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MINUTES OF THE MAYOR AND CABINET

Wednesday, 29 June 2016 at 6.00 pm

PRESENT: Sir Steve Bullock (Mayor), Councillors Alan Smith, Chris Best, Kevin Bonavia, Janet Daby, Joe Dromey and Paul Maslin.

Apologies for absence were received from Councillor Damien Egan, Councillor Joan Millbank and Councillor Rachel Onikosi.

433. Declaration of Interests

None were made.

434. Minutes

RESOLVED that the minutes of the meeting held on June 1 2016 be confirmed and signed as a correct record.

435. Matters Raised by Scrutiny and other Constitutional Bodies

The Mayor received a written representation from the Overview & Scrutiny Business Panel on two issues and gave the following responses:

The Saville Centre

i. instruct officers to put to put a strategy in place that will see the Council retain the freehold of its disposed properties going forward.

The Mayor indicated Freehold disposal was the Council's normal current practice but the Executive Director for Customer Services was asked to examine strategy going forwards.

ii. instruct officers to sensitively consider the use of the Saville Centre site given its proximity to the hospital and other public services to ensure optimum community use.

The Mayor accepted the recommendation.

iii. Instruct officers to investigate the feasibility of jointly developing the British Legion Site.

The Mayor was advised attempts had been made to secure a joint development but the British Legion site had been disposed of to a private owner so a comprehensive redevelopment was not possible.

Decision made at Mayor and Cabinet on 1 June 2016 – New Homes Better Places

Business Panel noted that the Ladywell Pools development had been under consideration for over a decade and would like to reiterate a request that the

Mayor instruct officers to bring forward plans as soon as possible to ensure adequate progress is made on this site.

The Mayor said this was being progressed.

Business panel also noted that the planning process had identified issues and recommended that ward members be consulted at an early stage when Lewisham Homes had new building developments in mind as this could jeopardise the Council's new homes targets.

The Mayor asked the Executive Director for Customer Services to ensure engagement with ward members took place on all new developments.

RESOLVED that the Business Panel be informed of the Mayoral responses.

436. Outstanding Scrutiny Matters

The Mayor observed that the one delayed item was due for consideration later in the agenda.

RESOLVED that the report be noted.

437. Lewisham Education Commission

Councillor Maslin and the Mayor both asked for their thanks to be offered to Christine Gilbert and the Commission team for producing a highly useful and valuable report. The Mayor said the report not only set out issues but also gave steers towards future required actions. The Mayor said he expected to see a series of reports deriving from the Commission's work.

The Executive Director for Children and Young People highlighted the referral received from the Children and Young People Select Committee and advised the Mayor that it could be accepted in full with the necessary additions being added to the Select Committee's Work Programme in September.

Having considered an officer report, a referral from the Children & Young People Select Committee and a presentation by the Cabinet Member for Children & Young People, Councillor Paul Maslin, the Mayor, for the reasons set out in the report:

RESOLVED that:

(1) the challenge and insight provided by the Commission, their endorsement of Lewisham's collaborative approach to schools, their focus on strategic school place planning and on school-led school improvement be welcomed;

(2) officers be asked to develop a detailed response to the findings and recommendations alongside an action plan which would first be considered by CYP Select Committee; and

(3) any action plan to take forward the recommendations from the Education

Commission Report be presented to the Children and Young People Select Committee for consultation.

438. Street Naming and Numbering Charging

A number of Cabinet members queried the current design of street signs in the borough which appeared subject to wide variations in terms of quality, appearance, materials, colour, and design.

In response the Mayor said he was not prepared to authorise expenditure on a standard approach that replaced perfectly good signs. He noted a recent change in colour was for the aid of persons with visual impairments and he praised the erection of new signage in streets named after former members Ron Stockbridge and Alan Pegg.

Having considered an officer report, and a presentation by the Deputy Mayor, Councillor Alan Smith, the Mayor agreed that:

- (1) the introduction of charging for the discretionary elements of the Street Naming and Numbering function be approved;
- (2) the scale of charges as set out in connection with the Council's Street Naming and Numbering function be approved; and
- (3) these charges should take immediate effect.

439. Talkback Action Plan

The Head of Human Resources advised the Mayor that the Safer, Stronger Communities Select Committee had submitted a referral report and that all the points raised by the Select Committee had been addressed in the Action Plan.

Councillor Daby asked if the Investors In People standard was to be pursued and was informed that it would not be as it had been changed substantially in the previous year and that instead in house developments were being advanced.

Having considered an officer report, and a presentation by the Cabinet Member for Resources, Councillor Kevin Bonavia, the Mayor, for the reasons set out in the report:

RESOLVED that:

- (i) the following actions contained in the action plan be approved in respect of the quantitative questions asked of staff

Career Development

- Develop manager's skills and confidence to have the necessary conversations with employees about their career development.
- Create an online career development portal for employees to access and utilise.
- Change employee career expectations – i.e. focus to be about developing

themselves so that they have 'transferable' and 'portable' skills.

Performance Management

- Create greater link between corporate and employee performance management
- Improve appraisal (PES) usage and monitoring
- Develop managers' abilities to manage performance

Communication and Engagement

- Improve exposure to senior management
- Feedback themes and actions from Talkback
- Develop regular staff briefings

(ii) the following actions contained in the action plan be approved in respect of the qualitative questions asked of staff

Organisational performance

- Identify areas where improvements to the working environment may be undertaken through a more reliable remote desktop environment
- Improve the 'back end' IT infrastructure
- Link individual performance with organisational performance more explicitly
- Use data more effectively to manage performance of teams and services.
- Improve the quality of workforce management, especially absence and performance management

Change

- Improve the communication of change throughout the Council, paying particular attention to groups based away from the Catford complex.
- Increase staff involvement in the decision making regarding change across the Council
- Communicate change more effectively and transparently

Making savings

- Improve equipment (e.g. IT), training and other resources / Increasing the use of online methods
- Support more collaborative and partnership working with both internal and external partners to create efficiencies and cost savings
- Consider suggestions made by staff in the Talkback survey

Senior Management engagement

- Develop more open channels of communication for employees with senior management teams including:
 - o Meetings
 - o Briefings and information
- Increase senior manager general presence, visibility and availability

(iii) the Safer, Stronger Communities Select Committee be informed that the Action Plan be accepted in full.

440. 2016 SoP and Adoption Children's Guides

Having considered an officer report, and a presentation by the Cabinet Member for Children & Young People, Councillor Paul Maslin, the Mayor, for

the reasons set out in the report:

RESOLVED that:

- (1) the report of the work of the Adoption Service be noted;
- (2) the review of the Statement of Purpose 2016-17 be approved; and
- (3) the updated Children's Guides to Adoption and Adoption Support Services be noted.

441. SOP Fostering Report 2016-17

Having considered an officer report, and a presentation by the Cabinet Member for Children & Young People, Councillor Paul Maslin, the Mayor, for the reasons set out in the report:

RESOLVED that:

- (1) the report of the work of the Fostering Service be noted;
- (2) the review of the Statement of Purpose for the Fostering Service for 2016 – 2017 be approved;
- (3) the updated Children's Guides – "My Fostering Booklet" and "My Fostering Guide" be noted.

442. St Saviours Catholic Primary School Instrument of Government

Having considered an officer report, and a presentation by the Cabinet Member for Children & Young People, Councillor Paul Maslin, the Mayor, for the reasons set out in the report:

RESOLVED that the Instrument of Government for St. Saviours Catholic Primary School be made by Local Authority order dated 13 July 2016.

443. Launcelot Primary School Instrument of Government

Having considered an officer report, and a presentation by the Cabinet Member for Children & Young People, Councillor Paul Maslin, the Mayor, for the reasons set out in the report:

RESOLVED that the Instrument of Government for Launcelot Primary School be made by Local Authority order dated 1 September 2016.

444. Local Authority Governor Nominations

Having considered an officer report, and a presentation by the Cabinet Member for Children & Young People, Councillor Paul Maslin, the Mayor, having considered the information supplied in respect of each candidate,

RESOLVED that the following persons be nominated to be school governors:

Joyce Greene	Grinling Gibbons & Lucas Vale Federation
Heidi Watson	Stillness Infant
James Rene	Brent Knoll

445. Response SDSC Biodiversity Action Plan

Having considered an officer report, and a presentation by the Deputy Mayor, the Mayor:

RESOLVED that the proposed response to the comments and views of the Sustainable Development Select Committee as set out be approved and reported to the Select Committee.

446. IAG Review

Having considered an officer report, the Mayor:

RESOLVED that the comments and views of the Children & Young People Select Committee be received, and the Executive Director Children & Young People be asked to prepare a response.

447. Disposal of Land at Creekside Part 1

The Mayor was addressed by Andrea Hughes, the Chair of the Deptford Neighbourhood Forum who asked that the decision be delayed given the perceived lack of consultation over what was viewed as a valuable green space in a heavily urbanised environment.

The Mayor received confirmation from the a local ward member, Councillor Joe Dromey, that this was designated housing land but was currently waste land attracting rough sleepers. He acknowledged there were air quality problems in Deptford but believed this housing development would not make matters worse. He stated that on balance the proposed development was reasonable.

Having considered an open and a confidential officer report, and presentations by the Chair of the Deptford Neighbourhood Forum and by the Deputy Mayor, Councillor Alan Smith, the Mayor, for the reasons set out in the report:

RESOLVED that:

- (1) the Council land be declared surplus to requirements;
- (2) the disposal of the Council land in question to Bluecroft Creekside Ltd, be approved subject to planning, in accordance with the terms set out in the confidential section of the report and Heads of Terms contained therein.
- (3) authority be delegated to the Executive Director for Resources and Regeneration, in consultation with the Head of Law, to negotiate and agree the final terms of the land transactions.

448. Exclusion of Press and Public

RESOLVED that in accordance with Regulation 4(2)(b) of the Local Authorities (Executive Arrangements) (Meetings and Access to Information)(England) Regulations 2012 and under Section 100(A)(4) of the Local Government Act 1972, the press and public be excluded from the meeting for the following items of business on the grounds that they involve the likely disclosure of exempt information as defined in paragraphs [3, 4 and 5] of Part 1 of Schedule 12(A) of the Act, and the public interest in maintaining the exemption outweighs the public interest in disclosing the information.

17. Disposal of Land at Creekside Part 2

449. Disposal of Land at Creekside Part 2

This report was considered in conjunction with the open report on the same subject.

The meeting closed at 7.12pm