

Business Bulletin

Policy and Sustainability Committee

10.00am, Tuesday, 30 August 2022

Dean of Guild Courtroom, City Chambers, High Street, Edinburgh

Policy and Sustainability Committee

Convener:	Members:	Contact:
<p data-bbox="188 331 496 412">Convener: Councillor Cammy Day</p> 	<p data-bbox="619 315 1102 1182">Councillor Cammy Day (Convener) Councillor Jule Bandel Councillor Alan Beal Councillor Marco Biagi Councillor Steve Burgess Councillor Kate Campbell Councillor Sanne Dijkstra-Downie Councillor Phil Doggart Councillor Joan Griffiths Councillor Kevin Lang Councillor Lesley Macinnes Councillor Adam McVey Councillor Jane Meagher Councillor Claire Miller Councillor Frank Ross Councillor Mandy Watt Councillor Iain Whyte</p>	<p data-bbox="1225 322 1390 479">Jamie Macrae, Committee Officer</p> <p data-bbox="1225 533 1394 734">Louise Williamson, Assistant Committee Officer</p>

Recent News	Background
<p>New Edinburgh Partnership Survey</p> <p>The Edinburgh Partnership Board have agreed to create a new resident survey. The survey will support and monitor the Local Outcome Improvement Plan 2018-2028 (LOIP) and increase the shared performance and monitoring data for all the partners involved.</p> <p>Formerly the metrics required for the LOIP were obtained through the Edinburgh People Survey but Council funding for this activity was withdrawn in 2019. This new approach, working collaboratively with partners, offers many benefits not least in providing a more resource efficient and consistent way of gathering information to inform work in the city.</p> <p>NHS Lothian, Edinburgh University, Edinburgh College, Police Scotland, Skills Development Scotland, Fire and Rescue Service, and Edinburgh Capital City Partnership have contributed to a joint budget to undertake the survey for a year. Subject to successful conduct of the survey and continued funding, this survey will continue in subsequent years.</p> <p>The Edinburgh Partnership Board will appoint a Management Group from its officers to create, plan, commission, and report the survey. The survey is expected to launch in January 2023 and will contribute to the Council Business Plan performance report as well as the LOIP annual report.</p>	<p>Contact: David Porteous</p> <p>Strategy Manager, Policy and Insight Team, Corporate Services</p>
<p>City of Edinburgh Council (17 March 2022) - Barriers to Elected Office – Motion by Councillor Main.</p> <p>(1) Council requests a short report, giving a breakdown of the numbers of candidates and elected councillors by gender and by underrepresented groups to Policy and sustainability Committee, (or the relevant Committee) at the first meeting after the 5th May election, to inform discussions and further action to be taken.</p> <p>2) Council requests that this report includes details of work that could be undertaken at a Council level to meet our collective commitment to increase the diversity of the councillor group and to ensure that CEC is a representative democratic body serving all of Edinburgh’s communities.</p>	<p>Contact: Chris Highcock</p> <p>Elections and Members Services Manager, Corporate Services</p>

Response - There is no collection of demographic/diversity data at the nomination of candidates for local government elections in Scotland, so no data is held that would allow “a breakdown of the numbers of candidates and elected councillors by gender and by underrepresented groups”. A survey of elected members will be undertaken to allow such a breakdown for councillors. Allowing for the design, testing circulation and analysis of the data this will be reported to Committee by the end of 2022. The results of the survey may suggest areas of work that could be undertaken to increase the diversity of the councillor group, recognising the role of parties in the selection of candidates.

How will Council productivity be monitored and performance management and staff management developed to be more outcome focussed within the context of ‘Our Future Work’? – response to the request from Councillor Whyte at Policy and Sustainability Committee on 29th March

If we can get the future world of work right for our workforce, through challenging previously accepted norms, better supporting wellbeing and inclusivity and ensuring our workforce feel listened to, empowered and supported – then, ultimately, we will see improvements in organisational performance. Therefore, the work being undertaken across all strands of our People Strategy - of which Our Future Work is one part of - all help to develop and embed the desired behaviours and working practices, such as being more outcome focussed.

In terms of monitoring the Council’s overall performance and productivity, this is maintained via established mechanisms including the Council’s Planning & Performance Framework and the Local Government Benchmarking Framework data which provides a view at a key performance indicator level. Managers use their systems/and management information at a service/team level to provide a more granular view of service delivery/performance.

For performance management, the value of focussing on outcomes has been understood for some time and is a key element of our current Colleague Performance Framework, introduced in 2016. Through it, managers are encouraged to check in with their teams regularly, both individually and as a team, agree realistic goals and measures that align with the goals of the service, identify areas for development and discuss ways to maximise performance. The emphasis of

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the framework is on the quality of the conversation between line managers with colleagues and teams.

This is supplemented with a variety of resources such as workshops, eLearning modules and more, to support managers in focusing their conversations with team members on the right things, such as progress against their defined goals, wellbeing, etc.

As part of the first phase of delivering the Our Future Work strategy, extensive management engagement was carried out, including regular sessions led by Executive Directors and Service Directors and a managers' toolkit, giving guidance on how to ensure team and individual discussions are outcome focussed.

A further programme of engagement with managers is in development to reinforce understanding and accountability for undertaking key leadership tasks such as Performance Management.

GRBV Action - Motion by Councillor Doggart – Pandemic Planning

In July 2020, Council approved the following motion proposed by Councillor Doggart:

1) Agrees that the Interim Executive Director of Corporate Services reviews the council's response and preparedness to COVID-19 but acknowledges that as the council is still responding to the pandemic, any review would be premature at this time.

2) Asks that the Interim Executive Director of Corporate Services updates the Policy and Sustainability committee on when he believes it would be appropriate both in terms of Corporate Services and timing for such a review to take place.

Having considered the timing of the review requested carefully, it would seem appropriate for this to take place following the national review which is now being arranged. This is because the Council's response needs to be set in the context of the guidance and directions made by both the UK and Scottish Governments.

Contact: [Richard Carr](#)

Interim Executive
Director of Corporate
Services, Corporate
Services

Forthcoming activities:



