

Date of despatch: Wednesday, 20 September 2017

To the Members of Slough Borough Council

Dear Councillor,

You are summoned to attend a Meeting of the Council of this Borough which will be held in the The Curve - William Street, Slough, Berkshire, SL1 1XY on **Thursday, 28th September, 2017 at 7.00 pm**, when the business in the Agenda below is proposed to be transacted.

Yours faithfully



ROGER PARKIN
Interim Chief Executive

PRAYERS

AGENDA

Apologies for Absence

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1. **Declarations of Interest**

All Members who believe they have a Disclosable Pecuniary or other Pecuniary or non pecuniary Interest in any matter to be considered at the meeting must declare that interest and, having regard to the circumstances described in Section 3 paragraphs 3.25 – 3.27 of the Councillors' Code of Conduct, leave the meeting while the matter is discussed, save for exercising any right to speak in accordance with Paragraph 3.28 of the Code.

The Mayor will ask Members to confirm that they do not have a declarable interest.

All Members making a declaration will be required to complete a Declaration of Interests at Meetings form detailing the nature of their interest.

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2.	To approve as a correct record the Minutes of the Council held on 25th July 2017	1 - 6
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Press and Public

You are welcome to attend this meeting which is open to the press and public, as an observer. You will however be asked to leave before the Committee considers any items in the Part II agenda. Please contact the Democratic Services Officer shown above for further details.

The Council allows the filming, recording and photographing at its meetings that are open to the public. By entering the meeting room and using the public seating area, you are consenting to being filmed and to the possible use of those images and sound recordings. Anyone proposing to film, record or take photographs of a meeting is requested to advise the Democratic Services Officer before the start of the meeting. Filming or recording must be overt and persons filming should not move around the meeting room whilst filming nor should they obstruct proceedings or the public from viewing the meeting. The use of flash photography, additional lighting or any non hand held devices, including tripods, will not be allowed unless this has been discussed with the Democratic Services Officer.

MINUTES OF COUNCIL PROCEEDINGS

At a Meeting of the Council for the Borough of Slough held at the The Curve - William Street, Slough, Berkshire, SL1 1XY on Tuesday, 25th July, 2017 at 7.00 pm

Present:- The Worshipful the Mayor (Shah), in the chair; Councillors Ajaib, Anderson, Bains, Bal, Bedi, Brooker, Carter, Chaudhry, Cheema, Chohan (until 7.58pm), Coad, Dar, Davis, M Holledge, N Holledge, Hussain, Kelly, Matloob, Munawar, Nazir, Pantelic (from 7.11pm), Parmar, Plenty, Qaseem, Rana, Rasib, Sadiq, A Sandhu, Sarfraz, Sharif, Sohal, Strutton, Swindlehurst (from 7.08pm), Usmani and Wright.

Apologies for Absence:- Councillors Chahal, Amarpreet Dhaliwal, Arvind Dhaliwal, Mann, R Sandhu and Smith.

11. Declarations of Interest

Councillor Bal declared that his daughter worked for Slough Borough Council.

Councillor Munawar declared that his son worked for arvato.

12. To approve as a correct record the Minutes of the Council held on 18th May 2017

Resolved – That the minutes of the Annual Council meeting held on 18th May 2017 be approved as a correct record.

13. To receive the Mayor's Communications.

The Mayor informed the meeting that the Mayor's Reception, held on 29th June, had been a very successful evening and thanked all those Members and Guests who had attended.

Members were informed that the Civic Service was scheduled to take place on Sunday, 8th October 2017 at St Mary's Church, Slough commencing at 11.00am and invitation details would be sent out in due course.

14. Questions from Electors under Procedure Rule 9.

The Mayor advised that two questions had been received from residents, copies of which had been tabled. Both electors were in attendance and asked supplementary questions following the response to their original question. Copies of the questions and replies would be forwarded to the questioners.

15. Recommendation of the Slough Wellbeing Board from it's meeting held on 10 May 2017

It was moved by Councillor Hussain,
 Seconded by Councillor Munawar,

Council - 25.07.17

“That the Slough Wellbeing Board’s Annual Report for 2016/17 be endorsed.”

The recommendation was put to the vote and carried unanimously.

Resolved - That the Slough Wellbeing Board’s Annual Report for 2016/17 be endorsed.

16. Recommendation of the Cabinet from its meeting held on 17th July 2017

It was moved by Councillor Munawar,
Seconded by Councillor Hussain,

“That the Statutory Service Plans in relation to the Food Safety, Health & Safety and Trading Standards Services be endorsed.”

The recommendation was put to the vote and carried unanimously.

Resolved - That the Statutory Service Plans in relation to the Food Safety, Health & Safety and Trading Standards Services be endorsed.

17. Salt Hill Park - Proposed Improvement Works

It was moved by Councillor Bal,
Seconded by Councillor Munawar,

“That Members of Slough Borough Council in their capacity as Trustees of the Salt Hill Playing Fields approve the improvement works to the land of the Trust comprising the access to the playing fields off the main Bath Road entrance (Appendix 1 to the report) and authorise any applications for the consent of the Charity Commission which may be required in connection with such works.”

The meeting was adjourned at 7.58pm to allow Members an opportunity to inspect the 1907 Souvenir Booklet relating to the Salt Hill Playing Fields, which incorporated the conveyance (indenture) of 13 August 1906 which constitutes the Trust Deed relating to the Salt Hill Playing fields.

(Councillor Chohan left the meeting)

The meeting re-convened at 8.06pm.

It was moved by Councillor Pantelic, as an amendment,
Seconded by Councillor Strutton,

“That a decision on the proposed works be deferred to a future meeting.”

A prior request having been made for the record of the voting:

There voted for the deferment:

Councillors Anderson, Bains, Carter, Davis, Kelly, Pantelic, Plenty, Strutton, Swindlehurst and Wright..... 10

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There voted against the deferment:

Councillors Ajaib, Bal, Bedi, Brooker, Chaudhry, Cheema, Dar, M.Holledge, N.Holledge, Hussain, Matloob, Munawar, Nazir, Qaseem, Rana, Rasib, Sadiq, A.Sandhu, Sarfraz, Sharif, Sohal and Usmani 22

There abstained from voting:

The Worshipful The Mayor, Councillor Shah, Councillors Coad and Parmar... 3

The proposal to defer consideration of the agenda item was lost.

A prior request having been made for the record of the voting:

There voted for the Officer's recommendation:

Councillors Ajaib, Bains, Bal, Bedi, Brooker, Carter, Chaudhry, Cheema, Dar, Davis, M.Holledge, N.Holledge, Hussain, Matloob, Munawar, Nazir, Qaseem, Rana, Rasib, Sadiq, A.Sandhu, Sarfraz, Sharif, Sohal and Usmani 25

There voted against Officer's recommendation:

Councillors Kelly, Strutton and Wright..... 3

There abstained from voting:

Councillors Anderson, Coad, Pantelic, Parmar, Plenty, Swindlehurst and The Worshipful The Mayor, Councillor Shah 7

Resolved - That Members of Slough Borough Council in their capacity as Trustees of the Salt Hill Playing Fields approve the improvement works to the land of the Trust comprising the access to the playing fields off the main Bath Road entrance (Appendix 1 to the report) and authorise any applications for the consent of the Charity Commission which may be required in connection with such works.

18. To consider Motions submitted under procedure Rule 14.

(Prior to consideration of this item, the Legal Officer left the meeting)

A) Provision of Legal Services

It was moved by Councillor Strutton,
Seconded by Councillor Wright,

“This Council resolves to fully evaluate options to enter into a merger or formalised agreement for the delivery of shared legal services with neighbouring boroughs and to include the provision of a shared Monitoring Officer to save taxpayer money in Slough.”

It was moved by Councillor Munawar, as an amendment,
Seconded by Councillor Hussain,

Council - 25.07.17

~~“This Council resolves to fully evaluate options to enter into a merger or formalised agreement for~~ **including, but not limited to,** the delivery of shared legal services with neighbouring boroughs ~~and to include the provision of a shared Monitoring Officer~~ to save taxpayer money in Slough **across all services delivered by the Council.”**

The amendment was put to the vote with 29 votes for, 5 against and 1 abstention.

(Councillor Plenty left the meeting)

The amended motion became the substantive motion and was put to the vote with 28 votes for, 5 against and 1 abstention.

Resolved - That the Council fully evaluates options including, but not limited to, the delivery of shared services with neighbouring boroughs, to save taxpayer money in Slough across all services delivered by the Council.

(Councillor Plenty and the Legal Officer returned to the meeting)

B) Spare Room Subsidy

It was moved by Councillor Munawar,
Seconded by Councillor Brooker,

“This Council calls on the new government to repeal the ‘spare room subsidy’, known as the bedroom tax.

This Council therefore resolves to write to the government and opposition parties calling for the immediate repeal of this element of the Welfare Reform Act 2012 and in the meantime we will continue to lobby our MPs for their support.”

It was moved by Councillor Wright, as an amendment,
Seconded by Councillor Bains,

“This Council **supports** ~~calls on the new government’s to repeal the~~ ‘spare room subsidy’, known as the bedroom tax.

This Council ~~however therefore~~ resolves to **ensure that council tenants are suffered suitable downsized properties that are fit for purpose.** ~~write to the government and opposition parties calling for the immediate repeal of this element of the Welfare Reform Act 2012 and in the meantime we will continue to lobby our MPs for their support.”~~

The amendment was put to the vote with 4 votes for, 29 against and 2 abstentions. The amendment to the motion was lost.

The original motion was put to the vote with 30 votes for, 4 against and 1 abstention.

Council - 25.07.17

Resolved – That the Council calls on the new government to repeal the ‘spare room subsidy’, known as the bedroom tax. The Council therefore resolves to write to the government and opposition parties calling for the immediate repeal of this element of the Welfare Reform Act 2012 and in the meantime we will continue to lobby our MPs for their support.

19. To note Questions from Members under Procedure Rule 10 (as tabled).

None received during the relevant time period.

Chair

(Note: The Meeting opened at 7.00 pm and closed at 9.36 pm)

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SLOUGH BOROUGH COUNCIL

REPORT TO: Council **DATE:** 28th September 2017
CONTACT OFFICER: Roger Parkin, Interim Chief Executive
(For all enquiries) (01753) 875017
WARD(S): All

PART I
FOR DECISION

SENIOR MANAGEMENT RESTRUCTURING - APPOINTMENT TO STATUTORY ROLES OF DIRECTOR OF ADULTS AND COMMUNITIES AND DIRECTOR OF FINANCE AND RESOURCES (151 OFFICER)

1 **Purpose of Report**

To advise the Council of the appointments of Directors following the recent Senior Management Restructuring and to approve the appointment of Directors to Statutory Roles.

2 **Recommendation**

The Council is requested to resolve:

- (a) That the appointment of Alan Sinclair to the statutory role of Director of Adults and Communities be approved and confirmed with effect from 2nd October 2017.
- (b) That the appointment of Neil Wilcox to statutory role of Director of Finance and Resources (Section 151 Officer) be approved and confirmed with effect from 2nd October 2017.
- (c) That the appointment of Joe Carter as Director of Regeneration with effect from 2nd October 2017 be noted.
- (d) To note that the vacant post of Director of Place and Development is currently being recruited to.

3 **The Slough Joint Wellbeing Strategy, the JSNA and the Five Year Plan**

The purpose of the review of the Council's senior management structure was to ensure the infrastructure and resources were in place to support the vision for residents and businesses of Slough as outlined in the Five Year Plan 2017-2021. The central theme of the vision is 'putting people first', by joining up resources to focus on shared priorities, thereby working as 'One Council'. This is to be achieved by being more inclusive and transparent in decision-making and service-provision and being accountable to local residents and businesses.

4 **Other Implications**

(a) **Financial**

Funding for these posts is earmarked in the budget.

(b) Human Rights Act and Other Legal Implications

Every Authority with responsibility for Social Care is required to appoint to the statutory role of Director of Adult Social Services (DASS). The Council is required to appoint to this statutory role to fulfil statutory functions and comply with the requirements of the Local Government and Housing Act 1989 and Section 6 of the Local Authority Social Services Act 1970.

In accordance with the Local Government Act 1972, there is a statutory requirement on the Authority to designate an officer as the Section 151 Officer/Chief Finance Officer. The Section 151 Officer, along with the Head of Paid Service and the Monitoring Officer combine to form the Council's Statutory Officer functions. These roles are key to ensuring lawfulness, fairness, probity and general good governance that support the council in achieving its aims. The Local Government and Housing Act 1989 requires that the post holder is a member of one of the CCAB accountancy bodies.

5 Supporting Information

Background

- 5.1 The restructure streamlines the management structure, creating a flatter structure of five new Director posts leading on five business areas, reporting to the Chief Executive.
- 5.2 The Consultation closed on 21st August 2017. The new structure was confirmed and implementation of the new structure commenced with formal interviews for three of the four vacant director posts taking place on 7th and 11th September.

Director of Adults and Communities

- 5.3 This Directorate's focus is to support the most vulnerable people in Slough by engaging with partners to provide joined-up community services. This will help reduce inequalities by targeting appropriate interventions through public health, adult social care, regulated services, community and leisure services, adult learning and improved life-style programmes. These services support the council's priorities of improving health and well being and increasing life expectancy so that '*our people will become healthier and will manage their own health, care and support needs*'.
- 5.4 The interview process for this post consisted of a presentation and interview to an Officer Panel and an interview by the Appointments Sub Committee. Interviews were conducted on Thursday 7th and Monday 11th September 2017. Following this process the Appointments Sub Committee recommended that an offer of appointment to the above post be made to Alan Sinclair, subject to Executive confirmation and satisfactory pre-employment clearances. Alan Sinclair has been the Director Adult Social Care since December 2016.
- 5.5 Members of the Executive have been formally notified in accordance with the provisions of the Constitution and no objection has been received to the proposal.
- 5.6 Following the appointment of Alan Sinclair to the post of Director of Adults and Communities, as a Statutory role, it is necessary to receive formal approval from the Council.

Director of Finance & Resources (Section 151 Officer)

- 5.7 This Directorate encompasses the traditional 'corporate functions' of the council; it will provide streamlined support to all service areas. The directorate will provide expertise and synergies across the Council's finance, organisational development and human resource services, legal services and digital and information technology teams; ensure sound governance and strategy development via policy and performance, democratic services, legal services, fraud and procurement; and coordinate and present effective communications to residents, customers and partners via the customer and communications team.
- 5.8 The interview process for this post consisted of a presentation and interview to an Officer Panel and an interview by the Appointments Sub Committee. Interviews were conducted on Thursday 7th and Monday 11th September 2017. Following this process the Appointments Sub Committee recommended that an offer of appointment to the above post be made to Neil Wilcox, subject to Executive confirmation and satisfactory pre-employment clearances. Neil Wilcox has been the Assistant Director Finance and Audit since October 2016.
- 5.9 Members of the Executive have been formally notified in accordance with the provisions of the Constitution and no objection has been received to the proposal.
- 5.10 Following the appointment of Neil Wilcox to the post of Director of Finance and Resources, as a Statutory role, it is necessary to receive formal approval from the Council as this post is designated as the Council's Section 151 Officer. It is recommended that Council formally confirm the appointment of Neil Wilcox as the Council's Section 151 Officer with effect from 28th September 2017. Mr Wilcox holds the necessary professional qualifications to undertake the role.

Role and Duties of the Section 151 Officer

- 5.11 The Council's Constitution sets out the main duties of the Section 151 Officer as:-
- Ensuring lawfulness and financial prudence of decision making;
 - Administration of financial affairs;
 - Contribution to corporate management;
 - Providing advice;
 - Providing financial information.

The Section 151 Officer should have a close working relationship with the other two statutory officers – the Head of Paid Service and the Monitoring Officer.

Director of Regeneration

- 5.12 This new Directorate will lead the planning and delivery of major Regeneration and capital projects in the Borough, including residential, commercial, infrastructure and transport schemes, in close collaboration with Slough Urban Renewal. It will manage the Council's response to major local, regional and national regeneration and infrastructure initiatives, such as the development of major Town Centre sites and Heathrow expansion in order to maximize their benefit to the borough. The new directorate will develop effective partnership arrangements with private sector developers and Government agencies to ensure the successful development and regeneration of the town.

- 5.13 The interview process for this post consisted of a presentation and interview to an Officer Panel and an interview by the Appointments Sub Committee. Interviews were conducted on Thursday 7th and Monday 11th September 2017. Following this process the Appointments Sub Committee recommended that an offer of appointment to the above post be made to Joe Carter, subject to Executive confirmation and satisfactory pre-employment clearances. Joe Carter has been the Assistant Director of Assets, Infrastructure and Regeneration since October 2013
- 5.14 Members of the Executive have been formally notified in accordance with the provisions of the Constitution and no objection has been received to the proposal.

Director of Place and Development

- 5.15 This Directorate brings together those services within the Council which are central to the building of Slough as a place to live, work, rest and play. This includes Neighbourhood services to council tenants and leaseholders, regulation of private sector landlords, providing services to homeless people, implementing the Council's Housing Strategy and maximising the development of affordable housing in the borough. It also encompasses the Council's statutory Planning and Building Control functions, operational transport issues and management of the Council's building assets. The directorate will also host the new in house Environment service providing waste collection and management services, street cleaning and grounds and highways maintenance.
- 5.16 The Director of Place and Development is currently being recruited.

Director of Children, Learning and Skills

- 5.17 This Directorate focuses on the safeguarding and championing of children within the council land across the borough. This includes commissioning high quality support for vulnerable children; enabling access to high quality school and early education places and providing system leadership of education to maintain high standards and close gaps for the most vulnerable children including those with special educational needs. This supports the council's priority of protecting vulnerable children and that *'our children and young people will have the best start in life and opportunities to give them positive lives'*
- 5.18 Cate Duffy the Director of Children, Learning and Skills was matched into this post. Cate Duffy has been Director of Children, Learning and Skills since April 2017.

6 Conclusion

The Council is committed to appointing permanent officers to Director and statutory officer roles. The restructure seeks to ensure that the Council is fit for purpose for the foreseeable future taking into account the financial challenges local government is facing and generating income from attracting new business, investment and partnership working, delivering services in a more flexible way and reducing tiers of management.

7 Background Papers

None.

SLOUGH BOROUGH COUNCIL

REPORT TO: Council **DATE:** 28th September, 2017

CONTACT OFFICER: Shabana Kauser
(For all enquiries) Senior Democratic Services Officer
(01753) 787503

WARD(S): All

PART I
FOR DECISION

MOTIONS SUBMITTED TO COUNCIL UNDER PROCEDURE RULE 14

The following motions have been received in accordance with Council Procedure Rule 14:-

A) Redundancy/Severance Packages

(Moved by Councillor Strutton, seconded by Councillor Bains)

“This Council resolves that all redundancy/ severance packages of £60,000 or more will be approved by Full Council.”

B) Universal Credit

(Moved by Councillor Bedi, seconded by Councillor Munawar)

“This Council calls on the Government to pause the full implementation of Universal Credit until our concerns about Slough families being pushed into a spiral of debt are addressed.

This Council therefore resolves to write to the Secretary of State for Work and Pensions calling for an immediate pause to the full roll out of Universal Credit.”

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