

City of Wolverhampton Council – Decisions taken by the Cabinet on Wednesday, 7 July 2021

Item 5	
Title	Our Future Senior Leadership (Phase 1)
Status	Recommendations Approved
Record of Decision	<p>That Cabinet recommends that Council approves:</p> <ol style="list-style-type: none"> 1. The establishment of an Executive Director of Families post subject to appointment by a Special Appointments Committee. 2. The establishment of a Chief Operating Officer post subject to appointment by a Special Appointments Committee. 3. A Special Appointments Committee for the appointment of an Executive Director of Families. 4. A Special Appointments Committee for the appointment of a Chief Operating Officer. 5. That the Special Appointment Committees approved within this report have delegated authority to endorse both appointments on behalf of Council. 6. That a nominated chair of an employee equality forum also be included on the Special Appointment Committee panels as an observer to further embed our absolute commitment to equalities and diversity. 7. The revision to the Senior Management Pay structure to support the introduction of new senior management posts; Chief Operating Officer and Executive Director of Families. 8. The financial implications of delivering our future senior leadership would be considered as a whole, taking account of both phases one and two. By the end of phase two there would have been a reduction in headcount, and as a minimum the revised structure would be cost neutral.

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That Cabinet approves:

1. That the Chief Executive be given delegated authority to undertake any final consultations with employees and trade unions to implement the changes contained within the report.
2. That the vacant Director of Housing post be deleted.

That Cabinet notes:

1. The restructuring of the Council's senior leadership team to create a stronger, more coherent structure focused on delivering the city's recovery plan and local priorities would be as a minimum cost neutral.
2. That a further delegated review (phase 2) of structures would take place by the Chief Executive/Strategic Executive Board following the appointments approved within the report.
3. That all senior management posts have been subject to job evaluation.
4. All Directors (Section 151 Officer, Monitoring Officer and other statutory roles) would continue to have direct access and support from the Chief Executive and the Deputy Chief Executive.
5. The Director of City Housing and Environment assumes the responsibilities of the vacant Director of Housing post.
6. That the vacant Head of Human Resources post had been deleted.
7. That the vacant Head of Democratic & Support Services post had been deleted.
8. The Deputy Director of People & Change post had been created to assume the responsibilities of the vacant Head of Human Resources and Head of Democratic & Support Services posts.

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	<p>9. The financial implications of delivering our future senior leadership would be considered as a whole, taking account of both phases one and two. By the end of phase two there would have been a reduction in headcount, and as a minimum the revised structure would be cost neutral.</p>
Options Considered	<p>The development of the proposal included consultation with senior managers to explore alternative proposals.</p> <p>To continue with existing arrangements would result in the retention of the current structure, without the benefit of the savings indicated and improvements to strengthen the senior management structure of the Council. Therefore, this option was rejected.</p>
Reasons for Decision	<p>The recommendations in the report are designed to strengthen the Council's senior management structure, ensuring that the senior management pay structure is appropriate.</p>
Record of Conflicts of Interest	<p>David Pattison, Director of Governance and other members of the Strategic Executive Board present who are impacted potentially by the proposals declared a pecuniary interest and left the meeting when the report was considered.</p>
Dispensation Granted	<p>Not applicable</p>
Decision available for implementation (subject to call-in)	<p>22 July 2021</p>

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Item 6	
Title	Capital Budget Outturn 2020-2021 including Quarter One Capital Monitoring 2021-2022
Status	Recommendations Approved
Record of Decision	<p>That Cabinet recommend that Council approves:</p> <ol style="list-style-type: none"> 1. The revised, medium term General Revenue account capital programme of £340.2 million, an increase of £3.0 million from the previously approved programme, and the change in associated resources. 2. The revised, medium term Housing Revenue Account (HRA) capital programme of £450.3 million, a reduction of £222,000 from the previously approved programme, and the change in associated resources. <p>That Cabinet approves:</p> <ol style="list-style-type: none"> 1. The virements for the General Revenue Account capital programme detailed at Appendix 4 to the report for: <ol style="list-style-type: none"> i. existing projects totalling £8.1 million; ii. new projects totalling £2.3 million. 2. The virements for the HRA capital programme detailed at Appendix 4 to the report for: <ol style="list-style-type: none"> i. Existing projects totalling £3.9 million. 3. The expansion of the delegation endorsed by Cabinet on 18 July 2018 which delegated authority to the Cabinet Member for Education, in consultation with the Director of Finance, to approve the allocation of the provision of the Special Education Needs (SEN) Special Capital Fund Programme to individual capital projects in order that they may be progressed in a timely manner. The expanded delegation is to approve the payments of grants related to the SEN Special Provision Capital Fund programme where appropriate in order that projects can be progressed in a timely manner. In addition, approval is sought to enter into a grant agreement between the City of Wolverhampton Council and St Martins Multi Academy trust for the provision of a resource base as part of the Special Education Needs (SEN) Special Capital Fund Programme.

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	<p>That Cabinet notes:</p> <ol style="list-style-type: none"> 1. That the Covid-19 pandemic has had an impact on development projects internationally, nationally and regionally and also on projects within the City. 2. There is an intentional ‘over-programming’ of projects to reflect the reality that some projects would inevitably be delayed due to unexpected circumstances or changes to priorities. Over-programming aims to ensure that, as far as possible, the resources available are fully utilised. 3. There is one new project created through the virement within the Primary School Expansion Programme included in the report, but which is subject to a separate detailed project report also on this agenda. The inclusion of this project is for budget approval purpose and is on the assumption that the approval to progress with the project is given. As the progression is dependent on that decision, if the project is not approved, the capital programme will be adjusted accordingly. The name of the project is: <ul style="list-style-type: none"> • Bilston Church of England Primary - caretaker house renovation.
Options Considered	The report provides an update on progress of capital projects during 2020-2021 and 2021-2022 and anticipated budget requirement for future years. The evaluation of alternative project options is detailed in individual investment proposals.
Reasons for Decision	To seek Cabinet’s recommendation to Council to approve the revised capital budgets. This will ensure that the capital programme budget reflects the latest forecasts and requirements.
Record of Conflicts of Interest	None
Dispensation Granted	Not applicable
Decision available for implementation (subject to call-in)	22 July 2021

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Item 7	
Title	Treasury Management - Annual Report 2020-2021 and Activity Monitoring Quarter One 2021-2022
Status	Recommendations Approved
Record of Decision	<p>That Cabinet recommend that Council be asked to note:</p> <ol style="list-style-type: none"> 1. The Council operated within the overall approved Prudential and Treasury Management Indicators, and also within the requirements set out in the Council’s approved Treasury Management Policy Statement during 2020-2021, however due to the reprofiling of some capital programmes the operational boundary for commercial activities was slightly in excess of the best estimate included in the Treasury Management Strategy presented to Council on 3 March 2021. 2. That revenue underspends of £2.3 million for the General Revenue Account and £805,000 for the Housing Revenue Account (HRA) were generated from treasury management activities in 2020-2021. 3. That revenue underspends of £1.4 million for the General Revenue Account and £11,000 for the HRA are forecast from treasury management activities in 2021-2022. <p>That Cabinet notes:</p> <ol style="list-style-type: none"> 1. That two of the three credit rating agencies have downgraded the UK’s credit rating. If the remaining credit rating agency follows suit the Director of Finance would lower the minimum sovereign rating in the Annual Investment Strategy in line with the delegated authority approved by Council on 17 July 2020. 2. The financial information included in this report is based on the ‘Capital Budget Outturn 2020-2021 including Quarter One Capital Monitoring 2021-2022’ report also on the agenda for this meeting. The capital report is subject to a report being separately approved by Cabinet also at this meeting. Therefore, if this approval is not obtained, a revised version of this report would be presented to Council on 21 July 2021.

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	<p>3. The Council's external borrowing decreased during 2020-2021 due to repayment of a loan and no new loans were taken out during the financial year.</p>
Options Considered	<p>As this is a monitoring report of treasury management activities undertaken in line with the approved Treasury Management Strategy for 2020-2021 and 2021-2022, there are no alternative options available.</p>
Reasons for Decision	<p>The report provides an update on treasury management activities undertaken in line with the approved Treasury Management Strategy for 2020-2021 and 2021-2022.</p>
Record of Conflicts of Interest	<p>None</p>
Dispensation Granted	<p>Not applicable</p>
Decision available for implementation (subject to call-in)	<p>22 July 2021</p>

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Item 8	
Title	Wolverhampton's Youth Justice Plan 2021-2022
Status	Recommendations Approved
Record of Decision	<p>That Cabinet recommends that Council:</p> <ol style="list-style-type: none"> 1. Approves the adoption of the Youth Justice Plan 2021-2022. <p>That Cabinet notes:</p> <ol style="list-style-type: none"> 1. The specific achievement of the Youth Offending Team during 2020-2021 including a reduction in first time entrants, a reduction in re-offending rates and a reduction in the number of young people receiving a custodial sentence.
Options Considered	<p>The local priorities that have been identified for Wolverhampton not only respond to the local areas of need but also represent an alignment with the strategic priorities identified by the Youth Justice Board (YJB).</p> <p>The core vision of the YJB as set out in the YJB Strategic Plan 2019-2022 is:</p> <p>“A youth justice system that sees children as children, treats them fairly and helps them to build on their strengths so they can make a constructive contribution to society. This will prevent offending and create safer communities with fewer victims.”</p> <p>The Youth Justice Plan 2021-2022 seeks to achieve this vision and some of the key areas that will be given significant priority include:</p> <ul style="list-style-type: none"> • Reshaping and incorporating lessons learnt from the pandemic into the delivery model of the Youth Offending Team (YOT) going forward. • Embedding diversion at the point of arrest whereby young people will not even have to be issued an out of court disposal. This will reduce the criminalisation of young people. • Earlier identification of health issues to prevent health issues being the basis for entry into the criminal justice system, e.g. due to mental health issues or substance misuse. The

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	<p>impact of the pandemic on mental health will be a key consideration.</p> <ul style="list-style-type: none"> • Launching a YOT Peer mentoring Programme. • Continuing to embed the work of the Partnership Exploitation and Missing Hub and the Partnership Gang Forum to identify at the earliest opportunity young people at risk and work as part of the multi-agency response. • Ensuring the voice of the child and young people proactively engage with their service to influence and shape delivery. • Improving the educational engagement and outcomes for young people at the YOT through the appointment of an additional dedicated worker. • Addressing areas of disproportionality and promoting wider partnership engagement to reduce areas of significant disproportionality.
Reasons for Decision	The local authority has a statutory duty to submit an annual Youth Justice Plan relating to their provision of youth offending services. The Youth Justice Plan 2021-2022 has been developed following consultation with partner agencies, staff and young people.
Record of Conflicts of Interest	Councillors Beverley Momenabadi and Bhupinder Gakhal had submitted written declaration of interests for this item. The Director of Governance advised them that it does not directly relate, therefore they would be able to take part in the discussion and vote on the item.
Dispensation Granted	Not applicable
Decision available for implementation (subject to call-in)	22 July 2021

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Item 9	
Title	Black Country Plan Draft for Consultation
Status	Recommendations Approved
Record of Decision	<ol style="list-style-type: none"> 1. That the Draft Black Country Plan, Draft Wolverhampton Policies Map, Sustainability Appraisal Reports, and Wolverhampton Summary Leaflet attached as Appendices 1, 2, 3 and 4 to the report be approved for consultation during summer 2021. 1. That authority be delegated to the Deputy Leader: Inclusive City Economy, in consultation with the Director of Regeneration, to make any necessary minor amendments to the Draft Black Country Plan, Wolverhampton Policies Map, Sustainability Appraisal Reports and Wolverhampton Summary Leaflet prior to commencement of the consultation process. 2. That a further report be presented summarising key issues raised during the consultation, to inform preparation of the Publication Black Country Plan. 3. That the Wolverhampton Local Development Scheme, attached as Appendix 5 to the report be approved.
Options Considered	<p>City of Wolverhampton Council is committed to the Black Country Plan preparation process. The alternative option would be to make no change to the existing Wolverhampton Local Plan. This would mean that the City would not have an up-to-date Local Plan in place for a number of years.</p> <p>Failure to have a Local Plan that is based on sound evidence could result in the City having insufficient land to meet the need for housing, employment and other land uses that are necessary to support the economic and environmental wellbeing of the area. It could also result in development taking place in the wrong locations, leading to an inefficient use of resources, traffic congestion and other harm. Having an up-to-date Local Plan in place is also essential to defend the Council’s position at planning appeals. Lack of an up to date Plan risks intervention from central government and may compromise our ability to make decisions locally.</p>

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Reasons for Decision	It is important that Wolverhampton is covered by an up-to-date Local Plan and Local Development Scheme, in order to meet statutory requirements and to support regeneration and investment in the City and protect areas of value from development. Cabinet approval is required for each consultation stage of the Black Country Plan preparation process.
Record of Conflicts of Interest	Councillor Linda Leach declared a non-pecuniary interest.
Dispensation Granted	Not applicable
Decision available for implementation (subject to call-in)	13 July 2021

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Item 10	
Title	Exclusion of press and public
Status	Recommendation Approved
Record of Decision	That in accordance with Section 100A(4) of the Local Government Act 1972 the press and public be excluded from the meeting for the following item of business as it involves the likely disclosure of exempt information relating to the financial or business affairs of any particular person (including the authority holding that information).
Options Considered	Not applicable.
Reasons for Decision	Not applicable.
Record of Conflicts of Interest	Not applicable.
Dispensation Granted	Not applicable.
Decision available for implementation (subject to call-in)	Not applicable.

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Item 11	
Title	Primary School Expansion Programme 2021
Status	Recommendations Approved
Record of Decision	<ol style="list-style-type: none"> 1. That the formal proposal for Bilston CE Primary School to be included within the Primary School Expansion Programme 2021 be approved. 2. That the capital allocation from the Master Primary School Expansion Programme budget to the Capital Primary School Expansion Budget for Bilston CE Primary School, in order to fund the scheme be approved. 3. That authority be delegated to the Cabinet Member for Education, Skills and Work, in consultation with the Director of Children’s and Adult Services and the Director of Finance, to approve the inclusion of any additional schemes to the Primary and Secondary School Expansion Programmes 2021 and 2022, the allocation of the Expansion Programme budgets to individual capital projects and to enter into any necessary and associated legal agreements to give effect to the inclusion of any additional schemes. 4. That it be noted that in light of the scale of recent primary and secondary expansion programmes practical opportunities to continue to expand the existing estate are constrained. 5. That it be noted that the School Expansion Programmes 2021 and 2022 involves both temporary and permanent solutions to meet short and medium-term demand. This approach has been taken to ensure that an oversupply of school places is not created. Future demand may be influenced as a consequence of the United Kingdom leaving the European Union, the arrival of Hong Kong British Nationals (overseas) and through the establishment of free schools within the City.
Options Considered	As detailed in the exempt report.

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Reasons for Decision	As detailed in the exempt report.
Record of Conflicts of Interest	Councillor Beverley Momenabadi declared an interest in so far as she is a Governor of Bilston CE Primary School and left the meeting when the report was considered.
Dispensation Granted	Not applicable
Decision available for implementation (subject to call-in)	13 July 2021