



***Rugby Borough Council***



**Information for job applicants**



# THE BOROUGH OF RUGBY

The Borough of Rugby is situated in east Warwickshire and its central position provides the ideal location for industry and commerce. It is easily accessible by road, being at the hub of the Midlands motorway network, with access to both the M1 and M6. Leicester, Northampton, Coventry, Warwick and Stratford-upon-Avon are also only a short distance away. There are also fast, regular rail services to Birmingham, Manchester and London.

Rugby is one of the very few places in the world to give its name to an international sport. It was in 1823 that William Webb Ellis, then a pupil at Rugby School, first broke the rules and picked up the ball. A statue commemorating this famous action stands in front of the school, whilst to the rear is the Close where the event took place. The Heritage Trail of bronze rugby footballs has been set out throughout the town, and each football commemorates a famous player or event in the history of the game.

The town is home to three museums. Rugby School museum has a wealth of memorabilia. The Rugby Football Museum is full of artefacts relating to the game of rugby football and is housed in the building in which Gilberts world famous footballs were traditionally made and which is now the home of the Webb Ellis organisation. Rugby is proud of its striking Art Gallery, Museum and Library building. It houses the highly regarded Rugby art collection and the Roman site of Tripontium display, as well as exhibiting the social history of the Borough.

The town has some excellent recreational facilities including various museums, a public art gallery, cinema and retail parks. The Oxford Canal runs right through Rugby and the Great Central Walk is a linear park following the old railway line. Caldecott Park is a beautiful park right in the centre of the town.

Some of the surrounding villages are among the most beautiful in England. Many offer additional interest for the visitor such as the house in Dunchurch in which the Gunpowder Plot is said to have been planned.

Rugby has been particularly successful in attracting new businesses and the town has expanded considerably in recent years. However, this has not spoilt its charm as an English market town of great character and interest.

A wide range of housing exists in the Rugby area to suit all requirements.

# CORPORATE STRATEGY

## Welcome

I am pleased to introduce Rugby Borough Council's Corporate Strategy. This strategy will shape and direct the work of local public services in the borough of Rugby for the next three years.

I am passionate about Rugby. I am proud of the borough's diverse communities, our vibrant charity and not-for-profit sector, our environmental assets and our businesses. I recognise how these contribute to making Rugby a place that offers a high quality of living.<sup>[1]</sup>

As we collectively respond to, and then recover from, the Covid-19 pandemic we will build on these strengths. Rugby will remain a welcoming and rewarding borough to live, to socialise and to do business in long into the future.

We have developed ambitious commitments to focus on climate change and the environment, on our economy, and on health and wellbeing. We will deliver the jobs, homes and infrastructure our borough needs. To support these objectives, we have also made some organisational commitments that will help us prioritise and redirect resources. These are the things that are right for Rugby.



We commit to keeping our communities up to date on our progress, and to publishing an annual review.

We all have an active, positive and influential role in shaping the borough's future. There are many challenges ahead of us. However, we will maintain our focus on doing what's right for Rugby and work with our communities to achieve our goals.

**Cllr Seb Lowe**  
Leader of Rugby Borough Council

<sup>[1]</sup> Halifax Quality of Life Survey 2020





# PRIORITY OUTCOMES

To do what's Right for Rugby

## Our Corporate Values



### Climate

**Outcome 1:**  
"Rugby is an environmentally sustainable place, where we work together to reduce and mitigate the effects of climate change"



### Economy

**Outcome 2:**  
"Rugby has a diverse and resilient economy that benefits all residents"

### Health & communities

**Outcome 3:**  
"Residents live healthy, independent lives, with the most vulnerable protected"



### Organisation

**Outcome 4:**  
"Rugby Borough Council is a responsible, effective and efficient organisation"



## OUTCOME 1: CLIMATE

Rugby is an environmentally sustainable place, where we work together to reduce and mitigate the effects of climate change.

The Council has declared a climate emergency and formed a cross party climate working group to lead on this work. We will work with residents, businesses and partners to improve the environmental sustainability of the Council and lead the borough through a green recovery and into a greener future.

**To achieve this, we will:**

As an organisation be net zero by 2030.

Work together to further improve the borough's connectivity and encourage greener travel.



Promote and encourage green and sustainable businesses within the borough.

Reduce residents' and businesses' impact on the environment and help them adapt to the consequences of climate change.

Link places together with good quality green infrastructure and improve biodiversity across the borough.



Build environmentally sustainable homes, including within our own housing stock.

We will reduce the carbon footprint of our council housing stock by 2027.



## OUTCOME 2: ECONOMY

Rugby has a diverse and resilient economy that benefits and enables opportunities for all residents.

We want businesses to grow, individuals to prosper and places to thrive.

We are developing an ambitious economic strategy that will define our work to help the borough recover from the economic impact of Covid-19 by investing in our businesses, by developing skills, by embracing new technology and by improving infrastructure.

**To achieve this, we will:**

Promote the borough of Rugby as a place to do business.

Encourage and support sustainable economic growth, consistent with our social and environmental priorities.

Help businesses thrive and provide jobs for our residents.

Develop and promote our town centre as a place to live, socialise and work.

Make sure that residents have the skills they need to meet local demand.

Regenerate neighbourhoods that need support and build communities that sustain change.

Nurture and support independent shops.



## OUTCOME 3: HEALTH AND COMMUNITIES

Residents live healthy, independent lives, with the most vulnerable protected.

We want to ensure that Rugby continues to be a good place to live, with all residents having the access to opportunities, services and the support that they need to live well.

We are used to working with statutory partners, the third sector and communities in delivering improvement. Through our recovery from Covid-19 and beyond, we will work with and empower our communities to share the responsibility of ensuring that Rugby continues to thrive.

**To achieve this we will:**

Invest in the mental health and wellbeing of our residents and communities, closing the health inequality gap.

Make sure that residents are proud of their community and their borough.

Develop and tailor services to meet local needs, with a focus on prevention and early intervention.

Support residents who are, or are at risk of being, homeless or sleeping rough.

Support residents to lead active lives, with high quality, accessible green space and recreational facilities.

Make sure that residents of Rugby have access to high quality, affordable, and environmentally sustainable homes.

Promote, encourage and celebrate diversity and inclusion, to ensure that Rugby is a place where everyone feels welcome.

Make sure that our communities are safe.

Invest in extra support for families and young people.





# INFORMATION ABOUT THE AUTHORITY

The Borough Council comprises 42 councillors covering 16 wards. The councillors are elected for a term of four years, and one third retires each year except for the year in which the County Council elections are held.

## Democratic Structure

The Council's structure is based on a "Cabinet with Leader" model, with the Cabinet having single-party representation. Other parties can be present at Cabinet meetings and the leader of other parties may speak during the debate but cannot vote.

The traditional civic role of the Mayor is retained.

The Council (full Council) remains the ultimate decision making body but can delegate many of its powers and duties to other groups. Many of these powers are delegated to the Cabinet. This group of seven councillors takes a wide range of policy decisions. Most of the meetings are open to the public.

Each councillor in the Cabinet has a key role in one or more areas of Council policy. These are known as portfolios.

The portfolios are:

- Growth and Investment
- Regulation and Safety
- Communities, Homes, Digital and Communications
- Finance, Performance, Legal and Governance
- Change and Transformation
- Operations and Traded Services
- Leisure and Wellbeing

Decisions of the Cabinet are subject to scrutiny by other councillors who are also able to "call in" decisions for further consideration prior to implementation.

Some Committees have been established to deal with issues different from the policy and scrutiny roles affecting most of the Council's services. These report directly to the Council.

The Council's standing Committees are:

- Planning
- Licensing & Safety
- Audit
- Grievance

- Appeals
- The Overview and Scrutiny role is carried out by an Overview and Scrutiny Committee, with task groups set up to review specific topics

Meetings of the whole Council take place about eight times per year to receive reports from Cabinet and Committees and consider recommendations for action.

## Offices and Buildings

The Council's Town Hall offices are in the town centre in Evreux Way. The Rugby Art Gallery and Museum is in Little Elborow Street along with the Rugby Visitor Centre and the Hall of Fame. Rainsbrook Crematorium is off Ashlawn Road, Rugby. The Works Services Unit is situated in Hunters Lane, off Newbold Road. The property Repairs Team are based at Victoria House, Albert Street, Rugby.

## Communication

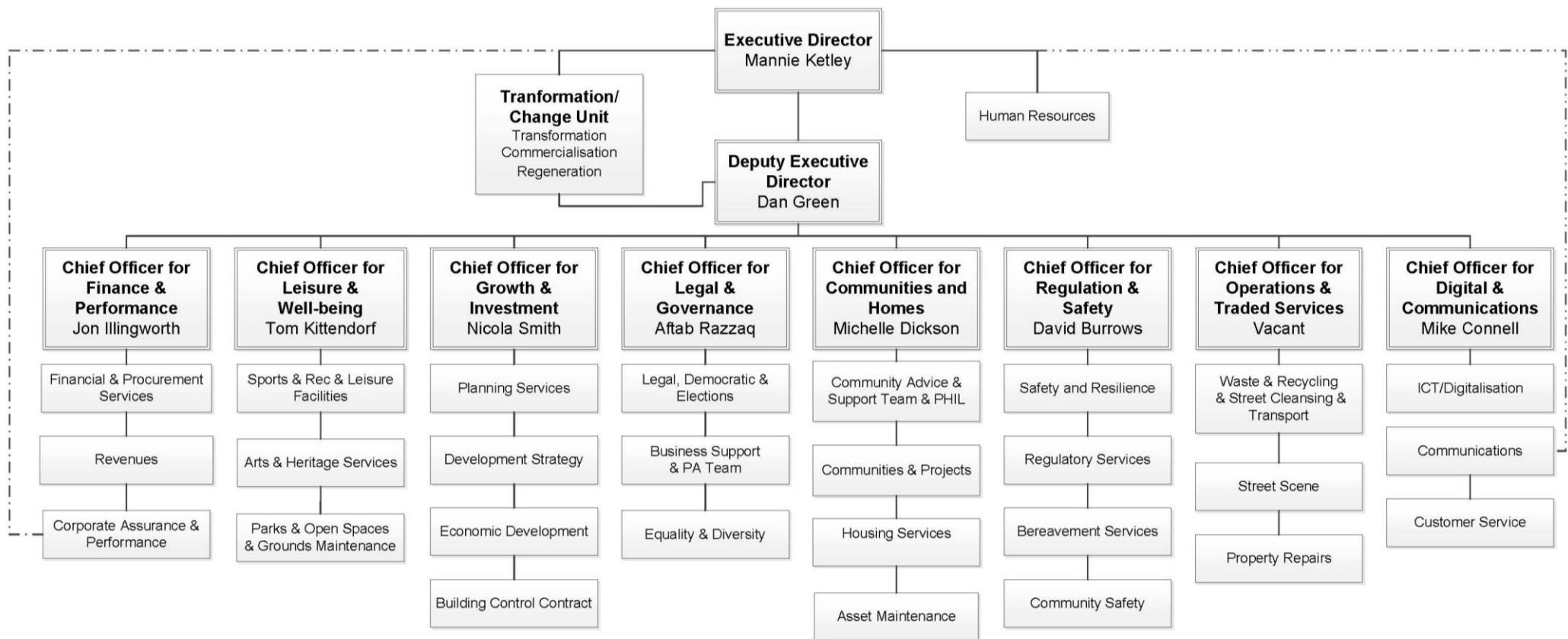
Main Switchboard		01788 533533
Human Resources	telephone	01788 533 572/573
	email	jobs@rugby.gov.uk
Website Address		<a href="http://www.rugby.gov.uk">www.rugby.gov.uk</a>

# COUNCIL LEADERSHIP TEAM STRUCTURE

The Council's Leadership Team is headed by an Executive Director.

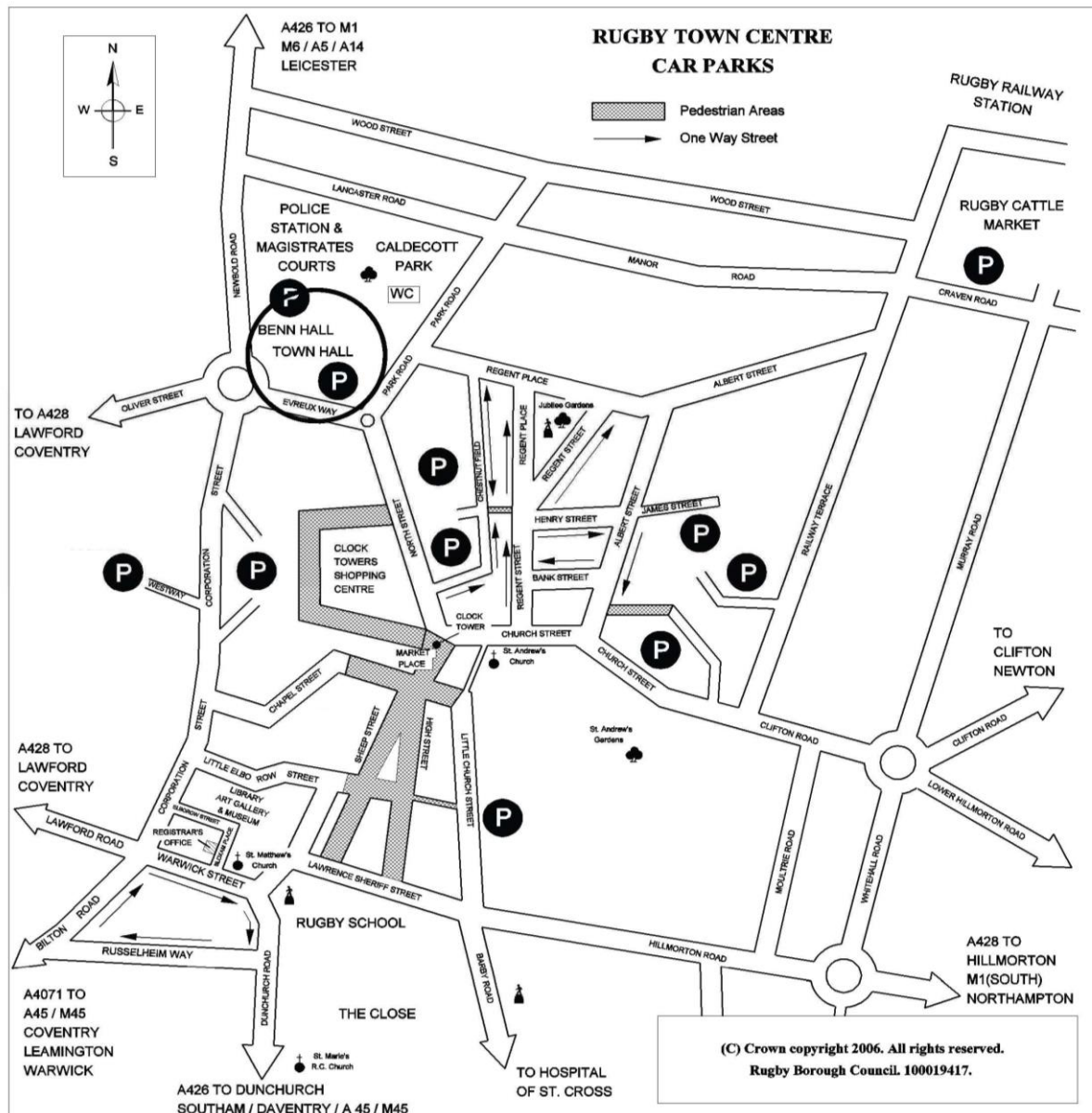
## COUNCIL SERVICES

The daily activities of the Council are managed between 8 Service areas.





# LOCATION OF RUGBY BOROUGH COUNCIL OFFICES



For satellite navigation purposes, please use postcodes:

**Town Hall**  
CV21 2RR

**Art Gallery, Museum & Visitor Centre**  
CV21 3BZ

**Work Services Unit**  
CV21 1DH

**Housing Repairs – Albert Street**  
CV21 2RH

# THE APPLICATION PROCESS

**Please read all the notes before completing the application form.**

## **Application Forms**

Short listing decisions will be made using the application form and this is your only opportunity to tell us about you. Therefore, it is essential that you fully complete the whole of the application form and tell us exactly how you feel you match our specified requirements in the job we are trying to fill.

A CV is not acceptable either in full or part. However if you wish to return your application form in another format such as on tape this will be welcomed.

## **General points to be aware of and remember**

You should use the job profile provided when completing the section on "Information in Support of your Application". The specification has been designed to show what the requirements for this position are. It is, therefore, important that you provide supporting evidence to show that you can achieve these requirements.

For example, if the post requires supervisory experience, it will not be enough to say that you have supervised staff without giving information as to what was involved, and your specific responsibilities such as monitoring work performance, training and development etc.

When providing evidence or examples please remember that unpaid work or studies and work at home can be just as relevant to paid employment.

If you would like any help filling in the form contact the Human Resources Unit on 01788 533571.

## **Interview Date**

The interview date is usually indicated in the job advert. If you are unable to attend on the interview date/s because of a holiday commitment or similar, please indicate this on your application, along with your availability. Consideration will be given to your request by the interview panel, but a change of date cannot be guaranteed.

## **Late applications**

Application forms received after the closing date will not normally be considered.



## Selection Process

If you are selected for interview you will be notified within three weeks of the closing date.

The interview panel will normally consist of two or three people, one of whom will be the line manager responsible for this position.

## DBS

Where a post is linked with working with either children or vulnerable adults, it will be necessary for the Council to undertake a Disclosure and Barring check on the successful candidate. If the post you are applying for is subject to a DBS check, this information will have been included in the advert and/or application pack.

For more information & guidance on DBS checks, please visit [www.gov.uk/disclosure-barring-service-check/overview](http://www.gov.uk/disclosure-barring-service-check/overview)

**Having a criminal record will not necessarily bar you from working with us.** This will depend on the nature of the position and the circumstances and background of your offences.

## EQUAL OPPORTUNITIES

Rugby Borough Council is an Equal Opportunities Employer.

The aim of the Council is to ensure that no job applicant or employee receives less favourable treatment on the grounds of sex, marriage, race, colour, nationality, religion, age, ethnic or national origins or is disadvantaged by conditions or requirements which cannot be shown to be justified. Selection criteria and procedures will be frequently reviewed to ensure that individuals are selected, promoted and treated on the basis of their relevant merits and abilities. All employees will be given equal opportunity and, where appropriate, special training to progress within the organisation.

## Employment of Disabled People

The Council's Policy on Employment of Disabled People sets out the Council's commitment to promoting best employment equality practice in its efforts to eliminate discrimination and create working environments where all are treated fairly and with respect.

Outline details of the policy and how it relates to recruitment are as follows

- (a) It is the Council's policy that disabled people both registered and unregistered should have full and fair consideration for all job vacancies for which they are suitable applicants.
- (b) The Council will continue to maintain in employment, wherever practicable, employees who become disabled during their working life and will help with their rehabilitation and retraining.
- (c) The Council wishes to help disabled people to realise their full potential by ensuring that they receive equal consideration for career development and promotional opportunities.
- (d) Wherever practicable and financially viable, through use of government grant where available, the Council is prepared to consider the modification of procedures or equipment to make full use of an individual's ability.
- (e) In order to implement this policy, close links will be maintained with the Local Disability Employment Adviser of the local Jobcentre Plus and specialist voluntary bodies, where appropriate.
- (f) The Council will draw to the attention of voluntary agencies and other interested bodies the Council's willingness to consider qualified disabled people for employment.
- (g) This policy has been formulated through consultation with the Staff and Manual Sides.

## **2. Purpose**

- (a) The Council recognises that it has a social obligation to pay special attention to the employment and career development of disabled people, both registered and unregistered.
- (b) It is important, to give careful and imaginative consideration to the employment of disabled people in work which is suitable. In many cases a comparatively minor amendment to facilities or procedures would enable a disabled person to work satisfactorily.

## **3. Implementation**

### **(a) Recruitment**

- (i) When interviewing a disabled candidate, the interviewer should:

leave out of the calculations a disability which has no relevance to the performance of the job;



consider minor adjustment to the job, to procedures, to equipment or to the working environment.

- (ii) Where there is some reasonable doubt about the ability of a disabled candidate, consideration should be given to the Access to Work programme run by Jobcentre Plus.
- (iii) Selection criteria and procedures will be kept under review to ensure individuals are selected, promoted and treated on the same basis of their relevant abilities and merit.

A copy of the full policy is available upon request from the Human Resources Unit, by telephoning 01788 533573, or by emailing [jobs@rugby.gov.uk](mailto:jobs@rugby.gov.uk)

## Disabled Job Applicants

All employees involved in the recruitment of people to the Council are made aware of their duty to ensure that the interview and any test(s) are accessible and fair to all job applicants. Authorised recruiters are expected to undertake the following steps to ensure all candidates have an equal chance of demonstrating their skills and abilities.

- Ask you if you have any access requirements, where this is not evident in your application form.
- Provide, as far as possible, the adjustments you require.
- Seek advice from experts where they are unsure about how to meet your access needs.
- Confine questions to your impairment or disability in terms of any problems, barriers and adjustments.
- Accept your better judgement and assurances that you are able to complete a task required by the job whether this is done in an adjusted way or not.

## Disability Confidence Employer

The Council has been awarded the Disability Confidence Employer accreditation. This means that in our efforts to improve the representation of disabled people in the Council's workforce, we will shortlist for interview (or test) all disabled applicants meeting the minimum criteria for the job.

# **NEW APPOINTMENTS**

## **Contract of Employment**

A Contract of Employment will be issued prior to your commencement of employment. Along with this you will receive an employee handbook, giving details of the Council policies that form the local terms and conditions of employment.

## **Canvassing, Equal Opportunities, Relationships with Officers or Members of the Council**

Canvassing of members or officers of the Council, directly or indirectly, will disqualify the candidate, and any relationships to officers or members of the Council must be disclosed. We are an Equal Opportunities employer. Applications will be considered on the basis of their suitability for the post(s) regardless of sex, sexual orientation, religion, racial origin, marital status, disablement or age.

## **Medical Examination and References**

Any offer of employment is subject to satisfactory medical clearance and two satisfactory written references being received.

It is also usual for new employees to undergo a vision test if PC work is involved in the post.

## **Immigration, Asylum and Nationality Act – Your right to work in the UK**

In accordance with the Immigration, Asylum and Nationality Act 2006, new employees are required to provide evidence that they are legally able to work in the UK. Without this evidence, your employment would not be able to begin.

A list of documents is provided to all interview candidates, but if you require a copy ahead of the closing date, please contact the Human Resources Unit.

## **Qualifications**

All new employees will be required to offer proof of their qualifications (and driving licence if required), by providing sight of original certificates and photocopies of these will be taken and held by the Human Resources Unit.



# GENERAL CONDITIONS OF SERVICE

***Applicable to all employees, with the exception of the Executive Director, Deputy Executive Director and Chief Officers.***

The general conditions of appointment are in accordance with those recommended by the National Agreement on Pay and Conditions of Service (the Green Book) with certain Local Agreements.

## **Office Hours and Flexible Working**

Normal hours of work total 37 hours per week, Monday to Friday. The offices are open to the public between 9.00am and 5.00pm.

A system of flexible working hours is in operation for some employees.

Many employees, however, have different working hours to opening hours. Full details will be given on commencement of employment.

## **Holiday Entitlement**

The basic holiday entitlement is 23 days per year. This increases with length of service and salary point. In addition to your annual leave entitlement there are 8 days which are Bank Holidays and 2 extra statutory days which are taken at Christmas.

## **Salary and Increments**

All staff are salaried and are paid monthly by bank credit transfer on the 26<sup>th</sup> day of each month. Subject to satisfactory service, annual increments are paid on 1<sup>st</sup> April in each year until the maximum of the salary grade is reached. Payment of the first increment is also subject to the officer completing six months in the grade. If this has not been completed by 1<sup>st</sup> April the increment will be paid 6 months after the commencement of employment.

## **Local Government Pension Scheme**

You will be eligible to join the Local Government Pension Scheme (LGPS), provided you are under 67/68 depending on current age. As membership is not compulsory, employees have the option of making alternative arrangements. The choices you will have therefore, are as follows:

- To join or stay in the LGPS.
- To contribute to the State Earnings Related Pension Scheme (SERPS).
- To arrange your own personal pension scheme (PPS).

## **Probationary Period**

All new appointments will be subject to a probationary period of no less than six months.

## **Staff Consultation and Trade Unions**

The Borough Council recognises the requirement for consultation and discussion with employees. Employees' interests regarding conditions of service etc. are subject to discussion directly with Members of the Council. The employee side membership comprises representatives of the unions – UNISON and Unite (T&GW). There is no closed shop in operation.

## **Car Allowances**

There are two classes of car user – essential and casual. 'Designated' casual and essential users are employees designated by the Council who are required to provide a car to enable them to perform their duties efficiently. The current list of these posts is kept in the Resources Service within Financial Services. A post cannot be designated essential until the present (or previous) post-holder has recorded 3,000 miles or more in the previous financial year.

## **Car Loan Scheme**

A car loan scheme exists which applies to officers who are designated car users and in receipt of essential or casual user car allowances and travelling more than 300 business miles per annum.

A scheme also exists for non-designated car users who hold a full driving licence and who have been a permanent employee with the Council for more than one year, working full or part-time.

## **Training and Development**

As part of the commitment to the development of employees, we encourage and support training for relevant qualifications alongside professional and skills based courses.

## **No Smoking Policy**

The Council operates a Smoke Free Workplace Policy within all its offices and vehicles.

## **Code of Conduct for Employees**

The public is entitled to expect the highest standards of conduct from all employees who work in Local Government. The Council has a Code of Conduct which seeks to ensure high standards of honesty, impartiality, equality and fairness.

## **Staff Car Parking**

Staff car parking facilities are available to all employees. This will be in one of three car parks within easy reach of the Town Hall. A car park permit will be issued to you on commencement of employment.

This arrangement is subject to review and is not a contractual arrangement on the part of the Borough Council.

## **Membership of Professional Institution Obtained by Examination**

The Council will pay one annual subscription per officer for membership of professional institutions, where such membership has been obtained through the passing of an examination of the institution or of an approved examining body.