SOUTH LANARKSHIRE COUNCIL

Minutes of meeting held via Microsoft Teams on 22 September 2021

Chair:

Provost Ian McAllan

Councillors Present:

Councillor Alex Allison, Councillor John Anderson, Councillor Walter Brogan, Councillor Robert Brown, Councillor Archie Buchanan, Councillor Jackie Burns, Councillor Janine Calikes, Councillor Andy Carmichael, Councillor Maureen Chalmers, Councillor Gerry Convery, Councillor Poppy Corbett, Councillor Margaret Cowie, Councillor Peter Craig, Councillor Maureen Devlin, Councillor Mary Donnelly, Councillor Isobel Dorman, Councillor Fiona Dryburgh, Councillor Joe Fagan, Councillor Allan Falconer, Councillor Grant Ferguson, Councillor Alistair Fulton, Councillor Geri Gray, Councillor Lynsey Hamilton, Councillor Ian Harrow, Councillor Eric Holford, Councillor Graeme Horne, Councillor Mark Horsham, Councillor Martin Grant Hose, Councillor Ann Le Blond, Councillor Martin Lennon, Councillor Eileen Logan, Councillor Katy Loudon, Councillor Joe Lowe, Councillor Hugh Macdonald, Councillor Julia Marrs, Councillor Monique McAdams, Councillor Catherine McClymont, Councillor Colin McGavigan, Councillor Mark McGeever, Councillor Jim McGuigan, Councillor Davie McLachlan, Councillor Gladys Miller, Councillor Lynne Nailon, Councillor Carol Nugent, Councillor Mo Razzaq, Councillor John Ross, Councillor Graham Scott, Councillor David Shearer, Councillor Bert Thomson, Councillor Margaret B Walker, Councillor Jim Wardhaugh, Councillor Jared Wark, Councillor David Watson, Councillor Josh Wilson

Councillors' Apologies:

Councillor John Bradley, Councillor Stephanie Callaghan, Councillor Graeme Campbell, Councillor Margaret Cooper, Councillor George Greenshields, Councillor Richard Lockhart, Councillor Kenny McCreary, Councillor Richard Nelson, Councillor Collette Stevenson

Attending:

Chief Executive's Service

C Sneddon, Chief Executive

Community and Enterprise Resources

M McGlynn, Executive Director

Education Resources

T McDaid, Executive Director; L Sherry, Head of Education (Support Services and School Estates)

Finance and Corporate Resources

P Manning, Executive Director; N Docherty, Administration Assistant; G McCann, Head of Administration and Legal Services; K McVeigh, Head of Personnel Services; S Somerville, Administration Manager

Housing and Technical Resources

D Lowe, Executive Director

Social Work Resources/Health and Social Care

S Sengupta, Director, Health and Social Care

1 Declaration of Interests

No interests were declared.

2 Minutes of Previous Meeting

The minutes of the meeting of the South Lanarkshire Council held on 23 June 2021 were submitted for approval as a correct record.

3 Minutes of Risk and Audit Scrutiny Committee

The minutes of the meeting of the Risk and Audit Scrutiny Committee held on 3 March 2021 were submitted for noting.

The Council decided: that the minutes be noted.

4 Depute Provost Vacancy

A report dated 10 August 2021 by the Executive Director (Finance and Corporate Resources) was submitted on options available in respect of the vacant position of Depute Provost.

At the meeting of the Council held on 23 June 2021, Councillor Stevenson advised that it would be her last Council meeting in her capacity as Depute Provost.

The options available to the Council were:-

- given that there were only 2 scheduled full Council meetings before the end of the current Council term and the cost to the public purse, the position remain unfilled
- that nominations be sought to fill the vacancy

The Council decided:

that the position of Depute Provost remain unfilled for the remainder of this Council term.

[Reference: Minutes of 23 June 2021 (Paragraph 8)]

5a Recommendations Referred by Executive Committee - Prudential Indicators, Treasury Management Activity and Annual Investment Report 2020/2021

A report dated 22 September 2021 by the Chief Executive was tabled on the recommendation which had been referred to the Council by the Executive Committee of 22 September 2021 in relation to the Council's Annual Investment Report 2020/2021. The recommendation was that the Council's Annual Investment Report 2020/2021 be approved.

The Council decided:that the recommendation of the Executive Committee of 22
September 2021 in relation to the Council's Annual
Investment Report 2020/2021 be approved.

[Reference: Minutes of the Executive Committee of 22 September 2021 (Paragraph 6)]

5b Recommendation Referred by Executive Committee - Standing Orders on Contracts - Amendments in Relation to Use of Quick Quote

A report dated 22 September 2021 by the Chief Executive was tabled on the recommendation which had been referred to the Council by the Executive Committee of 22 September 2021 in relation to proposed revisions to the Council's Standing Orders on Contracts in relation to the use of the quick quote process. The recommendation was that the following revisions to the Council's Standing Orders on Contracts be approved:-

 an increase in the current limit for procuring works contracts using the quick quote process from £50,000 to £2million to allow for quicker and more simplified procurement exercises and to give greater scope to award higher value contracts locally an increase in the requirement to seek quotes from local small and medium sized enterprises (SMEs) – 4 (previously 2) from 5, if such SMEs were available, to give greater scope to award more contracts locally

The Council decided: that the recommendation of the Executive Committee of 22 September 2021 in relation to proposed revisions to the Council's Standing Orders on Contracts in relation to the use of the quick quote process, as outlined above, be approved.

[Reference: Minutes of the Executive Committee of 22 September 2021 (Paragraph 9)]

6 Equity Working Group Progress Report

A report dated 7 September 2021 by the Executive Director (Finance and Corporate Resources) was submitted providing an update on the work of the Equity Working Group.

At its meeting held on 23 September 2020, the Council agreed to the establishment of a crossparty Equity Working Group that was tasked to:-

- consider the officers' report on recruitment disparities between white and Black and Minority Ethnic (BAME) applicants
- investigate and identify any sources of inequity
- develop consensus on effective ways to address any sources of inequity
- recommend measures to ensure equitable treatment to Council

To date, the Group had:-

- gained an understanding of the Council's recruitment process and discussed what could be done differently to encourage BAME applicants
- considered a report from officers on the recruitment of BAME candidates to the Council
- examined feedback from the BAME recruitment survey and discussed next steps
- agreed questions for use at focus groups for respondents of the BAME survey and examined feedback resulting from those focus groups
- requested a review of equalities training for all Council employees and elected members and noted the new proposals that would be referred to the Corporate Management Team for discussion and for consultation with representative groups, including trades unions
- been made aware of the developments in race equality in employment

There were parallels between the work of the Equal Opportunities Forum and the Equity Working Group and it was proposed that, to enable the Forum to continue the remit of the Working Group, consideration be given by the Council at its statutory meeting in May 2022 to the membership and Terms of Reference of the Equal Opportunities Forum.

As there was some further work for the Equity Working Group to examine, it was proposed that it continue to meet during the final cycle of meetings in this Council term until those actions were completed.

Councillor Razzaq, Chair of the Equity Working Group, referred to the basis for establishing the Working Group and wished to thank both officers and councillors for their input.

Councillors Donnelly, Thomson, McGeever, Holford and McAdams, in turn, were heard in support of the work of both the Equity Working Group and the Equal Opportunities Forum to achieve equity for all.

The Council decided:

- (1) that the work undertaken by the Equity Working Group be noted;
- (2) that consideration be given by the Council at its statutory meeting in May 2022 to increase the membership of the Equal Opportunities Forum to allow representation by all political groups within the Council and to expand its Terms of Reference to allow the Forum to continue the work of the Equity Working Group;
- (3) that feedback from the Equity Working Group focus groups be used to review the current recruitment policy;
- (4) that mandatory equalities training be introduced for elected members and officers; and
- (5) that the Equity Working Group continue to meet into the final cycle of committee meetings ending 2 March 2022 to allow the group to undertake the remaining tasks, as outlined in paragraph 6.1.

[Reference: Minutes of 23 September 2020 (Paragraph 11)]

7 Notice of Motion – Parking Permits

In terms of Standing Order No 19, a motion proposed by Councillor Convery, seconded by Councillor Fagan, was submitted as follows:-

"The Council is asked to agree that:-

The charge for administering residential parking schemes approved on the 24 February 2021 is removed.

Residents are reimbursed for residential parking permits charges introduced as a consequence of the approval of saving CER24 on 24 February 2021.

The cost of removing the charge in this financial year be met from Resource underspend or use of Reserves.

We call on our Colleagues to end this unfair tax on our Constituents."

In moving his motion, Councillor Convery referred to the context of parking permits being introduced in the late 1990s due to traffic volume in East Kilbride town centre and the resulting impact on residential areas. He referred to parking charges and wished to move the motion on behalf of his constituents as he considered they were being penalised as a consequence of where they lived. Councillor Fagan seconded the motion.

Councillor Wardhaugh, seconded by Councillor Watson, moved the following as an amendment:-

Replace the existing text of the motion with the following:

"We consider that the Residents' Parking Permit Scheme in East Kilbride is unfair and no longer necessary due to the reduction of retail activity and the reduction of people working in the town centre.

We propose that the existing scheme be discontinued from 1st April 2022."

Councillor Anderson, seconded by Councillor Craig, moved the following as a second amendment:-

Delete: after "24th February 2021"

Insert: is maintained, subject to the following conditions;

Council asks that a consultation of all residents in existing and future parking permit zone areas is be carried out as to whether they;

a) Wish to remain in a parking permit zone area and pay the £5/year (less than 10p/wk) administration charge,

or

b) Have their areas parking permit zone removed.

Council asks that the consultation to be completed within three months and by the end of January at the latest, and that a report is brought forward by officers to the first appropriate committee on its completion.

Council further asks that this report provides further information on climate change, sustainability and environmental implications of each and any possible options going forward.

Councillor Allison considered that, as the matter was about the residents in the area, it would be best to consult with them and report back to the Area Committee. Councillors Anderson and Craig confirmed their acceptance to add to their amendment that the outcome of the consultation would be reported back to all Area Committees as it impacted on all of South Lanarkshire, not just East Kilbride. In response to a question from Councillor Watson in relation to the decision-making forum for this matter, the Head of Administration and Legal Services clarified that the decisionmaking forum would be the Council, however, the Area Committees could receive the outcome of particular consultations relating to their area and express their views to feed into the parent committee, Community and Enterprise Resources Committee, to allow it to determine whether or not to endorse and refer on to the Council for decision-making.

In response to a Point of Order by Councillor McAdams, the Provost reiterated that members should raise any issues via him as Chair.

On a vote being taken by roll call, between the second amendment (moved by Councillor Anderson, seconded by Councillor Craig) and the first amendment (moved by Councillor Wardhaugh, seconded by Councillor Watson), members voted as follows:-

First Amendment

Jackie Burns, Jim Wardhaugh, David Watson

Second Amendment

Alex Allison, John Anderson, Robert Brown, Archie Buchanan, Janine Calikes, Maureen Chalmers, Poppy Corbett, Peter Craig, Mary Donnelly, Isobel Dorman, Fiona Dryburgh, Grant Ferguson, Alistair Fulton, Geri Gray, Ian Harrow, Eric Holford, Graeme Horne, Mark Horsham, Martin Grant Hose, Ann Le Blond, Katy Loudon, Hugh Macdonald, Julia Marrs, Ian McAllan, Colin McGavigan, Mark McGeever, Jim McGuigan, Gladys Miller, Lynne Nailon, Carol Nugent, John Ross, David Shearer, Jared Wark, Josh Wilson

Abstained

Walter Brogan, Andy Carmichael, Gerry Convery, Margaret Cowie, Maureen Devlin, Joe Fagan, Allan Falconer, Lynsey Hamilton, Martin Lennon, Eileen Logan, Joe Lowe, Monique McAdams, Catherine McClymont, Davie McLachlan, Mo Razzaq, Graham Scott, Bert Thomson, Margaret B Walker

3 members voted for the first amendment, 34 for the second amendment and 18 abstained. The second amendment was declared carried and placed against the motion.

On a vote being taken by roll call, members voted as follows:-

Motion

Walter Brogan, Jackie Burns, Andy Carmichael, Gerry Convery, Margaret Cowie, Maureen Devlin, Joe Fagan, Allan Falconer, Lynsey Hamilton, Martin Lennon, Eileen Logan, Monique McAdams, Catherine McClymont, Davie McLachlan, Mo Razzaq, Graham Scott, Bert Thomson, Margaret B Walker

Amendment

Alex Allison, John Anderson, Robert Brown, Archie Buchanan, Janine Calikes, Maureen Chalmers, Poppy Corbett, Peter Craig, Mary Donnelly, Isobel Dorman, Fiona Dryburgh, Grant Ferguson, Alistair Fulton, Geri Gray, Ian Harrow, Eric Holford, Graeme Horne, Mark Horsham, Martin Grant Hose, Ann Le Blond, Katy Loudon, Hugh Macdonald, Julia Marrs, Ian McAllan, Colin McGavigan, Mark McGeever, Jim McGuigan, Gladys Miller, Lynne Nailon, Carol Nugent, John Ross, David Shearer, Jim Wardhaugh, Jared Wark, David Watson, Josh Wilson

Abstained

Joe Lowe

36 members voted for the amendment, 18 for the motion and 1 abstained. The amendment was declared carried.

The Council decided:

- (1) that the charge for administering residential parking schemes approved on 24 February 2021 be maintained, subject to the following conditions:-
 - that a consultation of all residents in existing and future parking permit zone areas be carried out as to whether they:-
 - wished to remain in a parking permit zone area and pay the £5 per year (less than 10p per week) administration charge; or
 - wished to have their area's parking permit zone removed
- (2) that the consultation be completed within 3 months and by the end of January 2022 at the latest; and
- (3) that a report be submitted on the outcome of the consultation to Area Committees so that views could be fed back via a further report, which should also include information on climate change, sustainability and environmental implications of any possible options going forward, to the Community and Enterprise Resources Committee.

In response to a Point of Order by Councillor Convery, the Head of Administration and Legal Services clarified the terms of the amendment by Councillor Anderson did not seek to suspend parking charges.

In terms of Standing Order No 13, the Provost adjourned the meeting at 1.08pm following consideration of this item of business. The meeting reconvened at 1.15pm without the attendance of Councillors Burns, Carmichael, Hose and Razzaq

8 Notice of Motion – 'Teach the Future Scotland' and the Place of the Climate Challenge in Education

In terms of Standing Order No 19, a motion proposed by Councillor Brown, seconded by Councillor McGeever, was submitted as follows:-

"The Council notes the continuing climate emergency, the efforts, both local and national, being undertaken to tackle this and the welcome focus on the issue with the forthcoming UN Climate Change Conference (COP26) in Glasgow from 31 October to 12 November 2021.

The Council welcomes the positive work of 'Teach the Future Scotland', led by young people in schools and further education, to ensure that the climate emergency is high on the education agenda. Teach the Future has noted that only 4% of students feel they know a lot about climate change, 68% of students want to learn more about the environment and 75% of teachers feel they have not received adequate training to educate students about climate change.

Council supports the call by Teach the Future Scotland for the Scottish Government to commission a review into how the Scottish education system is preparing students for the climate emergency and ecological crisis and asks the Chief Executive to write to the Scottish Education Secretary in support of this.

The Council further:-

- 1. commits to reviewing how education in South Lanarkshire prepares students to help tackle the climate change crisis and deliver climate justice, and to develop this in consultation with a panel of school students
- 2. notes the need to look at continuous professional development within the Council in order that teachers are equipped and confident to teach understanding of climate change issues
- 3. calls for a paper on Climate Change education to be brought to the Education Resources Committee in the near future, detailing what action is currently being taken."

In moving his motion, Councillor Brown referred to the forthcoming COP26 conference in Glasgow and the importance of tackling climate change challenges, given the acceleration of its impact, as shown in recent news events. He referred to discussions he had had with local young people involved in the 'Teach the Future Scotland' campaign and how the Council should build on the work already undertaken so that South Lanarkshire was an exemplar in keeping young people informed with the relevant knowledge to influence decisions which would affect their futures. Councillor McGeever seconded the motion.

Councillor Loudon, seconded by Councillor Marrs, moved the following as an amendment:-

Delete after "climate emergency is high on the education agenda"

Insert;

Teach the Future has collated and cited various studies – UK-wide, England-only, and European-wide – which show that the majority of young people want to learn more about sustainability and expressed a desire to have young voices listened to on climate change, while teachers expressed a desire for more training to educate students about climate change.

Council recognises the partnership work between Keep Scotland Beautiful, YouthLink Scotland, Young Scot, and the Scotlish Government to deliver the official COP26 Youth Climate Programme, which will run during the lead up to and beyond the UN conference in November, and will include a range of online and in-person activities aimed at increasing young people's awareness of climate change.

Council supports the ethos behind the Teach the Future Scotland campaign, and asks the Chief Executive to write to the Cabinet Secretary for Education and Skills, given recent Government announcements in this area, to ask for an update on any evaluations as to how the education system is preparing students for the climate emergency and ecological crisis, and on any support that is available to local government to support this aim. Council further;

Calls for an update in the near future on the paper presented to the Climate Change and Sustainability committee (dated 5th January 2021, presented by the Executive Director of Education Resources) on current and future sustainability activity, to detail new developments that have taken place since this time.

Asks that this update includes details of the progress made towards developing a forum for young people to further the sustainability and climate change agenda, as previously presented to the Climate Change and Sustainability committee.

Asks that this update gives further details of Continuous Professional Development opportunities and learning and teaching resources available to staff both within the Council, and via other fora such as the West Partnership or other partnership organisations.

In moving her amendment, Councillor Loudon intimated that she hoped this would be accepted by Councillor Brown as it sought to contextualise and strengthen the motion and was in the spirit of working together on crucial issues.

Councillor Allison, seconded by Councillor Nailon, moved as a second amendment that the matter be referred to the Climate Change and Sustainability Committee for consideration.

Councillor Brown accepted the terms of Councillor Loudon's amendment.

Councillor Allison, with the agreement of Councillor Nailon, withdrew his amendment.

The Council decided: that the motion, as amended, be agreed.

9 Covid-19 Recovery Arrangements and Service Reintroduction

A report dated 8 September 2021 by the Executive Director (Housing and Technical Resources) was submitted on the actions that had been taken to date in response to the COVID-19 pandemic and those being planned and implemented with regards to service re-introduction.

Details were provided on the Council's initial response to the pandemic and plans to aid service recovery. Despite the many challenges faced, Council services, in partnership with South Lanarkshire Leisure and Culture (SLLC), community planning partners and community groups and individuals, continued to deliver essential services alongside a range of new services that were needed to support residents and communities.

To support the delivery of those services, there was a need to, in many cases, adapt working practices and service delivery models and develop revised Safe Systems of Work. When developing and implementing revised working arrangements, regular consultation took place with the trades unions.

One of the most significant areas of need identified to maintain service delivery, was to enable as many Council staff to work from home as possible. The findings from employee surveys issued in relation to working from home highlighted that employees had a positive experience of the adapted working arrangements and of the supports put in place in terms of engagement, communication and equipment.

On 15 July 2021, a Service Re-introduction toolkit was issued to managers and employees to help to continue to support the workforce as part of the Council's COVID-19 recovery process. Services were being re-introduced in ways which considered service user priorities and took account of the advances in technology that had been made with the aim of improving:-

- accessibility for customers/service users
- service delivery
- efficiency and effectiveness of services
- employee health and wellbeing
- energy efficiency and reducing carbon outputs

The current status of service delivery across all Resources was detailed in Appendix 1 to the report.

It was envisaged that, in many cases, future working models would include an element of agile working. An outcome of the introduction of more agile ways of working would lead to a reduction in floorspace and fleet provision. Also, through the roll-out of IT enhancements, there was now an opportunity to rationalise the Council's telephony requirements.

Resources would continue to re-introduce services, however, it was highlighted that progress might be affected by:-

- any rise in COVID-19 infection levels, leading to increased absence or self-isolation across the workforce or affecting service users and thereby preventing service delivery
- general seasonal absence trends over autumn/winter
- workforce recruitment to fill vacancies
- ongoing restrictions, eg vehicle usage
- supporting wider community vaccination and testing programmes
- potential industrial action
- availability of materials and supplies and price increases

The Chief Executive spoke on the key challenges and thanked elected members for their support in helping to explain the challenges to their constituents. He referred to Lanarkshire having the highest number of COVID-19 cases recorded in recent weeks and the huge pressure on NHS Services and the health and social care system. This, in turn, also impacted on other services, such as housing and Money Matters. He wished to recognise the work of staff, partner agencies, third sector colleagues and the proactive approach by trades unions in assisting to take forward safely the work of the Council.

The Leader thanked Executive Directors and their staff, as well as SLLC colleagues, for their commitment in maintaining services for the benefit of communities.

In response to a question from Councillor Watson on communication and call handling response times, the Executive Director (Finance and Corporate Resources) advised that data from the customer contact centre was monitored and undertook to address any specific issues following receipt of further information.

Councillor Walker referred to the fundamental shift in how services were now provided, via telephone/online rather than face to face, which, she acknowledged, had been driven by necessity. She referred, in particular, to Social Work services and requested that working practices be kept under review with a view to, in certain circumstances, restoring face to face services in order to provide the best quality for service users. In concluding, she asked for more information on the staff survey in terms of challenges faced by staff and requested that impact assessments be undertaken in relation to service users for areas that were being reviewed.

The Provost welcomed Soumen Sengupta, Director, Health and Social Care to his first meeting of the Council and invited him to respond to some of Councillor Walker's comments. In response, he welcomed the points raised by Councillor Walker, however, cautioned that, based on the current figures, South Lanarkshire was going into its 4th wave of the pandemic. He said the paper outlined where the Service was currently at in terms of getting the right balance between providing services where possible, while also dealing with unprecedented levels of demands. He thanked members for their support and asked for their continued help with public messaging. He also encouraged members' input on service provision going forward and acknowledged that things needed to be done differently. He considered how that would be achieved was a conversation for elected members, the wider community, staff and trades unions to engage in. He concluded by thanking everyone for their support and advising that if members had particular questions in terms of specific services, then he was happy to deal with direct.

Councillor McAdams highlighted that while officers might be resuming site visits, elected members had been refused. She also referred to overspends, which had been reported through the Financial Resources Scrutiny Forum, in relation to utility costs in schools and nurseries due to increased ventilation and considered that this would require to be addressed in the long-term, given climate change and financial challenges.

Councillor Fagan stated that he had been made aware of concerns from families in relation to Day Care Centres, especially for adults with learning disabilities. He referred to the Day Care Centre review and the current requirement to operate a temporary model due to the pandemic. He advised that he did not want this to be perceived as the future model as he considered it did not necessarily meet the level of care that the Council had previously assessed for some individuals. He also referred to a preference for complex enquiries being addressed face to face as opposed to by phone or email. In response to Councillor Fagan's question on recruitment, the Chief Executive advised that there was a constant cycle of recruitment and there was no policy to hold posts. He said a priority for the Council was recruitment for the Care at Home sector, however, acknowledged that it was an ongoing challenge. He also referred to the challenges of the reemerging economy and rates of pay in certain sectors which exceeded some in the care sector and how nationally it was hoped to address this issue. As some of the examples referred to by Councillor Fagan were within SLLC, the Chief Executive undertook to speak to the General Manager, SLLC and ask that he respond direct to Councillor Fagan.

The Provost concluded by recording his thanks for the hard work and efforts of Council staff over the past 18 months.

The Council decided: that the report be noted.

10 Questions – Breakfast Clubs

In terms of Standing Order No 18(a), the following questions were submitted from Councillor Brown:-

- whether the Council was still committed to providing a breakfast club in every school
- how many schools did not currently have a functioning breakfast club
- whether there continued to be staffing issues

 when would there be a full complement of breakfast clubs available to all children who wanted them in every school

A copy of the response to the questions by the Executive Director (Education Resources) was attached as Item 10(b).

In response to a Point of Order by Councillor Brown, the Head of Administration and Legal Services confirmed that the Council had to operate in accordance with the current Standing Orders on Procedures which prohibited any discussion or debate on questions brought under Standing Order No 18(a). She advised that the Standards and Procecures Advisory Forum was taking the lead on a full review of Standing Orders and procedural arrangements, and members would be consulted as part of that. The outcome of the review would be presented to the new Council at its statutory meeting in May 2022.

The Council decided: to note the contents.

11 Questions – Play Parks

In terms of Standing Order No 18(a), the following questions were submitted from Councillor Brown:-

- how many play parks were maintained or managed by South Lanarkshire Council
- how much Scottish Government funding did the Council expect to receive as a result of the SNP's manifesto pledge to spend £60 million to refurbish all play parks
- how many play parks would that sum pay to refurbish

A copy of the response to the questions by the Executive Director (Community and Enterprise Resources) was attached as Item 11(b).

The Council decided:

to note the contents.

12 Urgent Business

There were no items of urgent business.