

Minute of Meeting

Cabinet
Tuesday 20 October 2020
Item No 4.1



Cabinet

Date	Time	Venue
8 September 2020	11.00 am	Held via Microsoft Teams

Present:

Councillor Milligan - Convener	
Councillor Muirhead – Depute Convener	
Councillor Curran	
Councillor Imrie	
Councillor Hackett	

Religious Representatives:

Mrs Elizabeth Morton	
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1 Apologies

Apologies for absence had been received on behalf of Vic Bourne.

2 Order of Business

The Order of Business was amended as shown below..

3 Declarations of interest

No declarations of interest were received.

4 Minutes of Previous Meetings

The Minute of the Meeting of the Cabinet held on 3 March 2020 was submitted and approved as a correct record.

5. Reports

Agenda No.	Report Title	Presented by:
5.1	Parental Bereavement Leave	Kevin Anderson
Outline of report and summary of discussion		
<p>The report advised that in accordance with the Employment Rights Act 1996, until recently employees had the legal right to take reasonable unpaid time off to 'deal with an emergency' e.g. in the event of the loss of a child, but does not necessarily allow for a longer time off to grieve. This changed with the introduction of the Parental Bereavement Leave and Pay Regulations – known as “Jack’s Law” –on 6 April 2020. The introduction of “Jack’s Law” required parents and primary carers to have been employed for a continuous period of at least 26 weeks before the child’s death to be eligible for parental bereavement leave paid at the statutory rate of £148.68 per week (2019/20 values) or 90% of average weekly earnings, where this is lower. All employees would have a ‘day one’ right to <u>unpaid</u> bereavement leave.</p> <p>The report recognised the unimaginable trauma faced by bereaved parents and proposed that employees applying for Parental Bereavement Leave receive the two weeks leave at FULL PAY (rather than the statutory rate) irrespective of their length of service. It was also recommended that employees would also be entitled to request an additional five days paid leave via the ‘bereavement leave’ provision within the Time Off Policy. Full details of the provision and sources of further support would be made available to employees within the Family Leave Policy and Bereavement Guidance Note available on the intranet. Kevin Anderson was heard in amplification of the report after which there was a general discussuion on this matter.</p>		
Decision		
(a)To extend the right to leave and pay to all employees regardless of length of service; and		
(b)To enhance the payment to two weeks at full pay instead of the statutory values.		
Action		
Executive Director: Place		

Agenda No.	Report Title	Presented by:
5.2	Nesta Listen and Learn	Chief Executive
Outline of report and summary of discussion		
<p>The purpose of the report was to present the Listen and Learn report carried out by Nesta in response to the Covid-19 response. The Council previously worked with Nesta on the 100 day Mental Health Challenge and due to the success of this project Nesta were asked to assist with the listen and learn exercise to gather the views of staff and how they have managed through the Covid-19 emergency phase</p> <p>The Chief Executive spoke in amplification of the report during which she made particular reference to the section which focussed on the 9 drivers for change and how this should inform the future direction of the Council on strands included such as Digital First/Remote/Flexible Working etc</p> <p>The Leader of the Council highlighted that this was an extremely insightful document that provided a vision of the way forward. He also expressed on behalf of the Cabinet, their appreciation of all the excellent and hard work carried out by all Council staff during the recent Covid pandemic.</p>		
Decision		
<p>(a)To thank Nesta for undertaking the Listen and Learn initiative in response to the Covid-19 response;</p> <p>(b)To approve the recommendations in the report;</p> <p>(c)To instruct Officers to update their service plans accordingly to reflect the recommendations;</p> <p>(d)To forward the report to Business Transformation Steering Group and to Performance, Review and Scrutiny; and.</p> <p>(e)To otherwise note the contents of the report.</p>		
Action		
Chief Executive		

Agenda No.	Report Title	Presented by:
5.3	Status Report on the Application to The Town's and Business (BID's) Districts Resilience & Recovery Fund (TBRR)	Chief Officer: Place
Outline of report and summary of discussion		
<p>The purpose of the report was to provide information on the funding award by STP to One Dalkeith.</p> <p>An application for £65,000 was made to TBRR Fund, administered by STP, as a collaborative approach between Economic Development, Communities and Lifelong Learning, SEAM and One Dalkeith to support community led economic development across the area as outlined in Midlothian Council's Economic Development Strategy for Growth 2020-25 and Economic Renewal Strategy. An update from the Scottish Towns Partnership advised that the fund had been oversubscribed and an allocation of £17k was being held for Midlothian.</p>		

STP reviewed each of the strands from the initial application and it was decided that One Dalkeith's Virtual High Street project was the closest aligned to the Scottish Government fund objectives. It was agreed with STP that One Dalkeith submit their application for the £25k for consideration. STP awarded the full £25k to One Dalkeith on Wednesday 29th July 2020. The Chief Officer: Place was heard in amplification of the report after which he answered questions from elected Members.

Decision

To note Scotland's Towns Partnership (STP) TBRR Fund award of £25,000 to One Dalkeith for the Virtual High Street project

Action

Chief Officer: Place

Agenda No.	Report Title	Presented by:
5.4.2	Children's Services Performance Report 2019/20	Chief Officer, Children's Services, Partnerships and Communities
Outline of report and summary of discussion		
The Children's Services Performance Report 2019/20 was submitted. The Executive Director: Children, Young People and Partnerships highlighted the progress in the delivery of strategic outcomes and summary of the emerging challenges as detailed within the report and thereafter answered questions raised by Elected Members.		
Decision		
Noted the content of the report		

Agenda No.	Report Title	Presented by:
5.4.3	Commercial Operations Performance Report 2019/20	Executive Director Place
Outline of report and summary of discussion		
The Commercial Operations Performance Report 2019/20 was submitted. The Executive Director Place highlighted the progress in the delivery of strategic outcomes and summary of the emerging challenges as detailed within the report and thereafter answered questions raised by Elected Members.		
Decision		
Noted the content of the report		

Agenda No.	Report Title	Presented by:
5.4.4	Communities and Economy Performance Report 2019/20	Executive Director: Place
Outline of report and summary of discussion		
The Communities and Economy Performance Report 2019/20 was submitted. The Executive Director: Place highlighted the progress in the delivery of strategic outcomes and summary of the emerging challenges as detailed within the report and thereafter answered questions raised by Elected Members.		
Decision		
Noted the content of the report		

Agenda No.	Report Title	Presented by:
5.4.5	Customer and Housing Services Performance Report 2019/20	Executive Director: Place
Outline of report and summary of discussion		
The Customer and Housing Services Performance Report 2019/20 was submitted. The Executive Director: Place highlighted the progress in the delivery of strategic outcomes and summary of the emerging challenges as detailed within the report and thereafter answered questions raised by Elected Members.		
Decision		
Noted the content of the report		

Agenda No.	Report Title	Presented by:
5.4.6	Education Performance Report 2019/20	Executive Director: Children, Young People and Communities
Outline of report and summary of discussion		
The Education Performance Report 2019/20 was submitted. The Executive Director: Children, Young People and Communities highlighted the progress in the delivery of strategic outcomes and summary of the emerging challenges as detailed within the report and answered questions raised by Elected Members.		
Decision		
Noted the content of the report.		

Agenda No.	Report Title	Presented by:
5.4.7	Finance and Integrated Service Support Performance Report 2019/20	Executive Director Place
Outline of report and summary of discussion		
The Finance and Integrated Service Support Performance Report 2019/20 was submitted. The Executive Director Place highlighted the progress in the delivery of strategic outcomes and summary of the emerging challenges as detailed within the report and thereafter answered questions raised by Elected Members.		
Decision		
Noted the content of the report		

Agenda No.	Report Title	Presented by:
5.4.8	Property and Facilities Management Performance Report 2019/20	Executive Director Place
Outline of report and summary of discussion		
The Property and Facilities Management Performance Report 2019/20 was submitted. The Executive Director Place highlighted the progress in the delivery of strategic outcomes and summary of the emerging challenges as detailed within the report and thereafter answered questions raised by Elected Members.		
Decision		
Noted the content of the report		

Agenda No.	Report Title	Presented by:
5.4.1	Adult Social Care Performance Report 19/20	Joint Director, Health and Social Care
Outline of report and summary of discussion		
The Adult Social Care Performance Report 19/20 was submitted. The Joint Director, Health and Social Care highlighted the progress in the delivery of strategic outcomes and summary of the emerging challenges as detailed within the report and thereafter answered questions raised by Elected Members.		
Decision		
Noted the content of the report		

Agenda No.	Report Title	Presented by:
5.4.9	Midlothian Council Report 2019/20	Chief Executive
Outline of report and summary of discussion		
The Midlothian Council Report 2019/20 was submitted. The Chief Executive highlighted the following ambitious vision for Midlothian: “Midlothian – a great place to grow”. Midlothian Council delivers its priorities through the Community Planning Partnership (CPP) and the Single Midlothian Plan. The Council Change and Transformation programme and individual Service Plans outline how Midlothian Council will deliver its contribution to the Single Midlothian Plan. The top three priorities for 2019-22 were:		
<ul style="list-style-type: none"> • . Reducing inequalities in learning outcomes • . Reducing inequalities in health outcomes • . Reducing inequalities in economic circumstances 		
The Chief Executive highlighted the main sections contained within the report after which she answered questions from elected Members..		
Decision		
Noted the content of the report.		

Agenda No	Report Title	Presented by:
5.4.10	Balanced Scorecard Report 2019/20	Chief Executive
Outline of report and summary of discussion		
This report presented the Balanced Scorecard Report 2019/20 . The report detailed the four Balanced Scorecard perspectives and key areas of focus as well as the associated key indicators drawn from across the Council's services. The Chief Executive highlighted the main sections contained within the report after which she answered questions from elected Members.		
Decision		
To note the content of the report.		

Agenda No	Report Title	Presented by:
5.4.11	Midlothian Council Annual Complaint Handling Report 2018/19	Chief Executive
Outline of report and summary of discussion		
<p>The purpose of the report was to provide an update on the Midlothian Council Annual Complaint Handling Report 2018/19, which was approved by Corporate Management Team on 18 March 2020, and had been published on the Council's website.</p> <p>It was highlighted that this was the third report of its kind, and provided an annual review and assessment of complaints information which included some useful customer feedback and an analysis of what the results could suggest. As a result of its publication, customers and staff alike were provided with:</p> <ul style="list-style-type: none"> • Evidence of how the council values complaints - by sharing the information whilst appropriately comparing the data to other local authorities and the Scottish averages; • Essential information relating to the complaints procedure and outcomes; • Knowledge about the importance of managing the process; • Information that relates to customer insight based on the data; • A summary of the compliments that the council receives in addition to complaints; • Case studies that highlight how the council has learned and improved. <p>The Chief Executive was heard in amplification of the report after which she answered questions from elected Members.</p>		
Decision		
To note the content of the report.		

Exclusion of Members of the Public

In view of the nature of the business to be transacted, the Cabinet agreed that the public be excluded from the meeting during discussion of the undernoted items, as contained in the Addendum hereto, as there might be disclosed exempt information as defined in paragraph 1 of Part I of Schedule 7A to the Local Government (Scotland) Act 1973:-

Agenda No	Report Title	Presented by:
6.1, 6.2 and 6.3	Education Appointment Committee	Executive Director: Place
Decision		
Noted the undernoted appointments: <ul style="list-style-type: none">(a) That the post of Depute Head Teacher, Dalkeith High School be offered to C Knight.(b) That the post of Head Teacher, Strathesk Primary School be offered to Pauline Marr.(c) That the post of Head Teacher, Burnbrae Primary School be offered to Linda Clarkson.		

The meeting terminated at 12.30pm.