



Council Meeting

11 July 2018

HASTINGS BOROUGH COUNCIL

Dear Councillor

You are hereby summoned to attend a meeting of the Hastings Borough Council to be held at the Muriel Matters House, Breeds Place, Hastings, East Sussex, TN34 3UY, on Wednesday 11 July, 2018 at 6.00 pm at which meeting the business specified below is proposed to be transacted.

Yours sincerely,

Chief Legal Officer

Muriel Matters House
Breeds Place
Hastings

4 July 2018

AGENDA

1. Apologies for Absence
2. To approve as a correct record the minutes of the Annual Council meeting held on 16 May 2018
3. Declarations of Interest
4. Announcements from the Mayor and Leader
5. Questions (if any) from:
 - a) Members of the public under Rule 11
 - b) Councillors under Rule 12
6. Motion (Rule 14)
Councillor Charman to propose, seconded by Councillor Louise that:

"East Sussex County Council (ESCC) made the decision not to re-commission the care provision provided at the Isabel Blackman Centre in Hastings Old Town in their Cabinet meeting of 26th June 2018. This will mean the closure of a vital centrally located service with loss of

jobs from April 1st 2019.

We are deeply concerned about the effect this will have on the vulnerable elderly people from across the Borough who use the Isabel Blackman Centre, who may, as a result, be put at risk of isolation, depression and other health issues.

ESCC promise to replace this service with “like for like” alternative provision. However we have not seen any detail of how this will be achieved, and are not confident this will be guaranteed on current evidence.

We therefore request that the decision is brought back to ESCC Cabinet on the basis that:

1. Full costings on redundancy and legal obligation for the redundancy costs is provided.
2. The cost savings in transferring the asset to another provider are identified.
3. The design and commissions for approval of like-for-like service proposals are worked up within the 9 month timeframe.

We ask the ESCC leader and director of Adult Social Care commit to meeting the substantial care and social needs of our existing and new clients as a County priority.

We also request that the Leader of Hastings Borough Council write to the Chair of ESCC, the Director of Adult Social Care, and to Amber Rudd MP.

- To fulfill its promises in respect of like-for-like replacement provision.
- To respect the covenants on the Isabel Blackman Centre building.
- To commission local providers for future services.
- To work closely and transparently with the Isabel Blackman Foundation and local Councillors to fully involve them in the commissioning of new services.”

7. Membership of Committees

To give effect to any request received from a political group for a change in their representation on committee(s).

8. Reports of Committees

- a) To resolve that the public be excluded from the meeting during the discussion of any items considered while the public were excluded by the relevant committee because it is likely that if members of the public were present there would be disclosure to them of exempt information as defined in the respective paragraphs of Schedule 12A

to the Local Government Act 1972 referred to in the minutes of the relevant committee.

- b) To receive and consider the recommendations and any decisions of the following committees.

Minute No.	Subject	Cabinet Member / Chair
SPECIAL CABINET - 21 MAY 2018		
80.	Hastings Country Park Visitor Centre	Fitzgerald
CABINET – 4 JUNE 2018		
82.	RIPA Policy	Rogers
83.	GDPR – The General Data Protection Rules	Rogers
84.	Draft Town Centre and Bohemia Area Action Plan	Forward
85.	Cabinet Appointments to Committees, Working Groups and Partnerships	Chowney
86.	Hastings Fish Brand	Forward
CABINET – 2 JULY 2018		
88.	Outturn for Treasury Management	Chowney
89.	Final Accounts 2017/18 – Draft	Chowney
90. (C)	Part 1 - Agreeing the Delivery Model for the next Hastings Street Cleansing Service	Fitzgerald
90.(C)(E)	Part 2 - Agreeing the Delivery Model for the next Hastings Street Cleansing Service	Fitzgerald
91.	1-1 conversations and values and behavioural framework performance management approach	Rogers
92.	Targeted Funding to Reduce Rough	Chowney

	Sleeping	
93. (E)	12/13 York Buildings	Chowney

(C) – Council Decision

(E) – Exempt

Notes:

1. The Mayor will call over the minutes and members will rise and indicate those items which they wish to have discussed.
 2. No discussion shall take place at this stage upon part II minutes covered by the resolution 9a) above. Any such discussion shall be deferred to item X on the agenda.
9. To consider the recommendations and decisions of committees (if any) which the Council has resolved should be discussed after the exclusion of the public from the meeting.

Note: Nothing contained in this agenda or in the attached reports and minutes of committees constitutes an offer or acceptance of an offer or an undertaking or contract by the Borough Council

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Agenda Item 2

FULL COUNCIL

16 MAY 2018

Present: The Right Worshipful the Mayor (Nigel Sinden) in the Chair, Councillors Bacon (Vice-Chair), Barnett, Batsford, Battley, S Beaney, Berelson, Bishop, Charman, Chowney, Cox, Davies, Evans, Fitzgerald, Forward, Levane, Louise, O'Callaghan, Roberts, Rogers, Sabetian, Scott, Sinden, Turner, Webb, Lee, Patmore, K Beaney, Beaver, Edwards, Foster, Marlow-Eastwood, Rankin

1. ELECTION OF MAYOR

Councillor Sinden announced that he was seeking election as Mayor of the Borough of Hastings and withdrew from the meeting.

Councillor Colin Fitzgerald proposed that Councillor Nigel Sinden be elected as Mayor of the Borough of Hastings for the current municipal year, which was seconded by Councillor Turner. No further nominations were received.

RESOLVED (unanimously) that Councillor Nigel Sinden is elected as Mayor of the Borough of Hastings for the current municipal year.

Councillor Sinden made the declaration prescribed by Section 83 of the Local Government Act 1972.

2. ELECTION OF DEPUTY MAYOR

Councillor Bacon announced that he was seeking election as Deputy Mayor of the Borough of Hastings and withdrew from the meeting.

Councillor Davies proposed that Councillor James Bacon be elected as Deputy Mayor of the Borough of Hastings for the current municipal year, which was seconded by Councillor Forward. No further nominations were received.

RESOLVED (unanimously) that Councillor James Bacon is elected Deputy Mayor of the Borough of Hastings for the current municipal year

Councillor Bacon made the declaration prescribed by Section 83 of the Local Government Act 1972.

3. TO APPROVE AS A CORRECT RECORD THE MINUTES OF THE FULL COUNCIL MEETING HELD ON 18 APRIL 2018

RESOLVED that the minutes of the Full Council meeting held on 18 April 2018 be signed by the Mayor as a correct record of the proceedings.

FULL COUNCIL

16 MAY 2018

4. MAYORAL ANNOUNCEMENTS

The Mayor made an acceptance of office speech, and set out the priorities for his year ahead.

He also congratulated Prince Henry of Wales and Meghan Markle on their wedding, and stated he would send a letter in his capacity as Mayor of the historic borough of Hastings.

5. TO RECEIVE THE LEADER'S REPORT ON THE APPOINTMENT OF THE DEPUTY LEADER OF THE COUNCIL

Councillor Chowney announced that Councillor Forward has been appointed as Deputy Leader of the Council and Regeneration and Culture Portfolio Holder.

6. TO RECEIVE THE LEADER'S REPORT ON THE APPOINTMENT OF THE NUMBER OF MEMBERS TO BE APPOINTED TO THE CABINET AND THE NAMES OF THE MEMBERS OF CABINET APPOINTED

Councillor Chowney reported that:

- 1) Membership of the council's Cabinet be 8 Councillors
- 2) The seats on Cabinet be allocated 6 to the Labour group (to include the Chair of Charity Committee) and 2 to the Conservative group and members be appointed in accordance with the nomination of the groups as shown in appendix A to the minutes.

7. TO RECEIVE THE LEADER'S REPORT ON THE CABINET PORTFOLIOS AND THEIR ALLOCATION TO MEMBERS OF THE CABINET

Councillor Chowney reported that the allocation of responsibilities for cabinet portfolios be as follows:

Cabinet Lead Member	Portfolio
Councillor Chowney	Leader of the Council and finance and property Portfolio Holder
Councillor Forward	Deputy Leader of the Council and Regeneration and Culture Portfolio

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	Holder
Councillor Fitzgerald	Environment and Equalities Portfolio Holder
Councillor Rogers	Corporate Services Portfolio Holder
Councillor Batsford	Housing and Leisure Portfolio Holder
Councillor S Beaney	Charity Committee Chair

8. TO AGREE THE APPOINTMENT OF THE OVERVIEW AND SCRUTINY COMMITTEE AND ITS TERMS OF REFERENCE

Councillor Chowney proposed the following terms of reference for Overview and Scrutiny Committee.

RESOLVED that Overview and Scrutiny Committee be appointed with the following key areas of responsibility:

Overview and Scrutiny Committee <ul style="list-style-type: none">• Strategy Targets• Reviewing progress on the implementation of Cabinet decisions• Policy development work with Portfolio Holders, officers and partners• Service reviews• Collection of Council tax and other charges• Payment of benefits• Management of resources• Public sector efficiency programmes

9. TO APPOINT COMMITTEES OF THE COUNCIL, TO DETERMINE THE REPRESENTATION OF POLITICAL GROUPS ON THOSE COMMITTEES, TO APPOINT MEMBERS TO THOSE COMMITTEES AND TO APPOINT THE CHAIRS AND VICE CHAIRS (AS INDICATED) FOR THE MUNICIPAL YEAR 2017/18 (LIST TO BE CIRCULATED SEPARATELY)

Councillor Chowney proposed a motion regarding the appointment of committees as set out in the resolution below.

RESOLVED that the council adopts the following arrangements for the membership of committees:

FULL COUNCIL

16 MAY 2018

	Councillors	Non-Councillors
Overview and Scrutiny Committee	11	-
Audit Committee	5	-
Standards Committee	5	2
Licensing Committee	15	-
Council Appointments Committee	5	-
Employment Committee	4	-
Employment Appeals Committee	4	-
Planning Committee	10	-
Environment and Safety Committee	5	-

(2) the seats on the committees of the Council be allocated to political groups and members be appointed to those committees in accordance with the nominations of the political groups as shown in appendix A to the minutes; and

(3) the Chairs and Vice – Chairs of the committees be appointed as shown on appendix A to the minutes.

10. THE YEAR'S PROGRAMME

In accordance with the constitution rule 1.1 (xii) the Leader of the Council proposed the programme for the ensuing municipal year, which was seconded by Councillor Forward.

RESOLVED (by 22 votes for, 8 against with 0 abstentions) that the council agrees the programme for ensuing municipal year as proposed by the Leader of the Council.

11. COUNCIL MEETINGS 2018/19

FULL COUNCIL

16 MAY 2018

RESOLVED that the meetings of the council be held on the following dates:

6.00pm on 3 July 2018

6.00pm on 11 July 2018

6.00pm on 17 October 2018

6.00pm on 19 December 2018

6.00pm on 13 February 2019

6.00pm on 27 February 2019 (Budget Meeting)

6.00pm on 24 April 2019

6.00pm on 15 May 2019 (Annual Meeting)

(The Chair declared the meeting closed at 8:10pm)

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Agenda Item 8

CABINET

21 MAY 2018

Present: Councillors Chowney (Chair), Forward, Batsford, Fitzgerald, Rogers, S Beaney, Lee and Patmore

There were no apologies for absence.

80. HASTINGS COUNTRY PARK VISITOR CENTRE

Murray Davidson, Environment and Natural Resources Manager presented a report on the Hastings Country Park Visitor Centre. This report was to update Cabinet on the project to build a new visitor centre in the Hastings Country Park.

He stated that the commitment for a visitor centre on the Hastings Country Park Nature Reserve has been a key commitment for the council since 2014. The new construction would be a straw bale one, the first of its kind in the borough.

The council has been working in partnership with Groundwork South to project manage and deliver this. It was noted that this project was twice tendered unsuccessfully.

The council successfully secured EU Interreg funding, and an additional Interreg grant aid to meet the cost of the build, as well as negotiating a final cost submission from a consortium of specialist straw bale builders.

The paper sought approval to enter into a contract with the principle contractor acting on behalf of the consortium. It also sought approval to allocate additional funds to match the increased EU grant aid from Interreg.

Councillors pointed out that the procurement process took longer than expected, due to a lack of success in the tendering stage of the scheme.

A question was raised in regards to Groundworks' administration of the centre. Mike Hepworth, Assistant Director, Environment and Place replied that there is a legal agreement for them to operate the visitor centre for ten years at no cost to the council.

Councillor Fitzgerald proposed approval of the motion, seconded by Councillor Batsford.

RESOLVED (by 6 votes for, to 2 votes against) to:

- 1. Delegate authority to the Director of Operational Services and Assistant Director Financial Services and Revenues in consultation with the Lead Member for Environment, Safety and Equalities to award the contract to build the visitor centre at Hastings Country Park to Hannent Construction Limited as principal contractor of the consortium, and any variations that may arise.**

CABINET

21 MAY 2018

2. **To approve an increase in the Capital Expenditure budget from £504,000 to £771,000. The Council's contribution increasing by £117,000 as match funding for the additional £176,000 grant from Interreg NEW Up-straw programme.**
3. **To delegate authority to the Director of Operational Services and Assistant Director Financial Services & Revenues in consultation with the Lead Member for Environment, Safety and equalities responsibility for any administrative requirements relating from the EU funding body.**

The reason for this decision was:

Since the start of this challenging project in 2014 when the original budget and procurement process were approved, there have been 2 unsuccessful rounds of procurement facilitated by the East Sussex Procurement Hub, and we have successfully negotiated substantial additional EU grant funding.

As a result we have had to extend the project timeline. Cabinet approval is now required to increase the budget and authorise a different method of appointing contractors to build the centre.

(The Chair declared the meeting closed at 6.13 pm)

CABINET

4 JUNE 2018

Present: Councillors Chowney (Chair), Forward, Batsford, Fitzgerald, Rogers, Beaney, Lee and Patmore

There were no apologies for absence.

81. MINUTES OF THE MEETING HELD ON 9 APRIL 2018

RESOLVED that the minutes of the Cabinet meeting held on 9 April 2018 be approved as a correct record.

RESOLVED the chair called over the item on the agenda, under rule 13.3 of the council's constitution, the recommendations set out in minute numbers 82 and 83 were agreed without being called for discussion.

82. RIPA POLICY

Christine Barkshire-Jones, the Chief Legal Officer provided a report on the RIPA Policy. The purpose of the report was to up-date the Council's RIPA policies and procedures.

The Regulation of Investigatory Powers Act 2000 (RIPA) provides the legal basis for local authorities to carry out surveillance. There are three types of surveillance: Directed Surveillance; Covert Human Intelligence Source (CHIS) and Communications Data.

Under Rule 13.3 of the council constitution, this item was agreed without being called for discussion.

RESOLVED that:

1. Cabinet approve the refreshed RIPA policy and procedures.
2. Delegated Authority be given to the Chief Legal officer in consultation with the Lead Member to make any necessary changes to the documentation.

The reason for these recommendations were:

Every three years Councils are visited by the Officer of Surveillance Commissioners to ensure that RIPA policies and procedures comply with the law. It is necessary for council staff to be aware of the policies and procedures and to receive necessary training.

83. GDPR – THE GENERAL DATA PROTECTION RULES

CABINET

4 JUNE 2018

Christine Barkshire-Jones, the Chief Legal Officer provided a report on GDPR – General Data Protection Regulation. The purpose of the report was to up-date members on what steps have been taken in preparation for this legislation which came into force on 25 May 2018. To seek Cabinet's approval of the recommendations as set out in the report.

The General Data Protection Regulation 2014 came into effect on 25 May 2017. It applies to both personal data and sensitive personal data. The data protection principles set out the main responsibilities for organisations. These are similar to existing data protection law the most significant addition is the accountability principle. This requires organisations to show how they comply with the principles.

Under Rule 13.3 of the council constitution, this item was agreed without being called for discussion.

RESOLVED that:

- 1. To approve the Document Retention Policy.**
- 2. To give the Chief Legal Officer delegated authority to amend the Document Retention Policy as necessary (in consultation with the Lead member) without bringing further reports to Cabinet.**
- 3. Endorse the future development of an Information Management Strategy**

The reason for these recommendations were:

The GDPR came into effect on the 25th May 2018. As the Council processes data there are specific legal obligations that we must comply with.

84. DRAFT TOWN CENTRE AND BOHEMIA AREA ACTION PLAN

Kerry Culbert, the Planning Policy Manager presented a report on the Hastings Town Centre & Bohemia Area Action Plan Preferred Approaches. The purpose of the report was to provide an update on the development of the Hastings Town Centre & Bohemia Area Action Plan (AAP) and to recommend to Cabinet that the Preferred Approaches version of the draft AAP is published for consultation purposes.

It was stated that the plan aimed to improve infrastructure in the town centre and west of the town centre in to the Bohemia area (formerly known as the White Rock area).

She noted that though the town centre is the commercial heart of Hastings, the western Bohemia Area has much potential, and is compatible with some issues that the Local Plan addresses, such as retail floor space, culture and leisure.

Furthermore, it was stated that partnership working would be key to this. Being a significant land owner and organisation in Hastings, Hastings Borough Council would be able to take a leadership role. Currently, two workshops were ongoing in the town in regards to this area and a sustainability appraisal was ongoing.

CABINET

4 JUNE 2018

In view of the level of interest that is anticipated, and to accord with the compact for East Sussex the period of consultation will run for 12 weeks. Public consultation will therefore begin in late June with the precise date to be agreed with the Lead Member.

Councillor Forward proposed approval of the motion, seconded by Councillor Rogers.

RESOLVED (by 6 votes for, to 0 votes against with 2 abstentions) that:

1. **The Preferred Approaches version of the Hastings Town Centre & Bohemia Area Action Plan, as presented at Appendix 1, be approved in accordance with Regulation 18 of the Town and Country Planning (Local Planning) (England) Regulations 2012;**
2. **The document, together with the supporting Sustainability Appraisal (Appendix 2), be published for public consultation, subject to any presentational and other non-substantive changes to be authorised by the Director of Operational Services or his deputy in consultation with the Lead Member.**
3. **Public engagement be undertaken in accordance with the Council's Statement of Community Involvement to include a 12 week consultation period.**

The reason for these recommendations were:

To proceed with the preparation process of the Area Action Plan in accordance with agreed timescales.

85. CABINET APPOINTMENTS TO COMMITTEES, WORKING GROUPS AND PARTNERSHIPS

Christine Barkshire-Jones, Chief Legal Officer presented a report, subject to the amendments, on the nominations received for Cabinet appointments to committees, working groups and partnerships etc. and the appointments of the Chairs and Vice Chairs to the committees of Cabinet.

Two amendments were made to the documents in the report. The first was that on the Stade Partnership, "Councillor Poole" who was no longer a councillor would be replaced with "Councillor Louise".

The second was that Councillor Fitzgerald would be placed on the Safer Hastings and Rother Partnership, as the Environment and Equalities Portfolio Holder.

Councillor Chowney proposed approval of the motion, which was seconded by Councillor Rogers.

RESOLVED (unanimously):

CABINET

4 JUNE 2018

1. To appoint members to committees, working groups, partnerships and representative bodies as set out in Appendix A and B, and;
2. To appoint the Chairs and vice Chairs of Charity Committee and Museums Committee, as listed in Appendix A.

The reasons for these recommendations were:

Members are required to serve on the committees, working groups, partnerships and representative bodies to which Cabinet appoints. Chairs and Vice Chairs are required for the committees that report to Cabinet.

86. URGENCY PROVISION - HASTINGS FISH BRAND

Kevin Boorman, the Marketing and Major Projects Manager presented a report on the Hastings Fish Brand Project. The purpose of the report was to provide a summary of information on the Hastings Fish Brand project, and to recommend that the authority is delegated to the Director of Operational Services or his nominee to sign the funding agreement with the Marine Management Organisation (MMO) for the Hastings Fish Brand project and any other HBC-led Fisheries Local Action Group funded projects.

This report was presented to the Cabinet on urgency provisions.

Hastings Borough Council has been successfully approved by the MMO for funding for a Hastings Fish Brand via the Fisheries Local Action Group (FLAG) programme.

The small scale nature of our fleet, the seasonal and unpredictable nature of the catch and the demand from restaurants and consumers wanting to purchase the same product continue to be barriers to growth in sales of Hastings landed fish products. Hastings Fish Brand will market the fish landed as a premium, sustainable and local product using a simple and unique logo (see image in Appendix 2). The marketing will focus on education and understanding around seasonal produce, using this as a unique selling point.

It was noted that this fish brand would be appropriately debuted at the Seafood and Wine festival in the town in September. Furthermore, there would be no funding from Hastings Borough Council towards this project.

Councillor Forward approval of the motion, seconded by Councillor Batsford.

RESOLVED (unanimously) that:

1. The authority be delegated to the Director of Operational Services or his nominee in consultation with the lead member for regeneration:
 - To sign the funding agreement for the Hastings fish Brand with the Marine Management Organisation,

CABINET

4 JUNE 2018

- **To enter into the MMO funding agreements for any further HBC-led FLAG funded projects, including those summarised in Appendix 1.**

The reasons for this recommendation were:

Hastings Fish Brand has been formally approved by the MMO and we can now proceed with immediate delivery of the project, as set out in the submitted application form and business case. The delay in the MMO approving the funding means that urgency provisions have been used, set out in rule 26.20 of the constitution, and Cabinet is asked to note these.

(The Chair declared the meeting closed at. 6.28 pm)

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CABINET

2 JULY 2018

Present: Councillors Chowney (Chair), Forward (Vice-Chair), Batsford, Beaney, Fitzgerald, Rogers, Lee and Patmore

87. MINUTES OF THE MEETING HELD ON 4 JUNE 2018

RESOLVED that the minutes of the Cabinet meeting held on 4 June 2018 be approved as a correct record.

RESOLVED the chair called over the item on the agenda, under rule 13.3 of the council's constitution, the recommendations set out in minute numbers 88, 89 and 91, were agreed without being called for discussion.

88. OUTTURN FOR TREASURY MANAGEMENT

Peter Grace, Assistant Director of Financial Services and Revenues brought a report to Cabinet on the Outturn Treasury Management. This was to provide the opportunity for the committee to scrutinise the Treasury Management activities and performance of the last financial year.

This Council is required by regulations issued under the Local Government Act 2003 to produce an annual treasury management review of activities and the actual prudential and treasury indicators for 2017/18.

Councillor training on treasury management issues was last undertaken on 10 January 2017 with further training on the medium term financial strategy in December 2017 in order to support members' scrutiny role.

Under Rule 13.3 of the council constitution, this item was agreed without being called for discussion.

RESOLVED that:

- 1. Cabinet consider the report – no recommendations are being made to amend the current Treasury Management Strategy as a result of this particular review.**

The reasons for this recommendation were:

To ensure that members are fully aware of the activities undertaken in the last financial year, that Codes of Practice have been complied with and that the Council's strategy has been effective in 2017-18.

Under the Code adopted the Full Council are required to consider the report and any recommendations made.

CABINET

2 JULY 2018

89. FINAL ACCOUNTS 2017/18 – DRAFT

Peter Grace, Assistant Director, Financial Services and Revenues presented a report on the Draft Final Accounts 2017/18. The report set out the draft final accounts position for 2017/18. These were subject to completion of the external audit.

The Accounts & Audit Regulations 2015 require the Chief Finance Officer (Section 151 officer) to now certify the Statement of Accounts by the 31st May each year and publish them by 31st July (previously by 30 September in 2017).

Total service expenditure amounted to £13,552,130 in 2017/18 compared to the revised budget estimate of £15,088,540, a variation of £1,536,410. This was offset by a reduction in the budgeted use of reserves of £1,575,615.

Overall the outturn is very close to the revised estimate albeit that there are numerous positive and negative variances as detailed in Appendix B in the report.

The balance on the Collection Fund at 31 March 2018 was £1.9m, of which the Council's share was £271,000.

Under Rule 13.3 of the council constitution, this item was agreed without being called for discussion.

RESOLVED that:

- 1. Cabinet review the outturn position on the General Fund for 2017/18.**
- 2. Cabinet review the capital outturn position for 2017/18.**
- 3. That the 2017/18 outturn position, along with the revised estimates for 2018/19 be taken into account when preparing the 2019/20 budget.**
- 4. Cabinet review the achievement of Priority Income and Efficiency Review (PIER) savings for 2017/18.**

The reasons for this recommendation were:

Compliance with statutory requirements and good practice. The Council is accountable for the use of public money and continuously seeks to improve Value for Money.

The outturn position informs the budget setting process. Where there are under or overspends the reasons behind these are investigated with a view to reallocating resources to meet priorities.

The 2016/17 Audit Completion Report from the council's external auditors (BDO) recommended that management report on the achievement of PIER savings following their implementation.

CABINET

2 JULY 2018

90. **AGREEING THE DELIVERY MODEL FOR THE NEXT HASTINGS STREET CLEANSING SERVICE**

Cameron Morley, Waste and Cleansing Services Manager presented a report on Agreeing the Delivery Model for the Next Hastings Street Cleansing Service. The purpose of the report was to provide Cabinet with comprehensive background information to the recommissioning of the council's street cleansing and bulky waste services and seek their approval to proceed with the preferred service delivery model as set out in the associated part two confidential report.

The Full Council needs to decide which service delivery model to use for this very important service and notify the East Sussex Joint Waste Procurement Team by no later than 20th July 2018.

The Director of Corporate Services updated the meeting on the comments made by other relevant bodies i.e. the Coastal Users Group on 19th June enthusiastically agreed their full support for an in-house delivery model. On 25th June the Charity Committee also supported the in-house proposals and agreed that from June 29th 2019 the new in-house service should provide cleansing services to the Foreshore Trust, and that the Foreshore Trust would continue to pay the council for the proportion of the overall service costs associated with the Foreshore Trust land.

Following discussion of the Part II report in private session, Councillor Fitzgerald proposed approval of the motion, with a slight amendment to acknowledge that the final decision rests with the Full Council, it was seconded by Councillor Chowney.

RESOLVED (by 6 votes for, 0 against and 2 abstentions) that:

1. Cabinet recommend to Council that the recommissioning of street cleansing and bulky waste services be agreed as set out in the associated part two confidential report.

The reasons for these recommendations were:

The existing waste services contract with Kier Environmental provided through the East Sussex Joint Waste Partnership ends 28 June 2019. New arrangements must be in place ready to commence on 29 June 2019, to ensure a seamless transition for residents.

Although the council is committed to continue to provide our refuse and recycling and garden waste collection services through a contracted-out service delivery model, consideration is being given whether to deliver our street cleansing, bulky waste and fly-tip removal services through an in-house direct service organisation. Officers have developed a fully priced in-house option for these services. To assess whether or not an in-house service represents 'best value', prices and methodologies for a contracted-out service were requested through the East Sussex Joint Waste Partnership procurement team.

CABINET

2 JULY 2018

To enable the procurement and mobilisation processes to proceed in a timely fashion, the council is required to reach a decision on whether or not to opt for an in-house or contracted out service by no later than Friday 20 July 2018.

91. 1-1 CONVERSATIONS AND VALUES AND BEHAVIOURAL FRAMEWORK PERFORMANCE MANAGEMENT APPROACH

Verna Connolly, Executive Manager, People, Customer and Business Support presented a report on the 1-1 conversation performance management toolkit. This was to provide Cabinet with a 1-1 conversation strengths based performance and talent management approach plus a values and behavioural framework. This is aimed at ensuring we have the right people with the right skills with the right behaviours to meet future challenges.

The council intends to create an agile workplace that can help achieve goals set out in the corporate plan skilled for the future, motivated and engaged to deliver for the people of Hastings. The aim is to develop a workforce committed to our organisations values and who display the behaviours required for 'one team'.

The Council has an established appraisal system which helps the organisation to manage the performance and development of its staff. With the right preparation an appraisal can have a positive impact on employee's levels of engagement and productivity.

It is proposed to introduce a new approach to appraisals which moves away from a traditional twice yearly review of performance to a series of continuous conversations, where a review of performance and behaviours are discussed as often as required culminating in a full year review. The 1-1 conversation performance approach will be used more to plot individual performance based on achievement of objectives, values and behaviours exhibited.

Under Rule 13.3 of the council constitution, this item was agreed without being called for discussion.

RESOLVED that:

- 1. Cabinet ~~are asked to consider and~~ approve the implementation of the proposed 1-1 strengths management approach and values and behaviours framework.**

The reason for this recommendation was:

The Council's established appraisal process system has been in place for more than ten years and during this period feedback from managers and staff has been mixed.

The aim of the 1-1 performance and talent management approach is to improve the working relationships between a manager and individual. In addition, it enables the council to have a transparent and open approach to development and talent management which ensures consistency of approach across the organisation.

CABINET

2 JULY 2018

Managers currently hold 1-1 meetings with individuals and recent research supports this approach as it has been shown to improve performance and make staff feel more engaged and valued.

The inclusion of our values and behavioural framework alongside the 1-1 performance approach provides a clear picture of how we expect our staff to behave with internal and external customers and each other and is an easy reference tool to aid discussion on things that have gone well and what can be improved.

The proposed performance management approach will also play a significant part in embedding our 'one team-one council' approach'.

92. TARGETED FUNDING TO REDUCE ROUGH SLEEPING

Michael Courts, Housing Policy and Performance Officer presented a report on the Targeted Funding to Reduce Rough Sleeping bid, to advise Cabinet of a successful bid, in partnership with Eastbourne / Lewes Councils, for additional funding to reduce rough sleeping and the proposed programme of activities and mobilisation timetable.

Between 2012 and 2017 the number of people estimated to be sleeping rough in East Sussex on a typical night has increased by 370% from 19 to 90. In 2017, 81 out of the 90 estimated rough sleepers were found in either Eastbourne or Hastings, with the numbers being split evenly across the two areas.

In April 2018 the Ministry for Housing Communities and Local Government (MHCLG) announced additional funding to tackle rough sleeping. Hastings and Eastbourne / Lewes Councils were invited to develop initiatives which will have an immediate impact on reducing the number of rough sleepers before the winter of 2018/19.

The proposal approved by the MHCLG addresses the lack of temporary accommodation and long term housing solutions which are accessible to rough sleepers locally. It also provides an opportunity to tailor and co-ordinate service delivery by statutory partners to meet the complex needs of this group and expand existing activities to prevent rough sleeping. Moreover, the funding will enable investment in infrastructure to improve information sharing across county networks to improve levels of engagement with rough sleepers.

The proposed accommodation pathway enhances the existing service provision in both Hastings and Eastbourne. The existing network of services working with rough sleepers will act as gateways to the Assessment Centre, which will provide a stable environment for the Multi-disciplinary team to support clients across the accommodation pathway, providing direct, co-ordinated access to statutory services.

Councillor Batsford proposed approval of the motion, seconded by Councillor Lee.

RESOLVED (unanimously) that:

CABINET

2 JULY 2018

1. To authorise the expenditure of funding awarded to Hastings and Eastbourne/Lewes Council's as detailed in the report to deliver a programme of services commissioned under the Ministry for Housing Communities and Local Governments (MHCLG) Targeted Funding to Reduce Rough Sleeping during 2018/19.
2. To delegate authority to the Assistant Director, Housing and Built Environment and the Assistant Director Financial Services and Revenues, in consultation with the Lead Member for Housing and Leisure Services, to finalise arrangements for the mobilisation of the projects.

The reason for these recommendations was:

Rough sleeping continues to rapidly increase across the county, particularly in urban, coastal areas. Hastings and Eastbourne / Lewes Councils – in partnership with Rother and Wealden District Councils – have been awarded with funding as detailed in the report during 2018/19 by the Ministry of Housing, Communities and Local Government (MHCLG) to significantly reduce rough sleeping this coming winter.

93. 12/13 YORK BUILDINGS

Peter Grace, Assistant Director, Financial Services & Revenues presented a report on 12/13 York Buildings, to seek approval for additional capital funding to convert the upper floors to six flats.

Councillor Chowney proposed approval of the motion, seconded by Councillor Rogers. Councillor Batsford left during the debate, and could not vote.

RESOLVED (by 5 for, 2 against, 0 abstentions) that:

1. To increase the capital budget to convert the upper floors to 6 flats at an estimated cost, as detailed in the part 2 report on the agenda.

The reasons for this recommendation were:

The Council agreed in April 2017 to include the conversion costs subject to a total cost as detailed in the report. The tenders received are higher than architects estimated. However with the historically low interest rates there is still a window of opportunity to convert the upper floors in this grade 2 listed building (which has high conversion costs), to create much needed new residential accommodation and generate additional income (albeit smaller) for the Council.

(The Chair declared the meeting closed at 7.25pm)

By virtue of paragraph(s) 3 of Part 1 of Schedule 12A
of the Local Government Act 1972.

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