

Minutes

Policy and Sustainability Committee

10.00 am, Tuesday 20 April 2021

Present

Councillors McVey (Convener), Day (Vice-Convener), Aldridge, Kate Campbell, Doggart (substituting for Councillor Cook), Gardiner, Gloyer, Griffiths (substituting for Councillor Perry items 23 onwards), Hutchison, Macinnes, Main, McLellan, Doggart (substituting for Councillor Cook), Munn, Perry, Staniforth, Webber, Whyte and Wilson.

1. Minutes

Decision

To approve the minute of the Policy and Sustainability Committee of 23 February 2021 as a correct record.

2. Policy and Sustainability Committee Work Programme

The Policy and Sustainability Committee Work Programme for 20 April 2021 was presented.

Decision

To note the Work Programme.

(Reference – Work Programme 20 April 2021, submitted.)

3. Policy and Sustainability Committee Rolling Actions Log

Details were provided of the outstanding actions arising from decisions taken by the Committee.

Decision

- 1) To agree to close the following actions:

Action 4 – Consultation Planning Report

Action 6 – Local Government Benchmarking Framework 2018/19 Edinburgh Overview

- 2) To otherwise note the Rolling Actions Log.

(Reference – Rolling Actions Log, submitted.)

4. Business Bulletin

The Policy and Sustainability Committee Business Bulletin for 20 April 2021 was submitted.

Decision

To note the Business Bulletin.

(Reference – Business Bulletin 20 April 2021, submitted.)

5. Adaptation and Renewal Programme Update

a) Deputation – Jack Kane Community Centre

A written deputation was presented on behalf of the Jack Kane Community Centre.

The deputation expressed concern that their experiences had not been shaped by a positive and fruitful partnership whereby they would be able to work together to maximise a collective response whilst reducing the impact on local people. They felt that community centres were hardly being viewed by the Council as vital assets for the recovery and renewal for the city.

The deputation stressed that their charity played a significant role in providing services, their work both complimented and extended the work of the City of Edinburgh Council their services were essential, and their ambition was to work on behalf of the people and their needs before, during and after this pandemic.

b) Report by the Chief Executive

An update was provided on the Adaptation and Renewal Programme which covered decisions taken in period 18 February to 13 April 2021 and the latest Covid-19 Dashboard.

Decision

- 1) To note the Council's latest Covid-19 position following the most recent statement from the First Minister on 13 April 2021 and associated Scottish Government guidance. Appendix 1 of the report by the Chief Executive was the revised Strategic Framework Protection Levels.
- 2) To note the Covid-19 Response Dashboard outlined at Appendix 2 of the report.
- 3) To note the decisions taken to date under urgency provisions from 18 February to 13 April 2021 outlined at Appendix 3 of the report.
- 4) To note the working group progress updates from the Adaptation and Renewal Programme, including the support of the roll out of the Covid-19 vaccine and testing sites.

(References – Policy and Sustainability Committee of 28 May 2020 (item 4); report by the Chief Executive, submitted.)

6. Edinburgh and South East Scotland City Region Deal and Regional Growth Framework Update

An update was provided on the progress on the Edinburgh and South East Scotland City Region, since the Annual Report for 2019/20 was reported to this Committee on 6 October 2020.

Decision

- 1) To note the progress on the Edinburgh and South East Scotland City Region, since the Annual Report for 2019/20 was reported to this Committee on 6 October 2020.
- 2) To note the progress made on the development of the Regional Growth Framework (RGF), and the next expected milestones for reporting and consultation.

(References – Policy and Sustainability Committee of 6 October 2020 (item 11); report by the Chief Executive, submitted.)

7. Planning and Performance Framework Progress Update Report

The new Council Business Plan: Our Future Council, Our Future City had been approved by the City of Edinburgh Council on 18 February 2021.

A high-level overview of the proposed Planning and Performance Framework, the work undertaken to date and the next steps and timescales to complete the Planning and Performance Framework ahead of a final report to the Corporate Policy and Sustainability Committee on 1 June 2021 was provided.

Decision

To note the progress in developing a new Planning and Performance Framework for the Council Business Plan, next steps and timescales for final report to Committee.

(References – Act of Council No 5 of 18 February 2021; report by the Chief Executive, submitted.)

8. Council's Emissions Reduction Plan

Details were provided of an initial pathway to net-zero for the City of Edinburgh Council by 2030 by targeting the Council's major emissions sources; energy (buildings and lighting), waste, fleet and transport which set out the Council's strategic approach to reducing its corporate emissions and estimates the impact of carbon reduction projects (both planned and potential) on the Council's current and future carbon footprint.

Motion

- 1) To agree the Draft Council Emissions Reduction Plan as set out in Appendix 1 to the report by the Chief Executive.

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- 2) To note the final draft with supporting implementation and investment plan would be published alongside the City Net Zero Strategy in October.
- 3) To agree the proposed Council carbon budget and that this be used to monitor future progress.
- 4) To note that city approaches to offsetting would be consulted upon as part of the 2030 Net Zero Strategy consultation.
- 5) To note that the Council's organisational emissions were updated annually and reported to the Scottish Government through the Public Bodies Climate Change Duty Reporting (PBCCD) since 2010/11.
- 6) To agree to allocate £60,000 of the £300,000 sustainability fund allocated within the Council's 2021/22 revenue budget to recruit a Funding Development Officer, to maximise external funding in support of further activities to reduce the Council's emissions.
- 7) To agree to allocate £40,000 of the £300,000 sustainability fund allocated within the Council's 2021/22 revenue budget to roll out a Climate Literacy Training programme across the organisation.
- 8) To request a report within 2 cycles to detail options for Energy for Edinburgh's involvement in accelerating and delivering the Council's carbon targets as well as the contribution to the citywide net zero target. These should include, but not be limited to, involvement in decarbonising heat of the Council's estate and moving to EV and/or hydrogen for Council fleet- with opportunities to help accelerate decarbonisation of transport in the wider City. Proposals should be written to be able to be fully incorporated into the plans due for approval in October.
- 9) To request that when the final reports came back in October for the Council's carbon reduction and the wider city, actions in areas like heat and transport, where the Council could build infrastructure that had a benefit other sectors' transition to zero-carbon, these actions were fully included.

- moved by Councillor McVey, seconded by Councillor Day

Amendment

- 1) To note the Draft Council Emissions Reduction Plan as set out in Appendix 1 to the report by the Chief Executive, but this did not contain a costed and viable implementation and investment plan nor did it come close to meeting net zero by 2030, especially in the largest area of buildings related emissions where over 50% of 2019/20 emissions were not accounted for in the Plan.
- 2) To note the final draft with supporting implementation and investment plan would be published alongside the City Net Zero Strategy in October when it could be properly considered for approval or amendment.

- 3) To agree the proposed Council carbon budget and that this be used to monitor future progress.
- 4) To note that city approaches to offsetting would be consulted upon as part of the 2030 Net Zero Strategy consultation.
- 5) To note that the Council's organisational emissions were updated annually and reported to the Scottish Government through the Public Bodies Climate Change Duty Reporting (PBCCD) since 2010/11.
- 6) To agree to allocate £60,000 of the £300,000 sustainability fund allocated within the Council's 2021/22 revenue budget to recruit a Funding Development Officer, to maximise external funding in support of further activities to reduce the Council's emissions.
- 7) To agree to allocate £40,000 of the £300,000 sustainability fund allocated within the Council's 2021/22 revenue budget to roll out a Climate Literacy Training programme across the organisation.

- moved by Councillor Whyte, seconded by Councillor Webber

Voting

The voting was as follows:

For the motion	-	10 votes
For the amendment	-	7 votes

(For the motion: Councillors Kate Campbell, Day, Gardiner, Macinnes, Main, McVey, Munn, Perry, Staniforth and Wilson.

For the amendment: Councillors Aldridge, Doggart, Gloyer, Hutchison, McLellan, Webber and Whyte.)

Decision

To approve the motion by Councillor McVey.

(Reference – report by the Chief Executive, submitted.)

9. Best Value Assurance Audit Response

The Committee had previously noted the findings of the Best Value Audit Report, the approach to ensure a comprehensive and holistic response to the audit and provided feedback on priority areas for improvement.

An update was provided on the progress made to respond to the Best Value Assurance Audit recommendations.

Decision

- 1) To note the progress made to date to respond to the Best Value Assurance Audit Report recommendations.
- 2) To note the need to keep a focus on the actions from the audit and instruct officers to include all future substantive actions in relation to the best value audit recommendations to one update paper, including recommendations for approval as appropriate.

(References – Policy and Sustainability Committee of 1 December 2020 (item 9) and 23 February 2021 (item 8); report by the Chief Executive, submitted.)

10. Edinburgh Partnership Best Value Audit Improvement Plans

A summary was provided of the actions agreed at the Edinburgh Partnership Board on 23 March 2021 in response to the partnership working and empowerment findings of the Council Best Value Assurance Audit for approval by the Policy and Sustainability Committee.

Decision

- 1) To approve the recommended actions agreed by the Edinburgh Partnership Board on 23 March 2021 in response to the Best Value Audit Partnership findings.
- 2) To agree that the following actions by the Edinburgh Partnership would be led by the Council:
 - a) Develop a partnership plan to deliver the 20 minute neighbourhood model with a focus on shared public, commercial and third sector services models and public service hubs.
 - b) To strengthen the resourcing and capacity to support Neighbourhood Networks and the LCPPs through the establishment of new Community Empowerment teams by the City of Edinburgh Council.
 - c) Develop a framework for collaboration with the Edinburgh Association of Community Councils and community councils, to ensure they could fulfil their statutory function in representing local communities, and build a productive relationship with all community planning partners and the Council in particular.
- 3) To note the further actions being taken by the Council to enhance its approach to community empowerment, engagement and consultation including in respect of its relationship with Community Councils.

(References – Policy and Sustainability Committee of 1 December 2020 (item 9); report by the Chief Executive, submitted.)

11. COVID 19 Engagement and Consultation Approach

- a) **Deputation – South West Edinburgh in Motion**

A written deputation was presented on behalf of South West Edinburgh in Motion.

The Committee noted that due to technical difficulties the Deputation were unable to be heard in person.

The deputation welcomed how the report had been developed to reinforce the Council's commitment to effective consultation and were broadly supportive of the end-to-end approach. They also outlined suggestions for additional points or clarifications within the descriptions, measures within the draft Quality Standards.

The deputation felt that given the level of evidence of failure to meet Quality Standards and the fact this was a consultation that scored very highly on the Consultation Criteria, they believed that it would not be appropriate for this consultation to report back in two months' time to the Transport and Environment Committee in June to inform decision making at that meeting as this would severely undermine the visible commitment to this policy assuming it was approved by committee. They stressed that there was an opportunity to draw a line in the sand, and acknowledge that a - attempt to run a consultation during a pandemic was not successible and now a chance to take a fresh approach to consultation meeting all Quality Standards to win the hearts and minds of the public in Edinburgh on the approach to active travel.

b) Deputation – Silverknowes Community Group

A written deputation was presented on behalf of Silverknowes Community Group.

The Committee noted that due to technical difficulties the Deputation were unable to be heard in person.

The deputation indicated that as the proposed end of suspension of consultation and engagement due to Covid-19 was imminent, they fully supported the principles outlined in the proposed engagement and consultation policy. They requested that that the Spaces For People Schemes in Silverknowes and Edinburgh wide should be rerun to meet the requirements of this new Edinburgh council consultation policy and felt that as this formalised the council's existing consultation framework, it was not unreasonable to expect that recent consultations largely corresponded to this policy.

The deputation stressed that by supporting their request to re-run Spaces for People projects current and proposed, would strongly support this directive, adding greater stability in council and residents' relationships across all council activities and services.

c) Deputation – Get Edinburgh Moving

A written deputation was presented on behalf of Get Edinburgh Moving.

The deputation welcomed the report to Committee and specifically the key recommendation that the Policy and Sustainability Committee "will develop a model for community engagement which strengthens the role of communities in service

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delivery and decision-making processes, and through the work of the Community Empowerment Team”. They stressed that it was also vitally important that CEC “recognises the need to strengthen community engagement, especially through pre-consultation activity that builds trust and creates consent in communities”.

The deputation indicated that both the East Craigs LTN and wider permanency consultation fell short of meeting the standards brought forward in the consultation policy paper and as such, should be scrapped, and replaced with fit for purpose processes that put local residents views front and centre of decision-making. They felt that it was untenable for the Council and its partners to ignore public opposition.

d) Report by the Chief Executive

Details were provided of a proposed new Consultation Policy which had been developed to reinforce the Council's commitment to effective consultation by strengthening the management and governance of consultation activity, and ability to evidence how views sought had influenced decisions made by the Council. The proposed policy formalised the Council's existing consultation framework; sought to build skills and capacity of colleagues undertaking consultation and engagement; and established a process of signoff for key / significant consultations. This would be managed by an officer group but, where needed, signoff would be escalated to the Corporate Leadership Team.

Decision

- 1) To note the end of the suspension of consultation and engagement exercises, due to the Covid pandemic, on 1 July 2021, assuming Scotland returned to Level 0 restrictions in late June as anticipated.
- 2) To approve the Council's new Consultation Policy, developed in response to the City of Edinburgh Council's Best Value Assurance Audit.
- 3) To note the Council would develop a model for community engagement which strengthened the role of communities in service delivery and decision-making processes, and through the work of the Community Empowerment Team.
- 4) To note a new signoff framework for defined 'tiers' of consultation with the most significant consultations going to CLT for approval.
- 5) To request the model for community engagement come back to this committee in 3 cycles with a clear plan of how this model would be fully embedded across all Council service areas.

(References – Policy and Sustainability Committee of 1 December 2020 (item 9); report by the Chief Executive, submitted.)

12. Equality Diversity and Right Framework 2017-21 – Final Progress Report

a) Deputation - Edinburgh Access Panel

The deputation raised concerns about what they felt was a disconnect between the Council's published equality aspirations and the measures implemented under the space of people programme. They indicated that the Council's City mobility Plan stated that the need for people of all abilities to be able to move around the city safely and conveniently was critical and that the Equality and Diversity Framework document stated that equality was considered as part of everything the Council did. The deputation indicated that they were struggling to reconcile between these aspirations and the risks and challenges that disabled pedestrians were confronted with because of many of the spaces for people measures, specifically the measures that involved the roll out of cycle lanes

The deputation felt that there were issues around equality and inclusivity, specifically connected with road layouts for those with mobility difficulties or impaired vision and an imbalance in the spaces for people programme between the regard shown to the interests of cyclists and the regard shown for the interests of pedestrians, particularly pedestrians who had mobility difficulties.

The deputation urged the Committee to resolve the inconsistency between the stated aspirations and the actual measures by ensuring that the spaces for people implementations do not impose an acceptable risks and constraints on disabled people.

b) Report by the Chief Executive

Details were provided on the final progress report on the Council's equality, diversity and rights framework for the period 2017-21, in response to the requirements of the Public Sector Equality Duty. Progress was reported based on updates provided from services that cover the duration of the framework and the new framework which would cover the next four-year period 2021-25 would be reported separately.

Motion

- 1) To note that the report responded to requirements of the Equality Act 2010 'Specific Duties (Scotland) Regulations 2012'.
- 2) To note the progress made by the Council against the priorities set out in the Equality, Diversity and Rights Framework covering the period 2017-21.

- moved by Councillor McVey, seconded by Councillor Day

Amendment

- 1) To note that the report responded to requirements of the Equality Act 2010 'Specific Duties (Scotland) Regulations 2012'.
- 2) To note the progress made by the Council against the priorities set out in the Equality, Diversity and Rights Framework covering the period 2017-21.
- 3) To note with concern the comments and statements made from Edinburgh Access Panel.
- 4) To agree that work needed to be done to ensure the most vulnerable and those with mobility issues were not left behind.

- moved by Councillor Webber, seconded by Councillor Hutchison

In accordance with Standing Order 22(12), the amendment was adjusted and accepted as an addendum to the motion

Decision

To approve the following adjusted motion by Councillor McVey:

- 1) To note that the report responded to requirements of the Equality Act 2010 'Specific Duties (Scotland) Regulations 2012'.
- 2) To note the progress made by the Council against the priorities set out in the Equality, Diversity and Rights Framework covering the period 2017-21.
- 3) To note with concern the comments and statements made from Edinburgh Access Panel and other Groups.
- 4) To agree that work needed to be done to ensure the most vulnerable and those with mobility issues were not left behind.

(Reference – report by the Chief Executive, submitted.)

13. Equality and Diversity Framework 2021-2025

a) Deputation – Edinburgh Access Panel

The deputation related to both Items 12 and 13 (see details at Item 12).

b) Report by the Chief Executive

Details were provided on the new Equality and Diversity Framework 2021-2025 which had been developed and which included a new set of equality outcomes and mainstreaming actions across key areas of the Council's work. The Framework aligned these with the Business Plan 2021-2024 and was a key supporting document that would inform the Business Plan delivery programme.

Motion

- 1) To note the report by the Chief Executive which summarised how the Council met its specific equality duties under The Equality Act 2010.
- 2) To approve the Equality and Diversity Framework 2021-2025 which set out the Council's equality outcome themes and mainstreaming actions over four years.
- 3) To approve the outcomes which had been proposed for year 1, reflecting the intention for the framework to be adaptable to emerging priorities.
- 4) To note that consideration was being given to the capability and capacity needed to support progress with the framework as part of planned organisational change activity.

- moved by Councillor McVey, seconded by Councillor Day

Amendment

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- 1) To note the report by the Chief Executive which summarised how the Council met its specific equality duties under The Equality Act 2010.
- 2) To approve the Equality and Diversity Framework 2021-2025 which set out the Council's equality outcome themes and mainstreaming actions over four years.
- 3) To approve the outcomes which had been proposed for year 1, reflecting the intention for the framework to be adaptable to emerging priorities.
- 4) To note that consideration was being given to the capability and capacity needed to support progress with the framework as part of planned organisational change activity.
- 5) To note with concern the comments and statements made from Edinburgh Access Panel in relation to:
 - Theme: Inclusive Communities
 - Theme: Accessing facilities and support
 - Consistent use and application of Integrated Impact Assessments
- 6) To further agree that an additional report be provided to Committee demonstrating how these aspects would be addressed through a suitable action plan.

- moved by Councillor Webber, seconded by Councillor Doggart

In accordance with Standing Order 22(12), the amendment was adjusted and accepted as an addendum to the motion.

Decision

To approve the following adjusted motion by Councillor McVey:

- 1) To note the report by the Chief Executive which summarised how the Council met its specific equality duties under The Equality Act 2010.
- 2) To approve the Equality and Diversity Framework 2021-2025 which set out the Council's equality outcome themes and mainstreaming actions over four years.
- 3) To approve the outcomes which had been proposed for year 1, reflecting the intention for the framework to be adaptable to emerging priorities.
- 4) To note that consideration was being given to the capability and capacity needed to support progress with the framework as part of planned organisational change activity.
- 5) To note with concern the comments and statements made from Edinburgh Access Panel and other groups in relation to:
 - Theme: Inclusive Communities

- Theme: Accessing facilities and support
 - Consistent use and application of Integrated Impact Assessments
- 6) To further agree that an additional report within 3 cycles be provided to Committee demonstrating how these aspects would be addressed through a suitable action plan or existing work plans.

(References – Policy and Sustainability Committee of 11 June 2020 (item 19); report by the Chief Executive, submitted.)

14. 2030 City Target Monitoring Approach

Clarification was provided on the boundary selected to monitor progress against the new net zero target set for both the Council and the city in May 2019. As agreed at Full Council on 25 August 2020, “revised targets for carbon emissions reduction, specifying the annual increments required to achieve net zero by 2030” for city emissions were presented.

Decision

- 1) To note the progress made against previous emission reduction targets of a 42 % reduction in emissions by 2020 (for both the city and the Council).
- 2) To note the city had achieved emissions reductions of 6% (or 167 kilo tonnes of CO₂e) between 2017/18 and 2018/19, based on the most up-to-date data available.
- 3) To agree annual reduction targets based on an estimated trajectory against a 2018/19 baseline, to reach net zero by 2030.
- 4) To note that this report had been brought forward in April in response to a request at Committee for early sight of reporting data.
- 5) To note that in future annual reports outlining progress against the 2030 target would be brought to Committee in November of each year, when each years’ datasets become available, starting from November 2021.
- 6) To agree that, in line with the approach to the Council’s historical 2020 target, the new net zero by 2030 target will replace the previous city target of a 42 % reduction in city emissions by 2020 in all future monitoring and reporting. 1.7 Note that city approaches to offsetting will be consulted upon as part of the 2030 Sustainability Strategy consultation.

(References – Act of Council No 8 of 25 August 2020; report by the Chief Executive, submitted.)

15. COP 26 Events and Engagement Planning

Details were provided on the establishment of a COP26 Edinburgh Events group to manage and co-ordinate the successful delivery of events and promotions by Edinburgh businesses

and partners in the period leading up to COP26 in November 2021. It was proposed that Council support the programme would comprise an allocation of up to £100,000 for COP26 events, comprised of £50,000 from budgets previously allocated for Council involvement in MIPIM, and £56,000 to be taken from the £300,000 approved in this year's budget for Sustainability and Net Zero programme support.

Decision

- 1) To note that Liz McAreavey, Chief Executive of Edinburgh Chamber of Commerce would play a co-ordinating role on behalf of the Council to deliver a programme of Edinburgh events for COP26.
- 2) To note the intention to establish a COP26 Edinburgh Events steering group to support this work, with members to include City of Edinburgh Council, University of Edinburgh, Festivals Edinburgh, Edinburgh business and other partners.
- 3) To agree that a fund of up to £106,000 would be allocated to the delivery of COP26 events. This fund would be comprised of £50,000 from budget previously allocated Council involvement in MIPIM, and £56,000 of the £300,000 earmarked in this year's Council budget to support Sustainability and Net Zero activity.

(Reference – report by the Chief Executive, submitted.)

16. Growing Locally – Edinburgh's Draft Edinburgh Food Growing Strategy

Details were provided on the Council's draft Food Growing Strategy which had been prepared following a number of engagement activities delivered in partnership with Edible Edinburgh and informed by Edinburgh's Sustainable Food Cities programme.

Decision

To approve Growing Locally, Edinburgh's first Food Growing Strategy as detailed in Appendix 1 to the report by the Chief Executive.

(Reference – report by the Chief Executive, submitted.)

17. Scottish Government Heat in Buildings Strategy Consultation

Details were provided on a proposed Council response to consultation on the Scottish Government draft Heat in Buildings Strategy. Consultation on this strategy was to close on 30 April 2021.

Decision

To agree the proposed Council response as detailed in the report by the Chief Executive be submitted as the Council response to the current consultation on the Scottish Government Draft Heat in Buildings Strategy.

(Reference – report by the Chief Executive, submitted.)

18. Capital Resident's Survey

Details were provided on the results of the Capital Residents Survey (CRS), which took place between 12 October and 2 December 2020. The survey had been jointly funded with NHS Lothian and focused on resident experience of services during Covid-19 and areas of mutual interest to both organisations, such as alternative service delivery mechanisms.

Motion

To note the findings of the Capital Residents Survey Results.

- moved by Councillor McVey, seconded by Councillor Day

Amendment

- 1) To note the findings of the Capital Residents Survey Results
- 2) To note this survey was assessing services provided by the council.
- 3) To note with concern that those who actually contacted the Council had a much reduced level of satisfaction with Council services (67%) as compared to the general public (80%) when those contact points were with those more engaged or in need of services, and where they were an opportunity to provide high quality services or resolve dissatisfaction.
- 4) To note that the services areas covered within the remit of Transport and Environment Committee were the biggest source of dissatisfaction with 3 of the top 5 categories
 - Roadworks, roads, pavements, traffic, cycling issues (26%)
 - Environmental Issues and Street Cleaning (12%)
 - Refuse collection and recycling (12%)
- 5) To note that the overwhelming majority of the public would be comfortable using sports facilities at schools but that successive Council Administrations had failed to make any meaningful progress on this issue by opening more school facilities to the public thus increasing access and reducing costs and the Council's carbon budget.

- moved by Councillor Whyte, seconded by Councillor McLellan

Voting

The voting was as follows:

For the motion	-	10 votes
For the amendment	-	7 votes

(For the motion: Councillors Kate Campbell, Day, Gardiner, Macinnes, Main, McVey, Munn, Perry, Staniforth and Wilson.)

For the amendment: Councillors Aldridge, Doggart, Gloyer, Hutchison, McLellan, Webber and Whyte.)

Decision

To approve the motion by Councillor McVey.

(Reference – report by the Chief Executive, submitted.)

19. People Strategy 2021-2024

Details were provided on a proposed new Council People Strategy for 2021-2024 which was applicable to all employees. The proposed new strategy was an essential enabling strategy and approach to support the delivery of the new Business Plan, known as Our Future Council, Our Future City which set out an ambitious agenda for the Council to deliver.

Decision

- 1) To approve the People Strategy 2021-2024 which built upon the work delivered through the People Strategy 2017-2020.
- 2) To note that the new People Strategy was essential in ensuring the delivery of the new Business Plan (Our Future Council, Our Future City) which set out an ambitious agenda for the Council to deliver against agreed priorities.
- 3) To note that the paper described the People commitments for 201-2024 which were further underpinned by the Strategic Workforce Plan 2021-2024. This Plan described specific further actions that would be taken as an organisation to address the gaps between our current workforce and the future workforce during the same period.

(Reference – report by the Executive Director of Resources, submitted.)

20. Strategic Workforce Plan

Details were provided on a proposed new 'Strategic Workforce Plan 2021-24' which extended to all of the workforce. The proposed plan would ensure that the gaps were addressed and maximised the strengths and opportunities in the current workforce, to deliver Our Future Council, Our Future City which set out an ambitious agenda for the Council.

Decision

- 1) To approve the Strategic Workforce Plan for the period 2021-2024.
- 2) To note that whilst the People Strategy 2021-2024 described the strategic workforce agenda, this Plan described the further specific actions to be taken as an

organisation to address the gaps between the current workforce and the future workforce needed to deliver the Business Plan: Our Future Council, Our Future City during the same period. Additionally, it ensured a focus on building on the strengths and experience available and making informed and timely decisions about the workforce.

(Reference – report by the Executive Director of Resources, submitted.)

21. Edinburgh Declaration on Biodiversity

Details were provided on the Edinburgh Declaration on Biodiversity which was intended to set out the aspirations and commitments of the Scottish Government, Edinburgh Process Partners and wider subnational constituency of the Convention on Biological Diversity (CBD) in delivery for nature over the coming decade. In recognition of the key role that subnational governments and local authorities played in delivering biodiversity protection the Declaration was open for signing by parties working at the local level.

Decision

- 1) To note the Edinburgh Declaration on Biodiversity.
- 2) To agree to sign the Edinburgh Declaration on Biodiversity.

(Reference – report by the Executive Director of Place, submitted.)

22. Seafield Sounding Board

Decision

To note that the report had been withdrawn.

(Reference – report by the Executive Director of Place, submitted.)

23. Anti-Social Behaviour Motion Report

In response to a motion by Councillor Doggart, details were provided on issues raised regarding a complaint against the council in relation to anti-social behaviour.

Motion

- 1) To note the response to the motion as detailed in the report by the Head of Safer and Stronger Communities and Chief Social Work Officer.
- 2) To approve the revised City of Edinburgh Council Anti-Social Behaviour Procedure as detailed in Appendix 1 to the report.

- moved by Councillor McVey, seconded by Councillor Day

Amendment

- 1) To note the response to the motion as detailed in the report by the Head of Safer and Stronger Communities and Chief Social Work Officer.
- 2) To approve the revised City of Edinburgh Council Anti-Social Behaviour Procedure as detailed in Appendix 1 to the report.
- 3) To request the Head of Safer and Stronger Communities to provide an update report before the end of 2021 confirming adherence to the new procedure.

- moved by Councillor Doggart, seconded by Councillor Webber

In accordance with Standing Order 22(12), the amendment was accepted as an addendum to the motion

Decision

To approve the following adjusted motion by Councillor McVey:

- 1) To note the response to the motion as detailed in the report by the Head of Safer and Stronger Communities and Chief Social Work Officer.
- 2) To approve the revised City of Edinburgh Council Anti-Social Behaviour Procedure as detailed in Appendix 1 to the report.

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- 3) To request the Head of Safer and Stronger Communities to provide an update report before the end of 2021 confirming adherence to the new procedure.

(Reference – report by the Chief Social Work Officer, submitted.)

24. Internal Audit Overdue Findings and Key Performance Indicators as at 10 February 2021 – referral from the Governance, risk and Best Value Committee

The Governance, Risk and Best Value Committee had referred a report on Internal Audit Overdue Findings and Key Performance Indicators as at 10 February 2021, which provided an overview of the status of the overdue Internal Audit (IA) findings as at 10 February 2021 to the Policy and Sustainability Committee for information.

A total of 115 open IA findings remained to be addressed across the Council as at 10 February 2021. This included the one remaining historic finding and excluded open and overdue Internal Audit findings for the Edinburgh Integration Joint Board and the Lothian Pension Fund.

Motion

To note the report by the Governance, Risk and Best Value Committee.

- moved by Councillor McVey, seconded by Councillor Day

Amendment

To agree to refer the report to the next meeting of full Council for discussion and consideration.

- moved by Councillor Whyte, seconded by Councillor Doggart

Voting

The voting was as follows:

For the motion	-	10 votes
For the amendment	-	7 votes

(For the motion: Councillors Aldridge, Kate Campbell, Day, Gardiner, Gloyer, Griffiths, Macinnes, Main, McVey, Munn, Staniforth and Wilson.

For the amendment: Councillors Doggart, Hutchison, McLellan, Webber and Whyte.)

Decision

To approve the motion by Councillor McVey.

(Reference – Governance, Risk and Best Value Committee, 23 March 2021 (item 5); referral from the Governance, Risk and Best Value Committee, submitted)

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