

EXECUTIVE

Date: Tuesday 12 March 2019

Time: 5.30 pm

Venue: Rennes Room, Civic Centre, Paris Street, Exeter

Members are invited to attend the above meeting to consider the items of business.

If you have an enquiry regarding any items on this agenda, please contact Sarah Selway, Democratic Services Manager (Committees) on 01392 265275.

Entry to the Civic Centre can be gained through the Customer Service Centre, Paris Street.

Membership -

Councillors Edwards (Chair), Bialyk, Denham, Harvey, Leadbetter, Morse, Pearson, Sutton and Wright

Agenda

Part I: Items suggested for discussion with the press and public present

1 Apologies

To receive apologies for absence from Committee members.

2 Minutes

To approve and sign the minutes of the meeting held on 12 February 2019 and the reconvened meeting on 14 February 2019.

(Pages 3 -
24)

3 Declarations of Interest

Councillors are reminded of the need to declare any disclosable pecuniary interests that relate to business on the agenda and which have not already been included in the register of interests, before any discussion takes place on the item. Unless the interest is sensitive, you must also disclose the nature of the interest. In accordance with the Council's Code of Conduct, you must then leave the room and must not participate in any further discussion of the item.

Councillors requiring clarification should seek the advice of the Monitoring Officer prior to the day of the meeting.

4 **Local Government (Access to Information) Act 1985 - Exclusion of Press and Public**

It is considered that the Committee would be unlikely to exclude the press and public during consideration of the items on this agenda, but if it should wish to do so, the following resolution should be passed:-

RECOMMENDED that, under Section 100A(4) of the Local Government Act 1972, the press and public be excluded from the meeting of the particular item(s) on the grounds that it (they) involve(s) the likely disclosure of exempt information as defined in the relevant paragraphs of Part I of Schedule 12A of the Act.

5 **Report on the City Wide Transformation Programme known as Exeter City Futures**

To consider the report of the Chief Finance Officer.

(Pages 25
- 30)

6 **Communities Programme**

To consider the report for the Director (JY)

(Pages 31
- 36)

7 **Gender Pay Gap Report**

To consider the report of the City Solicitor & Head of Human Resources.

(Pages 37
- 42)

8 **Lord Mayoralty**

To nominate the Lord Mayor Elect and the Deputy Lord Mayor Elect for the 2019/20 Municipal Year.

Date of Next Meeting

The next scheduled meeting of the Executive will be held on **Tuesday 9 April 2019** at 5.30 pm in the Civic Centre.

A statement of the executive decisions taken at this meeting will be produced and published on the Council website as soon as reasonably practicable.

Find out more about Exeter City Council services by looking at our web site <http://www.exeter.gov.uk>. This will give you the dates of all future Committee meetings and tell you how you can ask a question at a Scrutiny Committee meeting. Alternatively, contact the Democratic Services Officer (Committees) on (01392) 265115 for further information.

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EXECUTIVE

Tuesday 12 February 2019

Present:

Councillor Edwards (Chair)
Councillors Bialyk, Harvey, Leadbetter, Pearson, Sutton and Wright

Apologies:

Councillors Denham and Morse

Also present:

Chief Executive & Growth Director, Director (BA), Director (JY), Director (DB), City Solicitor & Head of HR, Chief Finance Officer, Director (J-PH), Corporate Manager Democratic and Civic Support, City Surveyor and Democratic Services Manager

Councillors Attending Under Standing Order No. 44 for Min. No. 21

Councillors Branston, Foale, Mitchell, Prowse, Sills, Mrs Thompson, M. Vizard and N.Vizard.

Councillors attending Under Standing Order No. 44 for Min. No 22

Councillors Sills, Mrs Thompson, M. Vizard and N.Vizard

Councillors attending under Standing Order No. 44 for Min. No. 23

Councillors Musgrave, Warwick and Wood

12

MINUTES

The minutes of the meeting held on 15 January 2019 were taken as read, approved and signed by the Chair as correct.

13

DECLARATIONS OF INTEREST

No declarations of disclosable pecuniary interest were made.

14

VISION FOR A TRANSFORMATIONAL HOUSING DELIVERY PROGRAMME

The Chief Executive & Growth Director gave a presentation (attached to minutes) setting out a vision for delivering a transformational housing programme for Exeter. This was a visionary place shaping document looking forward 20 years to inform and support planning in the city and the production of the Greater Exeter Strategic Plan. It was not a formal planning document but rather a strategic vision for place that captured the development opportunities in the city that required public sector support and leadership for the city of Exeter. It would help to guide the approach to the housing land supply problem, redevelopment of City Council's assets, council

house building, and corporate priorities centred on Building Great Neighbourhoods; Promoting Active & Healthy Lifestyles; and Tackling Congestion and Accessibility.

It had the potential of being an advocacy document for government funding for infrastructure and housing programmes, and in engaging with the private development sector and investors. Exeter had to provide for 13,100 houses within its municipal boundaries in the next 20 years. This emerging vision was about making Exeter one of the leading global cities in the area of responding to urban challenges and environmental futures.

The city's road network was approaching capacity and there was a need to reduce car usage and improve the environment. The key was to provide mixed use neighbourhoods combining living, working and recreational space in high quality urban villages with pedestrian and cycle networks that would transform the city. Members were informed of the Transformational Housing Growth with active design being key to encourage activity for all and the vision for eight Strategic Projects - Red Cow Village at St David's Station, Water Lane, Marsh Barton, East Gate, West Gate, South Gate, North Gate and Sandy Gate.

The Chief Executive & Growth Director explained that the level of infrastructure investment would be considerable and no less than what would be required for a Greenfield site. It was vital that the City Council adopted this vision to inform the Greater Exeter Strategic Plan and shape future planning in the city.

The Leader stated that this was an exciting vision for the future of the City and was important for the Council to plan for the future to ensure that it met its five year housing land supply. This document would help to prioritise pedestrian and cyclists travelling across the city.

The Chief Executive & Growth Director stated that this document was a vision which would support the planning process, whilst it would have no planning status it would help developers to think differently and be more ambitious. In a changing digital world the city needed to look at employment sites differently and the vision would support development through that process. High level discussions had already taken place with the stakeholders to take forward a shared vision for St David's ward.

The Portfolio Holder for Health and Wellbeing, Communities and Sport commented that he fully supported the vision which would support the challenges ahead and the requirement to build 13,100 homes in the next 20 years. This document would support opportunities for the future generations to create sustainable decent communities in the city.

RECOMMENDED to Council to:-

- (1) adopt the Vision for a Transformational Housing Programme which would inform the production of the Greater Exeter Strategic Plan (GESP) and provide a strategic context for: redevelopment of the City Council's assets, the production of Site Planning Statements to clarify expectations on sites offering scope for redevelopment; investigating options resulting from the Government's removal of the cap on local authorities' borrowing to fund the delivery of new council housing, and to assist planning responses to an acute housing land supply problem in Exeter; and
- (2) note the Greater Exeter Industrial Strategy which sets out an ambitious land acquisition and infrastructure investment bid amounting to £350m in support

of a transformational housing programme for the sub-region, and it is assumed that the Transformational Housing Programme would require significant investment in infrastructure and land assembly to realise the 20 year programme.

15

EXETER LIVE BETTER AND MOVE MORE DRAFT PHYSICAL ACTIVITY STRATEGY

The Director (JY) presented the report on Exeter Live Better and Move More Draft Physical Activity Strategy which recommended a period of public consultation with a final report to be presented to Council in July 2019. The strategy set out the various challenges and opportunities and how resources and commitment would align from various stakeholders. It also provided an overall guidance to increasing physical activity in Exeter in line with the Council's vision. Physical activity was not solely sports activities, but included other activities such as walking, cycling and various other forms of recreation.

Investment from Sports England had been successful in increasing sports excellence across the country, however the overall health, wellbeing and physical activity in everyday life had diminished. The 'Active Life' survey concluded that Exeter was the most physically active city in the UK, but this largely reflected, the demographics of younger residents living in the city, who were more likely to engage in physical activity. The strategy would therefore focus on making improvements to health & wellbeing, by promoting physical activity and addressing the various lifestyle challenges of other residents and communities, particularly in the areas of greatest need.

In response to a Member question, the Director (JY) confirmed that the consultation would be sent to various organisations, stakeholders and schools across the City to ensure engagement and contributions which would inform the final strategy.

The Portfolio Holder for Health and Wellbeing, Communities & Sport stated that a targeted approach was required to manage the challenges ahead, especially for deprived areas of the city. Members welcomed the strategy and the further consultation necessary to create the final document.

RESOLVED that the draft strategy for public consultation be approved with a final report and strategy to be presented to Council in July 2019.

16

PARKING TARIFFS

The Director (DB) presented the report on increasing car park tariffs from April 2019, including the further regulation of car parking at King George V Playing Fields. Members were advised that the report proposed to increase tariffs in Zone 1 and 2 by 10 % and to increase tariffs in Zone 3 by 50p, although there would be no increase for season ticket holders. Car parking at King George V Playing Fields would now be for a maximum of four hours to ensure that the car park was available for recreational users and not used by commuters.

The Leader commented that the Council had not made any general inflationary car park rises for a number of years.

During discussion, Members highlighted the facilities at the King George V Playing Field welcoming the four hour parking limit and acknowledging the need to encourage more sustainable modes of transport across the city.

A Member raised an objection with regards to the increase in the car park charges in Topsham.

Place Scrutiny Committee considered the report at its meeting on 17 January 2019 and its comments were reported.

RESOLVED that the following be approved:-

- (1) To increase tariffs at Premium, Zone 1 and Zone 2 car parks by a maximum of 10% within the existing linear pricing structure as set out in the table below;
- (2) To increase the tariffs at Zone 3 car parks by 50p as set out in the table below;

Premium Car Parks (Guildhall, Mary Arches, John Lewis)		
Stay	Current Tariff	Proposed Tariff
1 hour	£3.00	£3.30
2 hours	£4.00	£4.40
3 hours	£5.00	£5.50
4 hours	£6.00	£6.60
5 hours	£7.00	£7.70
6 hours	£8.00	£8.80
7 hours	£9.00	£9.90
All day	£15.00	£15.00
Zone 1 Car Parks (Bampfylde Street, Bartholomew Terrace, Harlequins, King William Street, Magdalen Road, Magdalen Street, Matthews Hall, Princesshay 2, Princesshay 3, Smythen Street)		
Stay	Current Tariff	Proposed Tariff
1 hour	£2.00	£2.20
2 hours	£3.00	£3.30
3 hours	£4.00	£4.40
4 hours	£5.00	£5.50
5 hours	£6.00	£6.60
6 hours	£7.00	£7.70
7 hours	£8.00	£8.80
All day	£12.00	£13.00
Zone 2 Car Parks (Belmont Road, Bystock Terrace, Cathedral & Quay, Haven Road 1, Howell Road, Richmond Road, Parr Street, Topsham Quay, Triangle)		
Stay	Current Tariff	Proposed Tariff
1 hour	£2.00	£2.20
2 hours	£3.00	£3.30
3 hours	£4.00	£4.40
4 hours	£5.00	£5.50
5 hours	£6.00	£6.60
All day	£10.00	£11.00
Zone 3 Car Parks (Flowerpot, Haven Road 2 & 3, Holman Way, Okehampton Street, Tappers Close, Turf Approach)		

Stay	Current Tariff	Proposed Tariff
1 hour	£0.50	£1.00
2 hours	£1.00	£1.50
3 hours	£1.50	£2.00
4 hours	£2.00	£2.50
All day	£3.00	£3.50
Zone 3 Car Parks with Maximum Stay (Bromhams Farm, Clifton Hill, Gordons Place, Station Road (Exwick))		
1 hour	£0.50	£1.00
2 hours	£1.00	£1.50
3 hours maximum stay	£1.50	£2.00
Coach Parking at Haven Road 3 (per day)	£5.00	£5.00
Quarterly Commuter Season Ticket	£375.00	£375.00
Residents Annual Season Ticket	£150.00	£150.00
Bartholomew Terrace Business Permit	£250.00	£250.00
Cathedral & Quay Business Bays	£750.00	£750.00

- (3) To restrict parking to a maximum 4 hour stay at King George V Playing Fields (Appendix 1); and
- (4) the Director (DB) be given delegated authority to consider any objection that may be received.

(In accordance with Standing Order no. 43 Councillor Leadbetter requested that his vote against the recommendation be recorded)

17

GENERAL FUND/HRA ESTIMATES AND CAPITAL PROGRAMME 2019/20

The Chief Finance Officer presented the report proposing the General Fund revenue estimates for 2019/20 and to recommend the Band D level of Council Tax for 2019/20. The report also included the proposed Capital Programme for 2019/20 and future years, and the proposals in respect of the Housing Revenue Account (HRA).

The proposed capital programme for 2019/2020 presented the General Fund with a £37.8 million spend and the HRA with a spend of £20.6 million, which included £9.2 million to build new council homes in the city. This was the final year of the HRA one percentage rent reduction and whilst the income would be lower there would only be a small reduction in the HRA working balance.

In regards to the General Fund, attention was drawn to appendix two and the reduction in the core spending power which had reduced since 2016/17 by 15.2 %

which equated to £2.3 million. There was a £2.2 million in savings and additional income proposed in the revenue estimates. The recommendation to Council on 26 February 2019 was for a proposal for an increase in £5 for a band D property, this was the maximum allowed without having to hold a referendum. Council would also be asked to approve the Council Tax for Devon County Council, Devon and Cornwall Police and Crime Commissioner and the Devon and Somerset Fire Authority. The Devon and Cornwall Police and Crime Commissioner had set an increase at the maximum, without holding a referendum of £24 per band D property, the other two authorities had not yet met.

Members were reminded that they had a legal obligation to set a balanced budget at Council and that any savings or additional income removed would require alternative ways of meeting those savings or generating income.

The Leader commented that Exeter had had the highest cuts of all the district authorities in Devon with regards to its core spending power. He proposed an additional recommendation that the Council write to its MP's to ask why Exeter had had the biggest cut in core spending power when given most growth to the region.

The Portfolio Holder for Health and Wellbeing, Communities and Sport highlighted the £9.2 million the Council planned to spend on building new council houses, the £7.9 million of government grant that the Council had lost in the last four year period and the reduction in New Homes Bonus. The Council would need to make considerable changes going forward to address its funding shortfall.

RECOMMENDED to Council:-

- (1) the overall spending proposals in respect of both its revenue and capital budgets are recommended to Council be approved;
- (2) the council tax for each Band be approved as set out in section 8.19.3 subject to Devon County Council, Devon and Cornwall Police, Crime Commissioner Devon and Cornwall and the Devon and Somerset Fire Authority confirming their Band D levels respectively;
- (3) when the actual council tax amounts for Devon County Council, Devon and Cornwall Police and Crime Commissioner and the Devon and Somerset Fire Authority are set then the revised council tax levels be submitted to Council on 26 February 2019 for approval;
- (4) the Statement given by the Chief Finance Officer as required under Section 25 of the Local Government Act 2003 be approved; and
- (5) the Council write to its MP's to ask why Exeter City Council had had the biggest cut in core spending power when it had given the most growth to the region.

(In accordance with Standing Order no. 43 Councillor Leadbetter requested that his vote against the recommendation be recorded)

The Chief Finance Officer presented the report seeking adoption by the Council of the Treasury Management Strategy Report, incorporating the Annual Investment Strategy 2019/20, as required under section 15(1)(a) of the Local Government Act 2003. This report was a statutory requirement and there had been no significant changes from last year. He advised of the maximum limit to be lent to any one

organisation in respect of Property Funds which was £10 million, the Council currently had £5 million in such fund and would wait post Brexit to make anymore investments. The other limits on the value of investments to be held in any one institution was a maximum of £5 million depending on the creditworthiness of that institution.

Corporate Services Scrutiny Committee considered the report at its meeting on 24 January 2019 and its comments were reported.

RECOMMENDED that Council adopt the new Treasury Management Strategy and delegations contained therein.

19 **THE PRUDENTIAL CODE FOR CAPITAL FINANCE IN LOCAL AUTHORITIES
(INCORPORATING THE ANNUAL STATEMENT OF MINIMUM REVENUE
PROVISION)**

The Chief Finance Officer presented the report setting out the proposed 2019/20 prudential indicators for capital finance for adoption by the Council and set the annual statement of Minimum Revenue Provision (MRP). He referred to the minimum revenue provision which is the amount set aside from revenue to meet the repayment of debt principal and advised of the minimum revenue provision options that the Council used, the Asset Life Equal Instalment and Asset Life Annuity Method. A change in Government Guidance now allowed for an overpayment in respect of the funds that Councils could set aside over and above the statutory minimum revenue provision which could be reclaimed in future years. The Council currently had £5.602 million in voluntary overpayments.

The Chief Finance Officer highlighted the Capital financing required, the operational boundary and the authorised limit, this was the maximum the Section 151 officer was allowed to borrow to cover the Operational Boundary and day to day cashflow.

Corporate Services Scrutiny Committee considered the report at its meeting on 24 January 2019 and its comments were reported.

RECOMMENDED that Council adopt the:-

- (1) Prudential Indicators set out in Appendix A-C; and
- (2) Annual Statement of Minimum Revenue Provision for the Council.

20 **MOVE MORE LIVE BETTER DRAFT BUILT FACILITIES, PLAYING FIELDS,
PITCHES, PLAY AREAS, PARKS AND OPEN SPACES**

The Director (JY) presented the report setting out proposals for how Council built facilities, playing fields, play areas and parks could be developed in future to contribute to the strategic vision of Exeter becoming the most physically active city in England and encouraging those most at risk of inactivity to become active in everyday life. A consultation process would give the residents, community organisations and stakeholders the opportunity to feedback on the draft strategy.

There was a clear need for the Council to set out an integrated strategy for the future of built sports facilities, playing fields, pitches, play areas and open spaces. Although delivery of sport and leisure facilities was a discretionary area for the Council, it was important that the draft Physical Activity Strategy and the Sport England Local Delivery Pilot, provide good quality, accessible, community based

built sports and leisure facilities and preserved and improved the city's pitches, playing fields, play areas, parks and open spaces. With on-going funding cuts to Councils it was also necessary to consult on choices available. With the exception of the planned new build St Sidwell's Point Leisure Complex, there was an aging estate and a strategic approach was necessary to determine areas for future investment which would also need to be in line with the Greater Exeter Strategic Partnership (GESP). Further aspects included a needs led approach to Play Area provision across the city and for the Council, within its statutory duty as a local planning authority for the provision and protection of sport, green spaces and recreation facilities, to publish an assessment of current and future needs for playing fields and pitches.

The Director (DB) detailed proposals for the play areas, parks and open spaces. A number of the 83 play areas across the city were not fit for purpose and decisions were necessary on the way forward for either replacing or focusing on areas with the greatest need. A reduction to 80 play areas across the city with three new Destinations play parks is being proposed. The document outlined a potential investment of £3.7 million, subject to consultation. A funding strategy would need to be developed to support the proposed investments.

The Portfolio Holder for Place and Commercialisation stated that this document covered two different portfolios of sport and parks and open spaces. He commented on the varied range of play facilities across the 83 sites and that, whilst some closures were suggested, the Council would assess needs on a city wide basis. It was important that the Council ensured every child had access to play facilities with equipment suitable for children of all abilities. The Council needed a comprehensive and robust strategy which would include Destination parks and provision for all age ranges including trim trails for people who were less mobile. The Council was looking to enhance provision and identify funding sources to support this.

The Portfolio Holder for Health and Wellbeing, Communities & Sport referred to the importance of engaging local people on future provision to allay any concerns regarding the loss of open spaces and emphasised the relationship between the built facilities and the Council's overall vision and activity strategy including work with the NHS to promote healthy activity lifestyles. This vision would build on the success of the Wellbeing Exeter project where, since 2015, over 2,000 people had benefited through the social prescribing initiative. He highlighted the following three key elements of future built leisure facilities:-

- the redevelopment of the Exeter Arena and ISCA Centre into a Community Sports Village including a community leisure centre and a 25 metre swimming pool to replace the Northbrook Pool;
- retaining the Riverside Leisure Centre and Community Swimming Pool to maintain and provide access on this side of the river; and
- an innovative, new build integrated Community Health and Wellbeing Centre to replace the existing Wonford Sports and community centres.

The Director (JY) highlighted the success of the social prescribing scheme and the work with Sports England. In response to a question, the Director explained that a Community Asset Transfer Policy was in development.

Members supported the document and welcomed the approach outlined in the draft strategy.

RESOLVED that the draft strategy be approved for public consultation with a final report to be presented to Council in July 2019.

UPDATE REPORT ON BUILT SPORTS AND LEISURE FACILITIES

The Leader brought to Members' attention an e-petition that would close on 25 February 2019 asking the Council to respect the recommendation of Place Scrutiny Committee held on 31 January 2019 which supported the sale of the Clifton Hill site excluding the Ski Slope. The e-petitioner had been invited to present the petition at the meeting of Council on the 26 February 2019 when discussion would be welcome in accordance with the Council's normal practice. He added that the Council had received a proposal to register the Ski Slope as an Asset of Community Value which was being processed and early indications were that the application was likely to be successful.

The Director (JY) had prepared an Equality Impact Assessment showing the potential impact of the recommendation to sell the site on people with protected characteristics within the 2010 Equalities Act. A copy had been circulated to Members and is attached to the minutes.

The City Surveyor circulated a supplementary report setting out advice following the recommendation by the Place Scrutiny Committee. The report advised on the potential impact of retaining the ski slope. It also set out the impact of green space exclusion and an approach to the designation and treatment of the green space to be accommodated within the development. The combined impact of green space exclusion and ski slope retention was also set out.

The Leader continued that he had taken on board the views of the community and fellow Councillors and, as a result, would be moving the following amendment to recommendation 2.2 (a):-

Delegate authority to the Director in consultation with the relevant Portfolio Holder and in liaison with the ward members and the City Surveyor to:

Identify and agree the area of green space to be retained by the council (comprising a minimum of 10% of the overall site area) in the current general location of the existing green space; and

agree a condition to be included in the Contract for Sale of the whole site requiring the purchaser to transfer back for a peppercorn the green space land identified and agreed in 2.2(a) above to the Council following service by the Council of a Notice requiring such transfer.

The Director (JY) presented the report providing an update on the interim Built Facilities plan agreed by Council in June 2018. The presentation is attached to the minutes. Members were updated on the original decision to sell the Clifton Hill Site, the options for the sale of Clifton Hill Site and the future investment in the existing built sport and leisure facilities. The report also set out the recommendation of the City Surveyor for the sale of the site of the Clifton Hill Sports Centre and the surrounding land owned by the Council.

Councillor Sills, having given notice under Standing Order No.44, spoke on this item. He wished to reinforce Members' views expressed at Place Scrutiny Committee on 31 January 2019, and the pleas of the general public who had attended the meeting, as well as the representations of fellow Councillors. He set in context the debate at the Place Scrutiny Committee and reiterated the proposal from the Committee that the ski slope be excluded from the sale of Clifton Hill, as well as the Committee's support for the retention of 10% of the land for green open

space. He referred to the members of the public who submitted or attended to ask questions, and who spoke passionately about retaining the ski slope as well as the green open space. He was aware of the two petitions, with over 900 and 3,000 names respectively, seeking to retain the ski slope at Clifton Hill. He said that he had not fully appreciated the uniqueness of the green space, which offered a quieter, more informal open space. A member of the public who had attended had also described the green space as their sanctuary, and this had resonated with him to ensure the protection of the wildlife and flora there. The many reasons for not selling the green space were compelling and he was disappointed that the additional proposal from Place Scrutiny Committee, not to sell the ski slope, was now not being included in the recommendations going forward at Executive. He had not fully appreciated that the ski slope was such a vital community asset, with no comparable facility at least within at least an hour and half drive of Exeter. He had received many representations, all of which had a genuine interest in protecting the green space and retaining the valued uniqueness of the Exeter ski slope.

Councillor Mitchell, having given notice under Standing Order No.44, spoke on this item and reiterated that the Clifton Hill green space was an area much loved by the local community in the adjacent wards. He referred to his support for additional funding for other elements of the leisure offer and, in particular the Riverside Leisure Centre. He stated that he opposed the proposal to sell the Clifton Hill site which would have a devastating effect on a local community asset as a valuable city centre green open space and wildlife corridor. He referred to the excellent work of the Adaptive ski club and that a virtual ski centre would not allow them to continue this work. He confirmed that he had read the valuer's report, but the information from the City Surveyor was not as detailed as it could have been. He hoped that Members would consider saving the green open space and ski slope in its entirety. Place Scrutiny Committee recognised the amenity and recommended the removal of the ski slope from any future sale. The green space was uniquely different and the proposed minimum 10% green space would not be a sufficient amount to protect the local ecology wildlife corridors and social usefulness of this site. He hoped that Members would listen to the concerns that had been raised and move forward a proposal that all Members could support and save the green space in its entirety as well as the ski slope.

Councillor Mrs Thompson, having given notice under Standing Order No.44, spoke on this item. She commented that the valuation given for whole site is approximately £9 million less allotments and 10% open space where as the valuation for a smaller brownfield part of the site was approximately £8.8m. The sale of the whole site will deprive the community of a ski slope, rifle range, golf driving range and open greenspace when a fraction of the site could fetch approximately £8.8 million even with the restriction, these facilities also bring a substantial rental income to the council. A valuation of the sports centre site in isolation with and without the voluntary restriction has not been undertaken and should be to establish if there is a figure of undervalue with the restriction. If for instance the valuation without restriction was in excess of £10.8m permission from the Secretary of State would be needed to sell at the undervalue and if the whole land is sold for £9 million with the restriction there is no guarantee the voluntary restriction could not be challenged and removed at a later date. Cllr Thompson concluded that if the restriction was successfully removed there could still be a situation where the council ended up with the purpose built student accommodation it had hoped to restrict.

Councillor Foale, having given notice under Standing Order No.44, spoke on this item. He highlighted the Council's challenging financial situation that had left it with only enough money to meet the management of its front line services and the many problems associated with the leisure facilities in the city. He referred to reactions he

had received on canvassing in the west of the city and the concerns expressed over the missed deadlines and current state of the Riverside Leisure Centre. He urged the Executive to find the £4.4 million needed to complete the required work and to provide quality facilities for the city.

Councillor Prowse, having given notice under Standing Order No.44, spoke on this item referring to his recent visits to the Exeter Ski slope and also the lengthy debate at the Place Scrutiny Committee. He expressed his concern at the late circulation of an impact assessment report which the City Council should provide as the site freeholder and to the absence of any reference to the ski slope in the report to Executive in June 2018. Because of the existence of three methane vents on the site and despite regular monitoring by Environmental Health, he doubted whether there would be sufficient developer interest in the site. He hoped that Members would make the right decision regarding the ski slope which had been used by the Adaptive Ski Club for over 30 years.

Councillor Branston, having given notice under Standing Order No.44, spoke on this item. He was pleased to note that the recommendation from Place Scrutiny Committee was that the sale of the Clifton Hill site exclude the ski slope which is a vital facility for both the able and disabled. Representations at the Place Scrutiny Committee from residents, campaign groups and the Chair of the Newtown Community Association reflect other campaigns to protect community open space in the City. If the original proposal were to be supported, the Newtown area and adjacent wards will, within the last 18 months, have lost a sports facility for all age groups, a golf driving range and, potentially in the future, at least 90% of the open green space area. The most important issue is to preserve and save the Clifton Hill Green Space and notwithstanding the need to generate best value capital receipts, decisions must also have regard to the value of land to the community and residents' quality of life as well as ensuring that access to any future development will not impede public access to dedicated open space areas. The retention of the ski slope and open space within Council ownership will help reduce health inequalities and support the Council's policy of promoting health and wellbeing. All Ward Councillors supported the recommendation that the Clifton Hill land is not used for purpose built student accommodation.

Councillor N Vizard, having given notice under Standing Order No.44, spoke on this item. She asked Members to note the recommendations of Place Scrutiny Committee, which was the retention of at least 10% green space and the exclusion of the ski slope from the future sale of the site. Councillor N Vizard understood the need to access funds to invest in the other sports facilities in the city but it was also important that the Clifton Hill green open space was protected. She welcomed the 10% allocation and asked that the local community be involved in discussions on its location. The ski slope offered a huge range of benefits to the local community in particular the Adaptive Ski Club who relied on the ski club for the facility. Whilst welcoming the impact assessment for the site she sought more information on potentially new sites for the Exeter ski club.

The Leader assured Councillor Vizard that the brickwork building would remain.

Councillor M Vizard, having given notice under Standing Order No.44, spoke on this item. He referred to the difficult decision to close the Clifton Hill Sports Centre and, although ward councillors could have opposed it at every stage particularly in light of the opposition to its closure from local campaign groups, this had not been considered appropriate. He referred to the bigger picture to ensure a sound financial budget, invest in city wide facilities and parks, and protect front line services. He had accepted that the site of the sports centre and adjoining car park would be sold,

and appreciated that the value of the site would be diminished, but suggested that the golf driving range was also an area which could be included in the sale, as it had negligible wildlife and was essentially a grass field. He supported the retention of the open green space to the north of the centre, to the south of the golf driving range and the east of Portland Street. He praised the reclamation of this area by local residents and he thanked the Save the Clifton Hill Green Space Campaigners for their work. He emphasised the importance of preserving green space and excluded from the overall sale and to remain in public ownership under the City Council's responsibility.

Councillor M Vizard also made a plea to save the ski slope. He was pleased that an equality impact assessment had been produced and welcomed the retention of the old Brickworks office. He acknowledged and welcomed the level of public funding to create a new community building in Belmont Park and also to the value of the Wild Zones report. He felt that communication and consultation with local residents should not stop and, with the involvement of the Portfolio Holder, suggested that a working group involving local residents, the Green Space Campaign and other stakeholders in the area.

The Leader thanked the Members who had made a contribution at the meeting, it was important to look at leisure facilities provision across the whole of the city rather than just certain areas.

The Portfolio Holder Health and Wellbeing, Communities & Sport stated that Members had taken note of the concerns raised and this had been reflected in the proposed amendment with regards to the recommendation on the open space. A copy of the Equality Impact Assessment had been circulated. In light of the views of Place Scrutiny Committee he wished to seek an acceptable solution for the benefit of all Ski Club users and the wider city. He reiterated the importance of ensuring a balance in the available leisure facilities in the city and he hoped that the repair of the Riverside Leisure Centre would be expedited as quickly as possible.

The Portfolio Holder for Support Services also referred to the informed debate by the ward councillors and the views of the local residents. He welcomed the Leader's amendment in relation to the green space, agreed it was an important part of the site and that it would be wrong to lose such space when it was the Council's ambition to enhance such spaces. He acknowledged that ski provision was in the Council's strategy and a possible virtual experience could provide an even better provision in the future.

The Portfolio Holder for Economy and Culture referred to the difficult decisions the Council was having to make on behalf of the city because of reduced resources. She had visited the ski club and had been impressed by the work of the Adaptive Ski Club. She noted the comments made by Members and that a virtual ski facility was completely different from the current amenity. It was important to make sure that every effort was made to work with the Club to find an alternative and potentially better site. The site was part of a complex interwoven pattern to realise the financial resources from the sale of the site and contribute towards the provision of much needed homes.

RECOMMENDED that Council:-

- (a) sell the Clifton Hill site, for a mixed residential development to generate the best value capital receipt to offset the previously agreed costs of compensation, upgrades to leisure facilities and to provide investment for

other Council priorities including the future development and improvement of other leisure sites;

- (b) allocate a budget of £200,000 to cover the ground investigation works, marketing and selling of the site to deliver the optimal capital receipt to the Council; and
- (c) allocate a further capital budget of £4.4 million to allow for the full replacement of the flat roof and rebuild of the floor structure surrounding the pool at the Riverside Swimming Pool and Leisure Centre; and

RESOLVED to:

- (a) Delegate authority to the Director in consultation with the relevant Portfolio Holder and in liaison with the ward members and the City Surveyor to:-

Identify and agree the area of green space to be retained by the council (comprising a minimum of 10% of the overall site area) in the current general location of the existing green space; and

Agree a condition to be included in the Contract for Sale of the whole site requiring the purchaser to transfer back for a peppercorn the green space land identified and agreed in 2.2(a) above to the Council following service by the Council of a Notice requiring such transfer;
- (b) Delegate authority to the City Surveyor to take the necessary steps to ensure the Clifton Hill land is not used for purpose built student accommodation.
- (c) Note the good progress on the works associated with the £3 million budget agreed for the essential enhancements to the fabric of the buildings and replacement of essential plant and mechanical systems and interior enhancements; Exeter Arena, Wonford Sports Centre and Riverside Swimming Pool Leisure Centre and on the £950,000 budget agreed in November 2017 for Pyramids Swimming Pool and Leisure Centre.
- (d) Note the need for further capital investment at the Riverside Swimming Pool and Leisure Centre.
- (e) Note that the draft Physical Activity and Built Facilities strategies, (setting out the longer term sustainability and development plans for Riverside Swimming Pool and Leisure Centre, Wonford Sports Centre; Exeter Arena and ISCA Centre; Northbrook Swimming Pool and Northbrook Golf Course) are being recommended for public consultation with final recommendations due to be presented to Council in July 2019.

22

BULL MEADOW RECREATION GROUND

The City Surveyor advised that following on from Place Scrutiny Committee he had discussed matters further with the Exeter Homes Trust. He had been advised that the Trust's architect had not said that the proposed scheme could be accessed from Fairpark Road. Discussions with planning and highways officers had suggested that this might prove problematic and the additional costs would put pressure on the scheme's viability, requiring a significant wall breach and retaining structures. Devon County Council highways advice was that a Fairpark Road solution would not add the highway benefits of the turning head solution.

The Trust had also advised that the funding allocation from Homes England which underpinned the scheme viability assumed completion of the scheme within the current grant programme. The Trust had advised that this implied a target completion date in December 2020 which, with a projected build programme of 18 months required a summer 2019 start. In view of the fact that a redesign was required to access from Fairpark Road before submission of a revised scheme, there was a danger of the funding allocation being lost.

Councillor Sills, Chair of Place Scrutiny Committee, having given notice under Standing Order No.44, spoke on this item. He commented that Place Scrutiny Committee opposed the sale of the land and that little new information had been presented since the Committee had taken place. The object of the sale of land was the impact on the volume of traffic to area and there were still alternative options that Exeter Homes Trust could explore. He asked for all options to be explored and that Place Scrutiny Committee were clear that they did not want this piece of land to be sold.

The Portfolio Holder for Support Services moved an amendment to the recommendation that the land should only be disposed of to create an extension to the highway if planning permission was granted.

The City Surveyor clarified the Council position with regards to the delegated powers in relation to the disposal of park land.

Councillor N Vizard, having given notice under Standing Order No.44, spoke on this item. She referred to the views of Liveable Exeter that streets, spaces and parks that link neighbourhoods to the city centre should be safe and attractive and encourage active and healthy lifestyles. Whilst the majority of residents and ward councillors, supported the development of the Almshouses by the Exeter Homes Trust they opposed the sale of Council land for the sole purpose of creating a turning circle and three visitors parking bays. Given road safety concerns and the impact of construction traffic she supported a pedestrian access only solution suggesting that three dedicated car parking spaces for Fairpark Almshouses could be set aside in the adjacent Council owned car park. With letters from 211 local residents and petitions of 300+ and 400+ signatures, opposition was significant. She advocated support for the Place Scrutiny Committee recommendation to refuse sale of the land and to work with Exeter Homes Trust to bring forward the development as car-free in line with Exeter City Council's sustainability strategy for city centre developments.

Councillor M Vizard, having given notice under Standing Order No.44, spoke on this item. He supported this important housing development but not the sale of the area of land in Bull Meadow Park. He advocated continued pedestrian access from Fairpark Road with the creation of a level access walkways to the building. Referring to the Exeter Homes Trust's desire to create a vehicular access point and parking for visitors etc allied to a road safety improvement to Temple Road he pointed out that use should be made of the nearby Council car park for visitor parking and that the residents of Temple Road had not raised road safety issues. He continued that as a planning application had not been submitted could the plans not be redrawn and the developer should not be setting a deadline for the Council. He asked Members to consider their decision very carefully and listen to local residents and Place Scrutiny Community and save this park.

The City Solicitor and Head of HR clarified the amendment from the Portfolio Holder for Support Services to read as follows:-

Executive delegate authority to the City Surveyor to sell the parcel of land necessary to create an extension to the highway only if planning consent is granted for a scheme that requires it.

The Leader seconded this proposal.

The Portfolio Holder for Support Services in speaking for his proposal stated that the proposals would be dealt with through the planning process and this would then formulate what Council land would be required to facilitate the development.

Place Scrutiny Committee considered the report at its meeting on 17 January 2019 and its comments were reported.

RESOLVED that delegated authority be given to the City Surveyor to sell the parcel of land necessary to create an extension to the highway only if planning consent is granted for a scheme that requires it.

23

MAJOR GRANTS MINUTES 21 JANUARY 2019

The minutes of the Major Grants Panel meeting held on 21 January 2019 were submitted.

Councillor Musgrave, having given notice under Standing Order No.44, spoke on this item. He stated that he was representing two important community assets in his ward - Exeter Eagles BMX Club and Exeter Aces Cycle Speedway Club - who were Council tenants operating on the site for 30 years. They demonstrated strong community spirit and contributed to making Exeter more active. The clubs had written to the Leader and Portfolio Holder for Place and Commercialisation about the proposed percentage cuts in their Council rent grant. He understood the reasons for the major grants review but wanted Members to be aware that should these proposals go ahead then both clubs would close within three months of the next full Council as the clubs had no financial resilience. He asked Members to consider an asset transfer to these clubs and he invited Members to visit and see the club in action.

In response to a question, Councillor Musgrave confirmed that the BMX was very affordable for families and that they could ride the entire track for an entire Saturday afternoon for just £2. Both clubs operated on a not for profit basis.

Councillor Warwick, having given notice under Standing Order No.44, spoke on this item. He stated that use of these clubs should be maximised to reflect the Council's commitment to health and an active life style. He had received correspondence from the BMX Club regarding the reduction in their rent grant which also affected the Cycle Speedway Club. He had been working with the clubs to look at solutions and including a possible asset transfer. The clubs attracted people from all over the country and were well respected, it was important that young people had facilities to boost health and fitness. The volunteers running the organisations had improved the facilities including safety measures. Whilst recognising the main reasons for the grants cuts provision being the continued austerity these cuts left two very worthwhile projects under threat and he referred to other groups faced with cuts such as Rape Crisis. He recognised that the Council did not have a legal duty to support these organisations and that there were other funding available such as crowd funding although it did have a duty to the communities that it represented and he asked that Executive commit to a plan to help such organisations to secure their long term future.

Councillor Wood, having given notice under Standing Order No.44, spoke on this item. He stated that the Council continued to face funding cuts from central government and had sought to mitigate the impact of these cuts on Voluntary and community grants in an imaginative and creative way. He recognised that the Council did not wish to destabilise any groups and the detail and impact of any transitional process was crucial. Although a Trustee of Exeter Citizens Advice Bureau he was speaking on behalf of all of the organisations on this list as many of these groups had complex financial arrangements, including staff considerations. With the consultation beginning in March it would mean that they would start the new financial year with significant unknowns at very short notice. He stated that he reluctantly supported the move to transfer the cost of grants from Revenue to New Homes and CIL funding and asked Members to consider other options on core and rent grants. There was a need to ensure that the Council had mechanisms to sustain the work of many greatly valued groups.

The Leader commented that the Council had to save £2 million and that it gave over £1m in grants every year. He had agreed to meet representations from the BMX and the Speedway clubs but he could make no guarantees. He advised that all the organisations had been informed that the grants would not continue. The Council was looking at other ways in which to help organisations obtain funding.

In response to a Member's question, Councillor Wood commented that he did not know how the cuts would affect the CAB and that whilst they did have reserves the organisation did struggle and, with the cut in the rent and core grant, it was unclear the level of service that could be delivered going forward.

The Portfolio Holder for Health and Wellbeing, Communities and Sport commented that the Major Grants Panel had made interim recommendation on grant awards for the coming year in line with the available budget for the core and rent grants in 2019/20 to allow time for public consultation for the future policy. He referred to the next item on the agenda in which Members could take into account the Red Quadrant Report and recommendation for the public consultation on a draft policy

RESOLVED that:

- 1) Living Options Devon Grant of £5,000 cease on recommendation from City Development;
- 2) Turntable Grant ceases as Housing Needs wish to place a contract for services for a similar amount for 2019/20;
- 3) Core and rent grants for the 5 Arts Council England (ACE) National Portfolio Organisations (NPO's) are already subject to a 4 year contract regime and need to be funded in line with current contract terms for 2019/20;
- 4) Community Associations that run Community Centres to continue to have existing rent grants for the full financial year 2019/20 funded through Neighbourhood CIL;
- 5) All other existing rent grants be capped at 2018/19 levels and funded for 6 months from April to September 2019;

- 6) All other existing core grants to be capped at 2018/19 levels and funded for 6 months from April to September 2019;
- 7) Grass Roots Grants (Neighbourhood CIL) process suspended for the time being;
- 8) £44,183 to be transferred from the Neighbourhood CIL to cover the full year effect of the annual rent grant of the 8 Community Associations who currently receive a rent grant;
- 9) Exeter Sports Fund grant, small arts grants, city grants and ad-hoc grant funds cease; and
- 10) The decisions, as set out below be implemented in respect of the bodies indicated:

Arts Council England National Portfolio Organisations (ACE NPO's): ECC grants are linked to 4 year contracts	Recommended
Exeter Phoenix	£92,000
Exeter Northcott Theatre	£65,000
Theatre Alibi	£15,360
Libraries Unlimited	£10,000
Kaleider	£8,000

Core grants 50% of 2018/19 core grant in 2019/20	Recommended
Exeter Citizens Advice Bureau	£42,400
ExeAccess (Exeter Community Transport Association)	£8,620
Age UK Exeter	£2,500
Magic Carpet	£750
Merry Go Round Toy and Leisure Library	£500

Rent Grants for Community Associations Funded from Neighbourhood CIL for 2019/20	Recommended
Topsham Community Association – Matthews Hall	£8,750
Stoke Hill Community Association - St Katherine's Priory	£8,300
Exeter Community Initiatives - Exwick Community Centre	£6,500
Wonford Community and Learning Centre Ltd	£6,250
Alphington Community Association	£6,000
Newcourt Community Association	£6,000
Sylvania Community Facilities Association	£1,550
Stoke Hill Pre School Group	£833

All other rent grants funded at 50% of 2018/19 grant for 2019/20 with the exception of Exeter Phoenix due to ACE NPO 4 year contract	Recommended
Exeter Phoenix	£51,098
Citizens Advice Bureau	£19,664

Exeter BMX Racing Club	£9,870
Age UK Exeter	£8,700
Exeter Relate	£6,800
Exeter Cycle Speedway Club	£6,509
Barnfield Theatre	£6,053
Exeter Water Sports Association	£4,080
The Scrapstore (Hut 2 Belmont Park)	£3,100
Devon Rape Crisis Service Ltd	£2,950
Topsham Museum	£2,779
The Scrapstore (Gatehouse and 2 storage containers at CH)	£1,000

(In accordance with Standing Order no. 43 Councillor Leadbetter requested that his vote against the recommendation be recorded)

Meeting adjourned at 10.30pm until 14 February 2019 at 5.30pm

(The meeting commenced at 5.30 pm and closed at 10.30 pm)

Chair

The decisions indicated will normally come into force 5 working days after publication of the Statement of Decisions unless called in by a Scrutiny Committee. Where the matter in question is urgent, the decision will come into force immediately. Decisions regarding the policy framework or corporate objectives or otherwise outside the remit of the Executive will be considered by Council on 26 February 2019.

EXECUTIVE

Re-convened from the adjourned meeting of 12 February 2019

Thursday 14 February 2019

Present:

Councillor Edwards (Chair)
Councillors Bialyk, Morse, Sutton and Wright

Apologies:

Councillors Denham, Harvey, Leadbetter and Pearson

Also present:

Chief Executive & Growth Director, Director (BA), Director (JY), Director (DB), City Solicitor & Head of HR and Democratic Services Officer

24

DECLARATIONS OF INTEREST

No declarations of disclosable pecuniary interest were made.

25

COMMUNITY GRANTS REVIEW DRAFT POLICY FOR CONSULTATION

The Director (JY) presented the report providing an update on the progress of the Community and Arts Grants Review and setting out high level proposals for future policy.

The Director referred to the recommendations of an independent review undertaken by Red Quadrant, one of the keys to which was modernising the approach to community and arts grants including replacing rent and core grants by commissioning formal contractual arrangements with organisations.

The Portfolio Holder for Health and Wellbeing, Communities and Sport supported the recommendations emphasising the importance of community consultation as part of the initial process. Members acknowledged that greater transparency and fairness in the grant making process was necessary and that the proposed way forward through commissioning would ensure the Council delivered services in line with its priorities as well as achieving necessary budget reductions.

RESOLVED that the high level proposals for future policy be approved in principle and the Directors be mandated, in consultation with the Portfolio Holder for Health and Wellbeing, Communities and Sport and the Portfolio Holder for Economy and Culture, to prepare a draft policy for public consultation to commence in March with a final report to be presented to Council in July 2019.

ANNUAL PAY POLICY STATEMENT

The City Solicitor & Head of HR presented the report setting out the Council's annual Pay Policy Statement 2019/20 to be approved by Council each financial year as required by legislation.

Corporate Services Scrutiny Committee considered the report at its meeting on 24 January 2019 and its comments were reported.

RECOMMENDED to Council that:-

- (1) the Policy, Report and Appendix, as presented to the meeting, be adopted and published in accordance with the legislation; and
- (2) delegated authority be given to the City Solicitor & Head of HR to make necessary amendments to the pay policy statement following any changes in legislation or subsequent increases in pay.

27 LOCAL GOVERNMENT (ACCESS TO INFORMATION) ACT 1985 - EXCLUSION OF PRESS AND PUBLIC

RESOLVED that under Section 100A(4) of the Local Government Act 1972, the press and public be excluded from the meeting during consideration of the following items on the grounds that they involved the likely disclosure of exempt information as defined in paragraph 1,2,3 and 4 of Part 1, Schedule 12A of the Act.

28 EXETER CITY LIVING BUSINESS PLAN

The Director (DB) presented the report seeking approval to provide the loan identified in the Exeter City Living (ECL) Business Plan 2019/2020 for funding of business operations and development activity during the financial year 2019/2020.

Members highlighted the positive opportunity for joint work between ECL and the Housing Department in the year two Business Case.

In response to Members' questions, the Director confirmed that there would be no net loss of Social rented units as outlined in the Year One Business Case and the Memorandum of Understanding and this would be addressed in the Vaughan Road scheme, dependent on the feasibility study. The Director (BA) clarified that there was no further information required from the Government on the implications of the lifting of the HRA Borrowing Cap.

RECOMMENDED to Council that:-

- (1) Exeter City Council obtain a loan of £5 million from the Public Works Loan Board and provide Exeter City Living with a loan of £5 million to fund the matters identified in the Exeter City Living Business Plan 2019/2020;
- (2) Exeter City Living proceed with the activities as outlined and detailed in the Exeter City Living Business Plan 2019/2020, including the operational activities and development works identified; and

- (3) it be noted that an Addendum Business Plan is likely to be issued during 2019/2020, which would consider the opportunities at other City Council sites which may become available following agreement of corporate priorities and public consultation.

29

STAFFING REVIEW - DEMOCRATIC AND CIVIC SUPPORT

The Director (BA) presented the report seeking approval to commence a consultation process on a proposed change to staffing within the Democratic & Civic Support service area, specifically the area “PA Support to Strategic Management Board and the Leader”.

RESOLVED that the Corporate Manager, Democratic & Civic Support be authorised to commence consultation with staff affected by this proposal in accordance with the Council’s Policy on Organisational Change.

30

REVIEW OF STAFFING IN HOUSING TENANCY SERVICES

The Director (BA) presented the report setting out the final business case for reconfiguring the Housing Tenancy Services Team by reducing the number of Housing Officers by two and replacing these with two Senior Housing Officers. This would not add to the Council’s establishment and was intended to promote a focus on performance management by adding capacity for supervisory support and coaching.

RESOLVED that the introduction of two Senior Housing Officer posts which had been Job Evaluated at Grade 10 of the Exeter City Council pay scale and the deletion of two Housing Officer posts (Grade 8) be approved following a meaningful consultation period which exceeded the minimum statutory consultation period and had been carried out in line with the Exeter City Council Organisational Change Policy.

(The meeting commenced at 5.30 pm and closed at 6.03 pm)

Chair

The decisions indicated will normally come into force 5 working days after publication of the Statement of Decisions unless called in by a Scrutiny Committee. Where the matter in question is urgent, the decision will come into force immediately. Decisions regarding the policy framework or corporate objectives or otherwise outside the remit of the Executive will be considered by Council on 26 February 2019.

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REPORT TO EXECUTIVE & COUNCIL

Date of Meeting: 13 March 2019 & 16 April 2019

Report of: Chief Finance Officer

Title: Report on the City Wide Transformation Programme known as Exeter City Futures

Is this a Key Decision?

* One that affects finances over £1m or significantly affects two or more wards. If this is a key decision then the item must be on the appropriate forward plan of key decisions.

No

Is this an Executive or Council Function?

Council

1 What is the report about?

1.1 This report sees authority to continue with the seconding arrangement that has been put in place for the Programme Director for Exeter City Futures (“ECF”). Exeter City Council’s Strategy 2018-2021 focuses on three key programmes that address the major challenges that face the city. The first of these challenges include tackling congestion and accessibility. This report considers what the City Council has achieved so far working with its partners and Exeter City Futures in the last year. The report also considers how best ECC can maintain the momentum built up so far.

1.2

2 Recommendations

2.1 Executive recommends to Council the following:

- (a) Note what has been achieved to date working in partnership with ECF following the recruitment of the ECF Programme Director- City Transformation, in particular the expansion of the ECF Board to include directors from Devon County Council, Exeter College, the University of Exeter, and the RD&E; and £200,000 of One Public Estate Funding secured from the MHCLG, Cabinet Office, & LGA for Exeter City Development Fund.
- (b) Agree to continue to fund the ECF Programme Director- City Transformation post for a further period of 2 years.
- (c) Agree to set aside the sum of £99,364 for each year from the business rate windfall to pay for the Program Director- City Transformation post for a further two year period commencing from April 2019.

3 What are the resource implications including non-financial resources

3.1 If approved, the Chief Finance Officer will earmark a reserve from the additional funding achieved from the 100% business rate pilot to cover the cost of the 2 year extension.

4 Section 151 Officer comments

- 4.1 As the post supports a key objective, which seeks to deliver sustainable growth within the City, the section 151 Officer believes that this is an appropriate use of the Business Rates pilot funds. Owing to the way the funds are generated through the Business Rates system, it may be that these funds need to be set aside over the current and next financial years.

5 What are the legal aspects?

- 5.1 None identified.

6 Monitoring Officer's comments

- 6.1 This report raised no issues for the Monitoring Officer.

7 Report details

- 7.1 Exeter City Future Community Interest Company was formed with the aim of helping the City Council address the key challenges facing the city. This recognized the fact that the problems and challenges facing a city could not be solved by any one body but instead required collaboration between sectors and organisations in pursuit of a shared agenda. Furthermore, in the face of austerity and severe funding pressures, we would need innovation and potentially disruptive approaches to solve some of the pressing infrastructure challenges. Working with the private sector, and utilising the considerable skills possessed in the city in terms of analytics, the potential of a transformational programme to drive innovation and create business start-ups and commercial opportunities from addressing urban challenges was something that had wider economic benefits. This is being seen more widely in the city with the focus on environmental futures and data that features heavily in the Greater Exeter Industrial Strategy and initiatives such as the Environmental Futures & Impact Lab at Exeter Science Park.
- 7.2 The main focus of the work of ECF has been transport, specifically the problem associated with congestion. In spite of the considerable success of the County Council in dampening the impact of traffic levels from housing and employment growth at Exeter, the city does have a congestion challenge that will get worse unless solutions can be found. Exeter was named as the fastest growing city in the U.K in 2017; in the same year it was also named the slowest moving city in the U.K with an average speed of 4.6 mph during peak hours. ECF has a stated mission to make Exeter congestion free and energy independent by 2025.
- 7.3 Our City Council plan is to continue to work with our neighbouring councils and ECF to:
- (a) Create strong collaborative environment that brings together councils and the private sector to solve the transport and accessibility challenges that faces our city;
 - (b) Through collaboration, co creation and social enterprise, access innovative solutions to these challenges;
 - (c) Promote and support the use of data analytics to identify the challenges to be solved.

7.4 In order to accelerate this work programme in February 2018, Exeter City Council agreed to fund a Programme Director post (to be filled by way of secondment) utilising resources from two existing but unfilled posts. These posts have since been deleted from the establishment therefore authority is sought to continue funding this work stream for a further two year period.

Expanded Membership of ECF Board

7.5 In the year following recruitment to this post, Exeter City Futures has reached a significant milestone in its journey to creating a more healthy, inclusive and sustainable City of Exeter. On the 19th December 2018 new members Exeter College, the University of Exeter and Devon County Council confirmed membership of our Community Interest Company (CIC) Board alongside Exeter City Council and Global City Futures. The RD&E has also agreed to have a Director on the Board. This is an incredibly important step forward for collaboration across Exeter and the wider region, the key organisations in the City have now joined forces and committed to working together as a collaborative city to tackle 12 transformational goals. These goals include:

- Reducing the Dominance of Cars,
- Half of all journeys walked or cycled, and
- Reliable Journeys and Resilient Roads

7.6 The newly expanded ECF board will ensure that long-term capability is built within the City to address current and future challenges around congestion and accessibility. Over the next few months, the ECF board will agree metrics which will be used to judge the impact, progress and performance of Exeter City Futures going forward.

7.7 The ECF board continues to be supported by a growing number of local business who are signing up to help deliver the goals. In excess of 80 businesses have now signed up in pursuit of the goals. The priority focus for many of these businesses is moving staff to and from their place of work. Over the next few months the ECF Programme team will be working to define how we best support these businesses and the potential impact solving the commute challenge can have on our strategic priority. ECF is also working closely with the Sport England LDP team to maximise efficiency of outcomes.

Exeter City Development Fund

7.8 As City based organisations, we are stronger when we work together. ECF provides a mechanism for a formal and coordinated approach to city solutions. This can deliver sustainable change that will have a lasting beneficial impact on our Member organisations and the citizens and businesses of Greater Exeter. The first such strategic shared project to be delivered via ECF is the concept development for a City Fund that can be used to invest in sustainable and socially impactful projects. This is the concept of a sustainable funding mechanism for infrastructure in the city previously discussed with Members at Executive on 10th July 2018. This project has recently been awarded £200k funding from “One Public Estate” to work to understand whether such a concept is feasible and to inform central government on the challenges that would need to be addressed if Cities were to finance development in this way. The decision letter from the Programme Director of the One Public Estate said: “The Board felt your proposal to develop a City Development Fund for Exeter was particularly innovative and we

would like to work with you in support of this project. We have awarded £200,000 to undertake proof of concept work, detailed project finance modelling and business case development to establish a City development Fund for Exeter.” This project will be delivered by ECF using the strong collaborative governance to steer the outcomes.

- 7.9** The ECF board is working to define further projects that would benefit from this shared City governance and will bring these forward in due course.

Business Innovation

- 7.10** ECF’s innovative Exeter Velocities programme continues to support start-ups who offer potential solutions to the challenges that the City faces around congestion and accessibility. Its current cohort includes Predina and FlowX, both of whom are currently undertaking small-scale pilots with organisations within the City. Predina is an intelligent mobility focused company that offers deep learning to dynamically predict and prevent the risk of road accidents in real time, based on 28 sources of contextual data. Their risk suite predicts the risk score, severity and cause of accidents – dynamically based on changing driver risk, historical accidents and context. FlowX use existing underutilised data to help Cities better understand their traffic. FlowX was founded to help city authorities collect better traffic data from their existing CCTV footage. The key goal from joining ECF’s velocities programme is to cement a pilot of their innovative concept within the City of Exeter. It is worth noting that Exeter City Futures has been recognized as the largest direct investor in accelerator programmes in the country. The five start-up companies that have been created through this process and the 24 companies that have been supported are examples of the work we are doing to support innovation and entrepreneurial behaviour that is explicitly stated in our future vision for the city, for Exeter to be a leading knowledge economy and entrepreneurial city, a global leader in addressing urban challenges. In previous years the City Council will have funded consultants to support small businesses. That work is no longer done as a stand-alone economic development initiative. It is clear from the experience to date with hundreds of thousands of pounds of funding being attracted for new start up businesses that this programme is having a positive impact on the economy and culture of innovation. It is therefore appropriate that this work be funded through the growth premium earned through pooling arrangements with the one off pilot on business rates. The Pooling authorities gave a commitment that additional funding over and above the anticipated business rates income would be committed to economic development activity.

- 7.11** The Programme Director worked with the University of Exeter on drafting the Greater Exeter Industrial Strategy and building the business cases that underpin the proposals contained in the Strategy. This was a significant investment in time throughout the summer of 2018 and this work is now informing the production of the Heart of the South West Local Industrial Strategy. Ordinarily the City Council would have been required to bring in consultants to have prepared this work had the expertise and capacity not been in place.

8 How does the decision contribute to the Council’s Corporate Plan?

- 8.1** The Programme Director role is critical to supporting the delivery of the Council’s strategic priority for tackling congesting and accessibility through the City Transformation Programme. Exeter City Futures provides specialist expertise to build a transformational programme. This work has created a strong collaborative environment that brings together councils, the private sector and communities to solve jointly the transport and accessibility challenges facing our city. The city wide

challenge programme is broader than transport, the twelve sustainable goals also includes energy, and the use of data in support of innovation to address the challenges facing the city.

- 8.2** The Council's Vision Statement for 2040 sets out a number of ambitious statements for the city including:

An innovative and analytical culture will support communities, businesses, civil society and public bodies to work together to solve the city's challenges and achieve its ambitions.

Exeter will be recognized as a leading sustainable city and a global leader in addressing the social, economic and environmental challenges of climate change and urbanization. The Exeter of the future will have grasped the opportunities ahead of us today.

- 8.3** Exeter City Futures has been the driving force for the approach to innovation and the use of data analytics and has built a strong appetite for collaboration between the key stakeholders in the city.

9 What risks are there and how can they be reduced?

- 9.1** The risk to the council is both reputational and practical. The project management support is critical to the transformation programme. The leadership of the programme is simply essential to the success of the whole programme. From a reputational point of view the other key organisations that have joined the ECF Board would rightly question our commitment to the whole endeavour if we withdrew funding. In practical terms the work on congestion, as far as the city council is concerned, would come to an end and lead to a failure to achieve our priority as identified in its Corporate Strategy 2018-2021.

10 What is the impact of the decision on equality and diversity; health and wellbeing; safeguarding children, young people and vulnerable adults, community safety and the environment?

- 10.1** The recommendation set out in this report do not point to any negative impact on equality and diversity but will positively impact on the environment.

11 Are there any other options?

- 11.1** None are obvious at this time. Failure to agree further funding is likely to prevent achievement of the Council's key aims and objectives, as set out in this report.

Dave Hodgson
Chief Finance Officer

Local Government (Access to Information) Act 1972 (as amended)

Background papers used in compiling this report:-

Sustainable Financing Model for Exeter Infrastructure, Report to Executive 10th July 2018
Greater Exeter Industrial Strategy

Contact for enquires:
Democratic Services (Committees)
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Exeter City Council

REPORT TO: EXECUTIVE
Date of Meeting: 12 March 2019
REPORT TO: COUNCIL
Date of Meeting: 16 APRIL 2019

Report of: Director
Title: Communities Programme

Is this a Key Decision?

No

Is this an Executive or Council Function?

Executive and Council

1. What is the report about?

- 1.1 This report sets out a proposal to restructure the existing leases for the Exeter Eagles BMX Club and Exeter ACES Cycle Speedway Club.
- 1.2 This report sets out a proposal that the Council offers a non-commercial loan to Alphington Community Association to enable the refurbishment of 'The Shed' Theatre Building.

2. Recommendations:

- 2.1 That Executive RECOMMENDS to Council:

That a non-commercial annuity loan of £50,000 is offered to the Alphington Community Association for the specific purpose of contributing to the cost of the re build of The Shed at Alphington Village Hall.

That the Director is given delegated powers to negotiate the terms of the loan with the Alphington Community Association.

- 2.2 Executive RESOLVES to:

Authorise the City Surveyor, in consultation with the Leader, to agree to the restructuring of the terms of the existing leases of the Exeter Eagles BMX Club and the Exeter ACES Cycle Speedway Club on the terms set out in this report:

and

Approve a disposal of land by way of lease for less than best consideration on the grounds set out in this report.

3. Reasons for the recommendations:

- 3.1 The request for a reduced rent for both Exeter Eagles BMX and Exeter Aces Cycle Speedway Club has arisen as a consequence of the Community and Art Grant review. The recent Executive decision on interim arrangements for 2019/20 (12 February 2019) means that both organisations will only receive 6 months' rent grant in 2019/20. The formal consultation will take place between March and June with the potential for rent grants to be removed altogether from 2020/21. This report will go to Council in July 2019.

- 3.2 Both Exeter BMX Racing Club and Exeter Aces Cycle Speedway Club are faced with relatively substantial rent due to their location on the Matford Business Park. The rent for the land is based on industrial open storage values. This rate combined with 50% reduction in rent grant support will make it difficult for either group to be continue operating in Exeter beyond 2019/20.
- 3.3 There is an immediate need to resolve the current financial crisis both clubs are now facing. Both clubs represent a unique special value in terms of their offer to the city and region. The clubs are volunteer run and offer activities that are not available elsewhere in the region and have additional value in terms of their environmental, social and wellbeing offer to families and young people in the city.
- 3.4 British Cycling have identified both clubs as of strategic importance regionally and nationally and are already working with the Council to investigate the potential of a joint venture in the city which may well be able to incorporate a future home for these clubs. Getting families on low incomes cycling and being active together is a key priority for the Exeter and Cranbrook Sport England Local Delivery Pilot and the grass roots nature of these clubs, their inclusive and family oriented approach set them in the priority group for support with capacity building and growth as part of the pilot programme.
- 3.5 Alphington Community Association is an active grass roots group supporting residents to come together to face the challenges and opportunities of the significant housing growth in this part of the city.
- 3.6 The Association already successfully runs the Village Hall which it has full ownership of, and the Alphington Community Centre which it leases from the Council with support from a rent grant which has been protected for 2019/20. The Village Hall has recently undergone a successful refurbishment. The Association owns and runs "The Shed" which is adjoining the Village Hall. The Shed is primarily used a as community theatre. The Association has plans to demolish and rebuild "The Shed" and this loan will complete their fundraising and allow them to draw down the match funding promised by other benefactors and undertake the much needed rebuild. There is a risk that the match funding available will be withdrawn if the total amount needed is not raised in the near future.

4. What are the resource implications including non-financial resources:

- 4.1 The proposed reduction in rent agreements will reduce general revenue funds in the region of £14,000 for 19/20. This shortfall against the planned income will need to be mitigated: some contingency funding has been made available to do this and the Director will manage this in year to avoid any overspending.
- 4.2 A non-commercial annuity loan of £50,000 to Alphington Community Association will mean that this funding will not be available for other things. However this is not regarded as a significant issue. The Council will set the interest rate for the loan at a rate to ensure that it covers the cost of borrowing from the PWLB.

5. Section 151 Officer comments:

- 5.1 The proposals are noted. The impact of the reduction in rents will be managed during 2019/20 and will be added to the Medium Term Financial Plan as a pressure for future years.
- 5.2 The cost of the loan from the Council will be covered by the Association. The risk is that repayments cannot be made and that the Council will have to write off the loan. This will impact on the revenue account and require a one-off reduction to finance. Current rates of interest range from 1.60% to 2.62% depending on the length of the loan.

6. What are the legal aspects?

- 6.1 The Council has statutory power to provide loans at less than commercial rates where the Executive exercises its discretion to charge less than market value rents where it considers there is an overriding social, economic, environmental or wellbeing benefit to the community.

7. Monitoring Officer Comments

- 7.1. State aid rules are unlikely to apply because the loan will not distort or have the potential to distort competition and will not affect trade between member states. Additionally the loan is below the de minimis limit.

The Monitoring Officer recommends that the loan is secured against the land by way of legal charge to safe guard the council from risk of failure to re pay the loan granted.

8. Report Details:

- 8.1 Exeter Aces Cycle Speedway Club is the only cycle speedway in this region and it has had a home in Exeter for many years. The Club have previously received an annual rent grant of £13,019, however this has been reduced to £6,509 for 19/20 with no guarantee of rent grants being available in future years. The Club has a core membership base of about 100 members with 50 regular and active participants at any one time. Each family pays £5 annual membership and £1 for each session they attend. The Club is volunteer-led and family oriented: it is accessible to people of all ages, though most regular users are between the ages of 8-18. They have no paid staff. The membership fees and session income is spent on overheads and improving facilities, training for coaches, equipment, trophies, hiring transport for competitions etc. New flood lights were installed this time last year. They have also raised funds to build and run their own club house and disabled ramps. All maintenance and operations are managed by the committee through member volunteering. The Club currently have a Crowdfunding campaign to raise funding to improve the track.
- 8.2 Exeter Eagles BMX Club is next door to the ACES and both Clubs share resources and help each other out. The Club have previously received an annual rent grant of £19,740, however this has been reduced to £9,870 for 19/20 no guarantee of rent grants being available in future years. The Club also has a core membership of around 100 and are also self-financing with all maintenance and operations managed by the committee through member volunteering. The Club has also raised and invested £25,000 in improvements to the track.
- 8.3 Both Clubs are extremely concerned about the reduction of the rent grant upon which they have become dependent. Raising even the 50% of the rent required for 19/20 is impossible for the Clubs without external assistance or without raising membership and session fees which is of great concern to the committee members. It is clear that increases in fees will impact on membership and session use and may deter the very families who are the life-blood of the Clubs which they support through volunteering.
- 8.4 A long term solution is for the Clubs to work with the council to find an alternative site on land with lower value designation (e.g. park/open space/play). There is potential for the Council to consider a permanent home for the Clubs in the proposed Community Sports Village at Arena which is subject to consultation as one of the proposals in the Exeter Live Better Move More Draft Built Facilities, Playing Fields, Pitches, Play Areas Parks and Open Spaces Report (Jan 2019). Discussion with the Clubs have already begun.
- 8.5 However there is an immediate need to resolve the current financial crisis both Clubs are now facing. Both Clubs represent a unique special value in terms of their offer to the city and region. They are volunteer run and offer activities that are not available elsewhere in the

region and have additional value in terms of their environmental, social and wellbeing offer to families and young people in the city.

- 8.6 British Cycling have identified both clubs as of strategic importance regionally and nationally and are in early conversation with the Council to investigate the potential of a joint capital venture in the city which may well be able to incorporate a future home for these clubs. Getting families on low incomes cycling together is a key priority for the Exeter and Cranbrook Sport England Local Delivery Pilot and the grass roots nature of these clubs, their inclusive and family oriented approach set them in the priority group for support with capacity building and growth as part of the pilot programme.
- 8.7 The land leased to the clubs is of commercial value but is currently constrained by Western Power overhead cables and is situated within a flood zone. There are no plans for development of the site and these are unlikely to come forward in the foreseeable future. Should the sites return to the Council we would be able to either re-let for industrial storage or facilitate development.
- 8.8 Both organisations have raised and invested significant funds into developing and maintaining the sites to ensure their facilities are protected from flooding, designed to meet the needs of a variety of user groups and comply with all health and safety requirements.
- 8.9 Officers have held exploratory meeting with both Clubs and a provisional agreement has been reached whereby both Clubs would pay a revised rent of £1,000 per annum subject to RPI-linked increases. All other terms of their existing leases would continue as presently.
- 8.10 Alphington Community Association is an active grass roots group supporting residents to come together to face the challenges and opportunities of the significant housing growth in this part of the city. The Association already successfully runs the Village Hall which it has full ownership of, and the Alphington Community Centre which it leases from the Council with support from a rent grant which has been protected for 2019/20. The Association owns and runs "The Shed" which is adjoining the Village Hall. The Shed is primarily used as a community theatre. The Association has plans to demolish and rebuild "The Shed" and this loan will complete their fundraising and allow them to draw down the match funding promised by other benefactors and undertake the much needed rebuild. There is a risk that the match funding available will be withdrawn if the total amount needed is not raised in the near future.
- 8.11 The cost of the rebuild of "The Shed" is estimated to be £208,150. The Association has already raised £97,000 towards the cost of the rebuild including £50,000 from the City Council Grass Roots grant programme. There are 3 pending applications which if successful would provide an additional £57,000.
- 8.12 This leaves a potential shortfall of £54,150. Alphington Community Association, with support from their Ward Councillors have requested further financial support from the City Council. In recognition that Alphington is an area of significant housing development in the city, with plans for 300-500 new homes and as such it will be an area that generates community infrastructure funding for the city, Ward Councillors have requested that the Council further supports the Community Association in their efforts to develop community facilities for the benefit of existing and new residents. The recommendation is to offer an annuity loan of £50,000 at a rate that has no profit to the council.
- 8.13 Officers will carry out due diligence with the Association to ensure that they can afford the loan repayments and money will only be released when stage payments are due to ensure cash flow is properly monitored: a formal loan agreement will be entered into.

9. How does the decision contribute to the Council's Corporate Plan?

9.1 Exeter BMX Racing Club and Exeter Cycle Speedway Club contribute to the Council's corporate priority of 'Promoting Active & Healthy Lifestyles' and support the Exeter Vision with regards to being the 'Most Active City in the UK'. The clubs activities significantly contribute to the Exeter and Cranbrook Sport England Local Delivery Pilot objectives to support families on low incomes to be active together and particularly to build confidence for families to cycle.

10 What risks are there and how can they be reduced?

10.1 There are risks to the Council in relation to the Alphington Community Association being unable to re-pay the loan. However this will be mitigated by due diligence activities prior to the loan taking place and the annuity basis of the proposed loan.

11.0 What is the impact of the decision on equality and diversity; health and wellbeing; safeguarding children, young people and vulnerable adults, community safety and the environment?

11.1 The proposals to reduce the rent charged will positively support recreational and leisure activities that are targeted at children and young people and that encourage families to be active together. The financial support in kind to the Clubs also enables them to keep membership fees low to encourage participation from families' on low incomes. The Clubs offer opportunities for children and young people of all abilities to participate in their activities.

11.2 The land leased from the Council is in the flood zone area and the Clubs manage the environment to reduce impact from flooding but also to ensure appropriate environment to meet health and safety requirements are met.

12 Are there any other options?

12.1 There are limited alternative short term options available to the Council to support the Clubs given the reduction in grant funding from the General Fund. There are two long term options which will be explored and these are to find an alternative home or an Asset Transfer of the existing sites to the Clubs. There are complexities with both of these options and they will take time to fully explore and are not viable short term solutions. There are options for the Clubs to increase membership and session fees but these are likely to have a serious negative impact on the activity and membership base and could lead to a rapid decline in the Clubs.

12.2 The Council could refuse the loan to Alphington Community Association. However, as this loan will complete their fundraising and allow them to draw down the match funding promised by other benefactors and undertake the much needed refurbishment, there is a risk that the match funding available will be withdrawn.

**Jo Yelland
Director**

Local Government (Access to Information) Act 1972 (as amended)
Background papers used in compiling this report:-

None

Contact for enquires:
Democratic Services (Committees)
Room 2.3
01392 265275

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REPORT TO: EXECUTIVE AND COUNCIL
Date of Meeting: Executive – 12 March 2019
Council – 16 April 2019
Report of: City Solicitor & Head of Human Resources
Title: Gender Pay Gap Report

Is this a Key Decision?

No

Is this an Executive or Council Function?

Council

1. What is the report about?

- The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 requires local authorities who employ over 250 or more employees to produce a gender pay gap report.
- The Act requires that an authority must report on the following information: (see Appendix 1)
 - Their mean gender pay
 - Their median gender pay gap
 - Their mean bonus gender pay gap
 - Their median bonus gender pay gap
 - Their proportion of males receiving a bonus payment
 - Their proportion of females receiving a bonus payment
 - Their proportion of males and females in each quartile pay band
- Calculations:
 - Mean average involves adding up all of the numbers and dividing the result by how many numbers were in the list.
 - Median average involves listing all of the numbers in numerical order. The median is the middle figure.
- Exeter City Council does not operate any bonus schemes.
- The relevant or snapshot date is the key date on which the calculations must be made. The relevant date is 31st March 2018. It is also the date from which an employer has a year to publish their gender pay report.

2. Recommendations:

This report will be reviewed annually to track the relationship between both females and males earnings.

The Council will publish its Gender Pay Gap Report on the Exeter City Council website, as well as on the centrally held database on gov.uk.

Findings and Observations

- The average rate of pay for females is higher than males across the Council. This goes entirely against the national trend reported by the office for National Statistics which shows the gender pay gap for full time workers in 2017 is entirely in favour for men.
- The difference has increased since last year from 0.8% to 2.25%.
- There are 3x more males in the lower quartile of earnings than females.

3. Reasons for the recommendation:

The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 requires local authorities who employ over 250 or more employees to produce a gender pay gap report.

4. What are the resource implications including non-financial resources:

There are no new resource implications created as a result of the revisions to the Gender Pay Gap Report.

5. Section 151 Officer comments:

There are no financial implications for Council to consider within this report.

6. What are the legal aspects?

The Equality Act 2010 (Specific Duties and Public Authorities) regulations 2017 requires local authorities who employ over 250 or more employees to produce a gender pay gap report to compare the difference in pay between females and males.

7. Monitoring officer Comments

This report raises no issues of concern to the Monitoring Officer

8. Report Details:

The relevant date for the Gender Pay Gap Report is 31st March 2018. The results of the report need to be published before 31st March 2019.

9 How does the decision contribute to the Council's Corporate Plan?

The attached Statement supports a well run Council and our compliance with statute.

10 What risks are there and how can they be reduced?

There are no new implications arising from the recommendations.

11 What is the impact of the decision on equality and diversity; health and wellbeing; safeguarding children, young people and vulnerable adults, Economy safety and the environment?

Although not directly connected to the gender pay gap the principles of equal pay are integral to this report and applied consistently within the pay and reward frameworks adopted by Exeter City Council. The definition of Equal Pay is:

- Like work where the woman and the man are doing the same job
- Work rated as equivalent where the 2 jobs are different but have been evaluated by the employer's job evaluation scheme at the same level/grade
- Work of equal value where the jobs are different but an argument is made that both jobs should be regarded as being of equal value or worth.

12 Are there any other options?

No.

City Solicitor & HR

Originator: David Knight, HR Transactional Services Manager

Local Government (Access to Information) Act 1972 (as amended)

Background papers used in compiling this report:

None

Contact for enquiries: Democratic Services (Committees), Room 2.3, (01392) 265115

Appendix 1

1. Gender Pay Report (31st March 2018)

Results (hourly rates to 3 decimal places)

Mean Female Pay	£13.049
Mean Male Pay	£12.763
Mean Gender Pay Gap	-2.25%

Median Female Pay	£11.740
Median Male Pay	£10.570
Median Gender Pay Gap	-11.07%

Mean Female Bonus Pay	£0.00
Mean Male Bonus Pay	£0.00
Mean Gender Pay Gap	0.0%

Median Female Bonus Pay	£0.00
Median Male Pay	£0.00
Median Gender Pay Gap	0.0%

Number of Females receiving Bonus Pay	0
Number of Males receiving Bonus Pay	0
Proportion of Females receiving Bonus Pay	0.0%
Proportion of Males receiving Bonus Pay	0.0%

Quartile	Female	Male
Lower	25.6%	74.40%
Lower Middle	45.51%	54.49%

Upper Middle	61.31%	38.69%
Upper	45.24%	54.76%

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