



Minute Reference: HWSP.57/21 (3 and 4)

Meeting date: 02/09/2021

Public

Written response to: Health and Wellbeing Scrutiny Panel

Resolution: (3) That the Policy and Communications Manager provide a written response regarding: the review of the appraisal process; the number of appraisals completed in 2020/21; and, the ratio of one to one versus team appraisals.

Written response from: Policy and Performance Officer

Due to the coronavirus pandemic, appraisals were not actively promoted and the number of appraisals recorded as completed was low. Managers were asked to focus on wellbeing and encouraged to hold regular catch up calls or teams calls, which were not recorded. Employees were asked about support provided and contact with managers in the staff Pulse surveys, and the feedback was good. As employees return to normal working conditions, a refreshed focus will be given to appraisals.

Resolution: 4) That the Policy and Performance Officer provide written responses in respect of:

- The number of unsuccessful applicants for the Next Steps Accommodation Funding, and a breakdown of those in the age 16- 24 years old, and over 24 years old;
- The stage of completion of the Gypsy and Traveller Accommodation Assessment;
- The outcome of the application in respect of the Defence Employer Recognition Scheme

Written response from: Policy and Performance Officer

Next Steps Accommodation Funding

The Next Steps funding was used to create 8 self-contained tenancies for people who had been accommodated as a result of coronavirus due to a risk of rough sleeping. 4 of the tenancies were for people aged 16-24 years, the other 4 tenancies were for any single person over the age of 16 years.

The Council only referred 8 people in for the number of units available. This has now changed and in 2021/22, the Council gave Cumbria Gateway a grant of £34,000 from the Homeless Prevention grant funding to support up to 22 placements with direct nominations.

Gypsy and Traveller Accommodation Assessment (GTAA)

The draft report is being reviewed prior to formal sign off, this is anticipated to be in early October. The GTAA will be published on our website and will be available to Members. The findings will be used as evidence in our Local Plan review, in respect of the need for Gypsy and Traveller pitches.

Defence Employer Recognition Scheme (ERS)

The Council was unsuccessful in its application for the Gold Award of the ERS. Feedback on the application was that the Council was making good progress and had demonstrated this in its achievement of the Silver Award. It was suggested that the Council could develop an increased portfolio of evidence and take further positive action to work towards achieving the next level.

Date: 06/10/2021