

Time 5.00 pm **Public Meeting?** YES **Type of meeting** Executive
Venue Online

Membership

Chair Cllr Ian Brookfield (Lab)
Vice-Chair Cllr Louise Miles (Lab)

Labour

Cllr Paula Brookfield
Cllr Steve Evans
Cllr Dr Michael Hardacre
Cllr Jasbir Jaspal
Cllr Linda Leach
Cllr John Reynolds
Cllr Stephen Simkins
Cllr Jacqueline Sweetman

Quorum for this meeting is five Councillors.

Information for the Public

If you have any queries about this meeting, please contact the Democratic Services team:

Contact Dereck Francis
Tel/Email Tel: 01902 555835 or dereck.francis@wolverhampton.gov.uk
Address Democratic Services, Civic Centre, 1st floor, St Peter's Square,
Wolverhampton WV1 1RL

Copies of other agendas and reports are available from:

Website <http://wolverhampton.moderngov.co.uk>
Email democratic.services@wolverhampton.gov.uk
Tel 01902 550320

Please take note of the protocol for filming, recording, and use of social media in meetings, copies of which are displayed in the meeting room.

Some items are discussed in private because of their confidential or commercial nature. These reports are not available to the public.

Agenda

Part 1 – items open to the press and public

Item No. *Title*

MEETING BUSINESS ITEMS

- 1 **Apologies for absence**
- 2 **Declaration of interests**
- 3 **Minutes of the previous meeting** (Pages 3 - 8)
[For approval]
- 4 **Matters arising**
[To consider any matters arising from the minutes of the previous meeting]

DECISION ITEMS (AMBER - DELEGATED TO THE CABINET)

- 5 **HR Policy - Domestic Abuse policy** (Pages 9 - 22)
[To approve the Domestic Abuse Policy and guidance for managers]
- 6 **Domestic Abuse Bill Grant Allocation (2021-2022)** (Pages 23 - 30)
[To delegate authority for the Domestic Abuse Bill funding allocation received from the Ministry of Housing, Communities and Local Government for 2021-2022]
- 7 **Police and Crime Commissioner Grant Allocation (2021-2022)** (Pages 31 - 38)
[To delegate the Police and Crime Commissioner Community Safety Partnership Fund allocation for 2021-2022 to Safer Wolverhampton Partnership, to aid delivery of agreed city-wide crime and community safety objectives]
- 8 **Woodland Trust's Emergency Tree Fund - Grant Award** (Pages 39 - 42)
[To seek approval to accept a grant award from the Woodland Trust for £129,500, to plant 10 hectares of woodland, and to sign the Grant Agreement]

CITY OF WOLVERHAMPTON COUNCIL	Meeting of the Cabinet Minutes - 17 March 2021
--	---

Attendance

Members of the Cabinet

Cllr Ian Brookfield (Chair)
Cllr Louise Miles (Vice-Chair)
Cllr Paula Brookfield
Cllr Steve Evans
Cllr Dr Michael Hardacre
Cllr Jasbir Jaspal
Cllr Linda Leach
Cllr John Reynolds
Cllr Stephen Simkins
Cllr Jacqueline Sweetman

Employees

Tim Johnson	Chief Executive
Mark Taylor	Deputy Chief Executive
Emma Bennett	Director of Children's and Adult Services
Ross Cook	Director of City Environment
Charlotte Johns	Director of Strategy
Richard Lawrence	Director of Regeneration
Claire Nye	Director of Finance
David Pattison	Director of Governance
Laura Phillips	Deputy Director of People and Change
Jaswinder Kaur	Democratic Services Manager
Dereck Francis	Democratic Services Officer

Part 1 – items open to the press and public

- | <i>Item No.</i> | <i>Title</i> |
|-----------------|--|
| 1 | Apologies for absence
No apologies for absence were received for the meeting. |
| 2 | Declaration of interests
Councillors Linda Leach and Ian Brookfield both declared a non-pecuniary interest in item 6 (Wolverhampton Homes Delivery Plan 2021-2022) in so far as they are leaseholders of Wolverhampton Homes property. |

3 **Minutes of the previous meeting**

Resolved:

That the minutes of the previous meeting held on 17 February 2021 be approved as correct record and signed by the Chair.

4 **Matters arising**

There were no matters arising from the minutes of the previous meeting.

5 **Pay Policy Statement 2021-2022**

The intention to make a key decision on the report 'Pay Policy Statement 2020-2021' at the meeting was not publicised in advance as required by the Local Authorities (Executive Arrangements) (Meetings and Access to Information) (England) Regulations 2012. The decision was urgent and could not be reasonably delayed for the following reasons:

- Section 39 of the Localism Act requires the Pay Policy Statement to be prepared and approved by the end of 31 March immediately preceding the financial year to which it relates.
- The Pay Policy has been reviewed and is required to be submitted to Cabinet and Council for consideration. In order to meet the requirements of the Act the authority must publish the approved Pay Policy Statement.

In light of the above, consent had been obtained for the key decision to be made at the meeting under the General Exception provisions.

Councillor Paula Brookfield presented the Council's Pay Policy Statement for recommendation to Full Council for approval and publication. She highlighted from the statement that as a result of efforts in recent years, the Council had one of the lowest pay gap ratios in the West Midlands region in terms of its chief officers and employees who are not chief officers. Councillor Paula Brookfield also reported that the Pay Policy was specifically aimed at attracting and retaining a diverse and talented workforce. The flexibility, adaptiveness and innovation shown during the Covid-19 pandemic while still driving forward with an ambitious programme for the future was a testament to all of the Council's employees.

Resolved:

That Council be recommended to:

1. Approve the Pay Policy Statement for 2021 - 2022.
2. Approve the publication of the Pay Policy Statement in line with the requirements of the Localism Act 2011.
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.

6 **Wolverhampton Homes Delivery Plan 2021-2022**

Councillor Jacqueline Sweetman presented the Wolverhampton Homes (WH) Annual Delivery Plan 2021-2022 and its monitoring arrangements for recommendation to Full Council for approval. The plan set out how WH would contribute to the council strategic objective 'Better Homes for All' and how it would operate in the coming year. In presenting the report Councillor Sweetman spoke about some of the key

improvements made by WH during the year despite the operational challenges it faced in responding to the Covid-19 pandemic. She also highlighted examples where WH would be asked to focus in response to the challenges and opportunities presented from the Social Housing White Paper 'The Charter for Social Housing Residents'.

Resolved:

That Council be recommended to approve:

1. The Wolverhampton Homes Business Plan Delivery Plan 2021-2022.
2. New arrangements for monitoring the delivery of the Wolverhampton Homes Business Plan Delivery Plan to Council scrutiny.

7 **Relighting Our City Recovery Commitment Refresh**

Councillor Ian Brookfield presented for approval a refreshed Relighting Our City plan, which outlined the Council's commitment to continue to work with partners to support the city to live with and recover from the Covid-19 pandemic. The report also included an update on current council performance against the key priorities set by local people since the inception of the commitment in September 2020 and the approach to continue to develop the performance framework for 2021-2022. Councillor Ian Brookfield also reported on the key achievements that demonstrated the scale and scope of the Council's response to the pandemic over the last 12 months.

Resolved:

1. That the refreshed Relighting Our City recovery framework be approved.
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.
3. That the performance against the priorities during 2020-2021 and approach to performance management for 2021-2022 be noted.

8 **Gender Pay Gap Report 2020**

Councillor Paula Brookfield presented the Gender Pay Gap Report 2020 which met a statutory requirement on public sector employers to produce and publish a snapshot of various figures to demonstrate how large the gender pay gap is between their male and female employees. The Council had a median pay gap of 0% and a mean pay gap of 4.24% which equated to 66 pence difference an hour. Councillor Paula Brookfield added that equalities drives everything the Council does and there had been remarkable progress over the last year to address equality and inclusion. The report highlighted progress on actions taken so far and future plans to reduce the mean pay gap further and encourage diversity in all quartiles.

Resolved:

1. The contents of the report on the Gender Pay Gap as of the snapshot date of 31 March 2020 be noted.
2. That it be noted that the median Gender Pay Gap for 31 March 2020 is 0.0% and the mean is 4.24%.

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%.
4. That the proportion of men and women in each quartile in our pay structure as of 31 March 2020 be noted.
5. That the actions the Council has taken so far to improve equality, diversity and inclusion within the workplace be noted.
6. That the actions proposed to continue to remove inequality and further promote equality, diversity and inclusion be noted
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.

9 **Temporary Accommodation Action Plan**

Councillor Jacqueline Sweetman presented for endorsement, a Temporary Accommodation Action Plan. The proposed actions in the plan would address an underspent in the budget and mitigate against the increasing demand for both temporary and settled accommodation in the city.

Resolved:

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.
2. That the immediate use of a maximum of 20 additional Council owned properties for temporary accommodation use be approved.
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.
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.
5. That an amendment to City of Wolverhampton Council's Allocations Policy as detailed in paragraph 7.1 of the report be approved.
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.
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.

10

Creating more opportunities for our young people: #YES Annual Report

Councillor John Reynolds gave a brief introduction to the #YES Annual Report, drawing Cabinet's attention to the Council's backing of new investment of around £2 million in the key priority of opportunities for young people, and the highlights of what young people have achieved over the last 12 months.

Anna Tabner, Youth Council representative introduced the Youth Engagement Strategic Board's Annual Report video, that highlighted the diverse work of young people on the YES Board and the other youth groups in the city that sit under #YES.

Cabinet endorsed what young people under #YES had achieved during the first year of the strategy. They extended their thanks to Anna Tabner and her colleagues for their tremendous work and energy.

Resolved:

That the achievements set out in the #YES (Youth Engagement Strategy) Annual Report and 2021/2022 priorities identified to create more opportunities for our city's young people be endorsed.

11

Black Country Transport Team

Councillor Steve Evans presented the report seeking approval to the establishment of a Black Country Transport team to provide additional capacity to the four Black Country local authorities to work on strategic transport schemes which unlock growth and help support the Councils' key agendas. Approval was also sought to sign a Collaboration Agreement on behalf of the Council alongside the other three Black Country transport authorities. The agreement set out a clear framework for how the transport team would operate, governance arrangements, how the team would be financed, how risks and liabilities are dealt with and how disputes between parties to the agreement might be resolved.

Resolved:

1. That the establishment of the Black Country Transport Team be approved.
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.
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.
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.
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).

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.

12 **Black Country Tenancy Strategy**

Councillor Jacqueline Sweetman presented the report seeking approval to adopt a revised Black Country Tenancy Strategy. The Council in conjunction with the neighbouring Black Country local authorities had conducted a review of the Black Country Tenancy Strategy 2013 to ensure it continued to be fit for purpose. The strategy provided guidance to registered social landlords and as such updating the strategy allowed for a consistent approach to the use of fixed term tenancies and affordable rents to be applied across the sub-region.

Resolved:

That the adoption of the Black Country Tenancy Strategy be approved.

CITY OF WOLVERHAMPTON COUNCIL	Cabinet 21 April 2021
--	--

Report title	HR Policy – Domestic Abuse Policy	
Decision designation	AMBER	
Cabinet member with lead responsibility	Councillor Paula Brookfield Governance	
Key decision	No	
In forward plan	Yes	
Wards affected	Not applicable	
Accountable Director	David Pattison, Director of Governance	
Originating service	Human Resources	
Accountable employee	Sukhvinder Mattu	Service Lead – HR Policy & Strategy
	Tel	01902 553571
	Email	Sukhvinder.mattu@wolverhampton. gov.uk
Report to be/has been considered by	Governance Leadership Team	21 January 2021
	Strategic Executive Board	28 January 2021

Recommendation for decision:

The Cabinet is recommended to:

1. Approve the Domestic Abuse policy for use by managers and employees of the Council.

1.0 Purpose

1.1 To inform Cabinet of changes to the current Domestic Violence policy.

2.0 Background

- 2.1 The existing Domestic Violence Policy was due for review as part of the rolling HR policy review process.
- 2.2 The Covid-19 pandemic forced household isolation and increased homeworking for those that were able. These instructions heightened anxiety for employees who were experiencing or felt at risk of domestic abuse.
- 2.3 Between March and June 2020 (the first lockdown), police recorded 259,324 domestic abuse offences, 7% up on the same period in 2019 according to the [Office of National Statistics](#). However, the ONS suggest domestic abuse reports have been increasing each year and it is therefore difficult to ascertain the exact impact Covid-19 had.
- 2.4 In addition, it is important to note that domestic abuse is an underreported crime, so although reports have been rising, it doesn't necessarily mean that the prevalence is increasing. The increase could instead be attributed to more incidents of formal reports being made.
- 2.5 In Wolverhampton, reports of Domestic Abuse have increased significantly - When you compare quarter 1, quarter 2 and quarter 3 of this year (2020-2021) to the previous period last year, recorded incidents have increased by 39%.
- 2.6 'One in four women and one in six men suffer from domestic abuse in their lifetime and domestic abuse costs businesses £1.9 billion every year due to decreased productivity, time off work, lost wages and sick pay' (2018 - [gov.uk website](#)). Not only does the Council have an obligation to support the mental health and well-being of employees, but also a responsibility to maintain productivity and attendance at work.
- 2.7 Engagement has taken place with several stakeholders to review the policy, including managers, employees, trade unions, the equality team and staff equality forums, The Haven, Public Health and employees who have specialisms in this field have also been consulted.

3.0 Progress

- 3.1 The following are the main changes:
- Renamed to domestic abuse rather than domestic violence as it encapsulates more examples of a perpetrators behaviour to gain control over the victim.
 - Definition of domestic abuse reviewed – up to date and in line with 'newer' examples of abuse, such as online abuse and to ensure that it is in line with the new statutory definition set out in the domestic abuse bill.

- Provides examples of domestic abuse that may not be obvious, this includes financial abuse, online abuse, gaslighting, forced marriage, honour-based violence etc. Some of these examples may be more prevalent in certain cultures and therefore not widely known with the aim of raising awareness to provide support to the Council's diverse workforce.
- Supported by practical manager's guidance including details of signs to look out for to identify potential cases of domestic abuse, how to respond to victims requesting help and where to signpost them to for further support.
- Includes up to date information on the silent solution, Clare's Law and Action Needed Immediately (Ani) scheme. It also includes information for employees who may be deaf or can't talk on how they can seek help in emergencies.
- Includes a breakdown of specialist support organisations specific to employees under protected characteristics.

3.2 Training provision – training will be delivered to managers, both face to face and through e-learning to help raise awareness of domestic abuse, the signs to look out for and how to respond to disclosures.

4.0 Evaluation of alternative options

4.1 An option would be to make no changes to the policy. This would result in the information being provided to managers and employees being out-dated and not valid. Cases of domestic abuse in employees can be potentially missed and managers will not have enough information to be able to respond to disclosures effectively.

5.0 Reasons for decision

5.1 Having a workplace policy on domestic abuse sends a clear message that it is not tolerated inside or outside the workplace, and that the Council wants to help and support.

5.2 Implementing an effective workplace policy could improve employee wellbeing and may help to retain skills and experienced staff and enhance our reputation as a responsible employer.

6.0 Financial implications

6.1 There are no financial implications arising from the recommendation in this report. The intention behind the revised Domestic Abuse policy is to give both employees and managers access to clear up to date information regarding the support available within and outside of the Council.

[GE/26032021/P]

7.0 Legal implications

7.1 There are no legal implications. The Council has a legal responsibility to ensure the health and safety and welfare of its employees. The policy is being introduced to demonstrate the

Council is committed to support its employees and to ensure managers have the right information to respond to disclosures.

[TC/28032021/K]

8.0 Equalities implications

8.1 An equality impact assessment has been conducted in association with the equality team and the policy has been amended as a result. Feedback from employee equality forums was also sought and changes made.

9.0 All other Implications

9.1 There are no other implications.

10.0 Schedule of background papers

10.1 None

11.0 Appendices

11.1 Appendix 1: Proposed domestic abuse policy

Domestic Abuse Policy

March 2021

Created: March 2021
To be revised by: March 2024

1.0	Policy Statement	2
2.0	Scope	2
3.0	Principles	2
4.0	Definition of Domestic Violence and Abuse	3
5.0	The prevalence of domestic abuse	3
6.0	Objectives of this policy	5
7.0	The Councils Commitment to employees	5
8.0	Support and Guidance	6
9.0	Perpetrators of domestic abuse	7
10.0	Assistance for perpetrators	7
11.0	Roles and Responsibilities	8
12.0	Making appropriate links to other Council Policies	8
13.0	Monitoring and review	9

DRAFT

1.0 Policy Statement

- 1.1 City of Wolverhampton Council (the Council) recognises its employees will be amongst those affected by domestic abuse either as: a survivor of domestic abuse, an individual who is currently living with domestic abuse, someone who has been impacted by a domestic abuse homicide or as an individual who perpetrates domestic abuse
- 1.2 This domestic abuse policy seeks to work to mitigate the risks related to domestic abuse, by creating a safer workplace and to send out a strong message that domestic abuse is unacceptable. Whilst further recognising that domestic abuse is an equalities issue, details can be found in the corresponding guidance.
- 1.3 The Council actively works in partnership and contributes to initiatives and activities designed to raise awareness of the extent and effect of domestic abuse and the rights of all individuals and families to live free from abuse, intimidation and violence.
- 1.4 The policy is written in conjunction with the Council's Joint Unions and is part of a suite of policies on Employee Health and Wellbeing which can be found on the Human Resources intranet site.

2.0 Scope

- 2.1 This policy applies to survivors of domestic abuse and/or violence, current victims of domestic abuse, secondary victims of domestic abuse (homicide) and perpetrators of domestic abuse. It applies to employees including senior managers. School based employees are normally covered by Grey Book policies as adopted by the schools governing board. However, where there is no Grey book policy covering such matter, Schools may choose to adopt this policy or follow its principles.

The principles of this policy will also apply to contractors and consultants working on behalf of the Council.

3.0 Principles

The Council is committed to the following principles, which underpin this policy:

- 3.1 Tackling domestic abuse through both its role as an employer and as partner in the Wolverhampton Domestic Violence Forum.
- 3.2 Promoting the understanding that everyone has the right to a life free from abuse in any form. The Council will strive to create a working environment that promotes the view that domestic abuse is wholly unacceptable and will not be condoned.
- 3.3 Expecting all employees and managers to ensure that this policy is implemented effectively – by providing guidance on ways of dealing with incidents of domestic abuse along with advice for HR, Occupational Health and

Trade Union representatives when conducting meetings with employees who have experienced domestic abuse.

3.4 The Council will ensure that this policy is applied in respect of any partnership, joint or multi-agency working. The Council will seek to ensure that the partners are made aware of this requirement, along with any other HR policy requirements, at the commencement of any partnership agreement as within The Wolverhampton Tackling Interpersonal Violence & Abuse Strategy.

4.0 Definition of domestic violence and abuse

4.1 Any incident or pattern of incidents of controlling, coercive or threatening behaviour, violence or abuse between those aged 16 or over who are or have been intimate partners or family members regardless of gender or sexuality. This can encompass but is not limited to the following types of abuse:

- Psychological
- Physical
- Sexual
- Financial
- Emotional

4.2 Controlling behaviour is: a range of acts designed to make a person subordinate and/or dependent by isolating them from sources of support, exploiting their resources and capacities for personal gain, depriving them of the means needed for independence, resistance and escape and regulating their everyday behaviour.

4.3 Coercive behaviour is: an act or a pattern of acts of assault, threats, humiliation and intimidation or other abuse that is used to harm, punish, or frighten their victim.”

4.4 This definition, includes so called ‘honour’ based violence, female genital mutilation (FGM) and forced marriage, and is clear that victims are not confined to one gender or ethnic group.

4.5 It is important to note this is the current statutory definition, however the Domestic Abuse Bill which is due to be implemented in April 2021 will contain a new statutory definition of domestic abuse. The policy will be updated to reflect this once the Bill has gained royal assent and the statutory definition is finalised.

5.0 The prevalence of domestic abuse

5.1 Domestic abuse knows no boundaries of culture, race, class, age, gender, sexual orientation, disability or religious belief. Domestic abuse can occur between partners, ex-partners or family members and can include the abuse of parents or adult children.

Some examples include:

- People who live with their partner.
- People who don't live with their partner.
- Married and unmarried people.
- Children and parents.
- Women and men.
- Younger and older people.
- Heterosexual, gay, lesbian, bisexual and transgendered people.
- People with disabilities.
- People from any culture or social group.

5.2 Domestic abuse is often more wide ranging than verbal or physical; below are examples, some of which may not be widely known. This list is not exhaustive, but provides an indication of some variances:

- Financial abuse - involves controlling a victim's ability to acquire, use, and maintain financial resources
- Online or digital abuse – sharing information or photos without consent, monitoring of social media use, abuse via online channels etc
- Coercive control and 'gaslighting' - psychological abuse where a person or group makes someone question their sanity, perception of reality, or memories
- Forced Marriage - A forced marriage is where one that both people do not (or in some cases cannot) consent to the marriage, and pressure or abuse is used.
- 'Honour' based violence - is a crime or incident, which has or may have been committed to protect or defend the 'honour' of the family and/or community.
- Female Genital Mutilation - FGM is the partial or total removal of external female genitalia for non-medical reasons. It's also known as female circumcision, cutting or sunna.

5.3 In the majority of cases, the abuser is a man and the abused is a woman, though it is acknowledged that this is not always the case, national research indicates that one in three women and one in six men will experience domestic abuse in their lives. Every week at least two people are killed by a violent partner/ex-partner or a family member. Domestic abuse accounts for almost one quarter of all reported violent crimes (www.refuge.org.uk).

5.4 In the UK, in any one year more than 20% of employed women take time off work because of domestic abuse and 2% lose their jobs as a direct result of abuse. Domestic abuse affects employers by impacting on the productivity and financial strength of organisations. The Council has a legal responsibility to ensure the health and safety and welfare of its employees.

6.0 Objectives of this policy

6.1 Provide managers with guidance in aiding employees sympathetically and appropriately when they are seeking assistance to address the issues of domestic abuse.

6.2 Assist and support employees asking for help in addressing domestic abuse and abuse issues and ensure that all employees who are experiencing domestic abuse and perpetrators of domestic abuse are aware of the policy and its implications.

6.3 Recognise that the perpetrators may want help to change their behaviour and to signpost these employees to seek support;

- Recognise the impact on health and welfare of those experiencing or living in emotional stress or have suffered/experienced severe injury and even death.
- Respond sensitively, sympathetically and confidentially to all disclosures.
- Ensure that those employees seeking assistance are confident their situation will be handled sympathetically and confidentially.
- Guide managers to give prompt effective assistance to find the appropriate support needed by individuals to address issues. Help to remove the fears of coming forward for assistance from employees who are suffering.
- Commit to developing a workplace culture with zero tolerance for abuse which recognises that the responsibility for domestic abuse lies with the perpetrator.
- Respond to employees experiencing domestic abuse to support organisations. If there are concerns that an employee is a perpetrator of domestic abuse signpost them to seek support to help change their behaviour. (A list of organisations is available in the supporting managers guide).
- Increasing awareness by identifying and promoting appropriate awareness on domestic abuse and abuse for managers, supervisors, HR, front line employees and trade union representatives. The domestic abuse policy will also be included in learning and development interventions as appropriate (e.g. Induction Packages and training interventions relating to management competencies).

7.0 The Council's commitment to employees

7.1 The Council will undertake the following:

- Make every effort to provide a safe working environment for all employees.
- Provide information to all employees on domestic abuse and the support available and signpost employees to specialist services available.

- Offer a range of options to employees seeking assistance; advice and appropriate support.
- Seek to provide a supportive work environment, in order to encourage those who have experienced domestic abuse and speak out.
- Promote awareness of the policy to all managers and employees.
- Respect and uphold the employees right to confidentiality.
- Offer access to flexible working policies, where appropriate.
- Support perpetrators who are our employees in seeking assistance to change their behaviour.
- Appropriate action under Council policies if perpetrators are employed by the Council.
- Make links and embed these principles in Council policies.
- Undertake regular monitoring and reviews.

8.0 Support and guidance

8.1 Information and guidance on help and support services is available from a range of agencies, including the police, local refuges, and helplines. Which is available and accessible via the Councils Intranet. Support can also be requested from Occupational Health, Health and Safety and HR Advice, for employees experiencing domestic abuse to ensure their health and safety and performance at work are maintained.

8.2 Accessing assistance can be accessed via several different methods including being able to speak to who they want, when they want, if they need to i.e. at the appropriate time for them. Individuals can be offered support from their manager, HR, Occupational Health, work colleagues or trade union representative and the Employee Assistance Programme (EAP), contacts are available via the intranet.

8.3 Employees will be supported internally or externally about the difficulties they are experiencing. The appropriate person or agency will be sourced to provide expert advice and support including the offer of counselling service via the EAP.

8.4 A number of Health and Safety policies and HR policies support Employee Wellbeing aiming to ensure a safe working environment. A list of the other policies that support this policy are listed below.

8.5 A safe working environment is achieved by minimising the risk to the employees safety whilst at work. Support can be considered with work schedule adjustments, work relocation, avoidance of lone working and appropriate risk assessments if required.

8.6 Confidentiality will be maintained, and the Council will not involve other agencies or divulge information without the consent of the individual employee. However, there may be circumstances that include Child Protection or Protection of Vulnerable Adults from Abuse and the appropriate service may need to be involved. In these circumstances complete confidentiality cannot be guaranteed.

- 8.7 Managers will be expected to deal with cases of domestic abuse by incorporating the needs of the employee along with current procedures and the needs of the service the individual is providing. HR can support managers to implement this policy and assist with further advice and guidance on an individual basis. Managers will ensure that employees can access the Council's flexible working policies and other policies to assist with work-life balance. Requests for temporary or permanent relocation or redeployment should be treated sympathetically, in conjunction with the needs of the service.
- 8.8 Employees who encounter domestic abuse will be allowed to attend relevant appointments as negotiated with their manager and in accordance with policies on leave.
- 8.9 Where specialist support is required in relation to housing and tenancy agreements, police and other agencies will assist with civil injunctions or reporting matters to the police. Managers should empower the employee to disclose and make appropriate choices. Any concerns about housing and tenancy arrangements and perpetrators will be referred to and dealt with via Wolverhampton Homes.

9.0 Perpetrators of domestic abuse

- 9.1 If an employee is alleged to have perpetrated domestic abuse or intimidated, harassed or victimised a partner or ex-partner during work time, or if they are found to have used the Council's premises and/or equipment including emails and telephone to track or harass an employee then appropriate action may be taken against them using the appropriate Council policies and procedures e.g. Disciplinary Procedure.
- 9.2 Domestic abuse is a serious issue which can lead to criminal convictions and if an employee is convicted of perpetrating domestic abuse certain job duties may be inappropriate and therefore a risk assessment would need to be carried out, as is normal Council practice when considering criminal convictions.
- 9.3 In addition, the Council has a Code of Conduct which outlines the standard behaviour it expects from employees at all times. Employees should be aware that their conduct outside of work, including committing acts of domestic abuse, could lead to disciplinary action being taken because of the impact on the employment relationship and the reputation of the Council.

Refer to managers guidelines for more detailed advice or contact HR Advice.

10.0 Assistance for perpetrators

- 10.1 If an employee approaches the Council concerned about their own abusive behaviour, they will be encouraged to seek support and help from an appropriate source. Any allegation or disclosure will be treated on a case by case basis, with the aim of reducing risk and supporting change.

11.0 Roles and Responsibilities

11.1 Employees are required to:

- Understand the policy and procedure and support mechanisms available

11.2 Managers are required to:

- Implement the policy equitably and consistently across all employees.
- Ensure that they understand the policy and procedure, and support employees and colleagues
- Ensure that the steps taken by management before, during and after any report of domestic abuse comply with the requirements outlined in the managers guidance notes
- Take responsibility for holding confidential meetings when victims or perpetrators make a disclosure of abuse or being an abuser and maintain the confidentiality at all times
- Take responsibility for signposting employees to support mechanisms and raising concerns with individuals when any signs of domestic abuse may be suspected

11.3 Human Resources are required to:

- Provide support and guidance to employees and managers relating to this policy and guide.
- Ensure the communication, maintenance, review and updating of this policy.
- Monitor and review the HR effectiveness of this policy.

11.5 The Deputy Director of People and Change's role is to:

In consultation with the recognised Trade Unions, the Deputy Director of People and Change will exercise delegated authority for and be responsible for the ongoing review and updating of this policy to ensure compliance with changes in statutory requirements and operational delivery, including responsibility for identifying the appropriate process for the regular evaluation of the effectiveness of this policy. Any fundamental changes to this policy will be brought before Cabinet Resources Panel for approval.

12.0 Making appropriate links to other Council policies

12.1 The Council will ensure that the appropriate links are made with any other relevant Council policies or procedures and seek to ensure that any employee who has experienced domestic abuse suffers no detriment.

12.2 Employees with a period of sickness absence as a result of domestic abuse will still be subject to the Management of Attendance procedure. However, any absences that can be attributed to domestic abuse may be considered for exemption. Managers in this situation should seek further advice from HR.

12.3 In cases of alleged misconduct or capability etc. due consideration will be given to any declared incidents of domestic abuse as mitigation. Again, managers in this situation should refer to the guidance and seek further advice from HR.

- Capability
- Disciplinary
- Grievance
- Leave Policy
- Lone Working Policy
- Management of Health and Safety
- Management of Attendance

13.0 Monitoring and review

13.1 This policy will be reviewed every 3 years or earlier if there are significant changes required in the light of best practice and any changes to legislation and Government guidance.

14.0 Equality and diversity

14.1 The Council is committed to equality and fairness for all employees and will not discriminate because of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation. Further advice and guidance on managing reports of domestic abuse linked to protected characteristics including disability is included in the managers' guidance notes which can be found on the HR intranet site.

14.2 In developing this policy we have undertaken an Equality Impact Assessment. The Council is committed to promoting equality and recognising the diversity of our communities and will work to ensure all parts of our community are treated fairly.

14.3 As part of the Council's policy engagement process, this policy was taken to our Equality forums for review.

CITY OF WOLVERHAMPTON COUNCIL	Cabinet 21 April 2021
--	--

Report title	Domestic Abuse Bill Grant Allocation (2021-2022)	
Decision designation	AMBER	
Cabinet member with lead responsibility	Councillor Jasbir Jaspal Public Health and Wellbeing	
Key decision	Yes	
In forward plan	Yes	
Wards affected	All Wards	
Accountable Director	John Denley, Director of Public Health	
Originating service	Community Safety	
Accountable employee	Lynsey Kelly	Head of Communities
	Tel	01902 550042
	Email	Lynsey.Kelly@wolverhampton.gov.uk
Report to be/has been considered by	Public Health Leadership Team	6 April 2021
	Strategic Executive Board	8 April 2021

Recommendations for decision:

The Cabinet is recommended to:

1. Approve the establishment of supplementary revenue budgets totalling £650,902 fully funded by grant.
2. Delegate authority to the Cabinet Member for Public Health and Wellbeing, in consultation with the Safer Wolverhampton Partnership, to utilise the £650,902 Wolverhampton Domestic Abuse Bill Allocation from the Ministry for Housing, Communities and Local Government (MHCLG) for 2021-2022 and to approve the award of a grants for services when the evaluation process is complete.

1.0 Purpose

- 1.1 To seek delegation of the MHCLG grant funding allocated to the City of Wolverhampton Council in order to fulfil the statutory functions outlined in Part Four of the Domestic Abuse Bill.
- 1.2 The funding will be utilised to build on existing support provision within Domestic Abuse Safe Accommodation.

2.0 Background

- 2.1 In February 2017 the Prime Minister announced plans for work to transform the way the government thinks about and tackles domestic abuse, leading to the introduction of a new Domestic Abuse Bill. On 3 March 2020 the Domestic Abuse Bill was reintroduced and subject to the Bill receiving royal assent, it is expected to be implemented in April 2021.
- 2.2 The Domestic Abuse Bill seeks to transform the response to Domestic Abuse (DA) nationally. It has four main objectives relating to domestic abuse; to promote awareness, protect and support victims, transform the justice process and improve performance.

3.0 Local authority duties

- 3.1 Part Four of the Domestic Abuse Bill includes a new duty on tier one local authorities in England to provide support for victims and their children within domestic abuse safe accommodation.
- 3.2 The duty will also require the local authority to lead on establishing (or identifying) a local partnership which will be responsible for commissioning support to victims and their children in domestic abuse safe accommodation based on a robust needs assessment.
- 3.3 The identified Board will be required to publish a strategy for the provision of such support to cover their area having regard to the need's assessment, monitor and evaluate the effectiveness of the strategy and report back annually to central government.
- 3.4 Under the new Duty 'Domestic Abuse Safe Accommodation' can include:
 - Refuge accommodation – a refuge offers accommodation and intensive support which is tied to that accommodation. Victims, including their children, have to be refuge residents to access specialist emotional and practical support;
 - Dispersed accommodation - Safe, self-contained accommodation with the same level of specialist domestic abuse support as provided within a refuge but which may be more suitable for victims who are unable to stay in a refuge with communal spaces due to complex support needs or for families with teenage sons for example.
 - Sanctuary Schemes – properties within Sanctuary Schemes or other similar schemes which provide enhanced security measures.

3.5 Domestic abuse support will include:

- Advocacy support – development of personal safety plans, liaison with other services (for example, GPs and social workers, welfare benefit providers);
- Domestic abuse-prevention advice – support to assist victims to recognise the signs of abusive relationships, to help them remain safe (including online) and to prevent re-victimisation;
- Specialist support for victims with protected characteristics and / or complex needs, for example, interpreters, faith services, mental health advice and support, drug and alcohol advice and support, and immigration advice;
- Children’s support – including play therapy and child advocacy;
- Housing-related support – providing housing-related advice and support, for example, securing a permanent home and advice on how to live safely and independently;
- Counselling and therapy for both adults and children.

4.0 Purpose of the grant

- 4.1 The Secretary of State has determined that to ensure that local authorities are able to continue funding support to victims and their children until the commencement of the new statutory duty, and to enable preparation so that local authorities are as ready as they can be.
- 4.2 A Memorandum of Understanding has been issued stating that the grant funding for 2021-2022 is to be paid in April based on the understanding of the conditions outlined below.
- 4.3 The grant only covers revenue expenditure relating to the functions set out in the new statutory duty (within the Domestic Abuse Bill) on Tier 1 Local Authorities relating to the provision of support to victims of domestic abuse and their children residing within safe accommodation locally.
- 4.4 The grant is distributed to Local Authorities for the period from 1 April 2021 to 31 March 2022 for the purpose of and the expectation that they start to prepare and fulfil their relevant functions under the duty from that date as if the new duty were in force and continue to fulfil these functions in line with the duty once it is commenced (subject to Parliamentary approval).
- 4.5 The Bill will put in place a statutory framework for the delivery of support to victims of domestic abuse and their children residing within safe accommodation. Tier 1 Local Authorities will be required to appoint a multi-agency Local Partnership Board (LPB) to support them in performing certain specified functions:
- **Assess the need** for accommodation-based support for all victims and their children, including those who require cross border support.

- **Prepare and publish strategies** for the provision of support to cover the locality and diverse groups of victims.
- **Give effect to strategies by making commissioning/de-commissioning decisions to meet the support needs of victims and their children.**
- **Monitor and evaluate local delivery of the strategy.**
- **Report back to Central Government.**

4.6 Subject to Royal Assent of the Domestic Abuse Bill, and consultation, MHCLG expects to set out in regulations that Tier 1 authorities should finalise and publish their first strategy, based on a robust needs assessment, by August 21.

5.0 Local Preparation and Delivery

5.1 Safer Wolverhampton Partnership (SWP) holds the governance for Wolverhampton's Interpersonal Violence Strategy which seeks to address domestic abuse locally. SWP Board has therefore been identified as the Local Partnership Board to oversee the new statutory duties associated with the Domestic Abuse Bill.

5.2 The city's newly established Interpersonal Violence Board (which is governed by SWP) is also playing a crucial role in the sharing of expertise and information in relation to the expected new duty.

5.3 A sub-group has been established to ensure that there is a planned approach to the statutory need's assessment and the statutory local domestic abuse strategy. The sub-group is formed of multi-agency partners including specialist domestic abuse services.

5.4 A mapping exercise has been undertaken which maps the current support offered to victims of domestic abuse in domestic abuse safe accommodation. This will ensure a full shared understanding of the types of domestic abuse safe accommodation services delivered in the local area, both commissioned and non-commissioned. Further information is now being collected to understand demand and capacity within these services.

5.5 A survey has been shared and a wide range of professionals have shared their experiences of supporting victims and children and where they feel value could be added to city provision in order to ensure that the City of Wolverhampton Council is compliant with the statutory duty.

5.6 The completion of a standardised needs assessment will clearly set out the demand within the city and assist in identifying any gaps and informing future commissioning. Whilst we are awaiting the needs assessment template from MHCLG, data collection has begun through the Interpersonal Violence Board to ensure that we are prepared when required to fill out this needs assessment.

5.7 Engagement with victims and survivors, particularly those who experience additional barriers to accessing support will also play a vital role in ensuring that services meet the needs of victims and their families. Engagement sessions are planned throughout April to gather this feedback.

- 5.8 Subject to Cabinet approval, grant funding will be awarded to local providers operating within the city to add capacity to current support offered within domestic abuse safe accommodation as well as address any unmet need identified through the mapping, data collection and feedback from victims and survivors.
- 5.9 The conditions of the new duty and associated funding are centred around support within existing domestic abuse safe accommodation rather than the creation of additional bed spaces or community-based support.
- 5.10 Based on feedback and data collection areas of focus will include:
- Support for clients with complex needs within refuge settings;
 - Wrap around support for victims and children who have accessed the Sanctuary Scheme as a result of domestic abuse;
 - Enhanced support for children across all domestic abuse safe accommodation settings (refuge, dispersed units and Sanctuary accommodation);
 - Support for victims with protected characteristics and those who may face barriers in accessing support, for example LGBT victims and male victims.
- 5.11 Commissioned activity in these areas will be closely monitored and managed by the Community Safety Team who will regularly provide feedback to the Safer Wolverhampton Partnership and report back to the MHCLG on the outcomes of the additional provision.
- 5.12 In addition, the current multi-agency Interpersonal Violence Strategy and associated action plans will be reviewed in order to reflect the new duties set out in the Domestic Abuse Bill.

6.0 Evaluation of alternative options

- 6.1 Option one - Cabinet approve delegation of the MHCLG Domestic Abuse Bill funding to deliver the strategic and statutory responsibilities set out in the Domestic Abuse Bill. This will ensure that CWC are delivering on the Memorandum of Understanding issued by the MHCLG (which will be the basis for the grant conditions which are expected in April 2021) and delivering against new statutory duties when the Bill is enacted.
- 6.2 Option two – Cabinet refuse delegation of funding from the MHCLG Domestic Abuse Bill grant. This is not recommended as the City of Wolverhampton Council would not be able to deliver against the statutory responsibilities and could not provide account for expenditure to the MHCLG in relation to support for victims of domestic abuse and their children within safe accommodation.

7.0 Reasons for decision

- 7.1 Granting delegated authority and ring fencing the grant allocation to the Community Safety Partnership will allow the Council and the Safer Wolverhampton Partnership to deliver against statutory and strategic responsibilities set out in the Domestic Abuse Bill.

8.0 Financial implications

- 8.1 The City of Wolverhampton Council has been allocated £650,902 by the MHCLG to commission support to ensure that statutory duties are discharged. This funding will be utilised to commission additional support for victims of domestic abuse and their children within safe accommodation in line with the Memorandum of Understanding, this will be the basis for conditions of the grant and related expenditure.
- 8.2 This report seeks approval to establish supplementary budgets totalling £650,902 fully funded from grant and delegate authority to the Director of Public Health and Wellbeing, in consultation with the Safer Wolverhampton Partnership to utilise the grant and to approve the award of a grants for services when the evaluation process is complete.
[LD/07042021/Z]

9.0 Legal implications

- 9.1 Subject to the successful passage of the Domestic Abuse Bill new statutory duties will be placed on the local authority. These duties include the need to provide support for victims of domestic abuse and their children within safe accommodation.
- 9.2 The activity outlined in this report will utilise the MHCLG grant funding to commission additional support in these settings to ensure that the local authority is effectively discharging its statutory responsibilities as outlined in the Bill as soon as it has received parliamentary approval.
[SZ/07042021/P]

10.0 Equalities implications

- 10.1 It is recognised that some victims of domestic abuse experience additional barriers in seeking support, including underrepresented groups, children, male victims and older victims. The needs assessment and mapping activity outlined in this report will allow a better understanding of these barriers and seek to address them further in the associated commissioning of support. Additionally, findings will inform the refreshed Interpersonal Violence Strategy which will be underpinned by a full refreshed equalities analysis.
- 10.2 In preparation for the Bill, engagement has taken place across a range of specialist services. Further engagement is planned with a wide range of victims and survivors to ensure that the voice of victims informs commissioned activity. Particular efforts have been made to understand the needs of those who face additional barriers when seeking support.
- 10.3 Domestic Abuse especially affects women and this recognition is vital in ensuring that an appropriate response is given to victims and families. However, males are also subject to domestic abuse and therefore engagement with specialist services providing support to male victims is vital in ensuring that services within the city meet the needs of all victims.

10.4 Support will be commissioned to meet the needs of all victims within safe accommodation settings and equalities data around those accessing the support will be routinely collected and analysed to ensure that the services are supporting our diverse communities. Commissioning will also include specific support tailored for groups who may face additional barriers in accessing support, for example male victims or victims from the LGBT community.

11.0 All other Implications

11.1 Health and Wellbeing Implications – Commissioning to provide or add capacity to local services supporting victims and families will impact positively on the health and wellbeing of victims of domestic abuse and their children. They will support victims and children to break the cycle of abuse, respond to the negative effects of abuse and reduce the physical and mental harm of becoming a repeat victim of abuse.

11.2 Covid-19 Implications – The restrictions around Covid-19 have increased the risk to victims of domestic abuse, particularly those who live with their perpetrators. Reports of domestic abuse have increased throughout the pandemic, as has the demand on specialist services. Increasing the support which victims can access within domestic abuse safe accommodation services will contribute to the partnership response to reduce harm to these victims and ensure that they can access the support which they need as restrictions ease.

12.0 Schedule of background papers

12.1 Adults and Safer City Scrutiny Panel – 19 January 2021 - [Agenda item - Implementation of the Domestic Abuse Bill 2020 :: Wolverhampton City Council \(modern.gov.co.uk\)](#)

This page is intentionally left blank

CITY OF WOLVERHAMPTON COUNCIL	Cabinet 21 April 2021
--	--

Report title	Police and Crime Commissioner Grant Allocation (2021-2022)	
Decision designation	AMBER	
Cabinet member with lead responsibility	Councillor Jasbir Jaspal Public Health and Wellbeing	
Key decision	Yes	
In forward plan	Yes	
Wards affected	All Wards	
Accountable Director	John Denley, Director of Public Health	
Originating service	Community Safety	
Accountable employee	Lynsey Kelly	Head of Communities
	Tel	01902 550042
	Email	Lynsey.Kelly@wolverhampton.gov.uk
Report to be/has been considered by	Public Health Leadership Team	6 April 2021
	Strategic Executive Board	8 April 2021

Recommendations for decision:

The Cabinet is recommended to:

1. Approve the use of the Wolverhampton Police Crime Commissioner (PCC) Community Safety Partnership Fund allocation for 2021-2022 by Safer Wolverhampton Partnership (SWP), to deliver and commission activity to support strategic community safety priorities in line with grant conditions.
2. Approve the establishment of supplementary revenue budgets totalling £38,400 fully funded grant, subject to the carry forward of 2020-2021 unspent grant being approved by the PCC.

1.0 Purpose

- 1.1 To seek approval of SWP plans for the Community Safety Partnership Fund allocation 2021- 2022 in line with grant conditions, to aid delivery of agreed citywide crime and community safety objectives.
- 1.2 The funding will be utilised by Safer Wolverhampton Partnership for specific projects to add value to mainstream delivery against the Community Safety and Harm Reduction Strategy 2020-2023 as set out in the grant conditions.

2.0 Background

- 2.1 The PCC makes an annual allocation of grant to the seven Community Safety Partnerships (CSPs) within the West Midlands Metropolitan area to support delivery of their strategic plans. For SWP the funding will be utilised to support implementation of the Community Safety and Harm Reduction Strategy (2020-2023).
- 2.2 The following strategic priorities feature within the strategy:

Strategic Priority	Outcomes
Reducing Offending	<ul style="list-style-type: none"> • Reduced adult and youth offending • High volume and high-risk offenders managed effectively • Improved use of pathways to change offender attitudes and behaviours • Earlier identification for those in need of support • Work effectively with the partnership to implement interventions to change behaviours, deter criminality and prevent offending, utilising enforcement where appropriate.
Preventing Violence	<ul style="list-style-type: none"> • Promote a shared understanding that any form of violence is unacceptable • Work effectively with partners to support offenders and utilise appropriate enforcement when necessary • Reduced prevalence of violent crime across all ages • Ensure Wolverhampton is a safe place to live, work and visit • Influence and input into delivery provided by the West Midlands Violence Reduction Unit to ensure that it meets local need
Harm Reduction	<ul style="list-style-type: none"> • Increase reporting of crime, particularly hidden crimes • Earlier identification of those at risk • Recognition that reducing harm is everyone's business • Empower residents to build a community response to harm reduction

Strategic Priority	Outcomes
Building Community Capacity	<ul style="list-style-type: none"> • People are encouraged to be more actively involved in their local area and take pride in it • Build on trust and confidence to increase reporting of crime • Residents take responsibility for their communities and support each other • Strengthen community cohesion.

2.3 The PCC has taken the decision that where local delivery supports priorities within the Police and Crime Plan, there is scope to draw on other funding streams within the PCCs remit to fund these services centrally. The establishment of a West Midlands Community Safety Partnership in 2017 has allowed greater oversight of spend across the seven metropolitan areas from the PCC grant, to identify efficiencies in how some of these services are commissioned.

3.0 Local Delivery

3.1 Following consultation with SWP Board members and approval from the Chair, proposed plans for the use of Wolverhampton's £150,000 allocation for 2021-2022 are detailed below:

Wolverhampton Local Delivery (2021-2022)	
Harm Reduction/ Violence Prevention Tackling interpersonal violence, including violence against women and girls.	
Domestic Abuse Specialist post <ul style="list-style-type: none"> • Violence against Women and Girls Specialist post to ensure a continuation of specialism within the Authority to support the new forthcoming national Domestic Abuse Bill • Training to partners and communities around domestic abuse and violence against women and girls • Coordination of partnership board to address interpersonal violence (including domestic abuse, sexual violence, stalking and harassment, forced marriage, female genital mutilation and honour-based violence) in partnership 	£40,000
Harm Reduction/ Violence Prevention Tackling violence and exploitation	
Targeted activity around exploitation and modern-day slavery <ul style="list-style-type: none"> • Public awareness campaigns and events/conferences to raise awareness of modern-day slavery and exploitation. • Supporting activity around Wolverhampton Exploitation Hub. • Training around exploitation and modern-day slavery to upskill partners and communities. 	£10,000

<p>Youth violence and exploitation targeted outreach support</p> <ul style="list-style-type: none"> Continuation of outreach support to target locations where there is an identified risk to young people of exploitation or violence, including focused work within West Midlands Police (WMP) Impact areas. 	<p>£40,000</p>
<p>Specialist school holiday provision</p> <ul style="list-style-type: none"> Provision of school holiday activities to engage young people in a positive way and provide diversion from exploitation and criminality. Activity to compliment universal holiday/virtual squad offer. School holiday activity will be delivered in targeted locations where young people are at increased risk of criminality and exploitation, including WMP Impact areas. 	<p>£30,000</p>
<p>Harm Reduction/ Reducing Offending/ Building Community Capacity Supporting the community and addressing vulnerability</p>	
<p>Activity to reduce victimisation and repeat victimisation</p> <ul style="list-style-type: none"> To assist in the delivery of a place-based approach and empower grass roots delivery, including targeted activity in WMP impact areas. Coordinated approach to addressing neighbourhood crime. Target hardening of properties to reduce repeat victimisation. Working with communities to empower them, build trust and confidence and increase reporting of crime and information sharing. Responding to public place violence, including a focus on female and vulnerable victims. Providing personal safety advice and equipment to communities (including vulnerable groups) to prevent victimisation and repeat victimisation. 	<p>£15,000</p>
<p>Community engagement, cohesion and hidden crime</p> <ul style="list-style-type: none"> Coordination of Community Cohesion Forum Engagement with faith and community groups to increase cohesion Training and awareness of Prevent via Workshop to Raise Awareness of Prevent (WRAP) training within communities and with key partners Raise awareness of under reported crimes, including hate crime, and hidden domestic abuse crimes Addressing perceptions of crime – including targeted activity to address fears and concerns around the safety of women. 	<p>£15,000</p>
<p>Total</p>	

3.2 Flexibility will be built into the delivery plan to respond to any changing restrictions relating to Covid-19. The activity will also support the corporate priority of 'Relighting Our

City' contributing to recovery from Covid-19, particularly by supporting young people and utilising a place-based approach to support communities.

- 3.3 The allocation will also contribute to the circular economy in Wolverhampton, by supporting external third sector providers with strong links into local communities.
- 3.4 There is some anticipated carry forward from the PCC budget for 2020-2021 totalling £38,400. This was budget allocated to events and activity which were unable to take place due to restrictions around Covid-19. A proportion of the underspend also relates to delays in recruitment to the domestic violence specialist post. A formal request has been made to the PCC to carry forward the amount so that this activity can take place in 2021-2022.
- 3.5 The below activity is funded regionally by the Police and Crime Commissioner and therefore not included within local allocation delivery plans. The proposed local activity will compliment and align with regional delivery, which will benefit Wolverhampton:
- Independent Domestic Violence Advisors
 - Multi Agency Risk Assessment Conference (MARAC) administration
 - Domestic Homicide Reviews
 - Youth Offending allocation
 - Arrest Referral (Drug Intervention Programme)
 - Restorative justice West Midlands programme
 - Violence Reduction Unit Programmes – including education intervention advisor, community navigator and targeted holiday sport activity

4.0 Police and Commissioner Allocations

- 4.1 The table below shows the direct allocation given to each local authority area for 2021-2022. These amounts do not include any services provided on a regional basis. The allocation for Wolverhampton of £150,000 is equal to the allocation received in 2020-2021.

Area	Community Safety Partnership Allocation £000
Birmingham	660
Coventry	165
Dudley	135
Sandwell	165
Solihull	90
Walsall	135

Wolverhampton	150
Total	1,500

- 4.2 Increasingly and during the current financial year, delivery has focussed mainly on shaping mainstream resources and utilising available funding streams to increase provision where possible. 2020-2021 was a challenging year due to the impact of Covid-19. Funding was predominantly used to facilitate innovative online activity for young people and outreach services for those in the most need. It is anticipated that during 2021-2022, this focus should continue as required, moving again to face to face delivery, whilst continuing to strengthen relationships between other City-wide forums; identifying opportunities for joint commissioning across partners operating within the city and across all the CSPs covering the six other areas which make up the West Midlands Metropolitan area.
- 4.3 The PCC allocation, when received, is ringfenced for Community Safety use by SWP in line with conditions of grant. The grant is received by City of Wolverhampton Council as accountable body for SWP, requiring delegation of the resource to be agreed by Cabinet.

5.0 Evaluation of alternative options

- 5.1 Option one - Cabinet to approve delegation of the Police and Crime Commissioner Funding to deliver the strategic aims of the Community Safety Partnership and ring fence the expenditure to the costed plan as shown in section 3.1 of the report. This will allow the partnership to deliver against the statutory responsibilities of the Crime and Disorder Act 1998, Modern Slavery Act 2015, Counter Terrorism Act 2015 and Domestic Violence, Crime and Victims Act 2004.
- 5.2 Option two – Cabinet to refuse delegation of income from the Police and Crime Commissioner. This is not recommended as the Community Safety Partnership would not be able to deliver against the statutory responsibilities and could not provide account for expenditure to the Police and Crime Commissioner in line with the agreed expenditure shown in section 3.1 of the report.

6.0 Reasons for decisions

- 6.1 Approving the recommendations set out in this report will allow the Council and the CSP to deliver against statutory and strategic responsibilities and continue to run a strong and resilient CSP Board in Wolverhampton.

7.0 Financial implications

- 7.1 Implementation of the Community Safety Strategy will be largely delivered through existing mainstream partner resources. Wolverhampton's grant allocation of £150,000 in 2021-2022 will be used to support the programme detailed in section 3.1; the full cost of which would be met from within the grant resources available.

7.2 There is some anticipated carry forward from the PCC budget for 2020-2021 totalling £38,400. This was budget allocated to events and activity which were unable to take place due to restrictions around Covid-19. A proportion of the underspend also relates to delays in recruitment to the domestic violence specialist post. A formal request has been made to the PCC to carry forward the amount so that this activity can take place in 2021-2022. This report seeks approval to establish supplementary revenue budgets totalling £38,400 fully funded by grant, subject to the carry forward being approved by the PCC.

7.3 The PCC grant is ringfenced for Community Safety use by SWP in line with conditions of grant. The grant is received by Wolverhampton City Council as accountable body for SWP.

[LD/07042021/T]

8.0 Legal implications

8.1 Sections five and six of the Crime and Disorder Act 1998 require the Council and other responsible authorities to formulate and implement strategies to reduce crime and disorder in the area. Subsequent revisions to the Act (Police and Justice Act 2006) places a duty on Community Safety Partnerships to prepare strategic assessments with the purpose of informing the partnership plan revisions.

8.2 Section nine of the Domestic Violence, Crime and Victims Act 2004 places a statutory responsibility on Community Safety Partnerships to complete a Domestic Homicide Review (DHR) when a person has died from a domestic related death.

8.3 Additional statutory duties will be placed on the local authority in the upcoming Domestic Abuse Bill. The Domestic Abuse Specialist post funding will ensure that the local authority is prepared for the Bill and able to discharge its duties when the Bill is implemented.

[SZ/07042021/P]

9.0 Equalities implications

9.1 The programme of delivery for 2021-2022 is based on an assessment of need and contributes towards implementation of the strategic priorities in the Community Safety and Harm Reduction Strategy 2020-2023. This will result in crime reduction measures and a place-based approach being implemented within some of the City's most deprived neighbourhoods and providing support to some of the City's most vulnerable residents through targeted interventions. The programme of delivery detailed will directly support implementation of the strategy, actively addressing inequalities of individuals and communities which are disproportionately impacted by certain crimes on the basis of gender, age, ethnicity, religion, sexuality and disability. A full equality analysis has been undertaken on the strategy; there are no negative implications from its delivery.

10.0 All other Implications

- 10.1 Health and Wellbeing Implications - Delivery of the services outlined in section 3.3 will impact positively on the health and wellbeing of communities and contribute to reducing deprivation in the city; achievement of the strategic priorities of reducing reoffending, violence reduction and reducing victimisation will reduce the physical and mental harm of becoming a victim of crime.
- 10.2 Covid-19 Implications - flexibility will be built into the delivery plan to respond to any changing restrictions relating to Covid-19. The activity will also support with recovery from Covid-19, particularly supporting young people and utilising a place-based approach to support communities.
- 10.3 Human Resources Implications – The Domestic Abuse Specialist post will be hosted within the Community Safety Team in CWC. This is an existing filled post and a proportion of the funding will be utilised to fund the post for 2021-2022.

11.0 Schedule of background papers

- 11.1 No background papers.

CITY OF WOLVERHAMPTON COUNCIL	Cabinet 21 April 2021
--	--

Report title	Woodland Trust's Emergency Tree Fund – Grant Award	
Decision designation	AMBER	
Cabinet member with lead responsibility	Councillor Steve Evans City Environment	
Key decision	Yes	
In forward plan	No	
Wards affected	All Wards	
Accountable Director	Ross Cook, Director of City Environment	
Originating service	Planning/ Public Health	
Accountable employee	Ric Bravery Tel Email	Strategic Health Lead (Planning) 07773 189238 Ric.Bravery@wolverhampton.gov.uk
Report to be/has been considered by	City Environment Leadership Team	13 April 2021

Recommendations for decision:

The Cabinet is recommended to:

1. Approve the Council accepting the grant offer under the Woodland Trust's Emergency Tree Fund.
2. Delegate authority to the Cabinet Member for City Environment, in consultation with the Director of Governance, to sign the Grant Agreement and any other required agreements to enable to grant to be accepted.
3. Approve establishment of a revenue budget of £129,500 for the project.

1.0 Purpose

- 1.1 The purpose of this report is to approve acceptance of the grant offer of £129,500 from the Woodland Trust's Emergency Tree Fund to fund the planting of 10 hectares of woodland in the City Council's parks and open spaces during the 2021/2022 planting season.

2.0 Background

- 2.1 Tree planting initiatives in the City support the aims of both Wolverhampton's Tree and Woodland Strategy, approved January 2020, and Climate Emergency Declaration, July 2019. Trees provide a broad range of health, environmental and other benefits including helping to combat climate change.
- 2.2 The Council has made a successful bid to the Woodland Trust's Emergency Tree Fund to plant 10 hectares of woodland in the City Council's parks and open spaces in winter 2021/2022. The award of £129,500 would be used to pay for the purchase of 20,000 trees, tree protection, tools and equipment, maintenance and the payment of contractors to plant nine hectares. The remaining one hectare, or two thousand trees, would be planted by volunteers from the community including ward councillors, school children, community groups and individuals, subject to COVID-19 regulations applicable at the time.
- 2.3 The bid was made as a result of a direct invitation from the Woodland Trust. The Grant Agreement places a restriction on the sites which are planted, preventing disposal and requiring the Council to retain the trees for that period. The exact length of that period is currently under negotiation but will be a maximum of 15 years. This restriction is considered reasonable as the Woodland Trust understandably wishes to fund the planting of trees which would be retained long-term and not removed after a few years.

3.0 Progress, options, discussion, etc.

- 3.1 Work is ongoing to survey and identify the sites where planting would take place. The intention is to plant in blocks across six to eight parks and open spaces, with a focus on the parts of the City with lower tree cover, higher levels of deprivation and which would benefit most from tree planting.

4.0 Evaluation of alternative options

- 4.1 Option one would be to not accept the grant and therefore not plant the 10 hectares of woodland. This would not incur any costs but equally would provide no benefits to the City. It would also not progress the aims and action plans of the Council's Tree and Woodland Strategy and Climate Emergency Declaration.
- 4.2 Option two would be to accept the grant and plant the 10 hectares of woodland. This would progress the aims and action plans of the Council's Tree and Woodland Strategy and Climate Emergency Declaration.

5.0 Reasons for decision(s)

5.1 The benefits to the Council of participating in the project are:

- Climate change adaption and mitigation.
- Improved health and wellbeing of participants and local residents.
- Potential reduction in surface water flooding, noise and air pollution in the areas of planting.
- Improved biodiversity.
- Reputational gain from taking part in an innovative pilot project.

6.0 Financial implications

6.1 The grant award is for the full revenue costs of the project of £129,500, including maintenance for the early years. Match funding will be provided through staff time in administering the project; this will be done within existing budgets. The costs of this service will be monitored as part of the Council's quarterly revenue budget monitoring and reporting processes.

[SB/06042021/K]

7.0 Legal implications

7.1 Acceptance of the grant requires the Council to enter into a Grant Agreement with the Woodland Trust. The Council may be subject to clawback if it does not comply with the terms of the agreement, which requires a restriction on disposal of the sites for no more than 15 years after planting of the trees. The Council will also be required to enter into all necessary legal transactions including a back to back grant agreement with any contractor appointed to undertake the work.

[LMC/06042021/P]

8.0 Equalities implications

8.1 The planting will be focussed on the areas around the City with lower tree cover, higher levels of deprivation and which would benefit most from tree planting. The project will benefit some of the most disadvantaged groups in our community, including people with protected characteristics.

9.0 All other implications

9.1 Planting will take place on designated open spaces that are managed by the Council for the long-term health and wellbeing of the City's residents. There will be a restriction in favour of The Woodland Trust placed on the site(s) where the tree planting has taken place but, on balance, the benefits to the community outweighs the risks in relation to the Council's operations or plans being restricted for the agreed period.

10.0 Schedule of background papers

10.1 [Wolverhampton Tree and Woodland Strategy](#) - Cabinet - 22 January 2020.

This page is intentionally left blank