



## **REPORT OF THE LEADER OF THE COUNTY COUNCIL**

### **INVESTING IN NOTTINGHAMSHIRE: UTILISING THE COUNCIL'S PROPERTY ESTATE TO DELIVER ENVIRONMENTAL, ECONOMIC AND FINANCIAL BENEFITS IN A POST-COVID WORLD**

#### **Purpose of the Report**

1. To seek approvals to scope and move the Investing in Nottinghamshire Programme into the next phase of delivery. This report sets out the evolution of the programme in light of COVID-19 whilst maintaining a focus on the Council's ambitious and long-term vision for how we work.
2. To outline additional benefits of the programme, including environmental, economic and financial through better use of our property assets.

#### **Background and information**

3. The Council has an ambitious vision for Nottinghamshire, set out in the Council Plan "Your Nottinghamshire, Your Future". A key element of this plan is major investment in our communities and the local economy through the rationalisation and modernisation of the Council's main office and service premises, including the bringing forward of landmark developments on Council owned sites. This programme of activity is called the Investing in Nottinghamshire programme, and was agreed by Policy Committee at its meeting in February 2020.
4. The Investing in Nottinghamshire Programme is driven by a set of overarching principles. Agreed in February, these are: -
  - i. Maximising the strategic impact of the location of the Council's office estate and the use of the Council's assets for economic impact and regeneration.
  - ii. Improving the mobility, productivity and effectiveness of our workforce and services through, new technology and service integration.
  - iii. Developing fit for purpose accommodation that supports modern service models, including integrated working.
  - iv. Ensuring the Council has appropriate buildings in its main communities.
  - v. Making maximum use of the Council's current assets whilst releasing surplus accommodation.
  - vi. Prioritising office accommodation owned by the County Council rather than that leased from the market.

- vii. Delivering effective and efficient facilities management services to ensure safe and sustainable offices for staff and the public.
  - viii. Reducing environmental impact through work to reduce the carbon footprint of the Council's estate and delivering improved work transport/access solutions for staff.
5. As set out in the February 2020 report to Policy Committee, the programme funding allows for the delivery of an ambitious programme of projects that will improve, re-furbish or build new offices, across multiple sites of the Council's estate which in turn would deliver widespread benefits across our services and the local economy.

## **Programme Benefits**

6. Investing in Nottinghamshire will: -
- Deliver better public services and improved outcomes for Nottinghamshire residents through the enhanced local provision that will be provided by the Council and in conjunction with its partners.
  - Bring forward investment, jobs and housing in Nottinghamshire through unlocking major developments on Council-owned land.
  - Support the Nottinghamshire economy through the use of local sub-contractors and the provision of high-quality flexible accommodation to Small and Medium Enterprises.
  - Minimise costly long-term maintenance requirements and generate substantial capital receipts over the life of the programme by reducing the size of the Council's office estate.
  - Reduce revenue running costs associated with the Council's main premises through efficiently using our own estate and resolving long standing maintenance issues.
  - Significantly reduce the Council's environmental impact through delivering on opportunities to reduce Carbon emissions.
  - Offer opportunities to grow commercial revenue income.
  - Enhance workforce health and wellbeing through the provision of modern and flexible working arrangements.

## **COVID-19 impact**

7. COVID-19 and the subsequent national lockdown occurred only a short time after the Investing in Nottinghamshire Programme had been approved by Policy Committee. The Council has been at the forefront of responding to COVID-19 and has created many new operating models, adapting to new regulations and restrictions to ensure residents and businesses remain well served. Progress made over recent years with Smarter Working and investment in new technologies meant that the County Council had high levels of business continuity despite the restrictions that came into force. As reported to the Recovery, Resilience and Renewal Committee, new efficient operating models and ways of working have developed across the Council and this learning and innovation is being embedded for the future.
8. The majority of Council employees who would usually work from within the countywide office estate have worked from home since Mid-March. This has seen a significant acceleration of the cultural change we had started, enabled by new technology, which is now embedded across the Council.
9. To capture the lessons learned from this and to ensure the Investing in Nottinghamshire programme evolves with the 'new norm', the Programme has incorporated engagement with

managers and employees across the Council to review the impact of COVID-19 and new ways of working.

10. Key themes emerging through the engagement work can be summarised as follows: -

- i. Changing emphasis to a greater level of working from home than pre-COVID for many employees: Like workspaces in private sector, public sector offices will need to adapt. The modern office will no longer be a place for banks of desks, with officers working on PCs alone. The demand and use of office workspaces have changed forever. Employees and Members will continue to require office space for face to face contact, to work on collaborative activities, to support the wellbeing needs of employees, to help maintain effective working relationships and sustain a Council 'culture'. Working from home is also not the optimum environment for everyone, including those with disabilities or those who live in homes unsuitable for home working. Those that can work from home will require a safe working environment to do so.
- ii. The Council's physical workspaces need to adapt to and take account of new virtual ways of working for many services: Desk areas, for those who require them, will be significantly reduced with a substantial increase in the proportion of flexible meeting/working spaces to facilitate collaborative and cross team working. Technology will need to support new ways of working, with processes adapting to a virtual world to enable 'blended' approaches with some employees in the physical space, with others joining online. This will include the further digitalisation of meeting spaces, records, mail and service processes.

### **A new Smarter Working Vision**

11. The learning from COVID-19 and the engagement exercise has brought forward an evolution in our Smarter Working vision. The County Council has also taken the opportunity to learn from emerging practice in the private sector as everyone recovers and adapts to the post-COVID-19 world.
12. Our revised vision sets out how Nottinghamshire County Council will;
  - Be a forward-thinking organisation with an agile, supported and flexible workforce.
  - Be a council that maximises the spacial and financial efficiencies of Smarter Working, with a reduced Countywide office estate.
  - Implement a blended working solution enabling staff to work safely from both home and office.
  - Provide hybrid workspaces which merge the physical & virtual office.
  - Implement office space with an increased emphasis on team and social interaction through an increase in alternative meeting and collaboration spaces and less reliance on desks. A 4:10 seat ratio across all work spaces will become the norm.
  - Work with partners to enhance service delivery wherever possible through our office design.
13. Digital technology will play a pivotal role within our future offices, enabling the hybrid physical and virtual office. Work is currently being undertaken alongside ICT Services to determine the Council's future approach to supporting dispersed working practices. New opportunities are emerging from the Council's investment in Cloud services: hybrid meeting rooms allowing staff to connect from their closest workplace, electronic booking systems supporting

self-service outside of traditional office hours, digitalisation of records management for better compliance, and secure collaboration speeding up the sharing of information to the point of need.

14. Council employees will therefore have access to an inclusive flexible working environment recognising the differing needs of colleagues whilst respecting service requirements. Ongoing employee support and training associated with the increased use of digital technology will be made available.
15. It is anticipated that this enhanced vision of attractive, flexible working conditions and a focus on staff wellbeing and work-life balance will improve recruitment and retention across our services. Work will continue with Timewise, the Council's flexible working partner, with a view to becoming an accredited Timewise employer.
16. This new vision forms a key part of the Workforce Resilience and Recovery Strategy and associated action plan which were approved at Personnel Committee in November 2020. Ongoing work will be required to evolve the Smarter Working Vision as a 'new normal' develops over the coming years.

## **Environmental Impact**

17. In line with principle viii, outlined in paragraph 4, the Programme will reduce the Council's environmental impact through lowering the carbon footprint of the Council's estate.
18. The Council's Environmental Strategy was approved at Policy Committee in March 2020. This stated the Council's Strategic Aims and included;
  - i. Achieve excellent BREEAM (Building Research Establishment Environmental Assessment Method) rating for the new office accommodation at Top Wighay and West Bridgford, with the ambition for the West Bridgford campus to become carbon neutral.
  - ii. Design environmental guidelines on achieving good to excellent BREEAM rating (or an equivalent environmental standard) for the design, construction and operation of all new builds by the Council.
  - iii. Increase the production of renewable energy generated on the Council's estate.
19. Throughout this programme, relevant building projects have been considered against the aims of the Council's Environment Strategy with a view to achieving the highest possible positive environmental impact. The Investing in Nottinghamshire programme will save over 650 tonnes of CO<sub>2</sub> emissions per annum through the rationalisation and modernisation of our estate.
20. A bid for grant funds associated with the Public Sector Decarbonisation Scheme is planned against a number of the projects with consideration of, amongst other initiatives, the use of electric car charging points and Photovoltaics across parts of the estate. If successful, these funds will further reduce our environmental impact, minimise the overall capital cost of the programme and reduce ongoing running costs to the Council.
21. The Programme of work also intends to drive a reduced requirement for staff travel around the County. The rollout of additional technology into the Council's office estate will allow for staff travel volumes to be reduced. Council mileage is down 57.6% on the first six months

of last year and whilst this level of reduction might not be sustainable in the longer term it is believed that significant reductions in staff business mileage are achievable. As a result, this will reduce the estimated 1,536 tonnes of CO<sub>2</sub> produced by the Council's business mileage between April 2019 and March 2020 significantly in the future.

## **Programme Update**

22. Since February 2020, the Programme has moved at pace to undertake relevant surveys and concept designs across the projects in all areas of the County. Alongside this, the programme has been reviewed in light of service engagement and the Council's new Smarter Working Vision outlined above.
23. The primary function of our office estate is to provide Council services to local people and businesses. They are a gateway for service users to receive their services and for our staff to remain local to the communities they serve. Service provision and contact with our most vulnerable service users is occurring within them and will do so in the future.
24. The programme, approved at Policy Committee in February 2020, agreed the exit of 6 office buildings across the current Council estate, with space being made available or retained for local government partners at a further 3 sites.
25. Following the review undertaken it is now further proposed to vacate an additional 2 office bases across Nottinghamshire, whilst maintaining the countywide delivery of local services to local communities. Additionally, capacity within our offices will be made available to local businesses (Small and Medium Enterprises) to provide workspace for them as part of the economic recovery from COVID-19, growing businesses and generating new jobs.
26. Overall the Council will reduce its number of offices Countywide by a third throughout the delivery of this programme with anticipated gross financial savings now increased by a further £400k to an estimated £1.35m annually.
27. A summary of progress and proposed changes as a result of the review is provided in paragraphs 28 to 70.

## **West Bridgford**

28. In West Bridgford there are two main properties; County Hall Campus and Trent Bridge House.
29. County Hall is the main administrative and civic hub of the Council. It is the key focal point for the consolidation of accommodation, services and functions, with the building itself a high profile and historic Nottinghamshire landmark. Further exploratory work, set within the context of the Covid-19 pandemic, has been undertaken to consider the ambitions signalled in February's report to Policy Committee.
30. As outlined in paragraphs 7 to 10, the COVID-19 pandemic has had a significant effect on how the Council operates, which in turn has led to the outlined new Smarter Working Vision and a medium-term view that any additional capacity required to accommodate increased staff numbers, meeting spaces and civic accommodation in West Bridgford can now be met

through a re-modelled layout within the current County Hall campus, with partner organisations retained within Trent Bridge House.

31. However, the work to date also indicates that significant and major infrastructure works are required to County Hall, much of which has not been replaced since the building was completed in the 1950's and is now at risk of failure. For example, the building still has its original wooden windows and its original heating and water pipework. Both of these elements are increasingly expensive to maintain and make a major contribution to the environmental inefficiency of the County Hall building.
32. As such, it is proposed that the original scope of the West Bridgford campus work be refocused to enable the undertaking of a full cost feasibility study, within the current allocated budget, for the remodelling of the main County Hall H Block building, to incorporate: The demolition of the remaining CLASP elements of the campus (Riverside block, data block); additional staff accommodation; adequate meeting space; and fit for purpose/efficient building infrastructure that meets the Council's environmental ambitions as set out in the corporate Environmental Strategy, and which will reduce future maintenance liabilities, reduce running costs and move the campus further towards achieving carbon neutral status.
33. The outcome of the feasibility work, along with the projected cost of the works, will be reported to a forthcoming Policy Committee meeting.

### **Top Wighay**

34. The County Council leases two large buildings on Sherwood Business Park, Annesley: Mercury House and the Piazza. Policy Committee (February 2020) approved exiting these properties in line with the development of a new office building at Top Wighay Farm. This new build will be an anchor building for the wider Top Wighay development and will unlock a significant employment site as part of this exciting new flagship village which includes 805 homes, and a new primary school. It is estimated the creation of this sustainable new village will create more than 1000 new full-time jobs and over a ten-year period the economic output contribution could equate to more than £873 million. The creation of more than 1000 jobs will be a tremendous boost to the economic prospects of the whole area over the next decade.
35. Since Policy Committee approval in February 2020 the project has focussed on completing the RIBA Stage 2 Concept Design for the office build, alongside the road infrastructure works for the wider-site. The new office building at Top Wighay will set a new benchmark for County Council properties in terms of environmental sustainability. Design work undertaken has been on the basis of achieving BREEAM Excellent status with low carbon operational standards. This is reflective of the Council's Environment Strategy.
36. Like many councils, tackling climate change is a priority and major challenge for the modern world. The Council has a Carbon Management Plan and is a signatory to The Nottinghamshire Declaration on Climate Change. This Declaration commits the Council to tackling the causes and effects of climate change and to encouraging all sectors in our local community to take the opportunity to adapt to the impacts of climate change, reduce their own greenhouse gas emissions and make public their commitment to action. The Top Wighay building will be an exemplar in sustainable design to demonstrate locally what can

be delivered. As part of that demonstration, space will be available to enable private sector businesses to occupy space in a multifunctioning, flexible space.

37. Providing flexible space for small and medium sized businesses within part of the new council office building is likely to create approximately 100 jobs when fully occupied and be a catalyst for the development of the additional employment land, which has the potential to return a capital receipt of approximately £5m, in addition to new jobs in this part of the County. Delivery of a highly energy efficient building will capitalise on recently changed commuter behaviour from COVID-19, with more and more businesses working 20 mins distance from home and operating from non-urbanised locations. The building will occupy a prime location within the Top Wighay Farm development and will provide high quality Grade A flexible space for the emerging community and for the existing community where this type of office accommodation does not exist in this flexible format.
38. The Council intends to seek Government investment for the Top Wighay project through bids at the appropriate time for external grant funding from the Shared Prosperity Fund and Levelling Up Fund announced recently by the Government.
39. The next key stage in the delivery of this project is the securing of detailed planning permission which is likely to be early in 2021.
40. As a direct result of new operating models and greater facilities to work from home, the Council will exit Mercury House in February 2021. This is in line with associated leasehold terms and will reduce the Council's running costs by £200k per annum and substantially quicker than originally anticipated.
41. The Customer Service Centre, which currently occupies Mercury House, will move into The Piazza and share this building with the Multi-Agency Safeguarding Hub. On completion of the new office at Top Wighay, the Council will exit The Piazza.
42. Overall, the Latest Estimated Cost for the Top Wighay project is £14.7m. In line with the Council's Committee arrangements further reports outlining project progress and costs will be taken to the Finance & Major Contracts Management Committee.

## **Mansfield**

43. Mansfield is Nottinghamshire's most populated town and Meadow House is the second largest office base the Council owns and provides a key contact point for the delivery of social care services.
44. Meadow House has not had a significant investment into its building infrastructure whilst in the Council's ownership and is yet to be refurbished in line with the Council's smarter working principles. It has significant and costly maintenance issues with planned maintenance works of £1.2M approved as part of the 2020/21 Property Planned Maintenance Programme LEC report to Policy Committee in July 2020, in addition to the funds allocated to the Investing in Nottinghamshire Programme.
45. Work on this project, since the last Committee Report, has focused on the refurbishment design and associated surveys, whilst considering these known maintenance issues. This

project will bring the building into line with the smarter working standards of the Council's other retained and new office estate.

46. As a result of the Council's future Smarter Working Vision, capacity across the Mid-Notts area will be created. In line with Principles outlined in paragraph 4, there are economic regenerative benefits, needed to support the economic recovery post-pandemic, across the Mid-Notts area which space at Meadow House could help deliver, alongside the Mansfield Town Fund. The Council has a positive experience of delivering economic benefits such as this through its delivery at The Turbine Centre in Worksop and will therefore explore the potential of utilising this spare capacity within our Mid-Notts offices to support Small and Medium Enterprises (SMEs) in the local area.
47. Overall, the Latest Estimated Cost for the Meadow House project, across both funding streams, is £4.14m. In line with the Council's Committee arrangements further reports outlining project progress and costs will be taken to the Finance & Major Contracts Management Committee.
48. Additionally, Byron House, a leasehold premise on the Kings Mill Hospital estate, close to Mansfield and Sutton-in-Ashfield will be brought into scope with a view to accommodating staff within current and future Council premises. Service engagement will be a critical factor in determining the likelihood and success due to specific requirements for discrete confidential clinical space. This would allow the County Council to release another building.

### **Worksop and Retford**

49. The County Council operates services from Chancery Lane in Retford. The Council does not own the land on which this building is situated and will vacate this property once the refurbishment of space at Retford Post 16 Centre is complete. This element of the project remains unchanged as a result of the programme review.
50. RIBA Stage 2 Concept Design work continues with the planned Worksop site. This is now taking account of the Council's new Smarter Working Vision with a significant reduction in office space required.
51. Key to the Worksop development is the Council's service offer to children and young people. The Contact Service currently operate from three former Caretaker Bungalows on the Bassetlaw Learning Centre site, all with significant maintenance issues. The new build will focus primarily on providing a new service facility for these service users, within the allocated budget, allowing the demolition of the three bungalows. Disposal of the remainder of the wider site to achieve a capital receipt continues to be under consideration.
52. The Registration Service, previously of Chancery Lane, have moved into new premises in The Square in Retford, and are now developing their offer of weddings at Retford Town Hall, replacing the ceremony room at Chancery Lane.
53. Overall, the Latest Estimated Cost for the Worksop and Retford projects remain at £2.75m. In line with the Council's Committee arrangements further reports outlining project progress and costs will be taken to the Finance & Major Contracts Management Committee.

## **Beeston**

54. The County Council leases Prospect House in Beeston and intends to vacate this property once refurbishment of the Council-owned Beeston Central site is complete. This project remains unchanged as a result of the outlined review, with Beeston having a high service user density and a key town to deliver services from.
55. Some staff have already relocated out of Prospect House to other Council-owned locations with no impact on local service delivery.
56. Since the last report to Committee, work on this project has focused on the refurbishment design and associated survey work. Engagement with services has occurred to feed into the design phase and ensure a better-quality space for front facing social care services is provided. The design for Beeston Central now allows for a small office space, aligned to the new Smarter Working Vision, situated alongside new childcare case conferencing facilities (both physical and virtual) as well as childcare contact rooms. This enhanced local service provision brings together these services under one building for the first time in Beeston.
57. Work is currently being undertaken alongside Arc Partnership with the aim of securing external grant funding associated with the Public Sector Decarbonisation Scheme. If successful, these funds will be used to minimise the overall cost of this project to the County Council and reduce our environmental carbon impact.
58. Overall, the Latest Estimated Cost for Beeston remain at £1.125m. In line with the Council's Committee arrangements further reports outlining project progress and costs will be taken to the Finance & Major Contracts Management Committee.

## **Arnold and Carlton**

59. Sir John Robinson House is a large, Council-owned property in Arnold. This project remains unchanged as a result of the outlined review with Arnold and Carlton both key areas of Nottinghamshire to deliver services from having a high service user density.
60. Since the last Committee report, work on this project has focused on both agreeing leasehold terms and arrangements with a public sector partner to occupy two floors of the building and the refurbishment design for the areas of the property in which Council staff will benefit from co-location with public sector partners. It is anticipated that the leasehold will commence during Quarter 1 of the 2021/22 Financial Year and will provide a revenue income stream for the Council from this point forward.
61. Alongside the outlined activity in relation to Arnold, the programme also continues to progress refurbishment plans for Gedling View in Carlton. This will become a building for the delivery of family contact provision through Children's Social Care and will ensure a much-improved service offer to some of our most vulnerable service users.
62. Work is currently being undertaken alongside Arc Partnership with the aim of securing external grant funding associated with the Public Sector Decarbonisation Scheme to support works at Gedling View. If successful, these funds will be used to minimise the overall cost of this project to the County Council and reduce our environmental carbon impact.

63. Overall, the Latest Estimated Cost for Arnold and Carlton are £325k. In line with the Council's Committee arrangements further reports outlining project progress and costs will be taken to the Finance & Major Contracts Management Committee.

### **Ollerton**

64. In Ollerton, the Council owns three office buildings on the Sherwood Energy Village site. In March 2019 Policy Committee a decision was made to vacate and market Bevercotes House, with an offer received and accepted, subject to Committee Approval in January 2020. Committee subsequently accepted the offer in February 2020. Despite delays due to COVID-19, the building remains under offer with an anticipated completion date of Q1 of 2021-22 Financial Year.
65. As a result of the programme review and the anticipated reduced seat ratios to be applied through the Council's Smarter Working Vision, it is also now proposed to further vacate an additional office building at Sherwood Energy Village with all staff then transferring to the remaining building. This proposed reduction could see an additional capital receipt and reduced running cost to the Council's office estate or capacity made available to support Small and Medium Enterprises (SMEs) in the local area.
66. If approved, a short feasibility phase will be required to undertake full-service engagement and to cost the minor refurbishment works that would be required to deliver this reduction. All relevant feasibility costs will be managed from within current allocated budget.
67. Once an outcome of the feasibility work is determined a report back to Finance and Major Contracts Management Committee will be made.

### **Newark-on-Trent**

68. The Council continues to work with partners to locate services at Castle House in Newark. This proposal meets the requirements of both Adult and Children Social Care services and will assist in developing a greater level of multi-agency working providing a more aligned and accessible service for our service users.
69. Negotiations regarding desk licence costs and necessary refurbishment are ongoing but progress has been slower than anticipated as a result of COVID-19.
70. Overall, the Latest Estimated Cost for Newark remains at £20k. In line with the Council's Committee arrangements further reports outlining project progress and costs will be taken to the Finance & Major Contracts Management Committee.

### **Financial Update**

71. As a result of delivering the Investing in Nottinghamshire Programme, gross annual revenue savings in the region of £1.35m are now estimated, an increase of £400k on previous estimates. These estimates do not include potential other cashable and non-cashable benefits, outlined earlier in the report, which will be quantified through further work and

presented to Committee in future reports as the Programme progresses and develops. Neither do they include potential capital receipts.

72. The early exit from Mercury House will provide a short-term immediate reduction in annual revenue running costs of £200k from the next Financial Year, a savings benefit brought forward by 2 years.
73. As a result of the programme review, efficiencies to the budget have been determined which will allow the Capital Programme to be reduced by a sum of £712k as a result of: -
- i. Programme efficiencies related to the end of the feasibility phase totalling £387k
  - ii. Reduced Programme resource requirements related to the design and delivery phase totalling £325k
74. Additionally, £40k revenue funding within the feasibility budget will remain unspent.
75. The revised indicative capital investment schedule for the design and delivery phase is shown below;

	2020/2021	2021/2022	2022/2023	2023/2024	2024/2025
	£m	£m	£m	£m	£m
Feb 2020	10.4	11.5	4.9	1.0	0.3
Dec 2020	3.2	17.0	6.5	1.0	0.1
	-7.2	+5.5	+1.6	0.0	-0.2
				Overall	-0.3

76. As mentioned within the report, all projects have also considered any backlog maintenance works that can be incorporated into the project designs. By addressing a number of significant maintenance issues at the same time, disruption to services will be minimised and revenue running costs reduced further. Funding for these additional works will be sought from the Council's 2020/21 & 2021/22 Capital Maintenance Programme.

## Summary

77. In summary, the Investing in Nottinghamshire programme, as a result of the COVID-19 pandemic, has the opportunity to raise its ambition to further deliver upon the Council Plan. By utilising the Council's property and land assets effectively, the Council can;
- a. Deliver much needed support to the local economy in a post-pandemic world
  - b. Significantly reduce its environmental carbon footprint including the use of new environmental technologies
  - c. Deliver better local public services, leading to improved outcomes for Nottinghamshire residents
  - d. Work closer with public sector partners
  - e. Reduce its own running costs, generate substantial capital receipts and grow commercial revenue income
  - f. Enhance workforce health and wellbeing, increasing retention of staff as a result.

## Other Options Considered

78. The proposals contained within this report are considered to be the optimal solution, in line with the principles and parameters set out in paragraph 4 and previously approved by Members.

### **Reasons for the Recommendations**

79. To provide an update to Elected Members and to ensure best value from the Council's office estate can be achieved.

### **Statutory and Policy Implications**

80. This report has been compiled after consideration of implications in respect of crime and disorder, data protection and information governance, finance, human resources, human rights, the NHS Constitution (public health services), the public sector equality duty, safeguarding of children and adults at risk, service users, smarter working, sustainability and the environment and where such implications are material they are described below. Appropriate consultation has been undertaken and advice sought on these issues as required.
81. An Equality Impact Assessment has been undertaken. It has considered all protected characteristics from the Equality Act 2010 and all relevant staff mitigations will be put in place. Service users will benefit from our services being more local to them.

### **RECOMMENDATIONS**

82. That Policy Committee:
- i. Endorses the progress made to date in completing feasibility work, developing a new smarter working vision and undertaking the review in light of COVID-19.
  - ii. Supports the principles and benefits set out in paragraphs 4 and 6.
  - iii. Supports the development of a full feasibility associated with the essential and recommended works to County Hall to enable the further consolidation of our offices, reducing our carbon footprint in the light of changed working practices.
  - iv. Supports a full feasibility study associated with the proposal at Sherwood Energy Village with a view to consolidating staff into Thoresby House, further reducing our office footprint.
  - v. Supports a full feasibility study associated with the proposal at Byron House with a view to consolidating staff into alternative Council premises.
  - vi. Approves the development of feasibility work to provide accommodation for Small and Medium Enterprises (SMEs) in the Mid-Notts area across Meadow House, Top Wighay and at Sherwood Energy Village.
  - vii. Approves a variation to the capital programme to decrease it by £0.712m to reflect the efficiencies found within the Investing in Nottinghamshire Capital Programme

**Councillor Kay Cutts**  
**Leader of the County Council**

**For any enquiries about this report please contact:**

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**Constitutional Comments (SSR 30/11/2020)**

The recommendations set out in the report falls within the scope of decisions that may be approved by Policy Committee.

**Financial Comments (GB 1/12/2020)**

The schemes set out in this report are already included within the approved Policy Committee capital programme. It is proposed that this budget is varied down by £0.712m to reflect efficiencies identified within the programme. A revenue saving of £0.040m has also been identified. The programme will continue to be monitored in line with the Authority's existing budget monitoring processes.

**Human Resources Comments (GME 20/11/2020)**

There will be ongoing engagement and consultation with employees and their representatives as the detail of the plans emerge. Regular briefings have been provided to the recognised trade unions at Central Joint Consultation and Negotiating Panel, so they are aware of the ongoing development work.

**Background papers and Published documents**

Except for previously published documents, which will be available elsewhere, the documents listed here will be available for inspection in accordance with Section 100D of the Local Government Act 1972.

Policy Committee Report – Update on the Environmental Policy and Environment Strategy (18<sup>th</sup> March 2020)

Policy Committee Report - Investing in Nottinghamshire: Making the Best Use of Council Premises (12<sup>th</sup> February 2020)

Policy Committee Report - Investing in Nottinghamshire: Delivering the Council Plan through a second Phase of the Smarter Working Programme (20<sup>th</sup> March 2019)

Policy Committee Report - Investing in Nottinghamshire: Delivering the Top Wighay Farm Sustainable Urban Extension (19<sup>th</sup> June 2019)

Policy Committee Report - Investing in Nottinghamshire: Top Wighay Masterplan (13<sup>th</sup> November 2019)

Policy Committee Report – Investing in Nottinghamshire: Top Wighay Masterplan (15<sup>th</sup> January 2019)

Planning Committee Report - Construction of Two Highway Junctions to Allow Access to Development Site at Top Wighay Farm, Hucknall (21<sup>st</sup> February 2020)

Investing in Nottinghamshire Programme - Equality Impact Assessment

**Electoral Division(s) and Member(s) affected**

All