

## People Select Committee

A meeting of People Select Committee was held on Monday 27<sup>th</sup> September 2021.

**Present:** Cllr Marilyn Surtees (Chair), Cllr Mrs Jean O'Donnell (Vice Chair), Cllr John Gardner, Cllr Niall Innes, Cllr Eileen Johnson, Cllr Lee Spence, Cllr Mrs Sylvia Walmsley, Cllr Bill Woodhead MBE, Cllr Barry Woodhouse

**Officers:** Jane Webb, Margie Stewart-Piercy, Fiona Attewill (HR, L&C), Mark Freeman (L&I), Judy Trainer, John Devine, Abbie Wild (DS)

<b>1</b>	<p><b>Declarations of Interest</b></p> <p>Cllr Barry Woodhouse declared a personal, non-prejudicial interest in item 5 owing to a relative having a disability and being involved in Council activity.</p>
<b>2</b>	<p><b>Minutes of the meeting held on 26<sup>th</sup> July 2021</b></p> <p>AGREED that the minutes of the meeting held on Monday 26th July 2021 be confirmed as a correct record and signed by the Chair.</p>
	<p><b>Scrutiny Review of Carbon Monoxide Awareness – Action Plan for Agreed Recommendations</b></p> <p>The Select Committee were presented with the Action Plan setting out how the agreed recommendations from the Review of Carbon Monoxide Awareness would be implemented and target dates for completion.</p> <p>Key actions included:</p> <ul style="list-style-type: none"> <li>• Report and letter sent to local MPs and Secretary of State for Housing Communities and Local Government signed by Cabinet Member and Select Committee Chair. Positive responses had already been received from the local MPs</li> <li>• Stockton News article to tie in with Carbon Monoxide Awareness week (22<sup>nd</sup> – 28<sup>th</sup> November 2021).</li> <li>• Working with Cleveland Fire Services to share social media posts.</li> <li>• KYIT Article for November 2021 to include promotion of ‘mini – detectors’.</li> <li>• Correspondence with local schools and colleges to offer provision of any awareness materials.</li> <li>• Report to go to Home Safety Awareness meeting on 26 October.</li> </ul> <p>AGREED that the Action Plan be approved.</p>
	<p><b>Monitoring the Impact of Previously Agreed Recommendations - Scrutiny Review of Under-Representation of BME Communities in the SBC Workforce – Progress Update</b></p> <p>The Select Committee considered a progress update including assessments of</p>

	<p>progress following implementation of the recommendations from the Review of Under-Representation of BME Communities in the SBC Workforce.</p> <p>Key actions/ outcomes included:</p> <ul style="list-style-type: none"><li>• Electronic and paper monitoring forms available for completion regarding ethnicity.</li><li>• Work undertaken to contact employees who have not declared their ethnicity, through telephone and email.</li><li>• Contacted 310 employees shown to be undeclared, 9 of which declared that they are BAME, 56 remained undeclared.</li><li>• Implementation of North East jobs as part of the recruitment process to allow easier tracking, auditing and reporting of ethnicity within the workforce.</li><li>• The Council's weekly job bulletin shared via Catalyst reaching a wide number of voluntary and community organisations including BAME groups.</li><li>• Specific actions to increase BAME representation within the workforce which had increased from 2% to 4%.</li></ul> <p>AGREED that the Progress Update be noted and the assessments of progress be confirmed as fully achieved.</p>
	<p><b>Scrutiny Review of Disability Inclusive Borough</b></p> <p>Members were provided with presentations from the review's link officers and an officer from the library service.</p> <p>The presentations covered the following topics:</p> <ul style="list-style-type: none"><li>• Evidence Gathering and Update</li><li>• Future Evidence Sessions</li><li>• Suggestions and Questions</li><li>• Best Practice</li><li>• Stockton Library and Information Service</li></ul> <p>Key Issues were highlighted as follows:</p> <ul style="list-style-type: none"><li>• SBC invested in raised access to bus stops across the borough however services have stopped going to them.</li><li>• Members highlighted the lack of seating in the Crematorium and the impact this may have on individuals with disabilities.</li><li>• Members questioned how an employee with a disability could raise any issues they may have in the workplace. Officers responded that any issues can be raised through the forum, by speaking to managers, during their appraisals or directly with the HR department.</li><li>• Members raised the issue of parking on dropped kerbs and the impact that can have on an individual with mobility problems. As many of the roads in the Borough are older and narrower, without off street parking it could cause issues the higher number of vehicles that use the roads. Suggestions were made for greater levels of enforcement needed.</li><li>• Members raised the issue of Yarm library having a building society inside and how this could impact use for people with mobility issues or</li></ul>

	<p>disabilities. Officers informed that both must work in partnership together and make provisions to be inclusive and easily accessible to all.</p> <ul style="list-style-type: none"><li>• Members highly praised the library service within the borough and how the staff provided home drop offs of books and audio books with excellent personalised recommendations for individuals and go the extra mile.</li></ul> <p>AGREED that the information be noted.</p>
	<p><b>Work Programme</b></p> <p>AGREED that the Work Programme be noted.</p>
	<p><b>Chair's Update</b></p> <p>The Chair had no further update.</p> <p>AGREED that the Chair's Update be noted.</p>