

**City of Wolverhampton Council – Decisions taken by the Cabinet on Wednesday, 20 March 2024**

<b>Item 4</b>	
<b>Title</b>	Pay Policy Statement 2024 – 2025
<b>Status</b>	Recommendations Approved
<b>Record of Decision</b>	<p>That Cabinet approve:</p> <ol style="list-style-type: none"> <li>1. The virement of £127,000 from non pay budgets held in Public Health Business Management to fund the Deputy Director of Public Health post.</li> </ol> <p>That Council be recommended to approve:</p> <ol style="list-style-type: none"> <li>1. The Pay Policy Statement for 2024-2025.</li> <li>2. The publication of the Pay Policy Statement in line with the requirements of the Localism Act 2011.</li> <li>3. The additional Deputy Director posts detailed within the report and listed in Appendix 4 to the report.</li> </ol> <p>That Council be recommended to note:</p> <ol style="list-style-type: none"> <li>1. That the national pay award for 2024-2025 had not been agreed, at the time of writing the Pay Policy Statement.</li> </ol>
<b>Options Considered</b>	The authority is required to prepare and publish a Pay Policy in accordance with the Localism Act 2011.
<b>Reasons for Decision</b>	To ensure that the authority complies with the relevant legislation and best practice guidance.
<b>Record of Conflicts of Interest</b>	None
<b>Dispensation Granted</b>	Not applicable

**City of Wolverhampton Council – Decisions taken by the Cabinet on Wednesday, 20 March 2024**

<b>Decision available for implementation (subject to call-in)</b>	21 March 2024
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**City of Wolverhampton Council – Decisions taken by the Cabinet on Wednesday, 20 March 2024**

<b>Item 5</b>	
<b>Title</b>	Gender Pay Gap Report 2023
<b>Status</b>	Recommendations Approved
<b>Record of Decision</b>	<ol style="list-style-type: none"> <li>1. That it be noted that the content of the Gender Pay Gap is as of the snapshot date of 31 March 2023.</li> <li>2. That it be noted that the median gender pay gap for 31 March 2023 is 6.51% and the mean gender pay gap is 2.99%.</li> <li>3. That it be noted that the difference in comparison to March 2022 data – the median gender pay gap was 1.18% and the mean gender pay gap was 4.00%.</li> <li>4. That the proportion of men and women in each quartile in our pay structure as of 31 March 2023 be noted.</li> <li>5. That the actions the Council continues to take to improve equality, diversity and inclusion within the workplace (pages 16-20 of Appendix 1 to the report) be noted.</li> <li>6. That it be noted that the Equality Act 2010 (Specific Duties and Public Authorities) regulations 2017 only require organisations to report on the gender pay gap. In addition to this, the Council would report on the ethnicity, disability and sexual orientation pay gaps. These reports are currently in development.</li> </ol>
<b>Options Considered</b>	There are no alternative options in terms of the way that data is collected as legislation defines the requirement for gender pay gap reporting.
<b>Reasons for Decision</b>	Information is being provided to meet legislative requirements under the Equality Act 2010 (Specific Duties and Public Authorities) regulations 2017.

**City of Wolverhampton Council – Decisions taken by the Cabinet on Wednesday, 20 March 2024**

<b>Record of Conflicts of Interest</b>	None
<b>Dispensation Granted</b>	Not applicable
<b>Decision available for implementation (subject to call-in)</b>	21 March 2024

**City of Wolverhampton Council – Decisions taken by the Cabinet on Wednesday, 20 March 2024**

<b>Item 6</b>	
<b>Title</b>	Performance and Budget Monitoring 2023-2024
<b>Status</b>	Recommendations Approved
<b>Record of Decision</b>	<ol style="list-style-type: none"> <li>1. That it be noted that the General Fund projected outturn for 2023-2024 is currently forecast to be within budget.</li> <li>2. That it be noted that the Housing Revenue Account (HRA) for 2023-2024 Housing Revenue Account is currently forecast to be within budget.</li> <li>3. That it be noted that the interim Director of Finance has approved write-off of debts against the expected credit loss provision as detailed in Appendix 5 to the report.</li> <li>4. That it be noted that it is anticipated that the cost of redundancies can be met from reserves.</li> <li>5. That the Strategic Risk Register shown at Appendix 6 to the report be approved.</li> <li>6. That the use of £40,070 from the Elections Reserve as detailed in paragraph 8.6 of the report and establishment of associated supplementary budgets be approved.</li> <li>7. That the use of £300,000 from the Insurance Fund Reserve as detailed in paragraph 8.7 of the report and establishment of associated supplementary budgets be approved.</li> <li>8. That the use of £20,000 from the Sustainable Medium Term Financial Strategy (MTFS) Reserve to fund feasibility study and specialist external advice to explore the opportunities available for using Aldersley Leisure Centre for major events as detailed in paragraph 8.8 of the report and establishment of associated supplementary budgets be approved.</li> <li>9. That the use of £100,000 from the Building Control reserve to mitigate reduction in income within City Planning as detailed in paragraph 8.9 of the report be approved.</li> </ol>

**City of Wolverhampton Council – Decisions taken by the Cabinet on Wednesday, 20 March 2024**

	<p>10. That 14 virements totalling £2.8 million on the General Fund, for transfers within directorates, as detailed in Appendix 8 to the report be approved.</p> <p>11. That the delegation to the Interim Director of Finance to approve essential virements in relation to recharges and year end process, as detailed in section 10 of the report be approved.</p> <p>12. That the write-off of debts against the expected credit loss provision as detailed in Appendix 5 to the report be approved.</p> <p>13. That the General Fund Budget Risks 2023-2024 register as detailed in Appendix 7 to the report be approved.</p> <p>14. That the establishment of supplementary budgets within 2023-2024 as detailed in Section 7 of the report be approved.</p>
<b>Options Considered</b>	<p>In accordance with the Council’s financial procedures rules, all virements in excess of £50,000, or those that result in a transfer between employees and other controllable expenditure headings, require the approval of Cabinet. Contributions to and from reserves and the creation of supplementary budgets also require Cabinet approval. The write-offs, virements, use of reserves and creation of supplementary budgets detailed in the report which seek the approval of Cabinet are all considered prudent in the opinion of the Director of Finance.</p>
<b>Reasons for Decision</b>	<p>In accordance with the Council’s financial procedures rules, all virements in excess of £50,000, or those that result in a transfer between Employees and Other Controllable Expenditure headings, require the approval of Cabinet. Contribution to and from reserves also requires the approval from Cabinet. The write-offs, virements and use of reserve requests detailed in the report which seek the approval of Cabinet are all considered to be prudent in the opinion of the Director of Finance.</p>
<b>Record of Conflicts of Interest</b>	<p>None</p>

**City of Wolverhampton Council – Decisions taken by the Cabinet on Wednesday, 20 March 2024**

<b>Dispensation Granted</b>	Not applicable
<b>Decision available for implementation (subject to call-in)</b>	25 March 2024

**City of Wolverhampton Council – Decisions taken by the Cabinet on Wednesday, 20 March 2024**

<b>Item 7</b>	
<b>Title</b>	Special Educational Needs and/or Disability (SEND) and Inclusion Strategy 2024-2027
<b>Status</b>	Recommendations Approved
<b>Record of Decision</b>	<ol style="list-style-type: none"> <li>1. That the SEND and Inclusion Strategy 2024-2027 and strategic priorities as set out in the report and in Appendix 1 to the report be approved.</li> <li>2. That authority be delegated to the Cabinet Member for Jobs, Skills and Education, in consultation with the Director of Children’s Services, to review and amend the strategic priorities as required during the period of the Strategy.</li> </ol>
<b>Options Considered</b>	<p><b>Option 1:</b> Do nothing. This is not recommended, because it would fail to maximise the positive impact on provision and services for children and young people with SEND and the use of available resources.</p> <p><b>Option 2:</b> Agree the amendments made following the consultation process and continue the development and implementation of the SEND and Inclusion Strategy and strategic priorities.</p>
<b>Reasons for Decision</b>	Option 2 is preferred as it enables the Local Authority to fulfil its role to champion vulnerable children and young people, parents and families and promote educational excellence including for those pupils with SEND. It has a statutory responsibility to ensure that there is sufficient high-quality provision and to achieve this, the Local Authority needs to work collaboratively with partners and service providers. There is a need for a strategy to confirm strategic priorities with partners which will enable resources across the system to be deployed most efficiently.
<b>Record of Conflicts of Interest</b>	None
<b>Dispensation Granted</b>	Not applicable
<b>Decision available for implementation (subject to call-in)</b>	21 March 2024



**City of Wolverhampton Council – Decisions taken by the Cabinet on Wednesday, 20 March 2024**

<b>Item 8</b>	
<b>Title</b>	Major Investment in Our City's Strategic Transport Infrastructure
<b>Status</b>	Recommendations Approved
<b>Record of Decision</b>	<ol style="list-style-type: none"> <li>1. That the list of projects for Wolverhampton Strategic Transport and Black Country Transport development and implementation as part of the Transportation Capital Programme 2024-2025 and future years, as set out in Appendices 2 and 3 to the report be approved.</li> <li>2. That the Head of Strategic Transport be authorised to proceed with development work for each project detailed in Appendices 2 and 3 to the report including surveying, site investigation, options appraisal. Feasibility analysis, traffic modelling, detailed design, statutory advertising and public consultation, as appropriate.</li> <li>3. That capital and revenue budgets for 2023-2024 and 2024-2025 as set out in section 6.2 of the report be approved subject to the confirmation of funding. Approve entering into grant agreements for those named projects for approval.</li> <li>4. That revenue development schemes in section 6.5 of the report to be funded as part of the approved revenue budgets for 2023-2024 and 2024-2025 and transfer the relevant grant to Walsall Council for development work they have undertaken be approved.</li> <li>5. That authority be delegated to the Cabinet Member for Environment and Climate Change, in consultation with the Director of Resident Services and Director of Finance to approve the implementation of any development and delivery works on projects in Appendices 2 and 3 to the report subject to the satisfactory outcome of public consultation, budget approval and any other relevant considerations.</li> <li>6. That authority be delegated to the Cabinet Member for Environment and Climate Change and the Cabinet Member for Resources, in consultation with the Director of Resident Services and Director of Finance to approve appropriate virements between existing approved budgets within the transport capital programme, maximising use of resources.</li> </ol>

**City of Wolverhampton Council – Decisions taken by the Cabinet on Wednesday, 20 March 2024**

7. That the Chief Operating Officer be authorised to serve all necessary notices in respect of the projects listed in Appendices 2 and 3 to the report and, subject to there being no unresolved objections, to make traffic regulation orders as required.
8. That the Black Country Director of Transport be authorised to enter into funding agreements with Black Country Authorities to passport Black Country Transport scheme funding in accordance with the approved collaboration agreement.
9. That it be noted that the Cabinet Member for Environment and Climate Change and Cabinet Member for Resources, in consultation with the Director of Resident Services, Director of Finance and Chief Operating Officer would approve any new supplementary capital and revenue budgets for any projects from Appendices 2 and 3 to the report, fully funded through either external resources or reserves, in accordance with supplementary budget procedures.
10. That the inclusion of revenue funding as part of the City Region Sustainable Transport Settlements (CRSTS) Development Funding package, Capacity Funding and Capability and Ambition Fund (CAF) to support the development of the programme and the wider Black Country Transport Programme be noted. The projected revenue outturn for 2023-2024 and 2024-2025 and that this would be subject to ongoing review be noted.
11. That it be noted that the Head of Strategic Transport and Black Country Director of Transport would make applications and bids for additional external funding and that agreement ahead of submission would be obtained from the Director of Finance and appropriate governance would be followed to amend budgets on receipt of such funding.
12. That it be noted that the Director of Finance would approve the Council entering into funding agreements with the various funding bodies to receive both capital and revenue grant funding in respect of the delivery of projects included in the report including the development of schemes and management of the Black Country Transport Programme.

**City of Wolverhampton Council – Decisions taken by the Cabinet on Wednesday, 20 March 2024**

	13. That it be noted that the Black Country Transport and Wolverhampton Major Transport Investment Programme is complementary and aligns with the work of the Highways Capital Programme Report that it also scheduled to be considered by Cabinet on 20 March 2024. The inclusion of £100,000 of Advanced Design budget in the Highways Report for the development of schemes included in this programme also be noted.
<b>Options Considered</b>	Options appraisals form part of each individual project development and prioritisation and are not discussed in detail in this report. As this is a comprehensive programme of improvements to develop and improve the essential highway network – a do-nothing option is not viable.
<b>Reasons for Decision</b>	The decision to approve the recommendations of the report is necessary to enable development and delivery of the major transportation improvements across Wolverhampton and the Black Country in 2024-2025.
<b>Record of Conflicts of Interest</b>	None
<b>Dispensation Granted</b>	Not applicable
<b>Decision available for implementation (subject to call-in)</b>	25 March 2024

**City of Wolverhampton Council – Decisions taken by the Cabinet on Wednesday, 20 March 2024**

<b>Item 9</b>	
<b>Title</b>	Investing to Improve Our City's Roads in 2024-2025
<b>Status</b>	Recommendations Approved
<b>Record of Decision</b>	<ol style="list-style-type: none"> <li>1. That the list of projects for development and implementation as part of the Highway Capital Programme 2024-2025, as set out in Appendix 3 to the report be approved.</li> <li>2. That the Head of Network Management be authorised to proceed with development work for each project detailed in Appendix 3 to the report including surveying, site investigation, options appraisal, feasibility analysis, traffic modelling, detailed design, statutory advertising, and public consultation, as appropriate.</li> <li>3. That capital budgets for 2024-2025 for the projects marked 'Approve' in the 'Decision' column of Appendix 3 to the report be approved for implementation, subject to the confirmation of funding.</li> <li>4. That the virement of existing approved budgets for 2024-2025 totalling £105,000 within the Highway Capital Programme to other projects as per table 3.4 in the report be approved.</li> <li>5. That the Cabinet Member for Environment and Climate Change, in consultation with the Director of Resident Services and Director of Finance be authorised to approve the implementation of any development work on projects detailed in Appendix 3 to the report subject to the satisfactory outcome of public consultation, budget approval and any other relevant considerations.</li> <li>6. That the Cabinet Member for Environment and Climate Change, in consultation with the Director of Resident Services and Director of Finance be authorised to approve the implementation of any delivery works not exceeding £1.0 million on projects covered in Appendix 3 to the report subject to the satisfactory outcome of public consultation, budget approval and any other relevant considerations.</li> </ol>

**City of Wolverhampton Council – Decisions taken by the Cabinet on Wednesday, 20 March 2024**

7. That the Cabinet Member for Environment and Climate Change and Cabinet Member for Resources, in consultation with the Director of Resident Services and Director of Finance be authorised to approve appropriate virements between existing approved budgets within the highway capital programme, maximising use of resources.
8. That the Chief Operating Officer be authorised to serve all necessary notices in respect of the projects listed in Appendix 3 to the report and, subject to there being no unresolved objections, make traffic regulation orders as required.
9. That the expenditure and progress made in delivering £30.9 million worth of projects in the Transportation Capital programme during 2020-2021, 2021-2022, 2022-2023 and forecast in 2023-24 as set out in Appendix 2 to the report be noted.
10. That the Council's continuing success in bidding for additional funding and delivering new projects through the West Midlands Combined Authority be noted.
11. That it be noted that the Cabinet Member for Environment and Climate Change and Cabinet Member for Resources, in consultation with the Director of Resident Services, Director of Finance and Chief Operating Officer would approve any new supplementary capital and revenue budgets for any projects from Appendix 3 to the report, fully funded through either external resources or reserves, in accordance with supplementary budget procedures.
12. That it be noted that the Head of Network Management would make applications and bids for additional external funding noting that agreement ahead of submission would be obtained from the Director of Finance and appropriate governance would be followed to amend budgets on receipt of such funding.
13. That it be noted that the Director of Finance would approve the Council entering into funding agreements with the various funding bodies to receive both capital and revenue grant funding in respect of the delivery of projects included in the report.

**City of Wolverhampton Council – Decisions taken by the Cabinet on Wednesday, 20 March 2024**

	14. That it be noted that this Highways Capital Programme Report is complementary and aligns with the work of the Black Country Transport and Wolverhampton Major Transport Investment Programme that it also seeking approval at the 20 March 2024 Cabinet meeting.
<b>Options Considered</b>	Options appraisals form part of each individual project development and prioritisation and are not discussed in detail in the report. As this is a comprehensive programme of improvements to manage and maintain the essential highway network – a do-nothing option is not viable.
<b>Reasons for Decision</b>	The decision to approve the recommendations of the report is necessary to enable delivery of the Transport Capital Programme in 2024-2025.
<b>Record of Conflicts of Interest</b>	None
<b>Dispensation Granted</b>	Not applicable
<b>Decision available for implementation (subject to call-in)</b>	25 March 2024