



Monday, 25 November 2024

Dear Sir/Madam

A meeting of the Cabinet will be held on Tuesday, 3 December 2024 in the Council Offices, Foster Avenue, Beeston, NG9 1AB, commencing at 6.00 pm.

Should you require advice on declaring an interest in any item on the agenda, please contact the Monitoring Officer at your earliest convenience.

Yours faithfully

Chief Executive

To Councillors: M Radulovic MBE (Chair)
G Marshall (Vice-Chair)
P J Bales
G Bunn
C Carr

T A Cullen
H J Faccio
J W McGrath
H E Skinner
V C Smith

AGENDA

1. APOLOGIES

To receive apologies and to be notified of the attendance of substitutes.

2. Declarations of Interest

(Pages 7 - 14)

Members are requested to declare the existence and nature of any disclosable pecuniary interest and/or other interest in any item on the agenda.

3. Minutes

(Pages 15 - 20)

Cabinet is asked to confirm as a correct record the minutes of the meeting held on 5 November 2024.

4. Draft Minutes of Other Meetings (Pages 21 - 26)

Members are asked to NOTE the minutes of the meetings as detailed below.

- Bramcote Bereavement Services Joint Committee 20 June 2024
- Bramcote Bereavement Services Joint Committee 24 October 2024 DRAFT
- UK Shared Prosperity Fund Panel Meeting 25 October 2024 DRAFT

5. Scrutiny Reviews (Pages 27 - 30)

The purpose of this report is to make Members aware of matters proposed for and undergoing scrutiny. This is in accordance with all of the Council's priorities.

6. References

6.1 Foster Carer Policy (Pages 31 - 44)

Local Joint Consultative Committee
13 November 2024

Consideration was given to the Foster Care Scheme. It was noted that this was a new scheme to ensure that the Council was a Fostering Friendly Employer.

RECOMMENDED to Cabinet that the Foster Care Scheme be approved.

6.2 Compassionate Leave (Pages 45 - 70)

Local Joint Consultative Committee
13 November 2024

The Joint Committee noted that the Compassionate Leave Scheme had been changed to include additional leave allowances for those who had experienced the death of a child or spouse.

The debate included discussions about other relatives and the rationale behind decided some relationships were closer than others. It was noted that a manager could use their discretions as to how the scheme was applied.

It was requested that the scheme be amended to state that the leave should be taken within six months of the

bereavement.

RECOMMENDED to Cabinet that the Compassionate Leave Scheme, including an amendment that the leave be taken within six months of the bereavement, be approved.

6.3 Neonatal Care Leave

(Pages 71 - 86)

Local Joint Consultative Committee
13 November 2024

The Joint Committee considered the proposed Neonatal Policy. It was noted that this was a new policy, with a number of updates from central government pending, including a definition of neonatal care.

Consideration was given to the difference between the right to take leave and to be paid. It was requested that the wording regarding the eligibility for paid leave being 26 weeks continuous service be made clearer. It was further requested that there be an addition to the policy stating that the Chief Executive should have discretion in instances where the Neonatal Policy is used, in conjunction with the Human Resources Manager and that it be clarified that a period of absence related to the policy would not impact on probation.

RECOMMENDED to Cabinet that the Neonatal Care Policy, with the following amendments, be approved.

- 1. that the wording regarding the eligibility for paid leave being 26 weeks continuous service be made clearer**
- 2. that the Chief Executive should have discretion in instances where the Neonatal Policy is used, in conjunction with the Human Resources Manager**
- 3. that it be clarified that a period of absence related to the policy would not impact on probation.**

6.4 Probation Policy

(Pages 87 - 106)

Local Joint Consultative Committee
13 November 2024

The Joint Committee noted that Probation Policy had been changed to include apprentices within the scheme, so that all employees were treated equally and could benefit from additional support or management arising from the process.

There was a discussion around the tone of the language, which was negative and implied that employees were expected to fail their probation. There was also concern that staff whose roles had been changed because of a reorganisation could have to go through a probation period.

RECOMMENDED to Cabinet that the Probation Policy, with the following amendments, be approved:

- 1. that there be a positive paragraph about how Probation should work and the employee's responsibilities.**
- 2. where internally promoted employees who failed their probation, consideration would be given to employing them in their original post if it was still open.**

7. RESOURCES AND PERSONNEL POLICY

- 7.1 Review of Corporate Plan Progress and Financial Performance -September 2024 Quarter 2 (Pages 107 - 180)

This is in accordance with all of the Council's Corporate Priorities.

8. Quarterly Complaint Report (Pages 181 - 202)

To provide Members with a summary of complaints made against the Council.

- 8.1 People Strategy (Pages 203 - 220)

For Members to consider the draft People Strategy for adoption and approve accordingly.

- 8.2 Council Tax Base 2025/26 (Pages 221 - 226)

To approve the Council Tax Base for the year 2025/26.

- 8.3 Council Tax Levy (Pages 227 - 236)

Cabinet to approve the proposed changes to the levy that can be applied in Council Tax.

- 8.4 Local Council Tax Support Scheme 2025/26 (Pages 237 - 240)
To seek approval for arrangements to operate in 2025/26 in respect of the Local Council Tax Support Scheme (LCTSS).
- 8.5 Housing Benefit - War Disregard (Pages 241 - 244)
To seek approval for the continuation of the War Pension Disregard in respect of Housing Benefit claims in 2025/26.
- 8.6 Grant Aid Requests From Parish/Town Councils (Pages 245 - 250)
To consider requests for grant assistance in accordance with the protocol for the consideration of grant aid to Parish and Town Councils.
- 8.7 Grants to Voluntary and Community Organisations, Charitable Bodies and Individuals Involved in Sports, the Arts and Disability Matters 2024/25 (Pages 251 - 258)
To consider requests for grant aid in accordance with the provisions of the Council's Grant Aid Policy.
9. ENVIRONMENT AND CLIMATE CHANGE
- 9.1 Garden Waste Subscription Fees 2025/26 (Pages 259 - 268)
To seek approval for the 2025/26 garden waste subscription fees.
10. ECONOMIC DEVELOPMENT AND ASSET MANAGEMENT
- 10.1 Economic Development & Regeneration Strategy (Pages 269 - 328)
To seek approval of the Council's Economic Development and Regeneration Strategy for 2022-2028.
- 10.2 Former Beamlight Factory Article 4 Direction (Pages 329 - 334)
To consider the removal of certain permitted development rights for dwellings built at the Former Beamlight Factory.

11. COMMUNITY SAFETY
- 11.1 Proposed CCTV Provision in Derby Road Car Park Stapleford (Pages 335 - 338)
- To seek Cabinet approval for the provision of two Surveillance Camera Units in Derby Road Car Park, Stapleford (New Car Park).
12. HOUSING
- 12.1 Pets Policy (Pages 339 - 360)
- To seek Cabinet approval on the updated Pets Policy.
13. Cabinet Work Programme (Pages 361 - 362)
- Cabinet is asked to approve its Work Programme, including potential key decisions that will help to achieve the Council's key priorities and associated objectives.
14. Exclusion of Public and Press
- Cabinet is asked to RESOLVE that, under Section 100A of the Local Government Act, 1972, the public and press be excluded from the meeting for the following items of business on the grounds that they involve the likely disclosure of exempt information as defined in paragraphs 1, 2, 3, and 7 of Schedule 12A of the Act.**
15. Irrecoverable Arrears (Pages 363 - 366)
16. Permanent Recruitment of a Waste and Recycling Engagement Officer (Pages 367 - 380)