Hull and East Yorkshire Combined Authority
Overview and Scrutiny Committee

18th March 2026 2.00pm

Ergo, Bridgehead Business Park, Hessle

PRESENT:

Councillors Bibb, Collinson (M.), Cousins, Gallant, Hale, Healy, Kemp (substituting for Councillor Robinson), Meredith (Chair), Neal (K.) (substituting for Councillor Randall), and Wareing.

IN ATTENDANCE:

K. Khan (Governance and Scrutiny Lead), T. Maione (Interim Monitoring Officer), A. Menzies (Interim Chief Executive), J. Neilson (Interim Section 73 Officer), and P. Young (Democratic Services Officer).

M. Heppell (Strategic Director of Human Resources and Operational Delivery) – minute 27

Councillor Dad and B. Hanson (Interim Housing Lead) – minutes 31 and 33.

APOLOGIES:

Councillors Jeffreys, Randall, and Robinson.

Minute No.	Description/Decision	Action By/Deadline
PROCEDURAL ITEMS		
24.	**DECLARATIONS OF INTEREST** No declarations of interest were received in relation to the items that follow below.	
25.	**MINUTES OF THE MEETING HELD ON 21ST JANUARY 2026** The Democratic Services Officer submitted the minutes of the meeting of this Committee held on Wednesday 21 January 2026 for approval. A discussion took place around UK Shared Prosperity Fund (UKSPF). The Interim Chief Executive informed Members that the HEYCA Executive Board supported the option of running UKSPF for six months on a lower level of funding	

	which reflected the government production of the revenue account of 62% of the former UKSPF. It was noted that each respective Local Authority would distribute the funds and be reimbursed by the Combined Authority and as of April 2027, the Combined Authority would only contribute funding to areas which aligned with the Business Plan. Members raised concerns over communication of funding decisions and that feedback had not been received on the comments raised by the Committee at its last meeting or Councillors directly to the Combined Authority. Members noted that a Communications Policy could be included on a future Work Programme to ensure feedback by the Executive Board on the Committee's comments were presented back to the Committee. **Agreed** – a. That, the minutes of the meeting held on Wednesday 21 January 20026, are agreed, and having been printed and circulated, be taken as read, and correctly recorded and signed by the Chair; b. That, communication be returned to Councillors who wrote to the Combined Authority expressing their concerns, and c. That, a Communications Policy be discussed as part of the Committee's future Work Programme.	b. Governance and Scrutiny Lead, Interim Monitoring Officer, Interim Chief Executive. c. Governance and Scrutiny Lead
26.	**CHAIR'S OVERVIEW** The Chair informed the Committee that some named substitutes were still outstanding and requested that confirmation of named substitutes be sent to the Governance and Scrutiny Lead and Democratic Services Officer.	

	The Chair informed Members that Teams Briefings were held bi-monthly and encouraged Members, or their substitute, to attend.	
27.	**CORPORATE AND PEOPLE POLICIES** The Strategic Director of Human Resources and Operational Delivery presented a report to enable scrutiny of the Health and Safety Policies and the Human Resources Policies that had been approved by the Executive Board and subsequently implemented by the Combined Authority. The Committee was informed: i. The policies were approved by the Executive Board in October and November 2025 and January 2026. ii. All policies were given a 12 month review period from the date of adoption. iii. It was unclear if Section 5.5 of the Recruitment and Induction Policy referred to internal or external vacancies. Members expressed that internal advertising of positions was welcomed as it brought benefits for advancement and staff retention. However, external advertising was also encouraged so that the greatest chance of appointing the best candidate was enabled. iv. There was a typing error within Section 2 of the Relocation Policy which had since been rectified to state that the policy does not apply to existing employees or new appointees who reside within 50 miles of the Combined Authority's boundaries. The Committee discussed: i. There was a lack of detail on the balance of office-working and homeworking within the policies and recommended that a Working from Home Policy be	

	created and scrutinised by the Committee. ii. The Combined Authority Mayor had been clear that Combined Authority staff would be expected to work in the office, however staff were able to apply for flexible working. iii. The Manual Handling Policy recorded force in kilograms which was incorrect, and the policy should state clearly how moving loads were measured. iv. Discussions on the HR policies were ongoing between Trade Unions (TUs) and the Mayor and it was noted that 2% of the workforce must be part of a TU for the TU recognise the workplace on a legal basis. v. A corporate policy on social media and communications was being worked on by the newly appointed Social Media Manager for the Combined Authority. vi. Near-misses was not included in the Health and Safety Policy. vii. The Other Leave Policy referred to Territorial Army, however this no longer existed. viii. Interviews had recently taken place for senior leadership roles and had successfully appointed numerous Executive Directors and Programme Directors. It was noted that the position of Finance Director had not been filled and was currently being readvertised. ix. Learning and development policies were in the process of being developed and would be submitted to the Executive Board for approval. x. An advert for a Senior HR Partner was currently being advertised and it was noted this person would report to the Chief Executive.	

	xi. The role of permanent Chief Executive was to be advertised in the coming months and it was hoped they would be appointed before November 2026. xii. Appendix 1 of the Substance Misuse Policy listed the signs and effects of alcohol or other substance misuse, however Members were concerned that some of the traits listed could be effects of a disability. xiii. It was noted there was no policy on neurodiversity and Members recommended that a draft be created. The Committee recommended that the Executive Board encapsulate the Combined Authority's position on flexible working and how it would be implemented throughout the organisation. Members thanked the Strategic Director of Human Resources and Operational Delivery for the policies and detailed answers to Members questions. **Agreed** – a. That, the Committee endorse the policies, subject to the changes recommended by Members; b. That, the workforce be formally recognised by Trade Unions; c. That, the Executive Board establish principles to ensure even and consistent application of policy; d. That, feedback and learning, especially on the measure of the success of policies, be evidenced in case of changes to policies in the future;	c. HEYCA Executive Board d–e. Strategic Director of Human Resources and Operational Delivery

	e. That, policy cannot be tick-boxed and the Committee stressed that meaningful management was key; f. That, the Committee commend the detail of the policies and the bespoke nature of them, and g. That, ongoing attention be provided to Human Resources to ensure the policies are applied consistently, are meaningful, and continuous in their use.	g. Interim Chief Executive and Interim Monitoring Officer
28.	**EXECUTIVE FORWARD PLAN** The Committee reviewed the Executive Forward Plan. **Agreed** – The Committee noted the Executive Board Forward Plan.	
29.	**SCRUTINY WORK PROGRAMME** The Governance and Scrutiny Lead submitted a report for the Overview and Scrutiny Committee to consider the Scrutiny Work Programme for 2025-2026. The Committee was advised that a date would be finalised for a workshop to arrange the 2026/27 Work Programme and the April Teams Briefing and was provisionally scheduled for Wednesday, 22nd April 2026. **Agreed** – a. That, the Committee notes the Scrutiny Work Programme 2025-26; b. That, a date for the Scrutiny workshop to plan the 2026/27 Work Programme be finalised and confirmed with Members, and	b–c. Governance and Scrutiny Lead

	c. That, a date for the April Teams Briefing be finalised and confirmed with Members.	
30.	**DATE OF THE NEXT MEETING: 20TH MAY 2026** The Committee was informed that this was the last formal meeting of the 2025/26 municipal year, and a workshop would be arranged in the coming weeks to arrange the 2026/27 Work Programme.	
31.	**HOUSING AND PLANNING UPDATE** The Interim Housing Lead, accompanied by Councillor Dad, presented a report to the Committee with an update on the activity of the Authority's housing workstream. The Committee was informed: i. Councillor Dad and the Interim Housing Lead had held several discussions on what the opportunities were for housing within the Combined Authority. ii. There was no core funding available for housing at the current time of the meeting, however the Combined Authority would work with Homes England to establish a Strategic Place Partnership. iii. The English Devolution and Community Empowerment Bill was currently being progressed through Parliament and once passed, the Combined Authority would produce its own spatial and planning strategy. Discussion took place around affordable housing and how the Combined Authority would influence affordable and social housing over land for development. The officer advised that there was a need to understand local areas to allow for accessible housing and to source sites in suitable areas. It was noted that Homes England was a grant-giving body and the Combined Authority aimed to maximise funding for the region.	

	The Committee was informed that the Combined Authority would ensure its Housing Policy matched the Homes England Programme and provide dynamic homes for the area. Discussion took place around tenure of properties and the risks of properties in the area owned by corporate landlords. The officer advised that the Combined Authority would be able to attract Capital Investment through working with partners and the two respective Local Authorities. The Committee raised concerns over the neighbourhoods and communities within areas close to listed buildings. The officer advised that the Combined Authority was expected to produce a Supported Housing Strategy by March 2027 that would meet resident's needs. The Committee were informed that, at present, HEYCA did not have any housing capital funding, however opportunities were available to the Authority to secure funding for the region. Discussion took place around the value of HEYCA, and it was noted that the Combined Authority would deliver investment to the region, along with additional funding opportunities such as the National Housing Delivery Fund. The officer advised that there were plans to develop accelerator sites in the region and that the Combined Authority had additional powers for brownfield housing, however works had not commenced due to the financial infrastructure not being in place. The Committee were informed that the Housing Strategy would support modular housing which would support local businesses and jobs and are eco-friendly. The Committee thanked Councillor Dad and the Interim Housing Lead for their report and detailed answers to Members questions. **Agreed** –	

	a. That, the Committee notes the content; b. That, the Combined Authority work with Local Authorities to support accelerator sites but also to reuse existing empty buildings, and that there be a prioritisation of sites for development; c. That, the Combined Authority champion the need to champion the area and that funding be secured by the Combined Authority for it to be delivered across the Local Authority areas; d. That, the Combined Authority demonstrates efficacy, and do so efficiently, in terms of its remit relating to brownfield development and housing on brownfield development; e. That, the Combined Authority be transparent and proactive in communicating the work of the Housing Service; f. That, the Committee endorses Section 3.6 of the report and that the Combined Authority develop a Grant Funding Programme and acquire indicative executive decisions to allow any future funding to be allocated to a scheme, or schemes, as quickly as possible; g. That, housing types meet needs as well as be geared towards local demographics and requirements, and recognition of circumstances and changes to previous positions; h. That, there be a focus on the quality of delivery and that good provision was more important than chasing targets;	 b–e, g–i, k–l. Interim Housing Lead

	i. That, there be a balance between bulk and focused building with integration into existing communities to enable the ease of service delivery whilst be preventing ghettoisation; j. That, the Housing and Planning Update be included on the 2026/27 Work Programme for further scrutiny and to measure progress, success, funding applications and priorities; k. That, the Housing Service take a creative approach to lodges, modular working with caravan companies, creating jobs in the local area, supporting local businesses, and promoting gains through economies of scale and its environmental benefit, and l. That, adding value, commuted sums being enhanced or added to, and endorse the efforts of the Combined Authority to facilitate infrastructure provision so that developers can be enabled to provide more accessible and affordable housing as well as leisure and recreational spaces and facilities through their Section 106 obligations.	j. Governance and Scrutiny Lead
32.	**EXCLUSION OF THE PRESS AND PUBLIC** **Agreed** – That, in accordance with the provision of Section 100(A)(4) of the Local Government Act 1972, the public (including the press) be excluded from the meeting for the following item of business, minute 33 on the grounds that it involves the likely disclosure of exempt information as defined in paragraph 1 of Part 1 of Schedule 12A of the Act, relating to an individual and that the public interest test in maintaining the exemption outweighs the public interest test in disclosing the information.	

33.	**HOUSING AND PLANNING UPDATE – APPENDIX 2** The Interim Housing Lead, accompanied by Councillor Dad, presented a report to the Committee with an update on the activity of the Authority's housing workstream. The Interim Housing Lead summarised the appendix and the Committee discussed its content. **Agreed** – That, Appendix 2 of the Housing and Planning Update be noted.	