

**City of Wolverhampton Council – Decisions taken by the Cabinet on Wednesday, 17 March 2021**

<b>Item 5</b>	
<b>Title</b>	Pay Policy Statement 2021-2022
<b>Status</b>	Recommendations Approved
<b>Record of Decision</b>	<p>That Council be recommended to:</p> <ol style="list-style-type: none"> <li>1. Approve the Pay Policy Statement for 2021 - 2022.</li> <li>2. Approve the publication of the Pay Policy Statement in line with the requirements of the Localism Act 2011.</li> <li>3. Note that the national pay award for National Joint Council (NJC) and Joint Negotiating Committee (JNC) Chief Officers and Chief Executives has not yet been agreed.</li> </ol>
<b>Options Considered</b>	The authority is required to prepare and publish a Pay Policy in accordance with the Localism Act 2011.
<b>Reasons for Decision</b>	To ensure that the authority complies with the relevant legislation and best practice guidance.
<b>Record of Conflicts of Interest</b>	None
<b>Dispensation Granted</b>	Not applicable
<b>Decision available for implementation (subject to call-in)</b>	1 April 2021

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<b>Item 6</b>	
<b>Title</b>	Wolverhampton Homes Delivery Plan 2021-2022
<b>Status</b>	Recommendations Approved
<b>Record of Decision</b>	<p>That Council be recommended to approve:</p> <ol style="list-style-type: none"> <li>1. The Wolverhampton Homes Business Plan Delivery Plan 2021-2022.</li> <li>2. New arrangements for monitoring the delivery of the Wolverhampton Homes Business Plan Delivery Plan to Council scrutiny.</li> </ol>
<b>Options Considered</b>	<p>The Council entered into a 15-year management agreement with Wolverhampton Homes (WH) in 2013 to continue to deliver housing management services on behalf of the Council. It is a requirement of this management agreement that the Council and WH work to develop and adopt a delivery plan which sets out how WH will deliver the services delegated to them and help to deliver the Stock Maintenance and Improvement Programme. In so doing WH in conjunction with the Council aim to contribute to improving housing across the city by offering better quality housing choices and safe and secure housing for all.</p> <p>The alternative option would be not to adopt an annual delivery plan. Where a delivery plan cannot be agreed, the management agreement sets out that it will be determined in accordance with its dispute resolution process.</p>
<b>Reasons for Decision</b>	<p>It is recommended that the WH Delivery Plan is adopted. It is accompanied by draft performance indicators to be finalised between the Council and WH for 2021-2022, both of which have been developed in conjunction with the Council. Appendix 3 sets out WH's procurement plan for 2020-2021 as required by the management agreement. The Delivery Plan has been endorsed by the Council's Delivery Plan Monitoring Group.</p> <p>Additionally, the Council continues to monitor and review WH to ensure that the organisation remains high-performing, well-governed and delivering a housing service in line with the Council's strategic objectives</p>

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<b>Record of Conflicts of Interest</b>	Councillors Linda Leach and Ian Brookfield both declared a non-pecuniary interest as leaseholders.
<b>Dispensation Granted</b>	None
<b>Decision available for implementation (subject to call-in)</b>	1 April 2021

**City of Wolverhampton Council – Decisions taken by the Cabinet on Wednesday, 17 March 2021**

<b>Item 7</b>	
<b>Title</b>	Relighting Our City Recovery Commitment Refresh
<b>Status</b>	Recommendations Approved
<b>Record of Decision</b>	<ol style="list-style-type: none"> <li>1. That the refreshed Relighting Our City recovery framework be approved.</li> <li>2. That it be noted that the Relighting Our City priorities were developed after extensive engagement with over 2,500 local people to ensure that the Council’s recovery planning is reflective of the City’s needs.</li> <li>3. That the performance against the priorities during 2020-2021 and approach to performance management for 2021-2022 be noted.</li> </ol>
<b>Options Considered</b>	<p>Option one would be to do nothing. This would not be viable as the Council has already made a commitment to regularly refresh the Relighting Our City recovery framework to reflect the fast changing nature of the pandemic.</p> <p>Option two and the chosen option is to refresh the Relighting Our City recovery framework to capture key achievements and activity since the plan was launched and to highlight emerging new activity to support the community and economic recovery of the city.</p>
<b>Reasons for Decision</b>	<p>Relighting Our City was launched as a ‘living’ document and a commitment made to regularly review and refresh the plan to ensure that it continued to reflect the priorities of local people and captured the fast-changing nature of the pandemic.</p> <p>The activity and actions set out in the plan are not exhaustive and working closely with City partners and residents the Council will continue to build on this framework to develop its approach to recovery.</p>

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<b>Record of Conflicts of Interest</b>	None
<b>Dispensation Granted</b>	Not applicable
<b>Decision available for implementation (subject to call-in)</b>	23 March 2021

**City of Wolverhampton Council – Decisions taken by the Cabinet on Wednesday, 17 March 2021**

<b>Item 8</b>	
<b>Title</b>	Gender Pay Gap Report 2020
<b>Status</b>	Recommendations Approved
<b>Record of Decision</b>	<ol style="list-style-type: none"> <li>1. The contents of the report on the Gender Pay Gap as of the snapshot date of 31 March 2020 be noted.</li> <li>2. That it be noted that the median Gender Pay Gap for 31 March 2020 is 0.0% and the mean is 4.24%.</li> <li>3. That it be noted that the comparison with March 2019 data – the median Gender Pay Gap was 0.23% and the mean was 4.54%.</li> <li>4. That the proportion of men and women in each quartile in our pay structure as of 31 March 2020 be noted.</li> <li>5. That the actions the Council has taken so far to improve equality, diversity and inclusion within the workplace be noted.</li> <li>6. That the actions proposed to continue to remove inequality and further promote equality, diversity and inclusion be noted</li> <li>7. That it be noted that the Equality Act 2010 (Specific Duties and Public Authorities) regulations 2017 only requires organisations to report on the gender pay gap. In addition to this, the Council have chosen to report on the race pay gap and the disability pay gap to identify areas for improvement. The Council would continue to expand this portfolio and hopes to include a review of the LGBTQ+ pay gap soon.</li> </ol>

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<b>Options Considered</b>	There are no alternative options in terms of the way that data is collected as legislation defines the requirement for gender pay gap reporting.
<b>Reasons for Decision</b>	The information is being provided to meet legislative requirements as prescribed under the Equality Act 2010 (Specific Duties and Public Authorities) regulations 2017.
<b>Record of Conflicts of Interest</b>	None
<b>Dispensation Granted</b>	Not applicable
<b>Decision available for implementation (subject to call-in)</b>	18 March 2021

**City of Wolverhampton Council – Decisions taken by the Cabinet on Wednesday, 17 March 2021**

<b>Item 9</b>	
<b>Title</b>	Temporary Accommodation Action Plan
<b>Status</b>	Recommendations Approved
<b>Record of Decision</b>	<ol style="list-style-type: none"> <li>1. That the Temporary Accommodation Action Plan be supported, and authority be delegated to the Cabinet Member for City Assets and Housing, in consultation with the Director of City Environment, to approve the implementation of the actions as detailed in the report.</li> <li>2. That the immediate use of a maximum of 20 additional Council owned properties for temporary accommodation use be approved.</li> <li>3. That the development of a new property acquisition programme to purchase up to 50 additional units initially for temporary and settled accommodation be approved.</li> <li>4. That the development of a new private property lease programme to identify up to 50 additional units to lease from a private owner and negotiate long term lease arrangements for use as temporary accommodation be approved.</li> <li>5. That an amendment to City of Wolverhampton Council's Allocations Policy as detailed in paragraph 7.1 of the report be approved.</li> <li>6. That authority be delegated to the Cabinet Member for City Assets and Housing, in consultation with the Director of City Environment, to agree the expenditure on individual property purchases.</li> <li>7. That authority be delegated to the Cabinet Member for City Assets and Housing, in consultation with the Director of City Environment, to agree the entering into individual lease arrangements, following negotiated lease terms and conditions as agreed with private property owners.</li> </ol>

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<b>Options Considered</b>	<p>An alternative option would be to not implement a Temporary Accommodation Action Plan and to continue current working practices with the existing stock of property. This would mean that placements would continue to be made in nightly rate accommodation and B&amp;Bs and the spend would continue to increase quarterly. This would create a financial pressure for the Council and is therefore not considered a viable option.</p> <p>Another option would be to partially implement the Action Plan and increase the number of properties in the local authority stock to meet the current need. This would decrease the spend on nightly rate accommodation but require additional properties to be purchased annually as the demand continues to grow. The cost of procuring a large volume of units in a short space of time would be high and this would not address some of the causes of the increase in spend.</p>
<b>Reasons for Decision</b>	<p>The implementation of the proposed actions outlined in the Temporary Accommodation Action Plan would address the overspend in the budget and mitigate against the growing demand for temporary and settled accommodation units.</p>
<b>Record of Conflicts of Interest</b>	<p>None</p>
<b>Dispensation Granted</b>	<p>Not applicable</p>
<b>Decision available for implementation (subject to call-in)</b>	<p>23 March 2021</p>

**City of Wolverhampton Council – Decisions taken by the Cabinet on Wednesday, 17 March 2021**

<b>Item 10</b>	
<b>Title</b>	Creating more opportunities for our young people: #YES Annual Report
<b>Status</b>	Recommendation Approved
<b>Record of Decision</b>	That the achievements set out in the #YES (Youth Engagement Strategy) Annual Report and 2021/22 priorities identified to create more opportunities for our city's young people be endorsed.
<b>Options Considered</b>	Whilst a number of alternative options were explored, the proposals set out in this report best balance the importance of this key strategic priority with the Council's financial challenge. Proposals also directly respond to key points raised by young people.
<b>Reasons for Decision</b>	The recommendation to continue with the implementation of #YES will promote wellbeing, better connect young people to the city and give them a voice in shaping future opportunities.
<b>Record of Conflicts of Interest</b>	None
<b>Dispensation Granted</b>	Not applicable
<b>Decision available for implementation (subject to call-in)</b>	18 March 2021

**City of Wolverhampton Council – Decisions taken by the Cabinet on Wednesday, 17 March 2021**

<b>Item 11</b>	
<b>Title</b>	Black Country Transport Term
<b>Status</b>	Recommendations Approved
<b>Record of Decision</b>	<ol style="list-style-type: none"> <li>1. That the establishment of the Black Country Transport Team be approved.</li> <li>2. That the Black Country Transport Collaboration Agreement be approved and authority be delegated to the Cabinet Member for Resources and Director of Governance to sign the Agreement on behalf of City of Wolverhampton Council.</li> <li>3. That authority be delegated to Cabinet Member for Resources and the Director of Finance to enter into grant agreements and to create appropriate supplementary budgets for transport funds awarded to the Black Country Transport Team.</li> <li>4. That the City of Wolverhampton Council would host the Black Country Transport Team on behalf of the Four Black Country Local Authorities and provide Ancillary Services as defined in the Collaboration Agreement.</li> <li>5. That the City of Wolverhampton Council would hold and manage the Joint Commissioning Budget and act as the Lead Authority (in each case as defined in the Collaboration Agreement).</li> <li>6. That authority be delegated to the Cabinet Member for Resources and the Director of Governance and the Cabinet Member for City Environment and the Director of City Environment to enter into all necessary legal agreements to give full effect to the Business Case and the Collaboration Agreement.</li> </ol>
<b>Options Considered</b>	<p><b>Do Nothing</b> – the Do Nothing option was to leave the existing teams operating exactly as there were prior to the review in how the transport teams operate. This option was discounted on the basis there was a clear rationale to improve the current working situation and seek to lever in a greater level of investment. Failure to improve and evolve would have resulted in a decreased level of investment.</p>

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	<p><b>Merge Existing Teams together</b> – through the Arcadis work an option identified was to merge the four local authority Transport Teams together. Although in principle this may seek to utilise the existing personnel available, it was discounted for a number of reasons.</p> <p>The merging of teams would not have added value to the existing setup, because there would be no additional personnel to assist with the increasing workload. Each of the four teams are also funded and structured in different ways, with some funded via revenue and others containing additional planning functions.</p> <p>In order to meet the funding opportunities on offer, undertaking a complicated merger of teams, with The Transfer of Undertakings (Protected Employment) Regulations (TUPE) and restructure implications would have had a negative impact on the level of funding available to the Black Country. The option was discounted on time, financial and legal grounds as being too expensive and complicated.</p>
<p><b>Reasons for Decision</b></p>	<p>Cabinet approval is required to the Collaboration Agreement and to it being signed on behalf of the Council alongside the three other Black Country Local Authorities.</p> <p>As the City of Wolverhampton Council will be hosting the Black Country Transport Team on behalf of the other Local Authorities, the Council needs to ensure it is protected against all financial and legal risks related to hosting the team and any work undertaken.</p> <p>The Collaboration Agreement binds the four local authorities together and sets out a clear framework for obtaining approval to transport projects and for working together once such approval has been obtained.</p>
<p><b>Record of Conflicts of Interest</b></p>	<p>None</p>
<p><b>Dispensation Granted</b></p>	<p>Not applicable</p>
<p><b>Decision available for implementation (subject to call-in)</b></p>	<p>23 March 2021</p>

**City of Wolverhampton Council – Decisions taken by the Cabinet on Wednesday, 17 March 2021**

<b>Item 12</b>	
<b>Title</b>	Black Country Tenancy Strategy
<b>Status</b>	Recommendation Approved
<b>Record of Decision</b>	That the adoption of the Black Country Tenancy Strategy be approved.
<b>Options Considered</b>	<p>Option one would be to make no change to the existing strategy. Where Registered Providers are using fixed term tenancies, this would result in the continuation of short notice periods for those tenants facing an end to their tenancy. Where they continue to be eligible for social housing, this will make it difficult for them to secure another home that meets their needs in the short timescale given.</p> <p>If there is an increase in homes for affordable rent with no encouragement of the provision of homes for social rent, it could add to the depletion of social rented homes, which is the most affordable tenure supporting many vulnerable households to maintain a tenancy and safe and healthy place to live.</p>
<b>Reasons for Decision</b>	<p>The statutory obligation to have a Tenancy Strategy is still in place. It is therefore recommended to ensure the strategy in place is reviewed, amended and remains fit for purpose.</p> <p>The city continues to experience a reduction in the number of social rented homes. The city loses around 300 properties per year through the Right to Buy. The Strategy reflects the need to maximise the replacement of these homes. The aim of which is to ensure a supply of the most affordable homes continue to be available to the households in the greatest housing need.</p> <p>The strategy also provides greater notice to tenants of the intention to review and possibly end their fixed term tenancy. In extending the notice periods, the strategy aims to provide transparency, time to prepare and clear reasons for ending.</p>

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<b>Dispensation Granted</b>	Not applicable
<b>Decision available for implementation (subject to call-in)</b>	23 March 2021