

**Wiltshire Council**

**Council**

**22 May 2018**

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**Councillor Ernie Clark, Hilperton Division**

**To Councillor Richard Clewer, Cabinet Member for Corporate Services,  
Housing, Heritage, Arts and Tourism**

**Question (18-03)**

Does Wiltshire Council have an 'outside IR35' list i.e. people who are not taxed as employees, despite working as regular, full-time officers but are paid 'off-payroll' via their own 'management companies' or 'consultancies' as 'suppliers' to the council?

If so, who is on the list?

**Response**

There are 14 consultants currently engaged outside IR35. In all cases the services being provided are time limited and are to support clearly defined programmes of work. When consultancy services are procured steps to ensure compliance with the IR35 regulations are taken, and this includes using the HMRC online assessment tool to check employment status for tax.

Information about which service has engaged the consultant is in the table below. Please note we are unable to disclose the names of individuals because an exemption under section 40 (personal information) of the Freedom of Information Act 2000 applies to the information requested, however the name of the consultancy company who is providing the consultant is provided.

If members wish to obtain further information they should contact the Director of HR & Organisational Development.

<b>Service</b>	<b>Company where applicable</b>
Adult Care Operations Transformation Programme	Matrix CDL
SWLEP	Matrix CDL
Strategic Asset & FM	CDI Anderselite Ltd
ICT	Executive Resource Group
SWLEP	PLB Enterprises Ltd
Public Health	Veritas Analysis Ltd

ICT	Usherline Ltd
Adult Care Operations Transformation Programme	Ameo Group
Adult Care Operations Transformation Programme	Public Services Financial Consultancy Ltd
Children's Commissioning	Ameo Group
Families & Children's Transformation Programme	Bray Associates Ltd
ICT	Usherline Ltd
Programme Office	Interquest Group (UK) Limited
Communications	La Belle Provence Ltd

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**Councillor Edward Kirk, Trowbridge Adcroft Division**

**To Councillor Bridget Wayman, Cabinet Member for Highways, Transport and Waste**

**Question (18-04)**

Please can the Cabinet Member confirm why the Free car parking provision for the public at County Hall on Saturday and Sunday is not allowed to be publicised on the Council's website? While staff may be aware of this provision the general public is not and this could be regarded as discriminatory.

**Response**

The council has many different types of car parks and they are provided for a number of reasons. The council has a large number of public use car parks and these are promoted as such. However, there are many other services that provide car parks, such as ones for: leisure centres, schools, halls, council buildings etc.

The council listed the public car parks in its consultation on car parking arrangements in 2017. The list did not include County Hall, East Wing, Greyhound or other car parks with different associated uses.

Wiltshire Council consultation considered the introduction of charges in all the identified public car parks. As the charges related to off street car parks the council asked consultees whether we should introduce parking charges in public car parks or reduce funding of supported services. The outcome of the consultation was that the preferred option was to introduce parking charges and continue to support those services.

Promoting the many other types of car parks across the county would cause displacement from income generating car parks, which would be against the majority preference of the consultees, who wished to see other services supported by the generated income. It is important when making decisions on parking arrangements we listen to all stakeholders, not just one or two segments. Also the greater the use of the non-public car park areas would increase the maintenance requirements which would not be currently funded.

There is always the option to convert car parks such as County Hall and East Wing to a public car park, with the associated charge, when not being used for the primary

provision. However, during the review in 2017 this was not identified as an outcome from the consultees and hence was not a recommendation of officers.

With this in mind, the current noticing of the: County Hall; Greyhound and East Wing car parks is correct. But I would be happy to consider changing this to a public car park at weekends and bank holidays, with the associated charges. Then promoting this as such, with the other public car parks, if this is the wish of the majority of the local community.

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**Councillor Ian Thorn, Calne Central Division**

**To Councillor Richard Clewer, Cabinet Member for Corporate Services,  
Housing, Heritage, Arts and Tourism**

**Question (18-05)**

What more can you do to support the employment and community skills team to find employment opportunities at Wiltshire Council?

**Response**

Wiltshire Council is currently part of the governments 'Disability confident' scheme, which was set up to challenge attitudes, increase understanding of disability, remove barriers and support disabled people to accomplish their career aspirations. The scheme has three levels including: Level 1 – Disability committed, Level 2 Disability confident and Level 3 Disability Leader. The council currently has Level 2 Disability Confident status.

In respect of council job vacancies, our recruitment processes are inclusive and accessible and, in addition to making reasonable adjustments to enable disabled candidates to attend selection interviews and assessments, we also provide a guaranteed interview to applicants to the council who indicate that they have a disability as part of their application form, and who meet the essential criteria for the post. This is as a part of the 'Disability Confident' scheme.

In addition we are involved in, and provide advice and support to, a range of initiatives that support those with disabilities into work. Examples include:

- As part of the "Disability confident" scheme we organised our first EmployAbility Fayre in partnership with Job Centre plus at County Hall last year in November 2017. The aim of the event was to support disabled people into work by introducing them to a variety of different local employers and service providers in an informal setting to find out about available jobs, work experience, internships and/or apprenticeship opportunities. The event was targeted at people with disabilities but was also open to members of the public. The feedback from exhibitors and attendees was extremely positive and we are planning to repeat the event this year on 2 October 2018.
- The Wiltshire Employment Support Team are in-house supported employment service, and are part of Employment and Community Skills. The team looks at paid employment options and working in partnership with local education providers to deliver supported internships across Wiltshire for people with special

educational needs and disabilities. This includes the Wiltshire Supported Internship Programme (WSI) where we work in partnership with Wiltshire Colleges. This is a study programme which is delivered by Wiltshire College in partnership with Wiltshire Council. Supported Internships are individualised Study Programmes which are designed to equip students with learning difficulties and/or disabilities with the skills they need to secure paid employment.

- The Building Bridges Programme is a European Social Fund programme co funded by the National Lottery, via the Big Lottery Fund as part of the 2014-2020 European Structural and Investment Funds Growth Programme in England and delivered by a consortium of partners in Swindon and Wiltshire with Community First leading as the accountable body. The aim of the programme is to provide one to one support, through a key worker, to those most disadvantaged in the labour market. Many of the partners provide support to those with special educational needs and disabilities, with some offering bespoke support. The councils role in this is to provide key worker support to participants through community learning and courses and engage with a wide range of employers in order to source unpaid work experience programmes and/or paid work for those participants who have progressed sufficiently to undertake work. Participants are matched with appropriate employers and then supported to start and sustain their placement with one to one support from our employment support officers. A significant proportion of those we are currently supporting have learning difficulties and disabilities.
- The employment and skills team also run the Be Involved Programme; a Swindon and Wiltshire initiative that enables employers to support the employability of our young people and the future workforce. Be Involved offers a number of pledges employers can commit to, including offering a supported internship or supporting those with significant challenges moving toward the world of work. Once an employer has made a pledge, we work with the employer to support them to deliver against the pledge they have made.

If Cllr Thorn would like more information about any of these initiatives or to find out more about what the Council does to support people with special educational needs and disabilities into work he should contact the Director of HR&OD.

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**Councillor Ian Thorn, Calne Central Division**

**To Councillor Toby Sturgis, Cabinet Member for Spatial Planning,  
Development Management and Property**

**Question (18-07)**

What is the open market value of the land at the outdoor education centres (Braeside and Oxenwood)?

**Response**

Estimates of property values were not included in the Cabinet report on Outdoor Education. Each site requires significant due diligence to ascertain the council's options in terms of disposal, re-use or sale. This due diligence has commenced and pre application work is progressing to assess what development is allowable at each site; this will dictate the market value and will be used in consideration to decide the most appropriate disposal option for each site and how this could potentially contribute to the Council's Business Plan.

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**Councillor Ian Thorn, Calne Central Division**

**To Councillor Richard Clewer, Cabinet Member for Corporate Services,  
Housing, Heritage, Arts and Tourism**

**Question (18-10)**

Can the (appropriate) cabinet member confirm the total amount of money paid by Wiltshire to employees who have signed non-disclosure contracts since 2009?

**Response**

A verbal response will be provided at the meeting



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**Councillor Ian Thorn, Calne Central Division**

**To Councillor Richard Clewer, Cabinet Member for Corporate Services,  
Housing, Heritage, Arts and Tourism**

**Question (18-11)**

Does the (appropriate) cabinet member agree with the Secretary of State for Communities and Local Government that whipping is incompatible with overview and scrutiny and recommends that whipping should not take place?

**Response**

A written response will be provided at the meeting