

# Public Document Pack



**Meeting:** Council  
**Date:** Thursday 7<sup>th</sup> March 2024  
**Time:** 6:00 pm  
**Venue:** Council Chamber, The Cube, George Street, Corby NN17 1QG

**The meeting will be available for the public to view live at our Democratic Services' YouTube channel:**

<https://www.youtube.com/@NNCDemServices>

### **Council Membership:**


Councillor Barbara Jenney (Chair), Councillor Lora Lawman (Vice-Chair), Councillor Jean Addison, Councillor Tim Allebone, Councillor Valerie Anslow, Councillor Ross Armour, Councillor Charlie Best, Councillor Paul Bell, Councillor Matt Binley, Councillor Jennie Bone, Councillor David Brackenbury, Councillor Wendy Brackenbury, Councillor Cedwien Brown, Councillor Scott Brown, Councillor Leanne Buckingham, Councillor Lyn Buckingham, Councillor Lloyd Bunday, Councillor Jon-Paul Carr, Councillor Robin Carter, Cllr Melanie Coleman, Councillor William Colquhoun, Councillor John Currall, Councillor Alison Dalziel, Councillor Mark Dearing, Councillor Dez Dell, Councillor Scott Edwards, Councillor Jonathan Ekins, Councillor Emily Fedorowycz, Councillor Martin Griffiths, Councillor Jim Hakewill, Councillor Clive Hallam, Councillor Ken Harrington, Councillor Helen Harrison, Councillor Kirk Harrison, Councillor Larry Henson, Councillor Helen Howell, Councillor David Howes, Councillor Philip Irwin, Councillor Bert Jackson, Councillor Ian Jelley, Councillor Matt Keane, Councillor King Lawal, Councillor Graham Lawman, Councillor Anne Lee, Councillor Richard Levell, Councillor Paul Marks, Councillor Dorothy Maxwell, Councillor Peter McEwan, Councillor John McGhee, Councillor Zoe McGhee, Councillor Andy Mercer, Councillor Gill Mercer, Councillor Macaulay Nichol, Councillor Steven North, Councillor Jan O'Hara, Councillor Dr Anup Pandey, Councillor Tom Partridge-Underwood, Councillor Mark Pengelly, Councillor Harriet Pentland, Councillor Roger Powell, Councillor Elliot Keith Prentice, Councillor Simon Rielly, Councillor Russell Roberts, Councillor Mark Rowley, Councillor Geoff Shacklock, Councillor David Sims, Councillor Jason Smithers, Councillor Chris Smith-Haynes, Councillor Joseph John Smyth, Councillor Sarah Tubbs, Councillor Michael Tye, Councillor Malcolm Ward, Councillor Malcolm Waters, Councillor Kevin Watt, Councillor Keli Watts, Councillor Andrew Weatherill and Councillor Lee Wilkes.

Members of The Council are invited to attend the above meeting to consider the items of business listed on the agenda.

## Agenda

Item	Subject	Page no.
01	<p><b>Apologies</b></p> <p>To receive any apologies for absence.</p>	
02	<p><b>Minutes of the meetings held on 25<sup>th</sup> January 2024 and 22<sup>nd</sup> February 2024</b></p> <p>The minutes of the Meetings of the Council held on 25<sup>th</sup> January 2024 and 22<sup>nd</sup> February 2024 to be approved as a correct record and signed by the Chair.</p>	7 - 26
03	<p><b>Declarations of Interest</b></p> <p>Members to declare any interest as appropriate in respect of items to be considered at the meeting.</p>	
04	<p><b>Chair's Announcements</b></p> <p>To receive any announcements from the Chair.</p>	
05	<p><b>Leader's Announcements</b></p> <p>To receive any announcements from the Leader of the Council.</p>	
06	<p><b>Public Participation</b></p> <p>(i) Public Statements</p> <p>To consider public statements received in accordance with public meeting procedure rule 15.</p> <p>(ii) Public Questions</p> <p>To consider public questions received in accordance with public meeting procedure rule 16.</p> <p>(iii) Petitions</p> <p>To receive petitions qualifying for full Council in accordance with the council's petition scheme.</p>	
07	<p><b>Executive Presentations</b></p> <p>To receive any presentations from the Executive in accordance with meeting procedure rule 3.1 (vi).</p>	

Items requiring a decision		
08	<p><b>Pay Policy Statement 2024/25</b></p> <p>To approve the Pay Policy Statement for 2024/25.</p>	27 - 38
09	<p><b>Political Balance on Council Committees</b></p> <p>To approve the revised allocation of seats for committees.</p>	39 - 48
10	<p><b>Motions on Notice</b></p> <p>To consider motions received in accordance with Meeting Procedure Rule 18 as follows: -</p> <p><b><u>Motion 1</u></b></p> <p>To be proposed by Cllr Emily Fedorowycz and seconded by Cllr Dez Dell -</p> <p><i>“This Council believes that every North Northants resident should have access to green spaces and recognises the importance of public access to these spaces for community well-being. This Council strives to achieve and advocate for everyone to have access to green space or water within a 15-minute walk from their home as set out in the National Environmental Improvement Plan. This Council further acknowledges the benefits of green spaces for physical and mental health.</i></p> <p><i>This Council resolves:</i></p> <ol style="list-style-type: none"> <li><i>1. To ensure all North Northants residents have easy access to quality green spaces.</i></li> <li><i>2. Will take steps to protect and enhance our green infrastructure.</i></li> <li><i>3. To explore integration of access to green spaces as part of the development of the Urban Green Space Strategy.</i></li> <li><i>4. That the relevant EAP is made aware of the opportunity to apply to be a new national forest, and consider if this aligns with our strategy for green spaces.”</i> <p><b><u>Motion 2</u></b></p> <p>To be proposed by Cllr Jim Hakewill and seconded by Cllr Charlie Best-</p> <p><i>“This council welcomes the improvements achieved by Northamptonshire Children’s Trust Fostering Agency to being rated as “Good” following Ofsted’s January 2024 inspection.</i></p> <p><i>As corporate parents it is reassuring that our friends and colleagues at the Trust are succeeding in protecting and enriching the lives of</i></p> </li></ol>	

	<p><i>children and recognising the amazing role of Foster carers.</i></p> <p><i>This Council calls on the Leader of the Council to write to the Chief Executive of the Northamptonshire Children's Trust to reinforce the Councils commitment to supporting it in continuing to move forward positively".</i></p>	
11	<p><b>Councillor Questions</b></p> <p>To receive questions from members in accordance with meeting procedure rule 17.</p>	
<b>Urgent Items</b>		
	<p>To consider any items of business of which notice has been given to the Proper Officer and the Chair considers to be urgent, pursuant to the Local Government Act 1972.</p>	
12	<p><b>Close of Meeting</b></p> <p style="text-align: center;">Sanjit Sull, Monitoring Officer North Northamptonshire Council</p> <p style="text-align: center;"></p> <p style="text-align: center;"><b>Proper Officer</b> <b>Wednesday 28<sup>th</sup> February 2024</b></p>	

This agenda has been published Ben Smith (Head of Democratic Services).

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## Public Participation

The Council has approved procedures for you to present petitions or request to address meetings of the Council

ITEM	NARRATIVE	DEADLINE												
Members of the Public Questions	Questions may be submitted by members of the Public to meetings of the committee. The question must be in writing and submitted 2 clear working days prior to the meeting. No debate on questions or answers. A period of 15 minutes (Chair's Discretion) is allocated for Public Questions.	5:00pm Monday 4 <sup>th</sup> March 2024												
Members of the Public Agenda Statements	Members of the Public may make statements at meetings in relation to reports on the agenda. A request to address the committee must be received 2 clear working days prior to the meeting. The member of the Public has a maximum of 3 minutes to address the committee. A written copy of the statement must be submitted by the deadline indicated.	5:00pm Monday 4 <sup>th</sup> March 2024												
Members of the Public Petitions	<p>Anyone who lives, works or studies in North Northamptonshire may submit a petition to the Council. Depending on the size of your petition it will be responded to as follows: -</p> <table border="1"> <thead> <tr> <th>Category</th> <th>Signatory Threshold</th> <th>Description</th> </tr> </thead> <tbody> <tr> <td>Petition which triggers a debate</td> <td>1,500 +</td> <td>Any petition with 1,500 or more signatures will trigger a debate at a Full Authority meeting.</td> </tr> <tr> <td>Petition which calls an officer to account</td> <td>750 – 1,499</td> <td>Any petition with 750 – 1,499 signatures will summon a senior officer of the Authority to give evidence at a public Authority meeting.</td> </tr> <tr> <td>Standard Petition</td> <td>5 – 749</td> <td>Any petition with 5 – 749 signatures will be referred to a senior officer of the Authority to provide a response.</td> </tr> </tbody> </table>	Category	Signatory Threshold	Description	Petition which triggers a debate	1,500 +	Any petition with 1,500 or more signatures will trigger a debate at a Full Authority meeting.	Petition which calls an officer to account	750 – 1,499	Any petition with 750 – 1,499 signatures will summon a senior officer of the Authority to give evidence at a public Authority meeting.	Standard Petition	5 – 749	Any petition with 5 – 749 signatures will be referred to a senior officer of the Authority to provide a response.	
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Petition which triggers a debate	1,500 +	Any petition with 1,500 or more signatures will trigger a debate at a Full Authority meeting.												
Petition which calls an officer to account	750 – 1,499	Any petition with 750 – 1,499 signatures will summon a senior officer of the Authority to give evidence at a public Authority meeting.												
Standard Petition	5 – 749	Any petition with 5 – 749 signatures will be referred to a senior officer of the Authority to provide a response.												

These procedures are included within the Council's Constitution. Please contact [democraticservices@northnorthants.gov.uk](mailto:democraticservices@northnorthants.gov.uk) for more information.

## Members' Declarations of Interest

Members are reminded of their duty to ensure they abide by the approved Member Code of Conduct whilst undertaking their role as a Councillor. Where a matter arises at a meeting which **relates to** a Disclosable Pecuniary Interest, you must declare the interest, not participate in any discussion or vote on the matter and must not remain in the room unless granted a dispensation.

Where a matter arises at a meeting which **relates to** other Registerable Interests, you must declare the interest. You may speak on the matter only if members of the public are

also allowed to speak at the meeting but must not take part in any vote on the matter unless you have been granted a dispensation.

Where a matter arises at a meeting which **relates to** your own financial interest (and is not a Disclosable Pecuniary Interest) or **relates to** a financial interest of a relative, friend or close associate, you must disclose the interest and not vote on the matter unless granted a dispensation. You may speak on the matter only if members of the public are also allowed to speak at the meeting.

Members are reminded that they should continue to adhere to the Council's approved rules and protocols during the conduct of meetings. These are contained in the Council's approved Constitution.

If Members have any queries as to whether a Declaration of Interest should be made please contact the Monitoring Officer at – [monitoringofficer@northnorthants.gov.uk](mailto:monitoringofficer@northnorthants.gov.uk)

### **Press & Media Enquiries**

Any press or media enquiries should be directed through Council's Communications Team to [communications@northnorthants.gov.uk](mailto:communications@northnorthants.gov.uk)

### **Public Access and Enquiries**

The public are welcome to attend the Council's meetings in person using the Council's public gallery. Public enquiries regarding the Council's meetings can be made to [democraticservices@northnorthants.gov.uk](mailto:democraticservices@northnorthants.gov.uk)

### **Webcasting**

Meetings of the Council will be filmed by the Council for live and/or subsequent broadcast on the Council's website. The whole of the meeting will be filmed, except where there are confidential or exempt items. A copy will be retained in accordance with the Council's data retention policy.

If you make a representation to the meeting, unless you have specifically asked not to appear on the webcast, you are taking positive action to confirm that you consent to being filmed. You have been made aware of the broadcast and entering the Council Chamber you are consenting to be filmed by North Northamptonshire Council and to the possible use of those images and sound recordings for webcasting.

If you do not wish to have your image captured you should sit in the public gallery area that overlooks the Chamber.

The Council is obliged by law to allow members of the public to take photographs, film, audio-record, blog or tweet the proceedings at public meetings. The Council will only seek to prevent this should it be undertaken in a disruptive or otherwise inappropriate manner.

The Council intends to webcast all of its public meetings held at the Corby Cube, but if it is unable to do so, for the avoidance of doubt, the meeting will continue as scheduled and decisions and minutes made available on the Council's website in the normal manner.

If you have any queries regarding webcasting or the recording of meetings by the public, please contact [democraticservices@northnorthants.gov.uk](mailto:democraticservices@northnorthants.gov.uk)

## Minutes of a meeting of the Council

At 6.00 pm on Thursday 25th January, 2024 in the Council Chamber, Corby Cube,  
George Street, NN17 1QG

### Present:-

#### Members

Councillor Barbara Jenney (Chair)	Councillor Lora Lawman
Councillor Jean Addison	Councillor Anne Lee
Councillor Tim Allebone	Councillor Paul Marks
Councillor Ross Armour	Councillor Dorothy Maxwell
Councillor Matt Binley	Councillor Zoe McGhee
Councillor David Brackenbury	Councillor Andy Mercer
Councillor Wendy Brackenbury	Councillor Gill Mercer
Councillor Scott Brown	Councillor Macaulay Nichol
Councillor Lyn Buckingham	Councillor Dr Anup Pandey
Councillor Robin Carter	Councillor Tom Partridge-Underwood
Councillor Melanie Coleman	Councillor Mark Pengelly
Councillor John Currall	Councillor Harriet Pentland
Councillor Alison Dalziel	Councillor Elliot Prentice
Councillor Dez Dell	Councillor Simon Rielly
Councillor Scott Edwards	Councillor Russell Roberts
Councillor Emily Fedorowycz	Councillor Mark Rowley
Councillor Martin Griffiths	Councillor Geoff Shacklock
Councillor Jim Hakewill	Councillor Jason Smithers
Councillor Clive Hallam	Councillor Sarah Tubbs
Councillor Kirk Harrison	Councillor Michael Tye
Councillor Larry Henson	Councillor Malcolm Ward
Councillor Helen Howell	Councillor Andrew Weatherill
Councillor David Howes	Councillor Keli Watts
Councillor Bert Jackson	Councillor Kevin Watt
Councillor Matt Keane	Councillor Lee Wilkes
Councillor Graham Lawman	

#### Officers

Adele Wylie (Deputy Chief Executive/Monitoring Officer)  
Sanjit Sull (Assistant Director of Legal and Governance/Deputy Monitoring Officer)  
Louise Delavaloire (Senior Lawyer – Governance and Litigation)  
David Pope (Senior Committee Administrator)

### 293 Apologies

Apologies for absence were received from Councillors Valerie Anslow, Paul Bell, Charlie Best, Jennie Bone, Cedwien Brown, Leanne Buckingham, Lloyd Bunday, Jon-Paul Carr, William Colquhoun, Mark Dearing, Jonathan Ekins, Ken Harrington, Helen Harrison, Philip Irwin, Ian Jelley, King Lawal, Richard Levell, Peter McEwan, John

McGhee, Steven North, Jan O'Hara, Roger Powell, David Sims, Chris Smyth-Haynes, Joseph Smyth and Malcolm Waters.

#### **294 Tributes to Councillor Michael Tebbutt**

The Chair expressed her sincere condolences at the passing of Cllr Michael Tebbutt and extended condolences on behalf of everybody at the Council to Cllr Tebbutt's family and friends.

The Chair then invited the Leader of the Council, Cllr Jason Smithers to pay tribute to Cllr Tebbutt. Cllr Smithers spoke to reference Cllr Tebbutt's long and distinguished service as a councillor both at North Northamptonshire Council and its shadow authority, as well as the former Kettering Borough Councillor. Cllr Smithers noted that Cllr Tebbutt's memorial service was due to take place on 5<sup>th</sup> February 2024, at 2.00pm at St Giles Church, Desborough.

Cllr Smithers then opened the floor to receive tributes from fellow councillors, with Cllrs Jim Hakewill, Matt Keane, Russell Roberts, David Howes, Scott Edwards and David Brackenbury speaking warmly to acknowledge Cllr Tebbutt's contributions to local democracy as well as saluting him as a helpful, caring and enthusiastic gentleman who would be sorely missed.

The Chair stated that a charity ball would be held at Kettering Park Hotel on 11<sup>th</sup> May in aid of Prostate Cancer UK and in remembrance of Cllr Tebbutt and others. Further details would be available from Cllr Jan O'Hara.

A minute's silence in memory of Cllr Tebbutt was then observed by all those in attendance at the meeting.

#### **295 Declarations of Interest**

The Chair asked those members who wished to do so to declare any interests in respect of items on the agenda.

There were no declarations of interest received.

#### **296 Chair's Announcements**

The Chair spoke to reference a visit to the Wellingborough Magistrate's Court to view the innovative and pioneering work of the Youth Court Solutions project led by the Crisalys Foundation that focussed on preventing, reducing and mitigating youth trauma with an aim of reducing youth offending.

The Chair also congratulated Cllr Gill Mercer on her appointment to the Executive as Member for Adults, Health and Wellbeing.



**297 Monitoring Officer Designation - Interim appointment and Interim arrangements to cover Executive Director of Customer and Governance Duties**

[Sanjit Sull left the Council Chamber for the duration of this item]

Consideration was given to a report recommending the appointment of Sanjit Sull as Interim Monitoring Officer with effect from 27<sup>th</sup> January 2024, pending the permanent appointment to the role.

A copy of the report is filed with the agenda for the meeting, marked as 'Item 3'.

The recommendations in the report were proposed by Cllr Lora Lawman and seconded by Cllr Wendy Brackenbury.

Cllr Lawman noted that following the appointment of Adele Wylie as Chief Executive and Head of Paid Service, the Council was required to designate the role of Monitoring Officer under Section 5 of the Local Government and Housing Act 1989 to ensure compliance with statutory and legal obligations. Cllr Lawman noted that Sanjit Sull would bring a wealth of experience to the position, and it was her pleasure to propose Ms Sull for the role as Interim Monitoring Officer.

Cllr Wendy Brackenbury, in seconding the proposal, noted that Ms Sull was very well qualified to assume the role of Interim Monitoring Officer.

The Council's Monitoring Officer, Adele Wylie clarified that compressed working hours for the role would be kept under review to ensure that duties were discharged effectively.

Following conclusion of the debate, the motion was voted on, with 48 councillors in favour, 0 abstaining and 0 against.

**RESOLVED**

That Council appointed Sanjit Sull as Interim Monitoring Officer with effect from 27<sup>th</sup> January 2024, pending the permanent appointment to the role.

Reasons for Recommendations: It is a requirement in law that the Council has a designated Monitoring Officer and the recommendations within this report ensure that the Council continues to comply with its statutory and legal obligations.

Alternative Options Considered: Under the Local Government & Housing Act 1988, Section 5, authorities are required to appoint one of its officers as its Monitoring Officer, to ensure legal and fair decision making; promote and maintain high standards of conduct; report any instances of maladministration; and review the Council's Constitution.

The Council could decide to appoint a suitably qualified interim/consultant to fulfil the Monitoring Officer role and cover the duties of the Executive Director of Customer and Governance, however, the recommended option will ensure stability, continuity and will be the most cost-effective solution.

**298 Proposed Revisions to the Constitution - Audit and Governance Committee Terms of Reference**

Consideration was given to a report that sought approval for required updates to the terms of reference for the Audit and Governance Committee to reflect current CIPFA guidance and local arrangements.

A copy of the report is filed with the agenda for the meeting, marked as 'Item 4'.

The recommendations in the report were proposed by Cllr Andy Mercer and seconded by Cllr Andrew Weatherill.

Cllr Mercer noted that the proposed amendments has been considered by the Constitutional Working Group and recommended by the Democracy and Standards Committee.

Following conclusion of the debate, the motion was voted on, with 48 councillors in favour, 0 abstaining and 0 against.

**RESOLVED**

That Council approved of the revised Terms of Reference for the Audit and Governance Committee.

Reason for Recommendation – The proposed changes are recommended to ensure the Audit and Governance Committee can effectively discharge its functions in compliance with professional standards and reflects local arrangements.

Alternative Options Considered - The option of presenting the revisions as part of the programmed review at a later date was rejected as this would disrupt the delivery of the work of the Audit and Governance Committee.

**299 Local Government Association - Civility in public life - Debate Not Hate Campaign**

Consideration was given to a report that sought to update and inform Council of the Local Government Association's "Debate Not Hate: The Impact of Abuse on Local Democracy" report and campaign.

A copy of the report is filed with the agenda for the meeting, marked as 'Item 5'.

The recommendations in the report were proposed by the Leader of the Council, Cllr Jason Smithers and seconded by the Leader of the Opposition, Cllr Matt Keane.

Cllr Smithers stated that he was proud to propose the report and thanked the Chair and members of the Democracy and Standards Committee for recommending it to Full Council. Cllr Smithers noted that elected members were passionate about North Northamptonshire and its residents and although members may hold differing views and perspectives, they were united in doing their best for the area and should be united in supporting the Debate Not Hate campaign.

Cllr Smithers referred to research carried out by LGA, the results of which detailed significant levels of public abuse and intimidation received by elected members whilst carrying out their roles. The LGA had subsequently produced a report and created the Debate Not Hate campaign to raise public awareness of the role of councillors in local communities, encouraged healthy debate and offered support to those who had been the victim of abuse and intimidation. It was noted as being a great opportunity for the Council as one of the largest unitary authorities in the country to show leadership in signing the public statement supporting the Debate Not Hate campaign. Proactive commitments detailed within the report that the Council could take to ensure the safety and wellbeing of its members were highlighted to the meeting.

Cllr Matt Keane welcomed the report, noting the importance of having a wide range of views representing the electorate, with Council support for the campaign setting a good example in encouraging future candidates to stand for election. Cllr Keane called for the creation of a cross-party working group to examine ways the Council could fully support the campaign and champion local democracy.

The Chair invited further debate and Cllrs Andy Mercer, Zoe McGhee, Emily Fedorowycz, Jim Hakewill, Dorothy Maxwell, Lee Wilkes, Mark Pengelly, Lora Lawman and Helen Howell all spoke to welcome the report and provided examples of their own experiences with abuse and intimidation whilst carrying out their roles.

Following conclusion of the debate, the motion was voted on, with 47 councillors in favour, 0 abstaining and 0 against.

## **RESOLVED**

That the Council

- i) committed to and accepted the following:
  - a) To support the 'Debate not Hate' campaign and accept the Local Government Association recommendations in principle.
  - b) To work together, across the political groups to promote and uphold high standards of civil behaviour in public and political debate.
  - c) To establish a reporting mechanism to record and monitor incidents of harassment and abuse.
  - d) To work with officers to ensure that support is provided to councillors who are experiencing intimidation and abuse.
  - e) That the Democracy and Standards Committee will review this on an annual basis and will work with the Monitoring Officer to address and challenge ongoing issues and key concerns.
- ii) That the Leader of the Council signs the Debate Not Hate Public Statement on behalf of the Council.

Reasons for Recommendations - The 'Debate not Hate' campaign aims to raise public awareness of the role of councillors in local communities, encourage healthy debate and improve the response to and support those in public life facing abuse and intimidation.

Alternative Options Considered – To do nothing, however providing support to the campaign promotes high ethical standards in public life which is consistent with the Nolan principles and the Councillor Code of Conduct in accordance with the Localism Act 2011.

### **300 Request for Dispensation for Attendance**

Consideration was given to a report that sought approval of request for a dispensation to a Councillor who was currently unable to attend any Council meetings due to illness.

A copy of the report is filed with the agenda for the meeting, marked as 'Item 6'.

The recommendations in the report were proposed by Cllr Scott Edwards and seconded by Cllr Mark Rowley.

Proposing the report, Cllr Scott Edwards spoke to wish Cllr Christina Smith-Haynes well for the future and a full recovery, a sentiment echoed by Cllr Jim Hakewill during debate.

Following conclusion of the debate, the motion was voted on, with 48 councillors in favour, 0 abstaining and 0 against.

### **RESOLVED**

That Council granted a dispensation for Councillor Christina Smith-Haynes from attending meetings of the Council for a six-month period by reason of illness.

Reason for Recommendations – Pursuant to Section 85 of the Local Government Act 1972 where a Councillor fails to attend any meeting of the Council for six months, they cease to be a Member of the Council unless a dispensation has been granted by the Council.

Other Options Considered – Council could not approve the dispensation. This is not recommended as the reasons for it are considered reasonable and failure to grant would result in Councillor Christina Smith-Haynes ceasing to be a member of North Northamptonshire Council.

### **301 Close of Meeting**

There being no further business to be transacted, the Chair thanked members, officers and the public viewing the meeting both in person and online for their attendance and closed the meeting.

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Chair

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Date

The meeting closed at 6.58 pm

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## Minutes of a meeting of the Council

At 10.00 am on Thursday 22nd February, 2024 in the  
Council Chamber, Corby Cube, George Street, NN17 1QG

### Present:-

#### Members

Councillor Barbara Jenney (Chair)	Councillor Lora Lawman (Vice Chair)
Councillor Jean Addison	Councillor Matt Keane
Councillor Tim Allebone	Councillor Graham Lawman
Councillor Valerie Anslow	Councillor Anne Lee
Councillor Ross Armour	Councillor Paul Marks
Councillor Paul Bell	Councillor Dorothy Maxwell
Councillor Matt Binley	Councillor John McGhee
Councillor Jennie Bone	Councillor Zoe McGhee
Councillor David Brackenbury	Councillor Andy Mercer
Councillor Wendy Brackenbury	Councillor Gill Mercer
Councillor Cedwien Brown	Councillor Macaulay Nichol
Councillor Leanne Buckingham	Councillor Steven North
Councillor Lyn Buckingham	Councillor Dr Anup Pandey
Councillor Lloyd Bunday	Councillor Tom Partridge-Underwood
Councillor Jon-Paul Carr	Councillor Mark Pengelly
Councillor Robin Carter	Councillor Harriet Pentland
Councillor Melanie Coleman	Councillor Elliot Prentice
Councillor William Colquhoun	Councillor Russell Roberts
Councillor Dez Dell	Councillor Mark Rowley
Councillor Scott Edwards	Councillor Geoff Shacklock
Councillor Jonathan Ekins	Councillor Jason Smithers
Councillor Emily Fedorowycz	Councillor Joseph John Smyth
Councillor Jim Hakewill	Councillor Sarah Tubbs
Councillor Clive Hallam	Councillor Michael Tye
Councillor Ken Harrington	Councillor Malcolm Ward
Councillor Larry Henson	Councillor Andrew Weatherill
Councillor Helen Howell	Councillor Keli Watts
Councillor David Howes	Councillor Lee Wilkes
Councillor Bert Jackson	

#### Officers

Adele Wylie – Chief Executive  
Kamila Coulson-Patel – Chief Lawyer, Governance and Litigation  
Janice Gotts – Executive Director of Finance and Performance (Section 151 Officer)  
Sanjit Sull – Director of Law and Governance (Monitoring Officer)  
Ben Smith – Head of Democratic Services

### 302 Apologies

Apologies for absence were received from Councillors Charlie Best, Scott Brown, John Currall, Alison Dalziel, Mark Dearing, Helen Harrison, Martin Griffiths, Philip

Irwin, Ian Jelley, Richard Levell, Peter McEwan, Simon Rielly, David Sims, Christine Smith-Haynes, Malcolm Waters and Cllr Kevin Watt.

**303 Declarations of interest.**

The Chair invited those who wished to do so to declare any interest in respect of items on the agenda.

The following interests were declared.

Name of Councillor	Minute Number	Interest	Reason for Declaration
Cllr Cedwien Brown	309	Personal	Member of Save Rothwell Green Space Working Party
Cllr Jim Hakewill	309	Personal	Member of Save Rothwell Green Space Working Party
Cllr Joseph Smyth	309	Personal	Member of Save Rothwell Green Space Working Party

**304 Chair's Announcements**

Members attention was drawn to the Meeting Procedure Rules applicable to the Budget discussions, approved by full Council at its meeting on the 26th January 2023 and circulated with the agenda for the meeting.

In order to ensure that all of the business of the meeting was completed, it was moved by Councillor Lora Lawman and seconded by Councillor Matt Keane that the Guillotine (Procedure Rule 10.1) be suspended until conclusion of all of the business on the agenda.

The vote was unanimously carried.

**Resolved:-**

That the Guillotine (Procedure Rule 10.1) be suspended until the conclusion of the business stipulated on the published agenda.

**305 Minutes of the meeting held on 7th December 2023**

The minutes of the meeting of the Council held on 7<sup>th</sup> December 2023 were approved as a correct record and signed by the Chair.

**306 Public Participation**

The Chair noted that Council had received a request from one member of the public, Mr Michael Blissett, to address the meeting.

Mr Blissett made a statement to the meeting with reference to the Capital Programme report, item 8 on the agenda, speaking against the construction of a temporary stopping site for travellers at Junction 3 of the A14, Rothwell.



Mr Blissett believed the site was too expensive and would be detrimental to the wildlife area on which it was to be situated. He proposed using one of the disused areas of road on the A43 between Kettering and Northampton instead.

The Chair thanked Mr Blissett for his contribution and attendance.

### **307 Budget 2024-25 and Medium-Term Financial Plan**

Council considered a report setting out the revenue budget proposals 2024/25 and Medium-Term Financial Plan to 2027/28 for North Northamptonshire Council, including the proposed Council tax level for 2024/25. A copy of the report is filed with the agenda for the meeting, marked 'Item 6'.

The motion setting out the recommended draft budget, medium term financial plan and proposed council tax level was moved by Councillor Lloyd Bunday and seconded by Councillor Lee Wilkes.

In introducing the budget, the main outline assumptions were conveyed:-

- i) A balanced general fund budget for 2024-25, with funding supporting net spend requirements of £375.3m (excluding the Dedicated Schools Grant (DSG) of £388.4m);
- ii) Further investment of circa £62.6m to both protect vital services and invest in service change and improvement. This allowed for demand and cost increases in services, most notably investment in Adult Social Care (£28.7m) and Children's Services (£15.1m);
- iii) Cost pressures and service investment were, in part, offset by savings, efficiencies and income generation of £23.8m, this included the continuation of savings already included as part of the 2024-25 medium term financial plan and which remained deliverable, with the remainder being met through improved business rates income, council tax income and Government grants;
- iv) An investment in Social Care which recognised a 9.8% increase in the National Living Wage from 1 April 2024 to £11.44 per hour;
- v) An increase in Council Tax consisting of 2.99% for the "core" Council Tax and 2% for the Adult Social Care precept, which resulted in a new Band D equivalent Council Tax of £1,740.22, an average weekly increase of £1.59 (based on Band D equivalent);
- vi) No change to the Local Council Tax Support Scheme which would continue at 25%;
- vii) Inclusion of a contingency to mitigate against unforeseen cost pressures totalling £4.1m. This was equivalent to over 1% of the Council's net budget and recognised the risks posed by the wider economy and rising demand;
- viii) The use and retention of reserves to support investment in service improvement, fund time limited projects, pump-prime schemes and to help manage risk and associated cost pressures both in-year and across years;
- ix) That officers would continue to seek efficiencies in order to help address the budget requirement from 2025-26 and into future year; and
- x) A Dedicated Schools Grant settlement of £388.4m.

The process of budget scrutiny was welcomed which had taken place over two phases, the first to consider the in-year position for 2023-24 and any implications for 2024-25 and the second to consider the detailed proposals for 2024-25. The first

phase having taken place during November 2023 and the second phase in January 2024.

A budget amendment on behalf of the Labour Group was moved by Councillor Matt Keane and seconded by Cllr Lyn Buckingham, in the following terms:-

- i) That one-off expenditure of £15k funded from reserves during 2024/25 should be made to organise an event to recognise the volunteers who had made a huge difference to help residents in the Covid period;
- ii) That on a cost neutral recurring basis the Council show that it values employees by marking traditional anniversaries of years in service with payments already provided for in existing budgets;
- iii) That on a cost neutral recurring basis an existing SEND Information Advice Support officer spend one day a month at the respective Family Hubs to make this specialist advice more readily available to parents of children with Special Educational Needs, together with making the SEND Information Advice Support service phone number more widely well known.

Following debate, the Labour Group amendment was voted upon, with 16 members voting in favour, 0 abstaining and 39 against. The amendment was lost.

A budget amendment was then moved on behalf of the Green Alliance Group by Councillor Emily Fedorowycz in the following terms:-

- i) That time limited expenditure funded from reserves of £55k in 2024/25 and £40k 2025/26 be made for a bid writer inclusive of £15k onboarding costs included for the first year. This would be to leverage the climate change budget to ensure the Council had prepared bids ready for emerging funding for climate change work, including electric bus funding.

Following debate, a recorded vote was requested on the proposed amendment. With the requisite number of councillors standing, the vote was recorded as follows:-

**In favour (17)**

Councillors Valerie Anslow, Ross Armour, Lyn Buckingham, Leanne Buckingham, William Colquhoun, Emily Fedorowycz, Dez Dell, Matt Keane, Jim Hakewill, Anne Lee, Jean Addison, John McGhee, Zoe McGhee, Mark Pengelly, Joseph Smyth, Sarah Tubbs and Keli Watts.

**Abstaining (1)**

Eliot Prentice

**Against (35)**

Tim Allebone, Paul Bell, Matt Binley, Jennie Bone, David Brackenbury, Wendy Brackenbury, Cedwien Brown, Lloyd Bunday, Jon-Paul Carr, Robin Carter, David Howes, Jonathan Ekins, Scott Edwards, Ken Harrington, Clive Hallam, Helen Howell, Graham Lawman, Lora Lawman, Dorothy Maxwell, Paul Marks, Andy Mercer, Gill Mercer, Macaulay Nichol, Tim Allebone, Anup Pandey, Tom Partridge-Underwood,

Harriet Pentland, Russell Roberts, Mark Rowley, Geoff Shacklock, Jason Smithers, Michael Tye, Malcolm Ward, Larry Henson and Lee Wilkes.

The amendment was lost.

Following debate of the main motion, a recorded vote was undertaken on the budget proposals, inclusive of the setting of council tax, in accordance with the Local Authorities (Standing Orders) (England) (Amendment) Regulations 2014. The names of the councillors voting for the decision, against the decision or abstaining from voting were as follows:-

**In favour (41)**

Councillors Tim Allebone, Valerie Anslow, Paul Bell, Matt Binley, Jennie Bone, David Brackenbury, Wendy Brackenbury, Cedwien Brown, Lyn Buckingham, Lloyd Bunday, Jon-Paul Carr, Robin Carter, Scott Edwards, Jonathan Ekins, Clive Hallam, Larry Henson, Helen Howell, Ken Harrington, David Howes, Bert Jackson, Graham Lawman, Lora Lawman, Steven North, Dorothy Maxwell, Paul Marks, Andy Mercer, Gill Mercer, Macaulay Nichol, Anup Pandey, Tom Partridge-Underwood, Harriet Pentland, Eliot Prentice, Russell Roberts, Mark Rowley, Geoff Shacklock, Jason Smithers, Joseph Smyth, Sarah Tubbs, Malcolm Ward, Keli Watts and Lee Wilkes.

**Abstaining (2)**

Councillors Dez Dell and Emily Fedorowycz.

**Against (10)**

Councillors Jean Addison, Ross Armour, Leanne Buckingham, William Colquhoun, Matt Keane, Jim Hakewill, Anne Lee, John McGhee, Zoe McGhee and Mark Pengelly.

The motion was carried.

**Resolved:-**

That Council:

- a) approves the 2024-25 revenue budget as set out in the Budget 2024-25 and Medium-Term Financial Plan report, which includes and sets:
  - i. a budget requirement of £763.773m including a Dedicated Schools Grant of £388.440m and a net revenue budget requirement of £375.333m as set out in **Appendix A**.
  - ii. a total Council Tax requirement for the Council's own purposes of £201.599m as contained in paragraph 5.25.
  - iii. An average Band D Council Tax of £1,740.22 for North Northamptonshire Council, representing a 2.99% increase in the 'core' Council Tax and a further 2% for the Adult Social Care Precept, and as set out within the separate Council Tax Resolution Report attached at **Appendix K**.
  - iv. the detailed proposals of savings, pressures and income generation for 2024-25 as set out within the report and **Appendix B**.

- v. the Dedicated Schools Grant budget of £388.440m for 2024-25, as detailed in **Appendix C**, and summarised in paragraphs 5.41 – 5.55.
  - vi. the planned use of, contribution to, and movement in, reserves as identified in paragraph 5.56, section 9 and **Appendix D** of this report, subject to the final call on reserves as a result of the Final Financial Settlement or other changes.
  - vii. the corporate budget requirements as set out in paragraph 8.1, including a contingency sum of £4.101m as set out in paragraph 8.2.
  - viii. the Treasury Management Strategy for 2024-25 as set out in **Appendix H**, including the Authorised Borrowing Limit of £907m and to note a further update to the Strategy will be provided once the disaggregation of the former Northamptonshire County Council's Balance Sheet has been finalised.
  - ix. the recommended Flexible Use of Capital Receipts Strategy as set out in Section 10 and **Appendix J**.
- b) delegates authority to the Executive Member for Finance and Transformation in consultation with the Executive Director of Finance and Performance (Section 151 Officer) to agree any necessary variations to the budget prior to 1st April 2024.
  - c) delegates authority to the Executive Member for Finance and Transformation in consultation with the Executive Director of Finance and Performance (Section 151 Officer) to agree the use of the following reserves which will provide the flexibility to manage the overall budget during 2024-25.
    - Transformation Reserve
    - Public Health Reserve
    - Waste Management Reserve
    - Adult Social Care Reserve
    - Budget Delivery Reserve
    - Business Rates Retention Reserve
    - General Risk Reserve
  - d) notes the forecast financial position for 2025-26 to 2027-28, noting that this will be reviewed as further information becomes available and updated as part of the budget process for 2025-26 onwards.
  - e) notes that the financial position has been based on the Final Local Government Finance Settlement announced on 5th February 2024.
  - f) considers the consultation feedback as summarised in the report and attached at **Appendix E**.
  - g) notes the Equality Impact Screening Assessment as at **Appendix F** as having been taken into consideration.
  - h) considers the outcome from the Corporate Scrutiny Committee, as detailed at **Appendix G** and any separate representations to Executive.

- i) considers the Section 25 Report of the Executive Director of Finance and Performance (Section 151 Officer) as set out in Section 15, including her review of the robustness of the estimates and the adequacy of the reserves.
- j) delegates authority to the Executive Member for Children, Education and Skills and the Executive Member for Finance and Transformation in consultation with the Executive Director for Adults, Health Partnerships and Housing (and Children's Services – Interim) and the Executive Director of Finance and Performance (Section 151 Officer) to approve North Northamptonshire's Schools Funding Formula and to finalise the funding allocation for schools, in line with North Northamptonshire's Schools Funding Formula.
- k) delegates authority to the Executive Member for Finance and Transformation in consultation with the Executive Director of Finance and Performance (Section 151 Officer) to draft the recommended budget resolution for Council in accordance with the necessary legal requirements and to take into account the decisions of the Executive and any final changes and other technical adjustments that may be required.

### **Council Tax Setting**

- l) Notes the legal background to setting the budget and Council tax as set out in **Appendix I**.
- m) approves the Council Tax Resolution attached as **Appendix K** to the report which is based on the budget proposals, and which:
  - Calculates the Council tax requirement in accordance with Section 31A of the Local Government Finance Act 1992 as amended by the Localism Act 2011.
  - Calculates a basic amount of Council Tax and an amount of tax for each valuation band (the Council element) in accordance with Sections 31B and 36 of the Local Government Finance Act, 1992, as amended.
  - Sets an amount of Council Tax for each category of dwellings in each valuation band in accordance with Section 30 of the Local Government Finance Act, 1992.

#### *Reason for Decision:-*

*To ensure that the Council complies with its Constitution and legislative requirements in setting the budget for North Northamptonshire Council from 2024-25.*

#### *Alternative Options Considered:-*

*The budgets have been subject to a formal budget consultation and scrutiny and the feedback has been considered as part of this process.*

### 308 Housing Revenue Account (HRA) Draft Budget 2024/25 and Medium Term Financial Plan

Council considered a report setting out the Housing Revenue Account (HRA) Budget for 2024/25 and its Medium Term Financial Plan proposals. A copy of the report is filed with the agenda for the meeting, marked item 7.

Councillor Lloyd Bunday moved and Councillor Mark Rowley seconded the motion setting out the recommendations in the report.

It was noted that the HRA was a separate ring-fenced account within the Council for the income and expenditure associated with its housing stock, and also that the HRA did not directly impact on the Council's wider General Fund budget or on the level of council tax.

It was further noted that income to the HRA was primarily received through the rents and other charges paid by tenants and leaseholders. As required by the Housing Act 1985, council tenants in Kettering and Corby had been consulted via the Tenants Advisory Panel (TAP), with a proposed rent increase of 7.7% in rent levels for 2024/25.

Following debate, the motion was voted upon, with 41 councillors voting in favour, 0 abstaining and 9 against.

The motion was carried.

#### **Resolved:-**

That Council:

- a) Approves the 2024/25 Housing Revenue Account (HRA) Budgets consisting of the Corby Neighbourhood Account and the Kettering Neighbourhood Account as set out in **Appendix A** to the report.
- b) Approves an increase in dwelling rents for 2024/25 of 7.7% which adheres to the Department for Levelling Up, Housing and Communities (DLUHC) formula on rents for social housing for both the Corby Neighbourhood Account and the Kettering Neighbourhood Account.
- c) Approves the Housing Revenue Account Medium Term Financial Plan consisting of the Corby Neighbourhood Account and the Kettering Neighbourhood Account, for 2025/26 to 2028/29 as set out in **Appendix B**.
- d) Notes the forecast reserves for the Corby Neighbourhood Account and the Kettering Neighbourhood Account up to 2028/29 as set out in **Appendix C**.
- e) Notes the comments from the Corporate Scrutiny Committee as detailed at **Appendix D**.

*Reason for Decision:-*

*To ensure that the Council complies with its Constitution in setting the budget for North Northamptonshire.*

*Alternative Options Considered:-*

*These HRA Budgets have been subject to a formal budget consultation and comments from the consultation have been considered as part of this process.*

**309 Capital Programme 2024-28**

Council considered a report setting out the baseline Capital Programme for 2024-25 and the indicative Medium-Term Financial Plan which identified the key factors and challenges influencing the development of North Northamptonshire Council's for 2024/25 and beyond. A copy of the report is filed with the agenda for the meeting, marked as item 8.

The motion to approve the Capital Programme 2024 to 2028 was moved by Councillor Lloyd Bunday and seconded by Councillor David Brackenbury.

In introducing the Capital Programme, the key principles underpinning a total capital programme of £171.8m (General Fund £113.1m, HRA £58.7m) over the four-year period 2024-28 were conveyed:-

- i) A General Fund Baseline Programme totalling £113.1m including key projects such as highways, disabled adaptations, school improvements and extensions, and various property and environmental projects across North Northamptonshire, together with significant investment in the highway's infrastructure network over and above the integrated transport grant funding;
- ii) A Housing Revenue Account (HRA) Baseline Programme totalling £58.7m across Kettering and Corby housing stock, together with significant investment of £20.2m proposed for the Housing Development and New Build Programmes.

A development pool of £169m was also proposed, projects within it being an indicative area of future investment, which would be subject to completing a satisfactory business case prior to Executive consideration for approval and inclusion within the formal programme.

A capital programme budget amendment on behalf of the Labour Group was moved by Councillor William Colquhoun and seconded by Cllr Anne Lee, in the following terms:-

- i) A one-off capital provision of £150k in 2024/25, offset by revenue in future years, to procure a traffic camera in Newland Street, Kettering, to enforce the existing prohibition on private cars driving through, to make Newland Street safer for pedestrians;
- ii) A further one-off capital provision of £200k in 2024/25, offset by unallocated HRA funding, for the Corby Neighbourhood Account's sheltered housing scheme improvement fund - which would double the funding for this programme during 2024/25.

Following debate, the Labour Group amendment was voted upon, with 15 members voting in favour, 0 abstaining and 35 against. The amendment was lost.

A budget amendment was then moved on behalf of the Green Alliance Group by Councillor Emily Fedorowycz in the following terms:-

- i) Removal of the proposed budget funding of £164k in 2024/25 and £1.136m in 2025/26 to fund the Temporary Travellers Stopping Place, the effect of which was to allow both permanent and temporary to be considered as part of the published timescale for the Gypsy and Traveller Local Plan Policy.

Following debate, a recorded vote was requested on the Green Alliance Group amendment. With the requisite number of councillors standing, the vote was recorded as follows:-

**In favour (16)**

Councillors Ross Armour, Jean Addison, Cedwien Brown, Leanne Buckingham, William Colquhoun, Dez Dell, Matt Keane, Jim Hakewill, Anne Lee, John McGhee, Zoe McGhee, Mark Pengelly, Joseph Smyth, Sarah Tubbs, Valerie Anslow, and Keli Watts.

**Abstaining (2)**

Councillors Tim Allebone and Lyn Buckingham

**Against (32)**

Councillors Matt Binley, Jennie Bone, David Brackenbury, Wendy Brackenbury, Lloyd Bunday, Jon-Paul Carr, Robin Carter, Melanie Coleman, David Howes, Bert Jackson, Scott Edwards, Jonathan Ekins, Clive Hallam, Larry Henson, Helen Howell, Graham Lawman, Lora Lawman, Dorothy Maxwell, Paul Marks, Andy Mercer, Gill Mercer, Macaulay Nichol, Steven North, Anup Pandey, Tom Partridge-Underwood, Harriet Pentland, Elliot Prentice, Russell Roberts, Mark Rowley, Jason Smithers, Malcolm Ward, and Lee Wilkes

The amendment was lost.

Following subsequent debate on the main motion, it was voted upon, with 34 councillors in favour, 3 abstaining and 11 against.

The motion was carried.

**Resolved:-**

That Council:

- a) Approves the General Fund Capital Programme 2024-28 and HRA Capital Programme 2024-28.
- b) Delegates authority to the Executive Member for Finance and Transformation in consultation with the Executive Director of Finance and Performance (Section 151 Officer) to agree any necessary variations to the capital budget prior to 1<sup>st</sup> April 2024.

*Reason for Decision:-*

*To ensure that the Council complies with its Constitution and legislative requirements in setting the budget for North Northamptonshire Council for 2024-25.*



*Alternative Options Considered:-*

*Any comments from the consultation have been considered as part of this process.*

### **310 Municipal Calendar of Meetings 2024/25**

Consideration was given to a report setting out the proposed municipal timetable for 2024/25. A copy of the report is filed with the agenda for the meeting, marked as item 9.

Councillor Jason Smithers moved and Councillor Helen Howell seconded the motion to approve the draft North Northamptonshire Council municipal timetable for 2024/25.

In presenting the report to members, it was noted that Council was required to approve a calendar of meetings prior to the commencement of each new municipal year. Whilst the vast majority of formal meetings were included in the timetable, because some meetings were ad hoc in nature they would be called as and when required, as in previous years.

It was further noted that 2024/25 would be an election year. The number of meetings during the pre-election (purdah) period from mid-March 2025 had therefore been reduced compared to the previous municipal year, although some meetings that were expected to require business to be transacted remained in the diary.

The motion was voted upon, with 47 councillors voting in favour, 1 abstaining, and 0 against.

The motion was carried.

#### **Resolved:-**

That Council approves the Municipal Timetable for 2024/2025.

#### *Reason for Decision:-*

*To provide for approval of the municipal timetable in accordance with the Council's Constitution and to allow for timely planning of meeting dates for members, officers and the public.*

#### *Alternative Options Considered:-*

*To not to produce a municipal timetable for approval, however this would be contrary to the requirements of the Constitution and contrary to effective planning.*

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Chair

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Date

The meeting closed at 3.55 pm

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# Agenda Item 8



## Council

7 March 2024

<b>Report Title</b>	Pay Policy Statement 2024/25
<b>Report Author</b>	<b>Adele Wylie – Chief Executive</b> <a href="mailto:adele.wylie@northnorthants.gov.uk">adele.wylie@northnorthants.gov.uk</a>  Marie Devlin-Hogg – Assistant Director for Human Resources <a href="mailto:Marie.devlin-hogg@northnorthants.gov.uk">Marie.devlin-hogg@northnorthants.gov.uk</a>
<b>Executive Member</b>	Cllr Jason Smithers, Leader of the Council

<b>Are there public sector equality duty implications?</b>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
<b>Does the report contain confidential or exempt information (whether in appendices or not)?</b>	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
<b>Applicable paragraph number/s for exemption from publication under Schedule 12A Local Government Act 1972</b>	Not applicable
<b>Which Corporate Plan priority does the report most closely align with? <a href="#">Our priorities for the future   North Northamptonshire Council (northnorthants.gov.uk)</a></b>	Modern public services

### List of Appendices

#### Appendix A – Pay Policy Statement

##### 1. Purpose of Report

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- 1.1 It is a legislative requirement that the Council publishes an annual Pay Policy Statement. The Pay Policy Statement provides transparency with regards to the Council's approach to setting the pay of its directly employed workforce (excluding schools) for the year 1 April 2024 to 31 March 2025.
- 1.2 This report seeks approval of the Pay Policy Statement attached at Appendix A and asks Council to note that a package of new pay, terms, and conditions of employment and associated pay and employment policies for North Northamptonshire Council are still to be agreed.

##### 2 Executive Summary

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- 2.1 The Localism Act 2011 requires the Council to prepare a Pay Policy Statement each year. The Pay Policy Statement must articulate the Council's approach to

a range of issues relating to the pay of its workforce and must be published on the website by the 31 March each year.

- 2.2 There are no significant changes to the policy statement from the previous year, other than the previously agreed NNC pay and grading structure, terms and conditions have now been implemented for almost 50% of the workforce.

### **3 Recommendations**

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- 3.1 It is recommended that Council:
- a) Approve the Pay Policy detailed in Appendix A.
  - b) Delegate to the Chief Executive the making of any in-year amendments to the Pay Policy Statement that may be required to complete the Pay Data and Chief Executive Remuneration relative to other Council Employees after 1st April 2024, when the Green Book pay award is agreed.

#### **Reasons for Recommendations**

- 3.2 It is a statutory requirement under the Localism Act 2011 for the Authority to approve and publish a Pay Policy Statement.
- 3.3 Due regard has been given to the requirements of the Localism Act 2011 and associated guidance issued or approved by the Secretary of State, in setting out this Pay Policy Statement.

#### **Alternative Options Considered**

- 3.4 As stated, it is a statutory requirement that Council approve and publish a Pay Policy Statement and therefore no alternative options were considered.

### **4 Report Background**

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- 4.1 The Localism Act 2011, aims to increase transparency in local government. Section 38 of the Act sets out the requirement for local authorities to publish annual Pay Policy Statements. This includes a requirement that local authority pay policy is approved by democratically elected councillors on an annual basis.
- 4.2 Legislation and supporting government guidance, identifies the statutory contents of a Pay Policy Statement and how it should be presented. The core requirements of the provisions of the Act are that a Pay Policy Statement must set out the Authority's policies relating to senior salaries, remuneration and pay multiples, including the:
- Remuneration for its lowest paid employees
  - Definition used for this group and the reason for adopting this definition
  - Relationship between Chief Officer remuneration and that of other staff

- Pay multiple relationship between the highest earnings and the lowest earnings and between the median earnings figure for the whole authority workforce.

## 5 Issues and Choices

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- 5.1 The Pay Policy Statement covers all employees, with the exception of employees based in schools with delegated budgets. This includes employees who transferred into the council under the Transfer of Undertakings (protection of Employment) Act 2006 (TUPE) and employees directly appointed by the council since April 2021 on interim pay terms.
- 5.2 Specifically, the statement details the remuneration of:
- Chief Officers (statutory and non-statutory);
  - The lowest-paid employees; and
  - The relationship between the remuneration of chief officers and employees who are not chief officers.
- 5.3 'Pay', includes, in addition to basic salary, any charges, fees, allowances, benefits in kind, increases in or enhancements to pension entitlements and termination payments. It does not include any employer pension or NI contributions.
- 5.4 For the purpose of this pay statement, Statutory Officers include:
- Chief Executive (Head of Paid Service)
  - Executive Director, Finance & Performance (Section 151 Officer)
  - Executive Director, Children's Services (Director of Children's Services "DCS")
  - Executive Director for Adults, Health Partnerships & Housing (Director of Adult Social Services "DASS")
  - Executive Director, Customer & Governance (Monitoring Officer)
  - Director of Public Health & Wellbeing (Director of Public Health)
- Non-Statutory Officers include:
- Executive Director, Place & Economy (designated Deputy Chief Executive)
  - Assistant Chief Executive
- 5.5 The Council has now implemented the pay and grading structures considered by Full Council in 2023. These apply to new appointments since 1 February 2024. New starters and internal job changers, appointed since 1 April 2021, in accordance with the Council's interim recruitment protocol, have now been assimilated to the new pay structures.
- 5.6 The remaining workforce transferred to the Council under The Transfer of Undertakings (Protection of Employment) Regulations 2006 (TUPE) arrangements. They have the right to retain their existing pay, terms and conditions.

## **6 Next Steps**

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- 6.1 If approved, the pay policy statement will be published on the council's open data. transparency internet pages, in accordance with the requirements set out in the Localism Act 2011.

## **7 Implications (including financial implications)**

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### **7.1 Resources and Financial**

- 7.1.1 There are no direct additional resources or financial implications associated with the publication of this Pay Policy Statement.

### **7.2 Legal and Governance**

- 7.2.1 The adoption of an annual Pay Policy Statement is required by all relevant authorities pursuant to the Localism Act 2011. The Statement must reflect the requirements of the Act and have regard to any guidance issued or approved by the Secretary of State.
- 7.2.2 The scope of information covered in this Pay Policy Statement is limited until a final package of new pay terms and conditions of employment and associated pay and employment policies have been approved.
- 7.2.3 This Pay Policy Statement will be published on the Councils website alongside other data, relating to senior salaries and organisational structure (Local Government Transparency Code 2015), Gender Pay Gap (Equality Act 2010; 2017 regulations) and Trade Union Facility Time (Trade Union (Facility Time Publication Requirements) Regulations 2017).

### **7.3 Relevant Policies and Plans**

- 7.3.1 The adoption and publication of the Pay Policy Statement will ensure legal compliance with the relevant legislation.

### **7.4 Risk**

- 7.4.1 Failure to comply with Section 38 (1) of the Localism Act could lead to a legal challenge to the Council.
- 7.4.2 There are no further risks to consider arising from the proposed recommendations in this report.

### **7.5 Consultation**

- 7.5.1 None required.

### **7.6 Consideration by Executive Advisory Panel**

- 7.6.1 Not applicable.

## **7.7 Consideration by Scrutiny**

7.7.1 Not applicable.

## **7.8 Equality Implications**

7.8.1 The Council's duty under Section 149 of the Equality Act 2010 is to have "due regard" to the matters set out in relation to equalities when considering and making decisions. There are no direct equality impacts associated with agreeing the Pay Policy Statement.

## **7.9 Climate Impact**

7.9.1 Not applicable.

## **7.10 Community Impact**

7.10.1 Not applicable

## **7.11 Crime and Disorder Impact**

7.11.1 Not applicable

## **8 Background Papers**

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8.1 None.

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## Appendix A – Pay Policy Statement

### North Northamptonshire Pay Policy Statement 2024/25

#### 1. Introduction and purpose

This policy statement is provided in accordance with Section 38(1) of the Localism Act 2011.

North Northamptonshire Council has recently implemented its own pay and grading structure and accompanying terms and conditions of employment for new appointments. The council has also assimilated those employees who were appointed on or after April 2021 on the councils interim pay terms and conditions.

The purpose of the statement is to provide transparency with regard to the Council's approach to setting the pay of its directly employed workforce for 2024/25. In particular:

- The remuneration of chief officers;
- The remuneration of the lowest-paid employees; and
- The relationship between the remuneration of chief officers and employees who are not chief officers.

#### 2. Overview and Principles

The Council is committed to ensuring a fair and transparent approach in determining the pay of its' workforce and to ensuring that its' pay and grading structure attracts and retains talented employees to deliver its objectives.

In designing future pay arrangements, key principles include:

- Being fair, reasonable and transparent;
- Affordability.
- Rewarding employees for their contributions and achievements;
- Maintaining rates of pay which are competitive in attracting and retaining critical skills and talent.

#### 3. Scope

This statement covers all employees with the exception of employees based in schools with delegated budgets.

#### 4. Definitions

Definitions for the purpose of this pay statement are as follows:

“Pay” in addition to salary includes charges, fees, allowances, benefits in kind, increases in enhancements to pension entitlements, and termination payments. It does not include any employer pension or national insurance contributions.

“**Chief Officer**” refers to the following roles within the Council:

<b>Table 1</b>	
<b>Definition under the Localism Act 2011</b>	<b>Post held at North Northamptonshire Council</b>
Head of Paid Service	<ul style="list-style-type: none"> <li>• Chief Executive</li> </ul>
Monitoring Officer	<ul style="list-style-type: none"> <li>• Assistant Director, Legal &amp; Democratic</li> </ul>
Section 151 Officer	<ul style="list-style-type: none"> <li>• Executive Director, Finance &amp; Performance</li> </ul>
Statutory Chief Officers	<ul style="list-style-type: none"> <li>• Executive Director, Adults, Health Partnerships &amp; Housing (DASS)</li> <li>• Executive Director, Children’s Services (DCS)</li> <li>• Director, Public Health and Wellbeing (DPH)</li> </ul>
Non-Statutory Chief Officers	<ul style="list-style-type: none"> <li>• Executive Director, Place &amp; Economy (Deputy Chief Executive designate)</li> <li>• Assistant Chief Executive</li> </ul>
Deputy Chief Officer	<ul style="list-style-type: none"> <li>• Assistant Directors, Chief Information Officer and/or Heads of Service who report to an Executive Director or Director as noted above.</li> </ul>

“**Employees who are not a Chief Officer**” refers to employees who are not covered under the Chief Officer detailed in Table 1. This includes the lowest paid employees.

“**Lowest paid employees**” refers to employees who TUPE transferred into the council and employees appointed by the council employed on NNC pay terms. The lowest rate of pay within the Council (with the exception of those paid the statutory apprenticeship rates) is £22,183 (TUPE pay rate), which is £11.50 per hour.

## 5. Remuneration

### Chief Officers

Where a senior post is being appointed to and will be remunerated in excess of £100,000, Full Council are given the opportunity to consider the salary range that will be offered. This ensures that there is adequate transparency and accountability from elected members who are directly accountable to the electorate.

Full Council has delegated authority to the Employment Committee to make appointments to Chief Officers. They will be able to make an offer of remuneration within the salary range agreed by Full Council.

Chief Officer roles have been evaluated using the nationally recognised Hay Job Evaluation Scheme to ensure:

- posts are graded and rewarded financially through a fair and non-discriminatory process;
- there is consistency in treatment between posts; and
- the Council complies with equal pay legislation.

Chief Officer salaries have been benchmarked against roles in comparable Unitary councils, both in terms of the size and complexity of services delivered.

On appointment, Chief Officer salaries are offered within the relevant benchmarked salary range for the role and commensurate with the candidates most recent salary and experience. The benchmarked salary ranges are set out in **Section 10**.

The Deputy Chief Executive designation attracts an additional allowance of £10,000 to reflect the responsibilities associated with deputising for the Chief Executive on occasions, in addition to their core responsibilities.

The Chief Executive is the appointed Returning Officer and will receive a fee for administering local and parliamentary elections and referendums. This role is separate from that of Chief Executive and carries with it personal accountabilities. The fee paid will vary but will be determined in accordance with the relevant scales of fees agreed by the Shadow Executive Committee on 3 February 2021. For national elections and referendums, fees are met by the body responsible for funding the poll.

### **Employees who are not a Chief Officer**

Full Council has responsibility for determining pay, terms and conditions for North Northamptonshire Council and has delegated authority to the Head of Paid Service to negotiate and agree them.

With the exception of Teachers; and Soulbury roles (where the pay structures were agreed during 2022 and have applied to new appointments since April 2022), the pay structures for all other job roles in the Council were agreed with trade unions during 2023 and applied to new appointments since 1 February 2024.

New starters and internal job changers, appointed since 1 April 2021 in accordance with the Council's interim recruitment protocol, have been assimilated to the new pay structures.

The remaining workforce transferred to the Council under The Transfer of Undertakings (Protection of Employment) Regulations 2006 (TUPE) arrangements. They have the right to retain their existing pay, terms and conditions.

## **6. Pay Awards**

The Council will adjust pay levels to take account of any pay award set by statutory pay order or negotiated nationally by:

- the JNC for Local Authority Chief Executives
- the JNC for Chief Officers of Local Authorities
- the NJC for Local Government Service
- Soulbury Committee
- the Department of Education for unattached (centrally employed) teachers

This will apply to employees on TUPE protected 'nationally agreed' pay terms and conditions and to new starters/appointments since 1 April 2021.

## **7. Severance Payments**

The North Northamptonshire Council Constitution delegates authority to the Head of Paid Service to agree and make severance payments, in consultation with the Monitoring Officer and Section 151 Officer. Where a severance payment is in excess

of £100,000, Full Council are given the opportunity to consider it prior to it being agreed. This ensures that there is adequate transparency and accountability from elected members who are directly accountable to the electorate.

**8. Pay Ratios**

Pay Multiples are also included in this section as a way of illustrating our approach to pay dispersion.

In accordance with the Local Government Transparency Code (2014) and the Localism Act (2011), Table 2 shows the highest fte salary within the council and the associated pay multiple.

<b>Table 2</b>		
	<b>Annual Salary</b>	<b>Ratio</b>
Highest remuneration value	£181,048.00	
Mean remuneration value*	£34,725.37	5.21 : 1
Median remuneration value**	£31,638.02	5.72 : 1
lowest remuneration value***	£22,183.00	8.16 : 1

*\*The pay multiple ratio between the salary of the highest paid employee (the Head of Paid Service) and the mean full time equivalent salary of the organisation.*

*\*\* The pay multiple ratio between the salary of the highest paid employee (the Head of Paid Service) and the median full time equivalent salary of the organisation.*

*\*\*\*The ratio between the highest paid employee (the Head of Paid Service) and the lowest paid, based on full time equivalent salary.*

The pay multiples outlined in Table 2 are based on remuneration data for employees in post on 26/2/2024 (11 months of data) and will be revised once we have **full year** remuneration data for the 2023/24 financial year, in accordance with the Local Government Transparency Code (2014) and the Localism Act (2011)

**9. Pay Strategy**

In determining the pay and remuneration of its employees, the Council will comply with all relevant employment legislation. This includes the Equality Act 2010, Part Time Employment (Prevention of Less Favourable Treatment) Regulations 2000, The Agency Workers Regulations 2010 and where relevant, the Transfer of Undertakings (Protection of Earnings) Regulations.

With regard to the Equal Pay requirements contained within the Equality Act, the council ensures that all pay arrangements can be objectively justified through the use of job evaluation methods.

The council will take the following approach to assessing individual and overall pay levels:

- to recruit and retain staff in a way which is externally competitive and internally fair.
- the appropriate grade for a job is established through a process of job evaluation

that takes into account the level of knowledge, skills and accountability required for the role.

- in determining the grading structure and setting overall pay levels for all posts, take account of the need to ensure value for money in respect of the use of public expenditure, balanced against the need to recruit and retain employees who are able to meet the requirements of providing high quality services to the community, delivered effectively and efficiently and at times at which those services are required.
- the principle of encouraging employees to develop in their role and to improve their performance will inform the design, with pay grades containing a number of pay steps and an annual opportunity to progress up pay steps within the relevant job grade.
- any requirement for additional allowance or supplement will be objectively justified by reference to clear and transparent evidence and where market supplements are considered that this is with reference to data available from within and outside the local government sector.
- where different pay arrangements apply to different groups of staff, the reasons will be clearly evidenced and documented.
- policies about termination payments and employer discretions under the Local Government Pension Scheme will be reviewed and published for all staff. These will be produced with the intention of only making additional payments when in the best interests of the Authority and maintaining consistency through all pay grades.

## 10. Benchmarked salary ranges

The salary ranges for Head of Paid Service, Section 151 Officer, Monitoring Officer and the Statutory and Non- Statutory Chief Officers who form the Corporate Leadership team, are set out in Table 3.

<b>Table 3</b>		
<b>Role</b>	<b>Salary range £</b> (April '23 – March '24)	
Chief Executive (Head of Paid Service)	£181,048	£194,244
Executive Director of Children's Services and Statutory DCS	£140,683	£151,033
Executive Director, Finance & Performance and Statutory Section 151 Officer	£140,683	£151,033
Executive Director, Adults, Health Partnerships & Housing and Statutory DASS	£140,683	£151,033
Executive Director, Customer & Governance	£140,683	£151,033
Director, Public Health and Wellbeing and Statutory DPH	£110,668	£123,088
Executive Director, Place & Economy and Deputy Chief Executive designate	£140,683	£151,033
Assistant Chief Executive	£110,668	£123,088

Additional Information on Chief Officer salaries is published in the local government transparency data at [senior salaries](#).

Salary information reflects current values and will be updated in line with the 2024 pay awards, once these have been agreed nationally.

#### **11. Publication and Access to Information.**

This Pay Policy Statement will be published on the Council's website, together with the Council's pay and grading structure and information relating to senior management remuneration.



## Full Council 7<sup>th</sup> March 2024

<b>Report Title</b>	<b>Political Balance on Council Committees</b>
<b>Report Author</b>	Sanjit Sull, Monitoring Officer <a href="mailto:Sanjit.Sull@northnorthants.gov.uk">Sanjit.Sull@northnorthants.gov.uk</a>  Ben Smith, Head of Democratic Services <a href="mailto:Ben.smith@northnorthants.gov.uk">Ben.smith@northnorthants.gov.uk</a>
<b>Lead Member</b>	Cllr Jason Smithers, Leader of the Council

<b>Are there public sector equality duty implications?</b>	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
<b>Does the report contain confidential or exempt information (whether in appendices or not)?</b>	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
<b>Applicable paragraph number/s for exemption from publication under Schedule 12A Local Government Act 1972</b>	Not Applicable
<b>Which Corporate Plan priority does the report most closely align with? <a href="#">Our priorities for the future   North Northamptonshire Council (northnorthants.gov.uk)</a></b>	Modern Public Services

### List of Appendices

Appendix A – Proportionality Allocations

#### 1. Purpose of Report

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- 1.1 This report confirms the methodology proposed to be applied to determine the revised political balance of the authority following the recent passing of Cllr Mike Tebbutt and with Cllr Cedwien Brown and Cllr Joseph Smyth becoming independent members. It also proposes the apportionment of seats on committees in accordance with the application of the calculations.

#### 2. Executive Summary

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- 2.1. The political balance on Council Committees was last reported to the annual meeting of Council on 25<sup>th</sup> May 2023. This report sets out the revised political balance of the council as of 27<sup>th</sup> February 2024, how many voting seats are

available on committees and the political group nominations available for allocation to those seats.

### **3. Recommendations**

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- 3.1 It is recommended that Council approves the revised allocation of seats for the committees set out in Appendix A to the recognised political groups in accordance with statutory proportionality requirements and the Constitution.
- 3.2 *Reason for Recommendations – To ensure that the revised political balance of the Council is applied to the governance structure of the Council, in accordance with law and approved guidelines contained in the Council Constitution.*
- 3.3 *Alternative Options Considered – None, as the revised political balance calculation is required to be reported to full Council under the Local Government and Housing Act 1989 and Local Government (Committees and Political Groups) Regulations 1990.*

### **4. Report Background**

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- 4.1 The Council must allocate seats on committees and sub-committees in accordance with the provisions set out in the Local Government and Housing Act 1989 (“the 1989 Act”). Section 15(5) of the 1989 Act requires the Council to allocate seats on committees and sub-committees to political groups to give effect, as far as possible, to the following principles:
- a) not all the seats on the committee or sub-committee are allocated to the same political group (if the rules apply to that body);
  - b) that the political group having a majority of seats on the Council should have a majority on each committee and sub-committee;
  - c) that, subject to paragraphs (a) and (b) above, the number of seats on the Council’s committees and sub-committees allocated to each political group bears the same proportion to the total number of such committee seats as the number of members of that group bears to the membership of the full Council; and
  - d) that, subject to paragraphs (a) to (c) above, seats are allocated on each committee and sub-committee in the same ration as exists on the authority.
- 4.2 Section 16 of the 1989 Act requires the Council to give effect to the allocation of seats determined as set out above in accordance with the wishes of the political groups.



- 4.3 The Council can only depart from the principles set out above by passing a resolution with no member voting against the resolution.
- 4.4. Council will note that the political balance provisions only apply directly to committees and sub-committees and do not apply to the following:
- a) The Executive;
  - b) Bodies established by the Executive (e.g., Executive Advisory Panels, although Council has agreed that they may be applied subject to appointment by the Leader);
  - c) Health and Wellbeing Board;
  - d) Joint bodies established by the Executive.

## 5. Issues and Choices

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- 5.1 Council last received an update on political balance at its annual meeting on 25<sup>th</sup> May 2023, when the political group composition was as follows:-

	<b>Council</b>	<b>Conservative</b>	<b>Labour</b>	<b>Green Alliance</b>
<b>Members</b>	78	56	16	5
<b>%</b>	100	72.73	20.78	6.49

- 5.2 Following the passing of Cllr Mike Tebbutt, and with Cllr Cedwien Brown and Cllr Joseph Smyth becoming independent members, the political group composition is now as follows:-

	<b>Council</b>	<b>Conservative</b>	<b>Labour</b>	<b>Green Alliance</b>
<b>Members</b>	78	53	16	5
<b>%</b>	100	71.62	21.62	6.76

- 5.3. Appendix A sets out the breakdown of the allocation of seats to the political groups in accordance with the above percentages, taking account of the law and the provisions of the Constitution.
- 5.4. Council has already determined that the membership of the two strategic Area Planning Committees (each representing roughly half of the council area) should reflect the political balance of each local area only.
- 5.5. It should be noted that some appointments are made by the Leader of the Council and cannot therefore be made by full Council.

- 5.6. The recognised political groups will be invited to submit their nominations for the revised committee seats allocated to them to the monitoring officer. Those members who do not form a group (currently 3 independents) are not entitled to a seat unless a unanimous decision is made by Council to allocate them committee seats.

## **6. Next Steps**

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- 6.1 Arising from appointments to committees made by Group Leaders, Democratic Services will provide details of revised committee appointments, dates of meetings and any training requirements to the new committee members.

## **7. Implications (including financial implications)**

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### **7.1. Resources and Financial**

- 7.1.1 There are no resources or financial implications arising from the proposals.

### **7.2. Legal and Governance**

- 7.2.1 The Council must allocate seats on committees and other prescribed bodies to give effect to political balance rules set out in Sections 15 and 16 of the Local Government and Housing Act 1989 and the Local Government (Committees and Political Groups) Regulations 1990.

### **7.3. Relevant Policies and Plans**

- 7.3.1 The Council's meeting procedure rules (Part 3.2 of the Constitution) sets out that it is the responsibility of full Council to approve the allocation of seats in accordance with political balance rules.

- 7.3.2 The terms of reference for Area Planning Committees (Part 4.3 of the Constitution) sets out the requirement for political balance to be drawn from within each of the defined planning committee areas.

### **7.4. Risk**

- 7.4.1 Council is required to determine the arrangements for committees and subcommittees, and to approve the allocation of seats with adherence to the law and approved local choices detailed within the approved Constitution. Failure to comply with such a statutory requirement could leave the Council open to successful legal challenge and disrupt the decision-making process.

### **7.5. Consultation**

- 7.5.1 The recognised political groups have been notified of the changes to political balance during the preparation of this report.

**7.6. Consideration by Executive Advisory Panel**

7.6.1. Not applicable

**7.7. Consideration by Scrutiny**

7.7.1. Not applicable

**7.8. Equality Implications**

7.8.1. There are no discernible equality implications arising from the contents of this report.

**7.9. Climate and Environment Impact**

7.9.1. Not applicable to this report.

**7.10. Community Impact**

7.10.1. Not applicable to this report.

**7.11. Crime and Disorder Impact**

7.11.1. Not applicable to this report.

**8. Background Papers**

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8.1 [Report to Annual Council, 25th May 2023 - Committee Membership and Appointment of Chairs/Vice Chairs of Committees \(Minute 236 refers\)](#)

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## Appendix A - Proportionality Allocations

### Changes since Last Political Balance Calculation

It is a legislative duty to review political balance if there have been changes to membership since the last calculation. Since political balance was calculated last, there have been the following changes.

- One of the three seats in the Desborough Ward is currently vacant;
- Cllr Cedwien Brown is now an independent member of the Council;
- Cllr Joseph Smyth is now an independent member of the Council.

This has had the effect of reducing the number of Conservative Group seats on the Council by 3.

### Political Proportionality for the whole council of 78 members

This table sets out the current political makeup of the Council.

	Number of Members	Percentage
Conservative	53	67.94 %
Labour	16	20.51%
Green Alliance	5	6.41 %
Independents	3	3.85 %
Vacant Seats	1	1.28 %
<b>TOTAL</b>	<b>78</b>	<b>100 %</b>

### Political Proportionality for the recognised groups

Only recognised groups (2 or more members) are entitled to seats on Committees. Independent members could be allocated if there was a unanimous vote of the Council. This table sets out the political makeup of the Council removing the independent members and the vacant seat.

Conservative	71.62 % (previously 72.73%)
Labour	21.62 % (previously 20.78%)
Green Alliance	6.76 % (previously 6.49%)
<b>TOTAL</b>	<b>100 %</b>

### Seats available on Ordinary Committees

The Council has 82 seats available on Ordinary Committees which are Scrutiny Management Board (6), Corporate Scrutiny Committee (9), Health Scrutiny Committee (9), Place and Environment Scrutiny (9), Audit and Governance Committee (10), Democracy and Standards Committee (13), Employment Committee (13), Licensing and Appeals Committee (13)

The political proportionality for the Political Groups, as set out above, equate to the seats set out in the table below.

*Area Committees are excluded from these Ordinary Committee calculations as it is a legislative requirement that they are based on local political proportionality.*

*Executive Committees/Advisory Panels are excluded from this calculation as appointments are an Executive function rather than a Council one.*

	<b>Allocated Seats</b>
Conservative Group	58.73 seats (previously 59.64 seats) rounded up to <b>59 seats</b>
Labour Group	17.73 seats (previously 17.04 seats) rounded up to <b>18 seats</b>
Green Alliance Group	5.54 seats (previously 5.32 seats) rounded down to <b>5 seats</b>
<b>TOTAL</b>	<b>82</b>

### Seats available on Area Planning Committees

The Council has 13 seats available on Area Planning Committee North. As the currently vacant seat and the two seats now held by Independent Members sit in the geographical area of the Area Planning Committee North, a recalculation of local political proportionality is required, which is set out below:-

	<b>Allocated Seats</b>
Conservative	6.5 seats (previously 7.22 seats) rounded down to <b>6 seats.</b>
Labour	4.95 seats (previously 4.33 seats) rounded up to <b>5 seats.</b>
Green Alliance	1.55 seats (previously 1.44 seats) rounded up to <b>2 seats</b>
<b>TOTAL</b>	<b>13</b>

There are no changes to Area Planning Committee South.

### **Recommendations**

- a) That in order to maintain political balance on Ordinary Committees, on the Democracy and Standards Committee the Conservative Group membership reduce by one, with the Labour Group being awarded the vacant seat.

The membership of the Democracy and Standards Committee to read –

Conservative 9

Labour 3

Green Alliance 1

- b) That in order to maintain political balance on Area Planning Committees, on the Area Planning Committee North the Conservative Group membership reduce by one, with the Labour Group being awarded the vacant seat.

The membership of the Area Planning North Committee to read –

Conservative 6

Labour 5

Green Alliance 2

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