

# Agenda

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## Scrutiny Committee

Date: **Thursday 5 April 2018**

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Time: **6.00 pm**

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Place: **St Aldate's Room, Town Hall**

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For any further information please contact:

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# Scrutiny Committee

## Membership

<b>Chair</b>	Councillor Andrew Gant
<b>Vice Chair</b>	Councillor Nigel Chapman
	Councillor Mohammed Altaf-Khan
	Councillor Jamila Begum Azad
	Councillor Steven Curran
	Councillor James Fry
	Councillor David Henwood
	Councillor Mark Ladbrooke
	Councillor Ben Lloyd-Shogbesan
	Councillor Michele Paule
	Councillor Mark Lygo
	Councillor David Thomas

The quorum for this Committee is four, substitutes are permitted.

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# AGENDA

Pages

## 1 APOLOGIES FOR ABSENCE

Cllr Taylor attending as substitute for Cllr Chapman who has given his apologies.

## 2 DECLARATIONS OF INTEREST

## 3 MINUTES

**Recommendation:** That the minutes of the meeting held on 06 March 2018 be APPROVED as a true and accurate record.

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## 4 REPORT BACK ON RECOMMENDATIONS

Contact Officer: Stefan Robinson, Scrutiny Officer,  
Tel 01865 252191, [srobinson@oxford.gov.uk](mailto:srobinson@oxford.gov.uk)

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Background Information
Scrutiny is empowered to make recommendations to the City Executive Board, which is obliged to respond in writing.
Why is it on the agenda?
For the Committee to note and comment on recent executive responses to Scrutiny recommendations. Since the last meeting, the Board has responded to recommendations on the Oxford Living Wage.
Who has been invited to comment?
Stefan Robinson, Scrutiny Officer and Councillor Ladbrooke (Chair of the Oxford Living Wage review group)

## 5 WORK PLAN AND FORWARD PLAN

17 - 32

Background Information
The Scrutiny Committee operates within a work plan which is agreed at the start of the Council year. The work plan will be reviewed at every meeting and can be adjusted to reflect the wishes of the Committee and take account of any changes to the latest <a href="#">Forward Plan</a> (which outlines decisions to be taken by the City Executive Board or Council).
Why is it on the agenda?
The Committee is asked to review and note its work plan for the 2017/18 council year. The Committee is also asked to select Forward Plan items for pre-decision scrutiny based on the following criteria (max. 3 per meeting): <ul style="list-style-type: none"><li>• Is the issue controversial / of significant public interest?</li><li>• Is it an area of high expenditure?</li><li>• Is it an essential service / corporate priority?</li><li>• Can Scrutiny influence and add value?</li></ul> A maximum of three items for pre-scrutiny will normally apply.
Who has been invited to comment?
Stefan Robinson, Scrutiny Officer

## 6 HEALTH INEQUALITIES PROGRESS UPDATE

33 - 110

Background Information
The Scrutiny Committee commissioned an update from the Policy and Partnerships Team Manager on the progress made against recommendations made by the Scrutiny Committee in March 2017.
Why is it on the agenda?
The Committee is asked to note and comment on the report, and agree any additional recommendations.
Who has been invited to comment?
Councillor Tidball, Board Member for Young People, Schools and Public Health Mish Tullar, Corporate Policy, Partnership and Communications Manager

## 7 DATES OF FUTURE MEETINGS

Meetings for 2018 are scheduled as followed:

### Scrutiny Committee

- 17 May
- 05 June
- 03 July
- 30 July (provisional)
- 06 September
- 08 October
- 06 November
- 04 December

### Standing Panels

Housing Standing Panel: 09 April, 05 July, 11 October, 12 November

Finance Standing Panel: 07 June, 10 September, 06 December

Companies Panel: dates tbc

All meetings start at 6.00 pm

## **DECLARING INTERESTS**

### **General duty**

You must declare any disclosable pecuniary interests when the meeting reaches the item on the agenda headed "Declarations of Interest" or as soon as it becomes apparent to you.

### **What is a disclosable pecuniary interest?**

Disclosable pecuniary interests relate to your\* employment; sponsorship (ie payment for expenses incurred by you in carrying out your duties as a councillor or towards your election expenses); contracts; land in the Council's area; licences for land in the Council's area; corporate tenancies; and securities. These declarations must be recorded in each councillor's Register of Interests which is publicly available on the Council's website.

### **Declaring an interest**

Where any matter disclosed in your Register of Interests is being considered at a meeting, you must declare that you have an interest. You should also disclose the nature as well as the existence of the interest.

If you have a disclosable pecuniary interest, after having declared it at the meeting you must not participate in discussion or voting on the item and must withdraw from the meeting whilst the matter is discussed.

### **Members' Code of Conduct and public perception**

Even if you do not have a disclosable pecuniary interest in a matter, the Members' Code of Conduct says that a member "must serve only the public interest and must never improperly confer an advantage or disadvantage on any person including yourself" and that "you must not place yourself in situations where your honesty and integrity may be questioned". What this means is that the matter of interests must be viewed within the context of the Code as a whole and regard should continue to be paid to the perception of the public.

\*Disclosable pecuniary interests that must be declared are not only those of the member her or himself but also those of the member's spouse, civil partner or person they are living with as husband or wife or as if they were civil partners.

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## Minutes of a meeting of the SCRUTINY COMMITTEE on Tuesday 6 March 2018

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### Committee members:

Councillor Gant (Chair)	Councillor Chapman (Vice-Chair)
Councillor Azad	Councillor Curran
Councillor Henwood	Councillor Ladbrooke
Councillor Lloyd-Shogbesan	Councillor Lygo
Councillor Taylor (for Councillor Fry)	

### Officers:

Caroline Green, Assistant Chief Executive  
Helen Bishop, Head of Business Improvement  
Andrew Brown, Committee Services Manager  
Chris Harvey, Organisational Development and Learning Manager  
Paul Adams  
John Mitchell, Committee and Member Services Officer

### Also present:

Councillor Marie Tidball, Board Member for Young People, Schools and Public Health

### 81. Apologies for absence

Apologies for absence were received from Councillors Fry (substitute Councillor Taylor) and Councillor Paule.

### 82. Declarations of interest

None.

### 83. Minutes

The Committee resolved to APPROVE the minutes of the meeting held on 6 February 2017 as a true and accurate record.

### 84. Report back on recommendations

The Scrutiny Officer spoke to the report. In relation to the update of the Corporate Plan while the first recommendation (relating to the monitoring leisure engagement) had not been agreed it was clear that there was a willingness to work towards what had been proposed.

In relation to the budget for 2018/19, the Finance Panel used a lighter touch than in previous years and most of its recommendations had been agreed. Cllr Fry, speaking to the recommendations at CEB, had argued that recommendation 5 (proposal to increase garden waste collection fees) could have funded recommendation 4 (proposal for additional resource for City Centre Management).

## **85. Work Plan and Forward Plan**

The Scrutiny Officer spoke to the Committee's Work Plan, which included items for the next meeting on 05 April which would be the last in the present Council year. While some items had been proposed for subsequent meetings, the new Council year would bring with it the need to determine a new programme, and, perhaps, new priorities, which could include consideration of those items currently shown as "to be scheduled."

The Finance Panel scheduled for 14 March had been cancelled with the agreement of the Panel's Chair for lack of substantive business.

The Housing Panel had met 6 times in the present year, more than originally planned. Its focus on issues to do with the Homelessness Strategy and Tower Blocks had meant that not all of the other items listed on its programme had been covered. There had been no consideration of tenant satisfaction because there had been no tenant survey this year (although there had been high levels of engagement with residents of Tower Blocks).

The Scrutiny Officer went on to suggest that the Committee should take every opportunity to engage with the finalisation of the Local Plan and proposed that it should be the subject of substantive discussion at the Committee's meeting on 03 July, followed by a more focused discussion on the housing elements of the Plan at the Housing Panel's meeting on 05 July. The Chair and Scrutiny Officer to lead on this piece of work.

## **86. Devolution plans for Oxfordshire**

Cllr Tidball, speaking as a previous member of the Committee and Chair of the Scrutiny Review Group, said the Group's report had been used in the Council's submission to the DCLG and in response to the County Council's submission. Following the election there had been no apparent appetite on the part of the Government to pursue devolution proposals. There had, however, been a great deal of exciting progress over the last year and the emergence of the Growth Deal is now seen as the preferred mechanism for joint authority working in Oxfordshire. The role of the Growth Board is evolving and the way it operates will change. Of particular note is consideration of the possibility of a shared scrutiny function. The City Council had played (and continues to play) a very significant role in the development of the Board and the benefits for the City, in terms of housing and infrastructure were considerable.

The Assistant Chief Executive said that while there wasn't, yet, any agreement to a combined scrutiny function, the Growth Board would be reviewing its Terms of



Reference by the end of April. The desirability of a more robust and structured scrutiny framework would form part of that discussion, if not at that meeting at a subsequent one. Initial feelings were that neither should such arrangements result in duplication nor cut across existing functions.

## **87. Annual Workplace Equalities Report**

The Head of Business Improvement introduced the report by noting a range of measures now in place to address matters of inequality. These included, among other things, outreach activities to communities; provision of unconscious bias training; and equalities recruitment guidance. She was keen to take the opportunity to review the Council's practice to ensure that recruitment resulted in a workforce which properly reflected the City's diverse community. The initial focus of this would be in relation to BAME issues, looking at recruitment and turnover by service area. As a first step it was necessary to understand the data and to make sure that any targets were appropriate. Some activities might be best aimed at service areas and others across the whole Council. She suggested that a further report in April or May would be helpful, setting out some worked up proposals, agreed by the City Management Team.

Members were disappointed that the data presented were not up to date. The Head of Business Improvement reassured Members that while more recent data had not come to the meeting, up-to-date data were regularly interrogated and acted upon by officers as necessary. She went on to say that the data for both 2016/17 and 2017/18 would be published in April.

In discussion the following points were raised among others:

- It was inescapable that the makeup of the Council's workforce did not reflect the City's community and there was, therefore "some way to go."
- Consideration of year to year comparisons/trends would be useful.
- The Head of Business Improvement confirmed that the City's Community Centres were often used by BAME groups and were locations which were therefore used to promote job opportunities.
- The original focus of Apprenticeship programme on regeneration areas and OX1 and OX4 postcodes was too narrow but had now been expanded.
- The number of "Not specified" entries in the data was regrettable as, if specified, would contribute to a more accurate picture and staff should be encouraged to respond
- Some broad categorisations (eg BAME) would benefit from further breakdown.
- More analysis of the reasons for employees' resignation would be useful.
- There should be a focus on why shortlisted applicants were not appointed with particular reference to BAME. The Head of Business Improvement confirmed that this would be looked at.
- Championship of these issues should come from the highest level in the authority.
- Some organisations had found it necessary to introduce elements of positive discrimination in order to ensure a properly representative workforce (eg bespoke training for BAME colleagues).

- Trade Unions elsewhere have put considerable efforts into addressing these issues. There would perhaps be merit on seeking advice from Union colleagues about good practice elsewhere.

In conclusion the Head of Business Improvement said that she would return to the Committee in May with up to date proposals for workstreams which had been agreed with the Corporate Management Team.

## **88. ICT restructure**

The Head of Business Improvement gave the background to the restructuring of the Council's ICT service which, with  $\frac{3}{4}$  of the posts in the new structure now in place, was nearing a conclusion. Among other things it was important to ensure that there was proper support for all applications; swift response to issues raised with the service desk; and out of hours service provision to support the Council's website.

The document before the Committee had been used at the beginning of the consultation process and included aspirational ambitions which were now tied down by detailed metrics in service level agreements.

Community Centres would benefit from computers (to allow online applications for applications for example) and any funding to support that would be welcome.

A major programme to upgrade employees' ICT kit was being planned with invitations to tender out in April and the ambition of rolling out over the Summer. A programme to upgrade Member's iPads was also underway. New devices would be issued from May following the local elections, initially to new members elected for the first time and then, on a phased basis, to all other members.

The Committee agreed to note the report.

## **89. Report of the Oxford Living Wage Review Group**

Cllr Ladbrooke, as Chair of the Group, introduced the report. He said the work of the group had proved to be a hugely positive experience and a good example of cross-party working. This was a matter whose "time had come." It was, however, also at a time when the work environment for many was becoming increasingly precarious as a result of zero hours contracts etc. The report drew attention to a number of related issues such as the impacts of health and the stark difference in life expectancy between those who happen to live in different Wards in the City. There were strong connections too between low pay; female employees; those with a disability; and BAME.

The report had been informed by input from a wide range of organisations and individuals who had spoken with passion and commitment.

It was clear that improvements in wages, alone, whilst important, would not provide a 'silver bullet'. In Oxford in particular the cost of housing was bound to remain an issue, even for those in receipt of the Oxford Living Wage (OLW).

He was pleased to report that the Council had implemented the OLW for its own employees and major contractors. It was hoped that the Council could exercise some leverage and or promote the introduction of OLW amongst other employers and that, with the support of partners, it would become the 'social norm.' The Council should, when seeking tenders, give serious consideration to awarding contracts to those who pay the OLW, even if not the cheapest.

Members thanked Cllr Ladbrooke and other members of the group for an excellent report which was both "thorough and revealing." Thanks were also given to the Scrutiny Officer for his role in co-ordinating the work of the group and pulling together the report.

It was noted that the £100k threshold for contracts awarded by the Council was not lower because it was unlikely that such contractors would have employees.

There was universal support for the aspirations of the report but some concern about the ways in which and the extent to which its recommendations can be monitored. It was recognised that this was unavoidably dependent to a large extent on self-reporting and the trust associated with that.

The Committee noted that Council apprentices were not paid the OLW but did receive more than the statutory minimum. A previous recommendation that apprentices be paid the OLW had not been agreed.

It was noted that rates of poverty in the City varied widely from Ward to Ward and while the principle of the OLW was of universal application, particular attention should be paid to those areas where poverty was greatest.

Consideration might be given to an event to promote and celebrate good practice by employers who have embraced the OLW and agreed that this could be incorporated with recommendation 11.

There was concern lest the valuable work of the group might be lost as a result of subsequent inertia. The CEB should therefore be encouraged to be very active in its support of the report's recommendations. The Committee agreed to recommend to the Board that a member should be identified who will have responsibility for leading this work.

## **90. Q 3 Monitoring Report**

The Scrutiny Officer said that the Business Development and Support Manager recognised that improvements were still needed in the presentation of these data and associated commentaries and these were in hand. Cllr Fry had arranged to meet with the Business Development & Support Manager to discuss the list of indicators which it would be helpful for the Committee to engage with over the next year.

Cllr Chapman relayed a number of detailed observations on behalf of Cllr Fry all of which would be passed on to the Business Development & Support Manager.

The Committee questioned how the Youth Ambition figures were derived for indicator LP119 and requested a written response from the Head of Community Services.

It was noted that performance data in relation to *Fusion* would be the subject of a bespoke report later in the year and would also be provided on a quarterly basis.

## **91. Dates of future meetings**

Meetings for 2018 are scheduled as followed:

### **Scrutiny Committee**

- 5 April
- 17 May
- 05 June
- 03 July

### **Standing Panels**

Housing Standing Panel: 8 March; 09 April; 05 July.

Finance Standing Panel: 14 March; 07 June; 10 September.

Companies Panel: 14 March. *5pm start*

All meetings start at 6.00 pm unless otherwise stated.

**The meeting started at 6.00 pm and ended at 8.00 pm**

Chair .....

**Date: Thursday 5 April 2018**

## Scrutiny recommendation tracker 2017/18 – April 2018

Total recommendations (year to date):	86	
Agreed	70	81%
Agreed in part	12	14%
Not agreed	4	5%

### 20 MARCH 2018 CITY EXECUTIVE BOARD

#### The Oxford Living Wage Review Group

<i>Recommendation</i>	<i>Agree?</i>	<i>Comment</i>
1 - That the Council continues to pay all its staff and agency workers at least the Oxford Living Wage, which should continue to be set at 95% of the London Living Wage rate.	Yes	Existing policy
2 - That the Council includes in its advice to businesses on selling to the Council a statement about the Council being an accredited living wage employer and the benefits of paying the Oxford Living Wage in terms of best value, wellbeing and quality	Yes	We advise our suppliers that they are expected to pay their staff the Oxford Living wage
3 - That the Council continues to require suppliers with contract values over £100k to pay their staff and subcontracted staff working on Council projects at least the Oxford Living Wage.	Yes	As above but we cannot enforce this
4 - That the Council maintains a watching brief on the legal position (including any emerging case law) relating to public bodies requiring contractors to pay their staff a living wage, with a view to strengthening the obligations on the Council's own suppliers and their subcontractors, should the opportunity to do so arise in future.	Yes	Yes, we will continue to review the situation
5 – That consideration is given to whether and how the Council could periodically monitor the payment of the Oxford Living Wage by suppliers and their subcontractors so that concerns could be raised with suppliers if they were found to not be keeping to their commitments.	Yes	We will consider whether and how the council might do this. We may seek to obtain confirmation of Living wage payment from suppliers and contractors by including such provision as a contract term to be agreed between the two parties.
6 - That the Council ensures that it remains a fully accredited living wage employer.	Yes	This will continue.
7 - That the Council commits to working with the Living Wage Foundation and the broad coalition of stakeholders, especially	Yes	This is a sensible, staged approach that will support the policy of explaining the Living wage policy to employers,

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Agenda Item 4

<p>local trade unions, on making Oxford a Living Wage City. This could include the City Council promoting the payment of the Foundation's 'Real Living Wage' to local businesses as a step in the right direction towards committing to pay the higher Oxford Living Wage from a future date.</p>		<p>and partnership working to secure a greater level of adoption over time.</p>
<p>8 - That the Council creates, maintains and promotes a list of local employers paying the Oxford Living Wage and makes this list available on the Council website, and newsletter, as well as linking to the Living Wage Foundation's map of employers paying the Real Living Wage.</p>	<p>Yes, in part</p>	<p>This can be managed by the Economic Development Team with input from other parts of the Council. We would not set up a separate list but provide a link on the council website to the Living Wage Foundation (LWF). LWF are the accrediting body so we would promote their list of accredited employers locally</p>
<p>9 - That the Council makes it very clear that in most circumstances grants will only be awarded to organisations paying their employed staff no less than the Oxford Living Wage, and contacts other local public sector commissioners urging them to do likewise.</p>	<p>Yes</p>	<p>The Charity Leaders Forum is considering whether they can make a formal commitment on behalf of their members. However, the Council's grants programme involves a great many bodies employing volunteers, staff members and pro bono workers and it would be very difficult to impose this requirement. We suggest instead that we make it clear in the grant letters that employed staff should normally be paid at least the Real Living Wage, and preferably, the OLW.</p>
<p>10 - That the Council puts the issue of the Oxford Living Wage and the Real Living Wage on the agenda of the Economic Growth Steering Group to seek ongoing input into ways of boosting its adoption.</p>	<p>Yes</p>	<p>We are asking the Economic Growth Steering group to set up a Task and Finish group on actions employers can take to support a fairer economy. Living Wage will be a key part of that agenda.</p>
<p>11 - That the Council hosts an annual Oxford Living Wage seminar or symposium, which could involve local employers, trade unions, campaigners, universities, faith leaders and the Living Wage Foundation, to monitor progress and promote the case for the Oxford Living Wage and encourage employers to sign up to that or the Real Living Wage.</p>	<p>In part</p>	<p>We will aim to ensure that we hold an annual event, in partnership with others as appropriate, targeting employers who wish to discuss workforce issues relating to pay, recruitment practices, training and development, and ways of making the most of their workforce within the CSR context. The OLW can be a key part of this discussion, but other aspects of the wider agenda will also be important to secure business engagement.</p>
<p>12 - That the Council allocates responsibility to a designated officer to support and oversee the promotion of the Real Living Wage and the Oxford Living Wage. This should include a suite of 'business as usual' activities, as well as specific campaigns, for example around Living Wage Week (building on the successful communications campaign of Living Wage Week</p>	<p>Yes</p>	<p>The Economic Team can identify an officer to work with colleagues to:</p> <ul style="list-style-type: none"> <li>• Undertake promotion during living wage week</li> <li>• Promote living wage adoption as part of ongoing business engagement activity</li> <li>• Commission Research into the barriers to living</li> </ul>

2017).		<p>wage adoption and seek a best practice approaches in line with the agreed recommendations (see 13)</p> <ul style="list-style-type: none"> <li>• Monitor the RLW accreditation measures over time.</li> <li>• Undertake one related event per annum (see item 11).</li> </ul>
<p>13 - That the Council sets additional targets for the promotion of the 'living wage', with at least one such target monitored at the corporate level:</p> <p>a) The number of accredited living wage employers based in the city (e.g. doubling the current number within 2 years).</p> <p>b) The number of local employers paying the Oxford Living Wage.</p>	In part	<p>The principle of having three targets per corporate priority is one that we want to maintain. At this time, rather than create a new target of the type proposed by Scrutiny, we propose to undertake research in 2018/19 to better understand the position on Living Wage accreditation among Oxford's employers and to use the budget allocation of £5k to support a broader campaign to increase employer adoption of the Oxford Living Wage.</p> <p>The Oxford Strategic Partnership has identified this as an important strand of activity for 2018/19 and may link up with research being undertaken by Oxford Brookes University Business School. All these activities will be underpinned by communications campaigns to promote the Oxford Living Wage/Living Wage.</p> <p>This commitment will be added to the list of Corporate Plan Priorities for 2018/19.</p>
<p>14 - That the Council commits to flying the Living Wage Employer flag when pay rates are raised every April. Consideration should also be given to flying the Living Wage Employer flag during part or all of Living Wage Week (which would require resolving a clash with an existing commitment to fly the Royal British Legion flag during the same week).</p>	In part	<p>This will be considered on each annual occasion that a new rate is announced and will be done if there is flagpole capacity and no precedence given to another organisation's flag. The commitment to fly the Royal British Legion flag in the week of Remembrance Sunday will not change.</p>
<p>15 – That CEB identifies a specific member to lead on the Oxford Living Wage work over the coming year</p>	Yes	<p>We will continue with the model used for the scrutiny review and will consider which portfolio holder will have a lead on this.</p>

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# SCRUTINY WORK PLAN

## April 2018 – July 2018

Published on: 27/03/18

Please note that included at Appendix 1 is a summary of the Parliamentary Select Committee review into the effectiveness of local authority overview and scrutiny committees. The Scrutiny Officer will provide a verbal update on this paper at the meeting on 5 April 2018, which is for noting.

The Scrutiny Committee agrees a work plan every year detailing selected issues that affect Oxford or its people. Time is allowed within this plan to consider topical issues as they arise throughout the year as well as decisions to be taken by the City Executive Board. This document represents the work of scrutiny for the remainder of the 2017-18 council year and will be reviewed at each meeting of the Scrutiny Committee.

The work plan is based on suggestions received from all elected members and senior officers. Members of the public can also contribute topics for inclusion in the scrutiny work plan by completing and submitting our [suggestion form](#). See our [get involved webpage](#) for further details of how you can participate in the work of scrutiny.

The following criteria will be used by the Scrutiny Committee to evaluate and prioritise suggested topics:

- *Is the issue controversial / of significant public interest?*
- *Is it an area of high expenditure?*
- *Is it an essential service / corporate priority?*
- *Can Scrutiny influence and add value?*

Some topics will be considered at Scrutiny Committee meetings and others will be delegated to standing panels. Items for more detailed review will be considered by time-limited review groups.

The Committee will review the Council's [Forward Plan](#) at each meeting and decide which executive decisions it wishes to comment on before the decision is made. The Council also has a "call in" process which allows decisions made by the City Executive Board to be reviewed by the Scrutiny Committee before they are implemented.

## Scrutiny Committee and Standing Panel responsibility and membership

Committee / Panel	Remit	Nominated councillors
Scrutiny Committee	Overall management of the Council's scrutiny function.	Cllrs Altaf-Khan, Azad, Chapman, Curran, Fry, Gant (chair), Henwood, Ladbrooke, Lloyd-Shogbesan, Lygo, Paule & Thomas.
Finance Panel	Finance and budgetary issues and decisions	Cllrs Fry, (chair) Landell Mills, Simmons & Taylor.
Housing Panel	Strategic housing and landlord issues and decisions	Cllrs Goff, Henwood (chair), Paule, Sanders, Thomas & Wade.
Companies Panel	To scrutinise shareholder decisions relating to wholly Council-owned companies.	Cllrs Chapman, Fry (chair), Gant, Henwood & Simmons.

## Current and planned review groups and one-off panels

Topic	Scope	Nominated councillors
Budget review 2018/19	To review the Council's draft budget for 2018/19 and medium term financial strategy.	Finance Panel members.
Oxford Living Wage	To consider how the Council can promote the implementation of the Oxford Living Wage across Oxford.	Cllrs Goff, Ladbrooke (chair), Illey-Williamson, Lloyd-Shogbesan & Thomas

## Indicative timings of 2017/18 review panels

Scrutiny Review	July	Aug	Sept	Oct	Nov	Dec	Jan	Feb	March	April
Oxford Living Wage										
Budget review 2018/19										

	Scoping
	Evidence gathering
	Reporting

## SCRUTINY COMMITTEE

### 5 APRIL 2018 – PROVISIONAL REPORTS

Agenda item	Decision	Description	CEB Portfolio	Report Contact
Health Inequalities	No	To consider a 12 month progress update on the implementation of Scrutiny Recommendations.	Young People, Schools and Public Health	Daniella Granito, Policy and Partnership Team Manager

### 17 MAY 2018 - PROVISIONAL REPORTS

Agenda item	Decision	Description	CEB Portfolio	Report Contact
Addressing anti-social behaviour on Oxford's waterways	No	To consider a progress report on plans to address instances of ASB at four identified hot spots on the Oxford waterways.	Community Safety	Richard Adams, Community Safety Service Manager
Oxford Town Hall	No	To consider how to improve the profile and accessibility of the Town Hall.	Finance, Asset Management	Ian Brooke, Head of Community Services
Sustainability Strategy 2017	Yes	The report will provide the revised Oxford Sustainability Strategy, which will set out the vision for Oxford's sustainable future and steps we are required to take to deliver it.	A Clean and Green Oxford	Mai Jarvis, Environmental Quality Team Manager
Fusion Lifestyle - Annual Service Plan 2018/19	Yes	To endorse Fusion Lifestyle's 2018/19 Annual Service Plan for the continuous development, management and operation of leisure services in Oxford	Leisure, Parks and Sport	Lucy Cherry, Leisure and Performance Manager
Discretionary Housing Payment policy	Yes	Review of Discretionary Housing Payment policy	Customer and Corporate Services	James Pickering, Welfare Reform Manager

### 5 JUNE 2018 - PROVISIONAL REPORTS

Agenda item	Decision	Description	CEB Portfolio	Report Contact
Workplace Equalities	No	To consider a report on workplace equalities report	Corporate Strategy Economic	Paul Adams

			Development	
Safeguarding Annual Report	Yes	To approve the Modern Slavery Act – Transparency Statement for 2017 – 2018.	Councillor Tom Hayes	Linda Ludlow, Human Exploitation Coordinator
Fusion Performance	Yes	The Committee will consider quarterly performance reports from Fusion Lifestyle.	Leisure, Parks and Sport	Lucy Cherry, Leisure and Performance Manager

### 3 JULY 2018 - PROVISIONAL REPORTS

Agenda item	Decision	Description	CEB Portfolio	Report Contact
Draft Local Plan	Yes	To present the draft Local Plan following public consultation on the preferred option.	Planning and Regulatory Services	Sarah Harrison, Senior Planner
East Oxford Community Centre - Improvement Scheme	Yes	To present an improvement scheme for the East Oxford Community Centre following public consultation.	Culture and Communities	Vicky Trietline, Development Project Management Surveyor

### SCRUTINY COMMITTEE - TO BE SCHEDULED

Agenda item	Decision	Description	CEB Portfolio	Report Contact
Impacts of the Westgate Shopping Centre	No	To consider plans for the reopening of the Westgate Shopping Centre including public transport, parking and city centre management.	Corporate Strategy and Economic Development	Ian Gray, Interim Director – Regeneration and Economy
Streetscene services	No	To consider the performance of Streetscene services, including the issue of dog fouling.	A Clean and Green Oxford	Doug Loveridge, Streetscene Services Manager
Inclusive cities	No	To consider what the Council has learnt from best practice in other cities about welcoming refugees and promoting inclusivity.	Corporate Strategy and Economic Development	Caroline Green, Assistant Chief Executive

Guest houses	No	To reprioritise the recommendations of the Guest Houses Review Group and consider a progress update.	Community Safety	Richard Adams, Community Safety Service Manager
Graffiti prevention and removal	No	To consider the work being undertaken to address graffiti in the city.	Climate Change and Cleaner Greener Oxford	Liz Jones, Interim ASBIT Team Leader
Restorative justice	No	To consider the use of restorative justice to resolve low level cases of antisocial behaviour and the option of training and coordinating volunteers.	Community Safety	Richard Adams, Community Safety Service Manager

## FINANCE PANEL

### 7 JULY 2018 - PROVISIONAL REPORTS

Agenda item	Decision	Description	CEB Portfolio	Report Contact
Monitoring social value	No	To consider the case and opportunities for monitoring social value through integrated financial, social and environmental accounting.	Finance, Asset Management	Nigel Kennedy, Head of Financial Services
Council Tax Reduction Scheme for 2019/20	Yes	To review the Council Tax Reduction Scheme	Customer and Corporate Services	Paul Wilding, Programme Manager Revenue & Benefits

## HOUSING PANEL

### 5 JULY - PROVISIONAL REPORTS

Agenda item	Decision	Description	CEB Portfolio	Report Contact
Empty garages and former garage sites	No	To receive an update on how the Council is dealing with empty garages and former garage sites.	Housing	Martin Shaw, Property Services Manager
Draft Local Plan (Housing Policies)	Yes	To review the policies contained within the draft Local Plan.	Housing	Sarah Harrison, Senior Planner

## HOUSING PANEL - TO BE SCHEDULED

Agenda item	Decision	Description	CEB Portfolio	Report Contact
Great Estates update	No	To receive an update on progress made in developing masterplans for estates and working up and delivering a rolling programme of priority improvement schemes.	Housing	Martin Shaw, Property Services Manager
Leaseholder relationships	No	To consider Council relationships with leaseholders including the views of individual leaseholders.	Housing	Stephen Clarke, Head of Housing Services
Building the housing for the future	No	To consider the need to build homes fit for the future and the need to provide accommodation for the increasing older population with compound needs including dementia.	Housing	Frances Evans, Strategy & Service Development Manager
Impacts of absent owners on housing availability	No	To consider the impacts of foreign investors and other absent owners on housing availability in the city.	Housing	Stephen Clarke, Head of Housing Services
Flexible tenancies	No	To pre-scrutinise any decisions on the local implementation of government plans to prevent local authorities in England from offering secure tenancies for life to new council tenants in most circumstances.	Housing	Bill Graves, Landlord Services Manager

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## COMPANIES PANEL

There are currently no items scheduled. Items will be brought forward in line with reporting to the shareholder.

# FORWARD PLAN

## April 2018 - March 2019

### CEB: 17 APRIL 2018

<b>ITEM 8:</b> <b>ID: I016330</b>	<b>MUSEUM OF OXFORD HIDDEN HISTORIES PROJECT</b> <b>Report Status: Provisional: Awaiting further information, advice or input</b>
To seek project approval for the Museum of Oxford Hidden Histories Project	

<b>ITEM 9:</b> <b>ID: I018509</b>	<b>EXTENSION OF COMMUNITY GRANTS PROGRAMME</b> <b>Report Status: Provisional: Decision reliant on another action or process</b>
A report to request the extension of the Oxfordshire Local Enterprise Partnership's grants programme, which is administered by the Council's Welfare Reform team	

<b>ITEM 10:</b> <b>ID: I018256</b>	<b>DISPOSAL OF KICKABOUT, CRESCENT ROAD</b> <b>Report Status: Provisional: Awaiting further information, advice or input.</b>
Sale of the "kickabout" site on Crescent Road, Oxford.	

### COUNCIL : 23 APRIL 2018

to include any reports from CEB

<b>ITEM 11:</b> <b>ID: I014977</b>	<b>ANNUAL PAY POLICY STATEMENT 2017</b> <b>Report Status: Confirmed</b>
Review and approval of annual pay policy statement in accordance with legislative requirements,	

### ANNUAL COUNCIL: 15 MAY 2018

<b>ITEM 12:</b> <b>ID: I016990</b>	<b>APPOINTMENT TO COUNCIL COMMITTEES 2018/19</b> <b>Report Status: Confirmed</b>
To appoint to Council Committees for the 2018/19 Council year.	

### CEB: 22 MAY 2018

<b>ITEM 13:</b> <b>ID: I018791</b>	<b>EXTENSION OF HOME CHOICE PILOT</b> <b>Report Status: Confirmed for this meeting</b>
A report seeking to extend the existing Home Choice Pilot for an additional six months.	

<b>ITEM 14:</b> <b>ID: I018920</b>	<b>CLEAN BUS TECHNOLOGY RETROFIT SCHEME</b> <b>Report Status: Confirmed for this meeting</b>
The Council has been awarded £1,662,930 of funding from the Joint Air Quality Unit, DEFRA/DfT to retrofit buses in Oxford with emissions reduction equipment, in the interest of improving air quality. This report seeks project approval as well as a request for budget variation to take account of the incoming capital funding.	

<b>ITEM 15: ID: I016991</b>	<b>FUSION LIFESTYLE - ANNUAL SERVICE PLAN 2018/19</b> <b>Report Status: Confirmed</b>
To endorse Fusion Lifestyle's 2018/19 Annual Service Plan for the continuous development, management and operation of leisure services in Oxford	

<b>ITEM 16: ID: I018508</b>	<b>REVIEW OF DISCRETIONARY HOUSING PAYMENT POLICY</b> <b>Report Status: Provisional: Decision reliant on another action or process</b>
Review of Discretionary Housing Payment policy	

### **CEB: 13 JUNE 2018**

<b>ITEM 17: ID: I018595</b>	<b>MODERN SLAVERY ACT – TRANSPARENCY STATEMENT 2017-2018</b> <b>Report Status:</b>
To approve the Modern Slavery Act – Transparency Statement for 2017 – 2018.	

<b>ITEM 18: ID: I017365</b>	<b>APPOINTMENT TO OUTSIDE BODIES 2018/19</b> <b>Report Status: Provisional: Decision reliant on another action or process</b>
To review and appoint council representatives to Outside bodies for 2018/19	

### **CEB: 11 JULY 2018**

<b>ITEM 19: ID: I015275</b>	<b>EAST OXFORD COMMUNITY CENTRE - IMPROVEMENT SCHEME</b> <b>Report Status: Provisional : Decision needs further consideration or information</b>
To present an improvement scheme for the East Oxford Community Centre following public consultation.	

<b>ITEM 20: ID: I015077</b>	<b>SUSTAINABILITY STRATEGY 2017</b> <b>Report Status: CEB: Provisional: Decision needs further consideration or information</b> <b>Council: Provisional: Decision needs further consideration or information</b>
The report will provide the revised Oxford Sustainability Strategy, which will set out the vision for Oxford's sustainable future and steps we are required to take to deliver it. The report will recommend approval of the draft strategy for public consultation.	

<b>ITEM 21: ID: I014947</b>	<b>DRAFT LOCAL PLAN</b> <b>Report Status: Provisional: Awaiting further information, advice or input.</b>
To present the draft Local Plan following public consultation on the preferred option.	

<b>ITEM 22: ID: I017364</b>	<b>COUNCIL TAX REDUCTION SCHEME FOR 2019/20</b> <b>Report Status:</b>
To review the Council Tax Reduction Scheme	



<b>ITEM 23:</b> <b>ID: I018675</b>	<b>LOCAL DEVELOPMENT SCHEME 2018-2021</b> <b>Report Status: Provisional: Awaiting further information, advice or input.</b>
The Local Development Scheme sets out the programme for development of planning policy documents, including consultation periods and other key milestones.	

### **CEB: 14 AUGUST 2018**

### **CEB: 18 SEPTEMBER 2018**

<b>ITEM 24:</b> <b>ID: I015525</b>	<b>TREASURY MANAGEMENT PERFORMANCE: ANNUAL REPORT AND PERFORMANCE 2017/18</b> <b>Report Status: Confirmed</b>
The Treasury Management Performance Report 2017/18 is submitted twice a year: · December 2017 – the position at the 30 September 2017 (Half Year) · September 2018 – the position at 31 March 2018 (Full Year)	

### **CEB: 16 OCTOBER 2018**

<b>ITEM 25:</b> <b>ID: I014681</b>	<b>MONITORING GRANTS ALLOCATED TO COMMUNITY AND VOLUNTARY ORGANISATIONS 2017/18</b> <b>Report Status: Provisional</b>
To monitor the reported achievements resulting from Community and Voluntary Grant allocations for 2017/18	

<b>ITEM 26:</b> <b>ID: I017048</b>	<b>OXFORD RENT GUARANTEE SCHEME PILOT REVIEW</b> <b>Report Status: Provisional: Awaiting further information, advice or input.</b>
Review of the two year pilot to know if this pilot is to continue	

Correct as at 28/03/18

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## Appendix 1

### **Extracts from the Communities and Local Government Select Committee report into the Effectiveness of local authority overview and scrutiny committees (December 2017)**

#### **Summary**

Overview and scrutiny committees were introduced by the Local Government Act 2000 and were tasked with acting as a counterweight to the increased centralised power of the new executive arrangements. Whilst some authorities were not covered by the changes brought in by the Act, the Leader and Cabinet system is the predominant model of governance in English local authorities. However, since the Localism Act 2011, councils have had the option of reverting to the committee system of governance. Some authorities that have chosen to do so have expressed dissatisfaction with the new executive arrangements, including concern at the limited effectiveness of scrutiny. Noting these concerns, and that there has not been a comprehensive assessment of how scrutiny committees operate, we decided to conduct this inquiry. The terms of reference placed an emphasis on considering factors such as the ability of committees to hold decision-makers to account, the impact of party politics on scrutiny, resourcing of committees and the ability of council scrutiny committees to have oversight of services delivered by external organisations.

We have found that the most significant factor in determining whether or not scrutiny committees are effective is the organisational culture of a particular council. Having a positive culture where it is universally recognised that scrutiny can play a productive part in the decision-making process is vital and such an approach is common in all of the examples of effective scrutiny that we identified. Senior councillors from both the administration and the opposition, and senior council officers, have a responsibility to set the tone and create an environment that welcomes constructive challenge and democratic accountability. When this does not happen and individuals seek to marginalise scrutiny, there is a risk of damaging the council's reputation, and missing opportunities to use scrutiny to improve service outcomes. In extreme cases, ineffective scrutiny can contribute to severe service failures.

Our inquiry has identified a number of ways that establishing a positive culture can be made easier. For example, in many authorities, there is no parity of esteem between the executive and scrutiny functions, with a common perception among both members and officers being that the former is more important than the latter. We argue that this relationship should be more balanced and that in order to do so, scrutiny should have a greater independence from the executive. One way that this can be achieved is to change the lines of accountability, with scrutiny committees reporting to Full Council meetings, rather than the executive. We also consider how scrutiny committee chairs might have greater independence in order to dispel any suggestion that they are influenced by partisan motivations. Whilst we believe that there are many effective and impartial scrutiny chairs working across the country, we are concerned that how chairs are appointed can have the potential to contribute to lessening the independence and legitimacy of the scrutiny process.

Organisational culture also impacts upon another important aspect of effective scrutiny: access of committees to the information they need to carry out their work.

We heard about committees submitting Freedom of Information requests to their own authorities and of officers seeking to withhold information to blunt scrutiny's effectiveness. We believe that there is no justification for such practices, that doing so is in conflict with the principles of democratic accountability, and only serves to prevent scrutiny committees from contributing to service improvement. We have particular concerns regarding the overzealous classification of information as being commercially sensitive.

We also considered the provision of staff support to committees. Whilst ensuring that sufficient resources are in place is of course important, we note that if there is a culture within the council of directors not valuing scrutiny, then focussing on staff numbers will not have an impact. We are concerned that in too many authorities, supporting the executive is the over-riding priority, despite the fact that in a time of limited resources, scrutiny's role is more important than ever. We also consider the skills needed to support scrutiny committees, and note that many officers combine their support of scrutiny with other functions such as clerking committees or executive support.

It is apparent that there are many officers working in scrutiny that have the required skills, and some are able to combine them with the different skill set required to be efficient and accurate committee clerks. However, we heard too many examples of officers working on scrutiny who did not possess the necessary skills. Decisions relating to the resourcing of scrutiny often reflect the profile that the function has within an authority. The Localism Act 2011 created a requirement for all upper tier authorities to create a statutory role of designated lead scrutiny officer to promote scrutiny across the organisation. We have found that the statutory scrutiny officer role has proven to be largely ineffective as the profile of the role does not remotely reflect the importance of other local authority statutory roles. We believe that the statutory scrutiny officer position needs to be significantly strengthened and should be a requirement for all authorities.

We believe that scrutiny committees are ideally placed and have a democratic mandate to review any public services in their area. However, we have found that there can sometimes be a conflict between commercial and democratic interests, with commercial providers not always recognising that they have entered into a contract with a democratic organisation with a necessity for public oversight. We believe that scrutiny's powers in this area need to be strengthened to at least match the powers it has to scrutinise local health bodies. We also call on councils to consider at what point to involve scrutiny when it is conducting a major procurement exercise.

It is imperative that council executives involve scrutiny at a time when contracts are still being developed, so that all parties understand that the service will still have democratic oversight despite being delivered by a commercial entity. We also heard about the public oversight of Local Economic Partnerships (LEPs), and have significant concerns that public scrutiny of LEPs seems to be the exception rather than rule. Therefore, we recommend that upper tier councils, and combined authorities where appropriate, should be able to monitor the performance and effectiveness of LEPs through their scrutiny committees.

## **Conclusions and Recommendations**

### **The role of scrutiny**

We therefore recommend that the guidance issued to councils by DCLG on overview and scrutiny committees is revised and reissued to take account of scrutiny's evolving role.

We call on the Local Government Association to consider how it can best provide a mechanism for the sharing of innovation and best practice across the scrutiny sector to enable committees to learn from one another. We recognise that how scrutiny committees operate is a matter of local discretion, but urge local authorities to take note of the findings of this report and consider their approach.

### **Party politics and organisational culture**

However, all responsible council leaderships should recognise the potential added value that scrutiny can bring, and heed the lessons of high profile failures of scrutiny such as those in Mid Staffordshire and Rotherham.

To reflect scrutiny's independent voice and role as a voice for the community, we believe that scrutiny committees should report to Full Council rather than the executive and call on the Government to make this clear in revised and reissued guidance. When scrutiny committees publish formal recommendations and conclusions, these should be considered by a meeting of the Full Council, with the executive response reported to a subsequent Full Council within two months.

We believe that executive members should attend meetings of scrutiny committees only when invited to do so as witnesses and to answer questions from the committee. Any greater involvement by the executive, especially sitting at the committee table with the committee, risks unnecessary politicisation of meetings and can reduce the effectiveness of scrutiny by diminishing the role of scrutiny members. We therefore recommend that DCLG strengthens the guidance to councils to promote political impartiality and preserve the distinction between scrutiny and the executive.

It is vital that the role of scrutiny chair is respected and viewed by all as being a key part of the decision-making process, rather than as a form of political patronage.

We believe that there are many effective and impartial scrutiny chairs working across the country, but we are concerned that how chairs are appointed has the potential to contribute to lessening the independence of scrutiny committees and weakening the legitimacy of the scrutiny process. Even if impropriety does not occur, we believe that an insufficient distance between executive and scrutiny can create a perception of impropriety.

We believe that there is great merit in exploring ways of enhancing the independence and legitimacy of scrutiny chairs such as a secret ballot of non-executive councillors. However, we are wary of proposing that it be imposed upon authorities by government. We therefore recommend that DCLG works with the LGA and CfPS to

identify willing councils to take part in a pilot scheme where the impact of elected chairs on scrutiny's effectiveness can be monitored and its merits considered.

## **Accessing information**

Scrutiny committees that are seeking information should never need to be 'determined' to view information held by its own authority, and there is no justification for a committee having to resort to using Freedom of Information powers to access the information that it needs, especially from its own organisation. There are too many examples of councils being uncooperative and obstructive.

Councils should be reminded that there should always be an assumption of transparency wherever possible, and that councillors scrutinising services need access to all financial and performance information held by the authority.

We do not believe that there should be any restrictions on scrutiny members' access to information based on commercial sensitivity issues. Limiting rights of access to items already under consideration for scrutiny limits committees' ability to identify issues that might warrant further investigation in future, and reinforces scrutiny's subservience to the executive. Current legislation effectively requires scrutiny councillors to establish that they have a 'need to know' in order to access confidential or exempt information, with many councils interpreting this as not automatically including scrutiny committees. We believe that scrutiny committees should be seen as having an automatic need to know, and that the Government should make this clear through revised guidance.

We note that few committees make regular use of external experts and call on councils to seek to engage local academics, and encourage universities to play a greater role in local scrutiny.

We commend such examples of committees engaging with service users when forming their understanding of a given subject, and encourage scrutiny committees across the country to consider how the information they receive from officers can be complemented and contrasted by the views and experiences of service users.

## **Resources**

We acknowledge that scrutiny resources have diminished in light of wider local authority reductions. However, it is imperative that scrutiny committees have access to independent and impartial policy advice that is as free from executive influence as possible. We are concerned that in too many councils, supporting the executive is the over-riding priority, with little regard for the scrutiny function. This is despite the fact that at a time of limited resources, scrutiny's role is more important than ever.

We therefore call on the Government to place a strong priority in revised and reissued guidance to local authorities that scrutiny committees must be supported by officers that can operate with independence and provide impartial advice to scrutiny councillors. There should be a greater parity of esteem between scrutiny and the executive, and committees should have the same access to the expertise and time of senior officers and the chief executive as their cabinet counterparts. Councils should be required to publish a summary of resources allocated to scrutiny,

using expenditure on executive support as a comparator. We also call on councils to consider carefully their resourcing of scrutiny committees and to satisfy themselves that they are sufficiently supported by people with the right skills and experience.

We recommend that the Government extend the requirement of a Statutory Scrutiny Officer to all councils and specify that the post-holder should have a seniority and profile of equivalence to the council's corporate management team. To give greater prominence to the role, Statutory Scrutiny Officers should also be required to make regular reports to Full Council on the state of scrutiny, explicitly identifying any areas of weakness that require improvement and the work carried out by the Statutory Scrutiny Officer to rectify them.

### **Member training and skills**

It is incumbent upon councils to ensure that scrutiny members have enough prior subject knowledge to prevent meetings becoming information exchanges at the expense of thorough scrutiny. Listening and questioning skills are essential, as well as the capacity to constructively critique the executive rather than following party lines. In the absence of DCLG monitoring, we are not satisfied that the training provided by the LGA and its partners always meets the needs of scrutiny councillors, and call on the Department to put monitoring systems in place and consider whether the support to committees needs to be reviewed and refreshed. We invite the Department to write to us in a year's time detailing its assessment of the value for money of its investment in the LGA and on the wider effectiveness of local authority scrutiny committees.

### **The role of the public**

The Government should promote the role of the public in scrutiny in revised and reissued guidance to authorities, and encourage council leaderships to allocate sufficient resources to enable it to happen. Councils should also take note of the issues discussed elsewhere in this report regarding raising the profile and prominence of the scrutiny process, and in so doing encourage more members of the public to participate in local scrutiny. Consideration also needs to be given to the role of digital engagement, and we believe that local authorities should commit time and resources to effective digital engagement strategies. The LGA should also consider how it can best share examples of best practise of digital engagement to the wider sector.

### **Scrutinising public services provided by external bodies**

Scrutiny committees must be able to monitor and scrutinise the services provided to residents. This includes services provided by public bodies and those provided by commercial organisations. Committees should be able to access information and require attendance at meetings from service providers and we call on DCLG to take steps to ensure this happens. We support the CfPS proposal that committees must be able to 'follow the council pound' and have the power to oversee all taxpayer-funded services.

In light of our concerns regarding public oversight of LEPS, we call on the Government to make clear how these organisations are to have democratic,

and publicly visible, oversight. We recommend that upper tier councils, and combined authorities where appropriate, should be able to monitor the performance and effectiveness of LEPs through their scrutiny committees. In line with other public bodies, scrutiny committees should be able to require LEPs to provide information and attend committee meetings as required.

### **Scrutiny in combined authorities**

We are concerned that effective scrutiny of the Metro Mayors will be hindered by under-resourcing, and call on the Government to commit more funding for this purpose. When agreeing further devolution deals and creating executive mayors, the Government must make clear that scrutiny is a fundamental part of any deal and that it must be adequately resourced and supported.



**To:** Scrutiny Committee  
**Date:** Date of the meeting 5 April 2018  
**Report of:** Policy and Partnerships Team Manager  
**Title of Report:** Health Inequalities – 12 Month Progress Update

<b>Summary and recommendations</b>	
<b>Purpose of report:</b>	The Scrutiny Committee made a series of recommendations to the City Executive Board in March 2017 concerning health inequalities in the City. This report provides an update on progress made against the recommendations.
<b>Key decision:</b>	No
<b>Executive Board Member:</b>	Councillor Tidball, Board Member for Young People, Schools and Public Health
<b>Recommendation(s): That the Scrutiny Committee resolves to:</b>	
1. Note and comment on the report	
2. Provide any recommendations as necessary.	

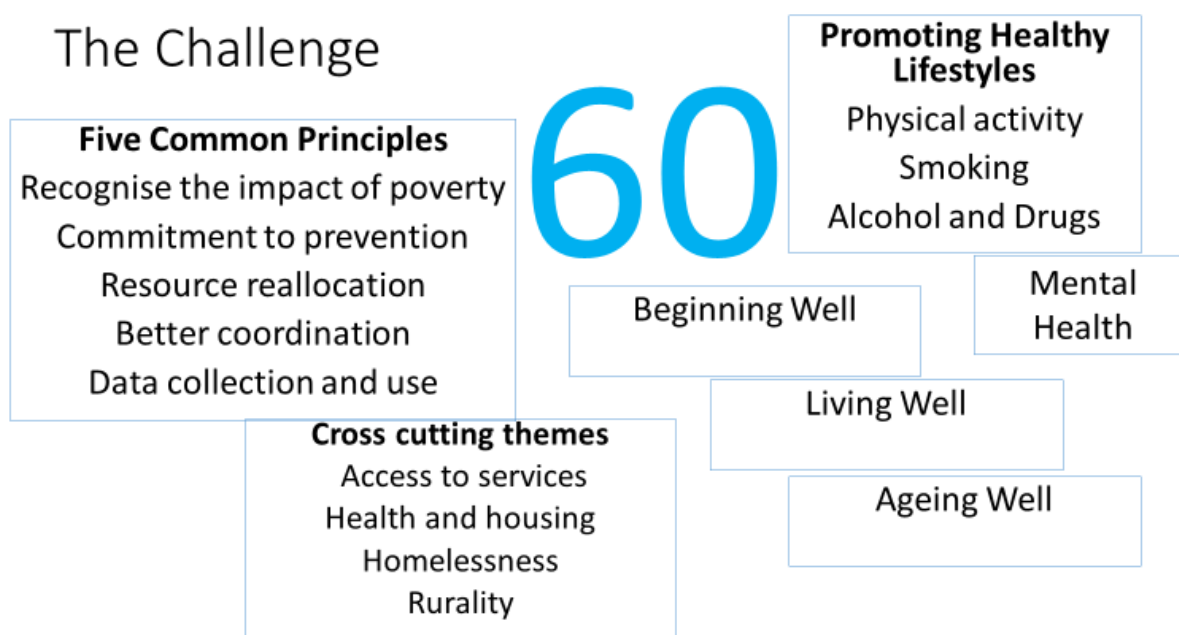
<b>Appendices</b>	
Appendix 1	Actions taken against the Health Inequalities Commission Recommendations
Appendix 2	Health inequalities data produced by the CCG
Appendix 3	12 Month Progress Update on Scrutiny Committee Recommendations

## Background

The Oxfordshire Health Inequalities Commission report was presented to the Health and Wellbeing Board in November 2016. The Commission gave 60 recommendations for a wide variety of groups and organisations and it was intended that they would be taken forward by a range of bodies e.g. voluntary sector organisations.

The recommendations are set out in various groups in the report as illustrated in the figure overleaf:

## The Challenge



### Health Inequalities Commission (HIC) Implementation Group

An Implementation Group has been convened under the leadership of the CCG. This group includes Oxford City Council's Policy and Partnership Team and Councillor Marie Tidball. The HIC Implementation Group has reviewed all the recommendations set out by the Commission and compiled a comprehensive overview of relevant work currently underway or in the planning stages. This can be viewed in **Appendix 1**. The group now uses a basket of health inequalities data produced by the CCG to guide the priorities. This can be viewed in **Appendix 2**

1. Priority business for the Implementation Group in 2017-18. This group of recommendations needs the coordination and input of the Implementation Group to be taken forward. These are set out in five areas of work which will deliver 26 of the recommendations. The 5 work areas are:
  - a. Basket of Inequalities Indicators
  - b. Innovation Fund
  - c. Income Maximisation
  - d. Social Prescribing
  - e. Promoting Physical Activity as part of improving prevention of ill health.
2. Recommendations being taken forward by specific groups / organisations in 2017-18. Good progress is being made on work to implement 15 recommendations and some have been completed.
3. Recommendations to be considered for future implementation. A further 19 recommendations are under consideration and not yet being fully implemented.

## Challenges

The partnership consensus was that all recommendations would be implemented by including them within existing work programmes. This would include:

### Adapting and developing existing systems and processes

Partners were reluctant to set up new structures or write separate action plans but wanted to include action in their mainstream plans. The report highlights one way to do this is to take the Health in All Policies approach.

This year has evidenced that the work needed by Oxford City Council to realise some of our ambitions around the implementation of the recommendations has required further resource capacity both in terms of funding and staff time. Moving forward this needs some further exploration.

A 12 month progress update on the 10 recommendations made by the Scrutiny Committee in March 2017 can be found in **Appendix 3**.

<b>Report author</b>	Daniella Granito
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Service area or department	Chief Executive Directorate
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**Background Papers:** None

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## Appendix 1 - Actions being taken against the Health Inequalities Commission Recommendations

### Section 2: Recommendations being taken forward by specific groups / organisations. 2017-18

There are 15 recommendations which are being taken forward or already completed by particular organisations. These are outlined in this section:

Recommendation being taken forward	Progress to date
<p><b>Recommendation 1</b> Statutory funding bodies need to do more to demonstrate their commitment to reducing inequalities. Their policies and plans should be scrutinised by HWB on an annual basis.</p>	<p><b>Some progress, but all organisations need to demonstrate progress</b> Several of the outcomes in the Joint Health and Wellbeing Strategy include specific targets to address inequalities issues and these are reported regularly to the Board. For example, it is known that there is variation in obesity rates among children so the outcome measure is: Ensure that obesity level in Year 6 children is held at below 16% (in 2016 this was 16.0%) No district population should record more than 19%</p>
<p><b>Recommendation 2</b> Monitoring of the process of commissioning/service design to ensure it has taken inequalities into account in the design of new models of care and innovations such as vanguards needs to be undertaken regularly.</p>	<p><b>Some progress</b> A Health Equity Audit on delivery of NHS Health Checks was carried out in 2017 to ascertain whether all sections of the population were taking up the invitation to attend.</p>
<p><b>Recommendation 6</b> Core preventative services such as Health Visiting, Family Nurse Partnership, School Health Nurses and the Public Health agenda should be maintained and developed</p>	<p><b>Complete: Public Health</b> The Public Health Grant remains ring-fenced until at least the end of 2018-19 although with a reduction in the size of the grant each year. Health Visitor and Family Nurse Partnership services have been re-commissioned and plans are being taken forward to re-procure the School Health Nursing Service.</p>
<p><b>Recommendation 18</b> In 2014 9.1% of households were fuel poor. This should be reduced in line with the targets set by the Fuel Poverty Regulations of 2014.</p>	<p><b>In progress: Affordable Warmth Network</b> Detailed plans<sup>1</sup> for developing work to tackle fuel poverty were approved by the Health Improvement Board in Sept 2017 following a workshop in July.</p>

<sup>1</sup> <http://mycouncil.oxfordshire.gov.uk/documents/s38738/Item%2012%20-%20Setting%20a%20new%20strategic%20direction%20for%20fuel%20poverty%20and%20health%20OHIB%20Sept%202017%20V2.pdf>

<p><b>Recommendations 19 and 20</b></p> <p>19. All public authorities are encouraged to continue their collaboration and invest in supporting rough sleepers into settled accommodation, analysing the best way of investing funding in the future. Homelessness pathways should be adequately resourced and no cut in resources made with all partners at the very least maintaining in real terms the level of dedicated annual budget for housing support.</p> <p>20. The numbers of people sleeping rough in Oxfordshire should be actively monitored and reduced.</p>	<p><b>In Progress: Health Improvement Board, Housing Support Group, City Council, CCG.</b></p> <ul style="list-style-type: none"> <li>• Adult pathway for homeless people is currently pool-funded by councils and CCG for 3 years.</li> <li>• City Council funding for additional provision has been announced (Sept 17) including additional government funding.</li> <li>• Trailblazer project to prevent homelessness on hospital discharge and release from prison is being implemented.</li> <li>• CCG re-procuring homeless medical provision (Luther Street)</li> <li>• Health Improvement Board monitors reports of rough sleeping as part of the performance framework.</li> </ul>
<p><b>Recommendation 23</b></p> <p>Reports of isolation and loneliness in older people/people suffering from dementia in rural areas should be collated and monitored on an annual basis with a reduction achieved year on year utilizing advice in the Age UK publication “Evidence Review of loneliness and Isolation”.</p>	<p><b>Some Progress: various agencies</b></p> <ul style="list-style-type: none"> <li>• Loneliness Summit held in July 2017 led by Age UK Oxfordshire.</li> <li>• Proposal to set up a strategic Task and Finish group led by Age UK Oxon.</li> <li>• Healthwatch Oxfordshire published a report on Dementia Friendly Communities in 2015 and work is being picked up through social prescribing and Dementia Friendly training.</li> <li>• Dementia Oxfordshire have been provided additional ongoing funding to provide specialist training to community and voluntary sector groups, to support them to meet the needs of older people with dementia, including in rural areas. They are also reporting on their progress linking people with dementia, including in rural areas, to support and groups available locally</li> </ul>

<p><b>Recommendation 25 and 26</b> 25. Funding for locally enhanced services for refugees and asylum-seekers should be made available to all GP practices, with the expectation that funding for this service would primarily be drawn on by practices seeing large numbers of refugees and asylum seekers.</p> <p>26. Outreach work in communities with high numbers of refugees, asylum seekers and migrants, should be actively supported and resources maintained, if not increased, especially to the voluntary sector, to improve access to the NHS, face to face interpretation /advocacy and awareness raising amongst health care professionals.</p>	<p><b>CCG progress</b> OCCG has a Locally Commissioned Service for Deprivation and Inequalities. The criteria for additional payment is:</p> <ul style="list-style-type: none"> <li>to support those Practices which have child protection plans and</li> <li>to allow longer appointment times for patients who require use of interpreting services (Language Line)</li> </ul> <p><b>Good Progress: City Council / CCG and VCS partners</b> A bid to the Controlling Migration Fund was successful and work to be implemented includes providing pre-entry English classes for speakers of other languages (ESOL), orientation and service information packs, mentoring and befriending scheme,</p>
<p><b>Recommendation 32</b> An alcohol liaison service should be developed in the OUHT</p>	<p><b>CCG progress</b> Work has started on producing a business case for an alcohol liaison service in the hospital trust.</p>
<p><b>Recommendation 35.</b> Support and develop schools interventions including support given to school health nurses as well as services such as those run by The Training Effect to increase capacity of young people to choose not to misuse substances.</p>	<p><b>Good progress: Public Health</b> The Training Effect continue to deliver sessions in schools and collaborate with Aquarius (substance misuse services for young people) and School Health Nurses. They provide support for staff and emphasise the need for resilience and confident decision making. Future commissioning will build on this.</p>
<p><b>Recommendation 36 and 38</b></p> <p>36. Resources in the public health budget should be maintained to provide services and support for drug misusers and their families</p> <p>38. Policy and action should be targeted to continue to address</p> <ul style="list-style-type: none"> <li>- the rates of successful completion of drug treatment in non opiate users</li> <li>- the rate of parents in drug treatment</li> <li>- the rate of people in substance abuse programmes who inject drugs who have received a hep C vaccination</li> <li>- the rate of children facing a fixed period of exclusion due to drugs/alcohol use</li> <li>- NPS use</li> </ul>	<p><b>Good Progress: Public Health</b></p> <p>Drugs and Alcohol Treatment services in Oxfordshire are still fully resourced and there have been no changes made to the range of provision.</p> <p>The number of clients now successfully completing treatment for opiates, non-opiates and alcohol has improved markedly though this is still under surveillance to ensure the improvement is sustained. There has also been improvement in uptake of Hep C vaccination.</p> <p>Work on identifying the numbers of children who are excluded from school as a result of substance misuse is yet to be completed.</p>
<p><b>Recommendation 42</b> Use of food banks needs to be carefully monitored and reported to HWB</p>	<p><b>Complete: Good Food Oxford</b> A map showing the location and accessibility of Food Banks and other providers was published on</p>

	the Good Food Oxford website <sup>2</sup> in summer 2017. This complements the Feeding the Gaps report and other work of Good Food Oxford.
<p><b>Recommendation 45</b> The current plans for closures of Children’s Centres should be reviewed by March 2017 to ensure prioritization of effective evidence-based investment and good practice in early intervention for children and to ensure that the change of investment and resource allocation to young children and their families does not disadvantage their opportunities especially for those children &amp; families from deprived areas and identified disadvantaged groups</p>	<p><b>In progress: Oxfordshire County Council and other partners</b> Eight children and family centres plus two satellite sites have been established in the most disadvantaged areas in the county delivering a combination of some open access services and targeted services across the county.</p> <ul style="list-style-type: none"> <li>- To date, over £750,000 has been awarded to 26 community-led groups enabling them to develop open access sessions for under 5s and their carers</li> <li>- Since March 2017, OCC’s Community Co-ordinators have been working with these groups to support them to turn their business plans into high quality services. The first round of monitoring confirmed that all groups are delivering to their business plans, with many providing more open access sessions than originally planned, and some now looking to offer outreach to support vulnerable families to access their services</li> <li>- Health visitors are holding surgeries in many of the community venues</li> <li>- Joint work is taking place with Diocese of Oxford to increase the knowledge, skills and confidence of existing church-led open access sessions for under 5s</li> <li>- Brighter Futures in Banbury continues to develop multi-agency work in the three most deprived wards in the Banbury area</li> </ul>
<p><b>Recommendation 47</b> Promoting the health of those in work should be a priority and examples of good practice shared by establishing a county wide network .</p>	<p><b>In Progress: Well at Work network and others</b></p> <ul style="list-style-type: none"> <li>• A network of businesses and other employers continues to champion well at work initiatives. They have recently established a Linked In network to increase their reach.</li> <li>• NHS employers have established a network of Workforce HWB leads</li> <li>• Brighter Futures in Banbury will be working with local employers to promote workforce wellbeing and Cherwell DC will work across the district to promote the Wellbeing Charter.</li> <li>• OxSPA promote the Workplace Challenge to increase physical activity</li> <li>• Unison and Oxfordshire County Council are holding a wellbeing conference in Nov 2017</li> </ul>
<p><b>Recommendation 53</b> The recommendations from the 2016</p>	<p><b>Complete: Director of Public Health</b> All recommendations from the 2016 report were</p>

<sup>2</sup> <http://goodfoodoxford.org/good-food-for-everyone/food-access-services-map/>



<p>DPH annual report are endorsed and the Commission wishes to ensure they are targeted to reduce health inequalities and progress reviewed by HWB in 2017</p>	<p>reviewed and findings included in the 2017 report.</p>
<p><b>Recommendation 54</b> Support for services and stimulation should be provided to older people, especially those living on their own to avoid isolation and loneliness especially amongst those with dementia and in rural areas</p>	<p><b>Complete: New model of daytime support</b></p> <ul style="list-style-type: none"> <li>• Following a review of daytime support and council decisions, a new model of daytime support has now been implemented:</li> <li>• There are over 200 community and voluntary sector daytime support opportunities across the county, many of which support people in rural areas and people with dementia. Over 2000 people benefit from these services, who have made clear throughout the review how important these services are in preventing isolation. Alongside infrastructure support e.g. around fundraising and specialist training in supporting people with dementia, the county council is providing £250,000 per year ongoing grant funding. In addition to this, transition support and funding has been provided to support these services to increase their self-sustainability</li> <li>• Dementia Oxfordshire and the Community Information Network support people to access social opportunities available locally, including people with dementia and people in rural areas.</li> <li>• The County Council is funding community development work provided by the Community Information Network, to increase the opportunities available particularly in areas of priority need.</li> <li>• The council-provided Community Support Services provides a countywide service with transport delivered from 8 buildings across the county. It provides tailored, specialist support primarily to people with more complex needs, including older people and people with dementia.</li> </ul>
<p><b>Recommendation 58</b> Promoting general health and wellbeing through a linked all ages approach to physical activity, targeting an increase in activity levels in the over 50s, especially in deprived areas, using innovative motivational approaches such as ‘Good Gym’ and Generation Games</p>	<p><b>Some progress: CCG, local authorities, Age UK</b></p> <ul style="list-style-type: none"> <li>• The CCG commission Generation Games and Dance to Health for older people and those at risk of a fall or who have had a fall</li> <li>• Cherwell DC work with Age UK to deliver activities in rural parts of the district.</li> <li>• District Council Sport and Activity Plan targets under-represented groups.</li> <li>• OxSPA bid to target inactive people was unsuccessful but work can be taken forward and will be a focus of the Health Improvement Board.</li> </ul>

### Section 3: Recommendations for future implementation

A total of 20 recommendations will need more consideration so they can be taken forward. The recommendations are:

	<b>Recommendation</b>	<b>Next Steps</b>
<b>7</b>	<p>Resource allocation should be reviewed and reshaped to deliver significant benefit in terms of reducing health inequalities.</p> <ul style="list-style-type: none"> <li>• The CCG should actively consider targeting investment at GP surgeries and primary care to provide better support to deprived groups, to support better access in higher need areas, and specifically address the needs of vulnerable populations.</li> <li>• The CCG should conduct an audit of NHS spend, mapping health spend generally and prevention activity particularly against higher need areas and groups, setting incremental increasing targets and monitoring progress against agreed outcomes.</li> <li>• The ring fenced funding pot for targeted prevention should be expanded in higher need communities, using a systemwide panel of stakeholders to assess evidence and effectiveness, with ongoing independent evaluation of impact, including quantification of impact on other health spend.</li> </ul>	<p>All Primary Care workplans are now required to address health inequalities.</p> <p>The fourth recommendation in this list concerns the Innovation Fund which is being taken forward and details are given in section 1 of this action plan. The wording of that part of the recommendation is:</p> <ul style="list-style-type: none"> <li>• <i>An Innovation fund/Community development and evidence fund should be created for sustainable community based projects including those which could support use of technology and self care to have a measurable impact on health inequalities, and improve the health and wellbeing of the targeted populations.</i></li> </ul>
<b>8</b>	<p>The Health in All Policies approach should be formally adopted and reported on across NHS and Local Authority organizations, engaging with voluntary and business sectors, to ensure the whole community is engaged in promoting health and tackling inequalities.</p> <p>Regular review of progress should be undertaken by HWB</p>	<p>There are already some good examples of Health In All Policies, e.g. Public Health working with Planners and Transport planners.</p> <p>Strategic leadership is needed if this is to be implemented across all organisations.</p>
<b>9</b>	<p>The presence of the NHS and of the voluntary sector should be strengthened on the Health and Well Being Board</p>	<p>Governance was discussed at HWB in November 2017</p>
<b>16</b>	<p>Public agencies, universities and health partners should work together to develop new models of funding and delivery of affordable homes for a range of tenures to meet the needs of vulnerable people and</p>	<p>Some districts have been reviewing Housing Strategy and plans but this work has not been done jointly to date.</p> <p>Some examples of current work include</p> <ul style="list-style-type: none"> <li>• Cherwell DC update of Strategic Housing Land Area Assessment</li> </ul>

	<p>key workers.</p> <p>Specifically, public agencies should work together to maximise the potential to deliver affordable homes on public sector land, including provision of key worker housing and extra care and specialist housing by undertaking a strategic review of public assets underutilized or lying vacant .</p>	<ul style="list-style-type: none"> <li>• Establishment of a Housing Company in the City.</li> <li>• Involving people with disabilities in developing the City Local Plan.</li> </ul>
<b>21</b>	An integrated community transport strategy should be developed	There is some coordination at district level. VCS groups are mapping current provision e.g. Communities First Flexible Transport Forum and Oxfordshire Research Partnerships looking at access to lifts and minibus services.
<b>22</b>	A digital inclusion strategy, which explicitly targets older people living in rural communities should be developed and the % of older people over 65 with access to on line support regularly reported	Work is needed to verify what is already available and link this to the social prescribing work in particular.
<b>27</b>	Robust pathways to community services for community rehabilitation (including Community Rehabilitation Companies) on release, particularly for short term offenders, need to be developed	Discussion will take place with partners who lead the Reducing Reoffending Strategy through the Safer Oxfordshire Partnership.
<b>34</b>	Building on experience from Wantage, Community Alcohol Partnerships should be established across the county to address the problems of teenage drinking, particularly in Banbury as A&E data shows high numbers of under 18s attending the Horton ED for alcohol related reasons. [The partnership model brings retailers, schools, youth and other services together to reduce under age sales and drinking.]	Data on attendance of under 18 year olds will be presented to the Community Safety Partnership in Cherwell for their consideration and a proposal for establishing a CAP will be discussed.
<b>37</b>	School based initiatives should be promoted for all age groups	There are currently programmes to promote physical activity, reduce substance misuse and improve resilience. Further coordination of offers is needed and one suggestion is that a conference could be held to share local knowledge and develop action plans.
<b>39</b>	The under provision of resources for Mental health services should urgently be addressed	A review of Mental Health services is underway and further action will be based on the outcomes.
<b>40</b>	The implementation of the Five Year Forward Strategic View of mental health services for the county should explicitly state how it is addressing health inequalities and how additional resources have been allocated to reduce them.	
<b>41</b>	Perinatal mental health should be a priority with appropriate investment to improve	Further detail is needed on current provision and gaps. This may be available

	access to perinatal mental health services across Oxfordshire	through the Mental Health service review (see above). Brookes and Mind are collaborating on a relevant research bid.
<b>44</b>	New and creative ways to work with schools, such as Oxford Academy, should be explored and initiatives funded and evaluated through the proposed CCG fund	Some good links with the community have been made by Oxford Academy. A more strategic approach is needed, as set out in recommendation 37 above. Oxford Academy is a partner on the Leys Health & Wellbeing Partnership group. The Back on Track project is a good example of work in this area (Mind and the Oxford Academy)
<b>48</b>	The NHS workforce should engage in equity audit and race equality standards should be routinely reported	All public bodies to be encouraged to undertake Equity Audit in addition to the statutory publication of race equality standards already in place. An example of good local practice is that Oxford Health are now engaged with the Workplace Equality Index with Stonewall.
<b>49</b>	The needs of adults with learning disabilities within the County should be reviewed in 2017 and targets set to reduce their health inequalities .	A review is planned in 2018. In the meanwhile there has been a focus on reducing hospital admissions and supporting discharge – plans are co-produced with service users and their carers. Health plans and needs are being reviewed by OH under the terms of the contract. The TCP and Adults pool has a new target around annual health checks, number and quality. This is key priority for 2018/19 final year of the programme.
<b>51</b>	Shared budgets for integrated care should be considered and how this fits with the broader care packages available to older people. For example, looking at how domiciliary care can be integrated into health and social care more effectively, and what can be done to provide more robust support for carers	More information on current work is needed by the Implementation Group.  The County Council and the CCG are currently working with domiciliary care agencies to enhance the way in which agencies carry out health tasks delegated by health professionals. We are piloting some changes to this in partnership with care providers
<b>52</b>	Support for carers , including their needs for respite care and short breaks , should be supported with resources by all agencies	
<b>55</b>	Strategic action should be taken to oversee increased access to support for older people in disadvantaged and remote situations: <ul style="list-style-type: none"> <li>○ physically through a better coordinated approach to</li> </ul>	These recommendations overlap with others to improve transport coordination (21), consider digital inclusion (22) and improve income maximisation (13). It is suggested that work on these topics is being taken forward and described above.

	<p>transport across NHS, local authority and voluntary/community sectors</p> <ul style="list-style-type: none"> <li>○ digitally through a determined programme to enable the older old in disadvantaged situations to get online</li> <li>○ financially, through support to ensure older people, who are often unaware of their financial entitlements, are helped to access the benefits they are entitled to claim.</li> </ul>	
<b>57</b>		<p>The Implementation Group needs more information on current work.</p> <p>This work will be picked up in the work streams of the new Oxon MH Five Year Forward View Delivery Board, which was set up in December.</p>
<b>60</b>	<p>The resources produced by PHE to support local action should be used as part of the formal review process.</p>	<p>Specific resources from PHE have to be identified but data has already been used to set up the Basket of Inequalities Indicators.</p>

**Produced by Jackie Widerspin**

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**Appendix 2 - Health inequalities data produced by the CCG**

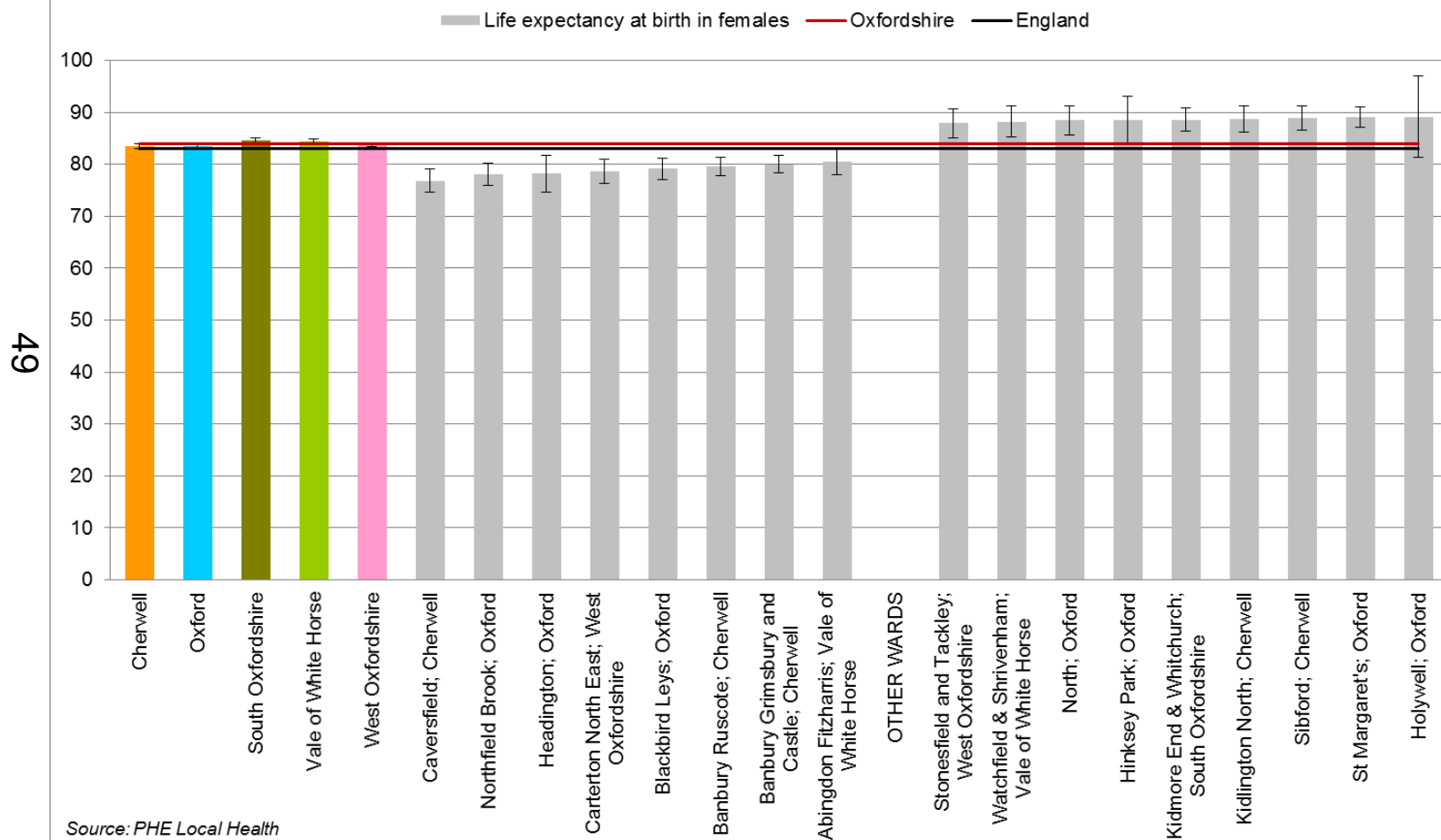
# Inequalities

## Ward level indicators



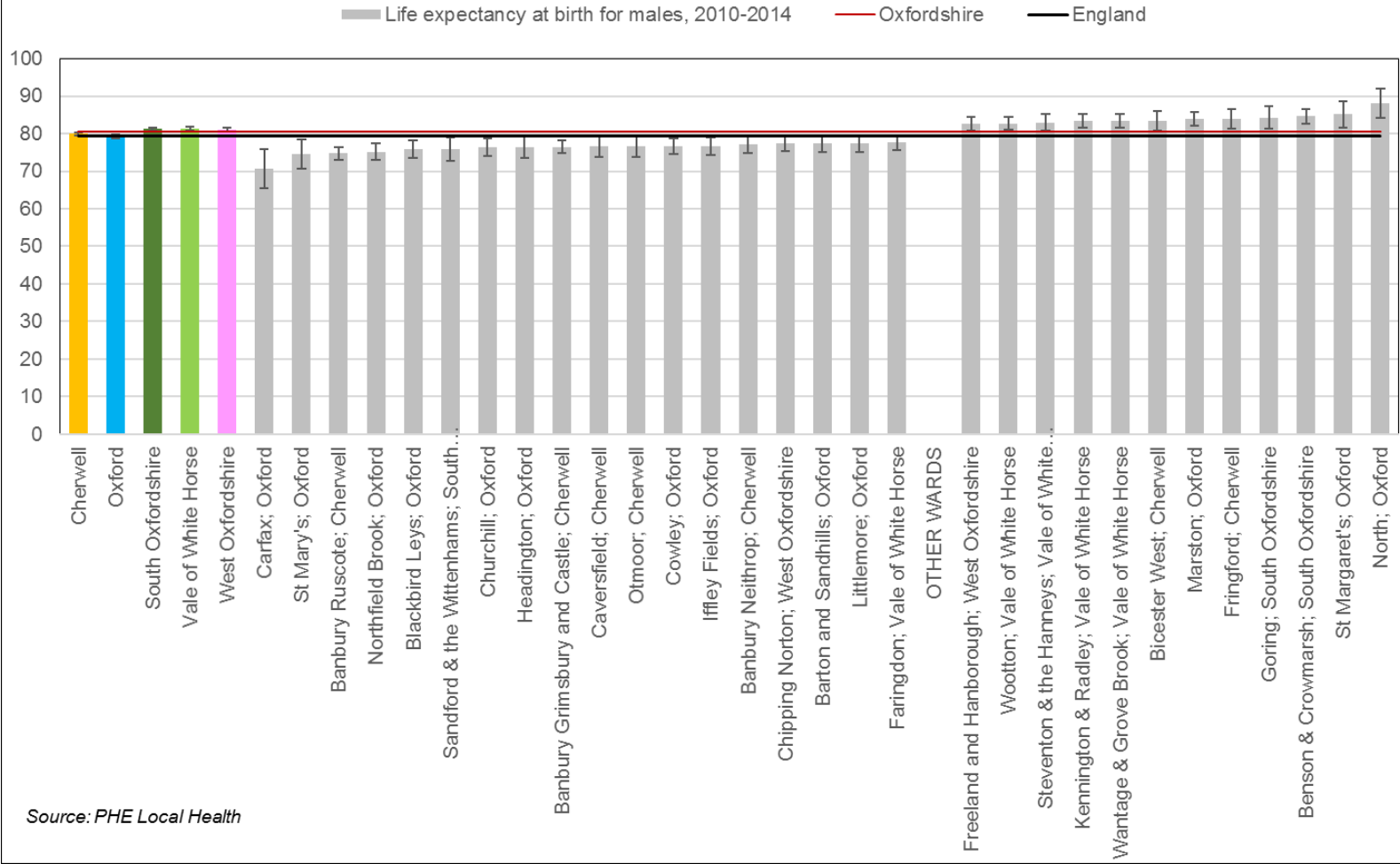


## Life expectancy at birth in females (2010-14) - wards in Oxfordshire significantly lower and significantly higher than Oxfordshire figure



Source: PHE Local Health

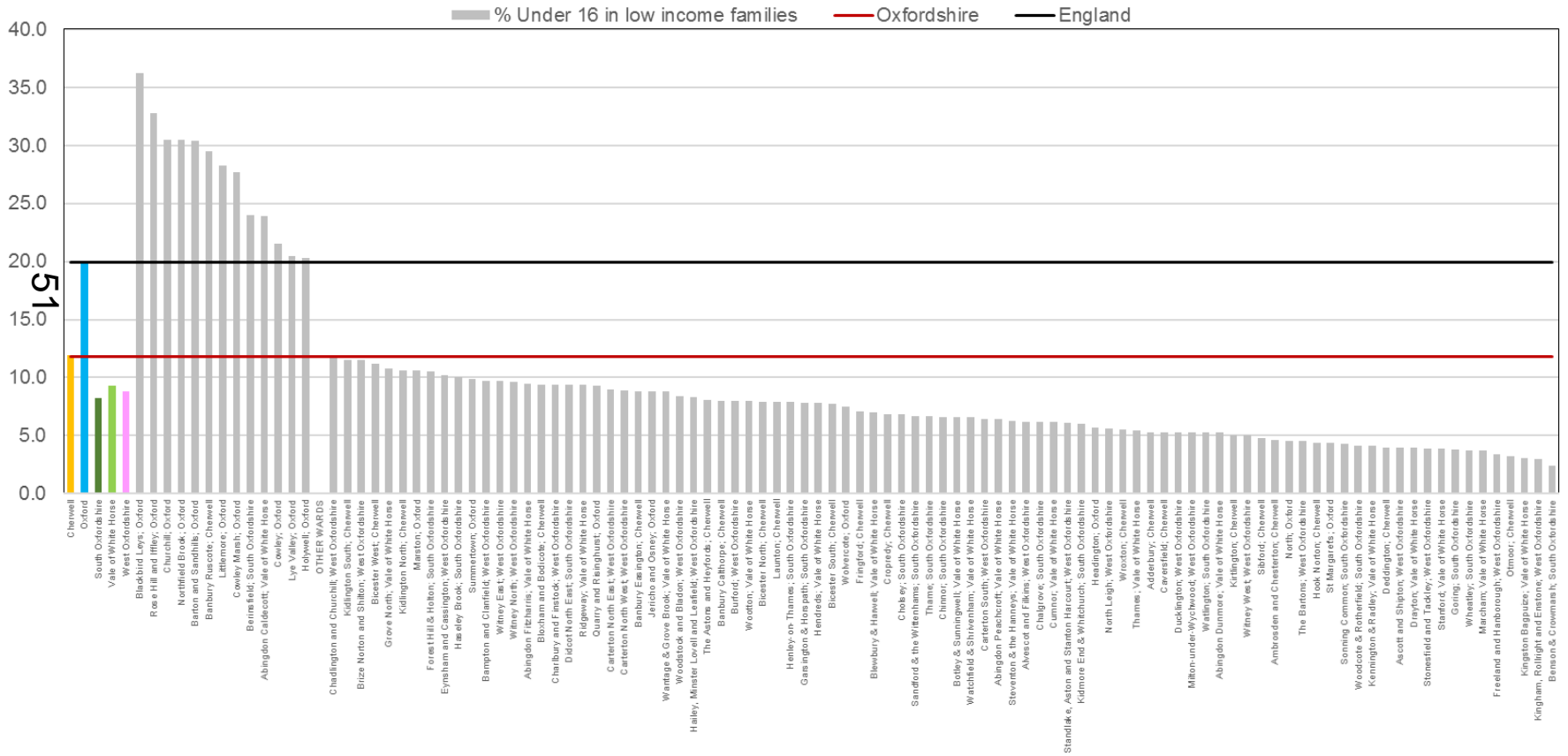
## Life expectancy at birth in males (2010-14) - wards in Oxfordshire significantly lower and significantly higher than Oxfordshire figure



# Percentage aged 0-15 living in income deprived households, Income Deprivation Affecting Children Index, 2015

## Wards higher and lower than Oxfordshire and England

No confidence intervals for this indicator

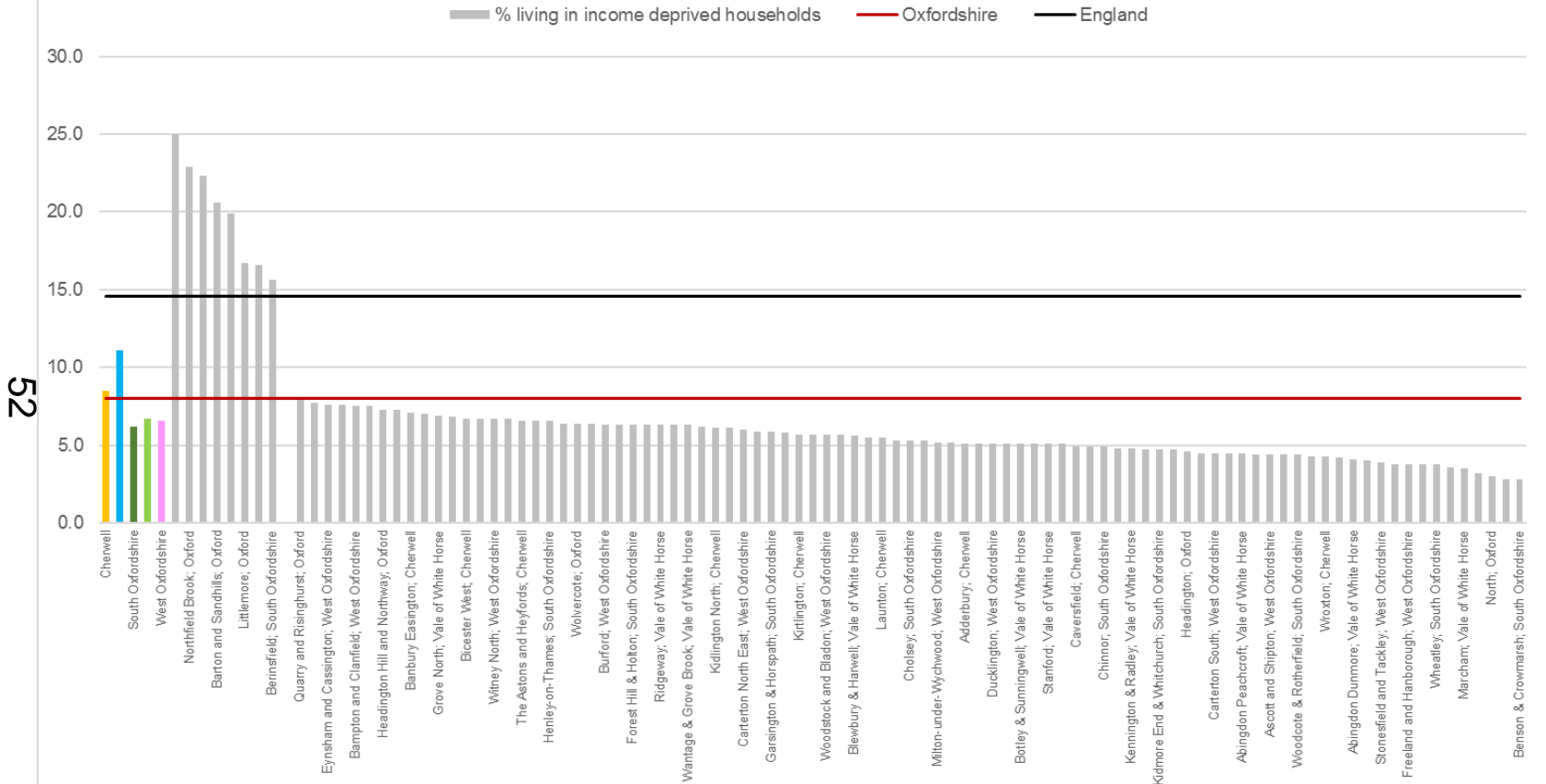


Source: PHE Local Health

## Percentage living in income deprived households, 2015

### Wards higher and lower than Oxfordshire and England

No confidence intervals for this indicator



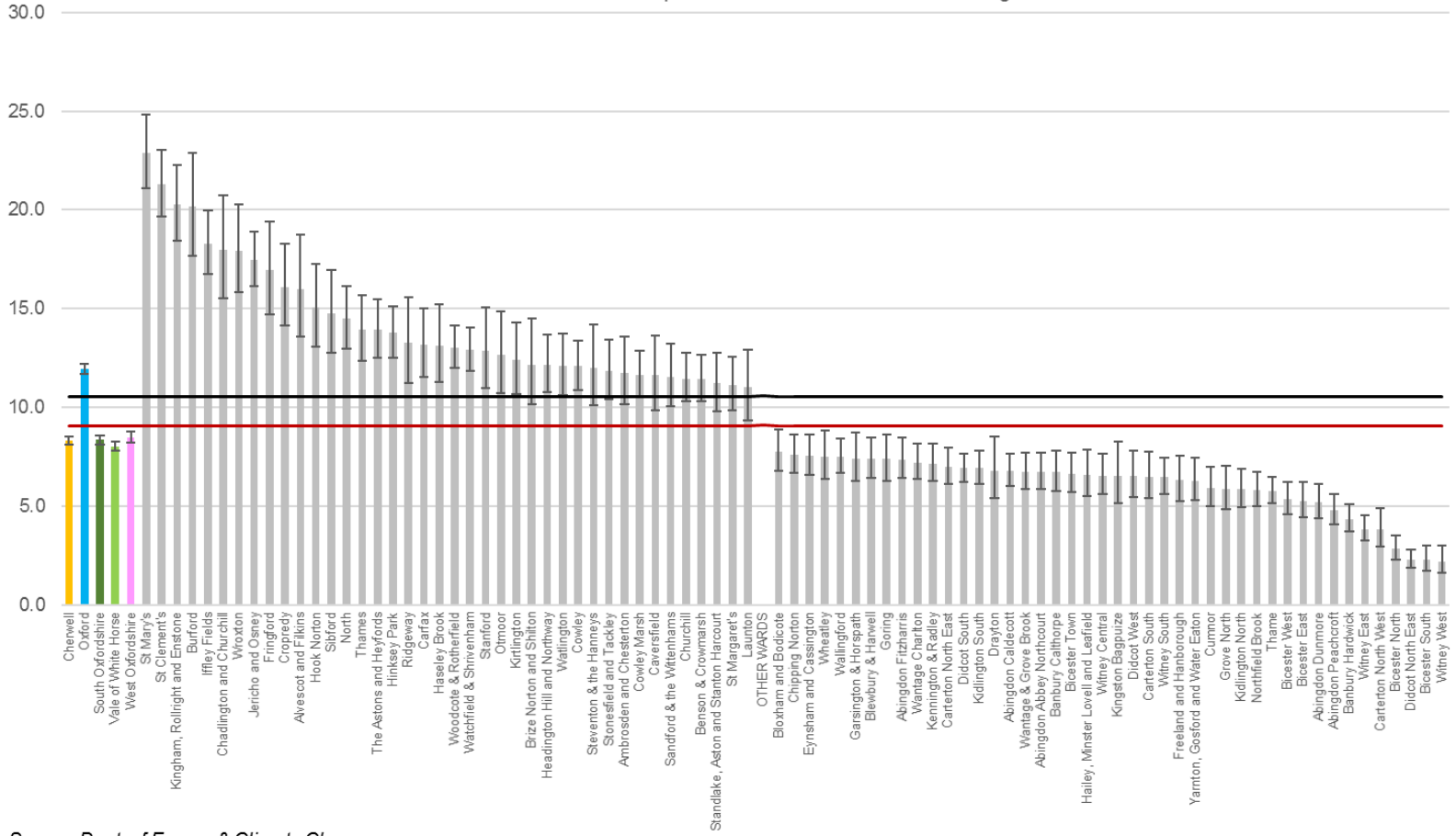
52

Source: PHE Local Health

## Percentage of households in fuel poverty, 2014 data Wards significantly higher (or lower) than Oxfordshire figure

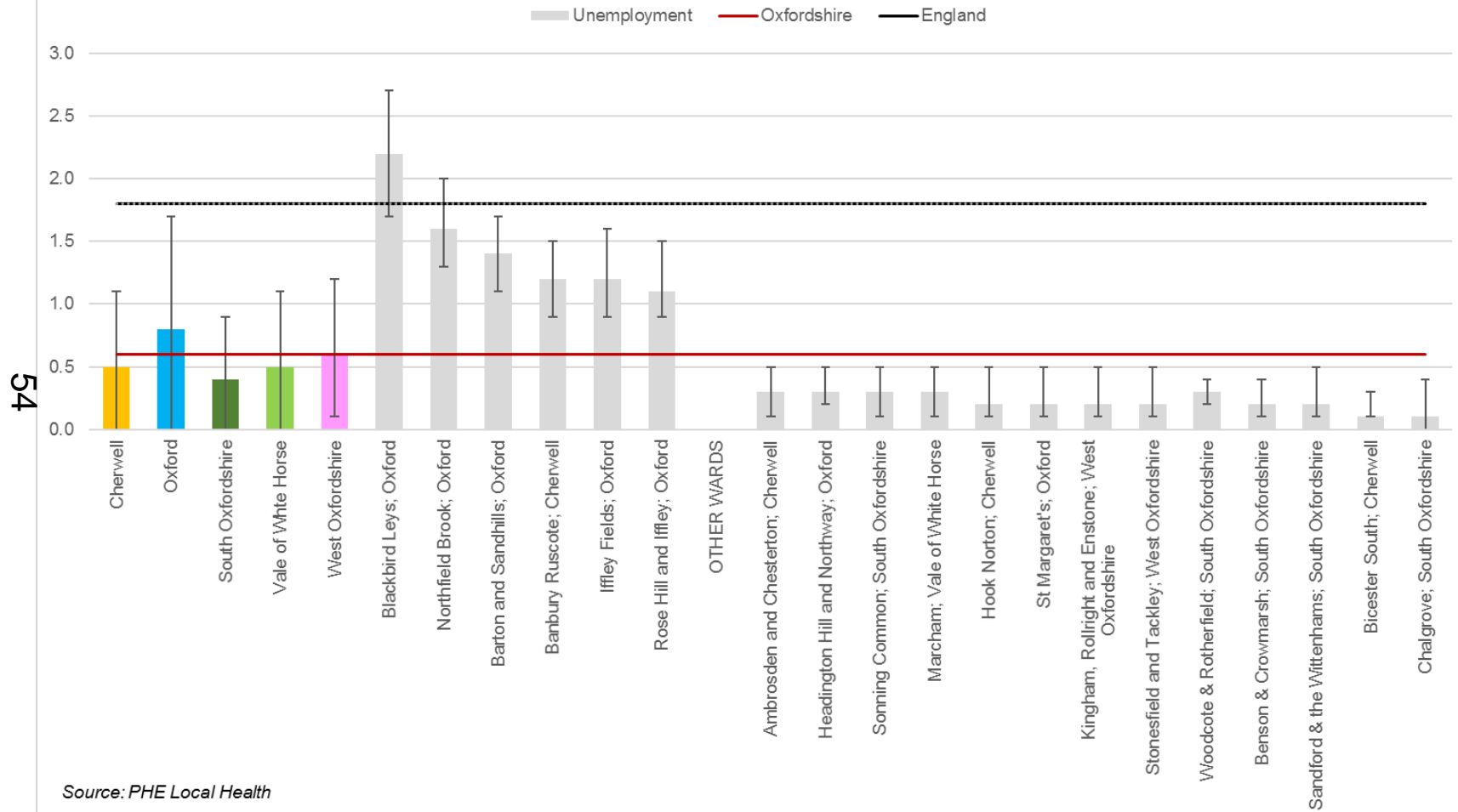
% of households fuel poor    
  Oxfordshire    
  England

53

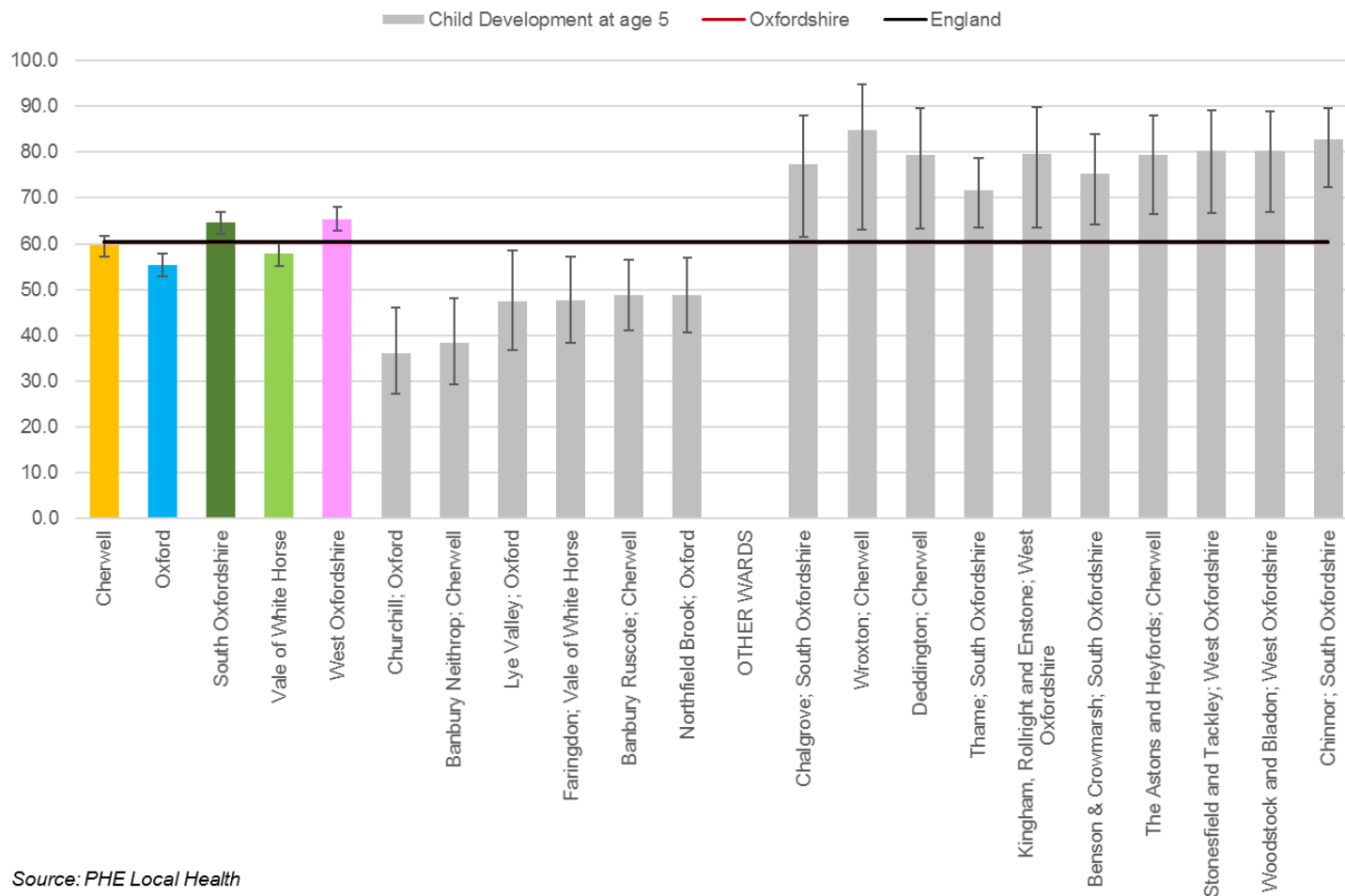


Source: Dept. of Energy & Climate Change

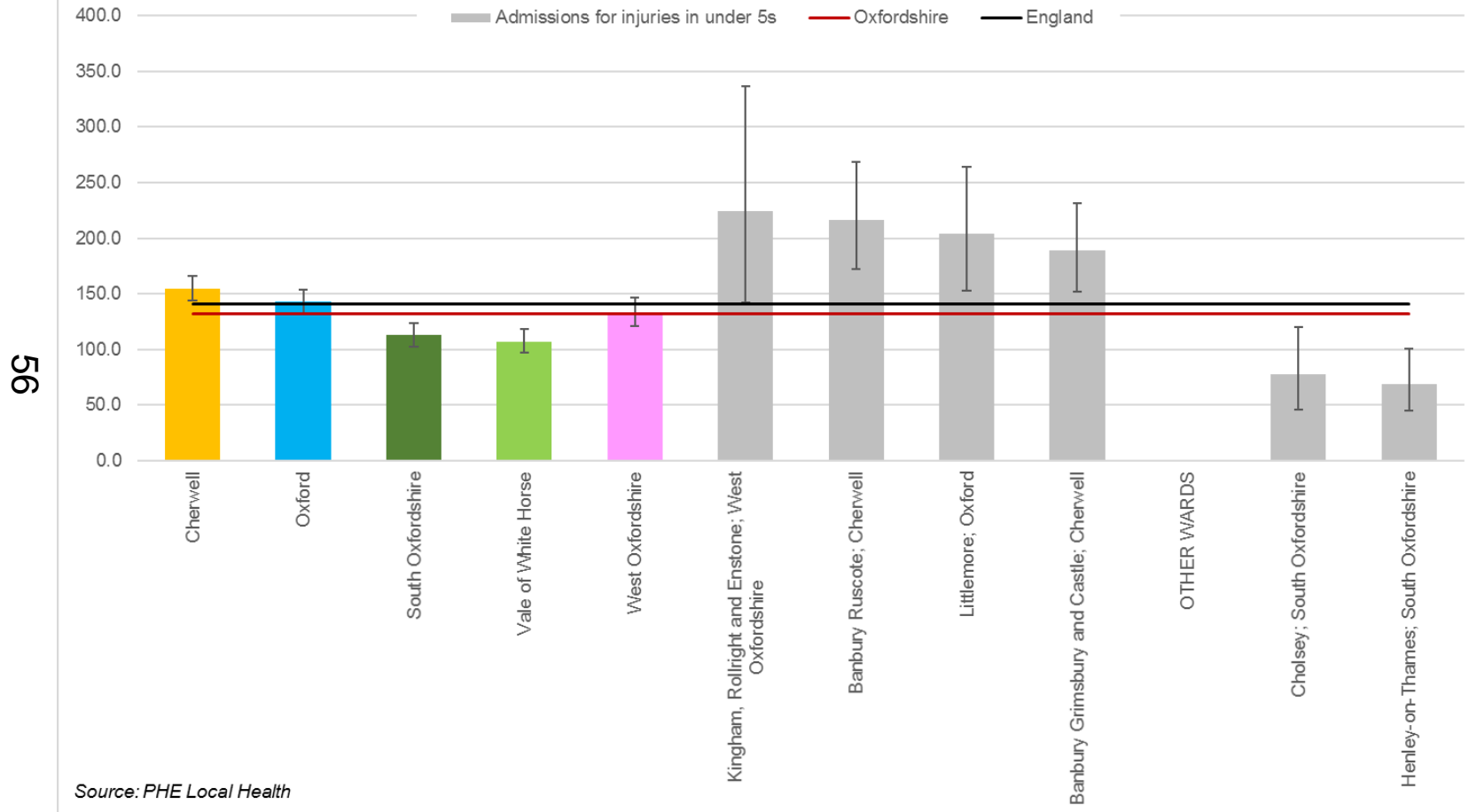
## Percentage of working age population claiming out of work benefits, 2015/16 data Wards significantly higher (or lower) than Oxfordshire figure



## Good level of development at 5 years (%), 2013-14 Wards significantly lower (and higher) than Oxfordshire figure



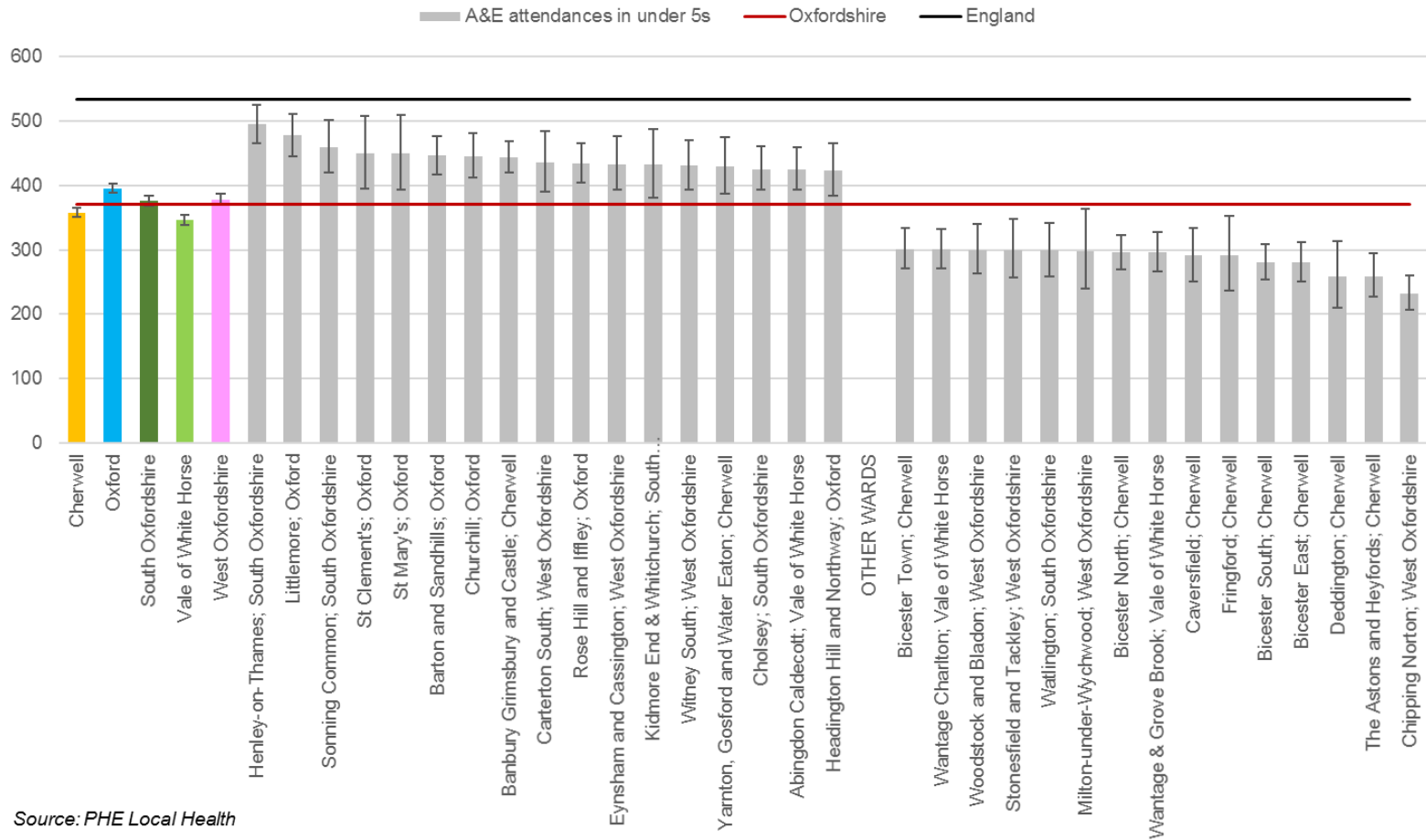
**Admissions for injuries for children 0-4 yrs, 2010/11-2014/15 (four years combined)**  
**Crude rate per 10,000 population. Wards that are significantly higher (or lower)**  
**than Oxfordshire**





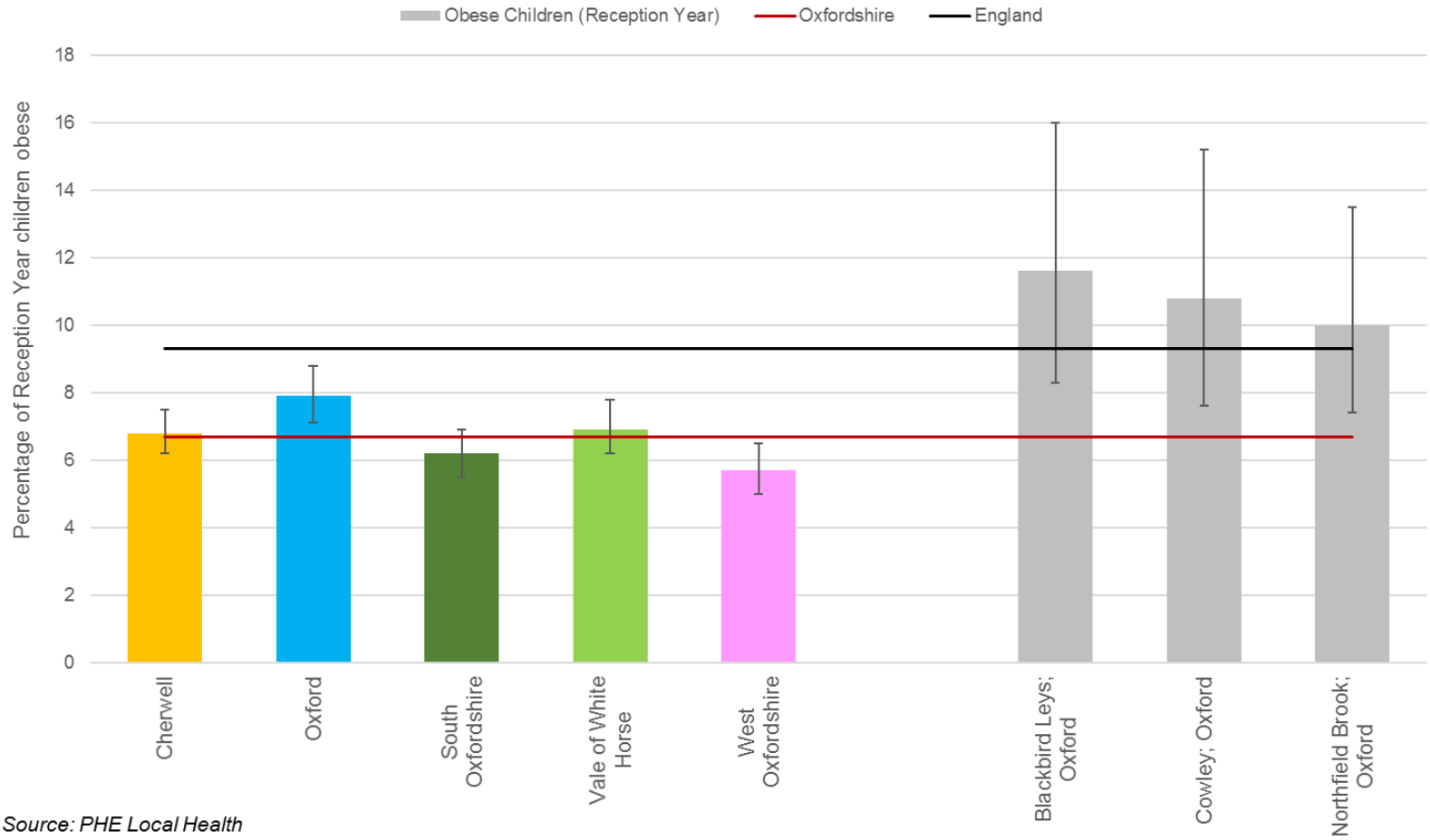
## A&E attendances for 0-4 years, crude rate per 1,000 population, 2012-13 to 2014/15

### Wards in that are significantly higher (or lower) than Oxfordshire

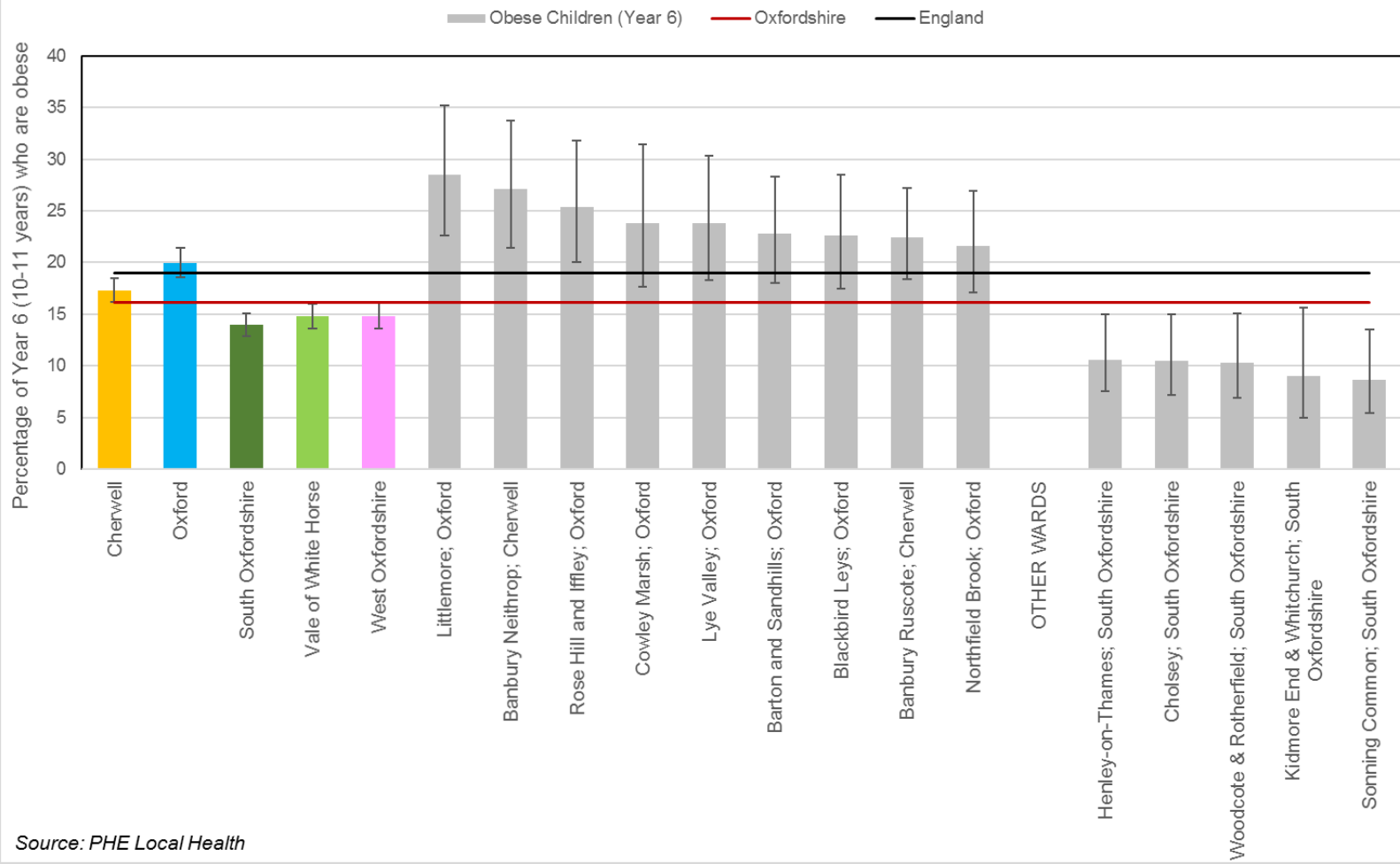


Source: PHE Local Health

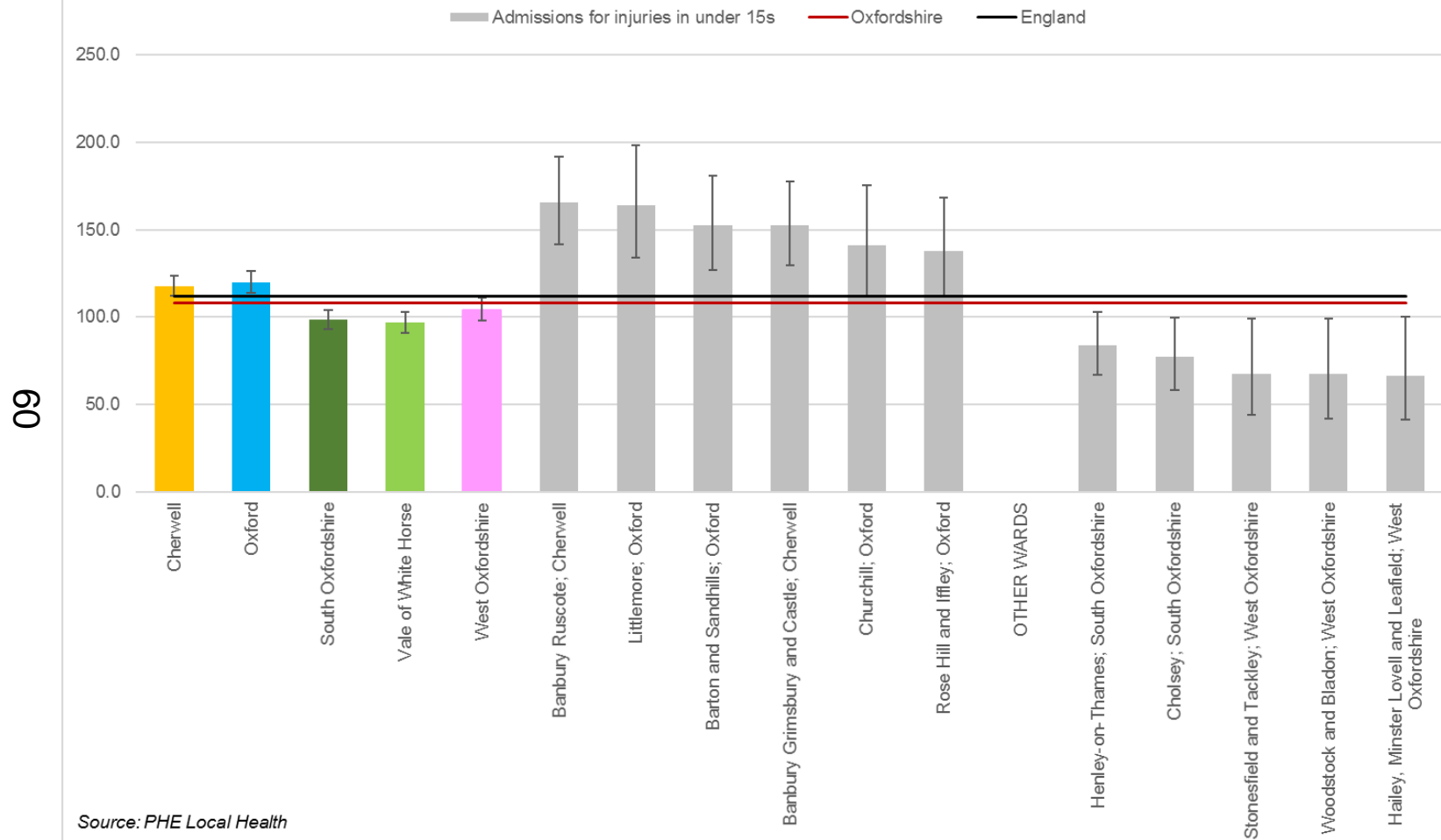
**Percentage of Reception Year (4-5 years) children who are obese; Wards in Oxfordshire significantly higher than the Oxfordshire percentage; 2012/13 to 2014/15 combined years**



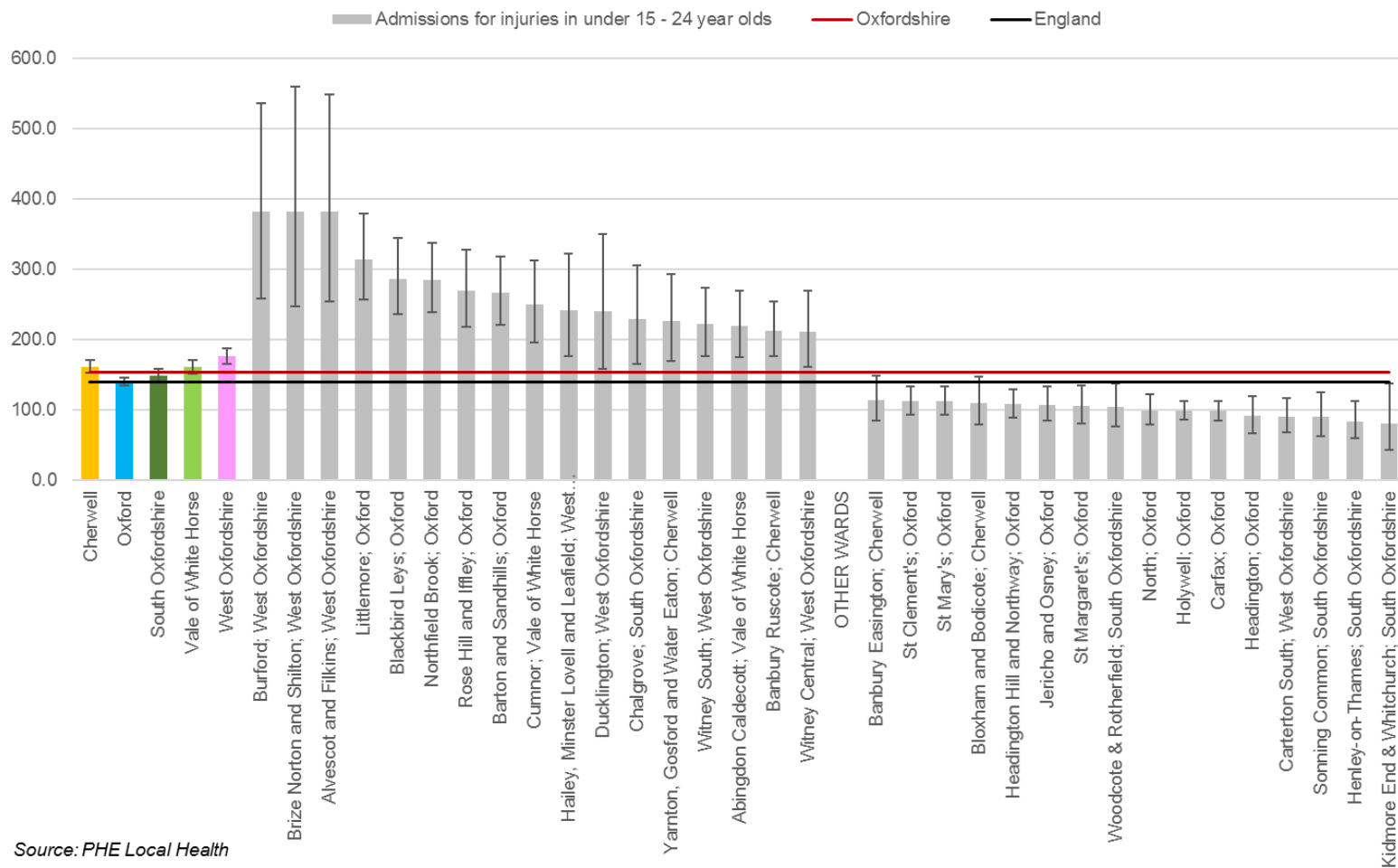
### Percentage of Year 6 (10-11 years) who are obese; Wards that are significantly higher or lower than Oxfordshire percentage; 2012/13 to 2014/15 years combined



## Hospital admissions for injuries in children under 15 years - crude rate per 10,000 Wards in Oxfordshire significantly higher (or lower) than Oxfordshire rate

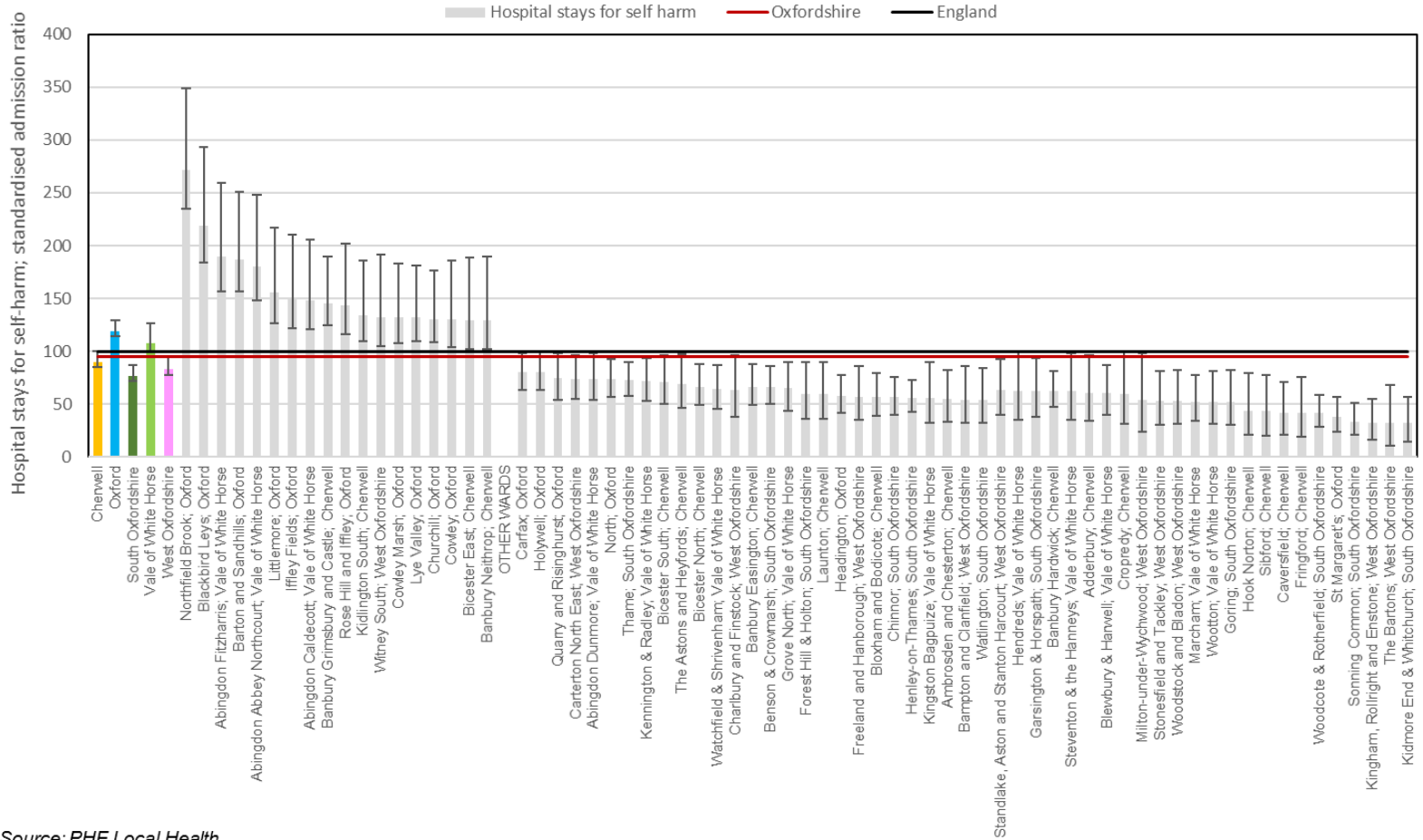


## Hospital admissions due to injuries in 15-24 years - Crude rate per 10,000 Wards that are significantly higher (and lower) than Oxfordshire rate



### Hospital stays for self-harm; standardised admission ratio (SAR)

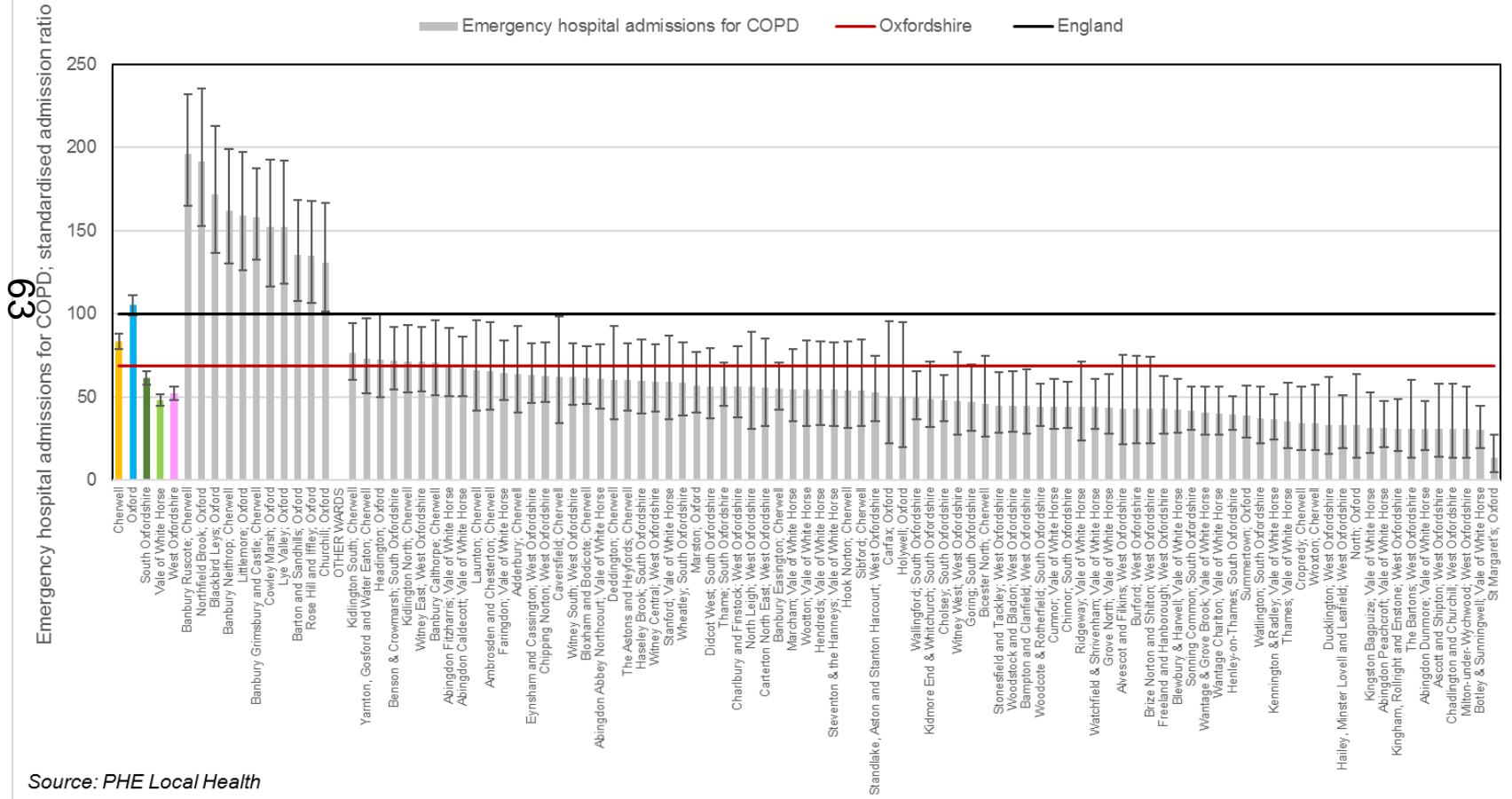
Wards in Oxfordshire significantly higher than England SAR; 2010-11 to 2014/15 combined



Source: PHE Local Health

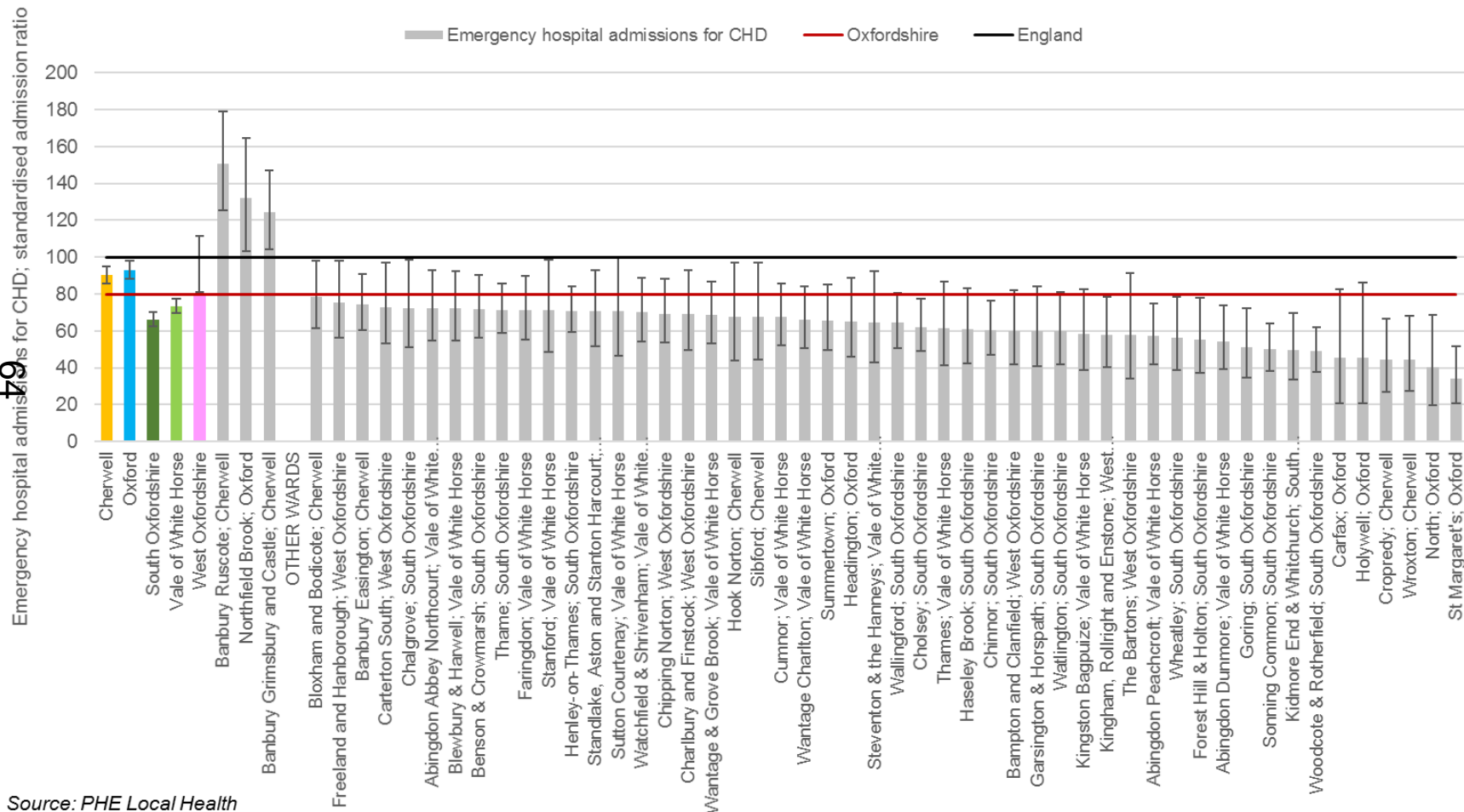
## Emergency hospital admissions for Chronic Obstructive Pulmonary Disease (COPD); standardised admission ratio (SAR)

### Wards in Oxfordshire significantly higher and lower than England; 2010/11 to 2014/15 combined



Source: PHE Local Health

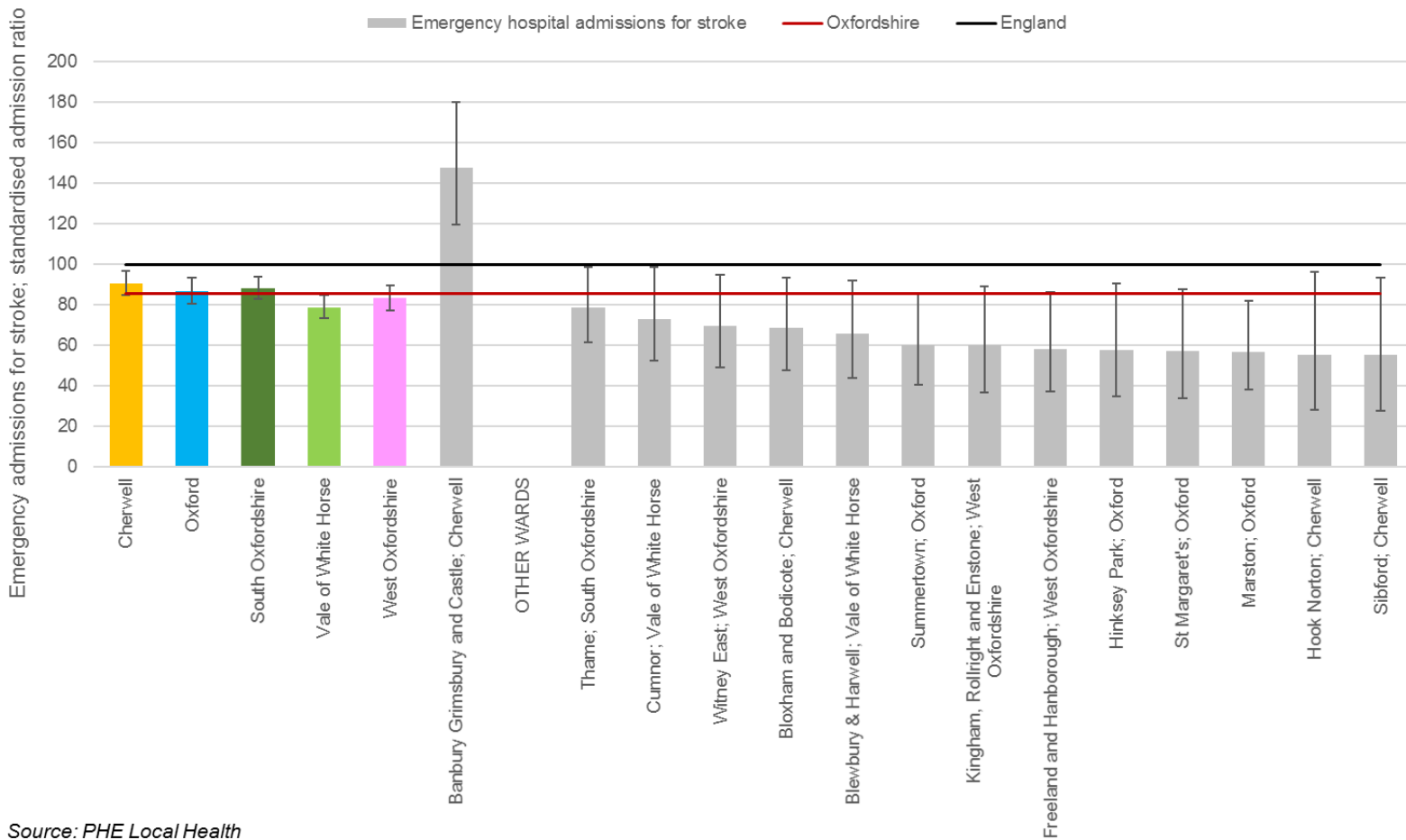
## Emergency hospital admissions for Coronary Heart Disease (CHD); standardised admission ratio; Wards in Oxfordshire significantly higher and lower than England SAR; 2010/11 to 2014/15 combined



Source: PHE Local Health

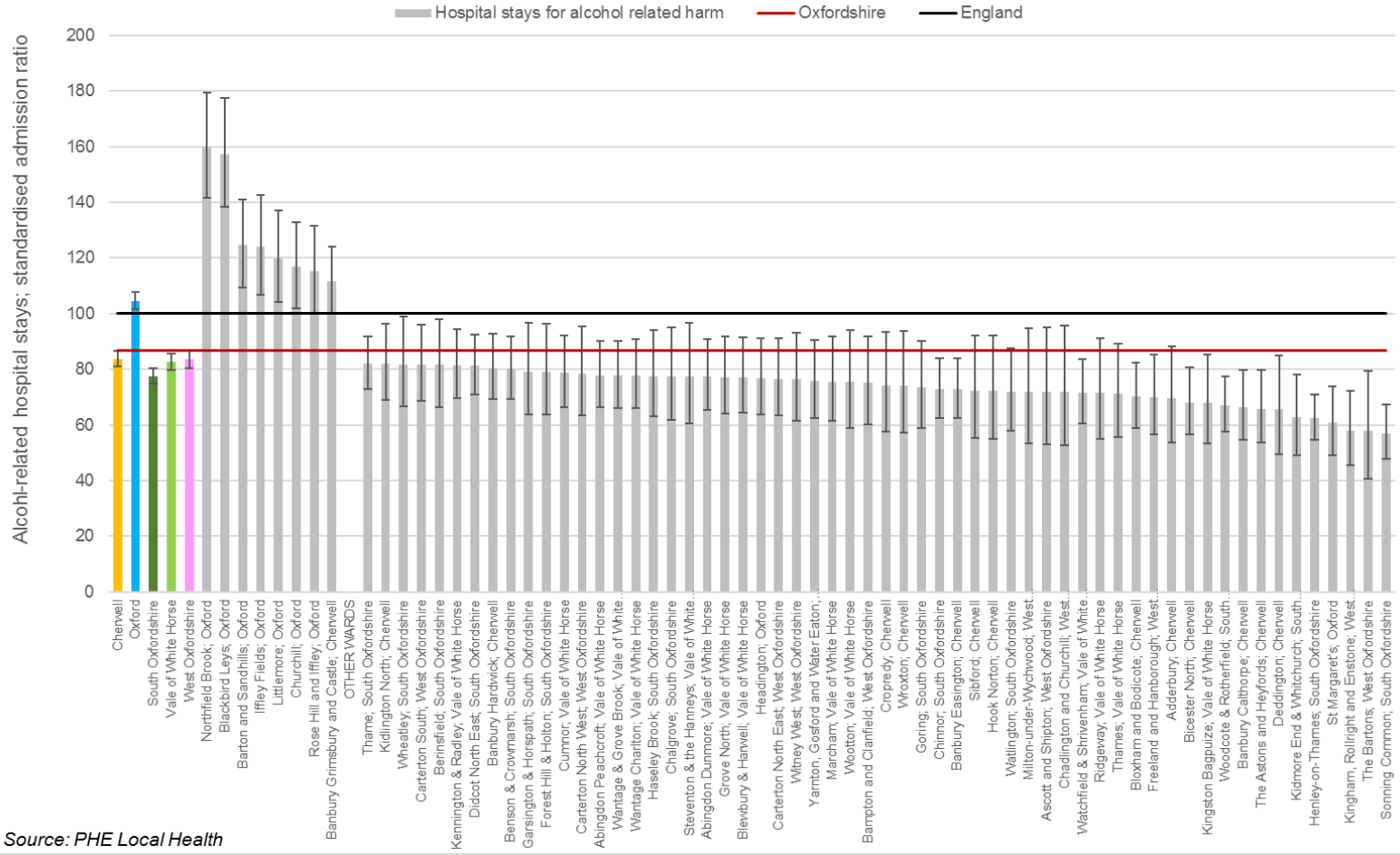


### Emergency hospital admissions for stroke; standardised admission ratio; Wards in Oxfordshire significantly higher or lower than England SAR; 2010/11 to 2014/15 combined



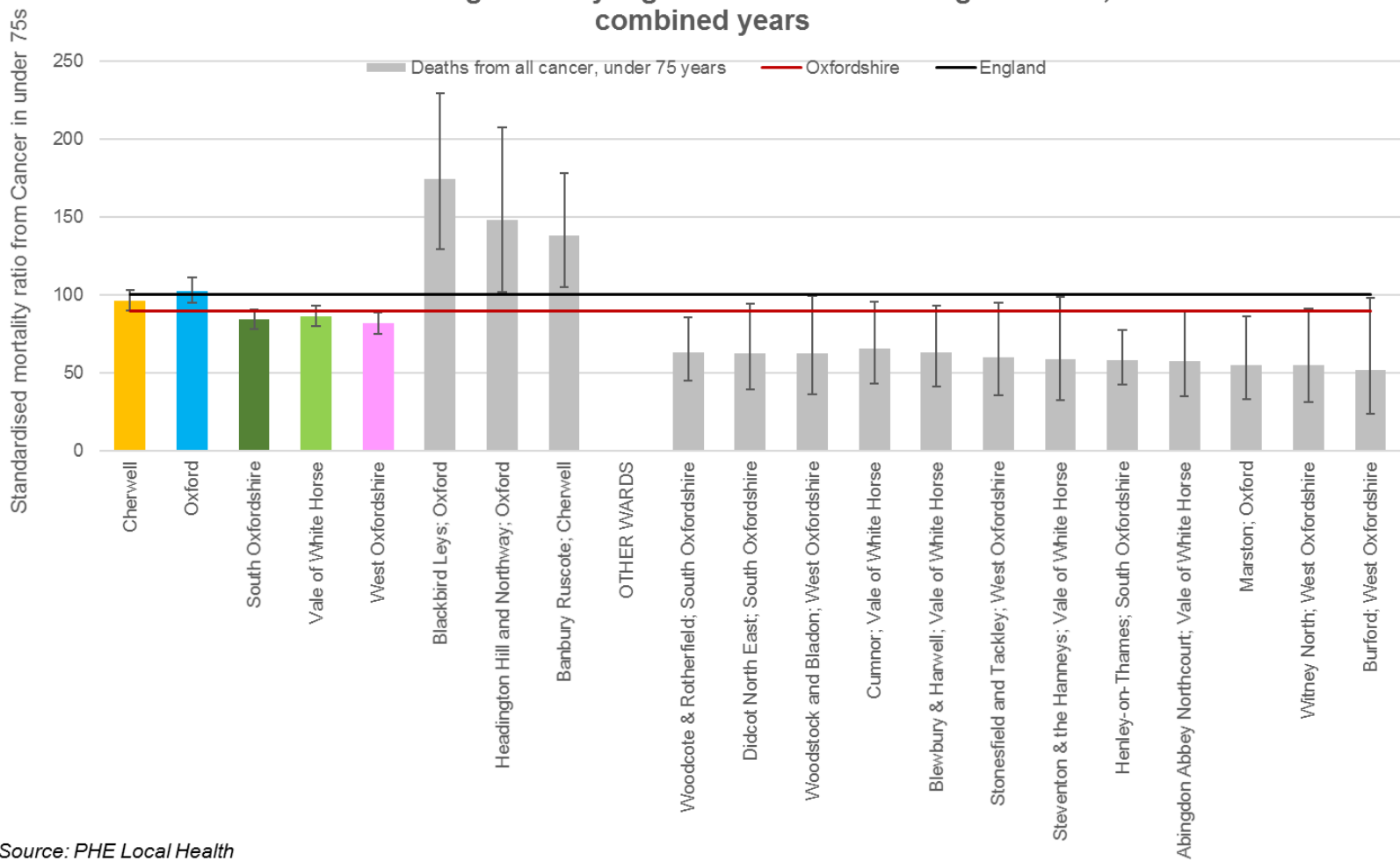
Source: PHE Local Health

### Hospital stays for alcohol-related conditions; standardised admission ratio (SAR); Wards in Oxfordshire significantly higher or lower than England SAR; 2010/11 to 2014/15 combined years



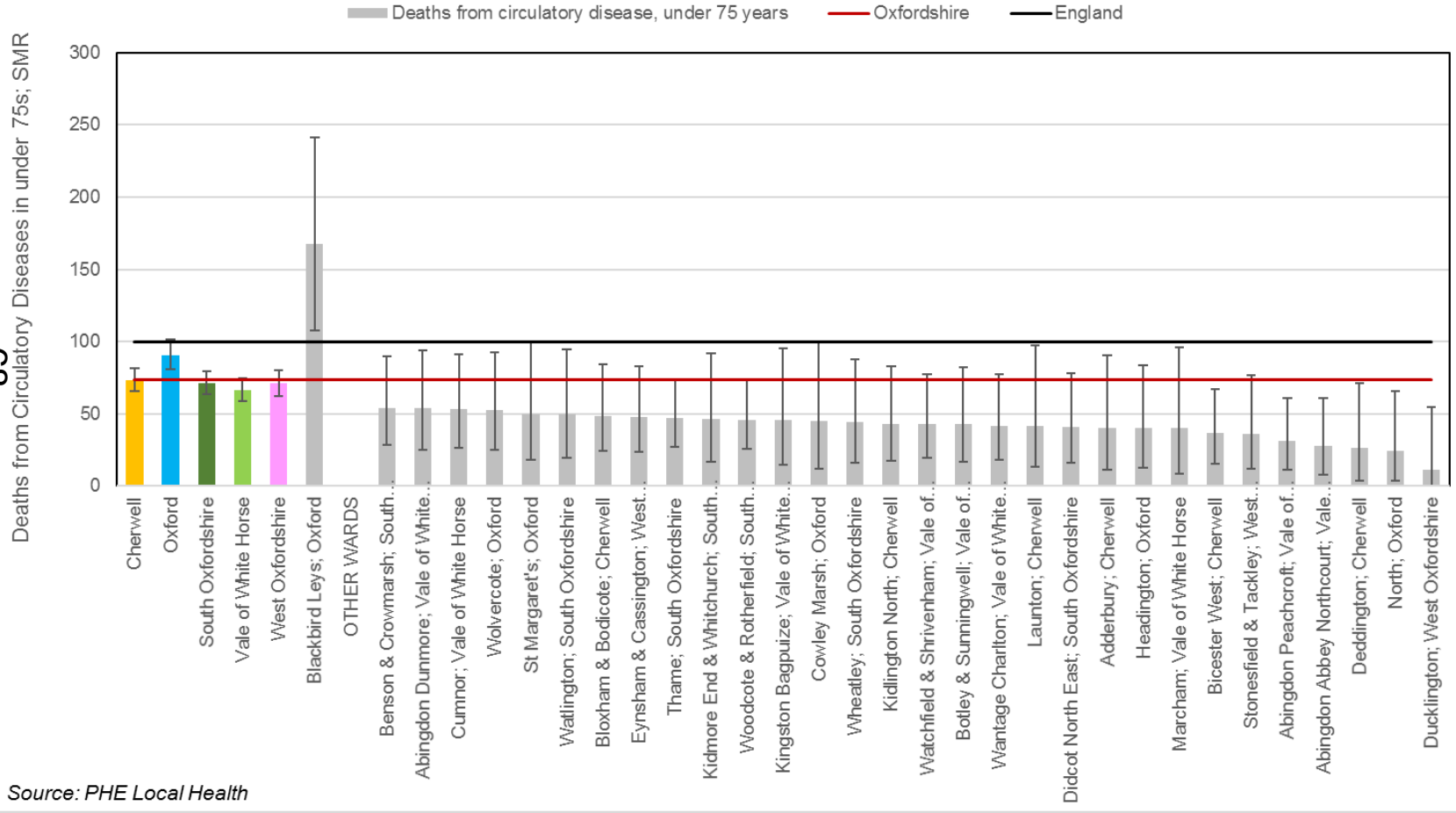
Source: PHE Local Health

### Mortality from Cancer in people under 75 years; standardised mortality ratio (SMR); Oxfordshire wards significantly higher and lower than England SMR; 2010-14 combined years

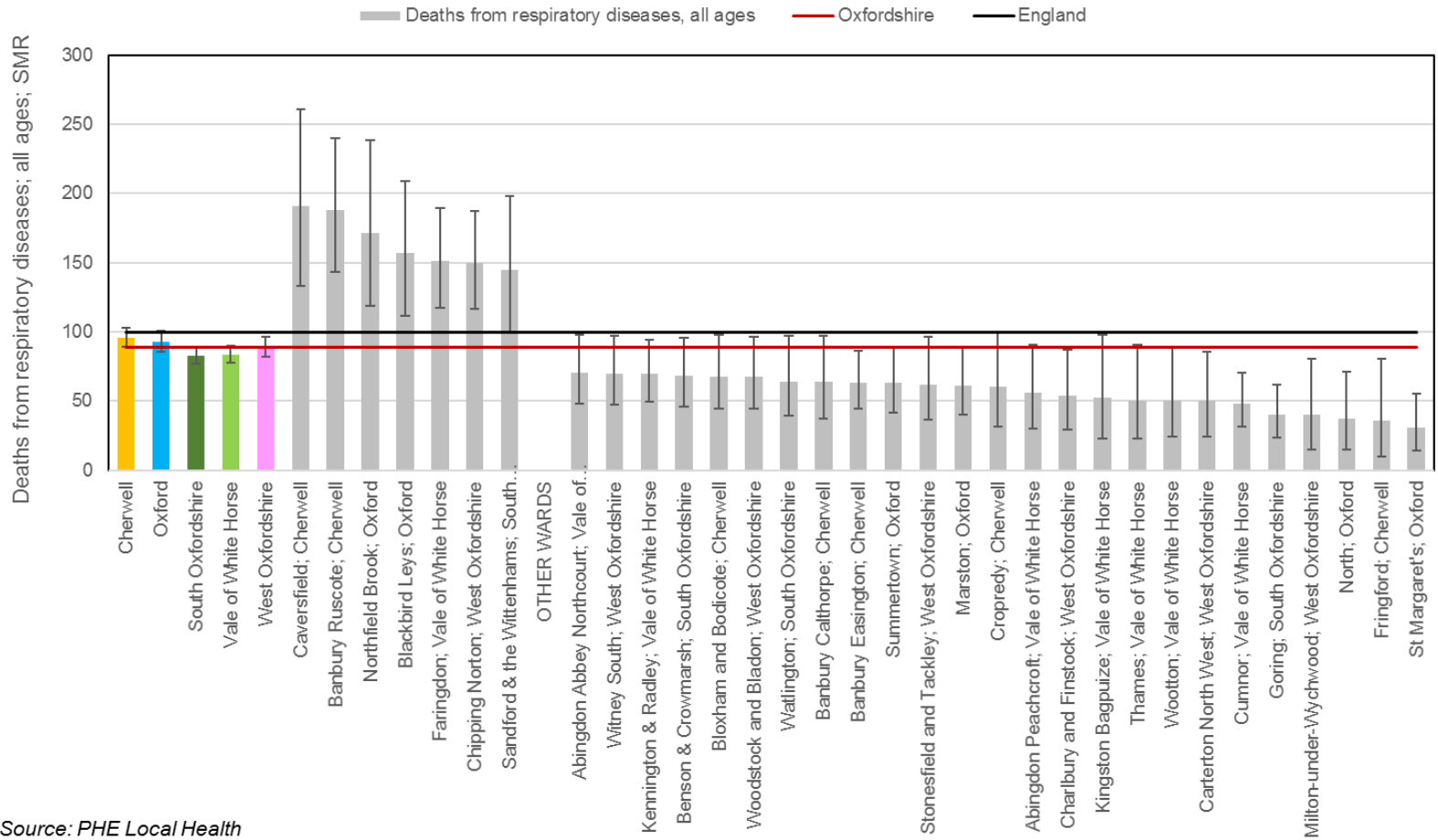


Source: PHE Local Health

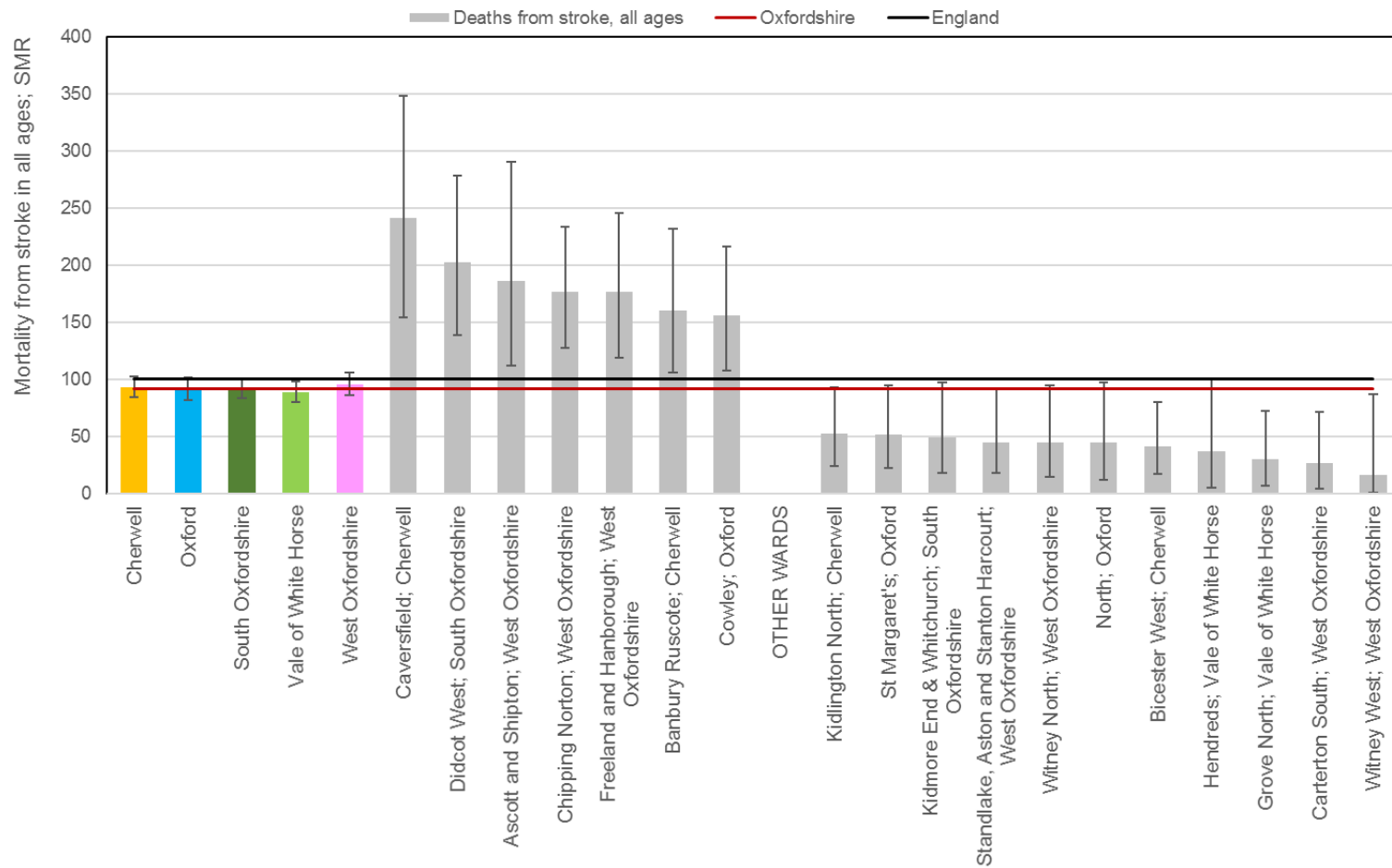
### Mortality from Circulatory Diseases in people under 75 years; standardised mortality ratio (SMR); Wards in Oxfordshire significantly higher and lower than England SMR; 2010-14 years combined



## Mortality from respiratory diseases; all ages; standardised mortality ratio (SMR); Wards in Oxfordshire that are higher and lower than England SMR; 2010-14 years combined



### Mortality from stroke (all ages); standardised mortality ratio (SMR); Wards in Oxfordshire that are higher or lower than England SMR; 2010-14 years combined



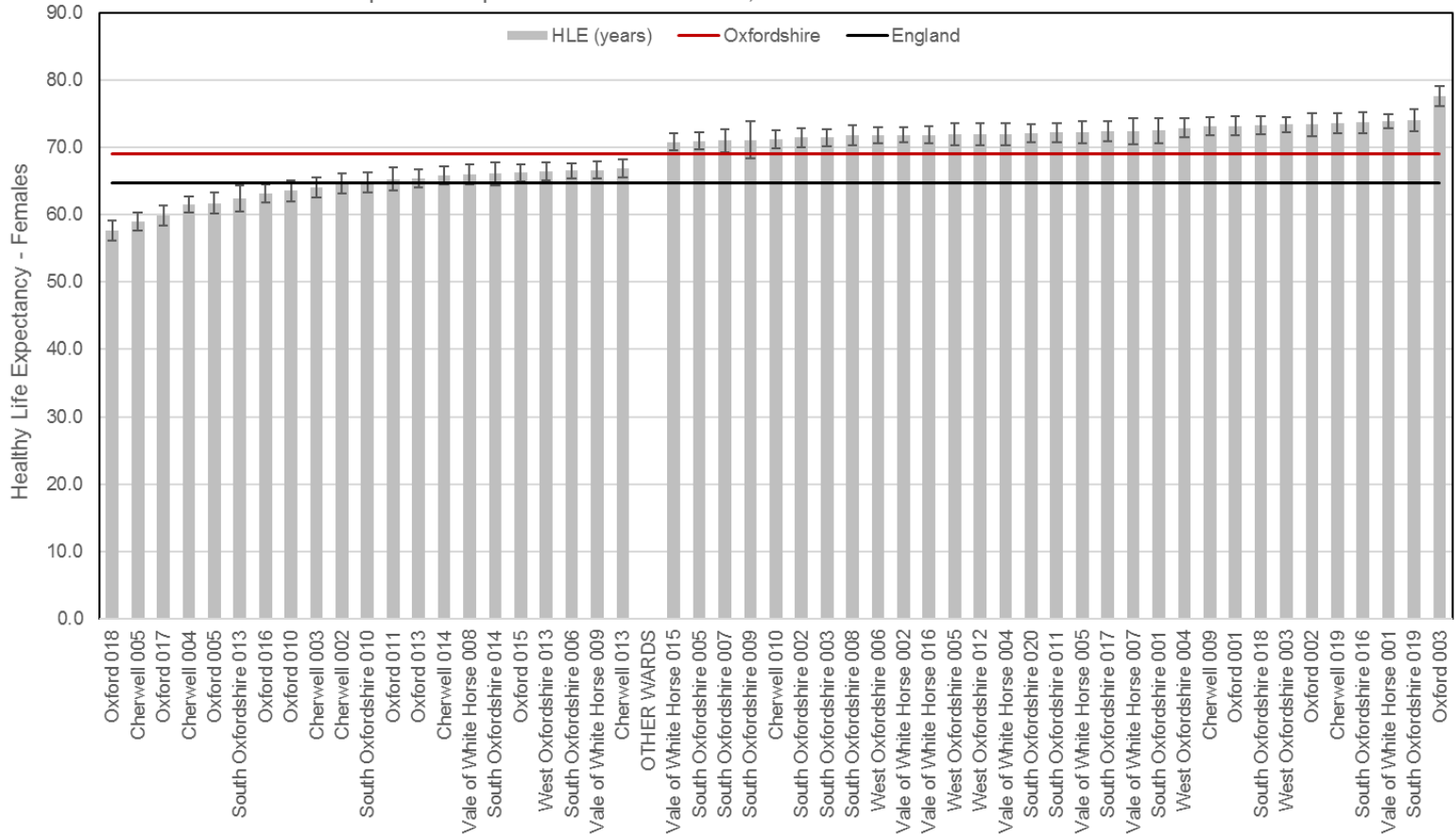
Source: PHE Local Health

# Inequalities

MSOA level indicators

### Healthy Life Expectancy (HLE) at birth in females; Middle Super Output Areas (MSOAs) significantly lower and higher than Oxfordshire HLE; 2009-13 years combined

Please see separate map for location of MSOAs; Note these data not available at district level

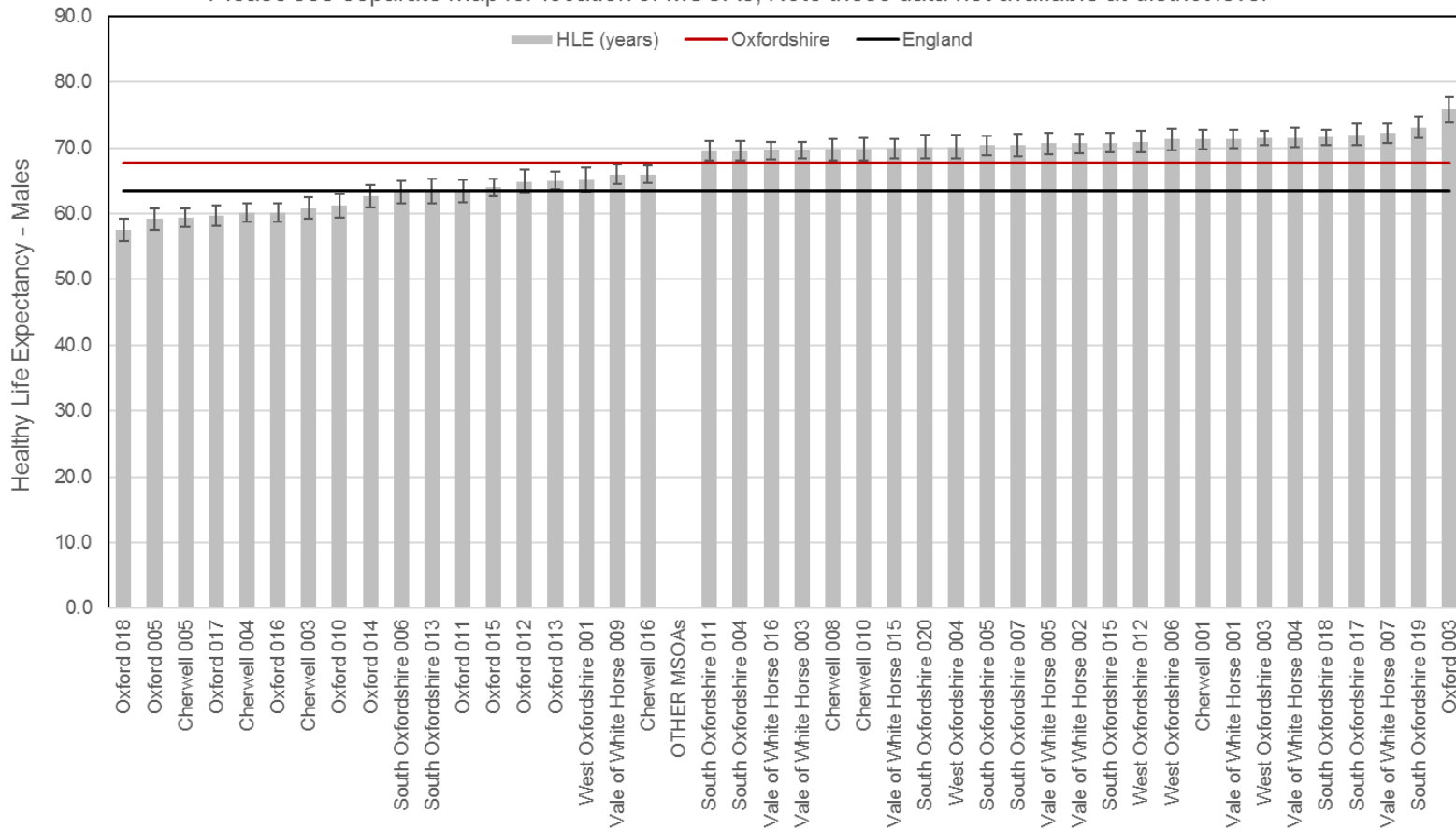


Source: Office for National Statistics (ONS)



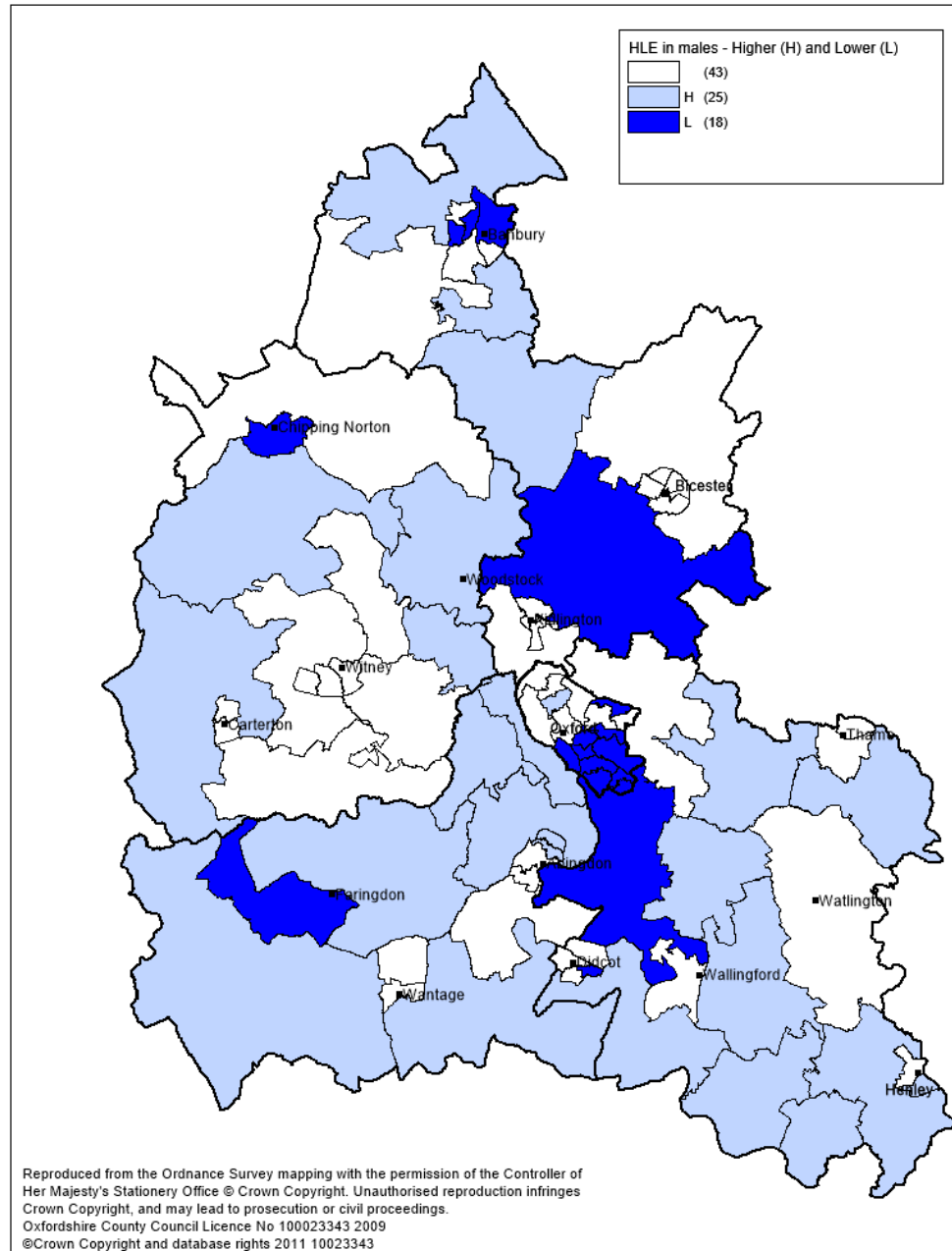
### Healthy Life Expectancy (HLE) at birth in males; Middle Super Output Areas (MSOAs) significantly lower and higher than Oxfordshire HLE; 2009-13 years combined

Please see separate map for location of MSOAs; Note these data not available at district level



Source: Office for National Statistics (ONS)

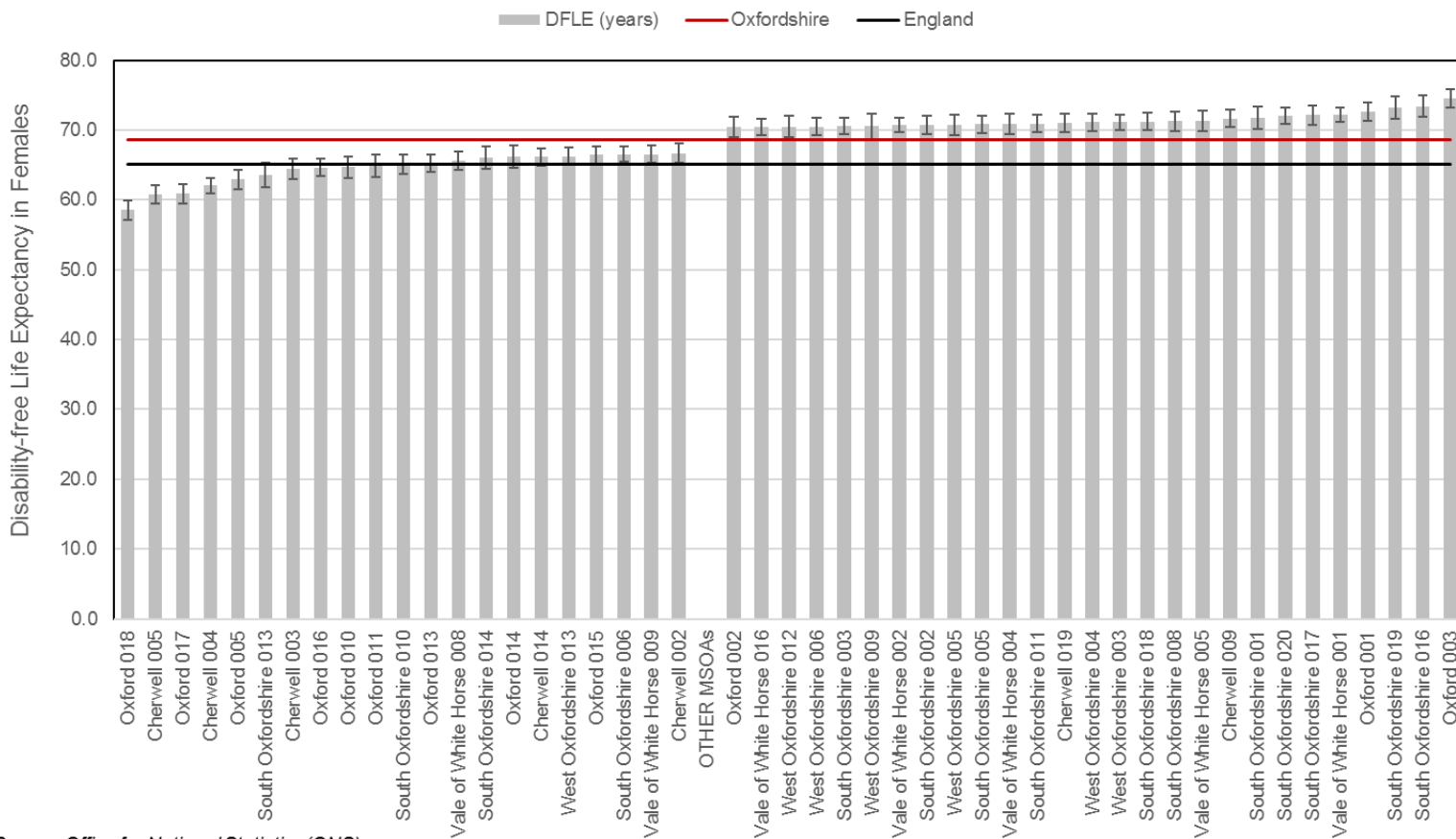
**Healthy Life Expectancy (HLE) in males  
Middle Super Output Areas (MSOAs) highlighted  
with significantly higher or lower HLE than Oxfordshire average**



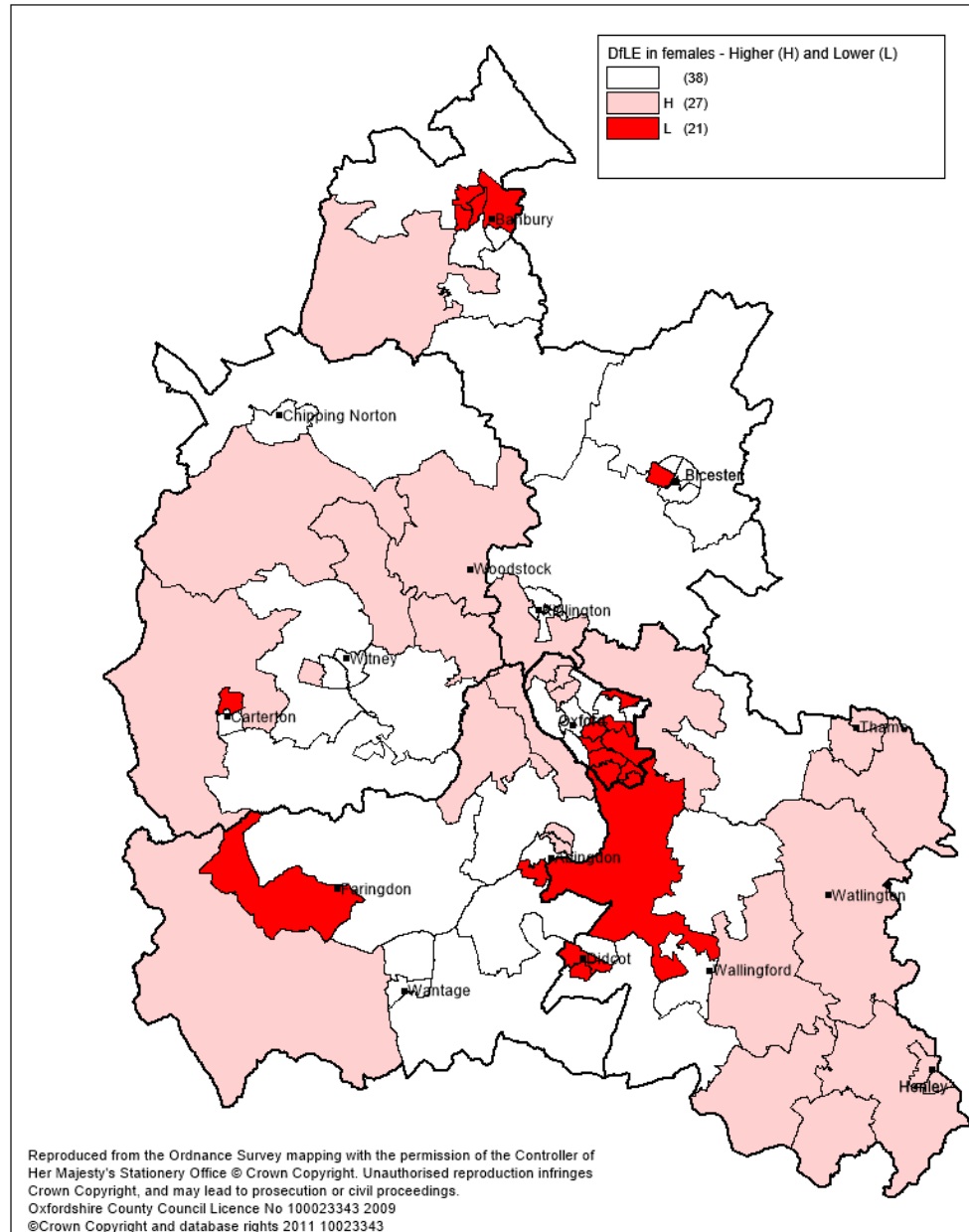
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### Disability-free Life Expectancy (DfLE) in Females; Middle Super Output Areas (MSOAs) significantly lower and higher than Oxfordshire DfLE; 2009-13 years combined

Please see separate map for MSOA location. Note these data are not available at district level

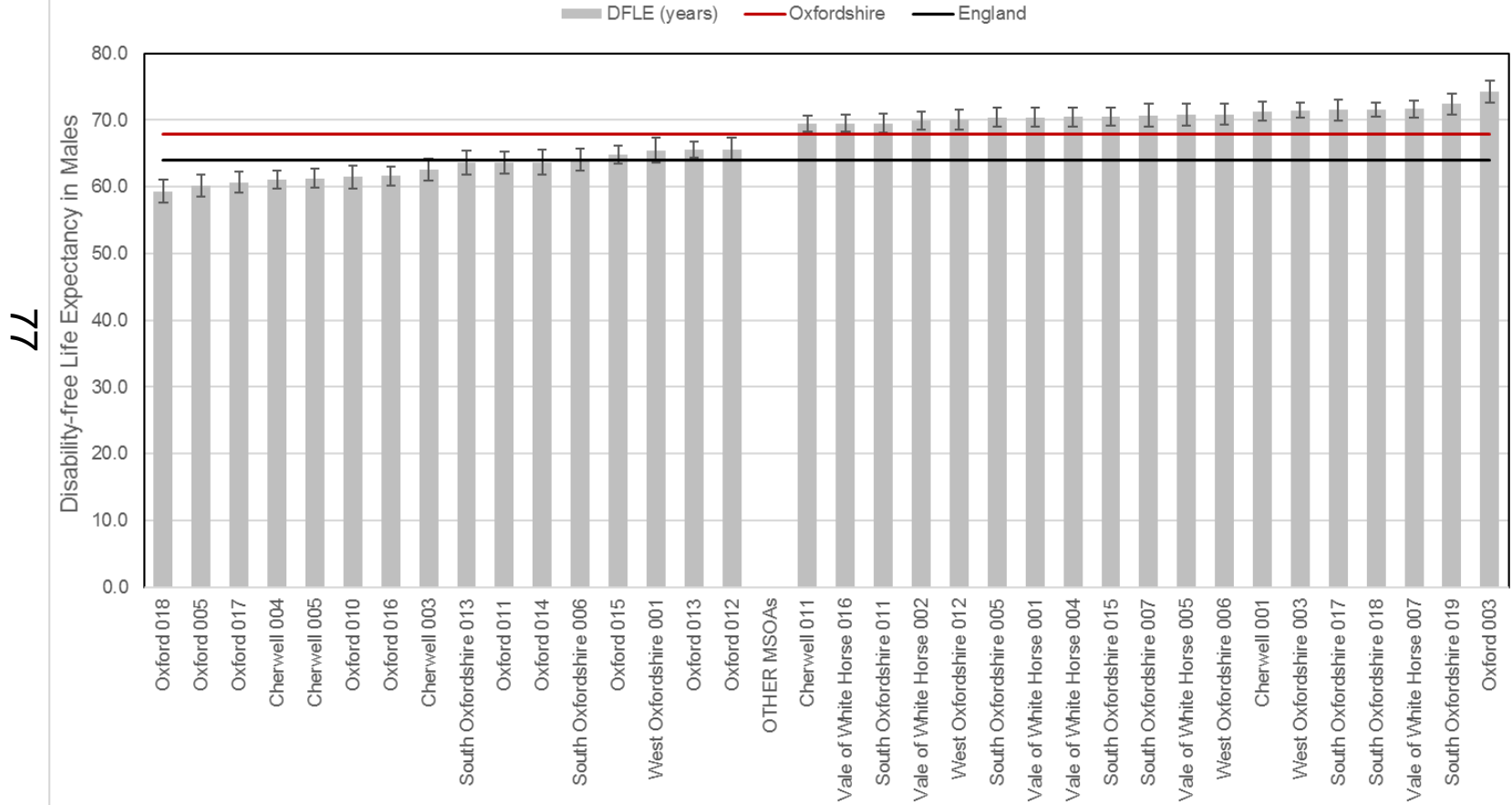


Disability-free Life Expectancy (DfLE) in females  
Middle Super Output Areas (MSOAs) highlighted  
with significantly higher or lower DfLE than Oxfordshire average



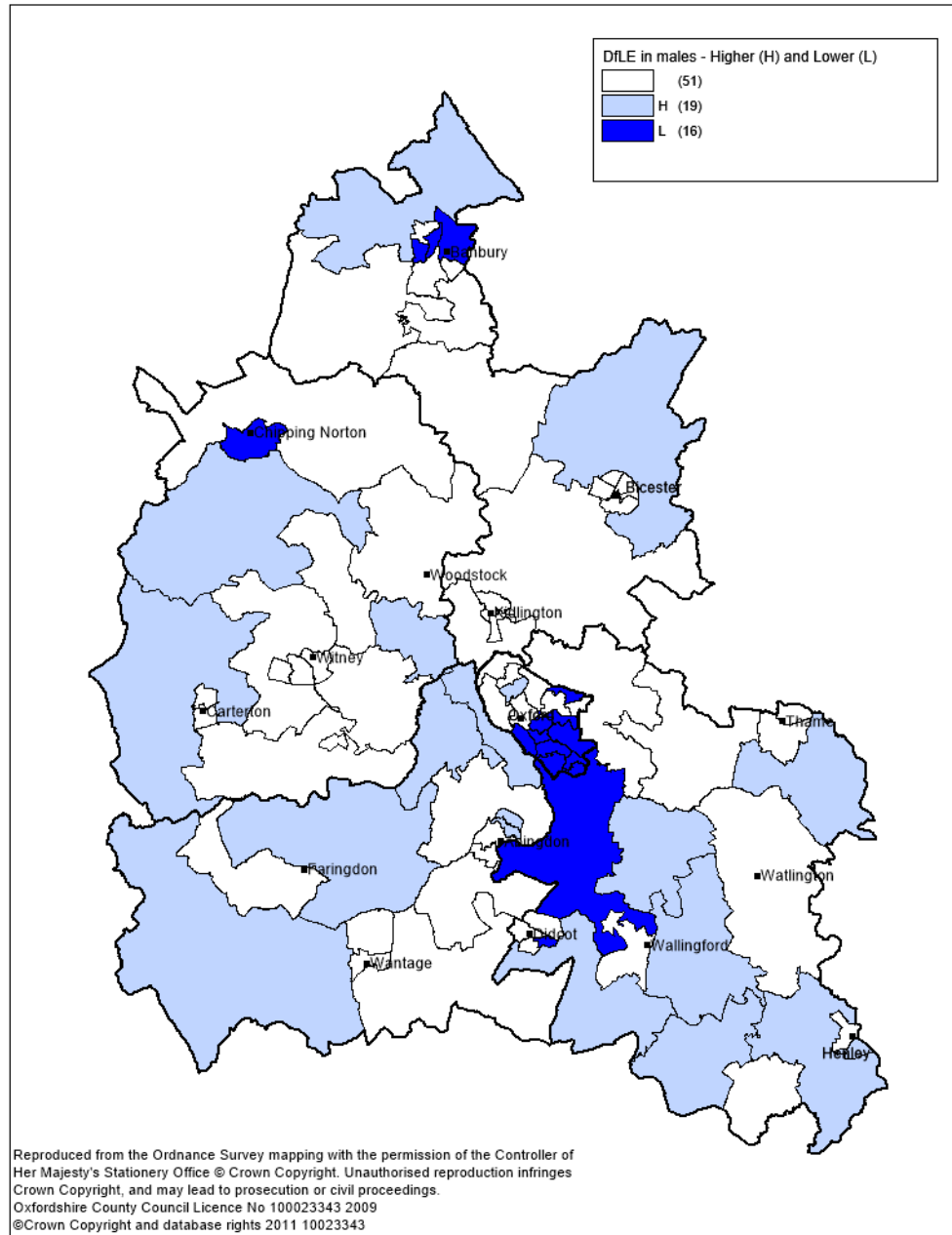
## Disability-free Life Expectancy (DfLE) in Males; MSOAs with a significantly lower or higher DfLE than Oxfordshire; 2009-13 combined years

Please see separate map for location of MSOAs; Note these data are not available at district level



Source: Office for National Statistics (ONS)

Disability-free Expectancy (HLE) in males  
Middle Super Output Areas (MSOAs) highlighted  
with significantly higher or lower HLE than Oxfordshire average

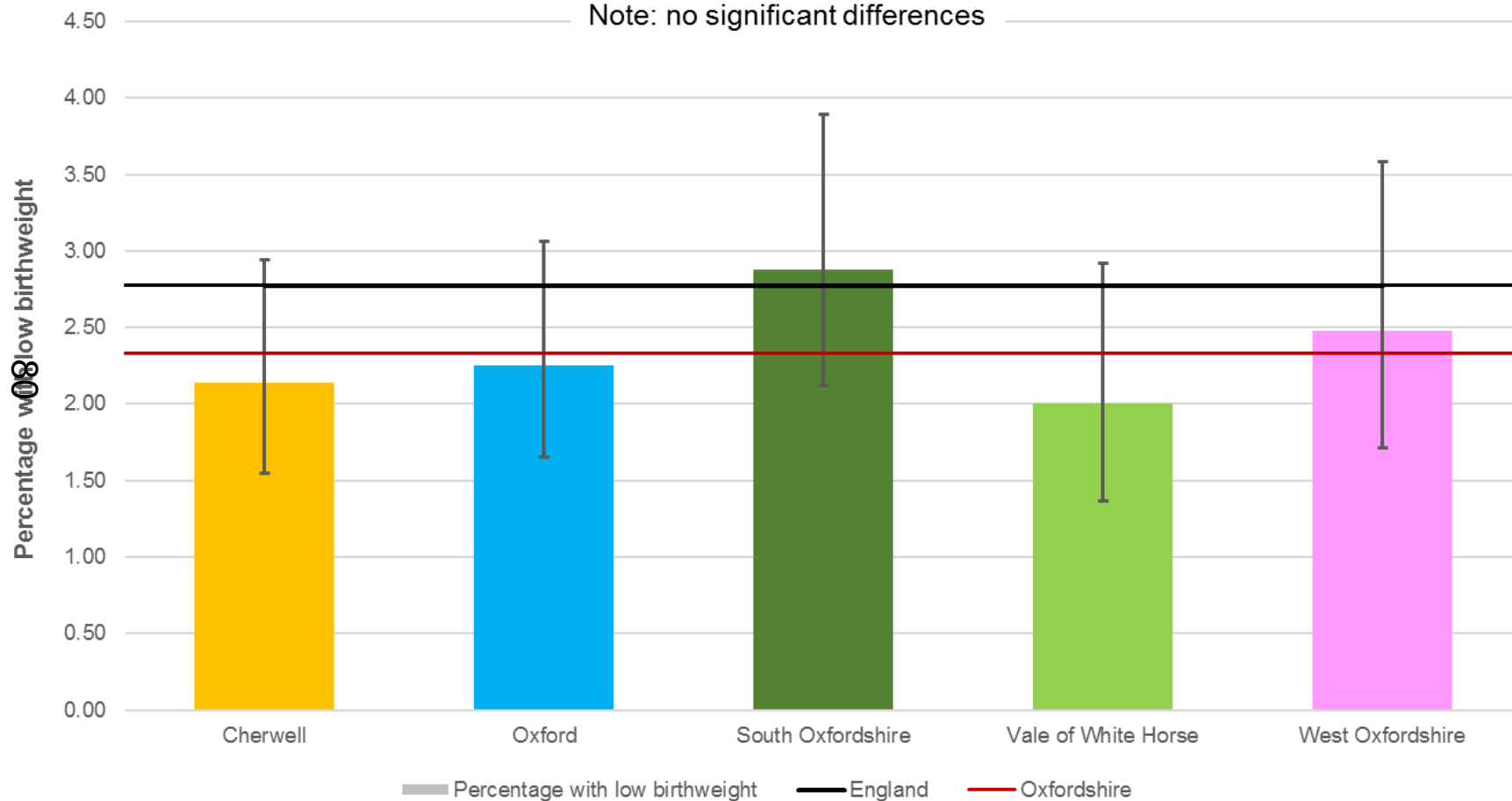


# Inequalities

District level indicators

## Percentage of live births with a recorded birth weight under 2500g Oxfordshire Districts, Oxfordshire & England; 2015 data

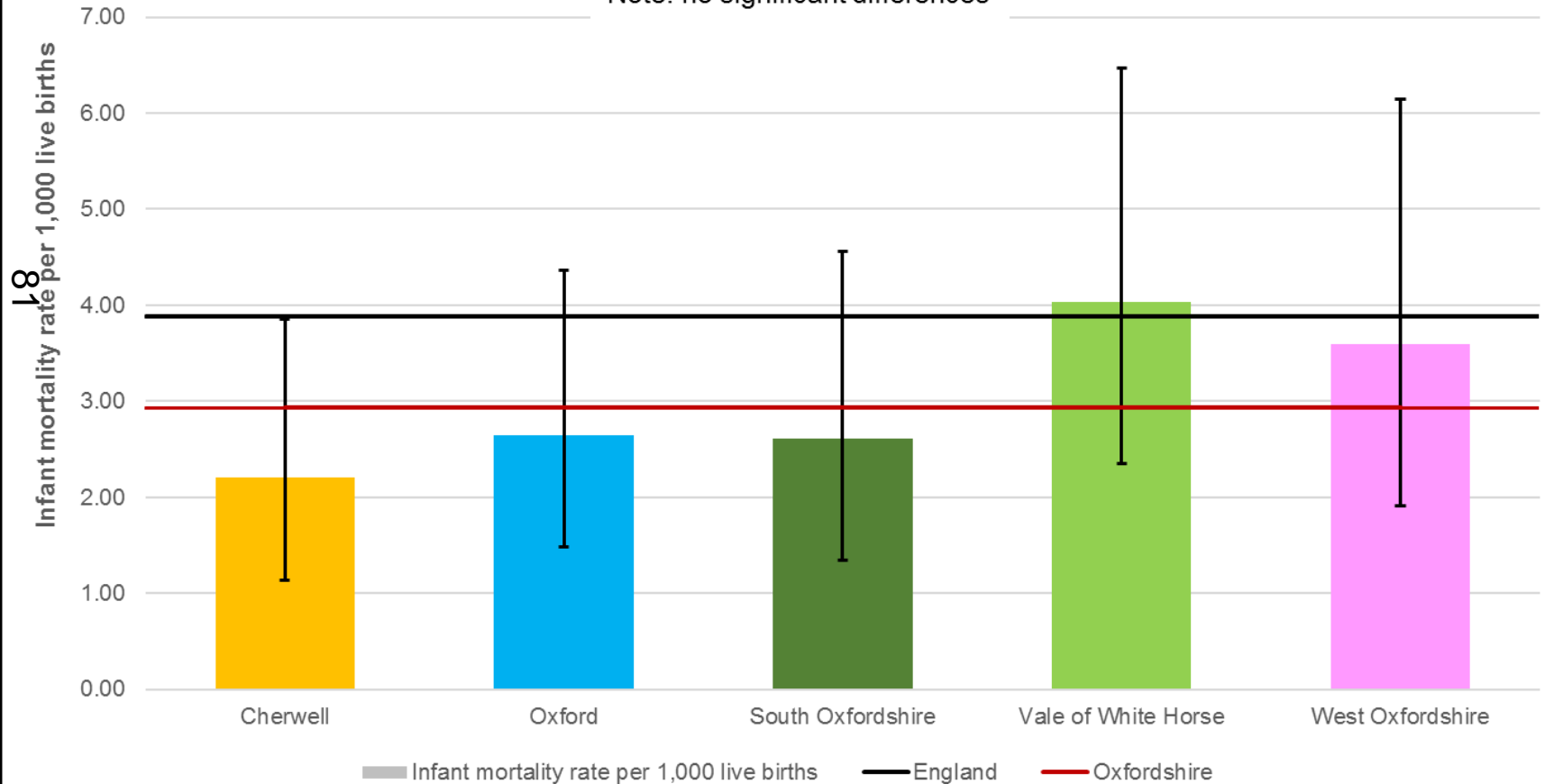
Note: no significant differences



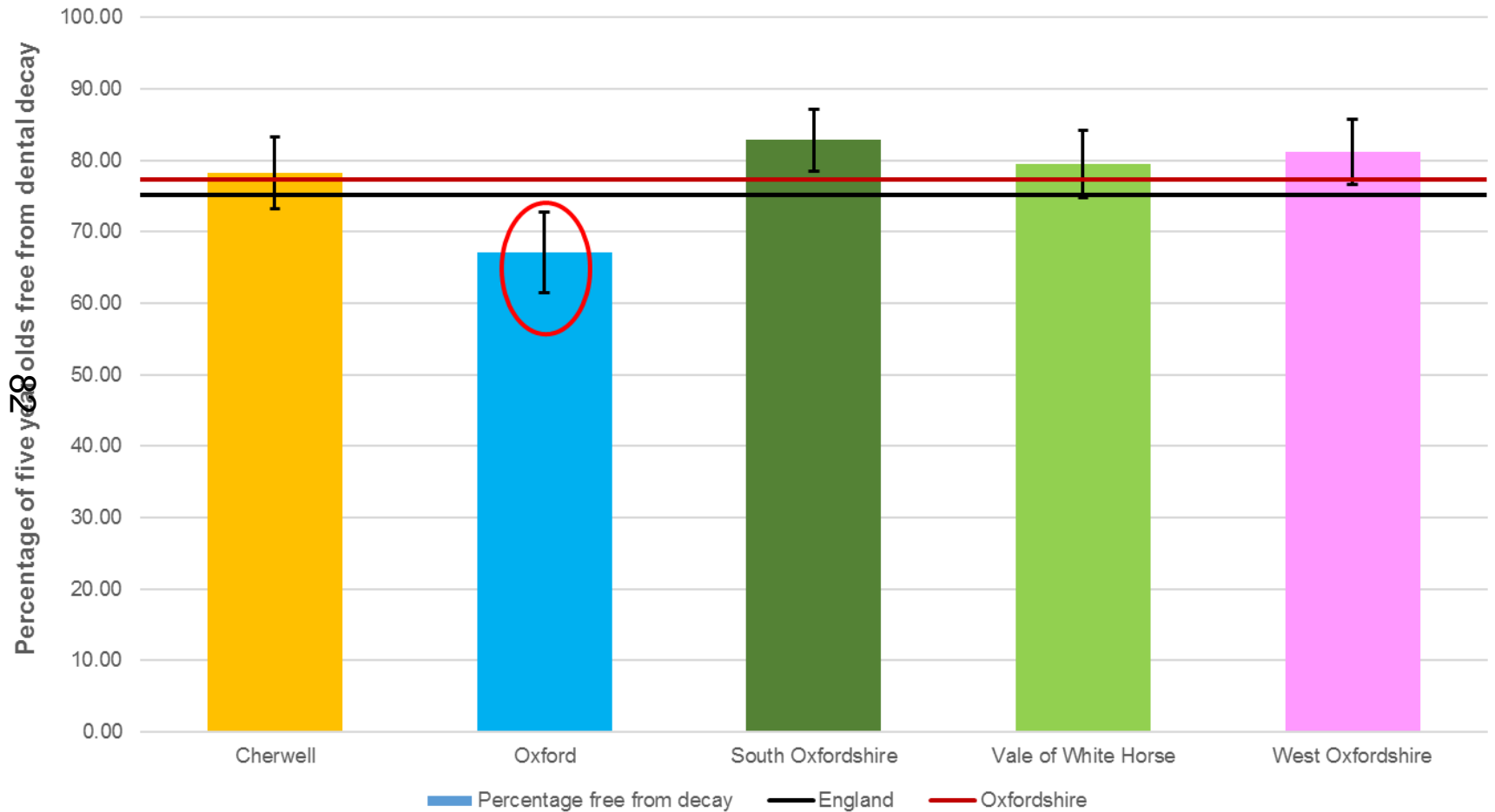


Infant deaths under 1 year of age per 1,000 live births; crude rate;  
2013-15 (3 years combined)  
Oxfordshire districts, England & Oxfordshire

Note: no significant differences

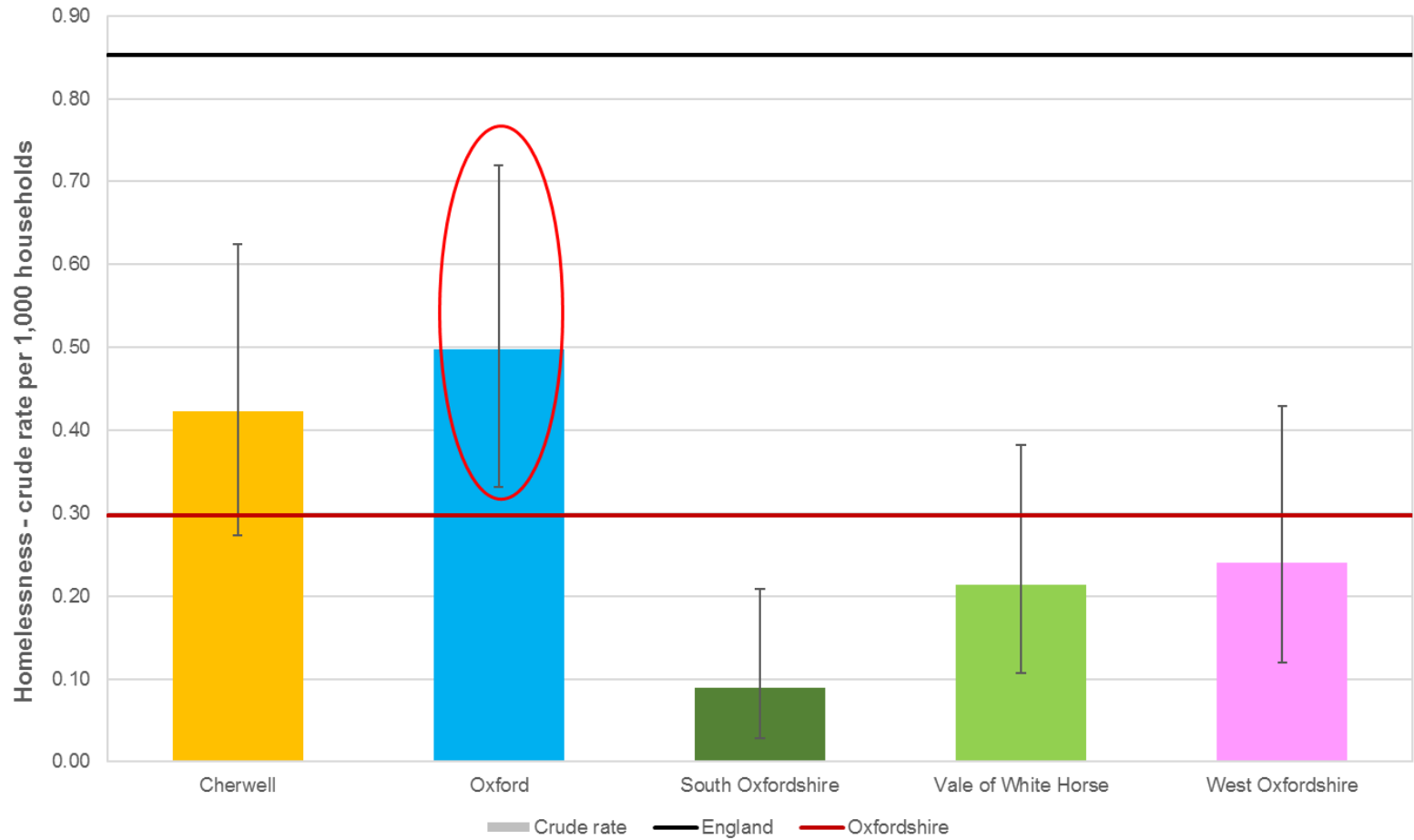


### Percentage of five year old children free from dental decay; 2014/15; Oxfordshire districts, England & Oxfordshire

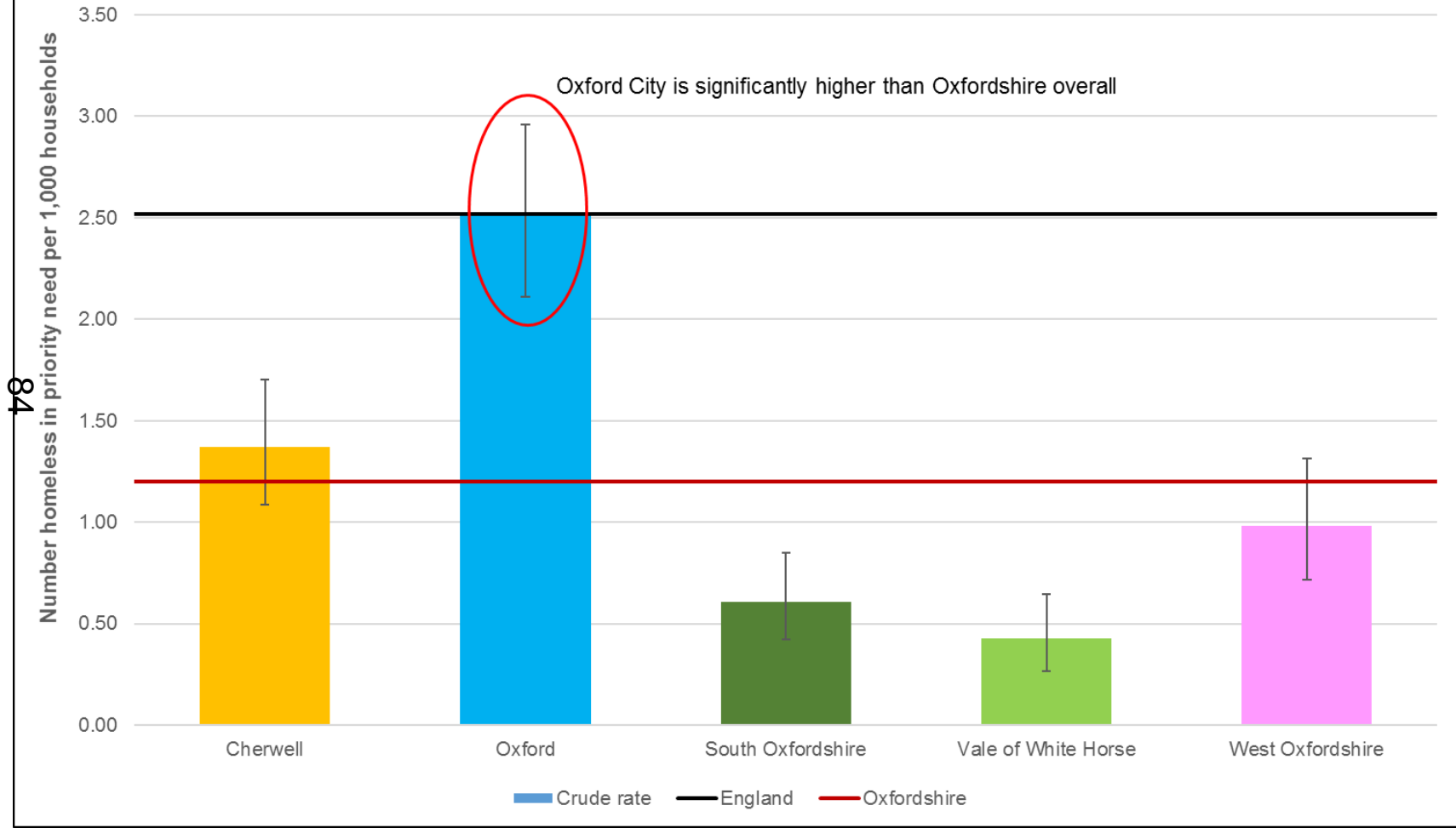


### Eligible homeless people NOT in priority need; crude rate per 1,000 households; 2015/16; Oxfordshire districts, England & Oxfordshire

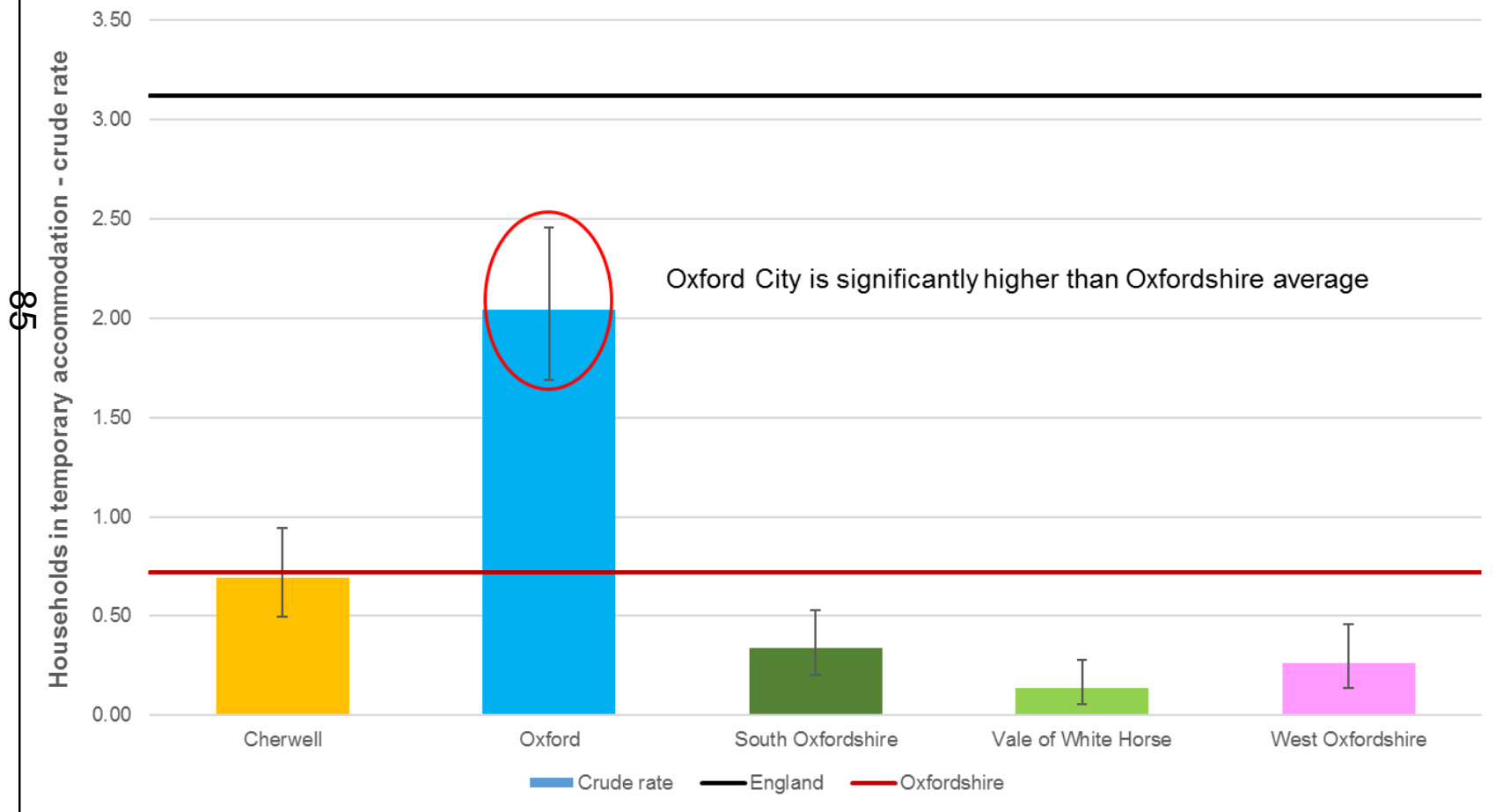
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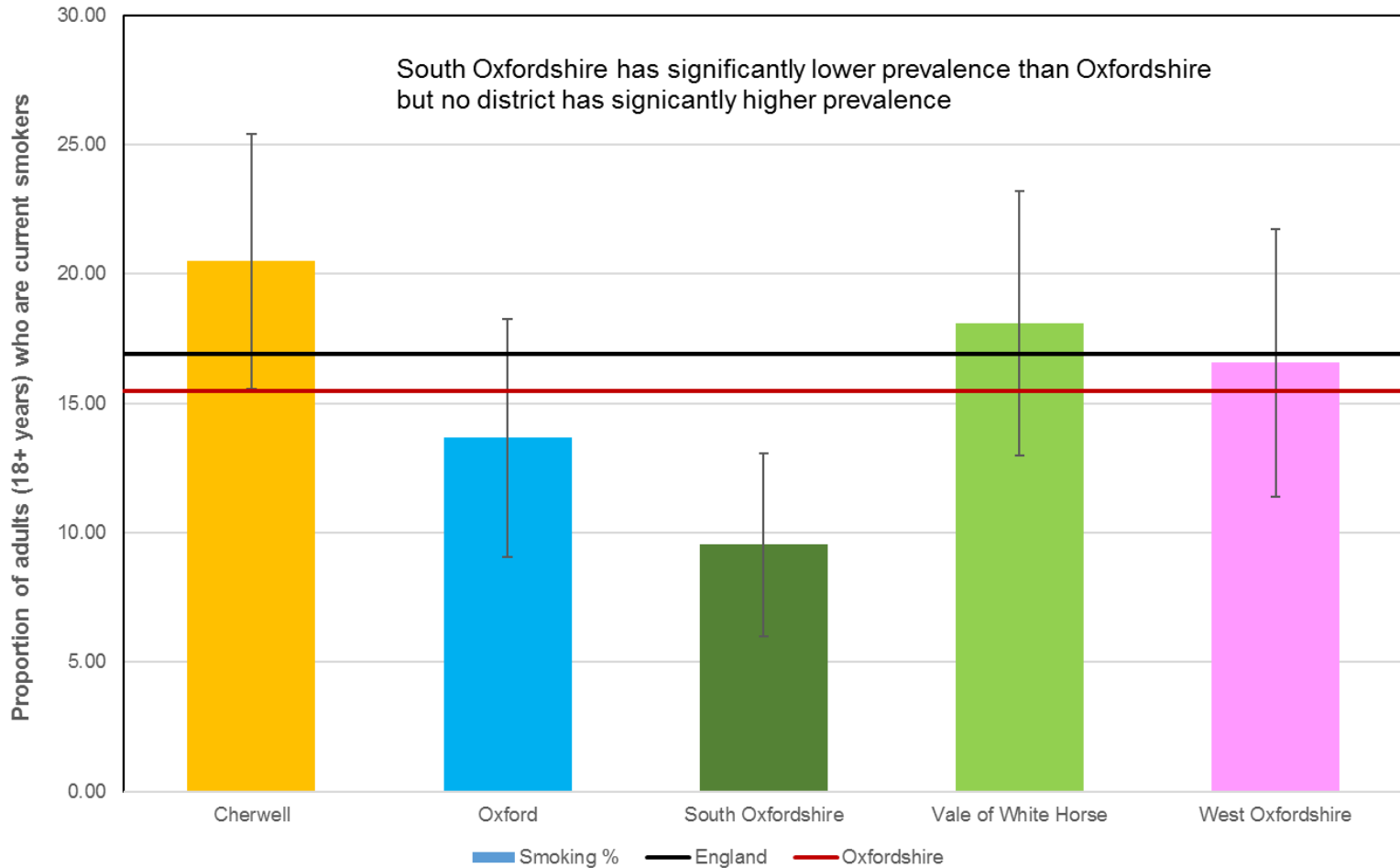
Accepted as being homeless (by district) and in priority need; number per 1,000 households; 2015/16; Oxfordshire districts, England & Oxfordshire



### Statutory homelessness - households in temporary accommodation; crude rate per 1,000 households; 2015/16; Oxfordshire districts, England & Oxfordshire

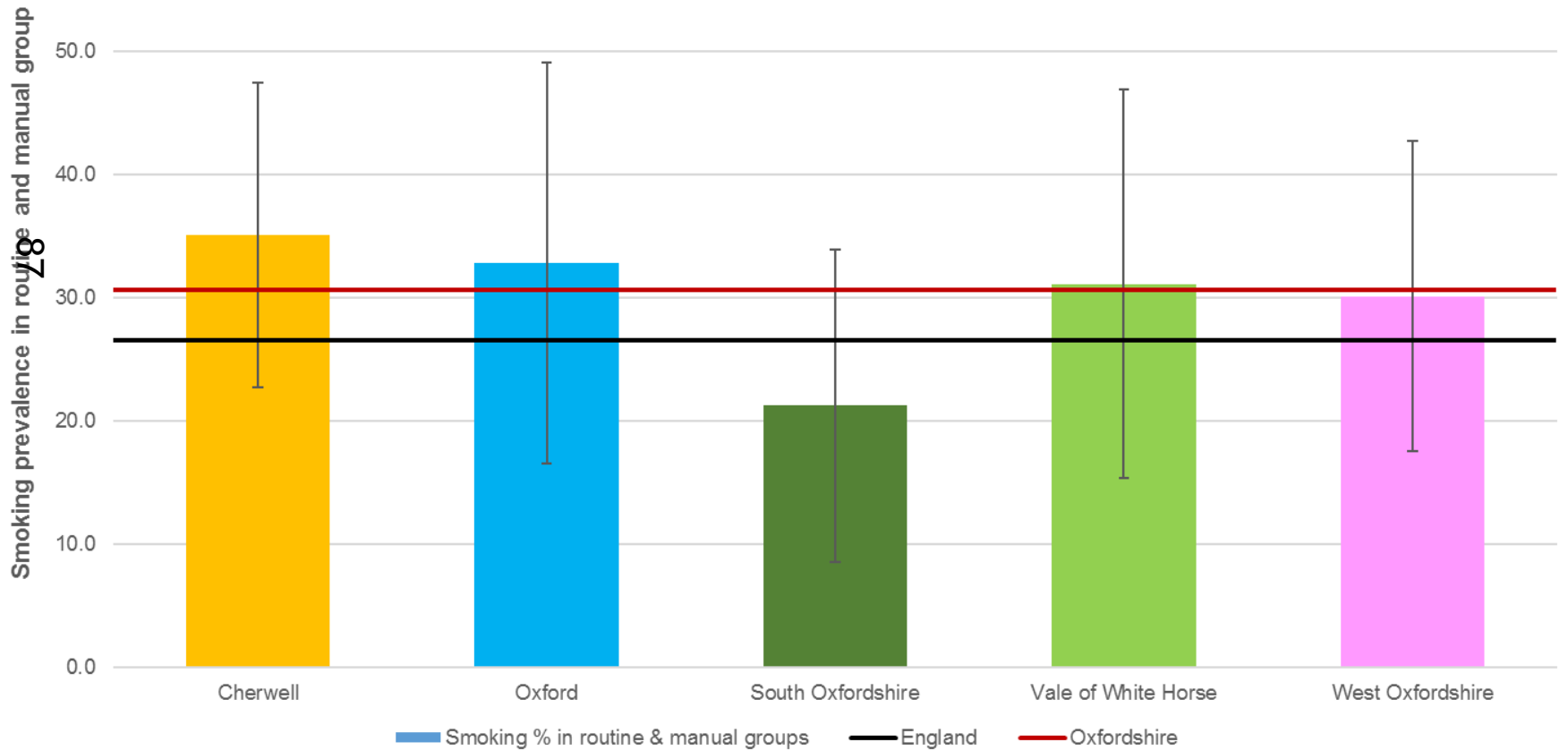


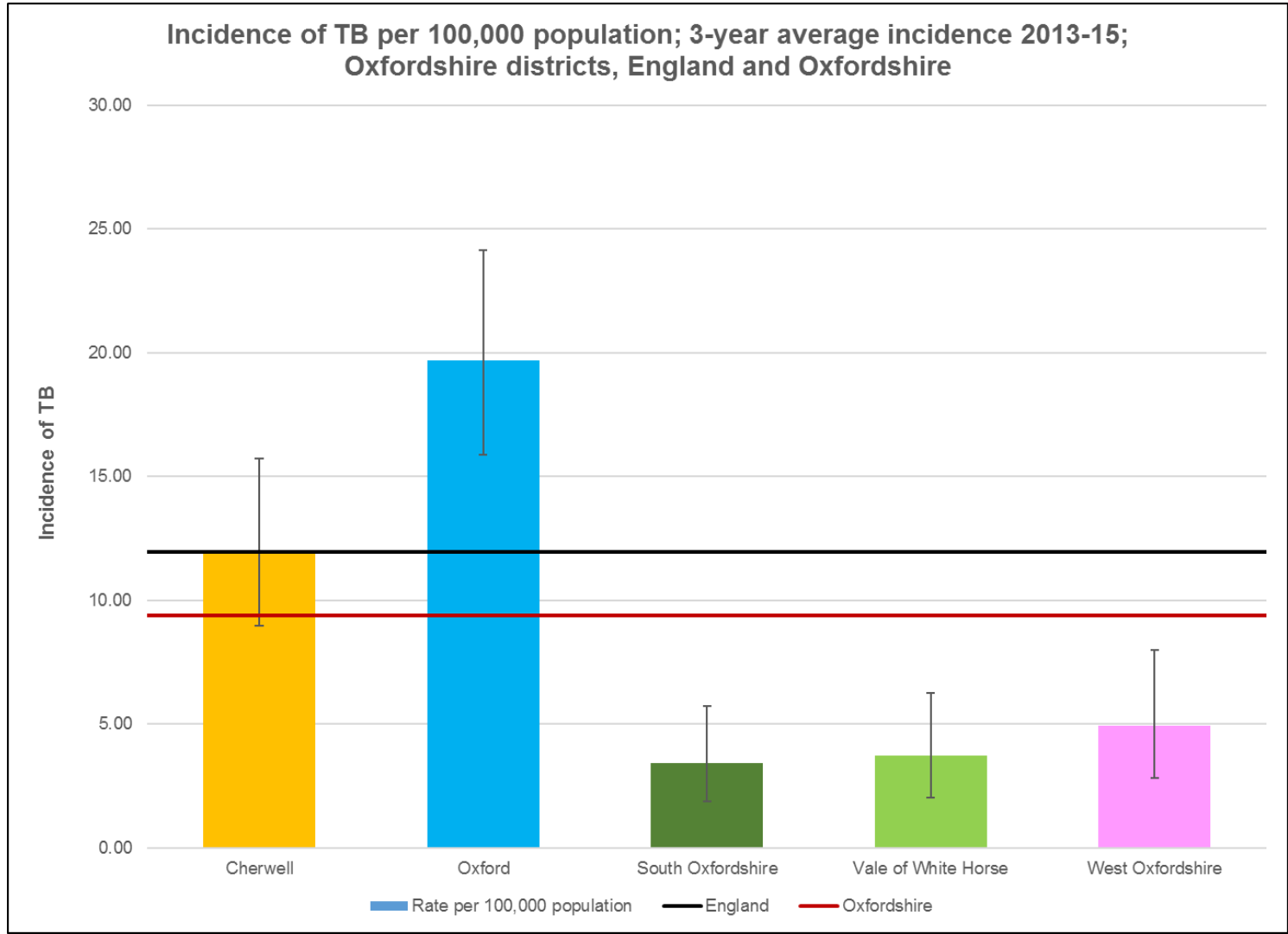
### Smoking prevalence in adults (18+ years); current smokers; 2015 Annual Population Survey; Oxfordshire districts, England & Oxfordshire



# Prevalence of smoking in 18+ years in routine and manual group; self-reported smokers; 2015 survey; Oxfordshire districts, England & Oxfordshire

Note: no significant differences

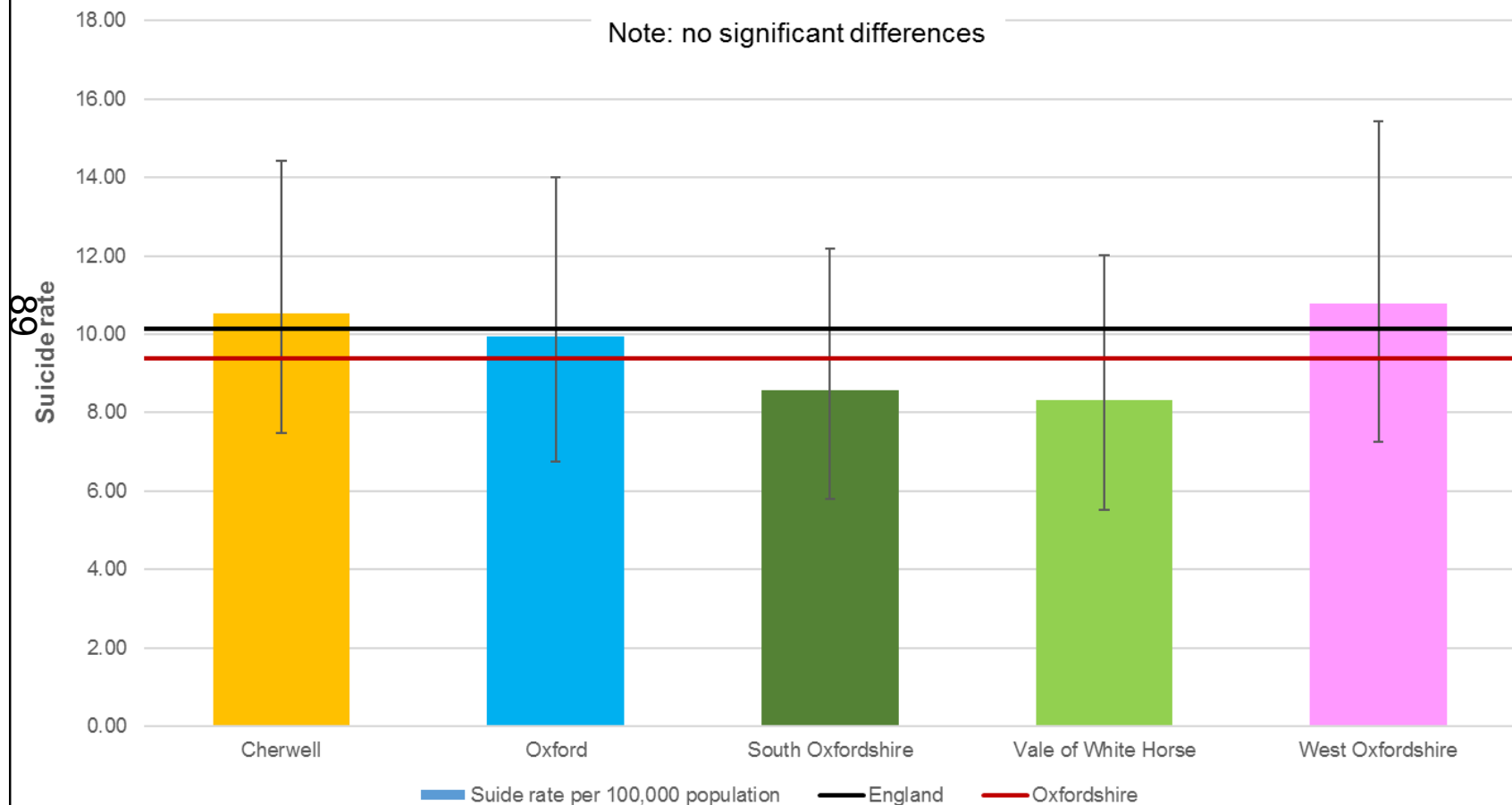






# Age standardised mortality rate from suicide and injury of undetermined intent per 100,000; 3-year average 2013-15; Oxfordshire districts, England & Oxfordshire

Note: no significant differences



# Inequalities Mental Health Indicators

# Mental Health Indicators

No.	Indicator	Latest data	England	Oxfordshire CCG	Lowest	Highest	Absolute Gap
42	New diagnosis of recorded depression (18+)	2016/17	1.5%	1.8%	0.8%	3.9%	3.1%
43	Depression recorded prevalence (18+)	2016/17	9.1%	9.7%	4.3%	18.2%	13.9%
44	Severe mental illness recorded prevalence (all ages)	2016/17	0.9%	0.8%	0.4%	2.4%	2.0%
45	People with SMI with comprehensive care plan: % of people with SMI	2016/17	79.0%	81.7%	20.0%	100.0%	80.0%
46	Primary care reviews of depression (18+)	2016/17	64.4%	68.8%	29.9%	100.0%	70.1%

Source [Mental Health and Wellbeing JSNA \(PHE fingertips tool\)](#)

Note 1 Lowest and Highest data refer to the highest and lowest among Oxfordshire GP practices

Note 2 Luter Street practice and Deer Park Medical Centre have been omitted when comparing lowest with highest

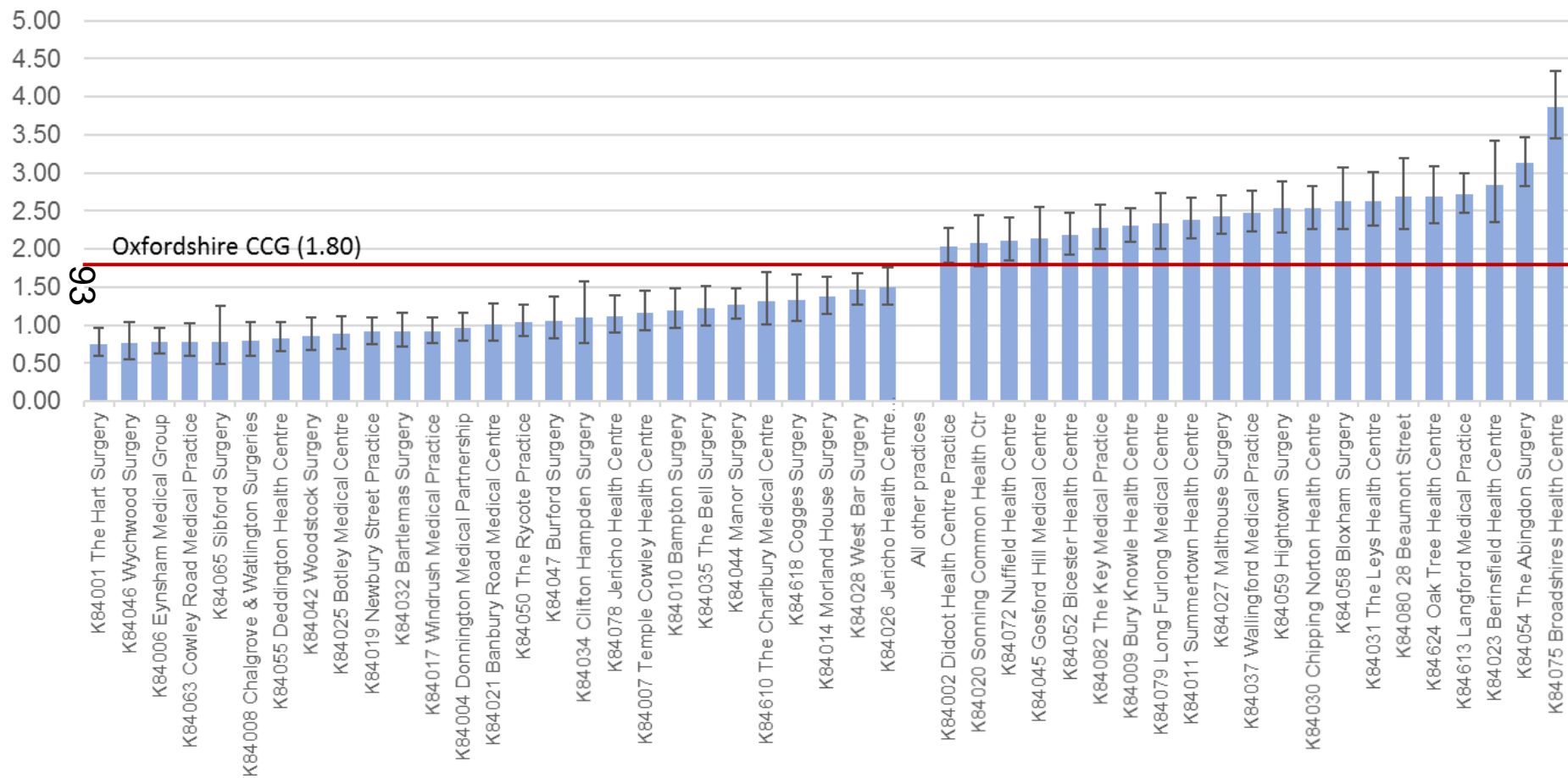
Note 3 SMI = Severe Mental Illness

		42 New diagnosis of recorded depression (18+)	43 Depression recorded prevalence (18+)	44 Severe mental illness recorded prevalence (all ages)	45 People with SMI with comprehensive care plan: % of people with SMI	46 Primary care reviews of depression (18+)
	<b>Oxfordshire CCG</b>	1.8%	9.7%	0.8%	81.7%	68.8%
	L = Sign. Lower than Oxfordshire CCG; H = Sign. Higher than Oxfordshire CCG					
	Significantly lower than Oxfordshire CCG					
North East	K84003 Islip Surgery		H	L		
	K84038 Montgomery House Surgery		H	H		
	K84042 Woodstock Surgery	L	L			
	K84045 Gosford Hill Medical Centre	H	L	L		
	K84052 Bicester Health Centre	H				
	K84082 The Key Medical Practice	H	H			
	K84613 Langford Medical Practice	H	H			
North Oxfordshire	K84024 Windrush Surgery		L			
	K84028 West Bar Surgery	L	H	H		
	K84030 Chipping Norton Health Centre	H	H			
	K84040 Horsefair Surgery					
	K84046 Wychwood Surgery	L	L	L		
	K84055 Deddington Health Centre	L	L			
	K84056 Cropredy Surgery		L			
	K84058 Bloxham Surgery	H	L	L		
	K84059 Hightown Surgery	H	H			
	K84062 Woodlands Surgery		H	H		
K84065 Sibford Surgery	L	L				
Oxford City	K84004 Donnington Medical Partnership	L	L	H		
	K84005 Kennington Health Centre		H			
	K84007 Temple Cowley Health Centre	L	L	H		
	K84009 Bury Knowle Health Centre	H	H	H		
	K84011 Summertown Health Centre	H				
	K84013 St. Bartholemew's Medical Centre		L			
	K84016 19 Beaumont Street Surgery		L	H		
	K84021 Banbury Road Medical Centre	L	L			
	K84025 Botley Medical Centre	L	L			
	K84026 Jericho Health Centre (Kearley/Chivers)	L	L	H		
	K84031 The Leys Health Centre	H	H	H		
	K84032 Bartlemas Surgery	L	L	H		
	K84044 Manor Surgery	L	L			
	K84048 Hollow Way Medical Centre		H	H		
	K84049 27 Beaumont Street		L			
	K84060 St. Clement's Surgery		L	H		
	K84063 Cowley Road Medical Practice	L	L	H		
	K84078 Jericho Health Centre	L	L			
	K84080 28 Beaumont Street	H	L	H		
	K84605 9 King Edward Street		L	L		
K84617 South Oxford Health Centre		L	H			

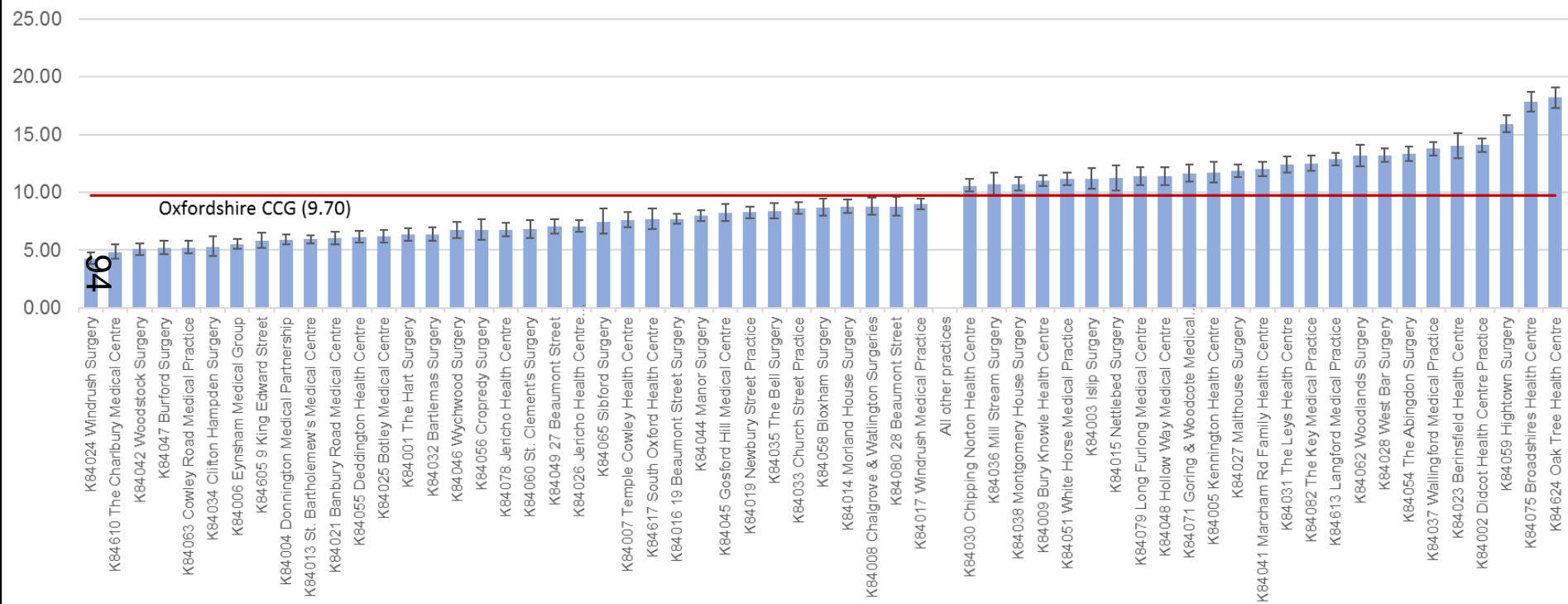
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	L = Sign. Lower than Oxfordshire CCG; H = Sign. Higher than Oxfordshire CCG					
	Significantly lower than Oxfordshire CCG					
South East Locality	K84001 The Hart Surgery	L	L			
	K84008 Chalgrove & Watlington Surgeries	L	L			
	K84014 Morland House Surgery	L	L			
	K84015 Nettlebed Surgery		H			
	K84020 Sonning Common Health Ctr	H				
	K84035 The Bell Surgery	L	L			
	K84036 Mill Stream Surgery		H	L		
	K84037 Wallingford Medical Practice	H	H	H		
South West Locality	K84050 The Rycote Practice	L				
	K84071 Goring & Woodcote Medical Practice		H			
	K84002 Didcot Health Centre Practice	H	H			
	K84019 Newbury Street Practice	L	L	L		
	K84023 Berinsfield Health Centre	H	H			
	K84027 Malthouse Surgery	H	H	H		
	K84033 Church Street Practice		L			
	K84034 Clifton Hampden Surgery	L	L			
West Oxfordshire Locality	K84041 Marcham Rd Family Health Centre		H			
	K84051 White Horse Medical Practice		H			
	K84054 The Abingdon Surgery	H	H			
	K84079 Long Furlong Medical Centre	H	H	L		
	K84624 Oak Tree Health Centre	H	H			
	K84006 Eynsham Medical Group	L	L			
	K84010 Bampton Surgery	L		L		
	K84017 Windrush Medical Practice	L	L	L		
West Oxfordshire Locality	K84047 Burford Surgery	L	L	L		
	K84072 Nuffield Health Centre	H		H		
	K84075 Broadshires Health Centre	H	H			
	K84610 The Charlbury Medical Centre	L	L			
	K84618 Cogges Surgery	L				

**Practices that are significantly lower/higher than Oxfordshire CCG**

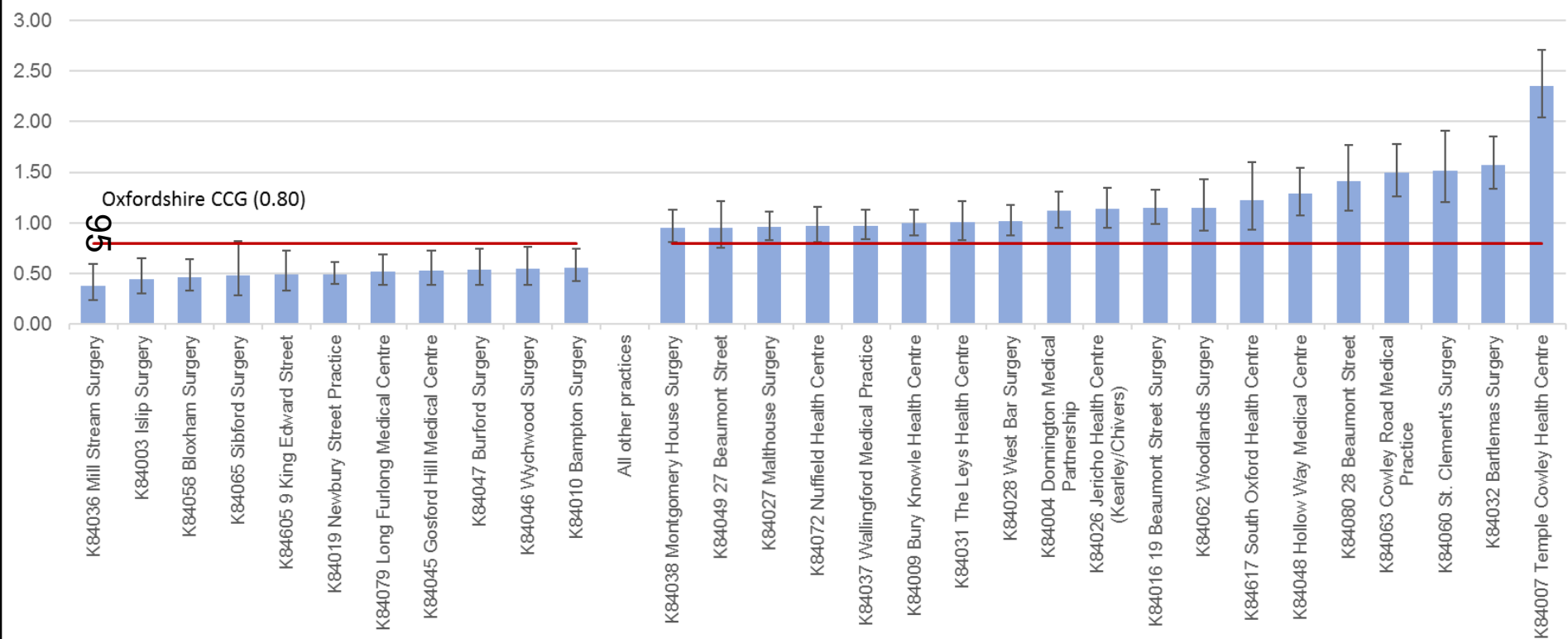
## New diagnosis of recorded depression (18+ years) GP Practices in Oxfordshire - 2016/17 with significantly low or high recording (compared to Oxfordshire CCG)



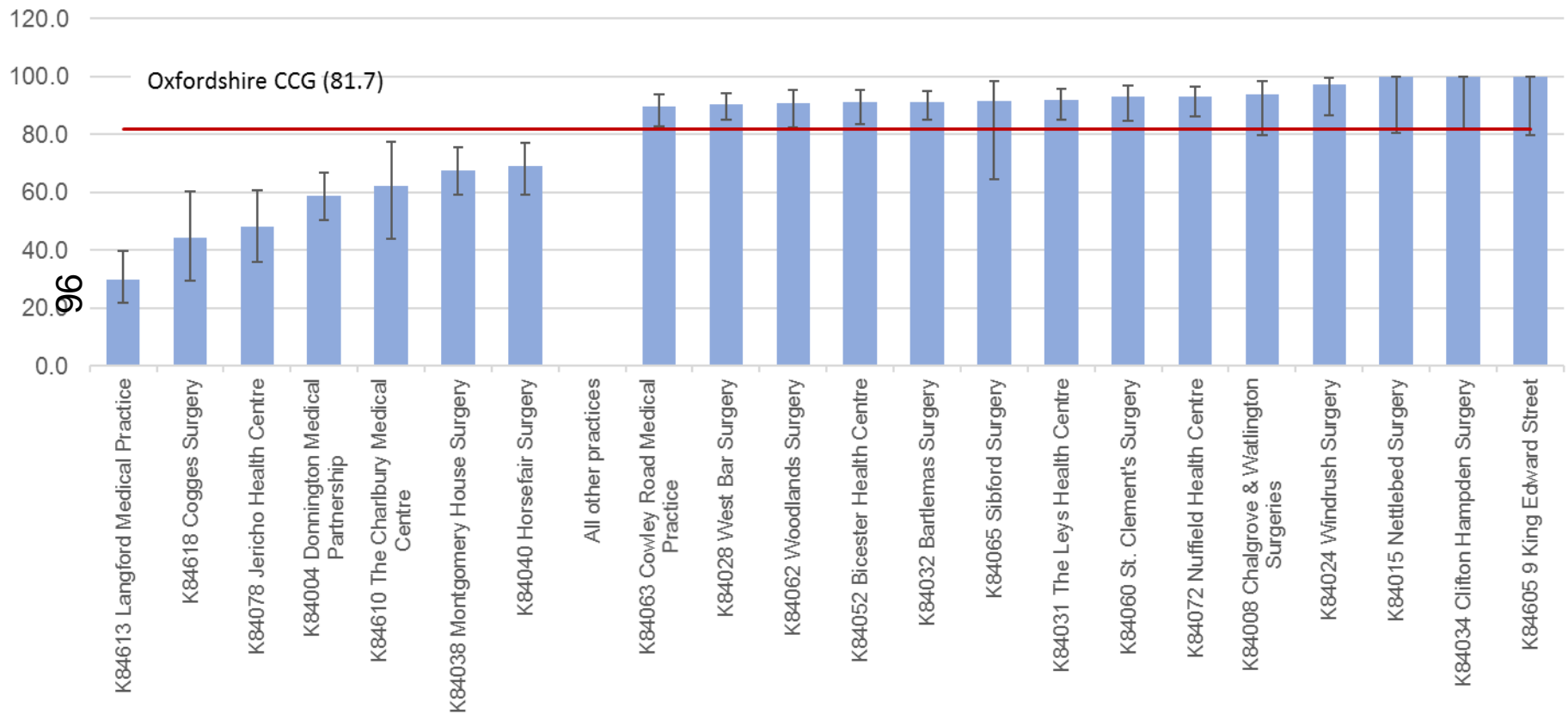
## Depression recorded prevalence (18+ years) GP Practices in Oxfordshire (2016/17) with a significantly lower or higher prevalence than Oxfordshire CCG



## Severe mental illness recorded prevalence (all ages) GP practices in Oxfordshire with significantly lower or higher prevalence than Oxfordshire CCG (2016/17)

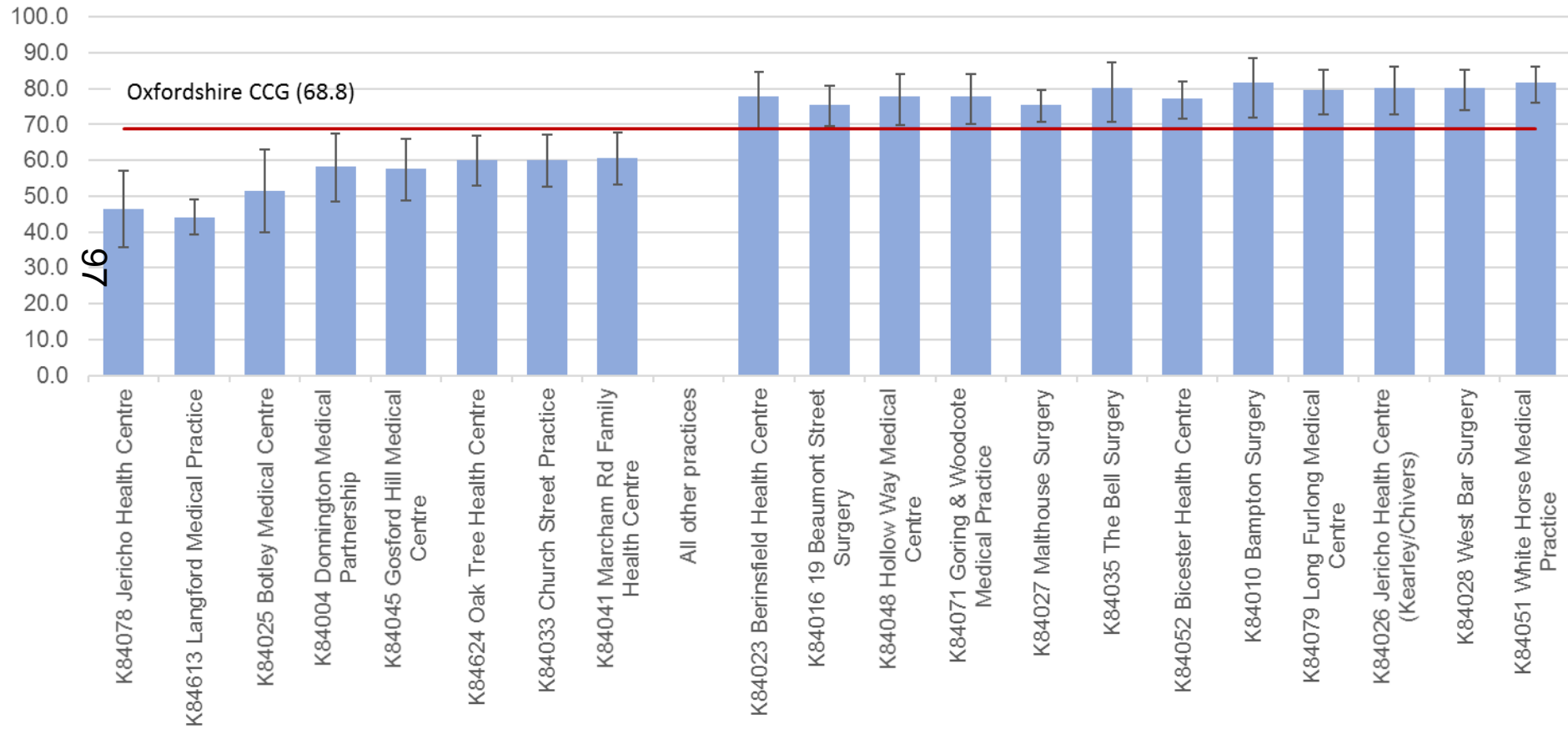


**People on Severe Mental Illness register with a comprehensive care plan (% of all on SMI register)**  
**GP Practices in Oxfordshire that are significantly lower or higher than Oxfordshire CCG - 2016/17**





## Primary care reviews of depression (18+ years) GP Practices in Oxfordshire that are significantly lower or higher than Oxfordshire CCG average - 2016/17



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### Appendix 3 – 12 Month Progress Update on Scrutiny Committee Recommendations

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<i>Recommendation</i>	<i>Agreed?</i>	<i>CEB response provided by the Board Member for Finance, Asset Management and Public Health – March 2017</i>	<i>12 month update provided by the Policy and Partnerships Manager – March 2018</i>
<p>1. That the recommendations of the Health Inequalities Panel that have been identified as being most relevant to district councils are supported as far as possible by the Council within existing resources.</p>	<p>Yes</p>	<p>Before tabling specific responses, I wanted to preface this commentary with a note of great sadness that these recommendations were amongst the last projects of Cllr Van Coulter before his sad passing. Van was a great colleague, with a huge passion in this area and a real eye for detail, but also detail which would make a concrete difference to people’s lives. It is tragic that Van will not be able to scrutinise our council’s progress in this area – I know he would have been a thoughtful, challenging, critical friend to work in this area. See separate progress updates in papers attached <b>“OCCG Inequalities Commission Recommendations Relevant to Oxford City Council”</b></p>	<p>Delivering this agenda within existing resources is becoming more of a challenge. The policy and partnership team manager attends the health inequalities group and Health inequalities commissioning group In addition specific project areas are being developed that require leading and shaping. There are 60 recommendations including our commitment of funding £100K matched funding to one area. A current health mapping exercise across the council will identify in detail the amount of capacity currently being deployed to this work area. And what will be required moving forward.</p>
<p>2. That the Council supports reducing health inequalities and will adopt the ‘Health in All Policies’ approach, which is supported by government and the World Health Organisation.</p>	<p>Yes</p>	<p>The policy review process, which new and renewed policies go through, requires a consideration of impacts and equalities. We will investigate how we can widen this consideration to incorporate health more explicitly and make a recommendation to the programme boards who manage this process.</p>	<p>The new policy development template and process does consider health within its early scoping stages. This will be cited within the programme boards for consideration and further thinking and challenge. Strategic leadership is needed if this is to be implemented across all organisations. The policy team are currently doing an internal mapping project of all our health-related initiatives; this will enable us to track progress of health in all policies process and to identify gaps for strategic priority within the Corporate Plan.</p>

<p>3. That the Council looks at how it can improve monitoring the health and wellbeing impacts of key services that impact on health and wellbeing.</p>	<p>Yes</p>	<p>As part of the Leisure and Wellbeing Strategy a range of indicators are being developed such as: Leisure Centre Usage by Target Groups (p 22)</p> <p>The policy review process has been revised and will now include a section on monitoring and evaluation that considers the impact of the policy over a set period. We will further encourage service areas to include health measures in their policy evaluation via the policy development toolkit.</p>	<p>Community Services indicators have been developed and we continue to identify methodology and tools to demonstrate impact and Social Return on investment (SROI).</p> <p>An independent Social impact study of our leisure facilities was completed in 2016, this identified that in one year there was an overall Social Impact gain of £18,287,000.</p> <p><a href="#">Leisure and Wellbeing Strategy 2015/20: Measures</a>; Page 22, Table 6</p> <p><a href="#">Leisure and Wellbeing Strategy 2015/20: A world-class leisure offer</a>; Page 23, Table 7</p> <p><a href="#">Leisure and Wellbeing Strategy 2015/20: Objective 2 – Our focus sports – more people, more active, more often</a>; Page 24, Table 8</p> <p><a href="#">Leisure and Wellbeing Strategy 2015/20: Objective 3 – Partnership working</a>; Page 25, Table 9</p> <p>Furthermore, our leisure provider has key targets within its Annual Service Plan for Oxford leisure facilities to increase participation by our key target groups and those less active.</p> <p>Our Service teams continue to develop their Team plans, with demonstrating impact a key theme.</p>
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<p>4. That consideration is given to whether more could be done within existing resources to tackle loneliness and isolation among the city's growing elderly population through community services, with reference to the work of the Jo Cox Foundation's Loneliness Commission.</p>	<p>Yes</p>	<p>Through the community grants programme we have and will continue to fund community and voluntary organizations whose work contributes towards alleviating isolation and loneliness for many people in Oxford.</p> <p>This includes funding The Clockhouse project based in Greater Leys who provides activities for older people, the Parasol Project in Northway that provides inclusive leisure and play activities for disabled children and young people and Open Door that works from East Oxford community centre which is a drop in service for refugees and asylum seekers.</p> <p>Of the community associations leasing community centres at peppercorn rent many provide lunch clubs that target older people in their local community and put on family activities all helping towards reducing isolation and loneliness.</p> <p>The OSP of which the council is a partner, is looking to add value to work that reduces loneliness and isolation. For example the council, via the OSP has contributed funding to an AGE UK event in May, linked to the Jo Cox loneliness commission, bringing together organisations to look at what more can be done in Oxfordshire around loneliness. The OSP will also be looking at ways to influence partners to encourage more staff to volunteer their time via organisations such as Ami <a href="https://www.withami.co.uk/">https://www.withami.co.uk/</a> that works to reduce loneliness and isolation. As a member of the OSP the council can look at</p>	<p>Once again the community grants programme has funded community and voluntary organisations whose work contributes towards alleviating isolation and loneliness for people in Oxford.</p> <p>Details of successful grant applicants are being announced later than usual this year due to the review of the grants and commissioning programme, so I can't detail them here but they will reflect our genuine support for the excellent work of the charity and voluntary sector in reducing isolation.</p> <p>We have also continued to support Community Associations leasing community centres at peppercorn rent to help them develop their governance and general practice, as well as how they support their volunteers to run effective groups and programmes.</p> <p>Health and Wellbeing Partnerships take place in Regeneration areas of the city which bring together key local stakeholders to provide a local response to health issues, with isolation amongst the elderly a consistent theme. This local work is supported and guided by the Stronger Communities group meeting (a sub-group OSP) to ensure good practice is shared across areas and that opportunities are fully exploited. I</p> <p>As part of the services we commission from OCVA we have worked together to support the 50+ network to increase their independence and become self-administering, making them more resilient and sustainable.,</p>
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		<p>what more can be done to encourage our own staff to volunteer via organisations such as Ami.</p> <p>We will consider whether this area can be further supported when commissioned grants are next reviewed.</p>	
<p>5. That the Council continues to support and encourage advice agencies in helping people to claim the benefits they are entitled to.</p>	Yes	<p>Ensuring that people suffering from poor health and disabilities have access to the right benefits plays a key role in reducing health inequalities. The council funds four advice agencies that provide a range of support to some of our most vulnerable residents. Recent work has supported people moving from Disability Living Allowance to Personal Independence Payment around understanding the changes and in some circumstances challenging decisions. The Council gathers monitoring information on the client group of advice agencies including those who are disabled, and will be reviewing the service in advance of new contracts in 2018. There is no intention to reduce funding but the review will ensure the Council commissions the right service to ensure the needs of our most vulnerable residents continue to be met.</p> <p>We will be interested in discussing collaboration with the CCG in this area as well, and assessing the outcomes of the <i>Benefits in Practice</i> pilot.</p>	<p>Services have been recommissioned for three years from 2018-21. This process was informed by an independent review of advice services which was carried out last year. The overall funding of services has increased by £20k p.a. This and an additional £25k p.a. Has been reserved for projects to deliver the recommendations of the review. In the first six months of 2017/18, 40% of advice centre clients reported having a disability or life limiting illness.</p>

<p>6. That consideration is given to how the 1001 Critical Days Manifesto, which focuses on the importance of the conception to age 2 period, is relevant to the work of the Council, including support provided to children's centres in the city.</p>	<p>Yes</p>	<p>The vision of the 1001 Critical Days Manifesto is here <a href="http://www.1001criticaldays.co.uk/sites/default/files/1001%20days_oct16_1st.pdf">http://www.1001criticaldays.co.uk/sites/default/files/1001%20days_oct16_1st.pdf</a> . While the council is not directly responsible for services for 0-2 year olds, we support them in other ways for example; funding and supporting community centres that host a range of pre and post-natal activities for parents and babies; improving air quality in the city which has a direct impact on children's' health; ensuring we have appropriate safeguarding processes in place to identify risk to children; continuing to fund grants to the voluntary sector who provide a range of services that support young children and their families. This year's budget also included some support for "stay and play" provision, which is sadly being withdrawn by the Oxfordshire County Council in almost its entirety.</p> <p>Oxfordshire County Council will be presenting on children's services at the next OSP meeting in May. At this meeting the OSP will identify ways in which partners, can add value to their work. Through this process we will be able to highlight if the council can add any further value to this area of work.</p>	<p>Our new Children's and Young People's Strategy Our vision is that every child and young person can fulfil their potential and become happy, safe, successful, healthy and active citizens. This strategy shows how we will use our resources and work with our partners to achieve this. It uses the Ready by 21 Framework which places being 'healthy and safe' as one of three key outcomes of the strategy. ' Whilst the City Council does not provide statutory early years provision nor cannot replace the statutory children's centre services, Oxford City Council has been actively looking to support those community-led Children's Centres that are based in the city. To that end we have invested £50,000 into supporting the network of Children's Centres. This money has been used in a way that it will have a long-lasting effect, add capacity to the City's Community-led Children's Centres and to develop Oxford City Council's vision for children 0-5. Our shared impact framework for 0-5 is being used to guide this work.</p>
<p>7. That the Council looks again at whether it could provide funding for struggling city</p>	<p>Yes</p>	<p>The City Council has been involved with the strategic school partnership and is attending their meetings to gain a better understanding of the position of schools and to work with partners to identify appropriate support and actions. The City Council is</p>	<p>Oxford City Council works in partnership with Catalyst Housing to provide a Teachers Equity Loan Scheme. Catalyst Housing jointly fund and administer the scheme and they proactively promote the scheme within Oxford schools. Qualifying criteria for the scheme was changed in January 2016, and in March 2017 the locations/areas where</p>

<p>schools with poor levels of attainment, perhaps focused on sports provision or other activities that can reduce health inequalities.</p>		<p>represented on the vulnerable learners group which is developing a strategy to support vulnerable learners. We are also engaged in a number of projects to promote attainment such as;</p> <ul style="list-style-type: none"> <li>- supporting the legacy project to enable teachers to learn from best practice, following on from the learning and leadership programme</li> <li>- support to pupils on the pupil premium to access cultural opportunities (May evaluation forthcoming)</li> <li>- a range of youth ambition projects that promote and support improved educational attainment.</li> </ul> <p>A key concern is around recruitment and retention of key staff, and we are part of an open dialogue with schools about housing projects, and have kept funding in our capital programme to support loans for senior teachers to help with purchasing a property.</p> <p>We share the panel's frustration at areas of poor attainment, and will keep the role we can play under close review.</p>	<p>teachers could buy property were relaxed to give more choice. Although 8 applications have been received since the scheme commenced, only two have advanced to a property purchase. An evaluation/review of the scheme is planned for 2018/19.</p> <p>Our new Children's and Young People's Strategy outlines that whilst the City Council's role in improving educational attainment within schools is very limited, we believe the best way we can support schools is to use the services we provide to make their lives easier, allowing schools to spend more time focusing on attainment.</p> <p>To create our School Partnerships we, therefore, have worked with a number of the city's head teachers to create a menu of services (Appendix 5), under the following headings: 1) <i>Strategic support</i>; 2) <i>Readiness for work</i>; 3) <i>Sport, Recreation, Arts &amp; Culture</i></p>
<p>8. That the Council redoubles efforts to publicise, promote and enhance the visibility of the Oxford Living</p>	<p>Yes</p>	<ol style="list-style-type: none"> <li>1. Because of the high costs of living in Oxford, we have set a separate Oxford Living Wage based on the Living Wage. We pay this to all our staff and agency workers working for us and it is above the Living wage</li> <li>2. We also require all contractors with contracts over £100,000 to pay the Oxford</li> </ol>	<p>City Executive Board has now agreed a series of recommendations to ensure that Real and Oxford Living Wage accreditation is encouraged through procurement and contracting and business engagement. The Council will undertake engage with businesses on this agenda and is setting up an inclusive economy task and finish linked to the OSP Economic Growth Board. This will look at pay and other employment practices that can support more inclusive</p>



Wage scheme (as well as other good employment practices), given that the new Westgate Shopping Centre will reopen in autumn 2017.

Living Wage to their staff and subcontractors.

3. We believe this benefits staff, employers and the wider Oxford economy.

4. The Oxford Living Wage is currently **£9.26** an hour. For someone working a 38 hour week, this would mean annual pay of **£18,303**.

Currently more than 2,000 employers are signed up to the Living Wage scheme, which offers a number of business benefits to employers:

- 80% of employers believe that the Living Wage has improved their staff's quality of work
- Better loyalty and customer service, and fewer complaints
- Absenteeism down by a quarter
- Better retention of staff and lower HR costs
- 70% of employers think that the Living Wage has increased consumer awareness of their commitment to be an ethical employer
- Living Wage accreditation is confirmed by a license signed between the Living Wage Foundation and an employer.

As a Council we advertise the OLW within all our recruitment activities and also apply 1 above. In addition there is the requirement at 2 above however the council could consider reducing this figure (for example down to £50,000). There is also potential to advertise it further within Oxford and have our own 'Council Accreditation' scheme

economic growth.

		<p>although the legalities of this would need to be explored. As we have a high employment rate there may be some attraction to businesses locally</p> <p>We will continue to seek out new avenues to promote the OLW and are very open to suggestions.</p>	
<p>8. That the Council redoubles efforts to publicise, promote and enhance the visibility of the Oxford Living Wage scheme (as well as other good employment practices), given that the new Westgate Shopping Centre will reopen in autumn 2017.</p>	Yes	<ol style="list-style-type: none"> <li>1. Because of the high costs of living in Oxford, we have set a separate Oxford Living Wage based on the Living Wage. We pay this to all our staff and agency workers working for us and it is above the Living wage</li> <li>2. We also require all contractors with contracts over £100,000 to pay the Oxford Living Wage to their staff and subcontractors.</li> <li>3. We believe this benefits staff, employers and the wider Oxford economy.</li> <li>4. The Oxford Living Wage is currently <b>£9.26</b> an hour. For someone working a 38 hour week, this would mean annual pay of <b>£18,303</b>.</li> </ol> <p>Currently more than 2,000 employers are signed up to the Living Wage scheme, which offers a number of business benefits to employers:</p> <ul style="list-style-type: none"> <li>· 80% of employers believe that the Living Wage has improved their staff's quality of work</li> <li>· Better loyalty and customer service, and fewer complaints</li> <li>· Absenteeism down by a quarter</li> <li>· Better retention of staff and lower HR costs</li> </ul>	<p>City Executive Board has now agreed a series of recommendations to ensure that Real and Oxford Living Wage accreditation is encouraged through procurement and contracting and business engagement. The Council will undertake engage with businesses on this agenda and is setting up an inclusive economy task and finish linked to the OSP Economic Growth Board. This will look at pay and other employment practices that can support more inclusive economic growth.</p>

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We will continue to seek out new avenues to promote the OLW and are very open to suggestions.

<p>9. That the Council uses procurement as a tool for tackling poverty and to extracting measurable social value, drawing on good practice from Manchester City Council, and reinforces rules for contractors to pay Oxford Living Wage</p>	<p>Yes</p>	<p>The City Council aims to seek social value where it practically can through procurement. Where services or works are delivered within Oxfordshire we already encourage suppliers to pay their staff at least the Oxford Living Wage. Social value considerations are included where relevant and are subject to evaluation. An example of social value being delivered under a construction contract is for the Oxford Tower Refurbishment project with circa £900k of social value being committed by the contractor; there are lots of examples of the different types of social value being offered including apprenticeships, training and educational opportunities, supporting local community projects etc. The Procurement Team are working with the LEP to review our Ethical &amp; Sustainability guide which forms part of our Corporate Procurement Strategy to include more guidance around social value. Over the next financial year the importance and benefits of social value will be promoted to officers through the Procurement Champions network.</p>	
<p>10. That the Council continues to engage constructively with partners, including through discussions about the emerging local NHS</p>	<p>Yes</p>	<p>Oxford City Council is actively engaged in the Health &amp; Wellbeing Board, the Health Improvement Board and the Children's Trust and a number of working groups. Through this process the council works closely with other agencies to deliver health services in the community. For example; supporting the homelessness pathway; strategies to reduce obesity; promotion of health initiatives, and fuel poverty. On each</p>	<p>Oxford City Council continues to be a strong partner in both the Health and wellbeing board and the health improvement board. We have submitted a thorough response to the review of the health and wellbeing board and been actively involved in influencing the work plan for the Health Improvement board for the year ahead. We have both officer and Cllr representation on both. Adult pathway for homeless people is currently pool-funded by councils and CCG for 3 years. City Council funding for additional provision has been announced (Sept 17) including</p>

Sustainability and Transformation Plan, about delivering more health services in community facilities and improving access to health and other services in estates.

of our estates we have a health partnership that supports the health needs of the neighborhoods and is underpinned by an action plan.

In addition to the day to day work the council undertakes to support the health of the population, we are working closely with Barton Health Town to pilot innovative approaches to health. The council is also supporting the food poverty programmer which may lead to a food project being delivered on one of our estates. The council are responding to the OCCG consultation on their transformation plans.

Our community centres are a tremendous resource for healthcare facilities and we hope that at Barton and Rose Hill, there will be a significant and ongoing offering of health facilities. We are extremely open to including health partners in discussions about community buildings to ensure they can offer services in them.

additional government funding.

Trailblazer project to prevent homelessness on hospital discharge and release from prison is being implemented. CCG re-procuring homeless medical provision (Luther Street)

Health Improvement Board monitors reports of rough sleeping as part of the performance framework.

A map showing the location and accessibility of Food Banks and other providers was published on the Good Food Oxford website<sup>[1]</sup> in summer 2017. This complements the Feeding the Gaps report and other work of Good Food Oxford.

[1] <http://goodfoodoxford.org/good-food-for-everyone/food-access-services-map/>

There are now very well-established Community Partnerships in The Leys, Barton, Rose Hill, Littlemore, Wood Farm and Northway. Most also have very active Health and Wellbeing Partnerships who focus on projects and prevention initiatives in their area. There are also Youth Partnerships in many of these areas. These partnerships each have local action plans and community newsletters, coordinated by the Communities and Neighbourhoods Team at the City Council.

The Stronger Communities group regards these local community partnerships as a valuable vehicle for important work to address local inequalities. They are the key to working with local people and agencies on local issues. They are the bridge between strategy and action.

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