

**MINUTES of MEETING of the MIDLOTHIAN COUNCIL CABINET** held in the Council

Chamber, Midlothian House, Buccleuch Street, Dalkeith on Tuesday, 17 November 2015 at 11.00am.

**Present:-** Councillors Johnstone (Convener), Constable, Bryant, Parry and Rosie.

**Religious Representatives Present:-** Mr V Bourne and Mrs M Harkness.

**Apologies for Absence:-** Rev R Halley.

## 1 Order of Business

The Clerk advised that an additional item of business namely "Amendment to Pupil Administration Policy: Admission to Early Learning and Childcare for 3 and 4 Year Old Children" had been circulated as dealt with at paragraph 5 below.

## 2 Declarations of Interest

No declarations of interest were intimated.

## 3 Minutes

The Minutes of the Meetings of the Cabinet of 6 October 2015 were submitted and approved as a correct record.

## 4 Creating and Developing Positive Destination Posts for Adults and Young People within Midlothian Council

There was submitted report, dated 8 October 2015, by the Director, Education, Communities and Economy identifying ways to increase employment opportunities within Midlothian Council for those who are unlikely to secure a positive destination.

The report advised that the aim was to introduce a model which:

- created a level playing field for young people applying for posts within the council.
- increase the number of young people who progressed to employment with Midlothian Council, especially those at risk of a negative destination including those who were looked after or accommodated.

The report also highlighted a Positive Destination Recruitment Model as shown below:-

Steps	Action
Step 1 Recruiting Managers	When a vacancy arises especially entry level posts consideration is given to creating a Positive Destination Post open to all adults and young people. However in the advert we would highlight that this

	<p>post is especially suitable for school leavers, women returners and long term unemployed. This would go straight to external advert</p> <p>The recruiting manager would make a decision to convert their post to a positive destination post starting on a lesser salary and using the overall budget for the post to include training.</p>
Step 2 Recruitment scrutiny and authorisation	The authorising post recruitment panel/DMT/CMT when reviewing all posts will consider if the post is suitable for conversion to a Positive Destination Post if the recruiting manager has not indicated this already.
Step 3 Post Advertised Externally	Publicity emphasises that these positive destination posts would be especially suitable for school leavers, women returners and long term unemployed. . There would be a filtering question in the application process which would make anyone currently in full-time employment ineligible to apply.
Step 4 Additional Support for Candidates	Pre application and interview support offered by Lifelong Learning and Employability LLE
Step 5 Interview Process	A strength based interview will not be used instead a literacy and numeracy test would be given and a different interview format used aimed at finding out about the motivation, potential and attitude of the person.
Step 6 Ongoing support if successful.	The new member of staff in a positive destination post would have access to relevant certificated training and access to a work coach identified by the recruiting manager. Forums would be set up for the positive destination post holders to meet and support each other on a monthly/bi monthly basis supported by LLE.

In addition a strategic target would be set for every service to have a set number or % of vacancies offered as Positive Destination Posts, monitored through quarterly performance monitoring. The Head of Education was heard in amplification of the report.

## **Decision**

- (a) To approve the promotion and implementation of a systematic approach to the conversion of existing substantive posts to Positive Destination Posts taking into account the EQIA using divisional budgets; and
- (b) To set targets for the creation of a fixed number or percentage of Positive Destination vacancies in Midlothian Council to be converted annually and tracked through quarterly performance reporting.

(Action: Director, Education, Communities and Economy)

## **5 Creating and Developing Positive Destination Posts for Adults and Young People within Midlothian Council**

With reference to paragraph 1 above, there was submitted a report dated 20 October 2015, by the Director, Education, Communities and Economy proposing an amendment to the Pupil Administration policy “Admission to Early Learning and Childcare for 3 and 4 year old children within schools and classes”.

The report highlighted that this proposal would allow additional entry dates to ensure children could start at an early learning and childcare centre the month after their third birthday. The Director, Education, Communities and Economy was heard in amplification of the report.

## **Decision**

Cabinet agreed to offer commencement dates to children from the month after their 3rd birthday where there was capacity to do so.

(Action: Director, Education, Communities and Economy)

## **6 Midlothian Council Tenant Satisfaction Survey 2014**

There was submitted a report by the Joint Director, Health and Social Care detailing the key findings of the Tenant Satisfaction Survey which had been undertaken during 2014. The Survey data formed part of the data requirements for the Annual Return of the Charter, which was submitted to the Scottish Housing Regulator and made available for all tenants. Survey results also assisted in the identification of areas where the Housing Service could be further improved.

All council tenants were sent a survey form to complete asking them their views on a number of areas including satisfaction with their home, the repairs service, their neighbourhood and the overall level of satisfaction with the Housing Service that they received. Survey results were also compared with that of previous years and benchmarked against other local authority landlord results. The Head of Customer and Housing Services was heard in amplification of the report.

## **Decision**

- (a) To note the contents of the Report, and
- (b) To agree for the Report to be made available for feedback to tenants to consider actions to be developed to further improve tenant satisfaction amongst council tenants in Midlothian.

(Action: Head of Customer and Housing Services)

## **7 Housing Allocations Policy Review 2015**

There was submitted report dated 4 November 2015 by the Director, Resources drawing to the Cabinet's attention recommendations by the Performance review and Scrutiny Committee in relation to the Housing Allocations Policy Review

The report advised that a report by the Director, Health and Social Care was considered by the Cabinet on 6 October 2015, when it was agreed, as follows:-

- a) To note the positive lettings outcomes following the review of the Housing Allocation Policy;
- b) To refer this report to the Performance, Review and Scrutiny Committee;
- c) To note that a review of the Housing Allocation Policy had commenced with a consultation exercise being undertaken to facilitate effective engagement with tenants and prospective tenants and other key stakeholders; and
- d) To note that a further Report would be presented to Cabinet following the consultation exercise which could recommend minor changes to the Housing Allocation Policy in order that it addresses local needs and takes account of the Housing (Scotland) Act 2014.

The Director's report was accordingly considered by the Performance, Review and Scrutiny Committee on 20 October 2015 and the Committee agreed to recommend to the Cabinet, as follows:-

That the consultation presently being undertaken be amended to seek views on:-

- (i) Greater priority being given to applicants for housing within the general needs category, who could establish a local connection and whose reason for relocation was to secure increased family support ; and
- (ii) Defining the Council's policy on re-housing or assisting in re-housing of those persons who had been evicted or removed from accommodation within Midlothian or elsewhere, as a result of anti-social behaviour.

The Head of Customer and Housing Services was heard in amplification of the report.

### **Decision**

The Cabinet agreed to take no action on the recommendations of the Performance Review and Scrutiny Committee.

(Action: Head of Customer and Housing Services)

## **8 Proposed Abandonment of Protected A701 Road Realignment in Adopted Midlothian Local Plan**

There was submitted report, dated 8 October 2015, by the Director, Education, Communities and Economy recommending to Cabinet that they agree to abandon the protected A701 realignment route as shown in the adopted Midlothian Local Plan 2008, and to recommend that Council approves the relevant change to that Plan. The Head of Communities and Economy was heard in amplification of the report.

### **Decision**

(a) To agree to abandon the protected route of the proposed A701 road realignment as shown and included in the adopted Midlothian Local Plan 2008; and

(b) To recommend to Council that it formally approves the decision of Cabinet.

(Action: Head of Customer and Housing Services)

## **9 Submission to Scottish Government: Compliance with Climate Change Duties 2014/15**

There was submitted report, dated 10 November 2015, by the Head of Communities and Economy advising Cabinet of the Council's statement of Compliance with Climate Change Duties for 2014/15 and recommending its submission to Scottish Government by the due date of 30 November 2015. The Head of Communities and Economy was heard in amplification of the report.

### **Decision**

(a) To approve the statement attached to the report on Compliance with the Public Bodies Climate Change Duties for 2014/15;

(b) To approve the submission of that statement to Scottish Government by 30 November 2015; and

(c) To refer this report to the Performance Review and Scrutiny Committee for its information.

(Action: Head of Customer and Housing Services)

The meeting terminated at 11.28pm.

