and finish group following analysis of the information gathered during a series of discussions. This has included discussions with representatives from South Cambridgeshire community groups who coordinated the response to the Covid-

19 pandemic in their towns and villages. The task and finish group acknowledge that future community resilience and emergency preparation has been a focus of the Lead Cabinet Member for Community Resilience, the Communities Team, and the Council's Leadership Team, and hope this recommendation helps build on the work in progress. Overall, the recommendations will support communities with their future recovery following the Covid-19 pandemic and acknowledge the work of South Cambridgeshire communities during the pandemic.

3. **Quarter 3 Performance**

Cabinet:

Reviewed and **noted** the KPI results and comments at Appendix A and progress against Business Plan actions at Appendix B.

Options Considered: Cabinet could have:

- a) Recommended any action required to address issues identified within this report and its appendices;
- b) Requested clarification from performance indicator owners on any aspects relating to performance indicators, results and comments contained within this report and its appendices.
- c) Commissioned more detailed performance reports from performance indicator owners that drill-down into specific areas relating to the one or more of the performance indicators, results and comments contained within this report and its appendices.

Reason for Decision: These recommendations are required to enable senior management and members to understand the organisation's performance. The information included within performance reports contributes to the evidence base for the ongoing review of priorities and enables, where appropriate, redirection of resources to reflect emerging priorities and address areas of concern.

4. **Review of the Business Plan**

Cabinet:

- (a) **Recommended** the proposed 2020-25 Business Plan at **Appendix A** (with the Action Plan primarily focused on delivery 2021-22) to Council for approval, with any amendments as required.
- (b) **Authorised** the Chief Executive to make any minor wording changes required to final drafts, in consultation with the Deputy Leader.

Please note that recommendations to Council are not subject to call in.

Options Considered: Cabinet could have decided:

1. Not to update the Business Plan, making it difficult to provide clarity about priorities for the year 2021-22 and to measure progress.
2. To request a completely new process of Business Planning to be undertaken and reject this report. This would however: be contrary to the consultation which was undertaken in 2019-20 which underpinned the 2020-25 Business

Planning process; undermine the continuity in the process which allows for progress to be clearly outlined and issues to be identified; create delays to the publication of a Business Plan; and stretch resources currently directed to support those in need during the pandemic.

Reason for Decision: The Business Plan outlines clear and measurable actions that the Council will carry out up until 2025 to achieve the overarching priorities, with a focus on activities in 2021-22. The Business Plan is used to ensure officer and financial resources are allocated appropriately to achieve the actions and objectives detailed within it.

5. **Waterbeach New Town Naming**

Cabinet:

Agreed the engagement process that the two master developers will follow to gather feedback and opinion on the name of the new town north of Waterbeach, with a paper coming back to Cabinet in order to take the final decision on the name of the new town.

Options Considered: Cabinet could have:

- a) Accepted, with alterations, the recommendation set out in paragraph 2 of this report, thereby affirming the process and accepting that the final decision will be taken by Cabinet.
- b) Dismissed the recommendations set out in paragraph 2 of this report.

Reason for Decision: Based on the precedent set at Northstowe, it is believed that a final decision made by the District Council will ensure the name of the new town has been fully tested and based on the findings of robust local engagement.

To ensure the District Council can confidently take the decision, it is suggested that Cabinet first validate the process by which the developers will execute the period of engagement.

6. **2020/2021 Revenue and Capital Budget Monitoring**

Cabinet:

- a) **Reviewed** and **noted** the forecast 2020/2021 revenue position against the approved revenue budget shown in Appendix B, the projected major variances with reasons for these variances at Appendices C1 and C2 and the action being taken to address the underlying issues.
- b) **Reviewed** and **noted** the latest Capital Programme 2020/2021 position as shown in Appendix D.

Options Considered: Cabinet could have:

Not reviewed the 2020/2021 Revenue and Capital Budget Monitoring

Reason for Decision: To advise the cabinet of the latest monitoring information in respect of the 2020/2021 revenue and capital budgets and emerging budget issues, for the third quarter period to 31 December 2020. The comparison in the various appendices is against the revised estimate.

7. **Home-Link Allocations Policy**

Cabinet:

Reviewed and **noted** the outcome of the allocations review, including the consultation feedback and **agreed** the subsequent revisions to the Lettings Policy.

Options Considered: Not approved the outcome of the allocations review and the subsequent revision of the Lettings policy, meaning that the partnership wide adoption of the policy was delayed.

Reason for Decision: To agree the amendments to the Lettings Policy to ensure that statutory changes relating to the Military Covenant are incorporated as well as the improvements identified as part of the wider Allocations Review and consultation process.

8. **Ermine Street Housing Business Plan**

Cabinet:

Received and **noted** the Ermine Street Business Plan for the period 2020/2021 to 2029/2030 for information.

Options Considered: Cabinet could have:

Not reviewed the Ermine Street Housing Business Plan

Reason for Decision: The Council, as owner of the Company and sole shareholder, has an interest in reviewing the Business Plan to ensure that (i) the Company is on target to achieve its objectives, (ii) to consider the past years performance, and (ii) acknowledge the changes in the financial assumptions and the financial return to the Council as a result of the business activity.

The original objective of the Company was to deliver 500 homes over the 5-year period 2016/2017 to 2020/2021 and the expectation is that this will be achieved. In February 2020, it was proposed to appoint an independent consultant to consider the future direction of the Company together with several options. The report was completed in July 2020 and presented to Cabinet in September 2020. The report comprehensively presented a range of options available to the Council.

Cabinet opted to continue with the expansion programme until the 500-property target has been accomplished which is anticipated to be in the calendar year ending 2021.

9. **Provision of 12 Affordable Homes at Boxworth End, Swavesey**

Cabinet:

Agreed the options as detailed in the exempt report

Options Considered: As specified in paragraphs 7-8 in the exempt report

Reason for Decision: As specified in paragraph 3 of the exempt report