



REPORT TO: FULL COUNCIL

DATE: 20 FEBRUARY 2020

SUBJECT: PART 'B' REFERRALS FROM OVERVIEW AND SCRUTINY COMMITTEE ON 3 JANUARY 2020

85 Raine-Dunstan Report

[The meeting was adjourned and reconvened on Thursday 9 January 2020]

Considered – Report of the Deputy Chief Executive.

Members carefully considered the aforementioned report with communications with and from the Information Commissioner's Officer (ICO) and future communications with staff.

It was recommended in the report that the Overview and Scrutiny Committee:

- (i) Confirms that it has now concluded its investigation into bullying and intimidating behaviour within Ryedale District Council.
- (ii) Agrees to release the Raine and Dunstan report immediately after 3rd January 2020 Committee meeting once the following has occurred:
 - (a) Release of other relevant historical information relating to this matter including the ACAS Staff Survey and the Health and Wellbeing/Staff Champion Surveys
 - (b) A summary is provided by the Chair of the history leading up to the commissioning of the Overview and Scrutiny report on bullying.
- (iii) Notes that a media management and proactive communications plan fronted by the Chief Executive will be rolled out to coincide with the release of the information regarding staff surveys.
- (iv) Reports on its findings to full Council.

Upon being put to the vote recommendation (i) above was unanimously agreed.

An amendment was moved and seconded to recommendation (ii) above to delete "3rd January 2020" and this was agreed.

Upon being put to the vote recommendation (ii) (a) was then agreed unanimously.

With regards to recommendation (ii) (b), an amendment was moved and seconded to read "background information is provided from Appendix 2 of the report of the Deputy Chief Executive with a brief pre-ambule as appropriate".

Upon being put to the vote, this was agreed:

For: Councillors Keal, Raine, Oxley, Moore, Middleton and Bailey.

Against: Councillors Cussons, Raper and Clark.

An amendment was then moved and seconded to insert a new recommendation (iii) "The Committee endorses the actions and those planned by the Chief Executive in addressing these issues," and renumber (iii) to (iv).

Upon being put to the vote, this was agreed.

For: Councillors Cussons, Oxley, Moore, Middleton and Bailey.

Against: Councillors Keal, Raper, Raine and Clark.

Renumbered recommendations (iv) to (v) were then considered and agreed.

An amendment was moved and seconded to add a recommendation (vi) to read, "Ensures that the Chief Executive has put in place an appropriate mechanism for monitoring progress in this area, which includes reporting any relevant findings to the Overview and Scrutiny Committee".

This amendment was agreed unanimously.

Decision

That the Overview and Scrutiny Committee:

- (i) Confirms that it has now concluded its investigation into bullying and intimidating behaviour within Ryedale District Council.
- (ii) Agrees to release the Raine and Dunstan report immediately after the Overview and Scrutiny Committee meeting with the release of:
 - (a) Other relevant historical information relating to this matter including the ACAS Staff Survey and the Health and Wellbeing/Staff Champion Surveys
 - (b) Background information from Appendix 2 of the report of the Deputy Chief Executive presented to the Overview and Scrutiny Committee with a brief preamble as appropriate.
- (iii) Endorses the actions and those planned by the Chief Executive in addressing these issues.
- (iv) Notes that a media management and proactive communications plan fronted by the CX will be rolled out to coincide with the release of the information regarding staff surveys.
- (v) Reports its findings to Full Council.
- (vi) Ensures that the Chief Executive has put in place an appropriate mechanism for monitoring progress in this area, which includes reporting any relevant findings to the Overview and Scrutiny Committee.