

# Public Document Pack



## BLACKPOOL COUNCIL

Tuesday, 13 March 2018

To: The Members of Blackpool Council

Mr Mayor, Ladies and Gentlemen

You are hereby summoned to attend a meeting of **Blackpool Council** to be held in the Council Chamber at the Town Hall, Blackpool on Wednesday, 21 March 2018 commencing at 6.00 pm for the transaction of the business specified below.

A handwritten signature in black ink, appearing to read 'David Lewis'.

Director of Governance and Partnerships

### **Business**

#### **1 DECLARATIONS OF INTEREST**

Members are asked to declare any interests in the items under consideration and in doing so state:

(1) the type of interest concerned either

- (a) personal interest
- (b) prejudicial interest
- (c) disclosable pecuniary interest (DPI)

and

(2) the nature of the interest concerned

If any member requires advice on declarations of interests, they are advised to contact the Head of Democratic Governance in advance of the meeting.

**2 MINUTES OF THE LAST MEETING HELD ON 28 FEBRUARY 2018** (Pages 1 - 6)

To agree the minutes of the last meeting held on 28 February 2018 as a true and correct record.

**3 ANNOUNCEMENTS**

To receive official announcements from the Mayor.

**4 EXECUTIVE REPORTS, COMBINED FIRE AUTHORITY REPORTS AND CHAIRMAN OF THE AUDIT COMMITTEE REPORT** (Pages 7 - 34)

To consider the attached reports to Council from the Leader of the Council, the Deputy Leader of the Council (Tourism, Economic Growth and Jobs) and the Cabinet Secretary (Resilient Communities), the Combined Fire Authority report and the Chairman of the Audit Committee report.

Members are reminded that:

- Each Senior Executive Member \* has up to three minutes to present their report, after which there will be a period of no longer than 25 minutes per report for questions/comments (a green card will give a one minute warning, red for the end of the debate).
- There will be three minutes per question/ comment from any Councillor on anything within the portfolio and no limit to the number of times a Councillor can ask a question.
- There will be a period of up to 25 Minutes for a response from the Senior Executive Member \* (or relevant Cabinet Member) at the end of the questions/ comments for each report.

\* or Combined Fire Authority representative or Chairman of the Audit Committee.

**5 PAY POLICY STATEMENT 2018/ 2019** (Pages 35 - 52)

To consider the recommendation of the Chief Officers Employment Committee from its meeting on 12 March 2018 regarding the proposed Pay Policy Statement and local election fees. Following Council approval, the Pay Policy Statement has to be published by 31 March 2018.

**6 MOTIONS AT COUNCIL** (Pages 53 - 54)

To consider the attached Notice of Motion, which has been submitted in accordance with Procedure Rule 12.1.

**Venue information:**

First floor meeting room (lift available), accessible toilets (ground floor), no-smoking building.

**Other information:**

For queries regarding this agenda please contact Yvonne Burnett, Democratic Governance Senior Adviser, Tel: (01253) 477034, e-mail [yvonne.burnett@blackpool.gov.uk](mailto:yvonne.burnett@blackpool.gov.uk)

Copies of agendas and minutes of Council and committee meetings are available on the Council's website at [www.blackpool.gov.uk](http://www.blackpool.gov.uk).

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### Present:

Councillor I Coleman (in the Chair)

### Councillors

Benson	Cox	Matthews	Smith
Blackburn	Critchley	Mitchell	Stansfield
Cain	Cross	O'Hara	I Taylor
Callow	Galley	Owen	L Taylor
Mrs Callow JP	Mrs Henderson MBE	Robertson BEM	L Williams
Campbell	Hobson	Roberts	T Williams
Clapham	Humphreys	Ryan	Mrs Wright
D Coleman	Hunter	D Scott	
G Coleman	Hutton	Mrs Scott	
Collett	Kirkland	Singleton	

### In Attendance:

Neil Jack, Chief Executive

John Blackledge, Director of Community and Environmental Services

Alan Cavill, Director of Place

Antony Lockley, Director of Strategy and Assistant Chief Executive

Karen Smith, Director of Adult Services

Steve Thompson, Director of Resources

Mark Towers, Director of Governance and Partnerships/Monitoring Officer

Lorraine Hurst, Head of Democratic Governance

Yvonne Burnett, Democratic Governance Senior Adviser

Jenny Bollington, Media Manager

## 1 DISPENSATION FROM PROCEDURAL STANDING ORDERS

**Resolved:** That dispensation from Procedural Standing Order 17.2 is agreed to allow Councillor Ryan to sit in a seat other than the one assigned to him.

## 2 DECLARATIONS OF INTEREST

Councillors Hutton, Singleton, Stansfield and L Taylor as non-executive directors of the Blackpool Coastal Housing Company Ltd declared:

- personal interests in agenda item 5 'Proposed Rent Review 2018/19'
- prejudicial interests in agenda item 6 'Council Tax 2018/19' and left the room prior to consideration of that part of the item relating to the proposed income from Blackpool Coastal Housing Company Limited.

Councillors Cain, D Coleman, Cox and Smith declared prejudicial interests in the proposed budget savings in relation to income from Blackpool Operating Company Ltd within agenda item 6 'Council Tax 2018/19', as non-executive directors of the company. Accordingly they left the room prior to consideration of that part of the item.

## **MINUTES OF COUNCIL MEETING - WEDNESDAY, 28 FEBRUARY 2018**

Councillors G Coleman, Galley and L Williams declared personal interests in the proposed budget savings in reference to cultural exemption contained within agenda item 6 'Council Tax 2018/19', as non-executive directors of Blackpool Entertainment Company Ltd.

### **3 MINUTES OF THE LAST MEETING HELD ON 31 JANUARY 2018**

**Resolved:** That the minutes of the Council meeting held on 31 January 2018 be signed by the Mayor as a correct record.

### **4 CAPITAL PROGRAMME 2018/19 TO 2020/21**

Members considered the recommendations of the Executive in relation to the Capital Programme for 2018/2019 and noted that the programme ran concurrently with the 2018/2019 revenue budget and projected forward indicative spending for three years.

Members also noted that the 2019/2020 and 2020/2021 programmes had been drawn up based upon individual allocations and current proposals and would be reviewed as part of the budget processes for those years in light of changing priorities.

**Motion:** Councillor Blackburn proposed (and Councillor Campbell seconded):

'To approve the recommendations of the Executive from its meeting held on 5 February 2018, namely:

1. To approve of the Capital Programme for 2018/19 as set out at Appendices A and B to the Executive report, including the in-year contingency of £1,076,000.
2. To adopt the Single Capital Pot approach as outlined in Section 4 of the Capital Programme report as circulated with the agenda for the Executive meeting with a top slice of 12.5% to allow for investment in key priority areas and overspends that are not otherwise fundable.'

**Motion carried:** The motion was submitted to the Council and carried.

### **5 TREASURY MANAGEMENT STRATEGY 2018/2019**

The Council considered the recommendations of the Executive in relation to the proposed Treasury Management Strategy 2018/2019, which incorporated an Investment Strategy and set out how the Council would manage its investments and cashflows over the financial year.

**Motion:** Councillor Blackburn proposed (and Councillor Campbell seconded):

'To approve the recommendations of the Executive from its meeting held on 5 February 2018, namely:

## MINUTES OF COUNCIL MEETING - WEDNESDAY, 28 FEBRUARY 2018

1. To adopt all the Elements of the Treasury Management Strategy 2018/19 and to approve the Prudential Indicators and Limits for 2018/19 to 2020/21 as set out in Annex B to the report to the Executive.
2. To approve the Prudential Indicators and Limits for 2018/19 to 2019/20 as set out in Annex C to the report to the Executive.
3. To approve the Minimum Revenue Provision Policy Statement for 2018/19, which will ensure a prudent Minimum Revenue Provision charge in the annual statement of accounts. The policy is set out within Annex D to the report to the Executive.'

**Motion carried:** The motion was submitted to the Council and carried.

### 6 PROPOSED RENT REVIEW 2018/2019

Members considered the recommendations of the Executive from its meeting on 5 February 2018, regarding the levels of rents and service charges for Housing Revenue Account dwellings to be applied to the 2018/2019 financial year, as well as new charges for Housing Revenue Account Services and related Non-Housing Revenue Account properties.

**Motion:** Councillor Blackburn proposed (and Councillor Campbell seconded):

'To approve the recommendations of the Executive from its meeting held on 5 February 2018, namely:

1. To agree that a rent reduction of a minimum of 1% is implemented for all Housing Revenue Account properties in 2018/2019.
2. To agree that the level of Housing Revenue Account balances remain protected at £1 million, as previously agreed.
3. To agree that the de-pooled services (as detailed in Appendix C to the report to the Executive) and that other service charges (as detailed in Appendix D and E to that report) are charged as outlined.'

**Motion carried:** The motion was submitted to the Council and carried.

### 7 COUNCIL TAX 2018/2019

The Council received the report on the recommendations from the Executive at its meetings on 5 February and 19 February 2018 in relation to the draft General Fund Revenue Budget for 2018/2019 and to identify a budget savings plan that would ensure a balanced budget.

The report highlighted that consultation had taken place with representatives from the Tourism, Economy and Resources Scrutiny Committee trade unions and non-domestic ratepayers on 9 February.

## MINUTES OF COUNCIL MEETING - WEDNESDAY, 28 FEBRUARY 2018

Members firstly considered the proposed budget saving of as a result of the income generation of £150,000 from car parks and Blackpool Operating Company and income from Blackpool Coastal Housing Ltd in the sum of £500,000.

**Motion 1:** Councillor Blackburn proposed (and Councillor Campbell seconded):

‘To approve the income generation of £150,000 from car parks and Blackpool Operating Company (recommendation 2b of, Appendix 6c) and income from Blackpool Coastal Housing Ltd in the sum of £500,000 (recommendation 2b of Appendix 6c).’

**Recorded vote:** The Council noted that under the Local Authorities (Standing Order) (England) (Amendment) Regulations 2014, there was a requirement for a recorded vote on setting the Council tax and budget. The voting was as follows:

**For the motion:** Councillors Benson, Blackburn, Campbell, G Coleman, Collett, Critchley, Cross, Hobson, Humphreys, Hunter, Kirkland, Matthews, Mitchell, O’Hara, Owen, Ryan, I Taylor, L Williams, Mrs Wright - **Total 19.**

**Against the motion:** Councillors Mrs Callow, Callow, Clapham, Galley, Mrs Henderson, Roberts, Robertson, Scott, Mrs Scott, T Williams – **Total 10.**

**Abstentions:** Councillor I Coleman – **Total 1.**

**Motion 1 carried:** The motion was therefore carried.

Note: Having declared prejudicial interests, Councillors Hutton, Singleton, Stansfield, L Taylor, Cain, D Coleman, Cox and Smith left the meeting during consideration of the above part of the item.

**Motion 2:** Councillor Blackburn proposed (and Councillor Campbell seconded):

‘To approve the following remaining recommendations outlined in Appendix 6 (c), bringing together the recommendations from the Executive meetings on 5 February 2018 and 19 February 2018, into a summary document, set out in accordance with the requirements of the Localism Act 2011.

1. To agree the level of net expenditure for the General Fund Revenue Budget 2018/2019 of £124,365,000 (ref. Paragraph 6.2 of the report to the Executive on 5 February 2018).
2. To agree a level of budget savings of £5.5m (ref. paragraphs 7.1 and 7.2 and Appendix 2 of the report to the Executive on 5 February 2018).
3. To agree that the Chief Executive be authorised to take any necessary steps to ensure all staffing savings are achieved (ref. paragraph 8.1 of the report to the Executive on 5 February 2018).



## MINUTES OF COUNCIL MEETING - WEDNESDAY, 28 FEBRUARY 2018

4. To agree that the target level of working balances remains at £6m (ref. paragraph 10.4 of the report to the Executive on 5 February 2018).
5. To recommend a detailed review of earmarked reserves takes place at Provisional Outturn 2017/18 to reprioritise and unearmark funds to replenish working balances to their target level in 2018/19 (ref. paragraph 10.4 of the report to the Executive on 5 February 2018)
6. To note the comments of the meeting of the Tourism, Economy and Resources Scrutiny Committee with the Trade Unions and Business Ratepayers, as reported to the Executive on 19 February 2018 and the responses given.
7. To note the report of the Budget Scrutiny Panel and the responses of the Executive (ref Appendix 3 of the report to the Executive 5 February 2018)
8. To adopt the formal Council Tax Resolutions set out at Appendix 6 (c) (Annex 1), in so doing agree a Council Tax Requirement of £54,732,000 and a Council Tax Base of 36,219.
9. To note the calculation of Aggregate Amounts as directed by Section 31A of the Local Government Finance Act 1992 as set out at Appendix 6 (c) (Annex1 and 2).
10. To approve a level of Council Tax for the financial year 2018/2019 of £1,511.14 at valuation Band D equivalent (a 5.99% increase including the 3% Adult Social Care Precept but excluding the precepts for the Police and Crime Commissioner for Lancashire and the Lancashire Combined Fire Authority).
11. To note that the Police and Crime Commissioner for Lancashire's precept for the financial year 2018/2019 is £177.45 (a 7.25 % increase) for a Band D Tax equivalent and the Lancashire Combined Fire Authority precept for the financial year 2018/2019 is £67.46 for a Band D Tax equivalent (a 2.99% increase).
12. To confirm that the aggregate levels of Council Tax for Valuation Bands A to H will be as below:

VALUATION BAND	A	B	C	D	E	F	G	H
	6/9	7/9	8/9	9/9	11/9	13/9	15/9	18/9
	£	£	£	£	£	£	£	£
BLACKPOOL	934.34	1,090.06	1,245.79	1,401.51	1,712.96	2,024.40	2,335.85	2,803.02
ADULT SOCIAL CARE PRECEPT	73.09	85.27	97.45	109.63	133.99	158.36	182.72	219.26
BLACKPOOL TOTAL CTAX	1,007.43	1,175.33	1,343.24	1,511.14	1,846.95	2,182.76	2,518.57	3,022.28

## MINUTES OF COUNCIL MEETING - WEDNESDAY, 28 FEBRUARY 2018

POLICE	118.30	138.02	157.73	177.45	216.88	256.32	295.75	354.90
FIRE	44.97	52.47	59.96	67.46	82.45	97.44	112.43	134.92
COUNCIL TAX 2018/19	1,170.70	1,365.82	1,560.93	1,756.05	2,146.28	2,536.52	2,926.75	3,512.10

**Recorded vote:** The Council noted that under the Local Authorities (Standing Order) (England) (Amendment) Regulations 2014, there was a requirement for a recorded vote on setting the Council tax and budget. The voting was as follows:

**For the motion:** Councillors Benson, Blackburn, Cain, Campbell, D Coleman, G Coleman, Collett, Critchley, Cross, Hobson, Humphreys, Hunter, Hutton, Kirkland, Matthews, Mitchell, O'Hara, Owen, Ryan, Singleton, Smith, I Taylor, L Taylor, L Williams, Mrs Wright - **Total 25.**

**Against the motion:** Councillors Mrs Callow, Callow, Clapham, Cox, Galley, Mrs Henderson, Roberts, Robertson, Scott, Mrs Scott, Stansfield, T Williams – **Total 12.**

**Abstentions:** Councillor I Coleman – **Total 1.**

**Motion 2 carried:** The motion was therefore carried.

### Mayor

(The meeting ended at 6.55 pm)

Any queries regarding these minutes, please contact:  
Lorraine Hurst, Head of Democratic Governance  
Tel: 01253 477127  
E-mail: [lorraine.hurst@blackpool.gov.uk](mailto:lorraine.hurst@blackpool.gov.uk)

Executive Member Report to the Council  
21 March 2018

## AGENDA ITEM 4(a)

### **LEADER OF THE COUNCIL –‘CORPORATE’ PORTFOLIO AREA** **COUNCILLOR SIMON BLACKBURN (TO BE PRESENTED BY COUNCILLOR GILLIAN CAMPBELL)**

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The Corporate area covers my portfolio and those of:

- Councillor Ivan Taylor (Cabinet Member for Projects and Partnerships)

The full details of the portfolio areas can be found on the Council’s website at  
<https://www.blackpool.gov.uk/Your-Council/Your-councillors/Executive-members.aspx>

### **Corporate Issues**

#### **Financial Monitoring 2017/ 2018 and Budget 2018/ 2019**

I can confirm to Members that as at month 10 the Council was forecasting an overspend by year-end of £2.0 million. The principal financial pressures are presenting in Children’s Social Care, Strategic Leisure Assets and Parking Services. However, in the context of £34 million of Earmarked Revenue Reserves and with two months of the financial year remaining officers are working hard to improve the position further, but as we get closer to the year-end this does become more difficult. Revised service and financial plans continue to be delivered, including the review of non-essential spend and delays to filling non-front line vacancies.

As Members will recall, the Budget for 2017/2018 required total savings of £18.7 million, a very challenging figure in view of the extent of savings and cuts already made in previous years. As at 31 January 2018 (month 10) 65% of the 2017/2018 savings target had been delivered. The full-year forecast predicts that 89% will be achieved by the year-end, which takes into account anticipated pressures and savings. The full-year effect of the 2017/ 2018 savings in 2018/ 2019 amounts to 73% of the £18.7 million target.

The Ministry of Housing, Communities and Local Government announced the Final Settlement of Blackpool Council’s 2018/ 2019 Settlement Funding Assessment on 6 February. I can confirm that the two changes affecting Blackpool Council were:

- Additional funding through Adult Social Care Support Grant.
- Extra compensation for under-indexing the business rates multiplier.

The share of the non-recurrent Adult Social Care Support Grant for Blackpool is £565,000. I have agreed that this will be held in contingency until its conditions for use have been clarified and a plan for its utilisation agreed. As this is a net nil budget adjustment with budgeted expenditure being met by budgeted grant income, it has no impact upon the recommended

General Fund Revenue Budget Net Requirement or Council Tax level. An extra £97,000 will be received in 2018/ 2019 for compensation regarding the under-indexing of the business rates multiplier, which will be transferred into the Earmarked Business Rates Reserve. This too will have no impact upon the recommended General Fund Revenue Budget Net Requirement or Council Tax level. As such, the 2018/ 2019 General Fund Estimate of £124,365,000 was recommended to the Executive on 19 February 2018.

### **Treasury Management**

As at the end of January 2018 I can confirm that Council Tax collection was 85.0% compared to 84.4% at the same month in 2016/ 2017. The total amount collected has risen by £2.4 million, mainly due to increases in both the Council Tax rate and base.

I am pleased to report that Business Rates collection is showing an improvement when compared to 2016/ 2017, standing at 83.1% at the end of January, compared to 82.4% the previous year. This increase in collection of 0.7% equates to £0.5m.

### **Policy Issues**

#### **Blackpool Resident Survey 2018**

The Council last undertook a comprehensive resident survey in 2014. The survey covered a wide range of questions from satisfaction with our services to how people feel about the local area. We recognise that it is good practice for councils to monitor opinions through a representative survey of its residents. Indeed, an LGA Peer Review of Communications prior to Christmas highlighted the need for the Council to undertake a new survey and we accepted this recommendation. I can therefore confirm that we have committed to undertake a new resident survey this year.

Officers are now making preparations for a 2018 Blackpool Resident Survey. I wish to inform Members that after very careful consideration we have opted to use telephone surveying as part of the work on this rare occasion. I would like to reaffirm that I am well aware of sensitivities surrounding the use of telephone survey methods. However and after consulting with experts in the field, there are compelling reasons why we have opted to use telephone surveying methods. Telephone surveys are commonly used by other councils as part of their resident surveys, it is also the methodology of choice for LGA's triannual poll of resident satisfaction across the country. Whilst alternative approaches have been considered, each comes with their own limitations. Postal surveys generally suffer from poor response rates, particularly in Blackpool and online surveys cannot be considered representative of the population. A change in methodology would also impact on the comparability of the data between 2014 and 2018.

I have instructed officers to ensure that the use of a telephone survey on this occasion does not cause undue nuisance and worry to our residents. A number of enhancements and safeguards will therefore be in place when conducting this telephone survey. This will include sensible practice around when the calls are made and restricting the number of attempts made to

contact an individual number. Additionally, before the Resident Survey commences, key frontline services such as Customer First would be briefed to deal with any queries during the survey period. We are currently planning to commence the Blackpool Resident Survey in late spring/ early summer.

## **Strategic Issues**

### **Strategic Leisure Assets Update: Winter Gardens Conference and Exhibition Centre, Spanish Hall, Tower Restaurant Works and Madame Tussauds Superhero Attraction**

I am pleased to report that construction activity is now well underway on our new conference and exhibition centre at the Winter Gardens. Specific tasks undertaken so far include:

- Repairs to the existing building facades, which will abut the new building.
- Site clearance and remediation.
- Utility diversions.
- Redundant buildings have been demolished.
- Piling for the new build foundations has commenced.
- Relocation and opening of the new Quilligans restaurant.

Activity to be undertaken in the coming period includes:

- Installation of the new drainage system.
- Further underpinning of the existing building.
- Commencement of the structural steel installation forming the frame of the new build.

The project remains on course to be complete in the spring/ early summer of 2019.

I can confirm that the appointed contractor commenced work to the Spanish Hall roof on 12 February and has completed site set up. Construction materials are now being delivered to site and the project is scheduled to complete in December 2018.

External works to the north-west corner of the Tower building commenced on 26 February and will complete the new shop frontage to the restaurant unit. Internal works will begin very soon and are scheduled to finish mid-April. I am pleased that theming works are almost complete for the new Superhero attraction at Madame Tussauds and the attraction is forecast to open ahead of schedule, one week before Easter.

### **Blackpool Airport Enterprise Zone**

Blackpool Airport Enterprise Zone Masterplan was approved at Executive on 5 February. I am pleased that the Masterplan also received approvals from St Anne's on the Sea Parish Council and Fylde Council Planning Committee the same week. These approvals followed assessment of responses from the public consultation which was concluded on 21 December 2017. The

Masterplan will be presented to Lancashire LEP and the Ministry for Housing Communities and Local Government in later spring this year alongside the formal Delivery Plan.

The Delivery Plan will identify the increased potential for retained business rates growth funding on the site and the phasing of essential infrastructure works. The retained business rates growth will be used to deliver enabling infrastructure to create development sites and the consequent employment generation, which we now believe is likely to exceed the original projections of 3,000 jobs over the 25-year life of the Enterprise Zone.

Preliminary design and planning work has commenced to progress the first elements of enabling infrastructure required to release new sites for development within the Enterprise Zone, including provision of new playing field facilities and a new eastern gateway access, with works targeted for commencement in 2019 and completion in 2020.

The Airport and its future are a fundamental part of the Enterprise Zone. In view of this, I can confirm that the Council has commissioned York Aviation, specialist aviation consultants, to recommend future operational strategy options for Blackpool Airport and identify new business opportunities to maximise its potential. They will engage with key stakeholders at the Airport as part of their work and will report back in May.

## **Working with Partners**

### **Job Centres**

I am very pleased that Queen Street and Tyldesley Road Job Centres have now moved with staff co-located with Council teams at Municipal Buildings following redevelopment of the offices. This provides excellent joint working opportunities between the Council and Job Centre and already the Customer First Centre is being used as a shared space between both organisations. In order to align opening times with Job Centre Plus, the Customer First office now opens at 10am on Wednesdays, but the main Customer First telephone number (477477) is still operational from 9am.

**DEPUTY LEADER OF THE COUNCIL (TOURISM, ECONOMIC GROWTH AND JOBS) –  
COUNCILLOR GILLIAN CAMPBELL**

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The Places area covers my portfolio and those of:

- Councillor Fred Jackson (Environmental Services and Highways),
- Councillor Mark Smith (Regeneration, Enterprise and Economic Development) and
- Councillor Mrs Christine Wright (Housing).

The full details of the portfolio areas can be found on the Council's website at  
<https://www.blackpool.gov.uk/Your-Council/Your-councillors/Executive-members.aspx>

## **Corporate Issues**

### **Quality Corridors Property Improvement Fund**

I am extremely pleased to confirm that Blackpool Council has now launched a £1million scheme designed to improve the appearance of town centre properties. The principal target area for this scheme at this time is the streets between Talbot Gateway and the new Conference and Exhibition Centre. The Quality Corridors Property Improvement Fund (PIF) is funded by Blackpool Council and the Lancashire Enterprise Partnership (LEP) and aims to help make the town centre more attractive to shoppers, residents and investors and is part of a bigger programme of works to make Blackpool better.

The Property Improvement Fund was formally launched on Wednesday 21 February. Letters of introduction were issued to all 168 eligible businesses in the core target area, alongside promotion through social media and local and regional press. Businesses and property owners in the following core areas are currently eligible to apply (although we will consider exceptional applications from businesses on the edges of this area):

- Edward Street
- Deansgate
- Topping Street
- Church Street (St John's Square to Cookson Street)
- Talbot Road (Promenade to Dickson Road)

The funding is to be used to improve the external look of business premises, which could involve replacing shop fronts, windows and doors, rendering, roof works or brickwork repairs.

The response to the scheme has already been very positive and generated substantial interest from businesses eager to take advantage of this fantastic opportunity. Over 20 individual enquiries have been received with two formal expressions of interest already submitted and invited to prepare a full application. These are from businesses based on Topping Street who are looking to replace completely the front of their business through transformational projects.

Businesses and property owners can find out more at [www.blackpool.gov.uk/PIF](http://www.blackpool.gov.uk/PIF) or by calling 01253 477144 and speaking to a member of the team.

### **Blackpool's Bridges Renewal Programme**

I am very pleased to announce that both Harrowside and Squires Gate Bridges are now open and fully operational. I would like to remind members that Harrowside has been repaired, with Squires Gate fully replaced. I am especially pleased to confirm that both bridges were completed ahead of schedule and within budget. I am sure the Members will join me in thanking all those involved in making this happen.

The final bridge to receive investment in the £11.4m programme is Devonshire Road Bridge. Works are scheduled to take place during June, July and August, with the exact dates currently being confirmed. This work is a refurbishment.

Works will include:

- New brick cladding to improve the appearance of the bridge
- Improved street lighting under the bridge
- Grit blast and paint the beams (which can only be completed in warmer conditions)
- New drainage system behind the retaining walls
- Maintenance works (footway resurfacing and general improvement works).

### **Progress on Town Centre Enabling Works: Highways and Traffic Management**

I can confirm that utility diversion works to Talbot Road are on programme and due to be completed within the next week. These works have been essential and mean the actual construction of the tramway can now begin in April. In relation to this, Highways and Communications have been busy ensuring businesses are fully informed of the next phase of works, April to July, including the Quality Corridor works to Cookson Street and Counce Street.



## Treasury Management

Contracts awarded since the last meeting are as follows:

CONTRACT	PROVIDER (Locations)	TERM (including extensions)	CONTRACT VALUE	NO. OF INITIAL BIDS	NO. OF BIDDERS WITH FY POSTCODE
HeadStart – Creative Experiences	<b>Blackpool and Fylde College</b> (Blackpool) <b>Blackpool Sixth Form College</b> (Blackpool) <b>The Grand Theatre</b> (Blackpool)	Ad-hoc (until the work is completed)	£81,000	Direct Award	3
Enlighten Therapeutic Services Provision	<b>Core Assets Children's Services</b> (Bromsgrove) <b>Child Action Northwest</b> (Blackburn) <b>Excel Social Work and Therapeutic Services</b> (St Annes)	1 + (1)	£80,000	3	1
Civic Attendant Outsourcing	<b>CD Chauffeur Hire</b> (Bolton)	2 + (1)	£90,000	2	0
Practitioner Training & Intervention Evaluation	<b>UCLan</b> (Preston)	Ad-hoc (until the work is completed)	£17,625	Direct Award	0
Purchase of 2 Box Vans for Waste Services	<b>North East Truck &amp; Van</b> (Carlisle)	2 year warranty period	£82,640	2	0
CONTRACT	PROVIDER (Locations)	TERM (including extensions)	CONTRACT VALUE	NO. OF INITIAL BIDS	NO. OF BIDDERS WITH FY POSTCODE
Volunteer Coordinator for Fulfilling Lives	<b>Empowerment</b> (Blackpool)	1 + (0)	£100,000	2	2

CONTRACT	PROVIDER (Locations)	TERM (including extensions)	CONTRACT VALUE	NO. OF INITIAL BIDS	NO. OF BIDDERS WITH FY POSTCODE
Blackpool Housing Company Large-Scale Construction Works and Refurbishments	<b>M&amp;Y Maintenance &amp; Construction Limited</b> (St Helens, but trading out of Poulton) <b>Evolution Media Installations Limited</b> (Thornton-Cleveleys) <b>Bambers Remedial Contractors Limited</b> (Blackpool) <b>Warden Construction</b> (Kirkham) <b>John Southworth Builders</b> (Dunkinfield) <b>Coastal T/A Simmons</b> (Thornton-Cleveleys) <b>F Parkinson</b> (Blackpool) <b>Eric Wright</b> (Preston) <b>Novus</b> (Stoke) <b>Carrol Build</b> (Liverpool) <b>Torus Property Solutions</b> (St Helens) <b>Forrest</b> (Bolton)	1 + (1+1+1)	£3,500,000	20	8
Bread and Morning Goods	<b>Morris Quality Baker</b> (Coppull)	1 + (0)	£303,342	Direct Award	0
Gully Tanker Vehicle	<b>Whale Tankers</b> (Solihull)	1 + (0)	£132,935	2	0

## Strategic Issues

### New Hotel Investment: Hampton by Hilton, South Beach

I am sure that Members will be pleased to learn that Create Construction is nearing the completion of the new 130-bedroom Hampton by Hilton hotel at South Beach. They hope to open in May. Mr Paul Mathison of Create Construction recently gave a presentation to the Blackpool Business Leadership Group, showing the proposed layout and interior design of the hotel, all of which has been carried out to Hilton specifications with some additional Blackpool theming.

A development of this standard on this particular site was almost unthinkable two years ago. The collapsing structure that once stood there is now a distant memory and I am grateful for everyone who has contributed to making this development happen. I am very proud that the Council played a critical role in taking the site from the eyesore it was to what it is now, in partnership with the private sector. This development, along with others, proves that the private sector has increasing confidence in the future of the visitor economy of our town.

### **Key Town Centre Schemes: Talbot Gateway and Central Leisure Quarter (CLQ)**

The main development for the construction of a new four-star hotel, tramway extension and transport interchange (connecting the tram to the rail system) on the current Wilkinson's site is set to commence late 2018/ early 2019. The hotel will be a Holiday Inn (which is a four-star equivalent) and I am pleased to inform Members that the Franchise Agreement has now been signed with the International Hotel Group to secure this. Work on the construction of the new access ramp to Blackpool North Station from High Street commenced in January 2018 with some service diversions. The main construction work will begin in April on a 16-week contract. The underpass that connects the new tram extension to Blackpool North station will be constructed as part of the new hotel development.

As Members are aware, the planning application for the new Wilkinson's store on Tower Street, together with an IMAX cinema and restaurant, was conditionally approved by the Planning Committee on 26 September 2017 and tenders are now being sought for its construction. Once constructed, this will facilitate the relocation of Wilkinson's from this site.

Discussions have continued this month with the international developer working on the CLQ site and we are looking forward to seeing their first draft proposals for this complex site in the next few weeks. With regard to reviewing the facilities for the Courts and their potential relocation, the Council have commissioned AHR Architects to undertake a feasibility study which will review a number of potential sites in and around Blackpool. Engagement sessions will be undertaken with Her Majesty's Courts and Tribunals Service (HMCTS) throughout the course of the piece of work. The objective of the study is to find a suitable and preferred site for the potential relocation of both the Magistrates and County Courts. This study should be completed late spring and will form part of the future negotiations with both the Developer and HMCTS, as the scheme for the Central Leisure Quarter progress. I am pleased that this study has been funded through external money that we applied for from the Cabinet Office.

### **Enabling New Housing Delivery: Success in Our Submission to the Land Release Fund**

The Government announced in late February that Blackpool had been successful in its bid for £3.1m to the national Land Release Fund to explore opportunities to develop some of its land for future housing supply. I am pleased that the Ministry of Housing, Communities and Local Government recognised Blackpool's ambitious solutions to the shortage of quality homes and awarded Blackpool one of the highest packages of financial support in the country.

As part of this bid, sites on Bispham Road, Ryscar Way and Blackpool Road were selected to explore their potential for delivery of much needed quality homes. The money will be used to

undertake site investigations and other works and for capital costs supporting necessary infrastructure as required. The sites have their challenges and are all at very early stages in the process. I am keen to ensure that we explore how these sites can provide routes to affordable home ownership to our residents. The Council intends to examine a range of opportunities, including affordable quality homes and bungalow schemes allowing older Blackpool residents the option to stay in their own homes into later life.

## **Policy Issues**

### **Housing Enforcement Civil Penalties**

As Members will be aware, I am very keen that we exhaust every available opportunity to tackle the worst excesses in our private rented sector and do what we can to ensure our residents get the minimum housing standards to which they are entitled. The Housing and Planning Act 2016 introduced a range of measures designed to increase powers to tackle rogue landlords. This included Civil Penalties, which the Council is now intending to use as an alternative to prosecution.

The imposition of a Civil Penalty requires the same standard of proof as for prosecution, however, it potentially provides a way of dealing with the offence(s) in a more straightforward and efficient manner without the need for criminal proceedings. In relation to the latter going forward, criminal proceeding will be considered for breaches that are more serious. Civil Penalties range from £500 to £30,000, with guidance under the Act in relation to level of penalty to offence.

### **Community Consultation Neighbourhood Planning – remaining lands at Marton Moss**

Work on our new Local Plan continues apace. The Blackpool Local Plan Part 1: Core Strategy (adopted 2016) identifies the remaining lands at Marton Moss as being integral to the local distinctiveness of Blackpool and is highly valued by the local community. Policy CS26 of the Core Strategy adopts a neighbourhood planning approach for this area to enable the local community to develop a shared vision and to shape and direct development, which recognises and appropriately responds to this distinctive character.

Envision consultants were appointed to undertake an independent consultation exercise with the Marton Moss community and other relevant stakeholders to determine whether the community wants to produce a Neighbourhood Plan themselves for their area or alternatively, if they wish the Council to develop neighbourhood policies for the area as part of the Blackpool Development Plan. A comprehensive consultation approach was undertaken, including sending out 589 letters and information leaflets to all addresses in the Marton Moss area and arranging two drop-in events at St Nicholas C of E Primary School. The letter and leaflet encouraged people to complete a simple online survey (hard copies of the survey were also available at the events).

I can confirm that the outcome of the consultation was that 55% of respondents wanted the community to prepare their own Neighbourhood Plan. As Blackpool does not have parishes, the Marton Moss community will have to set up a Neighbourhood Forum comprising a minimum of 21 members to guide the development of their Neighbourhood Plan. The Forum will also need to identify potential sources of funding including applying for available Government grants. The Forum can use this money to employ a consultant with Neighbourhood Planning experience to assist in developing the Neighbourhood Plan. Now the community has chosen to do their own Neighbourhood Plan, the Council's role will only be to provide assistance such as sharing evidence and advice on planning issues and policies, helping with consultation events and communication with external partners.

## **Working with Partners**

### **Blackpool Housing Company progress: Former Malibu and Astoria Hotel, 114-118 Albert Road**

I recently attended the formal opening of Blackpool Housing Company's largest project to date, the purchase, renovation and conversion of the former Malibu and Astoria hotels. As Members will be aware, these properties had long posed problems for the Council and the surrounding area. It is fantastic to see a former problem turned into high quality affordable rented property.

At the opening, I was particularly pleased to learn that whilst the contractor for the scheme is based in the wider region, they strove to use local labour wherever possible. The result being that over 80% of all employees working on the scheme hailed from an FY postcode. Many of the main trades used on the job were local companies including the roofing contractor (Blackpool Industrial Roofing), electrical contractor (Technical and Electrical) and the plumbing/heating contractor (Read and Errington).

### **Electrification and Blackpool North Railway Station Reopening**

Work to electrify and re-signal the North Fylde Line has been proceeding to Network Rail's schedule and the rebuilt (platform side) Blackpool North railway station is due to reopen on 26 March 2018.

I am disappointed to confirm that the new electric trains will **not** be immediately available from the 26 March reopening. Electric train services were originally due to commence from the May 2018 timetable change, but as a consequence of infrastructure improvement delays between Manchester and Preston (unknown former mine-workings) these will now not commence on this route until December 2018. I am concerned to report that there will now be weekend closures throughout the 2018 season on the Preston to Manchester line as Network Rail tries to recover its lost programme. Industry representatives have been told that this approach discriminates against Blackpool through a key time in our season, but as ever peak time commuter flows into big cities take precedence. Although electric trains will not be able to reach Blackpool using the Bolton corridor until December 2018, there are other possible routes for these trains. Network Rail colleagues are considering how these might be best employed to provide some kind of electric service to Blackpool in the meantime.

As electric trains are already in place for the Blackpool, Liverpool service (currently terminating at Preston), it is to be hoped that this service can return from the 26 March and Northern Railway has been asked to confirm this if possible.

Northern Railway's brand new trains start to arrive from Spain in December 2018. These are the class 195 diesel multiple unit, which will operate the York service and the class 331 electric unit, which will operate the enhanced quality 'Northern Connect' service to Manchester Airport. All these units are a step-change in quality from what the resort has suffered for decades and represent a promotional opportunity. In addition to superior facilities and ride quality, the new units offer a lot more capacity that should help reduce the peak time overcrowding that has spoilt our visitors' rail arrival experience for many years. The new trains should also see the final departure of the class 142 Pacer train, these have to be retired before 1 January 2020, as they are not disability discrimination act compliant. I am sure Members will join me in not mourning their belated retirement!

**CABINET SECRETARY (RESILIENT COMMUNITIES) – COUNCILLOR GRAHAM CAIN (TO BE PRESENTED BY COUNCILLOR AMY CROSS)**

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The Resilient Communities area covers my portfolio and those of:

- Councillor Kathryn Benson (Schools and Learning)
- Councillor Amy Cross (Adult Services and Health), and
- Councillor Maria Kirkland (Third Sector Engagement and Leisure Services).

The full details of the portfolio areas can be found on the Council's website at <https://www.blackpool.gov.uk/Your-Council/Your-councillors/Executive-members.aspx>

## **Corporate Issues**

### **Visit by new Secretary of State for Education**

As Members are aware, educational attainment and aspiration are key issues for Blackpool Council and its partners. I am therefore very pleased that Blackpool hosted the new Secretary of State for Education, the Rt. Hon Damian Hinds, on 13 February. The visit included Blackpool and the Fylde College where he saw the College's cutting-edge maritime and offshore facilities at Fleetwood Nautical Campus and Blackpool Build Up, which offers entry-level construction skills. The Secretary of State also visited Hawes Side Primary Academy for a tour of the half-term sports activities being sponsored by Blackpool FC Community Trust, he then met with members of Blackpool Youth Voice and a number of HeadStart apprentices to discuss their experiences of growing up in Blackpool.

The Secretary of State's final engagement was a visit to Highfield Leadership Academy to meet with (Mufti) Hamid Patel, the Chief Executive of Tauheedul Multi-Academy Trust and a group of Chief Executive Officers from Blackpool and Lancashire Multi-Academy Trusts. This meeting focused on hot topics such as social mobility, challenges in coastal areas, school improvement and the recruitment and retention of teachers.

### **Continued School Improvement and our new Pupil Referral Unit Work Experience Project**

I am pleased to confirm that schools are continuing to improve in Blackpool. Baines Endowed Primary School and Children's Centre was inspected in January 2018 and moved from requires improvement to good. Marton Primary Academy and Nursery and Waterloo Primary Academy have also both been inspected but the result is not yet published.

At the start of this academic year, Leisure and Parks Services' joined forces to develop an innovative project with Educational Diversity's Pupil Referral Unit in Blackpool. The aim of the project is to provide students with opportunities to gain valuable employability skills and

experiences outside of the traditional classroom environment. The programme started with a cohort of six young people who had become disaffected with learning, but aspired to develop some vocational skills. Initially two students joined the Parks Service, two students worked within the leisure centre and two secured placements alongside the outdoor activities team. The project is being piloted on a small scale at this time to ensure the young people receive the very best help and support they require to gain real life experience alongside qualifications in these relevant areas. We hope to expand the project in the future based on the learning of this first phase.

### **Secondary Admission Offers for September 2018**

The national statutory secondary school offer date was 1 March 2018. Offers were issued to all parents who applied for a Blackpool secondary place by the statutory date. In total 1,334 offers were issued as follows:

1,105	first preferences	(83%)
120	second preferences	(9%)
45	third preferences	(3%)
64	non-preferences	(5%)

Therefore, 1,270 (95%) who wanted a Blackpool secondary academy received an offer for one of their preferences. In addition, there were 238 offers for Blackpool residents who were allocated Lancashire schools/ academies. This represents around 15% of total secondary offers made (a reduction in cross border drift of around 6% from 2017). Overall 83% of Blackpool residents applied using the Council's on-line system.

### **HeadStart Update**

HeadStart took the opportunity to spread the 'Resilience Revolution' message to over 250 Children's Services staff at the Children's Social Care Communications Event at the Winter Gardens on the 25 January. Presentations included an emotional plea from Claire Walsh and Hailey Aspinall encouraging everyone to consider finding out more about our 'Friends for Life' programme (for more information e-mail [claire.walsh@blackpool.gov.uk](mailto:claire.walsh@blackpool.gov.uk)). Our talented apprentices also showcased their inspiring work, which included a new 'Apprentice Handbook' and a translation of the Resilience Framework into Polish.

I am pleased that there has been a focus on engaging with parents and carers at different events across the town to promote their influence on the HeadStart Programme. For example, a group of parents are meeting monthly and are keen to spread the word and make more parents aware of why they should join the 'Parents of the Revolution' group. The Junior Park Rangers is a joint project between HeadStart and Better Start and will see 10-16 year olds given the opportunity to volunteer in parks and open spaces to learn and develop new skills, whilst making Blackpool's parks a safer, more accessible place. 'Dads 4 Life' is another joint group between HeadStart and Better Start, which involves Dads who are engaging with both programmes. The group has a long-term vision of engaging with more Dads and promoting the importance of delivering and partaking in activities with their children and young people.



## **Strategic Issues**

### **Demand Management**

I am pleased to report that the numbers of children and young people safely diverted from care continues to increase. As of 21 February 2018, there were 524 children and young people in care, which takes us below our 2016/ 2017 year-end figure. We continue to develop a plan to improve the timeliness of discharge for others. Demand for statutory services is safely reducing, as are the numbers of children subject to child protection plans. These are all encouraging signs that we are safely moving towards a position of providing the right services at the right time for children young people and their families. Our newly developing approach to early multi-agency intervention in the emergence of concern or need has been the subject of a regional peer challenge, and we have acted upon findings to improve service delivery further. I am well aware that there is still a huge amount to do in terms of demand management in Children's Services, but I am convinced we are now making demonstrable progress.

### **Opportunity Area Update**

As I reported to Members last time, our Opportunity Area pilot is now starting to roll out a wide range of activity. In addition to what I reported in January, I can introduce members to the following actions and projects that have now commenced as part of this exciting programme:

- A project focussing on transition between primary and secondary phases and to foster collegiate working within families of schools has now been launched. The project involves all primary and secondary schools in Blackpool and is one of the largest undertakings of its type in the country.
- 'Blackpool Research School' at St Mary's Catholic Academy has been launched, the aim of which is to develop evidence-based professional interventions, empowering teachers to use accessible tools based on research evidence to improve outcomes for all pupils. You can follow the work of the Research School on @ResearchSchSMCA and see what up and coming events and activities are planned.
- We have co-funded the 'Our Future Our Choice' event, which is designed to help young people understand the link between success in school and future careers and the importance of developing key employability skills valued by employers and educational institutions alike. The event, attended by 1600 pupils, was a great success.
- Over 90 aspiring school leaders have applied to undertake a National Professional Qualification (NPQ), fully funded by the Teaching and Leadership Innovation Fund (TLIF).
- Enterprise Advisers are now working in all secondary schools, sixth forms and colleges to ensure that all young people are receiving high quality experiences of the world of work.
- Two major Strategic School Improvement Fund (SSIP) projects are underway. These are focused on maths transition and leadership and the Government and are amongst the largest funded projects in any SSIP bidding round. These projects were developed in collaboration and with the endorsement of Blackpool School Improvement Board.

## **Policy Issues**

### **Stakeholder Workshop for Care at Home Specification**

An important stakeholder workshop took place on Friday 23 February designed to help shape and influence the future of Care at Home contracts in Blackpool that are commissioned by either the Council or Blackpool CCG. It was attended by 35 provider representatives, the CCG, and key Council services -commissioners, providers and social work. The day proved a great success, with active participation by all who attended, including current providers of care at home services and others who had expressed an interest in our future tendering process, which is scheduled to commence later this year. The commissioning team is in the process of drawing together the outcomes from the day, together with learning from elsewhere and this will be used to inform the specification for sign off for the tender process. This workshop acts as an example of how the Council wants to work proactively with providers and other partners to deliver the best achievable services within our available resources.

### **Healthier Choices Award**

The Healthier Choices Award is all about giving customers the option to eat healthier food. Food establishments located in Blackpool with a food hygiene rating of three or above are encouraged to make a few simple changes to the way they prepare and cook food. To achieve the award caterers commit to provide healthier food options, including keeping saturated fat and salt levels to a minimum, adding vegetables to as many dishes as possible and offering smaller portions. Any premises serving food can register their interest via the Council's website and all fast food outlets with a hygiene rating of three or above have been contacted with information about the award. To date 96 Awards have been presented across Blackpool to takeaways, cafes, sandwich shops, fish and chip shops, staff restaurants, Children's Centres, schools, private nurseries, a couple of Bed and Breakfasts and one residential care home.

### **Independent Safeguarding Review**

As Members are aware, prior to Christmas I instructed an independent review of a well-reported Coroner's case by the Safeguarding Adults Board. We await the release of this independent review by the Chair of the Board. I wish to assure Members that I continue to hold this matter as a top priority, but we cannot proceed further until the outcome of the independent review is disclosed.

## **Transforming Services and Working with Partners**

### **Vanguard Healthcare Programme: Empowering People and Communities**

As I have previously reported, Public Health is working closely with the NHS across the Fylde Coast on the Vanguard programme of work. This aims to transform people's experiences of healthcare and improve the health and wellbeing of residents. It takes a three tiered approach, extensive provision of service for the high need patients, enhanced primary care for people with two or more long term conditions and episodic care for those that use services as a when

they need them. A key part of the ambition of the Vanguard programme is creating empowered people and communities, hence the creation of an Empowering People and Communities work stream, for which the Director of Public Health at Blackpool Council is the programme lead. The Empowering People and Communities work stream has three core elements of work:

- Empowering residents and stakeholders to work together to create solutions to issues and barriers to good health in Blackpool. This work has mainly been delivered through Community Orientated Primary Care Citizen's Inquiries.
- Increasing opportunities for people and communities to self-care and self-manage health and wellbeing and a Fylde Coast Self Care Strategy is now in final draft. The emphasis of this strategy is on healthy lifestyles and behaviors in terms of prevention and early intervention.
- Place-based approaches to creating better health and wellbeing, which is currently being taken forward by the Integration 20:20 events in Blackpool. These workshops bring together stakeholders on a Neighborhood basis to raise awareness of what exists in each neighbourhood, to connect people and organisations with each other and increase levels of partnership working with each other and residents.

### **@TheGrange**

As Members are aware, the City Learning Centre on Grange Park is in the process of been rejuvenated as a Community Hub for Grange Park residents. Following local consultation the building has been renamed @TheGrange and now includes shops, a community shop, open plan learning/ library café. It will also provide hot desk accommodation for organisations that deliver services on Grange Park and to the wider neighbourhood and retain a number of modernised meeting rooms for local resident community groups, voluntary sector organisations, businesses and statutory agencies to use. @TheGrange will act as the centre of a new Community Farm and will provide the focal point for wider housing redevelopment on Grange Park.

The official opening is scheduled to take place on Saturday 14 April, with a day of events to get all the family involved. Groundwork will be coordinating activities and I am very pleased that a wide range of partners are actively involved, including Blackpool CCG, BTH, Better Start, Adult Education, Libraries, Blackpool Catering, His Provision, St Marks church, Christ the King and Boundary primary schools, Grange Children's Centre, Jobs Friends and Houses, BCH, Lancashire Constabulary, Boat House Youth and More Positive Together with Community Groups. A team effort!

### **3G Pitch Funding Success and Blackpool Community Sports Awards**

I am delighted to inform Members that Parks and Leisure Services have recently secured funding from the Football Foundation to install a new, full sized 3G pitch on Stanley Park. The new pitch will replace one of the existing sand dressed all weather pitches and will see new lighting and fencing also installed as part of the project. This project is part of an ambitious town-wide vision developed and supported by local clubs and partners that aims to build three

3G pitches in Blackpool, providing much needed all year round training and match facilities that meets the needs and demand created by local clubs and residents.

I was privileged to attend the Blackpool Community Sports Awards sponsored by Storys' Contracting took place on Thursday 1 March in the Winter Gardens, celebrating sporting achievement across Blackpool over the previous 12 months. Over 150 people attended and winners young and old were announced for 11 awards including Community Club of the Year, Lifetime Achievement Award and Young Volunteer of the Year. It was an inspiring and motivational evening.

**COUNCIL APPOINTED COMBINED FIRE AUTHORITY REPRESENTATIVE - REPORT TO THE COUNCIL – COUNCILLORS JACKSON, D COLEMAN AND T WILLIAMS**

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This report updates the Council on the work of the Combined Fire Authority. The Fire Authority is made up of 25 Councillors (19 representatives from Lancashire County Council three from Blackburn and Darwen Council and three from Blackpool Council).

Since the last report to Council, the Combined Fire Authority has met on three occasions 18 September, 18 December 2017 and 19 February 2018. The Combined Fire Authority has produced a summary of those meetings and the appointed representatives will update the Council on any issues.

**REPORT OF THE LANCASHIRE COMBINED FIRE AUTHORITY (CFA)**  
**18 SEPTEMBER 2017**

**1. GRENFELL TOWER FIRE TRAGEDY IN LONDON – HIGH RISE BUILDINGS IN LANCASHIRE UPDATE**

Members received an update report from Group Manager Tony Crook on the Grenfell Tower Fire investigation process and the actions being undertaken to reassure the public in Lancashire. The Grenfell Tower Fire occurred on 14 June 2017 at the 24-storey tower block. It caused at least 80 deaths and over 70 injuries. A definitive death toll was not expected until at least 2018. Sadly, this was the biggest loss of life from fire in the UK in a generation.

GM Crook advised that the Public Inquiry had opened on 14 September 2017. Police and Fire services believed that the fire had started accidentally in a fridge-freezer on the fourth floor. The rapid growth of the fire was thought to have increased by the building's exterior cladding, which was of a common type in widespread use. An independent review of building regulations and fire safety had been launched. The National Fire Chiefs Council was co-ordinating a Fire and Rescue Services' inspection of high rise premises and the Building Research Establishment were testing all ACM (aluminium composite) cladding material. The National Fire Chiefs Council had put forward a submission to the Inquiry, outlining what it thought should be included in the terms of reference to help shape the Inquiry.

The Authority was pleased to note that at the Lancashire County Council's full Council meeting held on 20 July 2017, a resolution was unanimously approved that called for the Government to legislate for the retro-fitting of sprinklers into residential high-rise buildings. This should be called the Grenfell Act in memory of many lives lost in the disaster and it resolved to install sprinklers in all new Lancashire County Council schools and major school extensions.

GM Crook advised that the Service had carried out inspections. 100% of 'Residential high rise' buildings, 72 had been inspected and other buildings were being inspected on a risk-based approach. It was noted that no school fell into the category of 18 metres or more. The findings from the inspections would be reviewed to inform our risk based inspection

programme for 2018/ 2019, along with the recommendations from the Public Inquiry and potential future governmental changes to fire safety standards.

## **2. FIRE PROTECTION REPORTS**

Members received a report that detailed prosecutions in respect of fire safety management failures and arson related incidents within the period 1 June 2017 to 1 September 2017. In addition, Fire Protection and Business Support Information were included in the report, which included an update on the Primary Authority Scheme and business Safety Advisor activity.

In response to Member questions, it was confirmed that the Service looked at trends in relation to arson incidents, which occurred across the county. In addition, it was noted that the Service was currently running a number of pilots for the training and education of young people in Year 7 at school, which included anti-social behaviour and deliberate fire setting. A new training education programme was planned for delivery to all Year 7 pupils across Lancashire in 2018.

## **3. COMMUNITY FIRE SAFETY REPORTS**

As part of the report, Members received a presentation by Area Manager Simon Fryer on the Service's response to a Pylon Rescue at Howick Cross.

AM Fryer advised that the call was received at 15:03 on 7 August 2017, reporting that a man, alive, but incapacitated was trapped at a height of 20 metres above the ground hanging upside down from an electricity pylon.

The Air Support Unit was requested and Fire crews from Penwortham, Fulwood, Hyndburn and 'Rope Rescue' colleagues from St Annes and Urban Search and Rescue were assigned. The utility company shut off the electricity to the pylon and members of the Rope Rescue Team ascended the pylon, initially securing the casualty to prevent him falling, then they administered medication provided by medical personnel at the scene.

Agencies in attendance were Lancashire Constabulary, North West Ambulance Service (NWAS), NWAS HART, Millers Recovery and the National Grid. The casualty had climbed the side of the pylon, which had been electrically isolated for maintenance purposes. The hem of his jeans had caught on a pylon nut, which had prevented his fall. At 6.36pm, the casualty was rescued. The Rope Rescue personnel then transferred him to a stretcher on Hyndburn's Aerial Ladder Platform, lowered to the ground and attended to by paramedics.

In response to Members that staff be acknowledged for their dedication, professionalism and bravery the Chief Fire Officer confirmed that the process to recognise staff who had undertaken such difficult deeds was the Chief Fire Officer Commendation Award.

**REPORT OF THE LANCASHIRE COMBINED FIRE AUTHORITY (CFA)**  
**18 DECEMBER 2017**

**1. CAPITAL AND REVENUE BUDGETS 2018/ 2019 – 2022/ 2023**

The Authority noted the draft Capital Programme and Revenue Budget for 2018/ 2019 - 2022/ 2023.

The Authority authorised consultation with representatives of non-domestic ratepayers and Trade Unions on the budget proposals and agreed to give further consideration to both at the Budget Fixing Meeting scheduled for 19 February 2018.

**2. CORPORATE SAFETY, HEALTH AND ENVIRONMENT POLICY**

Under Section 2(3) of the Health and Safety at Work Act 1974, employers must prepare and where necessary revise a written statement of health and safety policy. The existing safety, health and environment policy document, which was last considered by the Authority in September 2016, had been recently reviewed and amended as required. As the health and safety and environment functions were managed in a similar way it was considered appropriate for the Authority to declare its intent for both health and safety and the environment in the same document, which was endorsed at the meeting.

**3. CONSULTATION ON PROPOSED AMENDMENTS TO FRA COMBINATION SCHEME ORDER**

The Government had commenced a consultation to vary combination schemes of Combined Fire and Rescue Authorities to enable the application of the 'representation model' (referred to in the Policing and Crime Act 2017). This would enable Combined Fire and Rescue Authorities to appoint Police and Crime Commissioners to be represented with voting rights, where the Authority had agreed to a request by the Police and Crime Commissioner. Members expressed different views, some were concerned that the Government's intention to enable further integration allowed for the potential takeover by the Police and Crime Commissioner when the Authority, which was a democratic body, was already working well for the benefit of the people of Lancashire. This would enable the Police and Crime Commissioner to have a vote, which would affect the political balance of the Authority. Conversely, some Members thought it would be a positive opportunity for the Police and Crime Commissioner to attend Authority meetings to gain a better understanding of the work of the Fire Authority and evidence the level of collaboration particularly for the Inspection by Her Majesty's Inspectorate of Constabulary and Fire and Rescue Services next year. Members voted and the Authority agreed for the Clerk and Monitoring Officer to respond with a yes, to agree with the proposed amendments to vary the combination schemes for Fire and Rescue Authorities in order to implement the 'representation model'.

**REPORT OF THE LANCASHIRE COMBINED FIRE AUTHORITY  
19TH FEBRUARY 2018**

**1. UK EMERGENCY MEDICAL TEAM DEPLOYMENT TO BANGLADESH – 17 DECEMBER 2017 – 3 FEBRUARY 2018**

The Authority received a presentation from Graham Mossop, Watch Manager who attended the meeting to update Members on the recent deployment of the UK Emergency Medical Team (UK EMT) to Bangladesh. The UK EMT was a collaborative between the Department for International Development, NHS / Public Health England, UK Med, Handicap International and UK the UK International Search and Rescue Team (ISAR). He explained that (UK ISAR) was a co-operative of Fire and Rescue Services formed over 25 years ago who responded to humanitarian disasters and emergencies and provided capacity building across the world.

On 17 December 2017, a team was mobilised to Bangladesh to carry out a Medical Needs Assessment, which resulted in the mobilisation of the UKEMT on 24 December 2017. The mobilisation was to support the rise in Diphtheria cases in the refugee Rohingya community and due to in-country medics being diverted to treat patients. The World Health Organisation had requested assistance to further assist UNICEF with a vaccination campaign aimed at vaccinating children between the ages of 6 weeks – 15 years old. Difficulties included travel distances to reach patients as these could be as long as two hours each way, procurement of items in the bazaars, waste management, water sanitation and hygiene (WaSH).

WM Mossop assessed the infrastructure and the treatment centres and highlighted both good and bad practices in relation to WaSH, he liaised with infection control practitioners, generated standard operating procedures and promoted WaSH in line with international operating standards. A simple four-bin system was introduced to segregate at the point of use, clinical waste, non-clinical waste, sharps and glass. Chlorination of water was addressed with a simpler system using aqua tabs being adopted in the health/ diphtheria antitoxin (DAT) centres. Fire Safety training was given to the Rohingya security guards at all the centres in relation to raising the alarm, evacuation procedures and the use of fire extinguishers. Training of local clinicians took place, which was designed to enable them to continue DAT and associated medical treatments.

The positive outcomes were that the UK EMT triaged over 3,000 refugees with over 500 being treated for diphtheria, 5,100 refugees across all areas were treated with DAT, antibiotics were provided for mumps and tonsillitis, the UK government donated approximately £2m towards the cost of the massive vaccination programme and over £59m in total to the crisis, clinical skills of local medical staff were improved and the infrastructure and procedures in relation to WaSH were improved across all sites. A total of 350,000 children had been vaccinated in the district in addition to 130,000 local Bangladesh children who lived in close proximity.

**2. LOCAL GOVERNMENT ASSOCIATION FIRE VISION 2024**

The Authority noted that each year at its annual conference, the Local Government Association (LGA) released a conference document, which focussed on the current and future challenges of the Fire and Rescue Sector from the LGA Fire perspective. This year the document was entitled “What will 21st Century Fire and Rescue Services Look Like in 2024?”



Members considered the document that set out its mission, vision and rational for change as well as presenting some ambitions and actions.

### **3. NATIONAL FRAMEWORK CONSULTATION**

The Fire and Rescue Services Act 2004 required the Secretary of State to prepare a National Framework for fire and rescue authorities to keep it under review. The Authority noted that the National Framework was last published in 2012 and that the Minister for Policing and the Fire Service, the Rt Hon Nick Hurd MP was consulting on changes cited as needed to embed the fire reform programme and provisions in the Policing and Crime Act 2017. The Home Office 'Fire and Rescue National Framework for England' consultation document was considered and the Chairman's response noted.

### **4. HER MAJESTY'S INSPECTORATE OF CONSTABULARY AND FIRE AND RESCUE SERVICES (HMICFRS) – PROGRESS TOWARDS INSPECTION – BRIEFING**

The Policing and Crime Act 2017 set out that Her Majesty's Inspectorate of Constabulary, Fire and Rescue Services (HMICFRS) would inspect and report on the efficiency and effectiveness of fire and rescue authorities in England. In July 2017, HMICFRS extended its remit to include inspections of England's Fire and Rescue Services. This would assess and report on the efficiency, effectiveness and people of the 45 Fire and Rescue Services in England: -

- Effectiveness: how effective is the FRS at keeping people safe and secure from fire and other risks?
- Efficiency: how efficient is the FRS at keeping people safe and secure from fire and other risks?
- People: how well does the FRS look after its people?

The HMICFRS' inspection programme for Fire and Rescue Authorities in England was subject to the approval of the Home Secretary and the consultation to HMICFRS' inspection methodology closed on the 19th February 2018. It was noted that HMICFRS could also undertake further inspections at any time. The inspection would be developed with the fire and rescue service and would be designed to promote improvement and to identify all aspects of the excellent work undertaken. The Authority noted there would be 3 tranches of inspection, with Lancashire Fire and Rescue Service being inspected in the first tranche during summer 2018.

An Audit Assurance Team led by Area Manager Tony Crook had been established. The team was responsible for the Service response to the inspection and would support HMICFRS in the audit and assessment of performance against the Inspection Criteria, overseeing the coordination, analysis and presentation of information to HMICFRS, Service Management Team and the Combined Fire Authority, acting as a key point of contact for LFRS with the inspectorate throughout the entire inspection process and keeping staff informed and updated.

### **5. REVENUE BUDGET 2018/2019 - 2022/2023**

The Authority considered a report of the Treasurer that presented a gross revenue budget requirement for 2018/2019 of £55.1m. This allowed for the increase in pay costs arising from

forecast pay awards of 2.0%, additional posts required to meet increased demands and further investment in apprentices, all of which was partly offset by the identification of £0.8m of efficiency savings.

The final Local Government Finance Settlement confirmed funding was in line with the draft figures presented in December, i.e. £24.3m a reduction of £1.0m (4.0%), and that the council tax referendum level was increased to 3.0%.

The Authority considered council tax options for 2018/2019, which met the requirements to deliver a balanced budget and maintain an adequate level of reserves and determined a 2.99% increase (£1.96 per annum, less than 4p per week) per Band D property. In order to deliver this an unidentified savings target of £0.3m was included in the budget.

The Authority was faced with a growing funding gap in future years, the extent of which was considered as set out in the report, however it was noted that 2019/2020 was the final year of the current four-year settlement and hence funding in future years was uncertain. Currently the Authority remained in a good financial position with reserves able to offset the financial challenges throughout the remainder of the four-year settlement. The position became more challenging thereafter, by which time the Authority should have greater certainty on future funding, pay awards and future referendum limits.

## CHAIRMAN OF THE AUDIT COMMITTEE'S REPORT TO COUNCIL - COUNCILLOR PAUL GALLEY

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### Overview

I am pleased to provide this report to the Council on the work of the Audit Committee, over the last Municipal Year.

The Audit Committee is a key component of Blackpool Council's corporate governance. It provides an independent and high-level focus on the audit, assurance and reporting arrangements that underpin good governance and financial standards.

Since the formation of the new Audit Committee in May 2015, the Committee has continued to provide an increasing level of challenge to Senior Officers at the Council. This report summarises the work that has been undertaken by the Committee over the course of the 2017/2018 Municipal Year. It also demonstrates how the Committee has developed through training as it aims to become more effective and focussed, as well as highlighting some key aspects of the Committee's future development.

A key concern of the Audit Committee is to support the Audit Team in the carrying out of their work to deliver the audit plan for the Council. The committee does this by reviewing the Risk Services Quarterly Reports and reviewing strategic risk items to establish that adequate action is being taken to mitigate risks to an appropriate level for the Council and the delivery of services. The Committee also has a key role in considering the internal audit work programme and the risk management framework adopted by the Council.

Two examples of the committee in action in fulfilling that role are:

a): A number of concerns relating to Children's Services were identified by internal audit. As a result Mrs Diane Booth was invited to assure the Committee on progress that was being made in implementing high risk recommendations in the following four areas of Children's Services:

- External Placements
- Placement Order Legal Costs
- Adolescent Hub
- Safeguarding Children's Compliance

b) The Audit Committee, when reviewing the Audited Statement of Accounts, identified concerns about maintenance of the Council estate and ongoing attention to protect the estate against budgetary pressures.

## **Work Undertaken**

### **Strategic Risk Register**

The Committee has continued to focus upon the Strategic Risk Register and requested regular attendance from risk owners in order to provide challenge on the work undertaken to mitigate risk.

To date the following strategic risks have been considered:

- Sustainability of the Council
- Inability to respond to a major incident
- Failure to keep people safe
- Lack of resilience
- Local economy
- Reputational damage

Due to the level of questioning about risks and the detail required by the Committee, the Head of Audit and Risk is looking to refresh the way in which the Strategic Risk Register is presented for 2018/2019 to provide a more comprehensive picture for consideration.

### **Annual Governance Statement**

The Committee considered and approved the Annual Governance Statement for 2016/ 2017 in June 2017 and noted that a Good Governance Group had been established in October 2016, which had led on the review of effectiveness and the production of the Annual Governance Statement.

Members raised questions in relation to the Whistleblowing Policy and the Performance Management Framework and agreed to undertake a mid-year review of progress against the actions outlined in the Annual Governance Statement. The mid-year review was considered in January 2018 and noted that despite some actions remaining partially implemented the Council would be fully compliant with regulations.

### **Risk Services**

Members of the Committee have reviewed reporting on Risk Services on a quarterly basis and have requested Chief Officer attendance, as appropriate, to provide assurance of adequate progress. The Committee has provided a specific challenge on a number of matters including anti-fraud work, service business continuity plans, as well as specific internal audit reports on matters such as the proposed museum and a series of internal audit reviews of Children's Services including payments made.

In addition, the Committee considered information relating to fire safety activity following the Grenfell Tower disaster and the internal audit report about the Business Loan Fund.

### **External Auditors**

The Audit Committee has received a number of reports from the External Auditor:

- External Auditor's Report to those charged with Governance
- Statement of Accounts 2016/ 2017
- Annual Audit Letter 2016/ 2017
- The Certification of Grants and Returns 2016/ 2017

### **Other work and key achievements:**

- Annual Audit Opinion 2016/ 2017 - provided Members with details of individual and collective audit reviews undertaken in the year ended 31 March 2017. The report also provided the Head of Audit and Risks Annual Opinion on the Council's control environment.
- Audit Committee Self-Evaluation – the self-evaluation is undertaken each year and the Committee considers the feedback in order to develop the Audit Training Programme and improve the quality of challenge made.
- The Committee approved the Quality Assurance and Improvement Programme for the internal audit service for 2017/ 2018, Internal Audit Strategic plan 2018/ 2021, Risk Management Framework and the Business Continuity Framework.
- Regulation of Investigatory Powers Act – the Committee received and approved the revised policy.
- Appointment of the first independent member of the Audit Committee.
- Through training, more participation of the Elected Members in meetings resulting in a greater level of appropriate challenge which was reflected in the surveys returned by senior officers of the Council.

### **Training and Development**

Committee Members have been committed to their own development continue to attend training events on a regular basis. The training sessions identified covered areas based upon the CIPFA Guidance for Audit Committees and in which Members felt there was a requirement for improved skills and knowledge. As requested by the Committee, the below listed training sessions have been held over the past year:

- Audit Committee Terms of Reference (June 2017)
- Reviewing the Statement of Accounts (September 2017)
- Fraud Awareness (November 2017)
- Cyber Risk (to be held March 2018)
- Data Protection / Breaches (to be held May 2018)

## **Future Work Programme**

The Committee will continue to receive and review key information including the Annual Governance Statement and the Risk Services Quarterly Report and when appropriate, invite Chief Officers to attend to provide explanations where inadequate assurance has been provided or where key controls have not been implemented.

The Strategic Risk Register will be reviewed and the information within it improved and Chief Officers will continue to be required to update the Committee with regards to the controls that are being implemented in order to manage the Council's risks.

Other goals for the 2018/ 2019 year include:

- To continue work on identifying whistleblowing training for Elected Members and ongoing training in the strategic risk register and its evolution.
- Refer more things to scrutiny where appropriate.
- More contact with Departmental Managers as well as Directors when considering services.
- Continuing to develop the Committee in order to achieve a unified approach to challenge.

Members, I am pleased to present this report to Council and will be happy to answer any questions.

<b>Report to:</b>	<b>COUNCIL</b>
<b>Relevant Officer:</b>	Linda Dutton, Head of Human Resources and Workforce Development
<b>Relevant Cabinet Member:</b>	Councillor Blackburn, Leader of the Council
<b>Date of Meeting:</b>	21 March 2018

## PAY POLICY STATEMENT 2018/ 2019

### 1.0 Purpose of the report:

- 1.1 To consider the recommendation of the Chief Officers Employment Committee from its meeting on 12 March 2018 regarding the proposed Pay Policy Statement and local election fees. Following Council approval, the Pay Policy Statement has to be published by 31 March 2018.

### 2.0 Recommendation(s):

- 2.1 To approve the proposed Pay Policy Statement and the local election fees as submitted to the Chief Officers Employment Committee.

### 3.0 Reasons for recommendation(s):

- 3.1 The Council has a duty to agree a pay policy statement before 31 March each year.

- 3.2a Is the recommendation contrary to a plan or strategy adopted or approved by the Council? No

- 3.2b Is the recommendation in accordance with the Council's approved budget? Yes

- 3.3 Other alternative options to be considered:

The Council has a duty to agree a pay policy statement and the proposed one is consistent with the guidance from the Department of Housing, Communities and Local Government.

### 4.0 Council Priority:

- 4.1 The relevant Council priorities are "The economy: Maximising growth and opportunity across Blackpool" and "Communities: Creating stronger communities and increasing resilience".

## **5.0 Background Information**

- 5.1 The Council is required to produce a pay policy statement, which must be in place for the year 2018/ 2019 and have received full Council approval before the start of that financial year.
- 5.2 The statement must set out the Council's policy on:
- i. Chief Officer Remuneration (at recruitment, salary, bonus, performance related pay, charges, fees, allowances, benefits in kind, enhancement to pension at termination).
  - ii. Remuneration of its lowest paid employees (elements as above), the definition used for this group and the reason for adopting that definition.
  - iii. The relationship between Chief Officer remuneration and that of other staff. This however is a minimum requirement and Councils can do more if they so wish.
- 5.3 The guidance from the Department for Housing, Communities and Local Government has added that they expect the policy statement to cover:
- i. The opportunity for full Council to vote on senior officer remuneration packages with a value over £100,000 prior to an offer of appointment being made.
  - ii. Policies should explain the planned relationship between Chief Officer remuneration and that of other staff and the ratio between the highest paid and median salary that the authority aims to achieve and maintain.
  - iii. The value of the system of earn back pay with an element of their basic pay at risk each year to be earned back through meeting pre-agreed objectives.
  - iv. Any decision that the Authority takes in relation to the award of severance to an individual Chief Officer.
  - v. An explicit statement on whether or not they permit an individual to be in receipt of a pension in addition to receiving a salary.
  - vi. Policies to deal with those who may have returned to the authority under a contract of service of any type having already received a severance or redundancy payment.



- 5.4 In addition to this guidance, it should be noted that the recommended practice for Local Authorities on data transparency states that the Council should disclose publicly:
- i. Employees salaries (that earn £50,000 and above). This includes disclosing their names, details of their remuneration, a list of responsibilities, for example, the services and functions they are responsible for, budget held and number of staff.
  - ii. An organisation chart.
  - iii. The pay multiple, which is the ratio between the highest paid salary and the median average salary of the whole authority's workforce.
- 5.5 The Government has proposed to establish a £95,000 cap on the total value of exit payments made to an individual in relation to their exit from public sector employment. Final confirmation as to how this will be applied/ implemented is still awaited and has therefore not been included in this Pay Policy.
- 5.6 The Government has published the Equality Act 2010 Specific Duties and Public Authorities) Regulations 2017 (the Regulations) which will implement the mandatory gender pay gap reporting requirement for public sector employers with 250 or more employees. The duty to report will commence from April 2018 and the information is therefore contained within this Pay Policy statement.
- 5.7 The Council meeting prior to an all-out local election is usually the time to agree the fees to be applied at that election, as part of the Pay Policy statement. The last time this occurred was in March 2015, with the election approximately six weeks later. However, in able to assist with planning and recruitment of election staff for 2019, a review has been undertaken a year early with this year's Pay Policy statement (which is the normal method of approval). The changes are indicated in red on Appendix 5(b). The proposed changes do not impact on the overall budget for election payments, with some minor increases and reductions and clarity over the Returning Officer's fee for multiple by elections.

Does the information submitted include any exempt information? No

**List of Appendices:**

Appendix 5(a) - proposed Pay Policy Statement.  
Appendix 5(b) – proposed local election fees.

**6.0 Legal considerations:**

6.1 All legal duties concerned with this matter have been included in the Statement.

**7.0 Human Resources considerations:**

7.1 The Council's Pay Policy statement would cover Chief Officer Remuneration in various forms and also its relationship with that of other staff.

**8.0 Equalities considerations:**

8.1 The Council has gone through a pay review process and as part of that review, it has introduced two robust job evaluation schemes, which are designed to ensure fairness and equity in terms of pay. These schemes and the desire to ensure fairness and transparency around pay form the basis of the Council's Pay Policy Statement. The Council complies with the recommended practice for Local Authorities on data transparency already.

**9.0 Financial considerations:**

9.1 No changes to the Council's financial arrangements have been made as a result of the introduction of this statement.

**10.0 Risk management considerations:**

10.1 The most significant risks around pay relate to the increased costs of employment and balancing the need to pay an appropriate salary that will mean that the roles the Council needs to fill to discharge its duties as a Local Authority can be filled by skilled, appropriately qualified staff. To mitigate against the first risk the Council ensures that its budgets are managed effectively and to deal with the second risk, there is a policy to deal with market supplements if they can be objectively justified.

**11.0 Ethical considerations:**

11.1 The Council's values of accountability are important in this report in that the Council is stating its pay rationale.

**12.0 Internal/ External Consultation undertaken:**

12.1 Consultation has previously taken place with Trade Union Representatives on the policies referred to in the pay policy statement. Any new areas, which could be added to the statement, will be discussed with the Trade Union representatives.

**13.0 Background papers:**

13.1 None.

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## **Blackpool Council - Pay Policy Statement**

### **Summary Statement**

Blackpool Council is committed to paying all its employees appropriately and fairly using recognised job evaluation schemes that have been tested to ensure that they are free of gender and any other bias. The pay scales for employees at all levels are in the public domain and the Council complies with requirements to publish data on senior salaries and its entire pay scale in the interests of transparency.

In determining the pay and remuneration of all its employees, the Council will comply with all relevant employment legislation. This includes legislation such as the Equality Act 2010; Part Time Employment (Prevention of Less Favourable Treatment) Regulations 2000; and where relevant, the Transfer of Undertakings (Protection of Earnings) Regulations.

As far as possible, all Council policies that relate to employment benefits are universally applied unless there is a specific contractual or business reason why they should be limited to a certain group of employees.

### **Basic Pay**

All employees including Chief Officers basic pay is based on job evaluation processes that use the NJC scheme for posts graded at G and below and the Hay scheme for posts graded H1 and above.

Both of these schemes have been tested to ensure that they are free from gender and any other bias and the use of these schemes has been agreed with the relevant recognised trade unions.

Job evaluation panels made up of trade union and management representatives sit on a regular basis to evaluate posts, which in turn produces a score and a grade. At the cross over of the two schemes, there is a protocol for assessing whether the post should be dealt with under the Hay or the NJC scheme. Periodically, the Council uses the services of experts in the two schemes to assist with the evaluation of posts, provide training for staff and monitor the appropriateness of the senior pay line relative to the market.

The Council adopts the national pay bargaining arrangements in respect of the establishment and revision of the national pay spine, for example, through any agreed annual pay increases negotiated with joint trade unions.

### **Real Living Wage**

As an accredited employer to the Living Wage Foundation and in order to support the lowest paid workers in the Council, the Real Living Wage supplement is applied

for Council employees whose total hourly rate is currently less than £8.45. (£8.75 from 1 April 2018)

The normal job evaluation processes will continue to determine the grade of posts in the Council. This will not include employees in maintained schools, where pay is a matter for the relevant Governing Body.

### **Market Forces Supplements**

Market forces supplements are only paid to employees including chief officers in exceptional circumstances and in accordance with the strict controls in the Council's Market Forces Policy. Any such payments are reviewed annually to ensure they remain valid.

### **Incremental Progression**

Progression through the grade for permanent and temporary employees is only possible upon completion of satisfactory service and in line with the NJC Terms and Conditions as described in the Green Book. Chief Officers are required to demonstrate that they have achieved or exceeded their objectives in order to progress through the grade and a scheme is in place to monitor that.

### **New Appointments**

Appointment to new posts are usually made at the bottom of the grade except in exceptional circumstances where the most suitable candidate can evidence that such an offer would not reasonably be acceptable to them and the Council is satisfied that market conditions require the appointment to take place at a higher point than the minimum.

All Chief Officer appointments are dealt with by the Chief Officers Employment Committee, using the normal recruitment procedures. Chief Officer posts with a remuneration package of more than £100,000 must be ratified by full Council.

### **Overtime and Additional Hours Payments and Premium Payments**

In the absence of any agreement to the contrary, the following applies:

Contractual overtime and additional hours are paid in accordance with the NJC Terms and Conditions as described in the Green Book.

Non-contractual, voluntary overtime and additional hours payments are paid in accordance with the Council's Pay Review Booklet.

To meet specific operational requirements it may be necessary for an individual to take on temporarily additional duties to their identified role. The Council's arrangements for authorising any additional remuneration, e.g. honoraria, ex-gratia,

‘acting up’, relating to temporary additional duties are set out in the Council’s Pay Review Booklet

Chief Officers are not paid overtime, additional hours payments or premium payments.

All other pay related allowances are the subject of either nationally or locally negotiated rates, having being determined from time to time in accordance with collective bargaining machinery or through contractual changes.

### **Honoraria Payments**

Subject to certain conditions, employees, with the exception of the Chief Executive and Chief Officers, who are temporarily required to undertake some or all of the duties of a higher graded post are eligible to be paid an honorarium. Details of the scheme can be found in the Council’s Honoraria Procedure.

### **Bonus Payments and Earn Back Schemes**

No employees, including Chief Officers in the Council are in receipt of bonus payments or subject to earn back schemes where employees give up some salary to earn it back upon completion of agreed targets.

### **Relationship between the Highest and the Lowest Paid**

The Council is committed to paying employees based on the recognised job evaluation schemes detailed above. The application of these schemes creates the salary differentials. Pay rates for each grade are published on the Council’s website.

### **Relationship between the Highest Paid Employee and the Median Salary**

The relationship between the highest paid employee and the median salary will be calculated on an annual basis and published on the Council’s website alongside the information provided regarding senior managers salaries.

As part of its overall and ongoing monitoring of alignment with external pay markets, both within and outside the sector, the Council will use available benchmark information as appropriate, for example Epaycheck. In addition, upon the annual review of this statement, the Council will monitor any changes in the relevant ‘pay multiples’ and benchmark against other comparable local authorities.

### **Charges, Fees and Allowances**

The Travelling, Subsistence and Related Expenses Policy apply to all employees including Chief Officers.

The reimbursement of professional fees for certain occupational groups is covered by the Personnel Code and applies to all relevant employees regardless of grade.

All other allowances paid to employees regardless of grade are detailed in the Council's Pay Review Booklet.

Chief Officers do not receive additional allowance payments.

### **Gender Pay Gap Information**

In accordance with regulations introduced in 2017, the Council will publish gender pay gap information alongside all other pay policy related data on its website and update this on an annual basis.

Please see Annex 1 (below) for the information, which will be published.

### **Pension**

Where employees have exercised their statutory right to become members of the Local Government Pension Scheme, the Council is required to make a contribution to the scheme representing a percentage of the pensionable remuneration due under the contract of employment of that employee. The rate of contribution is set by Actuaries advising the Lancashire Pension Fund and reviewed on a triennial basis in order to ensure the scheme is appropriately funded. The employer contribution rates are set by statute and are available from the Payroll Team.

### **Flexible Retirement**

The Council's LGPS Employee Discretions Policy provides the ability for an employee to have their pension benefits released subject to the current policy and relevant approvals.

### **Electoral Fees**

The Chief Executive is the Council's appointed Returning Officer and is personally (not corporately) liable for the management of elections and referendums. The fee payable to the Returning Officer for European, UK Parliamentary, Police and Crime Commissioner and any other election or referendum (when acting as Counting Officer) organised nationally is paid for from Central Government. The fee payable to the Returning Officer for an all-out local election, (which is held every four years) is the same as the fee set nationally for an equivalent election/ referendum, which is run on the local authority boundary.

For a local by-election the Returning Officer's fee is 10% of the fee for a full local election, with a higher applied should there be four or more by elections taking place at the same time, as set out in fees agreed by the Council. Other fees paid to



employees appointed by the Returning Officer for a local election are paid by the Returning Officer, also against fees agreed by the Council.

### **Redundancy Payments, Severance Payments and Retirement**

All employees including Chief Officers are entitled to redundancy payments and pension release in accordance with the Council's Redundancy and Retirement Procedure. Where the proposed severance payment, including salary paid in lieu, redundancy compensation, pension entitlement, holiday pay and any other fees or allowances paid to an employee, is more than £100,000, the decision will be ratified by full Council.

### **Termination Payments**

In exceptional circumstances, the Council may make a termination payment to an individual under a settlement agreement. Such agreements protect the Council where there is a risk of high financial impact and/or damage to the Council's business or reputation. Payments are authorised by the Chief Executive or his delegated Officers. In the event a settlement agreement involving the Chief Executive or a Chief Officer, where the payment exceeds £100,000, the decision would be made by the Council based on a recommendation from the Chief Officers Employment Committee.

### **Re-employment/Re-engagement of Former Employees**

The Council has an obligation to ensure that it is managing public monies responsibly. It will not re-engage (into the same or a very similar role) ex-employees who have left their prime employment with the Council on the grounds of voluntary or compulsory redundancy, efficiency release or employer consent retirement (where there is a cost to the Council) for a period of 12 months with effect from the date of leaving. This does not cover those employees who access their pension via the Council's Flexible Retirement Scheme.

In addition any proposal to re-engage an ex-employee, who was Graded H3 or above (or equivalent salary) will require the agreement of the Chief Executive following consultation with relevant chief officers.

### **Scope**

This Pay Policy Statement applies to all Council employees. Employees whose terms and conditions of employment have been retained following a TUPE transfer (Transfer of Undertakings Protection of Employment) and are subject to the TUPE Regulations may be excluded from this policy.

### **Review**

The pay policy statement will be kept under review and developments considered in the light of external best practice and legislation. The Council will ensure the pay policy statement is updated on an annual basis in line with the requirement of the Localism Act 2011. The annual pay policy statement will be submitted to Chief Officers Employment Committee and then full Council by 31 March of each year.

## Annex 1

## Gender Pay Gap Report - 2017

## 1.0 Introduction

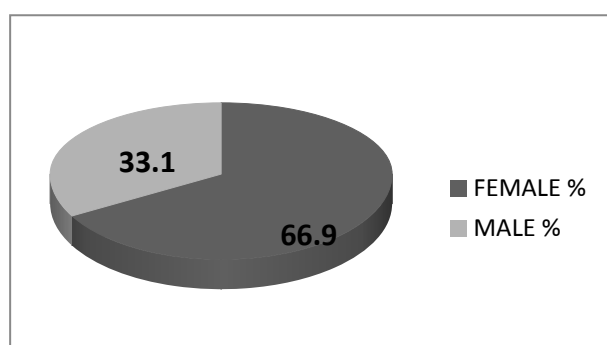
From April 2017, all organisations that employ over 250 employees are required to report annually their gender pay gap<sup>1</sup>. The gender pay gap is defined as the differences in the average earnings of men and women over a standard period of time, regardless of their role seniority.

**A positive pay gap** indicates that men are paid more; **a negative pay gap** indicates that women are paid more

## 2.0 Context

Blackpool Council is a unitary authority, which provides around 150 services to 142,000 Blackpool residents.

All Blackpool Council employees are remunerated according to set pay scales; posts are regularly reviewed and agreed by employee representatives through a formal job evaluation system. Our workforce is currently 2547 employees<sup>2</sup> of whom two thirds are female (66.9 %).



Blackpool Council is committed to eliminating discrimination and encouraging equality and diversity in our workforce.

This approach is endorsed in our Council Plan, which includes an assurance of equality and fairness in respect of gender.

Our equality objectives aim to get more people to tell us they experience fair treatment by Council services; to make our workforce representative of our communities, with more people from diverse backgrounds involved in decision-making at every level; that equality and diversity is embedded in staff culture; and that we celebrate growing diversity and increase respect and understanding for all.

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<sup>1</sup> Under the Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

<sup>2</sup> Head count excluding school based and those employee on a temporary contract of less than 1 year and casual employees


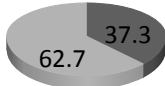
What are we required to report?

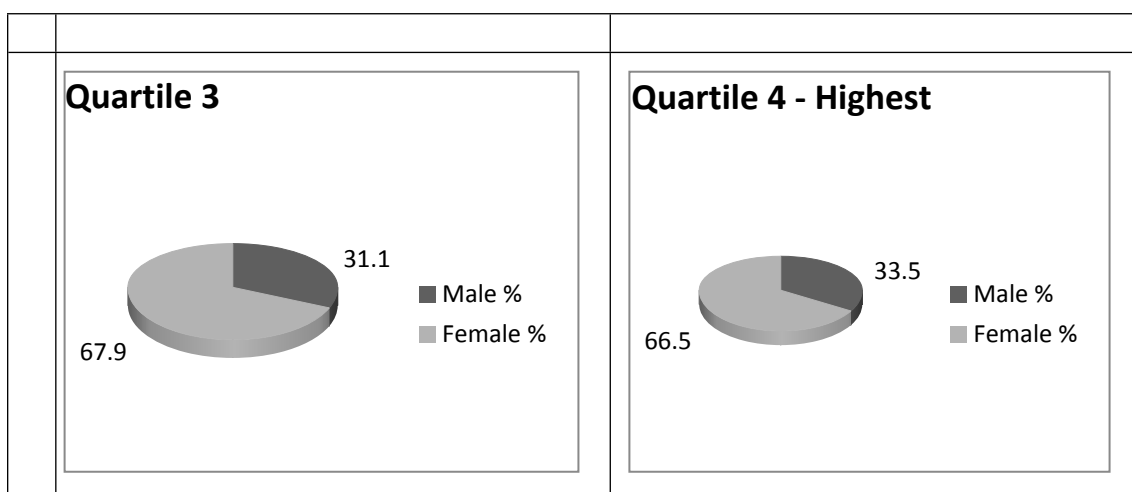
Mean gender pay gap	The difference between the mean hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees
Median gender pay gap	The difference between the median hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees
Mean Bonus Gap	The difference between the mean bonus pay paid to male relevant employees and that paid to female relevant employees
Median Bonus Gap	The difference between the median bonus pay paid to male relevant employees and that paid to female relevant employees
Quartile pay bands	The proportions of male and female full-pay relevant employees in the lower, lower middle, upper middle and upper quartile pay bands

The overall gender pay gap is defined as the difference between the median (actual midpoint) or mean (average) basic annual earnings of men and women expressed as a percentage of the median or mean basic annual earnings of men.

### 3.0 Data

**Blackpool's Gender Pay Gap** - Based on a snap shot date of 31 March 2017.

1	Mean Pay Gap	0.71%								
2	Median Pay Gap	-6.03%								
3	Mean bonus gender pay gap	Blackpool Council does not operate any bonus scheme and therefore has no bonus gender pay gap.								
4	Median bonus gender pay gap									
5	Proportion of males /females receiving a bonus payment									
6	Proportion of males and females in each quartile pay band									
<div><div><div>Quartile 1 - Lowest</div><div><table><tr><td>35.4</td><td>Male %</td></tr><tr><td>64.6</td><td>Female %</td></tr></table></div></div><div><div>Quartile 2</div><div><table><tr><td>37.3</td><td>Male %</td></tr><tr><td>62.7</td><td>Female %</td></tr></table></div></div></div>			35.4	Male %	64.6	Female %	37.3	Male %	62.7	Female %
35.4	Male %									
64.6	Female %									
37.3	Male %									
62.7	Female %									



#### 4.0 Findings

You will see that if you compare the Mean Gender Pay Gap data of **0.71 %** and the Median Gender Pay Gap **-6.03 %** to the national picture, it fares very favorably as the government states nationally GPG is over **18%**.

<https://www.gov.uk/government/news/uk-gender-pay-gap>

Although these figures are favourable for the Council, we are not complacent and will continue to monitor our performance, along with initiatives that we have in place which have contributed to these results such as:

- ✓ Actively supporting parents returning to work from maternity leave, shared parental leave or adoption leave by offering job share, career break or part time opportunities.
- ✓ Provision of job/career opportunities.
- ✓ Flexible working (Flexitime) in many locations.
- ✓ Voluntary Reduced Hours, Job Share and Career Break Schemes.
- ✓ Childcare Provision/Information.
- ✓ Compassionate/Special Leave arrangements.
- ✓ Introducing Development programmes for aspiring managers

#### 5.0 Agreement

I confirm that Blackpool Council is committed to the principle of gender pay equality and has prepared its 2017 gender pay gap results in line with mandatory requirements.

Signed:



Neil Jack Chief Executive

## Blackpool Council – Revised February 2018

### Fees for Council elections and by-elections

#### A. Returning Officer's Fees

Fee for conducting the election and generally performing the duties required other than any duties for which separate fees are provided:

The fee payable to the Returning Officer for an all out local election (which is held every four years) is the same as the fee set for the last national election/referendum.

The fee payable to the Returning Officer for ad-hoc local ward by elections is in accordance with a percentage sliding scale as shown below, based on the fee set for the last national election/referendum:

1 – 3 ward by elections on same day	10%	unchanged
4 – 6 ward by elections on same day	20%	The fee/s were previously at discretion of RO. These have never happened but in good governance terms these fees should be set by Council.
7 – 10 ward by elections on same day	40%	
11 – 16 ward by elections on same day	80%	
17 – 21 ward by elections on same day	100%	

#### B. (i) Deputy Returning Officer's Fees (full powers)

Fee for conducting and generally performing the duties assigned by the Returning Officer, other than any duties for which separate fees are provided - 75% of Returning Officer fee.

#### (ii) Deputy Returning Officer's Fees (specific powers)

The Returning Officer has the discretion to determine the level of fees taking into account the responsibilities and time undertaken when performing these duties.

#### C. Polling Staff

The Returning Officer may vary these rates for a combined election/referendum, on the basis of fees set nationally.

	Fee	
<b>Presiding Officer</b> Rate of pay for polling day and attending compulsory training session	£230	Was previously two separate fees

**Note:** SCP = Spinal Column Point and refers to the appropriate level on the Council's pay scales.

	Fee	
<b>Poll Clerk</b> Rate of pay for polling day and attending compulsory training session	£150	Was previously two separate fees (slight increase to keep in line with national minimum wage and benchmark figures)
<b>Polling Station Inspector</b> Rate of pay for polling day and attending compulsory training sessions	£245	Were previously separate fees.

**D. Issue and opening of postal votes**

A 50% reduction will be applied for Council staff during normal working hours.

<del>Postal Issue Supervisor</del>	delete – no longer required	SCP-26
<del>Postal Issuer</del>	delete – no longer required	-SCP-14
Postal Vote Opening Room Supervisor –	unchanged	SCP 33
Postal Vote Opening Team Member –	reduced to be in line with count assistant	SCP-18-SCP 17

**E. Count**

A 50% reduction will be applied for Council staff during normal working hours.

For any Count taking place outside of normal working hours the rate of pay is at time and a half.

Count Assistant	SCP-14 SCP 17	Was previously double time for first hour and then time and a half per hour. Slightly increased rate for count assistant but at time and a half for each hour.
Count Deputy Table Supervisor	SCP 26 unchanged	
Count Table Supervisor	SCP 33 unchanged	
Other count roles – at the discretion of the Returning Officer		

**F. Other duties**

A 50% reduction will be applied for Council staff during normal working hours.

**Note:** SCP = Spinal Column Point and refers to the appropriate level on the Council's pay scales.

Poll cards – preparation – <b>unchanged</b>	Own staff SCP rate up to a max of SCP 30.
Poll cards – delivery – <b>unchanged</b>	16p per card
For providing general clerical assistance / technical support – <b>unchanged</b>	Own staff SCP rate up to a max of SCP 30.
Providing/ delivering training (unless covered elsewhere) <b>unchanged</b>	SCP 26

(Should circumstances require, additional clerical payments may be made at the discretion of the Returning Officer)

**G. Mileage / travel – **unchanged****

Mileage payments for all roles will be subject to individual claims and will be at the rate equivalent to the Council's lowest casual user rate if used car or actual and necessary cost.

**H. Unsociable working hours – **unchanged****

Any work which may be undertaken during evenings and Saturdays will be paid at time and a half. Any work undertaken on Sundays and Bank Holidays will be paid at double time. (ie outside of the Council's normal core working hours).

**Note:** SCP = Spinal Column Point and refers to the appropriate level on the Council's pay scales.

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## Item 6 - Notice of Motion

To consider the following motion, which has been submitted in accordance with Procedure Rule 12.1:

a) **Telephone Boxes and Antisocial Behaviour.** Councillor Humphreys to propose.

That the Council recognises that whilst being a community asset, telephone boxes can also be a source and cause of crime and anti-social behaviour particularly drug dealing. The Council therefore calls upon British Telecom to review its criteria for the removal of telephone boxes to take into account such crime and anti-social behaviour issues evidenced by responsible authorities. The Council therefore asks the Chief Executive to write to the Home Secretary to request that the Council's concerns be raised with Telephone Box providers.

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