

Notice of meeting and agenda

Policy and Sustainability Committee

10.00 am Tuesday, 6th October, 2020

Virtual Meeting - via Microsoft Teams

This is a public meeting and members of the public are welcome to watch the live webcast on the Council's website.

The law allows the Council to consider some issues in private. Any items under "Private Business" will not be published, although the decisions will be recorded in the minute.

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1. Order of Business

- 1.1 Including any notices of motion and any other items of business submitted as urgent for consideration at the meeting.

2. Declaration of Interests

- 2.1 Members should declare any financial and non-financial interests they have in the items of business for consideration, identifying the relevant agenda item and the nature of their interest.

3. Deputations

- 3.1 If any

4. Minutes

- 4.1 Minute of the Policy and Sustainability Committee of 20 August 2020 – submitted for approval as a correct record 9 - 34

5. Forward Planning

- 5.1 Policy and Sustainability Committee Work Programme – October 2020 35 - 42
- 5.2 Rolling Actions Log 43 - 82

6. Business Bulletin

- 6.1 Business Bulletin 83 - 88

7. Executive Decisions

- 7.1 Local Fire Plan 2020 – Report by the Chief Executive 89 - 110
- 7.2 Police Scotland – City of Edinburgh Division Update – Report by the Chief Executive 111 - 142

7.3	Adaptation and Renewal Programme Update – Report by the Chief Executive	143 - 162
7.4	Edinburgh Poverty Commission – Report by the Chief Executive	163 - 228
7.5	Edinburgh and South East Scotland City Region Deal Annual Report – Report by the Chief Executive	229 - 294
7.6	Response to Internal Audit Opinion 2020 – Report by the Chief Executive	295 - 302
7.7	Appointments to Working Groups 2020/2021 – Report by the Chief Executive	303 - 316
7.8	Re-opening of Public Conveniences – Report by the Executive Director of Place	317 - 332
7.9	Digital and Smart City Strategy – Report by the Executive Director of Resources	333 - 368
7.10	Employee Exit Arrangements – Report by the Executive Director of Resources	369 - 372
7.11	Enterprise Risk Management Policy – Report by the Executive Director of Resources	373 - 390
7.12	Council's Risk Appetite Statement – Report by the Executive Director of Resources	391 - 404
7.13	Gender Pay Gap – Report by the Executive Director of Resources	405 - 414
7.14	Diversity and Inclusion Strategy Update – Report by the Executive Director of Resources	415 - 420

8. Routine Decisions

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| 8.1 | Council Response to the Scottish Parliament’s Call for Views on the Heat Networks (Scotland) Bill – Report by the Chief Executive | 421 - 432 |
| 8.2 | Concurrent Risks Resilience Planning – Report by the Chief Executive | 433 - 440 |
| 8.3 | West Edinburgh Update – Report by the Executive Director of Place

(Note: Ward Councillors Bridgman, Brown, Bruce, Dixon, Fullerton, Graczyk, Henderson, Lang, Work and Young are called for this item) | 441 - 520 |
| 8.4 | Recycling and Waste Collection in Schools – Report by the Executive Director of Place, the Executive Director of Resources | 521 - 530 |
| 8.5 | Policies - Assurance Statement - Legal and Risk – Report by the Executive Director of Resources | 531 - 538 |
| 8.6 | Edinburgh’s Christmas and Edinburgh’s Hogmanay – Contract Terms and Open Book Audit – Report by the Executive Director of Place

(Note: Ward Councillors Doran, Miller and Mowat, and Councillor Jim Campbell for special interest, are called for this item) | 539 - 628 |
| 8.7 | Response to Council Motion on Whistleblowing Culture – Report by the Chief Executive | 629 - 636 |

9. Motions

- 9.1** By Councillor Whyte – Whistleblowing Culture (referred from the City of Edinburgh Council, 17 September 2020)
- “1) Council notes with concern the recent media reports about the sudden death of a Council employee who had been suspended and was under investigation by the Council and

Police over serious criminal allegations.

- 2) Council further notes that media reports allege that complaints about the employee's behaviour date back over a number of years and that this behaviour was raised with the Council in the past. It is not clear to the public whether, or how, these matters were addressed.
- 3) Council notes that, since its introduction in 2014 the current whistleblowing process has improved matters with independent oversight from Safecall and the Governance, Risk and Best Value Committee being key contributors, but that there have been concerns raised historically in relation to pre-2014 whistleblowing and conduct inquiries into matters such as the statutory notices scandal, the matters examined by the Edinburgh Tram Inquiry, various investigations resulting in reports to Council detailing historic maladministration and the circumstances which led to the dismissal of the head teacher at Castlebrae High School. Many of these matters are still subject to Public Inquiry or Court proceedings.
- 4) Council expresses concern that current circumstances are potentially an indication of a negative culture which it was hoped was wholly historic in nature.
- 5) Council notes that an investigation has been commissioned by Council officers into the matters relating to the activities of the Council's former staff member and related activities, working with the Police as appropriate, potentially involving independent input, and that this will report back to the Chief Executive in due course.
- 6) Council recognises the confidentiality and sensitivity of the investigation and requests the Chief Executive to report back to Council on the outcome and any recommendations in due course and in the meantime to keep the Group Leaders updated on progress.
- 7) Council agrees the prime importance of ensuring confidence in its approach to whistleblowing, corruption and criminal wrongdoing, and notes that addressing the culture contributing to any such failings is crucial.
- 8) Council therefore agrees to instruct an independent Inquiry

into the culture that developed that allowed this situation to exist within, to determine whether it continues to persist today and to report on any recommendations for change. The Inquiry will be led by a senior person with appropriate experience such as a QC or former senior Police officer.

- 9) The Inquiry should proceed at the earliest appropriate opportunity, taking account of internal processes, legal proceedings and Police investigations and recognising that some of these may have to conclude before this wider cultural inquiry begins. The remit will be decided independently of the staffing structure of the Council and agreed by Group Leaders in consultation with the independent person identified to lead the Inquiry. It should specifically include the Council's approach to the "avoidance of reputational damage" and whether this or any other aspects of culture within the Council has been a contributory factor in not fully identifying or addressing any potential wrongdoing."

Laurence Rockey

Head of Strategy and Communications

Committee Members

Councillor Adam McVey (Convener), Councillor Cammy Day (Vice-Convener), Councillor Robert Aldridge, Councillor Kate Campbell, Councillor Nick Cook, Councillor Neil Gardiner, Councillor Gillian Gloyer, Councillor Graham Hutchison, Councillor Lesley Macinnes, Councillor John McLellan, Councillor Melanie Main, Councillor Ian Perry, Councillor Alasdair Rankin, Councillor Alex Staniforth, Councillor Susan Webber, Councillor Donald Wilson and Councillor Iain Whyte

Information about the Policy and Sustainability Committee

The Policy and Sustainability Committee consists of 17 Councillors and is appointed by the City of Edinburgh Council. The meeting will be held by Microsoft Teams and will be webcast live for viewing by members of the public.

Further information

If you have any questions about the agenda or meeting arrangements, please contact Jamie Macrae/Sarah Stirling, Committee Services, City of Edinburgh Council, Business

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