

OVERVIEW AND SCRUTINY ANNUAL REPORT

2021/22

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1 Overview and Scrutiny Committee Chairs' Foreword

At Chesterfield Borough Council, our Overview and Scrutiny function continues to be an active and integral part of the council's governance arrangements. During 2021/22, our scrutiny members have acted as a critical friend to the development and implementation of key council policies and provided robust challenge. This work has supported the council's vision of always putting our residents and customers first when we make decisions and deliver services.

One of the highlights of the past year has been exploring the different ways that scrutiny can carry out its work. The focus group approach has been used several times by both Committees and Scrutiny Project Groups during the year. Using this method has enabled scrutiny to take an in depth look at a specific policy, strategy or set of information in an informal arena which encouraged all scrutiny members to contribute to the discussions. The outcome resulted in a collaborative response which has carried more weight due to the number of views it represented. This has been a successful method used by scrutiny to respond to the draft Play and Parks and Open Spaces Strategies, private sector housing policies and refresh of the Skills Action Plan.

Scrutiny committees have the power to set up task and finish groups to carry out in depth reviews. Over the past year, our scrutiny project groups have showcased the value that scrutiny can add to policy development. The project group that ran alongside the development of the Visitor Economy Strategy has enabled us to develop a model for engaging scrutiny in policy and strategy development. The model used for this project enabled scrutiny to work alongside the cabinet member, officers and consultants and provide stakeholder input at each of the key stages. This model will continue to be used for our future project groups over the next year.

We would like to take this opportunity to thank all the officers and members who have been involved in supporting and assisting in the overview and scrutiny process over the past year.





2 **Overview and Scrutiny Committee work and achievements**

The council's three overview and scrutiny committees, which are the **Overview and Performance Scrutiny Forum**, the **Enterprise and Wellbeing Scrutiny Committee** and the **Community**, **Customer and Organisational Scrutiny Committee**, have had yet another busy year during 2021/22.

During the last 12 months, the council's overview and scrutiny committees (OSCs) have undertaken scrutiny work as individual committees and have appointed scrutiny project groups (SPGs) which are informal working groups that undertake specific task and finish project work for scrutiny committee consideration.

Work undertaken by our council's OSCs during the municipal year 2021/22 is detailed throughout this report.

Pre-Decision Scrutiny

The council's approach is to support and enable good pre-decision scrutiny. Predecision scrutiny provides opportunity for scrutiny members to fully challenge and inform important decisions before they are made. It has a number of benefits for the council and communities in that;

- i. early, proactive involvement is likely to produce a better informed, better quality, more robust decision;
- ii. there is a lesser need to suspend decisions already made (ie, through the `call-in' mechanism) when it can be too late and high risk to change anything;
- iii. it provides opportunity for wider member involvement in decision making followed by greater ownership and support for a decision;
- iv. it helps mitigate against, and minimises the chances of, things going wrong.

Pre-decision scrutiny usually needs time and opportunity for OSCs to get involved early. With good planning and access to information, OSCs will often appoint project groups to inform policy and service developments at the very early stages of planned work. This happens a long time before decision items are entered into the council's published Forward Plan of key decisions. Some examples of this from our 2021/22 work programme include engagement in the preparation of the council's parks and open spaces and play strategies, monitoring and providing consultee input on the development of the new visitor economy strategy and reviewing the consultation responses prior to adoption of the Chesterfield Station Masterplan.

The Forward Plan

A standing item for noting on each scrutiny committee agenda is the council's Forward Plan. The Forward Plan is a document that contains details of the key, private and, where possible, non-key decisions the Cabinet, cabinet members or officers are likely to make over a four-month period. It is a legal requirement to make public the details of key or private decisions 28 days' in advance of the decision.

As well as being an important document for the public, the Forward Plan helps to provide our OSCs with the opportunity to monitor the executive decision-making programme and undertake pre-decision scrutiny. Scrutiny members have been encouraged to have early conversations with the scrutiny chairs when an item appears on the forward plan that they feel requires scrutiny involvement.

Scrutiny members value the forward plan as a key tool in planning their work and recognise that, in order to carry out pre-decision scrutiny, items should be added in a timely manner. The Scrutiny Chairs regularly remind members to contact them directly if there are any pressing issues arising from the forward plan and the timeliness of items on the forward plan has been discussed at a meeting of the CC&O Scrutiny Committee.

Overview and Scrutiny Committee Power of 'Call-in'

Scrutiny law allows for an OSC to investigate, make reports and recommendations on Cabinet decisions that have been agreed but not yet put into action. Legislation allows for action on these decisions to be suspended pending a scrutiny inquiry. This process is referred to as scrutiny 'Call-in'. Following any scrutiny call-in inquiry, the scrutiny committee (ie the Overview and Performance Scrutiny Forum) may request Cabinet reconsider its decision on the basis of the further evidence gathered.

During the 2021/22 year no 'call-ins' were made.

OSCs' Work and Achievements Summary

Throughout 2021/22 OSCs undertook both pre-decision and post-decision scrutiny, receiving reports and influencing decisions on the policies, strategies, plans and services outlined below.

Overview and Performance Scrutiny Forum:

Chesterfield Railway Station
 Masterplan

In July, 2021, the Forum received a report from the Strategy Planning and Key Sites Manager on the development of the station masterplan. A public consultation had taken place earlier that year and the findings were presented for scrutiny consideration.



Members highlighted key concerns including the provision of public transport services to the station and links to the climate change action plan, particularly regarding the integrated transport plan.

• Council Plan Progress update

In September 2021, the Forum considered an update on the delivery of year 2 (2020/21) of the Council Plan 2019 – 2023 and the impact of Covid-19. Members also reviewed progress against the Council Plan Delivery Plan during the first quarter of 2021/22. Members recognised the challenges that staff had faced due to the impact of Covid-19 on working arrangements and noted the hard work that had gone into enabling flexible ways of working.

• Climate Change Action Plan

The Forum monitored the progress of the council's Climate Change Action Plan in November 2021. A review of the action plan had taken place in early 2021 and a further six actions had been added to the plan to support future climate change action and build capacity within the council to meet the goal of becoming a carbon neutral organisation by 2030. Members provided constructive input on actions on the plan including the tender process for producing a "pathway to a climate neutral council" report, progress on the actions under waste and the transition to a new waste provider, and the installation of LED lighting in CBC premises.

• Budget update

In November 2021, members monitored the progress made by the Council in delivering General Fund revenue services within the approved budget for 2021/22 and looked ahead at challenges in delivering the Medium-Term Financial Plan for 2022 to 2026. Members asked questions on how the reduction on the deficit in quarter two had been achieved, whether the downwards trend in car parking income was a long term concern and progress on the Elder Way tenancies.

• Emergency and business continuity planning

Following on from scrutiny's work last year looking at the emergency planning arrangements in the midst of the Covid-19 pandemic, in January, 2022 the Forum continued to monitor the arrangements in place that enabled the Council to respond swiftly and appropriately in emergency situations. Members reviewed how successful the response to the pandemic had been and whether there had been any lessons learnt to improve the council's emergency and business continuity plans.

Update on the Arvato and Kier transition – lessons learnt

In May, 2022, members reviewed the outcomes of a lessons learnt report following the return of the services provided by Arvato and Kier. Members of staff who had transferred from Arvato and Kier had been consulted to understand how to ensure they felt integrated into the Council. Members highlighted the amount of work that had gone into the transition and that the process had delivered on savings for the Council.

• People Plan

The Forum monitored progress of the implementation of the People Plan 2019-23 in May 2022 and members congratulated the Service Director on the significant achievement of receiving Gold Standard from Investors in People. Members queried the impact of the shortage of job applicants in the private sector and reviewed the council's approaches to this which included the successful launch of the Kickstart Scheme. Members also reviewed the opportunities for existing staff and looked at the ability for employees to undertake qualifications and how the apprenticeship funding supported this.

• HS2

In January, 2022 the Forum had an update from the Leader regarding HS2. There had been some changes to the Government plans and the HS2 tracks would only go as far as the East Midlands Parkway however the trains would still travel to Chesterfield via the existing tracks. The Derbyshire Rail Industry Innovation Vehicle (DRIIVe) at Barrow Hill was still a necessity to train people

to support the increase in rail

innovation. The Committee expressed their disappointment at the news and heard that the East Midlands were applying pressure to the Government to deliver the plans.

Community, Customer and Organisational Development Scrutiny Committee:

• Anti-social behaviour



In July, 2021 the Committee reviewed an update on the Chesterfield Community Safety Partnership Safer Streets Grant Fund application which had been successful. The fund would enable the council to deliver a number of safety benefits to residents including the update of existing and new CCTV, automatic number plate recognition cameras and enhanced street lighting.

Arts and venues

Members monitored the re-opening of Chesterfield's theatres and venues following the Covid-19 pandemic in July, 2021. The majority of venues had been able to re-open in 2020 in a Covid secure way for a brief period before fully re-opening in 2021; the Winding Wheel was continuing to be used by



the NHS as a vaccination centre. Customers had responded positively to returning to the venues.

• Crime and Disorder update

(see further details in 'Statutory Crime and Disorder Scrutiny Committee' section below)

• Implementation of Universal Credit

November, 2021 the committee continued to monitor the implementation of Universal Credit and the ongoing impact this was having on the council and its residents. Universal Credit had been fully implemented in the borough and relationships had been developed with Job Centre+ voluntary sector organisations such as the Citizens Advice Bureau. Members reviewed the impact of moving claimants to managed payments and commended the positive reduction in arrears that had been achieved through this method. The Committee also discussed ways in which members could best support residents who they knew were falling into arrears. Members determined that the recommendations for the monitoring of Universal Credit had now been achieved and decided to complete scrutiny's review of this area.

• Lighting Strategy

In March, 2022, the Committee received an overview of a proposals to develop a new strategy regarding lighting in the town centres of Chesterfield and Staveley. The initial vision was to use lighting to change the way people view and feel about a place. Lighting had the effect of improving perceptions of safety, making the place feel more attractive in its offer and more inviting to visit, and increased the time people stay and spend in a place. Following the overview presentation in March, the Committee established a scrutiny project group to monitor and contribute to the development of the strategy. An update on the progress of this group will be provided in the next Scrutiny Annual Report.

Commercial occupancy rates

The Committee received details in March, 2022 of the current occupancy rates for the council's commercial property which consists of industrial, office and retail portfolios. The Committee heard that occupancy was high with the commercial rate staying above 90% during the whole pandemic.

Enterprise and Wellbeing Scrutiny Committee :

• Social housing white paper

In July, 2021 the Committee received an introduction to the Social Housing White Paper in order to consider areas for further scrutiny involvement. The white paper had been produced as a response to the Grenfell disaster and would be important legislation for Housing. One of the key messages from the paper was the need to listen to residents and involve them more and it was felt that this was an area that scrutiny could be involved, particularly during policy development. Members were interested to hear about how safety checks were conducted in council properties and in particular how these were recorded and monitored.

• Parks and Open Spaces and Play Strategy consultation

The Committee were consulted on the draft Parks and Open Spaces and Play strategies in October, 2021. A focus group approach was taken and members critically reviewed the draft documents and provided comprehensive feedback to the Cabinet Member and officers on the objectives of the strategies and length of the documents.



• Apprenticeships

In December, 2021 the Committee reviewed the progress made in delivering apprenticeships in the borough, particularly the impact of Covid-19, as well as changes to Government policy in this area such as the announcement of the Kickstart Scheme. Members discussed the increase in the number of apprenticeships that were available in the care sector, the impact of some qualifications moving away from the apprenticeship standards and the presence of the University of Derby who provide higher level health sector qualifications.

• Private sector housing update

Since the last review of this area by scrutiny in 2019, the Private Sector Housing team had been working on a number of policies designed to reflect new legislation and bolster existing enforcement tools. The committee received an update on these policies in February 2022 which consisted of the Emergency Performance Certificate (EPC) Policy, Fees and Charges Policy, House of Multiple Occupation (HMO) Amenities and Space Standards and Park Homes. The Committee discussed some of the key issues relating to these policies and agreed to review the final drafts of the policies as part of next year's work programme.

• Skills Action Plan

In April, 2022 the Committee were asked to contribute to the development of the refreshed Skills Action Plan. The session took the form of a focus group and members were asked for their thoughts on what the key priorities should be for the refreshed action plan and also what the role of the council is in delivery of skills and employment activity and where the council can add most value.

During the year the following Cabinet Members and Assistant Cabinet Members have attended scrutiny committees to present pre-cabinet and other reports, policies, strategies and plans in relation to the business items above, and to answer scrutiny members' questions:

Leader, Councillor Tricia Gilby

Deputy Leader, Councillor Amanda Serjeant Cabinet Member for Business Transformation and Customers, Councillor Jean Innes Cabinet Member for Economic Growth, Councillor Dean Collins Cabinet Member for Health and Wellbeing, Councillor Jill Mannion-Brunt Cabinet Member for Housing, Councillor Chris Ludlow Cabinet Member for Town Centres and Visitor Economy, Councillor Kate Sarvent Assistant Cabinet Member, Councillor Peter Innes

The work of the scrutiny committees has also been supported by the attendance of Council officers.

Scrutiny Project Groups:

Scrutiny Project Group on the development of the old Queen's Park Sports Centre site

Following the project group's final report being approved by Cabinet in October, 2019, the Enterprise and Wellbeing Scrutiny Committee have been monitoring the implementation of the recommendations from the project group. The two outstanding recommendations, relating to monitoring the use of the sports pitch and the marketing approach and pricing structure, were completed in February, 2022 and the Committee agreed to remove this item from the monitoring schedule.

Scrutiny Project Group on Air Quality

In July 2019 the Council declared a climate emergency with the purpose of enabling Chesterfield to become a low carbon, resilient and sustainable borough and in February 2020 the council adopted a formal climate change action plan. This SPG was formed to look at the perceived problem of air quality within the Borough, particularly in relation to traffic hotspots on key routes, congestion around schools and increasing numbers of asthma/chronic breathing conditions.

The aims of the project group were to:

- Identify existing plans and strategies in respect of air quality within the Borough.
- Identify areas of concern within the Borough and the management plans in place.
- Examine air quality around schools within the Borough and if any issues were identified to suggest ways in which the schools can impact/mitigate against them.
- Identify any opportunities to improve the air quality in the Borough thus contributing to the Council's vision of a clean, green and attractive Borough, where our open spaces and built heritage are valued.

During the project members of the SPG had met with a number of stakeholders including the council's Senior Environmental Health Officer and Environmental Health Officer who provided an overview of how air quality was monitored in the borough, how it is reported and where the air quality management are was within the borough. They also advised the SPG of the current limits set by the EU Air Quality Directive and advised that the overall trend in air quality standards showed an improving situation over the last five years in Chesterfield.

At this point, the project was disrupted by the Covid-19 pandemic. In December, 2021 the SPG received an update from the Environmental Health Officer who provided data

gathered over the last 2 years and gave a comprehensive update on the situation. The key points of discussion included:

- The impact of national lockdowns on air quality where improvements were seen due to the reduced number of vehicles on the roads
- The effects of trans-boundary pollution from Europe
- The long-term trend of a gradual reduction in pollution in Chesterfield
- An expected return to pre-pandemic levels of nitrogen dioxide and fine particulates
- There had been no breaches of air quality objectives within the Borough over the last four years

The SPG presented a report of its findings to the O&P Scrutiny Forum on 27 January, 2022 which concluded its review and recommended that:

- 1. The subject of air quality remains a key element of the Council's Climate Change work to ensure continued improvement for the benefit of all residents of the Borough.
- 2. The report be considered by the Deputy Leader and Cabinet Member for Health and Wellbeing and that a response be reported back to the Overview and Performance Scrutiny Forum.

Scrutiny Project Group on the Visitor Economy Strategy

As part of the 2020/21 scrutiny work programme, the Community, Customer and Organisational Scrutiny Committee appointed an SPG to contribute to the development of a new visitor economy strategy and action plan, provide a wider member and community perspective and strengthen the quantitative and qualitative methods and evidence base.



The SPG met virtually during 2020 and 2021 and provided constructive 'critical friend' engagement at each of the key stages of the strategy development. Meetings were carried out virtually and involved presentations and question and answer sessions with the consultants and economic growth officers as well as group discussions to agree responses.

There was excellent engagement with the

consultants, economic growth officers and cabinet member throughout the project. Involvement at an early stage ensured that scrutiny was able to add value to the strategy, represent wider community views and make reasoned suggestions that were supportive of the council plan priorities. Most of the project groups' suggested amendments to the wording of the core proposition and priority aims were accepted or incorporated elsewhere in the strategy. Where suggestions were not accepted, a response was provided giving a reasoned explanation.

The SPG presented their final report and recommendations to the Community, Customer and Organisational Scrutiny Committee on 3 February, 2022 which contained two final recommendations.

- 1. That the findings of the scrutiny project group be considered by Cabinet alongside consideration of the visitor economy strategy and action plan.
- That subject to the approval of the strategy and action plan by full council on 23 February, 2022, an update on the delivery of the action plan be reported to the CC&O Scrutiny Committee after the strategy has been in place for 12 months to allow scrutiny to review the progress made.

Corporate Working Groups :

Member Development Working Group – Scrutiny is represented on this group by the Joint Scrutiny Chairs. Scrutiny feeds into the working group by identifying member's training needs and contributing to the rolling member training plan.

Statutory Crime and Disorder Scrutiny Committee

Legislation requires that councils appoint a Crime and Disorder Scrutiny Committee (CDSC) which must meet at least once a year to provide overview and scrutiny of the council area's Community Safety Partnership's work and performance.

The Council's Community, Customer and Organisational Scrutiny Committee met as the Crime and Disorder Scrutiny Committee in September, 2021. At the meeting, the Committee received an update from the recent meeting of the Derbyshire Police and Crime Panel from the Council's appointed member representative, the Assistant Cabinet Member, Councillor P Innes. Members were also informed of a recent pilot that was taking place in Chesterfield called "Operation Blofeld". The pilot focussed on combatting the activities of serious and organised crime gangs locally and since March 2021 three organised crime gangs had been formally disrupted.

In March, 2021, the Committee met again as the Crime and Disorder Scrutiny Committee and received an update from the new Head of Community Safety and Regulatory Services on the activities of the Chesterfield Community Safety Partnership Action during 2021/22. The role of the partnership was to coordinate delivery of appropriate actions that would support the reduction of crime and anti-social behaviour in Chesterfield and contribute to the overall safety of Chesterfield residents, visitors and businesses. Given this core function and the strong role that the community safety partnership plays in tackling anti-social behaviour and criminality, the partnership had been restructured to include a number of thematic groups. Members provided input on how to ensure what was been done in Chesterfield to address crime and disorder was communicated to residents and the role that members can have in supporting this.

3 Scrutiny outcomes and impact on service delivery

Ensuring Implementation and Monitoring Impact of Scrutiny Work and Recommendations

Our overview and scrutiny committees monitor progress in implementing scrutiny recommendations that are approved by decision makers, requesting regular six monthly or annual updates on progress. This follow up procedure ensures that once recommendations are approved, they are put into action, and that the work of scrutiny impacts on service delivery and benefits the people of Chesterfield.

During 2021/22 the council's scrutiny committees monitored and received progress reports on delivery of scrutiny recommendations made in relation to the scrutiny project reviews listed below.

- Implementation of Universal Credit (CCO Scrutiny Committee)
- Future use of former Queen's Park Sports Centre (EW Scrutiny Committee)
- HS2 (O&P Scrutiny Forum)

Greater detail of these scrutiny project reports and recommendations can be found either in part 3 of this report or in previous annual scrutiny reports.

4 Overview and scrutiny developments during the year

Developments in overview and scrutiny are ongoing and this is a standing item on the agenda for each meeting of the Overview and Performance Scrutiny Forum (OPSF).

Developments fall into two main areas:

- 1. Developments inside and outside of the Council having an impact on delivery of the overview and scrutiny function;
- 2. The development of people involved with delivering the function, and more specifically those elected members of our overview and scrutiny committees.

The information below provides details of the various developments that have taken place during 2021/22.

Developing Overview and Scrutiny Committee Work Programming

In recent years, scrutiny has been using a format to plan its work programme that engages all scrutiny, backbench and cabinet members in the process. The work programming approach has helped to improve clarity and transparency around the work programming process, enable wider understanding and involvement in the work programming, provide opportunities to further develop the scrutiny / cabinet working relationship and facilitate well informed discussions and selecting of items.

This year, the interactive workshops that took place to form a long list of items for the work programme were held virtually on 15 February, 2022. Cabinet members delivered presentations on their priorities for 2022/23, these were followed by breakout discussions with scrutiny and other backbench members to produce a long list of proposed topics for the work programme.

The senior democratic and scrutiny officer consulted with the corporate leadership team (CLT) on the proposed topics and circulated the draft work programme to all members for comment. The first list of draft items was considered by the Overview and Performance Scrutiny Forum on 24 March, 2022 and the comments from that meeting were fed into the final draft of the work programme.

The final work programme was considered and approved by the Overview and Performance Scrutiny Forum on 12 May, 2022. A list of topics included in the work programme can be found in section 6 below.

Scrutiny / Executive Communications

To continue to strengthen communications and information sharing, the Scrutiny Chairs routinely attend informal development sessions for portfolio holders and the corporate management team; this includes discussions, updates, presentations and networking opportunities.

Learning and Development for Overview and Scrutiny

Scrutiny plays an important role in identifying and delivering learning and development for members. Development needs that are identified through scrutiny committees or project groups are fed into the member development group so that they can form part of a rolling training programme covering all members. In addition, a programme of member briefing sessions has been established to provide topical advice and updates to help members carry out their responsibilities effectively.

East Midlands Councils' Regional Scrutiny Network

The East Midlands Councils' Regional Scrutiny Network is a forum for learning, sharing, promoting, supporting and developing the scrutiny function across the region. The Council plays a proactive role in supporting and



contributing to the work of the network which meets on a quarterly basis.

During the year, the network has continued meeting remotely and has seen a good attendance by both councillors and officers representing much of the East Midlands. Presentations have been delivered on recent scrutiny reviews and network members have taken part in workshops allowing members and officers from around the East Midlands to discuss best practice for scrutiny and share their work. Topics covered by the network over the year include:

- Scrutiny task and finish groups
- Flooding reports from authorities who have carried out scrutiny work in this area and also a presentation delivered by Will Rolls on the science behind flooding and impact of climate change
- Scrutiny in local government post pandemic an update from Ed Hammond, Deputy Chief Executive of the Centre for Governance and Scrutiny
- Public involvement in scrutiny

5 Overview and scrutiny committee work programme 2022/23

The three scrutiny committees review their work programme business at each of their meetings held every two months. Programmes of work and meeting agendas will include:

- Individual items of business agreed by the scrutiny committees for consideration (including ongoing priorities such as budget, performance and corporate priorities)
- Reports on scrutiny project group work
- Reports from scrutiny members appointed to corporate working groups
- Scrutiny of the council's Forward Plan of key decisions
- Monitoring of the delivery of approved scrutiny recommendations
- Business items that committees will decide to deal with as and when they arise such as 'call-in' and petitions.

Detail of specific Work Programme business is below.

Overview and Performance Scrutiny Forum

Business items :	Items for monitoring :
 Council Plan and Delivery Plan Performance Budget ICT Improvement Programme Emergency Planning and Business Continuity Climate Change Action Plan 	HS2 SPG recommendations

Community, Customer and Organisational Scrutiny Committee

Business items :	Items for Monitoring :
 Outside Bodies Boundary Commission Review communications plan Crime and disorder Member development/induction 	 Visitor Economy Strategy SPG recommendations Crime and Disorder (as council's statutory scrutiny committee)
Scrutiny Project Groups on :	
Lighting StrategyOutside Bodies	

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Enterprise and Wellbeing Scrutiny Committee

Business items :	Items for Monitoring :
 Private Sector Housing Recycling rates Measuring the success of the town centre Communications plan for town centre developments Skills Action Plan CBC Housing 	 Parks and Open Spaces and Play Strategy recommendations

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6 Scrutiny Committee membership 2021/22

Overview and Performance Scrutiny Forum:				
Councillors:				
Lisa Blakemore Howard Borrell Stuart Brittain Ray Catt Kate Caulfield Lisa Collins – Co Chair Emily Coy Barry Dyke	Jenny Flood – Co Chair Ed Fordham Terry Gilby Katherine Hollingworth Maggie Kellman Dan Kelly Paul Mann Tom Snowdon			
Community, Customer and Orga Councillors:	anisational Scrutiny Committee:			
Lisa Blakemore Howard Borrell – Vice Chair Lisa Collins – Chair Mick Bagshaw	Barry Dyke Ed Fordham Maggie Kellman Dan Kelly			
Enterprise and Wellbeing Scruti	iny Committee:			
Councillors:				
Kate Caulfield Barry Dyke Emily Coy Katherine Hollingworth	Barry Dyke – Vice Chair Jenny Flood – Chair Paul Mann Tom Snowdon			

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