

PEOPLE AND HEALTH OVERVIEW COMMITTEE

MINUTES OF MEETING HELD ON TUESDAY 23 JULY 2024

Present: Cllrs Beryl Ezzard (Chair), Will Chakawhata (Vice-Chair), Jindy Atwal, Louise Bown, Carole Jones, Stella Jones, Cathy Lugg, Steve Murcer and Andy Todd

Apologies: Cllrs Jon Orrell

Also present: Cllr Ryan Holloway, Cllr Jane Somper and Cllr Gill Taylor

Also present remotely: Cllr Clare Sutton

Officers present (for all or part of the meeting):

Andrew Billany (Corporate Director for Housing), George Dare (Senior Democratic Services Officer), Amanda Davis (Corporate Director for Education and Learning), Paul Dempsey (Corporate Director - Care & Protection), Julia Ingram (Corporate Director for Adult Social Care Operations), Laura Cornette (Business Partner - Communities and Partnerships), Andy Frost (Service Manager for Community Safety), Jennifer Lewis (Head of Strategic Communications and Engagement), Chris Matthews (Head of Human Resources), John Miles (Democratic Services Officer), James Palfreman-Kay (Equality, Diversity & Inclusion Officer) and Sarah Perrett (Commissioning Manager - Micro Provider & Voluntary Sector Development)

Officers present remotely (for all or part of the meeting):

Mark Tyson (Corporate Director for Adult Commissioning & Improvement) and Karen Stephens (Interim Head of Service - Market Relationships, Major Contracts, and Over 65's)

11. Apologies

An apology for absence was received from Cllr Jon Orrell.

12. Declarations of Interest

There were no declarations of interest.

13. Minutes

The minutes of the meeting held on 13 June 2024 were confirmed and signed.

14. Public Participation

There was no public participation.

15. **Councillor Questions**

There were no questions from councillors.

16. **Urgent Items**

There were no urgent items.

17. **Committee's Work Programme and Executive Forward Plans**

The Committee noted its work programme and the executive forward plans.

There were no items scheduled for the meeting on 24 September, so this meeting would be cancelled if no items were identified for the meeting.

Members suggested that Cabinet Members were contacted to ensure that the committee had involvement in any developing policy. They also suggested that there were opportunities to learn more about the Dorset Centre of Excellence.

18. **Equality, Diversity and Inclusion Strategy and Action Plan**

The Cabinet Member for Corporate Development and Transformation introduced the report. He stated that the council had statutory duties for Equality, Diversity, and Inclusion (EDI). Uses for the strategy and action plan included making services accessible for all and celebrating the diversity of Dorset. The Equality, Diversity, and Inclusion Officer explained the content of the strategy and that progress would be monitored by the EDI Strategic Board.

Members discussed the report, and the following points were raised:

- There were 134 tasks in the action plan. Some of the main tasks may get lost in the volume of work so there was a need to focus on the tasks which would have the most impact.
- Some of the tasks were requirements in the Local Government Association framework.
- There could be SMART targets for the 9 top level priorities.
- It was important that people are aware of unconscious bias.
- Local protected characteristics could be recognised, however the impact of this needed to be seen. An example was defining rural isolation as a local protected characteristic. Officers stated that impacts were included in Equalities Impact Assessments and defining the local protected characteristics would enable more informed decisions to be made.
- The Dorset Council transgender inclusion policy would be informed by best practice which was shared with employees for feedback. It would be reviewed by the EDI Strategic Board and trade unions, ahead of the Senior Leadership Team.

- There were 18 outstanding actions in the previous action plan, these would be included as actions in the new action plan.
- There were red, amber, and green (RAG) ratings in the action plan, these should be changed to metrics which would enable the monitoring of progress.
- In relation to comments about an action on staff experience and South-West Inclusion Strategy, these would be looked at for the Cabinet report.

In relation to the council's employee wellbeing support, the head of Human Resources confirmed that there would be a review of the wellbeing support to ensure there was good value for money and impact from the support. There was potential for procurement of an employee assistance programme that makes access to these services easier for employees.

Officers confirmed that suggestions from the committee for the strategy and action plan would be taken into account before Cabinet.

Proposed by Cllr S Jones, seconded by Cllr J Atwal.

Decision

That it be recommended to Cabinet that it:

1. Supports the adoption and supporting definitions for the 7 local protected characteristics.
2. Approves the EDI Strategy and Action Plan 2024-2027
3. Approves the supporting detailed EDI Action Plan which covers the period 2024-2027.

19. Towards a New Model for Day Opportunities in Dorset

The Corporate Director for Adult Commissioning and Improvement introduced the report and gave a presentation to the committee. The presentation set out the set out the background and purpose of the project, consultation activity that was undertaken, an explanation of the proposed hub and spoke model, and the principles that would guide development of the project.

Members discussed the report and asked questions of the officers. The following points were raised during the discussion:

- In response a question on the cost of buildings, officers stated the contract with CareDorset was approximately £5 million. There would not be a saving from the work or a loss of buildings, however there would be better value for money from buildings.
- A member felt that there could be savings from buildings where some buildings could be sold or repurposed due to a very low number of people using the day centre.
- When the future model was agreed, there would be a review of the properties. This had been done at a high-level by the Day Opportunities Task and Finish Group

- The hub and spoke model would encourage natural connectivity between people taking part in day opportunities, and it could encourage others to take part who currently do not use day opportunities.
- CareDorset spend approximately £2.5 million on buying from the private sector so people using Care Dorset had access to opportunities being run by the private sector.
- Transport to day centres from rural areas was an issue, and transport was often underutilised. The current transport model was not viable for the future, however there would always be need for some kind of transport. The council only provided transport support for Care Dorset attendance.

Proposed by Cllr S Jones, seconded by Cllr W Chakawhata.

Decision

That the adoption of the model and the approach to its implementation be recommended to Cabinet.

ADJOURNMENT

The committee adjourned for a comfort break at 11.38am and reconvened at 11.55am.

20. Community Safety Plan 2023-26 (2024-25 refresh), Pan-Dorset Reducing Reoffending Strategy 2024-27, and Serious Violence Strategy 2024-25

The Cabinet Member for Health and Housing introduced the report and outlined the development of the plans and strategies through the Dorset Community Safety Partnership. The Service Manager for Community Safety explained the statutory duties around the Community Safety Plan, Reducing Reoffending Strategy, the Serious Violence Strategy and explained that Dorset had strong partnership arrangements in place for community safety.

Committee members reviewed the report and asked questions of the officers. The following points were raised:

- There was a link with the prison service for reducing reoffending through the Dorset Criminal Justice Board.
- There was a correlation between not being in education and young people offending, in particular when they have communication and language needs.
- The Government had announced a curriculum review and most people in the sector would like to see more vocational subjects and a focus on skills for life and a broader range of subject options, enabling more young people to succeed.
- There was a commitment to early intervention for young people at risk of entering the youth justice system, including intervening earlier, at the point of repeat suspensions from education.
- A member sought to extend Operation Encompass to early years settings and asked for further commitment to this to help tackle domestic abuse. This was a police initiative so the police would need to take this forward.

The Cabinet Member for Children’s Services, Education, and Skills undertook to follow up this matter further.

Proposed by Cllr A Todd, seconded by Cllr C Jones.

Decision

That the Community Safety Plan 2023-26 (2024-25 refresh), Pan-Dorset Reducing Reoffending Strategy 2024-27, and Serious Violence Strategy 2024-25 be recommended to Cabinet and Full Council for adoption.

21. **Exempt Business**

There was no exempt business.

Duration of meeting: 10.00 am - 12.22 pm

Chairman

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