

MINUTES of a meeting of the **CABINET MEMBER FOR COUNCIL SERVICES** held on 14 March 2019 at County Hall, Matlock.

PRESENT

Cabinet Member – Councillor A Foster

Also in attendance – Councillor P Murray

13/19 **MINUTES RESOLVED** that the minutes of the meeting held on 21 February 2019 be confirmed as a correct record and signed by the Cabinet Member.

14/19 **GENDER PAY GAP** Emma Alexander, Strategic Director of Commissioning, Communities and Policy presented the report that informed the Cabinet Member of the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 on Gender Pay Gap reporting requirements. The report was an annual one which updated the Committee on the regulations and summarised the key data and findings from data included in the pay gap calculations and published by the end of March 2019.

The mean Gender Pay Gap had fallen by 1.2% and similarly, the median had fallen by 5.7% in 2018. This reduction was a result of the 2017-18 pay agreement, which included higher percentages for lower grades, and changes to the distribution of women and men in the workforce.

Details of the composition of the workforce were set out in Appendix 2, which showed that the Council's workforce was predominantly female, a large proportion of whom were part time. The gender pay gap should be considered in the overall context of this distribution as the predominance of females to males had a significant influence on the Council's overall gender pay gap. The figures also reflected that the majority of jobs, vital to the community and service provision, were lower graded and part time which tended to attract female applicants.

In order to address the gender pay gap the Council was committed to a gender balance across the lower graded jobs, and would continue to increase the number of women in higher graded jobs and to develop our approach to equality and diversity by identifying good practice in employment, service delivery and how we engage with local people.

Appendix 3 of the report gave further information about data and the Council's work towards tackling the pay gap.

RESOLVED That the Cabinet Member notes the report and the proposed data to be published.

15/19 REVENUE BUDGET MONITORING MONTH 9 The controllable budget for the Council Services portfolio was approximately £45m. The latest budget monitoring projected an under-spend of £0.531m for the financial year.

The report went on to summarise the position for each department within the Council and indicated permanent base budget growth items in 2018-19.

The savings target allocated to the portfolio for 2018-19 was £1.446m. Savings projected to be achieved against the target are £1.287m, leaving a balance of £0.159m. This shortfall was being met by funds allocated by Council in the 2018/19 budget (£0.065m), and underspends.

RESOLVED that the report be noted.

16/19 ACQUISITION OF A NEW SCHOOL IN HILTON Approval was sought for the Council to acquire a new school site at Hilton by way of a Section 106 agreement and to subsequently grant a 125 year lease of the school to an Academy Trust; the extent of the site to be acquired and subsequently leased was identified on the attached plan.

In August 2013, South Derbyshire District Council published its draft Local Plan which identified new housing sites to provide a total of 6,469 homes over the next 15 years, having a significant impact on infrastructure, including education. One of the sites identified was for 425 houses on a site on the edge of Hilton which would generate around 90 primary aged pupils in the near future. Hilton Primary School had grown significantly over recent years and was the largest primary school in Derbyshire, with no scope for further expansion. The development would require the developer to make a substantial contribution to educational provision in the area by way of an agreement under Section 106 of The Town & Country Planning Act 1990.

Agreement was reached that the developer construct a new two form entry primary school. The design and plan of the school buildings was agreed. The school would be built in two phases with the first entry made available when the first houses were occupied. The second phase would be brought in later as pupil numbers increase.

The Education Act 2011 required local authorities seek proposals to establish an academy or a free school where there was a need for a new school in their area. Consultation had taken place and the Spencer Academy Trust would operate the school. The cost of acquiring the land and constructing the school was to be borne by the developer.

RESOLVED that approval be given to (1) acquire a new school site at Hilton under the terms of a Section 106 agreement and (2) grant a 125 year lease of the school site to the Spencer Academy Trust.

17/19 ACQUISITION OF A SCHOOL SITE AT CHELLASTON FIELDS

Approval was sought to acquire a new school at Chellaston Fields be constructed by a housing developer under a Section 106 agreement and to subsequently grant a 125 year lease of the school to an Academy Trust; the extent of the site to be acquired and subsequently leased was identified on the attached plan.

The South Derbyshire District Council Local Plan had provided for the construction of 663 houses on sites at Swarkestone Road, Holmeleigh Way and Woodlands Farm in Chellaston and, having a significant impact on infrastructure, including education. An assessment of pupil projections indicated that the housing would generate 133 additional primary pupils with existing primary schools in Chellaston being unable to accommodate this additional number of children and unable to expand to meet the demand.

The development required a new one form entry primary school large enough to absorb any increased requirement for primary school places in the foreseeable future. Following consultation, a suitable location and design had been agreed and the project was underway.

The Education Act 2011 required local authorities seek proposals to establish an academy or a free school where there was a need for a new school in their area. Consultation had taken place and the Spencer Academy Trust would operate the school. The cost of acquiring the land and constructing the school was to be borne by the developer. It was anticipated that Chellaston Fields Spencer Academy would open in September 2019 and would have places for 210 children aged five to eleven years old.

There was a requirement for the Council to make a contribution of £600,000 towards the school following notification with at least 2 months' notice of the date on which the construction was due to commence. This is due to be funded from S106 contributions in respect of the other developments at Holmeleigh Way and Woodlands Farm and was to be held in escrow by Howes Percival LLP as stakeholder. This money will only be released on written confirmation from the Council that a drawdown was due. The costs of operating the school would fall on the Academy Trust.

RESOLVED that approval be given to (1) acquire a new school site at Chellaston under the terms of a Section 106 agreement and (2) grant a 125 year lease of the school site to the Spencer Academy Trust.

18/19 **EXCLUSION OF THE PUBLIC RESOLVED** to exclude the public from the meeting during the consideration of the remaining items on the agenda to avoid the disclosure of exempt or confidential information.

SUMMARY OF PROCEEDINGS CONDUCTED AFTER THE PUBLIC WERE EXCLUDED FROM THE MEETING

1. To consider the exempt minutes of the meeting held on 21 February 2019.