



Tuesday, 25 February 2025

Dear Sir/Madam

A meeting of the Council will be held on Wednesday, 5 March 2025 in the Council Chamber, Council Offices, Foster Avenue, Beeston NG9 1AB, commencing at 7.00 pm.

Should you require advice on declaring an interest in any item on the agenda, please contact the Monitoring Officer at your earliest convenience.

Yours faithfully

A handwritten signature in black ink, appearing to read 'Ruth E Hyde'.

Chief Executive

To Councillors:

D Bagshaw	H Land
S A Bagshaw	D L MacRae
P J Bales	R D MacRae
L A Ball BEM	T J Marsh
R E Bofinger	G Marshall
M Brown	J W McGrath
R Bullock	W Mee
G Bunn	J M Owen
B C Carr	P J Owen
C Carr	S Paterson
S J Carr	D D Pringle
A Cooper	M Radulovic MBE
H L Crosby	H E Skinner
T A Cullen	P A Smith
S Dannheimer	V C Smith
H J Faccio	A W G A Stockwell
K A Harlow	C M Tideswell
G S Hills	D K Watts
S P Jeremiah	S Webb
S Kerry	E Williamson
H G Khaled MBE	E Winfield
A Kingdon	K Woodhead

AGENDA

1. Apologies for Absence
To receive apologies.

2. Declarations of Interest (Pages 5 - 12)
Members are requested to declare the existence and nature of any disclosable pecuniary interest and/or other interest in any item on the agenda.

3. Minutes (Pages 13 - 22)
Council is asked to confirm as a correct record the minutes of the meeting held on 11 December 2024.

4. Recognition of Political Leaders
The Council is requested to note the Members chosen as the Leaders and Deputy Leaders of the political groups.

5. Appointments to Committees and Working Groups
To make appointments to Committees and Working Groups.

6. Pay Policy 2025/26 (Pages 23 - 48)
To approve the Pay Policy 2025/26.

7. Independent Remuneration Panel – Pay Award and Review of Allowances (Pages 49 - 52)
To inform Members of the proposed pay allowance rates for Members for 2025/26 based on the Cabinet governance model.

8. Approval of the Revenue and Capital Budgets, Capital Strategy, Treasury Management Strategy, Investments Strategy, General Fund Medium Term Financial Strategy and to fix the Council Tax for the Year Commencing 1 April 2025 (Pages 53 - 60)

To approve the capital and revenue budget proposals together with the Capital Strategy, Prudential Indicators, Treasury Management Strategy, Investment Strategy and the General Fund Medium Term Financial Strategy.

(Members should note that, in accordance with the Local Authorities (Standing Orders) (England) (Amendment Regulations 2014, there will be a recorded vote on this item).

9. Urgent Business

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Report of the Monitoring Officer

DECLARATIONS OF INTEREST

1. Purpose of Report

Members are requested to declare the existence and nature of any disclosable pecuniary interest and/or other interest in any item on the agenda. The following information is extracted from the Code of Conduct, in addition to advice from the Monitoring Officer which will assist Members to consider any declarations of interest.

Part 2 – Member Code of Conduct

General Obligations:

10. Interest

10.1 You will register and disclose your interests in accordance with the provisions set out in Appendix A.

Section 29 of the Localism Act 2011 requires the Monitoring Officer to establish and maintain a register of interests of Members of the Council. The register is publically available and protects you by demonstrating openness and willingness to be held accountable. You are personally responsible for deciding whether or not you should disclose an interest in a meeting which allows the public, Council employees and fellow Councillors know which of your interests gives rise to a conflict of interest. If in doubt you should always seek advice from your Monitoring Officer.

You should note that failure to register or disclose a disclosable pecuniary interest as defined in Appendix A of the Code of Conduct, is a criminal offence under the Localism Act 2011.

Advice from the Monitoring Officer:

On reading the agenda it is advised that you:

1. Consider whether you have any form of interest to declare as set out in the Code of Conduct.
2. Consider whether you have a declaration of any bias or predetermination to make as set out at the end of this document
3. Update Democratic Services and the Monitoring Officer and or Deputy Monitoring Officers of any declarations you have to make ahead of the meeting and take advice as required.
4. Use the Member Interest flowchart to consider whether you have an interest to declare and what action to take.
5. Update the Chair at the meeting of any interest declarations as follows:

‘I have an interest in Item xx of the agenda’

'The nature of my interest is therefore the type of interest is
DPI/ORI/NRI/BIAS/PREDETERMINATION
'The action I will take is...'

This will help Officer record a more accurate record of the interest being declared and the actions taken. You will also be able to consider whether it is necessary to send a substitute Members in your place and to provide Democratic Services with notice of your substitute Members name.

Note: If at the meeting you recognise one of the speakers and only then become aware of an interest you should declare your interest and take any necessary action

6. Update your Member Interest Register of any registerable interests within 28days of becoming aware of the Interest.

Ask yourself do you have any of the following interest to declare?

1. DISCLOSABLE PECUNIARY INTERESTS (DPIs)

A "Disclosable Pecuniary Interest" is any interest described as such in the Relevant Authorities (Disclosable Pecuniary Interests) Regulations 2012 and includes an interest of yourself, or of your Spouse/Partner (if you are aware of your Partner's interest) that falls within the following categories: Employment, Trade, Profession, Sponsorship, Contracts, Land, Licences, Tenancies and Securities.

2. OTHER REGISTERABLE INTERESTS (ORIs)

An "Other Registerable Interest" is a personal interest in any business of your authority which relates to or is likely to affect:

- a) any body of which you are in general control or management and to which you are nominated or appointed by your authority; or
- b) any body
 - (i) exercising functions of a public nature
 - (ii) anybody directed to charitable purposes or
 - (iii) one of whose principal purposes includes the influence of public opinion or policy (including any political party or trade union) of which you are a Member or in a position of general control or management.

3. NON-REGISTRABLE INTERESTS (NRIs)

"Non-Registrable Interests" are those that you are not required to register but need to be disclosed when a matter arises at a meeting which directly relates to your financial interest or wellbeing or a financial interest or wellbeing of a relative or close associate that is not a DPI.

A matter "directly relates" to one of your interests where the matter is directly about that interest. For example, the matter being discussed is an application about a particular property in which you or somebody associated with you has a financial interest.

A matter “affects” your interest where the matter is not directly about that interest but would still have clear implications for the interest. For example, the matter concerns a neighbouring property.

Declarations and Participation in Meetings

1. DISCLOSABLE PECUNIARY INTERESTS (DPIs)

1.1 Where a matter arises at a meeting which **directly relates** to one of your Disclosable Pecuniary Interests which include both the interests of yourself and your partner then:

Action to be taken

- **you must disclose the nature of the interest** at the commencement of that consideration, or when the interest becomes apparent, whether or not such interest is registered in the Council’s register of interests of Member and Co-opted Members or for which you have made a pending notification. If it is a sensitive interest you do not have to disclose the nature of the interest, just that you have an interest
- **you must not participate in any discussion** of that particular business at the meeting, or if you become aware of a disclosable pecuniary interest during the meeting you must not participate further in any discussion of the business, including by speaking as a member of the public
- **you must not participate in any vote** or further vote taken on the matter at the meeting and
- **you must withdraw from the room** at this point to make clear to the public that you are not influencing the meeting in anyway and to protect you from the criminal sanctions that apply should you take part, unless you have been granted a Dispensation.

2. OTHER REGISTERABLE INTERESTS (ORIs)

2.1 Where a matter arises at a meeting which **directly relates** to the financial interest or wellbeing of one of your Other Registerable Interests i.e. relating to a body you may be involved in:

- **you must disclose** the interest at the commencement of that consideration, or when the interest becomes apparent, whether or not such interest is registered in the Council’s register of interests of Member and Co-opted Members or for which you have made a pending notification. If it is a sensitive interest you do not have to disclose the nature of the interest, just that you have an interest
- **you must not take part in any discussion or vote** on the matter, but may speak on the matter only if members of the public are also allowed to speak at the meeting
- **you must withdraw from the room** unless you have been granted a Dispensation.

3. NON-REGISTRABLE INTERESTS (NRIs)

3.1 Where a matter arises at a meeting, which is not registrable but may become relevant when a particular item arises i.e. interests which relate to you and /or other people you are connected with (e.g. friends, relative or close associates) then:

- **you must** disclose the interest; if it is a sensitive interest you do not have to disclose the nature of the interest, just that you have an interest
 - **you must not take part in any discussion or vote**, but may speak on the matter only if members of the public are also allowed to speak at the meeting; and
 - **you must withdraw** from the room unless you have been granted a Dispensation.
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Dispensation and Sensitive Interests

A “Dispensation” is agreement that you may continue to participate in the decision-making process notwithstanding your interest as detailed at section 12 of the Code of the Conduct and the Appendix.

A “Sensitive Interest” is as an interest which, if disclosed, could lead to the Member, or a person connected with the Member, being subject to violence or intimidation. In any case where this Code of Conduct requires to you to disclose an interest (subject to the agreement of the Monitoring Officer in accordance with paragraph 2.4 of this Appendix regarding registration of interests), you do not have to disclose the nature of the interest, if it is a Sensitive Interest in such circumstances you just have to disclose that you have a Sensitive Interest under S32(2) of the Localism Act 2011. You must update the Monitoring Officer when the interest is no longer sensitive, so that the interest can be recorded, made available for inspection and published.

BIAS and PREDETERMINATION

The following are not explicitly covered in the code of conduct but are important legal concepts to ensure that decisions are taken solely in the public interest and not to further any private interests.

The risk in both cases is that the decision maker does not approach the decision with an objective, open mind.

This makes the local authority’s decision challengeable (and may also be a breach of the Code of Conduct by the Councillor).

Please seek advice from the Monitoring Officer or Deputy Monitoring Officers, if you need assistance ahead of the meeting.

BIAS

Holders of public office must act and take decisions impartially, fairly and on merit, using the best evidence and without discrimination or bias. If you have been involved in an issue in such a manner or to such an extent that the public are likely to perceive you to be biased in your judgement of the public interest:

- a) you should not take part in the decision-making process
- b) you should state that your position in this matter prohibits you from taking part
- c) you should leave the room.

PREDETERMINATION

Where a decision maker has completely made up his/her mind before the decision is taken or that the public are likely to perceive you to be predetermined due to comments or statements you have made:

- a) you should not take part in the decision-making process
- b) you should state that your position in this matter prohibits you from taking part
- c) you should leave the room.

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Registerable Interests

These are interests that you are required to register in accordance with the Code of Conduct. They are interests that you would know about in advance of an item coming up (e.g. land you own) and you should have included them when filling in your register of interests.

What type of Registerable Interest do you have in this matter?

Disclosable Pecuniary Interests

These are any interests that are described as DPIs under the Code of Conduct and include both the interests of yourself and of your partner.

Other Registerable Interests

These are personal interests that relate to certain types of bodies that you may be involved in as set out in the Code of Conduct.

Does the matter directly relate to one of your Disclosable Pecuniary Interests?

No

Does the matter directly relate to the financial interest or wellbeing of one of your Other Registerable Interests?

No

Does the matter affect a financial interest or the wellbeing of yourself or of a friend, relative or close associate?

No

Yes

Is the financial interest or wellbeing affected to a greater extent than the financial interests or wellbeing of the majority of inhabitants?

No

Yes

Would a reasonable member of the public knowing all the facts believe that it would affect your view of the wider public interest?

Yes

No

Yes

You must:

- Disclose the interest;
- Not speak on the matter;
- Not participate in any discussion or vote; and
- Not remain in the room unless you have a Dispensation

You must:

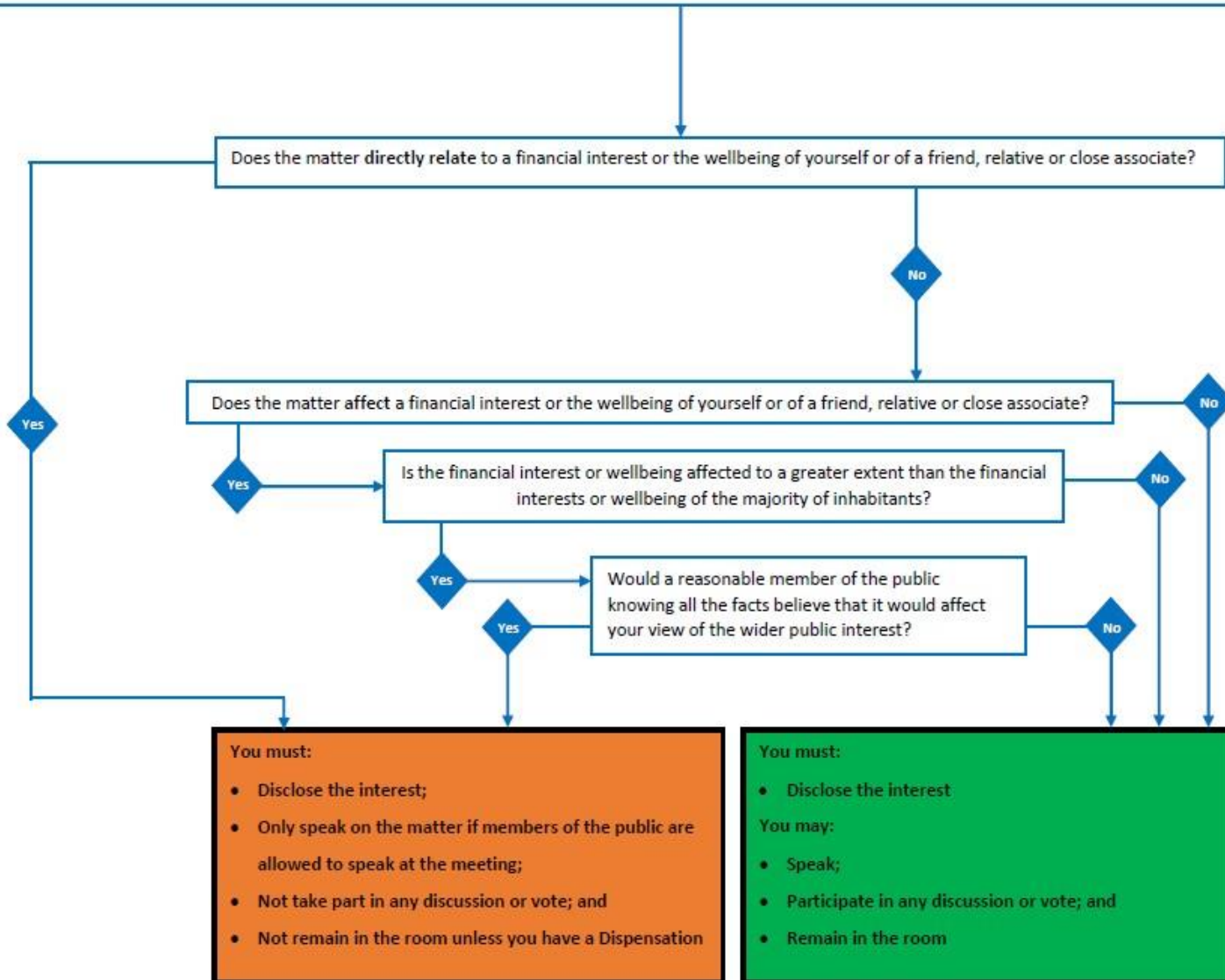
- Disclose the interest;
- Only speak on the matter if members of the public are allowed to speak at the meeting;
- Not take part in any discussion or vote; and
- Not remain in the room unless you have a Dispensation

You must:

- Disclose the interest
- You may:
- Speak;
 - Participate in any discussion or vote; and
 - Remain in the room

Non-Registerable Interests

These are interests that you are not required to register but may become relevant when a particular item arises. These are usually interests that relate to other people you are connected with (e.g. friends, relatives or close associates) but can include your own interests where you would not have been expected to register them.



COUNCIL

WEDNESDAY, 11 DECEMBER 2024

Present: Councillor S Paterson , Mayor

Councillors: D Bagshaw
P J Bales
L A Ball BEM
R E Bofinger
M Brown
R Bullock
G Bunn
B C Carr
C Carr
S J Carr
A Cooper
H L Crosby
T A Cullen
S Dannheimer
H J Faccio
K A Harlow
G S Hills
S P Jeremiah
A Kingdon
H Land
D L MacRae
T J Marsh
G Marshall
J W McGrath
W Mee
J M Owen
P J Owen
D D Pringle
M Radulovic MBE
H E Skinner
P A Smith
V C Smith
A W G A Stockwell
C M Tideswell
S Webb
E Williamson
E Winfield
K Woodhead

56 APOLOGIES FOR ABSENCE

Apologies for absence were received from Councillors S A Bagshaw, S Kerry, H G Khaled, R D MacRae and D K Watts.

57 DECLARATIONS OF INTEREST

Councillor E Williamson declared an other-registerable interest in item 9.2 due to being a Member of Greasley Parish Council, minute number 64.2 refers. A number of Councillors stated they had received a dispensation for the same item.

58 MINUTES

The minutes of the meeting held on 9 October 2024 were confirmed and signed as a correct record.

59 MAYOR'S ANNOUNCEMENTS

The Mayor gave a brief résumé of her engagements since the previous Council meeting.

60 LEADER'S REPORT

The Leader stated that the end of a year was a good time to take stock on how the Council was progressing in delivering its Corporate Plan objectives.

It was stated that in each of the last two years the Council had added more homes to the Council's housing stock than had been lost through right to buy. This year that trend was set to continue and there was a solid pipeline of proposals for new homes that will take the Council into the new year.

A new Economic Development and Regeneration Strategy was adopted in the last cabinet cycle and the Council was on track to fully spend the UKSPF allocation and had produced a leaflet detailing some of the achievements in utilising those funds including, supporting the retention of Raleigh, an iconic brand in Broxtowe, and partnering with the CAB in Broxtowe to support financial resilience which has resulted in £3.1m of additional income being claimed by over 1,200 individuals to which they were entitled in financial support.

In 2023/24 the Council's carbon footprint was being calculated at 2,343tCO₂e, a 37% reduction since the 2018/19 re-baseline. Having now scoped the scope 3 emissions with the target to become carbon neutral by 2027, which the Council was on track to achieve, progression to achieve net zero would be through implementing the continuously evolving and ambitious action plan.

The Council retained its White Ribbon Award and there was excellent partnership working to address domestic violence issues in Broxtowe. This included the roll out of the Sanctuary Scheme, which continued to support people who wished to remain securely in their homes which is less disruptive for children, and for those in employment. There was much more work to do to continue to address continuing problems with violence and anti-social behaviour in Broxtowe. The Council is committed to working with all partners to address these problems.

The D.H. Lawrence Festival was highly successful, and the D.H. Lawrence writing competition attracted a considerable number of entrants from all over the Country. Over 100 events had been organised in Broxtowe which were varied and diverse and brought people together from all different backgrounds and ages.

Public toilets had been painted in line with the recommendations of the new Public Toilets Strategy. Following the creation of new public toilets at Beeston, new Changing Places toilets will be created as part of the Pencil works development in Stapleford.

There was much more to do to support people in the more deprived areas, and to address health inequality which is far too large a problem in the Borough. The government would be publishing a white paper on devolution before Christmas, and this would bring huge uncertainty to the Borough, the workforce and the community. The Leader stated that he was committed to ensuring that whatever may happen in the future he would continue to serve the residents as best he could.

61 PUBLIC QUESTIONS

61.1 THE FOLLOWING QUESTION WAS SUBMITTED BY MR. MONEESH PATEL MBCHB FRCOPHTH FOR THE LEADER OF THE COUNCIL:

“In the light of the severity of the Japanese Knotweed (JKW) infestation on private land adjacent Sandy Lane, Bramcote, which is directly behind my house, I welcome on behalf of all local residents the intervention and recognition of this problem raised by the recent motion from the Broxtowe Independent Group.

This would address the significant public concern and recognise the ongoing ‘harm’ of JKW in order to protect biodiversity and promote enhancements of the Green Infrastructure Corridor. The recognition is noted and welcomed that JKW on the porous sandstone rock can only be eradicated by physical removal (by a specialist) thus avoiding contamination of the Aquifer below which supplies drinking water to Greater Nottingham.

Can we request that Broxtowe Borough Council adopts a corporate strategy to seek the removal of this infestation at the earliest possible opportunity, endorsed by all Councillors (apolitically) and has particular regard to background policy on this matter. BBC Contaminated Land Inspection Strategy (Jan 2018) and in particular sections 2 and 5 which recognises porous sandstone bedrock and the associated risks. Will departments work constructively and collaboratively with landowners to resolve this contaminated land issue and rid Broxtowe of this infestation for future generations?

Can the Leader of the Council also confirm that any Councillor who is a member of the Planning Committee or a substitute on the Planning Committee, who has expressed an opinion prior to considering an application on this site which may involve the removal of Japanese Knotweed, be barred from taking part in any debate at a future planning committee or voting on any such application? Thank you for your time and consideration of our concerns and my questions.”

In response to the question, the Leader stated that there were a number of invasive species that should be considered in addition to Japanese Knotweed. The Council did not have the resources or personnel to tackle the problem individually and the government should provide the necessary funding. The Leader would request that the

Overview and Scrutiny Committee undertook a review of the problems and reported back with its findings.

61.2 THE FOLLOWING QUESTION WAS SUBMITTED BY COUNCILLOR RON JONES, VICE CHAIRMAN OF GREASLEY PARISH COUNCIL FOR THE LEADER OF THE COUNCIL:

"Greasley Parish Council would like to thank the Governance, Audit and Standards Committee for their deliberations and recommendation to the full Broxtowe Borough Council not to proceed with Option 1 of the Community Governance Review. If pursued, this option would have seen Greasley Parish merged with our neighbouring Parish and Town Councils. We hope that, tonight, this Council will accept the recommendation, so enabling Greasley Parish Council to continue to provide our community with the best possible services, amenities and events. The overwhelming support from our residents to retain Greasley Parish Council demonstrates the value they place on the work we do and is a clear sign that we are getting things right.

We understand the need to address boundary issues and remain open to discussions on this matter, provided the best interests of our residents are at the heart of any changes. Please can the Leader ensure that they are comprehensively consulted at every stage so that their voices are heard properly from the outset?

We hope that a decision tonight will bring much-needed relief to our Councillors, staff, volunteers, and residents, allowing them to move forward and focus on the festive season without this uncertainty hanging over them. Thank you."

In response, the Leader stated that the Council had carried out a consultation and had responded accordingly. Boundary issues had to be resolved and during a future review consultation would take place to ensure that all views were taken into consideration.

62 PORTFOLIO HOLDERS' REPORTS

62.1 PORTFOLIO HOLDER REPORT FOR RESOURCES AND PERSONNEL POLICY

The Portfolio Holder for Resources and Personnel Policy presented his report. Responses to questions included that Broxtowe's Council Tax collection rates were in the top quartile and there were rigorous processes in place to collect from those that do not pay, the majority of which was due to irrecoverable arrears. The financial settlement would not be known until Christmas and progress was hoped for the fair funding review. It was stated that no Council services would be outsourced.

62.2 PORTFOLIO HOLDER REPORT HOUSING

The Portfolio Holder presented her report and responses to questions included shared disappointment over call abandonment rates and a continuing aim to improve services. Right-to-buy should be abolished as it supports some tenants and disadvantages others. The Council was working hard with its partners to tackle homelessness, which was of extra concern at this time of year.

62.3 PORTFOLIO REPORT FOR LEISURE AND HEALTH

The Portfolio Holder for Leisure and Health presented her report and response to questions included that the plans for Bramcote Leisure Centre were ongoing and provision of services was being considered for the whole of the south of the Borough. It was further stated that all decisions had a cost implication and there was a balance to be struck.

62.4 PORTFOLIO REPORT FOR ENVIRONMENT AND CLIMATE CHANGE

The Portfolio Holder for Environment and Climate Change presented her reports and responses to questions included that the Boundary Brook catchment area in Trowell would be part of a multi-agency approach to provide a natural flood management solution. Additionally, the Portfolio Holder stated that she would work with the Portfolio Holder for Housing who would be consulted as the Council worked on biodiversity net gain.

62.5 PORTFOLIO REPORT FOR COMMUNITY SAFETY

The Portfolio Holder for Community Safety presented her report and stated that if Members had concerns about anti-social behaviour in the Borough then these should be reported in order to target the problem areas.

62.6 PORTFOLIO REPORT FOR ECONOMIC DEVELOPMENT AND ASSET MANAGEMENT

The Portfolio Holder for Economic Development and Asset Management presented his report and responses to questions included stating that resources and infrastructure were now required by local authorities as much as at any time previously. Additionally, the Council was looking at ways of communicating to improve transport routes which was in need of redress for the benefit of the public.

63 UPDATE ON SCRUTINY MATTERS

The Chair of the Overview and Scrutiny Committee updated the Council as to the work of the Committee since the last Council meeting.

64 REFERENCES

64.1 INTERIM REVIEW OF POLLING DISTRICTS AND POLLING PLACES

At the Governance, Audit and Standards Committee on 23 September 2024 a report was noted regarding the proposed arrangements for a review of polling districts and polling places. The purpose of the review was specifically to consider changes to two polling places but comments from any interested party were also welcomed on all other existing polling districts and polling places. Following a public consultation during October 2024, just one representation was received and no representations were received regarding the current polling district boundaries

RESOLVED that the proposed changes to the designation of polling places set out in Appendix 2 of the report be approved.

Reason

Chapter 3 Part 1 of the Scheme of Delegation in the Constitution allows the Chief Executive to make necessary changes to polling stations at short notice before an election with any permanent changes being approved at full Council.

64.2 COMMUNITY GOVERNANCE REVIEW

On 23 May 2024, full Council considered a recommendation on the Community Governance Review submitted by the Governance, Audit and Standards Committee following consideration of information supplied by a Member Task and Finished Group which had been formed to consider options for the Community Governance Review.

An amendment was proposed by Councillor P J Owen and seconded by Councillor E Williamson that this Council reimburse Greasley Parish Council for reasonable costs incurred during the consultation. On being put to the meeting, the proposed amendment was defeated.

RESOLVED that the following be approved:

- 1. Not to proceed with the recommendation (Option1) as per the Council meeting held on 23 May 2024, following evidence gathered during the statutory consultation.**
- 2. There to be no change to the existing Community Governance Arrangements within the North of the Borough and the Community Governance Review 2023 be concluded.**
- 3. To address outstanding boundary changes, with a new Community Governance Review, to commence after May 2025, following initial consultation with relevant stakeholders and with the timetable to be agreed.**

Reasons

The Council has responsibility for undertaking community governance reviews and is able to decide whether to give effect to recommendations made in those reviews within its areas. Chapter 3 of Part 4 of the Local Government and Public Involvement in Health Act 2007 is the overarching legislation that devolves the power to take decisions about matters such as the creation of Parishes and their electoral arrangements to local government and local communities. In making decisions the Council is required to take account of the views of local people. The 2007 Act provisions are intended to improve the development and coordination of support for residents and community groups so that they can make the best use of empowerment opportunities. Failure to follow the legal process set out in the 2007 Act could put the Council at risk of a legal challenge and a cost award being made against the Council.

64.3 LOCAL COUNCIL TAX SUPPORT SCHEME 2025/26

Members were informed that council tax benefit ceased at the end of 2012/13 and was replaced by a Local Council Tax Support Scheme defined by each local authority. The Broxtowe scheme was first approved by Council on 19 December 2012. The new

scheme was effectively the government's default scheme with due allowance being made to allow the continuation of the discretionary policy relating to the treatment of war pensions.

The current scheme allows for up to 100% of the council tax liability to be paid in council tax support. The majority of local authorities had not adopted this approach and most had passed on some of the reduction in funding to the Scheme's recipients. The Council had benefitted from the overall bill for the Scheme falling in early years as the numbers of claimants requiring support reduced.

RESOLVED that the current Local Council Tax Support Scheme remains in place for 2025/26.

Reason

The Scheme allows for up to 100% of the council tax liability to be paid in council tax support.

65 PROGRAMME OF MEETINGS FROM MAY 2025 TO APRIL 2026

Members considered the Programme of Meetings for the period between May 2025 and April 2026.

RESOLVED that the Programme of Meetings be approved.

Reason

This will assist the Council to achieve all of its corporate priorities.

66 MOTIONS

66.1 THE FOLLOWING MOTION WAS SUBMITTED BY COUNCILLOR S J CARR ON BEHALF OF THE BROXTOWE INDEPENDENT GROUP:

The motion was withdrawn Councillor S J Carr who stated that he had received legal advice which suggested this was not an appropriate time to debate the motion.

66.2 THE FOLLOWING MOTION WAS SUBMITTED BY COUNCILLOR D K WATTS ON BEHALF OF THE LIBERAL DEMOCRAT GROUP:

The motion was deferred due to the imminent publication of legislation, which it was stated, may alter the content of the motion.

67 YOUTH MAYOR'S UPDATE ON BROXTOWE YOUTH VOICE ACTIVITIES

The Youth Mayor, Libby Bales, updated Members and stated that she had attended events such as the Christmas light switch-ons, Broxtowe Women's Project and a White Ribbon event.

68 MEMBERS' SPEECHES ON WARD ISSUES

Councillor M Radulovic MBE updated Members on issues relating to the ward of Eastwood Hill Top.

69 QUESTIONS ON OUTSIDE BODIES

There were no questions in relation to Outside Bodies.

70 MEMBERS' QUESTIONS

The following question had been submitted by Councillor D D Pringle for the Portfolio Holder for Environment and Climate Change:

“During the week before Remembrance Sunday, an inspection was carried out by a Contractor, appointed by Broxtowe Borough Council. This inspection resulted in over 70 Headstones being declared unsafe. Repair costs required, will result in charges of around £350, having to be met either by the families, relatives or the Church. Each headstone deemed unsafe was marked by a blue ribbon, with a yellow triangle attached, which stated what the issue is. Personally, I like many other people find marking headstones with a yellow triangle abhorrent. Atrocities carried out during the 2nd World War were done to people marked with yellow triangles. This occurrence, described as a ‘Human Error’ by Broxtowe Staff should never have happened.

Having read the ICCM (Institute of Cemetery and Crematorium Management) dated 2019, all memorials should be tested every five years. It raises questions: Was the competence of the appointed contractor examined? Was the contractor informed in writing, about which areas should be inspected? Was the diocese written to, to get permission to enter the graveyard to carry out the inspection?

If all of the above was carried out why, did ‘Human Error’ occur. An approved contractor would have known not to enter an “open” graveyard without written permission, and specific guidance from the Diocese. The document provided by the purchaser Broxtowe, should have detailed exactly the area to be inspected. The Diocese would have provided written instructions about how the process was carried out. Sadly, it would appear that due diligence was not applied, if that is the case. Should the repair costs be met by either the Council or it’s appointed Contractor, rather than the Church, families and relatives.

BS8415, was introduced in 2005, after the death of a Child in a Harrogate Cemetery in 2000. Has the Council been working to that standard since 2005, on its introduction, or has it suddenly realised that the 2015 revision, states Headstones and Memorials have to be inspected five yearly.

A dangerous or unstable memorial is defined as one that will move and continue to fall to the ground with the exertion of a force. It should be noted that a memorial that moves under pressure, a hand test for headstones up to 1.5 metres does not necessarily pose a danger and should be judged against the afore mentioned definition. Should headstones that didn’t continue to fall been labelled as unsafe?”

The Portfolio Holder responded by stating that the headstones posed serious risks to members of the public and the Church was communicated with on numerous occasions. The Portfolio Holder further stated that it was a mistake to go into the open area but the Church had not been undertaking checks and the Council should be thanked for its work.

71 APPOINTMENTS TO COMMITTEES AND WORKING GROUPS

RESOLVED that Councillor E Williamson replace Councillor R D MacRae as the Broxtowe Independent Group's representative on the Local Joint Consultative Committee.

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Report of the Deputy Chief Executive

Pay Policy 2025/26

1. Purpose of Report

To approve the Pay Policy 2025/26.

2. Recommendation

Council is asked to RESOLVE the Pay Policy Statement 2025/26 be approved.

3. Detail

The Pay Policy Statement for 2025/26 sets out, among other items, the Council's policies relating to the remuneration of its senior officers (those at Head of Service level and above), the remuneration of its lowest paid employees and the relationship between the remuneration of its senior officers and the remuneration of its employees who are not senior officers.

The Pay Policy Statement must be approved by a resolution of the full Council before 31 March immediately before the financial year to which it relates. The Pay Policy Statement may be amended by resolution during the year and must be published on the Council's website as soon as possible after approval. Publishing the Pay Policy Statement also meets requirements under the Code of Recommended Practice for Local Authorities on Data Transparency.

The Pay Policy 2025/26 can be seen in **Appendix 1** of this report.

4. Financial Implications

The comments from the Head of Finance Services were as follows:

The details in this report, including the current pay grades with an allowance for the 2025/26 pay award, have been reflected in the budget proposals report considered elsewhere on this agenda.

5. Legal Implications

The comments from the Monitoring Officer / Head of Legal Services were as follows:

The Localism Act 2011, Chapter 8 Pay Accountability, made it a legal requirement for authorities to produce and publish a Pay Policy Statement by the 31 March each year. This must be agreed by the Council and detail the remuneration of its Chief Officers. It is a legal requirement for the Council to publish a Pay Policy Statement each year which has been agreed by Council.

Failure to provide this information could result in the Council being subject to court orders and fines.

6. Human Resources Implications

The comments from the Human Resources Manager were as follows:

The HR Manager supports the Pay Policy Statement for 2025/26.

7. Union Comments

The Union comments were as follows:

Not provided.

8. Equality Impact Assessment

As this is a change to policy an equality impact assessment is included as **Appendix 2** in this report.

9. Background Papers

Nil.



Broxtowe
Borough
COUNCIL

Appendix 1

Pay Policy

2025/26

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PAY POLICY 2025/26

1. Introduction

The Council is required to publish a Pay Policy Statement by 31 March each year in accordance with Section 38 of the Localism Act 2011. The purpose of this Statement is to set out the Council's guiding principles of its current reward system and increase accountability in relation to the total remuneration of its Chief Officers, Assistant Directors and Head of Service posts by enabling public scrutiny of that remuneration.

2. Main Principles

This Policy statement confirms the Council's on-going commitment to operate transparent pay systems, whilst recognising that its reward system must be affordable and at the same time support the requirement to provide excellent customer service in accordance with its corporate objectives.

The importance of managing pay fairly will mean that the Council will be able to:

- Attract, motivate and retain appropriately talented people who make a positive contribution to improve the Council's performance and meet future challenges;
- Reflect the market for comparable jobs, with skills and competencies required to meet agreed delivery and performance outcomes;
- Appropriately reward and value employees for their work;
- Operate within the provisions of Chief Officers' pay and conditions as set out in the Joint Negotiating Committee for Chief Executives and Chief Officers of Local Authorities;
- Operate within the provisions of the national agreement on pay and conditions of service as set out in the National Joint Council for Local Government Services.

3. Scope of the Policy

Whilst this Policy specifically covers those employees defined as a Chief Officer within the Local Government and Housing Act 1989, it also makes reference to other levels of employees within the organisation.

The term 'Chief Officer' and 'Deputy Chief Officer' referred to in this Policy (and for the purposes of this pay Policy statement only) includes:

- a. the Head of Paid service designated under Section 4 (1) of the Local Government and Housing Act 1989 (the Chief Executive);
- b. the Monitoring Officer designated under Section 5 (1) of that Act.
- c. a statutory Chief Officer mentioned in Section 2 (6) (d) of that Act (Section 151 Officer also Deputy Chief Executive);

- d. a non-statutory Chief Officer mentioned in Section 2 (7) of that Act (one Director by virtue of reporting directly to the head of paid service);
- e. a Deputy Chief Officer mentioned in Section 2 (8) of that Act (all Assistant Directors and Heads of Service)

The Council has decided for completeness and transparency to publish information which includes all posts at Assistant Director / Heads of Service (Deputy Chief Officer level). These roles are identified in the Chief Officers, Assistant Director and Head of Service Remuneration Table at appendix 3.

4. Evaluation of Roles at Broxtowe Borough Council

In accordance with the national requirement for all local authorities to review their pay and grading frameworks to ensure fair and consistent practice, all job roles within the Council's structure up to but not including Head of Service level were taken through a comprehensive job evaluation process using the Greater London Provincial Council (GLPC) scheme with implementation of changes to pay and grading taking place on 1 March 2011.

The Council's pay framework for its Chief Executive, Chief Officers, Assistant Directors and Heads of Service was also considered and revised with changes implemented on 1 March 2011, with the grade for each role being determined by a consistent job evaluation process using the Hay scheme.

In January 2022 the Council undertook a review of all posts evaluated under the GLPC scheme. The review started by evaluating posts where recruitment or retention was difficult. Following this all remaining jobs at the Council under the GLPC scheme were reviewed. This review concluded in August 2024 with over 450 posts being evaluated. All roles at the Council continue to be reviewed and evaluated to ensure that pay rates are equitable and non-discriminatory.

5. Broxtowe Local Pay Scale for Chief Officers, Assistant Directors and Heads of Service

The Broxtowe Local Pay Scale for Chief Officers, Assistant Directors and Heads of Service contains seven pay grades. The scale is increased in line with the annual national Joint Negotiating Committee pay award for Chief Executives and Chief Officers.

6. Broxtowe Local Pay Scale for all Posts below Head of Service Level

The Council also adopted a local pay scale (BLPS) for all posts below Head of Service level and this is shown, together with the relevant job evaluation points score for each grade, at Appendix 2. Whilst the Council has adopted a local pay scale for this group of employees, it continues to recognise the National Joint Council annual pay award for the Broxtowe Local Pay Scale Appendix 2 and Scale of Local Allowances Appendix 2a. The Council will apply the agreed National Joint Council annual pay award for 2025/26 with effect from 1 April 2025 once it is known.

7. Terms and Conditions of Employment for Chief Officers, Assistant Directors and Heads of Service

The terms and conditions of employment for Chief Officers, Assistant Directors and Heads of Service are subject to collective agreements negotiated with the trade unions recognised by the Council. Agreements reached nationally are set out in the Scheme of Conditions of Service of the Joint Negotiating Committee for Chief Officers. In addition, the Council makes local agreements which are included within the Conditions of Service for Broxtowe employees.

i) Working Hours

Working arrangements for Chief Officers, Assistant Directors and Heads of Service are nominally one of 37 hours (for full time positions), however the seniority and nature of the posts will necessitate the working of additional hours for which there is no additional payment. The grading of the post takes account of the requirement to work outside of the normal working week.

ii) Whole-Time Service

Chief Officers, Assistant Directors and Heads of Service are required to devote their whole-time service to the work of the Council and should not engage in any other business or take up any other additional appointment without the express consent of the Council.

iii) Allowances

Chief Officers, Assistant Directors and Heads of Service are entitled to the reimbursement of one professional fee and one legal practising certificate (if appropriate). All Chief Officer, Assistant Director and Head of Service posts hold designated car user status.

iv) Leave Entitlement

Annual leave entitlement for Chief Officers, Assistant Directors and Heads of Service is 33 days increasing to 35 after 5 years' local government service and 37 days after 10 years Broxtowe Borough Council service, plus 8 statutory days.

v) Sickness Entitlement

Sickness entitlement for Chief Officers, Assistant Directors and Head of Services is in accordance with the provisions of the local government sickness scheme.

vi) Pension

All Chief Officers, assistant Directors and Heads of Service are entitled to participate in the Local Government Pension Scheme.

8. Performance Related Pay/Bonus Scheme

Broxtowe Borough Council does not operate a performance related pay or bonus scheme for Chief Officers, Assistant Directors and Heads of Service.

Exceptional effort from employees can be rewarded by accelerating increments within the grade band they occupy. The costs of accelerated increments have to be met from existing budgets.

9. Honoraria and Ex-Gratia Payments

The Council operates an Honoraria and Acting Up Payments Policy, the application of which for Chief Officers requires prior Cabinet approval. Cabinet approval for Heads of Services and Assistant Directors will also be required if not within the Head of Paid Services' delegated financial limits.

10. Expenses

In accordance with nationally agreed terms, the Council pays reasonable out-of-pocket expenses actually incurred.

11. Market Related Pay

The grading structures that were introduced for all employees in 2011 were aimed at meeting the current and/or market position for most jobs. The Council introduced a Market Supplement Policy on 29 June 2021 to replace the scarcity rating system. The Market Supplement Policy allows the Council flexibility in meeting the current market value for different job roles, ensuring any issues with the retention or recruitment of employees are minimised.

12. Recruitment of Chief Officers

In accordance with Chapter 2 Part 8 – 17 – Committee Arrangements within the Council's Constitution, the Senior Officer Employment Committee will shortlist and interview candidates for the post of Head of Paid Service and Chief Officers including the Monitoring Officer, Section 151 Officer and any other Chief Officer and to recommend to full Council the appointment of the Head of Paid Service, the Monitoring Officer, Section 151 Officer and other Chief Officer.

13. Remuneration of Officers on Recruitment

Recruitment to the Council will normally be to the first point of the relevant scale designated to the Officer post or will reflect a level commensurate with a candidate's existing skills and experience in the job. This practice applies to all new employees at the Council.

14. Levels and Elements of Remuneration for each Chief Officer, Assistant Director and Head of Service

The table at Appendix 3 provides a breakdown of the elements of remuneration for each Chief Officer, Assistant Director and Head of Service at the Council.

15. Chief Officers, Assistant Directors and Heads of Service Leaving Service

i) Redundancy payments:

The Council's Redundancy and Re-organisation Policy applies equally to all employees across the organisation, including Chief Officers. The Council's Policy operates in accordance with section 220 of the Employment Rights Act 1996. A week's pay is therefore calculated in accordance with the statutory maximum redundancy amount. Approval for any Chief Officer post under the Redundancy Policy must be given by Cabinet.

In a report approved by Cabinet on 23 September 2014, a temporary enhancement of the Council's Voluntary Redundancy (VR) Scheme was again extended for the period 1 October 2014 and 30 September 2015 and further extended to March 2016. A report to Committee in May 2016 confirmed these arrangements would remain in place until changes in governing exit packages has been agreed. In February 2021 HMRC announced the regulations regarding exit payments would be revoked. If the cap on exit payments is reinstated, the enhanced VR Scheme will be reviewed.

The temporary enhancement allows for successful VR applications to be based on actual week's pay rather than statutory entitlement at all levels of employee up to and including Chief Executive. However, the payback of any pension strain and redundancy costs must be covered by savings within three years. The enhancement is aimed at providing employees with greater flexibility and give the Council the opportunity to restructure the workforce around the VR application providing additional opportunities for career development.

ii) Severance Payments – Regulation 6 of the Local Government (Early Termination of Employment/Discretionary Compensation) (England and Wales) Regulations 2006.

The Council may apply discretion on the use of severance payments for employees leaving the Council where criteria such as ill-health retirement or early retirement cannot be met, for example termination on the grounds of efficiency, or where employees have long service and there is a financial and organisational benefit to the Council. Posts at Chief Officer level would need to be determined by the Senior Officers Employment Committee whilst posts at Head of Service and Assistant Director level will be determined by Cabinet.

iii) Flexible Retirement (Regulation 18, of The Local Government Pension Scheme) (Benefits, Membership and Contributions) Regulations 2007

The Council operates a flexible retirement scheme which is available for all employees to apply for, including Chief Officers, subject to the appropriate criteria being met. Under this Policy Cabinet is required to provide approval for posts at Chief Officer level.

iv) Early Retirement – Members of the Local Government Pension Scheme

Employees, including Chief Officers, may apply to the Council for consideration of early retirement if they are over the age of 55. Any pension and lump sum which may be payable has to be reduced by percentages decided by an actuary.

If, in the Council's opinion, there are grounds of compassion which are fair and justifiable. Any request by an employee (at any level) for the discretion to be exercised must clearly establish real and ongoing reasons to substantiate why the discretion should be allowed. The cost of approval must be given proper weight and all applications would be considered by Cabinet.

v) Augmentation of Scheme Membership on Termination of Employment (Regulation 12, of The Local Government Pension Scheme) (Benefits, Membership and Contributions) Regulations 2007

Applications from Officers at all levels (including Chief Officers) will only be considered under this discretion in circumstances that are exceptional or specifically determined by Cabinet.

16. Additional Payments Made to Chief Officers, Assistant Directors and Heads of Service – Election Duties

The Chief Executive is nominated as the Returning Officer. In accordance with the national agreement, the Chief Executive is entitled to receive and retain the personal fees arising from performing the duties of Returning Officer, Acting Returning Officer, Deputy Returning Officer or Deputy Acting Returning Officer and similar positions which he or she performs subject to the payment of pension contributions thereon, where appropriate.

The role of Deputy Returning Officer will be assigned to the required Officers working on the election. Deputy Returning Officers will receive payment in accordance with Appendix 4.

Payments to the Returning Officer are governed as follows:

- for national elections, fees are prescribed by legislation;
- for local elections, fees are determined within a local framework used by other district councils within the county. This framework is applied consistently and is reviewed periodically by lead Electoral Services Officers within Nottinghamshire.

As these fees are related to performance and delivery of specific elections duties, they are distinct from the process for the determination of pay for Chief Officers, Assistant Directors and Heads of Service.

17. Payments made in connection with Electoral Services Functions

Fees for all employees employed in connection with the Electoral Services function are reviewed and approved by Cabinet or full Council as and when appropriate. The proposed employee fees for electoral services is shown in Appendix 4.

In line with employment legislation all employees who work on an election and are paid via an hourly rate receive holiday pay. This holiday pay is 12.07% of the worker's earnings. This calculation is standard for all irregular hours' employees in the UK.

18. Publication of and Access to Information Relating to Remuneration of Chief Officers, Assistant Directors and Heads of Service

The Council publishes information relating to the remuneration of its Chief Officers, Assistant Directors and Heads of Service on its website and which it updates annually. The Council also publishes each year within its annual Statement of Accounts, the salary and fees of all Chief Officers, Assistant Directors and Heads of Service whose earnings exceed £50,000.

19. Definition of Lowest Paid Employee

In April 2020 grade 2 and grade 3 were reduced to one spinal point within the grade. This provided balance to both grades 2 and 3. The lowest evaluated score in accordance with the GLPC job evaluation scheme remains the post of cleaner with 202 points and this falls within grade 2 of the Broxtowe Local Pay Scale.

On 31 March 2025 the salary difference between the lowest paid employee and the highest paid employee will be £102,198.

20. Ratio of Pay

The ratio of the pay of the Council's top earner (Chief Executive) to that of its median earner is currently 4.40:1. This calculation of the pay multiple is based on base salary as at 30 November 2024.

The median pay for employees has increased over the past year in large part due to the job evaluation panel's review of posts at the Council. Since April 2023 the Council has evaluated over 275 posts

21. Relationship Between Remuneration of Chief Officers, Assistant Directors and Heads of Service compared with all other employees

The Council implemented Single Status for all employees of the Council on 1 March 2011 following Cabinet approval of a new pay and grading structure for Chief Officers, Assistant Directors and Heads of Service on 10 March 2009 and all other employees on 29 June 2010.

The continuing evaluation of posts at all levels demonstrates non-discriminatory pay practices and that the Council pays equally for work of equal value.

22. Gender Pay Gap

The production of Gender Pay Gap information has been a mandatory requirement since April 2017. The gender pay gap is calculated as the average difference between male and female earnings as a percentage of male earnings.

Note: The mean is an average. It is the grand total divided by the number of data points. The median is the middle value in a sample sorted into ascending order. If the sample contains an even number of values, the median is defined as the mean of the middle two.

The Gender Pay Gap for 2023/2024 as published on GOV.UK and the Council's website by hourly rate is as follows:

All Employees		All Employees	
Mean male hourly rate	16.2273	Median male hourly rate	14.5199
Mean female hourly rate	15.5694	Median female hourly rate	13.5553
Gender Pay Gap	4.05%	Gender Pay Gap	6.64%
Full Time Employees		Full Time All Employees	
Mean male hourly rate	16.4745	Median male hourly rate	14.8423
Mean female hourly rate	16.8606	Median female hourly rate	15.1077
Gender Pay Gap	-2.34%	Gender Pay Gap	-1.79%
Part Time Employees		Part Time All Employees	
Mean male hourly rate	13.9815	Median male hourly rate	13.3174
Mean female hourly rate	13.8907	Median female hourly rate	13.5553
Gender Pay Gap	0.65%	Gender Pay Gap	-1.79%

23. Real Living Wage

The Real Living Wage provides an hourly rate of pay based on the cost of living for employers inside and outside of London. This Real Living Wage can be paid voluntarily by organisations to show their commitment to meeting the 'real living wage' as it is referred to by the Living Wage Foundation.

The Real Living Wage for 2024/25 was £12.00 for employers outside of London and £13.15 for employers in London. The Broxtowe Local Pay Scales for 2024/25 show that Broxtowe Borough Council paid above the Real Living Wage as the lowest hourly rate in 2024/25 was £12.45. The Real Living Wage for 2025/26 was announced in November 2024 as £12.60 for employees outside of London and £13.85 for employers in London. The pay award for Local Government has not yet been announced for 2025/26. A pay award of 1.3%, or a fixed amount above £281, for 2025/26 would result in the Council continuing to pay above the Real Living Wage.

24. Pension Discretions Policy

The Local Government Pension Scheme (LGPS) regulations require employers who participate in the LGPS to draw up and publish a discretions Policy. This Policy should then be kept under review by the Council. Discretions are powers that enable employers to choose how to apply the scheme in respect of certain provisions. The Pension Discretions Policy is the Council's Policy statement detailing all mandatory employer discretions. This Policy was brought into effect in September 2020.

APPENDIX 1 – BROXTOWE LOCAL PAY STRUCTURE – FOR CHIEF OFFICER, ASSISTANT DIRECTOR AND HEAD OF SERVICE POSTS EVALUATED USING HAY SCHEME.

From April 2025

Grade	SCP	2024/25	Hourly Rate
15 0-499	70	£51,709	26.8022
	71	£52,328	27.1230
	72	£52,804	27.3697
	73	£54,235	28.1114
	74	£55,484	28.7588
CO1 HoS 500-629	75	£59,842	31.0177
	76	£61,253	31.7491
	77	£62,664	32.4804
	78	£64,070	33.2092
	79	£65,544	33.9732
CO2 HoS 630-759	80	£71,100	36.8530
	81	£72,773	37.7202
	82	£74,486	38.6081
	83	£76,240	39.5172
	84	£78,091	40.4766
CO3 Dir 760-939	85	£81,808	42.4033
	86	£83,659	43.3627
	87	£86,009	44.5808
	88	£88,356	45.7973
	89	£90,705	47.0148
CO4 DCEO 940-1119	90	£97,027	50.2917
	91	£99,400	51.5217
	92	£101,776	52.7532
	93	£104,150	53.9837
	94	£106,519	55.2116
CO5 CEO 1120+	95	£111,590	57.8401
	96	£115,870	60.0585
	97	£120,144	62.2738
	98	£122,028	63.2504
	99	£126,226	65.4263

Subject to the National Joint Council Pay Award for 2025/26

APPENDIX 2 – BROXTOWE LOCAL PAY STRUCTURE – FOR POSTS EVALUATED USING THE GLPC SCHEME.

From April 2025

JE Score [points]	Grade	SCP	April 2025	Rate
184-240	Grade 2	12	£24,028	12.4544
		-	-	
		-	-	
241-285	Grade 3	15	£24,436	12.6658
286-324	Grade 4	16	£24,716	12.8110
		17	£25,183	13.0530
		18	£25,545	13.2407
		19	£25,890	13.4195
		-	-	
325-365	Grade 5	21	£26,065	13.5102
		22	£26,524	13.7481
		23	£26,983	13.9860
		24	£27,442	14.2239
		-	-	
366-401	Grade 6	26	£27,959	14.4919
		27	£28,407	14.7241
		28	£28,856	14.9568
		29	£29,303	15.1885
		-	-	
402-439	Grade 7	31	£29,925	15.5109
		32	£30,437	15.7763
		33	£30,949	16.0417
		34	£31,460	16.3066
		-	-	

Subject to the National Joint Council Pay Award for 2025/26

JE Score [points]	Grade	SCP	April 2025	Rate
440-469	Grade 8	36	£32,141	16.6595
		37	£32,671	16.9342
		38	£33,199	17.2079
		39	£33,727	17.4816
		-	-	
470-500	Grade 9	41	£34,671	17.9709
		42	£35,247	18.2695
		43	£35,824	18.5685
		44	£36,401	18.8676
		-	-	
501-533	Grade 10	46	£37,640	19.5098
		47	£38,279	19.8410
		48	£38,914	20.1702
		49	£39,551	20.5003
		-	-	
534-563	Grade 11	51	£40,456	20.9694
		52	£41,064	21.2846
		53	£41,671	21.5992
		54	£42,279	21.9143
		-	-	
564-593	Grade 12	56	£43,081	22.3300
		57	£43,731	22.6669
		58	£44,382	23.0044
		59	£45,033	23.3418
		-	-	
594-622	Grade 13	61	£45,949	23.8166
		62	£46,552	24.1291
		63	£47,156	24.4422
		64	£47,759	24.7548
		-	-	
623-653	Grade 14	66	£48,449	25.1124
		67	£48,932	25.3628
		68	£49,412	25.6116
		69	£49,895	25.8619
		-	-	
654+	Grade 15	71	£51,085	26.4787
		72	£51,709	26.8022
		73	£52,328	27.1230
		74	£52,804	27.3697
		-	-	

APPENDIX 2a – BROXTOWE LOCAL PAY STRUCTURE – SCALE OF LOCAL ALLOWANCES

Broxtowe Borough Council Local Allowances (Subject to the National Joint Council Pay Award for 2025/26)

	2025/26
Relocation	
Lodging Allowance - per week	83.77
Settling in Allowance	428.25
Mileage Allowances	
Car Mileage Allowance per mile up to 10,000 - (HMRC Rate)	0.45
Car Mileage Allowance per mile over 10,000 - (HMRC Rate)	0.25
Car PSV Rate (Training and Out of County Mileage over 50 miles)	0.22
Motor cycles - per mile	
not exceeding 500cc - (HMRC Rate)	0.24
Exceeding 500cc - (HMRC Rate)	0.24
Pedal cycles - per mile (HMRC Rate)	0.20
Voluntary Reliable Call Out	
Calls initiated between 11.00 pm and 6.0 am	17.85
Calls initiated at other times	12.87
Standby	
Per weekday session	13.94
Per day at weekend or bank holiday	41.81
Emergency Standby Enhancement	29.05
First Aid - per month	15.29
Mental Health First Aid - per month	15.29
Travel and Subsistence Allowances	
Breakfast	7.11
Lunch	9.77
Tea	3.90
Evening Meal	12.04
Out of pocket expenses (Residential Courses)	
per night	5.63
per week	22.44
Long Service / Retirement Awards	
25 Years (Awarded on anniversary)	505.16
Additional Years (Annual amount paid at 5 year intervals or on leaving the authority)	21.85

APPENDIX 3 - CHIEF OFFICERS, ASSISTANT DIRECTORS AND HEAD OF SERVICE REMUNERATION TABLE

Post	Salary Grade	Designated Car User	Professional Fees	BBC Pension Contribution
Chief Executive	CO5	Y	Y	19.0%
Deputy Chief Executive and Section 151 Officer	CO4	Y	Y	19.0%
Executive Director	CO4	Y	Y	19.0%
Director of Legal and Democratic Services (Monitoring Officer)	CO3	Y	Y	19.0%
Assistant Director Housing	CO2	Y	Y	19.0%
Assistant Director Finance Services (Deputy Section 151 Officer)	CO2	Y	Y	19.0%
Assistant Director Environment	CO2	Y	Y	19.0%
Assistant Director Asset Management and Development	CO2	Y	Y	19.0%
Assistant Director Planning and Economic Development	CO2	Y	Y	19.0%
Assistant Director Revenues, Benefits and Customer Services	CO2	Y	Y	19.0%
Assistant Director Corporate Services	CO2	Y	Y	19.0%
Head of Health, Safety, Compliance and Emergency Planning	CO1	Y	Y	19.0%
Head of Legal Services (Deputy Monitoring Officer)	CO1	Y	Y	19.0%
Head of Democratic Services (Deputy Monitoring Officer)	CO1	Y	Y	19.0%
Head of Communities and Community Safety	CO1	Y	Y	19.0%
Head of Environmental Health, Licensing and Private Sector Housing	CO1	Y	Y	19.0%
Head of Economic Development	CO1	Y	Y	19.0%

APPENDIX 4 – SCALE OF FEES FOR ELECTORAL FUNCTIONS**1. Elections**

All fees listed below are with effect from 1 April 2025 and are agreed across Nottinghamshire. The Council may make additional payments for roles and tasks undertaken which are not listed below. These additional payments will be funded solely by the Council.

Polling Station Employees Fees

Fee	Scale
Presiding Officer 20% uplift for combination no matter how many polls are combined	*£18.66 per hour
Poll Clerk 20% uplift for combination no matter how many polls are combined	*£12.21 per hour
Polling Station Inspector	*£18.66 per hour
Training fee: For online or face to face training	*Maximum of £46.65
Delivery of training, fee per session	£174.94

Verification & Count Employees Fees

Fee	Scale
Deputy Returning Officer	*£29.16 per hour
Chief Counting Officer	*£34.99 per hour (up to 10pm) *£52.49 per hour (after 10pm)
Count Manager	*£34.99 per hour (up to 10pm) *£52.49 per hour (after 10pm)
Verification and Count Supervisor	*£20.41 per hour (up to 10pm) *£30.62 per hour (after 10pm)
Verification and Count Team Leader	£18.48 per hour (up to 10pm) £27.72 per hour (after 10pm)
Verification and Count Assistant	*£14.58 per hour (up to 10pm) *£21.87 per hour (after 10pm)
Verification of ballot paper accounts	*£14.58 per hour *£21.87 per hour (after 10pm)
Count Set Up	£12.21 per hour
Door Supervisor	£14.58 per hour (up to 10pm) £21.87 per hour (after 10pm)

Postal Voting Employees Fees

Fees for issue or receipt of Postal Votes	Scale
Deputy Returning Officer	£29.16 per hour
Postal Vote Co-ordinator	£23.32 per hour (up to 10pm) £34.98 per hour (after 10pm)
Postal Voting Supervisor	£17.49 per hour (up to 10pm) £26.24 per hour (after 10pm)
Postal Voting Assistant	£14.58 per hour (up to 10pm) £21.87 per hour (after 10pm)

Returning Officer Fees (District / Borough / City)

Fee	Scale
Returning Officer's fee for the 1st 1,000 local electors within each ward for which an election is held	£118.97
Returning Officer's fee for each additional 1,000 electors or part thereof per ward	£39.65
Returning Officer's fee for an uncontested Election	£48.40
Returning Officer's clerical fee per 1,000 electors	£9.79
Returning Officer's fee for postal voting (issue and receipt)	£192.43

Returning Officer Fees (Parish)

Fee	Scale
Returning Officer's clerical fee per 1,000 electors	£9.79
Returning Officer's fee for postal voting (issue and receipt)	£192.43
For one parish	£146.05
For each additional parish up to 10 in total	£102.08
For each additional parish over 10 in total	£72.42
Additional payment where a parish is divided into wards, payment per ward	£24.26

Returning Officer Fees (Parish when combined with District / Parish)

Fee	Scale
Returning Officer's clerical fee per 1,000 electors	£9.79
Returning Officer's fee for postal voting (issue and receipt)	£192.43
For one parish	£116.41
For each additional parish up to 10 in total	£97.66
For each additional parish over 10 in total	£58.82
Additional payment where a parish is divided into wards, payment per ward	£14.45

Returning Officer Fees (Parish where uncontested)

Fee	Scale
For one parish	£29.03
For each additional parish up to 10 in total	£29.03
For each additional parish over 10 in total	£14.33
Additional payment where a parish is divided into wards, payment per ward	£14.45

Deputy Returning Officer and other Fees

Fee	Scale
Deputy Returning Officer's fee or Acting Deputy Returning Officer's fee for other duties (excluding count), e.g. processing nominations	£186.61
General clerical employees per 100 electors	£9.46
Media/Comms Lead	£20.41 per hour (up to 10pm) £30.62 per hour (after 10pm)

Media/Comms Assistant	£14.58 per hour (up to 10pm) £21.87 per hour (after 10pm)
Ballot box preparation/filling	£14.58 per hour
Ballot book checking	£14.58 per hour
Ballot box logistics	£18.48 per hour
Poll card hand delivery per poll card	21p
Mobile Phone Use (Maximum per PO)	£3.30

Notes

- *These fees do not include travelling expenses, which are at the discretion of the Returning Officer. Councils may use casual user mileage rates as laid down by the N.J.C. 45 pence per mile (private vehicle) and 24 pence per mile (motor cycle) or 20 pence per mile (bicycle).
- Payment of additional fees for working overnight, to reflect unsociable hours, is at the discretion of the Returning Officer.
- Additional fees may be paid to cover the actual and necessary costs incurred by the Returning Officer for all purposes including clerical assistance, in connection with the Election not already included in this scale.
- Payment to core Elections Team working additional time, such as overtime rates, is at discretion of the Returning Officer.
- All Fees are increased annually by the previous year's Local Authority Pay Award. The exception to this will be polling station staff. Poll clerks will be paid as a minimum the National Minimum wage. Presiding Officer fees are to be increased by the same percentage increase as poll clerks to ensure the differential between the two fees is retained owing to the difficulty in recruiting Presiding Officers and their differing levels of responsibility.
- Payment for use of personal mobiles phones to any staff member is at the discretion of the Returning Officer.

2. Electoral Registration

Fee	Scale
Canvass	
For each visit	£12.21per hour
Training – online course only	£10
Training – face to face and online course	£30
Mileage	45p per mile

Appendix 2

Equality Impact Assessment

The Equality Act 2010 replaces the previous anti-discrimination laws with a single Act. It simplifies the law, removing inconsistencies and making it easier for people to understand and comply with it. It also strengthens the law in important ways, to help tackle discrimination and equality. The majority of the Act came into force on 1 October 2010.

Public bodies are required in it to have due regard to the need to:

- eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited under the Act
- advance equality of opportunity between people who share a protected characteristic and people who do not share it, and
- foster good relations between people who share a protected characteristic and people who do not share it.

The public sector Equality Duty came into force on 5 April 2011. The duty ensures that all public bodies play their part in making society fairer by tackling discrimination and providing equality of opportunity for all. It ensures that public bodies consider the needs of all individuals in their day to day work – in shaping policy, delivering services and in relation to their own employees.

The Equality Duty encourages public bodies to understand how different people will be affected by their activities so that policies and services are appropriate and accessible to all and meet different people's needs. By understanding the effect of their activities on different people, and how inclusive public services can support and open up people's opportunities, public bodies are better placed to deliver policies and services that are efficient and effective.

The new equality duty replaces the three previous public sector equality duties, for race, disability and gender. The new equality duty covers the following protected characteristics:

- age
- disability
- gender reassignment
- pregnancy and maternity
- race – this includes ethnic or national origins, colour or nationality
- religion or belief – including lack of belief
- sex
- sexual orientation.

It also applies to marriage and civil partnership, but only in respect of the requirement to have due regard to the need to eliminate discrimination.

The Council has also decided to treat people who have care experience as if they had a protected characteristic under the law.

Having due regard means consciously thinking about the three aims of the equality duty as part of the process of decision-making. This means that consideration of equality issues must influence the decisions reached by public bodies, including how they act as employers, how they develop, evaluate and review policies, how they design, deliver and evaluate services, and how they commission and procure from others.

Having due regard to the need to advance equality of opportunity involves considering the need to:

- remove or minimise disadvantages suffered by people due to their protected characteristics
- meet the needs of people with protected characteristics, and
- encourage people with protected characteristics to participate in public life or in other activities where their participation is low.

Fostering good relations involves tackling prejudice and promoting understanding between people who share a protected characteristic and others.

Complying with the equality duty may involve treating some people better than others, as far as this is allowed by discrimination law. For example, it may involve making use of an exception or the positive action provisions in order to provide a service in a way which is appropriate for people who share a protected characteristic.

The Equality Duty also explicitly recognises that disabled people's needs may be different from those of non-disabled people. Public bodies should therefore take account of disabled people's impairments when making decisions about policies or services. This might mean making reasonable adjustments or treating disabled people better than non-disabled people in order to meet their needs.

There is no explicit requirement to refer to the Equality Duty in recording the process of consideration but it is good practice to do so. Keeping a record of how decisions were reached will help public bodies demonstrate that they considered the aims of the Equality Duty. Keeping a record of how decisions were reached will help public bodies show how they considered the Equality Duty. Producing an Equality Impact Assessment after a decision has been reached will not achieve compliance with the Equality Duty.

It is recommended that assessments are carried out in respect of new or revised policies and that a copy of the assessment is included as an appendix to the report provided to the decision makers at the relevant Cabinet, Committee or Scrutiny meeting.

Where it is clear from initial consideration that a policy will not have any effect on equality for any of the protected characteristics, no further analysis or action is necessary.

Public bodies should take a proportionate approach when complying with the Equality Duty. In practice, this means giving greater consideration to the Equality Duty where

a policy or function has the potential to have a discriminatory effect or impact on equality of opportunity, and less consideration where the potential effect on equality is slight. The Equality Duty requires public bodies to think about people's different needs and how these can be met.

EQUALITY IMPACT ASSESSMENT (EIA)

Directorate:	Executive	Title of the Lead Officer responsible for EIA	Payroll and Job Evaluation Manager
Name of the policy or function to be assessed:		Pay Policy 2025/26	
Title of the Officer undertaking the assessment:		Payroll and Job Evaluation Manager	
Is this a new or an existing policy or function?		Existing (Amended for new financial year)	
<p>1. What are the aims and objectives of the policy or function?</p> <p>The set out the pay conditions for the 2025/26 financial year for all Council employees, in particular senior officers. The Pay Policy is published on the Council's website as part of our statutory obligation but also to provide transparency in payments to senior officers.</p>			
<p>2. What outcomes do you want to achieve from the policy or function?</p> <p>To meet the statutory obligations of having a Pay Policy approved by Council for the coming financial year. To provide transparency to the public in payments which are made to Council employees.</p>			
<p>3. Who is intended to benefit from the policy or function?</p> <p>The policy will benefit the Council by meeting statutory obligations. It will benefit the public by providing details of payments made to employees. It will also benefit Council employees as they will be aware of the pay they can expect.</p>			
<p>4. Who are the main stakeholders in relation to the policy or function?</p> <p>Council employees (in particular senior officers)</p>			
<p>5. What baseline quantitative data do you have about the policy or function relating to the different equality strands?</p> <ul style="list-style-type: none"> - Workforce Profile - Declared equality information from the HR payroll and HR system 			

Directorate:	Executive	Title of the Lead Officer responsible for EIA	Payroll and Job Evaluation Manager
<p>6. What baseline qualitative data do you have about the policy or function relating to the different equality strands? Employee Survey</p>			
<p>7. What has stakeholder consultation, if carried out, revealed about the nature of the impact? Any changes to the pay structure are consulted upon with employees affected and unions. The annual pay settlement for employees is subject to a national collective negotiation procedure.</p>			
<p>8. From the evidence available does the policy or function affect or have the potential to affect different equality groups in different ways? In assessing whether the policy or function adversely affects any particular group or presents an opportunity for promoting equality, consider the questions below in relation to each equality group:</p>			
<p><input type="checkbox"/> Does the policy or function target or exclude a specific equality group or community? Does it affect some equality groups or communities differently? If yes, can this be justified? No. All groups are equally impacted. The Council conducts annual monitoring through its workforce profile which is reported to cabinet. this tracks the impact on employees with protected characteristics.</p>			
<p><input type="checkbox"/> Is the policy or function likely to be equally accessed by all equality groups or communities? If no, can this be justified? Yes</p>			
<p><input type="checkbox"/> Are there barriers that might make access difficult or stop different equality groups or communities accessing the policy or function? No. The council takes proactive steps to raise awareness in relation to the risk of any direct or indirect discrimination, and if barriers are identified to accessing facilities, training or progression, takes steps to address these.</p>			
<p><input type="checkbox"/> Could the policy or function promote or contribute to equality and good relations between different groups? If so, how? It is important that pay policies are seen to be fair and transparent to promote good relationships between all sections of the workforce.</p>			
<p><input type="checkbox"/> What further evidence is needed to understand the impact on equality? N/A</p>			

9. On the basis of the analysis above what actions, if any, will you need to take in respect of each of the equality strands?

Age: The Council reports on the age of the workforce as part of the statistical information gathered within the yearly Workforce Profile document.

Disability: The Pay Policy will be made accessible for both the intranet and Council website. The Council reports on employees with a disability as part of the statistical information gathered within the yearly Workforce Profile document.

Gender: The Council calculates and reports on the gender age gap every year in line with legislation. The most up to date gender pay gap figures can be found in this Pay Policy.

Gender Reassignment: It's believed this equality strand will not be negatively impacted by the Pay Policy.

Marriage and Civil Partnership: It's believed this equality strand will not be negatively impacted by the Pay Policy.

Pregnancy and Maternity: It's believed this equality strand will not be negatively impacted by the Pay Policy. The Council have policies in place to ensure that pregnancy, maternity and paternity rights are protected.

Race: The Council reports on race as part of the statistical information gathered within the yearly Workforce Profile document.

Religion and Belief: It's believed this equality strand will not be negatively impacted by the Pay Policy.

Sexual Orientation: It's believed this equality strand will not be negatively impacted by the Pay Policy.

Care Experience: It's believed this equality strand will not be negatively impacted by the Pay Policy.

Executive Director:

I am satisfied with the results of this EIA. I undertake to review and monitor progress against the actions proposed in response to this impact assessment.

Signature: Payroll and Job Evaluation Manager

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Report of the Deputy Chief Executive

Independent Remuneration Panel – Pay Award and Review of Allowances

1. Purpose of Report

To inform Members of the proposed pay allowance rates for Members for 2025/26 based on the Cabinet governance model.

2. Recommendation

The independent Remuneration Panel RECOMMENDS to Council that:

- 1. Member allowances be increased for 2025/26 in line with the employee pay award (anticipated at 3%).**
- 2. An increase of £600 be applied to the basic allowance to decrease the gap between this Council and the Council with the next lowest allowances in Nottinghamshire.**
- 3. An allowance of £900 be awarded for the role of Deputy Portfolio Holder.**

3. Detail

At its meeting on 27 September 2024 the Panel conducted a review of allowances and discussed a comparison of figures for allowances from local authorities across Nottinghamshire. It was noted that this Council's allowances were the lowest by a substantial margin. To bring allowances into line with the next lowest paid authority, it was proposed that £600 be added to the basic allowance. There was particular emphasis on the context of the recommendation, which was the substantial difference between the Council's allowances and other similar local authority allowances. It was noted that even if £600 were added, the Council would still have the lowest basic allowance.

Further consideration was given to the role of the Deputy Portfolio Holder and it was agreed to recommend a further £900 award to Deputy Portfolio Holders in addition to the allowance of £3,332 currently paid to Cabinet Members without Portfolio.

At the meeting on 31 January 2025 the Panel was informed that as part of the budget setting process, an allowance of 3% has been included in the establishment pay budgets for the anticipated pay award in 2025/26.

In accordance with the Scheme of Members' Allowances approved by the Panel in September 2015, Member allowance rates should increase in line with any employee pay award. Accordingly, a proposed increase of 3% has been applied and the proposed new allowance rates are shown in the **Appendix**.

4. Financial Implications

The comments from the Head of Finance Services were as follows:

For comparative purposes, the proposed allowances with a 3% increase is shown in the **Appendix**. The full impact of the increase, should it be accepted, would be around £8,800 per annum from 2025/26. Should the increase of £600 to the basic allowance be accepted the cost per annum from 2025/26 would be a further £26,400. If approved, the additional costs would be funded directly from General Fund Reserve balances.

5. Legal Implications

The comments from the Head of Legal Services were as follows:

It is a requirement of the Local Authorities (Members' Allowances) (England) Regulations 2003 that an Independent Panel on Members' Allowances is arranged to consider issues and put forward recommendations for the Council to consider. It is for the Council to decide on the Members' Allowances Scheme that is put in place, having regard to the Panel's recommendations. Allowances are paid under the Local Government and Housing Act 1989 the Local Government Acts 1972 and 2000 and the Local Authorities Members Allowances Regulations 2003.

6. Human Resources Implications

There were no comments from the Human Resources Manager.

7. Union Comments

Not applicable.

8. Climate Change Implications

Not applicable.

9. Data Protection Compliance Implications

This report does not contain any OFFICIAL(SENSITIVE) information and there are no Data Protection issues in relation to this report.

10. Equality Impact Assessment

As this is not a change to policy or a new policy an equality impact assessment not required.

11. Background Papers

Nil.

Appendix

Revised Members' allowances following proposed 3% increase

	No. <u>Applying</u>	Current <u>Rate</u> £	Proposed <u>Rates</u> (£)
Basic Allowance	44	4,019	4,140
(Basic Allowance with the £600 increase in addition to the 3% uplift)			4,740
<u>Special Responsibility Allowances:</u>			
- Leader	1	14,565	15,002
- Deputy Leader	1	6,554	6,751
<u>Cabinet Members</u>			
- Leader/Chair	1	5,097	5,250
- Deputy Leader/Vice Chair	1	5,097	5,250
- Portfolio Holder Housing	1	5,097	5,250
- Portfolio/Finance	1	5,097	5,250
- Portfolio Holder Leisure and Health	1	5,097	5,250
- Portfolio/Environment	1	5,097	5,250
- Portfolio/Jobs and Economy	1	5,097	5,250
- Portfolio/Community Safety	1	5,097	5,250
- Deputy Portfolio Holder (allowance to be confirmed)	1	4,232	4,359
- Member Without Portfolio	1	3,332	3,432
<u>Scrutiny Chairs</u>			
- Overview and Scrutiny Chair	1	5,097	5,250
- Vice Chair	2	842	867
<u>Overview and Scrutiny Working Groups*</u>			
- Chair	1	312	321
- Vice Chair	1	104	107
*Payment to be made as appointed to the Working Group from Overview and Scrutiny Committee on a rotating basis.			

	<u>No. Applying</u>	<u>Current Rate</u> £	<u>Proposed Rates</u> £
<u>Policy Advisory Working Group</u>			
- Chair	1	3,332	3,432
- Vice Chair	1	842	867
<u>Quasi-Judicial Committees, Board etc.</u>			
- Chair:			
o Planning	1	5,097	5,250
o Licensing Committee	1	5,097	5,250
o Governance, Audit and Standards	1	3,332	3,432
- Vice Chair:			
o Planning	1	842	867
o Licensing Committee	1	842	867
o Governance, Audit and Standards	1	842	867
- Independent Person	2	1,456	1,500
<u>Political Groups – Additional Allowance</u>			
- Leader of Opposition	1	3,332	3,432
- Business Manager	5	323	333
- Deputy Leader of Opposition	1	842	867
<u>Civic</u>			
- Mayor	1	5,097	5,250
- Deputy Mayor	1	1,456	1,500
<u>Outside Bodies</u>			
- Health Lead	1	1,185	1,221
- Chair of Broxtowe Partnership Health Task Group	1	1,185	1,221
- Police and Crime Panel	1	1,185	1,221

Report of the Leader of the Council and the Portfolio Holder for Resources and Personnel Policy

Approval of the Revenue and Capital Budgets, Capital Strategy, Treasury Management Strategy, Investments Strategy, General Fund Medium Term Financial Strategy and to fix the Council Tax for the year commencing 1 April 2025

1. Purpose of Report

To approve the capital and revenue budget proposals together with the Capital Strategy, Prudential Indicators, Treasury Management Strategy, Investment Strategy and the General Fund Medium Term Financial Strategy.

(Members should note that, in accordance with the Local Authorities (Standing Orders) (England) (Amendment Regulations 2014, there will be a recorded vote on this item).

2. Recommendation

The Council is asked to RESOLVE that:

1. The recommendations arising from the Cabinet meeting of 4 February 2025 as set out below be approved and adopted.
 - The Housing Revenue Account budget as submitted be approved.
 - The General Fund revenue budgets as submitted be approved.
 - The capital submissions and priorities within them be approved and the Deputy Chief Executive and Section 151 Officer be authorised to arrange the financing of the Capital Programme as necessary.
 - An amount of £50,000 be provided for a General Fund Contingency in 2025/26.
 - The Council Tax Requirement for 2025/26, excluding special expenses and local precepting requirements, be £6,862,179.
 - An amount of £1,332,559 be withdrawn from the General Fund reserves in 2025/26 to include:
 - a) £1,277,216 from General Fund balances.
 - b) £55,343 from General Fund earmarked reserves.
 - The Capital Strategy 2025/26 to 2027/28 be approved.
 - The Minimum Revenue Provision policy as set out be approved.

- The Treasury Management Strategy Statement 2025/26 to 2027/28 be approved.
 - The Investments Strategy 2025/26 to 2027/28 be approved.
 - The General Fund Medium Term Financial Strategy to 2028/29 be approved.
2. It be noted that Cabinet, at its meeting on 3 December 2024, approved the following amounts for the year 2025/26 in accordance with the Local Authorities (Calculation of Council Tax Base) (England) Regulations 2012:

- (a) 35,568.23 being the amount calculated by the Council, in accordance with regulation 3 of the Local Authorities (Calculation of Council Tax Base) (England) Regulations 2012, as its council tax base for the year.

(b) Part of the Council's area

Parish of Awsworth	607.40
Parish of Brinsley	773.41
Parish of Cossall	246.43
Parish of Eastwood	3,088.63
Parish of Greasley	3,756.84
Parish of Kimberley	1,898.97
Parish of Nuthall	2,258.62
Parish of Stapleford	4,274.82
Parish of Trowell	842.43
Beeston Special Expense Area	17,645.38

being the amounts calculated by the Council, in accordance with regulation 6 of the Regulations as the amounts of its Council Tax Base for the year for dwellings in those parts of its area to which one or more special items relate.

The amount calculated for dwellings in those parts of its area to which no special item relates is 175.30.

3. The following amounts be now calculated by the Council for the year 2025/26 in accordance with Sections 31 to 36 of the Local Government Finance Act 1992 (the Act) as amended:
- (a) £60,074,411 being the aggregate of the amounts which the Council estimates for the items set out in Section 31A (2) of the Act.
- (b) £51,978,462 being the aggregate of the amounts which the Council estimates for the items set out in Section 31A (3) of the Act.

- (c) **£8,121,949** being the amount by which the aggregate at 3(a) above exceeds the aggregate at 3(b) above, calculated by the Council, in accordance with Section 31A (4) of the Act, as its council tax requirement for the year.
- (d) **£228.35** being the amount at 3(c) above divided by the amount at 2(a) above, calculated by the Council, in accordance with Section 31B of the Act, as the basic amount of its council tax for the year.
- (e) **£1,259,700** being the aggregate amount of all special items (including parish precepts and special expenses) referred to in Section 34(1) of the Act.
- (f) **£192.93** being the amount at 3(d) above less the result given by dividing the amount at 3(e) above by the amount at 2(a) above, calculated by the Council, in accordance with Section 34(2) of the Act, as the basic amount of its council tax for the year for dwellings in those parts of its area to which no special item relates.
- (g) **Part of the Council's Area**
- | | |
|------------------------------|----------------|
| Parish of Awsworth | £344.89 |
| Parish of Brinsley | £314.45 |
| Parish of Cossall | £251.30 |
| Parish of Eastwood | £261.57 |
| Parish of Greasley | £253.88 |
| Parish of Kimberley | £270.34 |
| Parish of Nuthall | £247.47 |
| Parish of Stapleford | £247.30 |
| Parish of Trowell | £299.17 |
| Beeston Special Expense Area | £194.40 |

being the amounts given by adding to the amount at 3(f) above the amounts of the special item or items relating to dwellings in those parts of the Council's area mentioned above divided in each case by the amount at 2(b) above, calculated by the Council, in accordance with Section 34(3) of the Act, as the basic amounts of its council tax for the year for dwellings in those parts of its area to which one or more special items relate.

PART OF THE COUNCIL'S AREA	VALUATION BANDS							
	A £	B £	C £	D £	E £	F £	G £	H £
Parish of Awsworth	229.93	268.25	306.57	344.89	421.53	498.17	574.82	689.78
Parish of Brinsley	209.63	244.57	279.51	314.45	384.33	454.21	524.08	628.90
Parish of Cossall	167.53	195.46	223.38	251.30	307.14	362.99	418.83	502.60
Parish of Eastwood	174.38	203.44	232.51	261.57	319.70	377.82	435.95	523.14
Parish of Greasley	169.25	197.46	225.67	253.88	310.30	366.72	423.13	507.76
Parish of Kimberley	180.23	210.26	240.30	270.34	330.42	390.49	450.57	540.68
Parish of Nuthall	164.98	192.48	219.97	247.47	302.46	357.46	412.45	494.94
Parish of Stapleford	164.87	192.34	219.82	247.30	302.26	357.21	412.17	494.60
Parish of Trowell	199.45	232.69	265.93	299.17	365.65	432.13	498.62	598.34
Beeston Special Expense Area	129.60	151.20	172.80	194.40	237.60	280.80	324.00	388.80
All other parts of the Council's Area	128.62	150.06	171.49	192.93	235.80	278.68	321.55	385.86

being the amounts given by multiplying the amounts at 3(f) and 3(g) above by the number which, in the proportion set out in Section 5(1) of the Act, is applicable to dwellings listed in a particular valuation band divided by the number which in that proportion is applicable to dwellings listed in Valuation Band D, calculated by the Council, in accordance with Section 36(1) of the Act, as the amounts to be taken into account for the year in respect of categories of dwellings listed in different valuation bands.

4. That it be noted for the year 2025/26, the Nottinghamshire and City of Nottingham Fire and Rescue Authority, Nottinghamshire County Council and the Nottinghamshire Police and Crime Commissioner are proposing the following amounts in precepts issued to the Council, in accordance with Section 40 of the Local Government Finance Act 1992, for each of the categories of dwellings shown below:

PRECEPTING AUTHORITY	VALUATION BANDS							
	A £	B £	C £	D £	E £	F £	G £	H £
Nottinghamshire County Council	1,263.03	1,473.53	1,684.04	1,894.54	2,315.55	2,736.56	3,157.57	3,789.08
Nottinghamshire Police and Crime Commissioner	197.40	230.30	263.20	296.10	361.90	427.70	493.50	592.20
Nottinghamshire and City of Nottingham Fire and Rescue Authority	64.81	75.61	86.41	97.21	118.81	140.41	162.02	194.42

5. That, having calculated the aggregate in each case of the amounts at 3(h) and 4 above, the Council, in accordance with Section 30(2) of the Local Government Finance Act 1992, hereby sets the following amounts as the amounts of council tax for the year 2025/26 for each of the categories of dwellings shown below:

PART OF THE COUNCIL'S AREA	VALUATION BANDS							
	A £	B £	C £	D £	E £	F £	G £	H £
Parish of Awsworth	1,755.17	2,047.69	2,340.22	2,632.74	3,217.79	3,802.84	4,387.91	5,265.48
Parish of Brinsley	1,734.87	2,024.01	2,313.16	2,602.30	3,180.59	3,758.88	4,337.17	5,204.60
Parish of Cossall	1,692.77	1,974.90	2,257.03	2,539.15	3,103.40	3,667.66	4,231.92	5,078.30
Parish of Eastwood	1,699.62	1,982.88	2,266.16	2,549.42	3,115.96	3,682.49	4,249.04	5,098.84
Parish of Greasley	1,694.49	1,976.90	2,259.32	2,541.73	3,106.56	3,671.39	4,236.22	5,083.46
Parish of Kimberley	1,705.47	1,989.70	2,273.95	2,558.19	3,126.68	3,695.16	4,263.66	5,116.38
Parish of Nuthall	1,690.22	1,971.92	2,253.62	2,535.32	3,098.72	3,662.13	4,225.54	5,070.64
Parish of Stapleford	1,690.11	1,971.78	2,253.47	2,535.15	3,098.52	3,661.88	4,225.26	5,070.30
Parish of Trowell	1,724.69	2,012.13	2,299.58	2,587.02	3,161.91	3,736.80	4,311.71	5,174.04
Beeston Special Expense Area	1,654.84	1,930.64	2,206.45	2,482.25	3,033.86	3,585.47	4,137.09	4,964.50
All other parts of the Council's Area	1,653.86	1,929.50	2,205.14	2,480.78	3,032.06	3,583.35	4,134.64	4,961.56

3. Detail

Cabinet, at its meeting held on 4 February 2025, considered a report on Budget Proposals and Associated Strategies dealing with:

- Impact Analysis
- Housing Revenue Account Budget and Council House Rents 2025/26
- General Fund Revenue Budget 2025/26
- Capital Programme 2025/26 to 2027/28
- Capital Strategy 2025/26 to 2027/28
- Treasury Management Strategy Statement 2025/26 to 2027/28
- Investments Strategy 2025/26 to 2027/28, and
- General Fund Medium Term Financial Strategy.

The report to Cabinet is available on the Council's website at [https://democracyintranet.broxtowe.gov.uk/mgAi.aspx?ID=16637&\\$LO\\$=1#mgDocuments](https://democracyintranet.broxtowe.gov.uk/mgAi.aspx?ID=16637&LO=1#mgDocuments) with a paper hardcopy available upon request. The minutes which reflect the recommendations as agreed by Cabinet are available at [https://democracyintranet.broxtowe.gov.uk/documents/g5213/Printed%20minutes%20Tuesday%2004-Feb-2025%2018.00%20Cabinet.pdf?T=1&\\$LO\\$=1](https://democracyintranet.broxtowe.gov.uk/documents/g5213/Printed%20minutes%20Tuesday%2004-Feb-2025%2018.00%20Cabinet.pdf?T=1&LO=1)

The recommendations from that report have been referred to the Council for resolution and these are set out below together with the resolution to fix the Council Tax for the 2025/26 financial year.

4. Key Decision

This report is a key decision as defined under Regulation 8 of the Local Authorities (Executive Arrangements) (Meetings and Access to Information) (England) Regulations 2012 and is a decision made or to be made in connection with the discharge of an Executive function which is likely to result in the Council incurring revenue or capital expenditure or savings of £250,000 or more.

5. Updates from Scrutiny

The service and financial plans were considered by the Overview and Scrutiny Committee on 20 and 21 January 2025.

6. Financial Implications

The comments of the Head of Finance Services were as follows:

The detailed financial implications are considered in the report and appendices.

7. Legal Implications

The comments from the Head of Legal Services were as follows:

There are no specific legal implications that arise from this report, as the suggested proposals are in accordance with relevant legislation, Council policy and procedures. The recommendation is within the Council's statutory and fiduciary powers.

8. Human Resources Implications

There were no comments from the Human Resources Manager.

9. Union Comments

Not applicable.

10. Climate Change Implications

Climate change implications have been considered as part of the business planning and budget setting process.

11. Data Protection Compliance Implications

This report does not contain any OFFICIAL(SENSITIVE) information and there are no Data Protection issues in relation to this report.

12. Equality Impact Assessment

As there is no change to policy an equality impact assessment is not required.

13. Background Papers

Nil