

## **PUBLIC PROTECTION AND COMMUNITIES SCRUTINY COMMITTEE**

### **Future of the Heritage Service in Lincolnshire**

The Public Protection and Communities Scrutiny Committee met on 27 October 2020 to consider a decision report on the Future of the Heritage Service in Lincolnshire. The Committee supported the recommendations to the Executive (7 votes in favour and 1 against).

The Committee highlighted the following additional comments for consideration:

- A member of the Committee highlighted concerns in relation to aspects of the proposed approach for partnership working with private companies. The Councillor sought clarification that this did not constitute an outsourcing of running these services to private enterprises. The Executive Councillor reassured the Committee that there was no specific focus on private companies, but rather the opportunity to seek both public and private funding and investment from a wide range of partners.
- The Committee supported continued engagement with members of the public as part of developing a vision for heritage services. Officers confirmed that the aim of partnership working was about bringing in partners with different skills and not about handing over the assets to private operation.
- A member of the Committee proposed a motion that the Usher Art Gallery should continue to be included as part of The Collection supersite. The motion was not supported by the Committee. The Committee did however acknowledge that the Usher Art Gallery could be part of the future offer, but only as part of a sustainable solution.
- A member of the Committee supported the idea to bring in the Registration Service on to the upper floor of The Usher Gallery to support sustainable improvements for both services.
- The Committee acknowledged the Lincoln centric nature of the current heritage offer and highlighted the need to support wider heritage across the County. The Committee supported the need to develop a more central supersite for the whole of Greater Lincolnshire, and to work with other councils across Greater Lincolnshire to join up funding opportunities and pool marketing resources.

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# Agenda Item 6

## EXECUTIVE

3 NOVEMBER 2020

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### ITEM 6: TRANSFORMATION PROGRAMME OVERVIEW

On 29 October 2020, the Overview and Scrutiny Management Board agreed to support the recommendation to the Executive.

The Board made the following additional comments:

- (1) Involvement of Overview and Scrutiny Committees – There was a request for periodic reports to the Board on the progress of the projects overall (work planned, expenditure and completion dates), including an evaluation of the costs and in particular the benefits of each project. Information on successes and failures could also be reported. It was also suggested that service specific projects could be considered by individual scrutiny committees.
- (2) Involvement of Councillors – Each councillor is a source of intelligence on how County Council services are being delivered in their particular division. There should be consideration of whether and how this intelligence can be used as part of the Transformation Programme. There was a suggestion that the Chairman and Vice-Chairman of the Board would meet with the lead officers to discuss this.
- (3) Objectives and Deliverables – In Appendix 1 - Workstream and Project Objectives (*pages 28-43*), it was suggested that some of the wording for the objectives and deliverables would need to be clarified, to ensure that it was clear that the wording was specific to that particular objective or deliverable; and did not mislead the public to think that that the objective or deliverable applied to all Council services.

The Board also received the following points of clarification:

- (1) Programme Funding – It was confirmed that that the sum of £7.395 million (*page 22*) had been allocated from the overall County Council underspend for 2019-20, and represented an investment in the Transformation Programme and the *One Council* approach.
- (2) Additional Costs - The additional costs (*fourth bullet point, page 48*) represent those costs not specifically covered by the Transformation Programme allocation, such as HR, as well as any further additional resources.

*Note: The page references above refer to the Executive's agenda pack for 3 November 2020.*

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# Agenda Item 7

## EXECUTIVE

3 NOVEMBER 2020

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### ITEM 7: SMARTER WORKING PROGRAMME UPDATE

On 29 October 2020, the Overview and Scrutiny Management Board agreed to support the two recommendations to the Executive.

The Board made the following additional comments:

- (1) Team-Working and Informal Office Contacts – It was suggested that the proposed hybrid arrangements should aim to maintain the benefits of team-working and office contact, for example, informal training, creativity, idea-sharing, and providing mutual support to colleagues. The future arrangements should aim to be sustainable and workable and consolidate on the learning so far. Providing opportunities for peer to peer meetings without the involvement of managers was seen as one area for consideration.
- (2) Isolation and Social Contact – It was suggested that there should be an emphasis in the proposed hybrid arrangements on reducing isolation and enabling social contact, supporting both physical and mental wellbeing of members of staff.
- (3) Mitigation of the Challenges of Working from Home – In addition to the challenges, there was a request for mitigations to be considered for all the challenges listed on pages 57-58.
- (4) Good Practice in Other Organisations – There was a request to consider any learning from good practice from the Council's own experiences as well as from other organisations.

The Board also received the following points of clarification:

- (1) Covid-19 and Post Covid-19 – Although the impacts of Covid-19 are expected to continue for some time, it was stressed that the Smarter Working programme is focused on the medium to long term, which is Covid-19 free or where its effects are under control.
- (2) Blended Approaches – It was stressed that one size does not fit all and the needs of each service area would be taken into account in developing the Smarter Working programme.
- (3) Use of Shared Spaces – It was confirmed that the Corporate Leadership Team would act as role models and early adopters of the shared space approach.

*Note: The page references above refer to the Executive's agenda pack for 3 November 2020.*

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