

## Minute of Meeting Leadership Board

Date	Time	Venue
Wednesday, 25 April 2018	13:00	Council Chambers (Renfrewshire), Council Headquarters, Renfrewshire House, Cotton Street, Paisley, PA1 1AN

### Present

Councillor Derek Bibby, Councillor Jacqueline Cameron, Councillor Eddie Devine, Councillor Andy Doig, Councillor Lisa-Marie Hughes, Councillor James MacLaren, Councillor Eileen McCartin, Councillor Cathy McEwan, Councillor Marie McGurk, Councillor John McIntyre, Councillor John McNaughtan, Councillor Iain Nicolson, Councillor Jim Paterson, Councillor John Shaw, Councillor James Sheridan

### Chair

Councillor Nicolson, Convener, presided.

### In Attendance

S Black, Chief Executive, P MacLeod, Director of Children's Services, M Crearie, Director of Development & Housing Services, S MacDougall, Director of Environment & Communities, A Russell, Director of Finance & Resources, L McIntyre, Head of Policy & Commissioning and A Armstrong Walters, Strategic Partnerships and Inequalities Manager (both Chief Executive's); J Trainer, Head of Early Years & Inclusion (Children's Services); A Morrison, Head of Regeneration, S McFadden, Project Director (City Deal) and B Walker, Depute Project Director (City Deal) (all Development & Housing Services); K Graham, Head of Corporate Governance, T Olowe, Interim Head of HR & Organisational Development, R Cree, Organisational Development & Workforce Planning Manager, and L Belshaw, Democratic Services Manager (all Finance & Resources); and I Beattie, Head of Health & Social Care (Paisley) (Renfrewshire Health & Social Care Partnership).

## **Declarations of Interest**

Councillor Shaw declared a non-financial interest in item 1 of the agenda as his son was participating in the Malawi project.

Councillor Hughes declared a non-financial interest in items 7 and 11 of the agenda as she was a member of the Board of Renfrewshire Leisure Limited and indicated that it her intention to take part in the discussion as she had a general dispensation from the Standards Commission which allowed her to take part in and to vote on such matters.

Councillor Bibby declared a non-financial interest in item 11 of the agenda as he was a former member of the Renfrewshire Carers' Choir.

## **Presentation**

Prior to the commencement of the following item, the Convener welcomed to the meeting L Docherty, Depute Headteacher, Wallace Primary School; E Scott, Building Services Operations Manager, and S McAllister, Craft & Manual Spokesperson.

### **1 Malawi Project**

Members were given a presentation on the Renfrewshire Malawi Project 2015, Renfrewshire's Backpack Appeal in 2016; Renfrewshire Malawi Project 2017 and future plans for 2019.

The Convener thanked the presenters for the information provided.

**DECIDED:** That the presentation be noted.

## **Sederunt**

Councillor McCartin entered the meeting prior to consideration of the following item.

### **2 Revenue Budget Monitoring**

There was submitted a joint revenue budget monitoring report by the Directors of Finance & Resources, Children's Services, Development & Housing Services and the Chief Finance Officer, Renfrewshire Health & Social Care Partnership summarising the financial position as at 5 January 2018 for those services reporting to this Board.

**DECIDED:** That the report be noted.

### **3 Capital Budget Monitoring**

There was submitted a capital budget monitoring report by the Director of Finance & Resources summarising the capital expenditure position as at 5 January 2018 for those services reporting to this Board.

**DECIDED:** That the report be noted.

## 4 Best Value: Management Arrangements

There was submitted a report by the Chief Executive relative to proposed changes to the Council's senior management arrangements which would ensure that senior management structures continued to support the delivery of Council priorities; respond to the broader environment the Council operated in and provided an effective management framework.

The report intimated that the proposed changes substantially completed the realignment of officer structures to the Council's Policy Boards which it was anticipated would deliver improved management arrangements for support to Boards; would more effectively rebalance workload across all services and ensure that Council priorities continued to have sufficient management capacity and oversight. Proposed changes included transferring the post and responsibilities of the Head of Communities and Public Protection from Environment & Communities to Development & Housing Services; transferring Community Learning & Development from Children's Services to Development & Housing Services; the transfer of the Head of Regeneration and the City Deal team from Development & Housing Services to the Chief Executive's Service; Development & Housing Services being renamed Communities & Planning and Environment & Communities being renamed Environment & Infrastructure; and the post of Head of HR & Organisational Change changed to the Head of Transformation & Organisational Development.

It was proposed that with reference to the proposed change from Development & Housing Services to Communities & Planning that 'Housing' remain. This was agreed.

Councillor Andy Doig, seconded by Councillor Devine, moved an amendment which the Convener ruled as not competent in terms of Standing Order 21.

### **DECIDED:**

- (a) That the changes to the senior management arrangements as detailed in the report be approved and that authority be delegated to the Chief Executive to implement the changes in consultation with the relevant Conveners;
- (b) That it be noted that, in line with good practice, senior management structures would continue to be kept under review by the Chief Executive to take account of national and local policy developments; and
- (c) That Development & Housing Services be renamed Communities, Housing & Planning Services and not Communities & Planning Services as detailed in the report.

## 5 Best Value Assurance Report - Progress Update on Improvement Plan

There was submitted a report by the Chief Executive providing an update in terms of implementing the Accounts Commission's recommendations arising from the Best Value Assurance Report for the Council published on 31 August 2017. Overall the Best Value Assurance Report was positive and included seven specific recommendations relating to areas such as cross party working, community engagement, partnership working, workforce planning and governance arrangements. This report provided the first six-monthly update on progress, including an update against each recommendation and related activity. The report intimated that the Council's appointed external audit

team, Audit Scotland, continued to work with the Council as part of the team's best value audit role.

**DECIDED:**

- (a) That the progress achieved in terms of implementing the seven recommendations outlined by Audit Scotland within the Best Value Assurance Report for Renfrewshire Council be noted; and
- (b) That it be noted that Audit Scotland's assessment of progress would be reported through the Annual Audit Report in Spring 2019.

## **6 Council Plan Performance Update**

There was submitted a report by the Chief Executive relative to progress achieved on the key outcomes and priorities detailed in the Council plan 2017-2022. The Council Plan was a high level strategic document which set out for members, communities, businesses and partners what the Council aimed to achieve over the period. The plan was developed in tandem with the Renfrewshire Community Plan with both plans having then been approved by the Council at its meeting held on 28 September 2017. Specifically the Council Plan was focussed on driving improvements across five outcomes: reshaping our place, our economy and our future; building strong, safe and resilient communities; tackling inequality, ensuring opportunities for all; creating a sustainable Renfrewshire for all to enjoy; and working together to improve outcomes. The report provided the first six-monthly update to the Board.

**DECIDED:**

- (a) That progress achieved to date in terms of progressing the key outcomes and priorities detailed in the Council Plan be noted; and
- (b) That it be noted that the next six-monthly update would be reported to the Leadership Board in December 2018.

## **7 Gender Pay Gap**

Under reference to item 23 of the Minute of the meeting of the Council held on 21 December 2017, there was submitted a report by the Director of Finance & Resources relative to the Council's current gender pay gap, which is a measure of the difference between male and female average earnings across the Council.

The report intimated that the Council's pay approach supported the fair treatment, reward and recognition of all staff irrespective of gender. The Council used pay scales and grades in line with the national pay scales and as recommended by CoSLA. Each grade has a set pay range with spine points and the majority of employees across the Council had a sliding pay scale. Gender pay was different to equal pay. Equal pay was defined in the Equality Act 2010 and set out ways an employee's work could be determined to be equal to that of another employee such as like work, work related as equivalent and work of equal value. The Council had no live equal pay claims relating to the implementation of the Single Status Agreement.

The report noted that the Council's pay gap was calculated most recently in January 2018 and stood at 4.59% in favour of male, which was slightly better than the average for local government in Scotland. The report provided an analysis of the Council's gender pay gap with reference to local government employees, teaching staff and chief

officers/craft groups; gave an overview of the Council's gender profile and outlined current measures to reduce the Council's pay gap.

**DECIDED:** That the report be noted.

## **8 City Deal Update - Clyde Waterfront and Renfrew Riverside and Glasgow Airport Investment Area**

Under reference to item 4 of the Minute of the meeting of the Board held on 21 February 2018, there was submitted an update report by the Director of Development & Housing Services relative to consideration of a revised Clyde Waterfront and Renfrew Riverside project (CWRR).

The report intimated that the Glasgow Airport Investment Area (GAIA) project had been radically altered by the Scottish Government announcement that the National Manufacturing Institute for Scotland (NMIS) was to be located within the GAIA. In this context the Board agreed that authority be sought from the City Region Cabinet to progress a review of the existing CWRR business case.

The report intimated that under existing City Deal governance arrangements, the economic impact analysis for a revised project scope would have to be able to demonstrate an equivalent or better ratio of costs to economic benefits for the overall programme. Preliminary work undertaken had identified that whilst significant economic benefits could be delivered by a revised project, it was unlikely that an amended GAIA scope would deliver similar or greater economic growth benefits in comparison to that forecast from the original CWRR project.

Councillor Nicolson, seconded by Councillor Paterson, moved that the report and the update provided to the Glasgow City Region Cabinet on 10 April 2018 be noted; that the outcome of the preliminary economic assessment of the revised project scope as approved by Board on 21 February 2018 be noted; that it be noted that the Council would continue to progress the current CWRR project to full business case stage in line with previous Board approvals at November 2016; and that it be noted, as previously approved by the Board, that a separate business case would continue to be developed for a complementary GAIA project.

Councillor Andy Doig, seconded by Councillor Bibby, moved as an amendment that a new recommendation 2.1(v) be added "Notes the need for improved and integrated road links across Renfrewshire to fully allow the full economic potential of GAIA to be realised, and therefore requests the City Region Cabinet to promote the dualling and upgrade of the A737 between North Ayrshire and Kilbarchan as a dedicated City Deal Infrastructure project for Renfrewshire. In terms of Standing Order 27, the amendment was accepted by Councillors Nicolson and Paterson, being the mover and seconder of the motion respectively.

### **DECIDED:**

(a) That the report and the update provided to the Glasgow City Region Cabinet on 10 April 2018 be noted;

(b) That the outcome of the preliminary economic assessment of the revised project scope as approved by Board on 21 February 2018 be noted;

(c) That it be noted that the Council would continue to progress the current CWRR project to full business case stage in line with previous Board approvals at November 2016;

(d) That it be noted, as previously approved by the Board, that a separate business case would continue to be developed for a complementary GAIA project; and

(e) That the need for improved and integrated road links across Renfrewshire to fully allow the full economic potential of GAIA to be realised be noted; and therefore the City Region Cabinet be requested to promote the dualling and upgrade of the A737 between North Ayrshire and Kilbarchan as a dedicated City Deal Infrastructure project for Renfrewshire.

## **9 The Renfrewshire Council (Cart Navigation) Harbour Revision Order 2018**

There was submitted a report by the Director of Development & Housing Services relative to a proposed application to Scottish Ministers for a Harbour Revision Order in relation to the White Cart in the vicinity of Wright Street, Renfrew.

The report intimated that the Glasgow Airport Investment Area project comprised the realignment of Abbotsinch Road between Arran Avenue and Greenock Road/Inchinnan Road; a new bridge over the White Cart at Wright Street and improved facilities for cyclists and pedestrians. In order to be able to construct the bridge and implement the planning consent, it was necessary to promote a Harbour Revision Order.

**DECIDED:** That authority be granted to the City Deal Director, in consultation with the Head of Corporate Governance, to make an application to Scottish Ministers under Section 14(1) of the Harbours Act 1964 for a Harbour Revision Order as detailed in the report.

## **10 Provision of Temporary Grant - Renfrewshire Citizens' Advice Bureau**

Under reference to item 6 of the Minute of the meeting of the Board held on 21 February 2018, there was submitted a report by the Chief Executive relative to a proposal to allocate temporary funding to Renfrewshire Citizens' Advice Bureau (RCAB) to provide a legal advice service.

The report intimated that the Board at its meeting held on 21 February 2018 agreed to extend funding to RCAB and Renfrewshire Law Centre to 30 June 2018 to allow for the completion of a procurement process for advice provision. However, on 27 February 2018 RLC advised Council officers of its intention to close, and confirming that the extension of grant funding to 30 June would not be drawn down. The organisation also formally withdrew from the procurement process for the provision of advice services. The report proposed to provide two months of grant funding to RCAB to provide a legal advice service, commencing 1 May 2018, until the new advice contract commenced on 1 July 2018, at a cost of £18,350.

**DECIDED:** That it be agreed to allocate temporary funding to Renfrewshire Citizens' Advice Bureau to provide a legal service from 1 May to 30 June 2018 at a cost of £18,350.

## 11 Culture, Heritage and Events Fund

There was submitted a report by the Director of Development & Housing Services relative to the award of grants totalling £81,906, from the Culture, Heritage and Events Fund, following recommendations from the Paisley Partnership Legacy Board. This was the first funding round in 2018, following the UK City of Culture bidding period, which, the report intimated, was a critical time to demonstrate that the fund was still unlocking creative potential and building cultural capacity in Renfrewshire. It was noted that 25 applications with a total value of £213,913, had been received by the deadline of 12 February 2018, of which eight were recommended for approval.

It was proposed that future reports include information in relation to the criteria for the award of grants; details of successful and unsuccessful applications, and the geographic distribution of applications and awards made. This was agreed.

### **DECIDED:**

- (a) That the high level of interest generated in the sixth round of the Culture, Heritage and Events Fund be noted;
- (b) That the recommended grant awards, as detailed in the report, to the total value of £81,906 be approved;
- (c) That it be noted that the committed funds to date were £715,646, which left £424,534 available from the fund approved by the Council for projects up to 2021; and
- (d) That future reports include information in relation to the criteria for the award of grants; details of successful and unsuccessful applications, and the geographic distribution of applications and awards made.

## 12 Business Loans Scotland - Stream Marine Training Limited

There was submitted a report by the Director of Development & Housing Services relative to a request from Stream Marine Training Limited for a loan from Business Loans Scotland (BLS) as part of a funding package to undertake property refurbishments to the company's new headquarters building to ensure that it could be used to its full potential to run courses and to accommodate staff.

**DECIDED:** That a BLS loan of £100,000 to Stream Marine Training Limited be approved; repayable over 60 months at 6% interest per annum, conditional on a bond and floating charge over the assets of the company.