

# Supplement for

# Cabinet

On **Wednesday 14 December 2022 At 6.00 pm**

## Scrutiny reports

### Contents

<b>7. Scrutiny reports</b>	<b>3 - 20</b>
<p>Scrutiny Committee met on 5 December 2022 and Finance &amp; Performance Panel will meet on 7 December. The following reports are expected and will be published as a supplement, together with any other recommendations from those meetings:</p> <ul style="list-style-type: none"><li>• Thriving Communities Strategy 2023-27</li><li>• Grant Allocations to Community and Voluntary Organisations 2023/24</li><li>• Authority Monitoring Report and Infrastructure Funding Statement 2021/22</li><li>• Workplace Equalities and Action Plan</li></ul>	

The agenda, reports and any additional supplements can be found together with this supplement on the committee meeting webpage.

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**To:** Cabinet  
**Date:** 14 December 2022  
**Report of:** Scrutiny Committee  
**Title of Report:** Thriving Communities Strategy 2023-2027

## Summary and recommendations

**Purpose of report:** To present Scrutiny Committee recommendations for Cabinet consideration and decision

**Key decision:** No

**Scrutiny Lead Member:** Councillor Dr Christopher Snowton, Scrutiny Committee Chair

**Cabinet Member:** Cllr Shaista Aziz, Cabinet Member for Inclusive Communities and Culture;  
Cllr Chewe Munkonge, Cabinet Member for Leisure and Parks;  
Cllr Louise Upton, Cabinet Member for Health and Transport

**Corporate Priority:** All

**Policy Framework:** Council Strategy 2020-24

**Recommendation: That the Cabinet states whether it agrees or disagrees with the recommendations in the body of this report.**

## Appendices

**Appendix A** Draft Cabinet response to recommendations of the Scrutiny Committee

## Introduction and overview

1. The Scrutiny Committee met on 05 December 2022 to consider a report on the Thriving Communities Strategy. The report, which is due for Cabinet consideration on 14 December 2022, recommends that Cabinet resolves to recommend to Council the adoption of the Thriving Communities Strategy 2023-27 as part of the Council's budget and policy framework, including that Council agree and adopt the Thriving Communities principles and to encourage partners to do the same; explore opportunities to improve the inclusivity and sustainability of community facilities and to review opportunities as they arise; continue to integrate Council services and seek out opportunities to better align work with partner agencies. The report also recommends that Cabinet resolves to agree

that an annual progress update should be produced for Cabinet and that the action plan should be regularly reviewed.

### Summary and recommendations

2. The Committee was grateful to Cllr Shaista Aziz, Cabinet Member for Inclusive Communities and Culture, to Cllr Chewe Munkonge, Cabinet Member for Leisure and Parks, to Ian Brooke, Head of Community Services, and to Lucy Cherry, Leisure and Performance Manager, for attending to speak to the item and to answer the Committee's questions.
3. Cllr Aziz and Cllr Munkonge introduced the report and emphasised to the Committee that the Council understood that many in the City were struggling to survive let alone to thrive in the second most unequal city in the UK. The Committee's attention was drawn to the Thriving Communities principles including doing things with people rather than to them.
4. The Committee commended the ambition and wide-ranging nature of the strategy and recognised the flexibility of the work being proposed. The Committee recognised that, whilst there were new ways of working proposed, there would also be continuities. The Committee considered that consideration should be given to highlighting what changes the Council was planning to implement more clearly so that people were more readily able to appreciate developments.

***Recommendation 1: That the Council states explicitly in the Executive Summary where changes have been made to our principles or ways of working, by contrast with those existing principles or ways of working that we intend to reaffirm or restate.***

5. The Committee recognised the intention to work more closely with partners across the City in order to provide better services for residents. However, whilst recognising the high-level nature of the strategy, the Committee considered that it would be beneficial to provide some more detail on that partnership working.

***Recommendation 2: That the Council provides greater clarity around partnership working and distribution of work in the strategy by explaining clearly which partners are involved in particular projects and what the nature and level of that collaboration is.***

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## Appendix A

### Draft Cabinet response to recommendations of the Scrutiny Committee

The document sets out the draft response of the Cabinet Member to recommendations made by the Scrutiny Committee on 05 December 2022 concerning the Thriving Communities Strategy 2023-2027. The Cabinet is asked to amend and agree a formal response as appropriate.

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<b>Recommendation</b>	<b>Agree?</b>	<b>Comment</b>
1) That the Council states explicitly in the Executive Summary where changes have been made to our principles or ways of working, by contrast with those existing principles or ways of working that we intend to reaffirm or restate.	YES	<p>The strategy is due to be adopted by Cabinet in December 2023 and then by Council so we can only say what changes have been made after it has been formally agreed.</p> <p>If the principles of the Strategy are agreed, as part of the annual report to Cabinet we will demonstrate the changes that have been made through meaningful measures such as: -</p> <ul style="list-style-type: none"> <li>• Case Studies</li> <li>• Story Telling</li> <li>• Quality assurance</li> <li>• Quantitative data insight.</li> </ul>
2) That the Council provides greater clarity around partnership working and distribution of work in the strategy by explaining clearly which partners are involved in particular projects and what the nature and level of that collaboration is.	YES	<p>The Council works with hundreds of partners and community groups, which is why we provided headlines in the draft strategy.</p> <p>Good examples are shown through the links in the draft strategy document, such as the Community Impact Zone, and Active Lifestyles Commissioning Group for Oxford's leisure future work. The latter includes partners such as: -</p>

		<ul style="list-style-type: none"><li>• The Integrated Care Board</li><li>• Public Health,</li><li>• General Practitioners</li><li>• Hospitals</li><li>• Active Oxfordshire</li></ul> <p>We will review the draft strategy document and make some of these partnerships more explicit in a final revision of the strategy before it is desk top published.</p>
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**To:** Cabinet  
**Date:** 14 December 2022  
**Report of:** Scrutiny Committee  
**Title of Report:** Grant Allocations to Community & Voluntary Organisations

<b>Summary and recommendations</b>	
<b>Purpose of report:</b>	To present Scrutiny Committee recommendations for Cabinet consideration and decision
<b>Key decision:</b>	No
<b>Scrutiny Lead Member:</b>	Councillor Dr Christopher Snowton, Scrutiny Committee Chair
<b>Cabinet Member:</b>	Cllr Shaista Aziz, Cabinet Member for Inclusive Communities and Culture;
<b>Corporate Priority:</b>	All
<b>Policy Framework:</b>	Council Strategy 2020-24
<b>Recommendation: That the Cabinet states whether it agrees or disagrees with the recommendations in the body of this report.</b>	

<b>Appendices</b>	
<b>Appendix A</b>	Draft Cabinet response to recommendations of the Scrutiny Committee

## **Introduction and overview**

1. The Scrutiny Committee met on 05 December 2022 to consider a report on the Grant Allocations to Community & Voluntary Organisations. The report, which is due for Cabinet consideration on 14 December 2022, recommends that Cabinet resolves to note the implementation of the Oxford Community Impact Fund agreed by Cabinet on 15 December 2021 as part of the strategic grants review. The report further recommends that Cabinet resolves to recommend that applicants are requested to provide information regarding the demographics of their respective teams voluntarily as part of project monitoring for 2022/23 and obligatorily for grants awarded in 2023/24.

## Summary and recommendations

2. The Committee was grateful to Cllr Shaista Aziz, Cabinet Member for Inclusive Communities and Culture, to Ian Brooke, Head of Community Services, and to Paula Redway, Culture and Community Development Manager, for attending to speak to the item and to answer the Committee's questions.
3. Cllr Aziz introduced the report and explained that it sought approval of the criteria and weighting for assessing the 2023/24 grant allocations and gave an interim update showing examples of the Community Impact Fund grants to date. The Council was proud of the difference such grants made in the community.
4. The Committee had questions answered around how applications were approved and how residents and members could provide feedback on particular grants made. The Committee was pleased to hear of support and advice given to organisations that wished to apply for grants but might not yet have been ready to do so.
5. The Committee recognised that Appendix 1 provided a long list of organisations that had received grants and that the names of some of the organisations made it immediately apparent what the nature of the organisation was likely to be. However, the Committee considered that it would be beneficial if it were easier to understand the nature of organisations and so suggested that a very brief summary be provided to aid transparency.

***Recommendation 1: That the Council includes a very brief summary of the nature and purpose of individual organisations in receipt of Community Impact Fund grants at Appendix 1 of the report.***

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## Appendix A

### Draft Cabinet response to recommendations of the Scrutiny Committee

The document sets out the draft response of the Cabinet Member to recommendations made by the Scrutiny Committee on 05 December 2022 concerning the Grant Allocations to Community and Voluntary Organisations. The Cabinet is asked to amend and agree a formal response as appropriate.

<b><i>Recommendation</i></b>	<b><i>Agree?</i></b>	<b><i>Comment</i></b>
1) That the Council includes a very brief summary of the nature and purpose of individual organisations in receipt of Community Impact Fund grants at Appendix 1 of the report.	Yes but on the website rather than Appendix 1	The information will be given but updated <a href="#">on the website</a> not on Appendix 1 owing to insufficient capacity to do this by the publication date

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**To:** Cabinet  
**Date:** 14 December 2022  
**Report of:** Scrutiny Committee  
**Title of Report:** Authority Monitoring Report and Infrastructure Funding Statement 2021/22

<b>Summary and recommendations</b>	
<b>Purpose of report:</b>	To present Scrutiny Committee recommendations for Cabinet consideration and decision
<b>Key decision:</b>	No
<b>Scrutiny Lead Member:</b>	Councillor Dr Christopher Snowton, Scrutiny Committee Chair
<b>Cabinet Member:</b>	Cllr Alex Hollingsworth, Cabinet Member for Planning and Housing Delivery
<b>Corporate Priority:</b>	All
<b>Policy Framework:</b>	Council Strategy 2020-24
<b>Recommendation: That the Cabinet states whether it agrees or disagrees with the recommendations in the body of this report.</b>	

<b>Appendices</b>	
<b>Appendix A</b>	Draft Cabinet response to recommendations of the Scrutiny Committee

## **Introduction and overview**

1. The Scrutiny Committee met on 05 December 2022 to consider a report presenting the Authority Monitoring Report (AMR) and Infrastructure Funding Statement (IFS). The report, which is due for Cabinet consideration on 14 December 2022, recommends that Cabinet resolves to approve the AMR and IFS for publication and to authorise the Acting Head of Planning Services (Planning Policy) to make any necessary minor, non-material corrections prior to publication.

## **Summary and recommendations**

2. The Committee was grateful to Cllr Alex Hollingsworth, to Rachel Nixon, Principal Planner, to Lan Nguyen, Senior Data Analyst, and to Christian

Cameron, Data Analyst, for attending to speak to the item and to answer the Committee's questions.

3. Cllr Hollingsworth introduced the report and explained that the AMR was a statutory report that effectively functioned as a series of performance indicators and that the IFS was, as its name indicated, a statement recording infrastructure funding. The Committee established that details of the key IFS headlines summarised in paragraph 22 of the report were broken down in Appendix 2.
4. During its questioning, the Committee raised the issue of where houses were coming from and established that approximately 10% of new housing came from windfall applications with approximately 80% being a result of site allocation policies. The Committee established that there had not, to date, been a site by site summary setting this out but considered that it would be a useful detail in subsequent AMRs.

***Recommendation 1: That the Council reports in subsequent Annual Monitoring Reports on the amount of housing delivered as a result of site allocation policies and the degree to which those policies have been realised.***

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## Appendix A

### Draft Cabinet response to recommendations of the Scrutiny Committee

The document sets out the draft response of the Cabinet Member to recommendations made by the Scrutiny Committee on 05 December 2022 concerning the Authority Monitoring Report and Infrastructure Funding Statement 2021/22. The Cabinet is asked to amend and agree a formal response as appropriate.

<b><i>Recommendation</i></b>	<b><i>Agree?</i></b>	<b><i>Comment</i></b>
1) That the Council reports in subsequent Annual Monitoring Reports on the amount of housing delivered as a result of site allocation policies and the degree to which those policies have been realised.	Yes.	<p>We will report the amount of housing delivered as a result of site allocation policies, and the degree to which those policies have been realised, in future Authority Monitoring Reports.</p> <p>We are also considering how to present this information to make it more informative and useful.</p>

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**To:** Cabinet  
**Date:** 14 December 2022  
**Report of:** Scrutiny Committee  
**Title of Report:** Equalities Update

<b>Summary and recommendations</b>	
<b>Purpose of report:</b>	To present Scrutiny Committee recommendations for Cabinet consideration and decision
<b>Key decision:</b>	No
<b>Scrutiny Lead Member:</b>	Councillor Dr Christopher Snowton, Scrutiny Committee Chair
<b>Cabinet Member:</b>	Cllr Nigel Chapman, Cabinet Member for Citizen Focused Services
<b>Corporate Priority:</b>	All
<b>Policy Framework:</b>	Council Strategy 2020-24
<b>Recommendation: That the Cabinet states whether it agrees or disagrees with the recommendations in the body of this report.</b>	

<b>Appendices</b>	
<b>Appendix A</b>	Draft Cabinet response to recommendations of the Scrutiny Committee

### **Introduction and overview**

1. The Scrutiny Committee met on 05 December 2022 to consider a report providing an Equalities Update. The report, which is due for Cabinet consideration on 14 December 2022, recommends that Cabinet resolves to: approve the Workforce Equality Report 2022; authorises the Head of Business Improvement to make any necessary corrections and minor amendments; approves the Gender Pay Gap, Ethnicity Pay Gap, and Disability Pay Gap reports; and authorises the Head of Business Improvement to publish the Gender Pay Gap table, the Ethnicity Pay Gap table, and the Disability Pay Gap table on the Council's website.

## Summary and recommendations

2. The Committee was grateful to Cllr Nigel Chapman, Cabinet Member for Citizen Focused Services, to Helen Bishop, Head of Business Improvement, and to Gail Malkin, Head of People, for attending to speak to the item and to answer the Committee's questions.
3. Cllr Chapman introduced the report and explained that the Council was obliged to publish data regarding workplace equalities on the Gender Pay Gap but was not required to publish such data on the Disability Pay Gap and the Ethnicity Pay Gap. It did so because it was committed to working to narrow that gap and believed transparency was important.
4. The Committee explored various topics and was pleased to hear that there was a specialist recruiter now working in HR who was able to provide support when it came to recruiting a more diverse staff.
5. The Committee recognised that work was being done on narrowing the Disability Pay Gap but considered it would be helpful if the Council were to set out explicitly what its target in that area was.

***Recommendation 1: That the Council sets out explicitly its target in relation to the Disability Pay Gap.***

6. The Panel regretted the absence of any particular reference to trans or non-binary gender identities in the report and expressed concern that job application forms allow applicants to self-identify as male or female or, instead, not to answer rather than it being possible to self-identify as non-binary or as trans. The Committee recognised that it might be difficult to report on given potentially low numbers but considered that it would be appropriate for the Council to explore this further.

***Recommendation 2: That the Council provides an opportunity in its application forms and monitoring for people to provide their gender identity, including if they identify as trans or non-binary.***

***Recommendation 3: That the Council reports on work surrounding its trans and non-binary policies.***

7. The Committee recognised that sexual orientation data had been identified as an area requiring improvement and suggested that appropriate consideration should be given to whether it would be useful to monitor and report on work regarding the LGBT Pay Gap.

***Recommendation 4: That the Council assesses whether it would be beneficial to monitor and report on work being undertaken around the LGBT Pay Gap.***

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## Appendix A

### Draft Cabinet response to recommendations of the Scrutiny Committee

The document sets out the draft response of the Cabinet Member to recommendations made by the Scrutiny Committee on 05 December 2022 concerning the Equalities Update. The Cabinet is asked to amend and agree a formal response as appropriate.

<b><i>Recommendation</i></b>	<b><i>Agree?</i></b>	<b><i>Comment</i></b>
1) That the Council sets out explicitly its target in relation to the Disability Pay Gap.	Yes	Our aim is to have no pay gap for all groups across the whole organisation.
2) That the Council provides an opportunity in its application forms and monitoring for people to provide their gender identity, including if they identify as trans or non-binary.	Yes	However, we need to safeguard anonymity and protect individual, sensitive data before taking any action.
3) That the Council reports on work surrounding its trans and non-binary policies.	Yes	We will review whether current policy needs to be updated or new policy developed and work to build an inclusive culture where everyone feels a sense of belonging.
4) That the Council assesses whether it would be beneficial to monitor and report on work being undertaken around the LGBT Pay Gap.	Yes	We can calculate a pay gap report for next year's Equalities Report. This will determine whether there is a pay gap and then assess whether there is any specific action required.

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