

**Suggestions for topics to be scrutinised – evaluation table**

- Policy on recruitment of ex-offenders and disadvantaged youths. Are we doing enough or is it a problem

A Member/Officer suggesting a topic for scrutiny must complete this table as fully as possible. Completed tables will be presented to Overview & Scrutiny for consideration.

<b>Proposer: Councillor Kelly Mcleod</b>	
<p><b>Topic recommended for scrutiny:</b></p> <p><i>Please include as much detail as is available about the specific issues and areas which should be included/excluded from the review. Should the focus be on past performance, future policy or both?</i></p>	<ul style="list-style-type: none"> <li>• Policy on recruitment of ex-offenders and disadvantaged youths. Are we doing enough or is it a problem</li> <li>• As a requirement for rehabilitation, work is a major factor in stopping re-offending by people in the justice system. Does the council want to have a policy on hiring of ex-offenders and what criteria will be followed when choosing staff. What policy does the council currently have? What are the existing numbers of ex-offenders do we currently have, what posts do they hold, what posts do we think they should not hold?</li> <li>• We would need to speak with HR, send a questionnaire to relevant heads of services, a discrete questionnaire to any staff that are ex -offenders about working within the council and barriers to gaining other work or promotions.</li> </ul>
<p><b>Why have you recommended this topic for scrutiny?</b></p>	<p>As part of the Community Safety Partnership Committee, I attended a seminar on what councils can do to help reduce people from re-offending and a positive policy by the council is the first stage.</p>
<p><b>What are the specific outcomes you wish to see from the review?</b></p>	<p>I would like to see a policy on hiring ex-offenders for the council, examining whether the policy that the council may already have is sufficient and asking any departments that may have a problem with a hiring policy that encourages positive discrimination.</p>

<b>Does the proposed item meet the following criteria?</b>	
It must affect a group or community of people	Ex-offenders need to have an opportunity to gain employment and settle in our community. This could be for young offenders and repeat offenders
It must relate to a service, event or issue in which the council has a significant stake	This would be a positive outcome for the Community Safety Partnership and working with our partners.
It must not have been a topic of scrutiny within the last 12 months	I do not believe that this topic has been covered in such a precise detail  There will be exceptions to this arising from notified changing circumstances. Scrutiny will also maintain an interest in the progress of recommendations and issues arising from past reports.
It must not be an issue, such as planning or licensing, which is dealt with by another council committee	HR may have a policy on hiring of ex-offenders but how effective this may be and how many are actually hired – What support is given to staff (discrete or acknowledged discrimination)
<b>Does the topic meet the council's priorities?</b>	<ol style="list-style-type: none"> <li>1. Improve the health of the town and enhance its heritage</li> <li>2. Enhance the town's 'clean &amp; green' environment</li> <li>3. Enhance the town's sustainability</li> <li>4. Enhance the town's economic prosperity and potential</li> <li>5. Supporting individuals and the community</li> <li>6. Securing an efficient, effective, value for money council</li> <li>7. Influence and partnership delivery</li> </ol> Numbers 3,4,5,6,7

<p><b>Are you aware of any limitations of time or other constraints which need to be taken into account?</b></p> <p><i>(Factors to consider are forthcoming milestones, demands on the relevant service area and member availability)</i></p>	<p>This should be a task group item as it should only take about 4 meetings to investigate.</p>
<p><b>Does the topic involve a Council partner or other outside body?</b></p>	<p>This could include the probation services, housing partners</p>
<p><b>Please complete the 'sign off' section at the end of this document</b></p>	

<b>The following section to be completed by Democratic Services</b>	
<p><b>Consultation with relevant Heads of Service</b> <i>(this section to be completed by Democratic Services)</i></p>	<p><i>It is important to ensure that the relevant service can support a review by providing the necessary documents and attending meetings as necessary. The Head of Service's comments should be obtained before the request to hold a review is put to the Overview &amp; Scrutiny Committee.</i></p>
<p>Has the relevant Head of Service been consulted?</p> <p>Is this a topic which the service department(s) is able to support.</p> <p>When was the last time this service was the subject of a scrutiny review?</p>	<p>Email to Head of Human Resources 1 June 2011</p> <p>“I have reviewed the proposal and while I do think it has merit, at the moment and in the current circumstances I do not think it is something we can progress. We are in a period of reviewing budgets and reorganisations within the Council. We are trying to retain some vacancies for those people that may face redeployment as part of the reorganisations and therefore we do only have limited vacancies to consider. Those that we do have tend to be for very specific skills.</p> <p>We also have very low turnover currently so not many vacancies become available as not many people are changing jobs.</p> <p>In light of these circumstances I reluctantly conclude that we cannot progress the suggestion further at this time. Perhaps it is something we can come back to once we have steered our way through the budget cuts and re-organisations taking place over the next 2/3 years.”</p>

<b>Sign off</b>			
<b>Councillor/Officer</b>	<b>date</b>	<b>Head of Service</b>	<b>Date</b>
<b>Kelly Mcleod</b>	30 May 2011	<b>Terry Baldwin</b>	10 June 2011