

Governance and Ethics Committee

18 February 2022

Time 10.00 am **Public Meeting?** Yes **Type of meeting** Advisory group

Venue Council Chamber - 4th Floor - Civic Centre

Membership

Chair Cllr John Reynolds (Lab)
Vice Chair Cllr Jonathan Crofts (Con)

Labour

Cllr Dr Paul John Birch J.P.
Cllr Claire Darke
Cllr Celia Hibbert
Cllr Milkinderpal Jaspal
Cllr Rita Potter
Cllr Sandra Samuels OBE

Conservative

Cllr Simon Bennett
Cllr Wendy Thompson

Quorum for this meeting is three Councillors.

Information for the Public

If you have any queries about this meeting, please contact the Democratic Services team:

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Tel/Email 01902 554452 or Email: donna.cope@wolverhampton.gov.uk
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Some items are discussed in private because of their confidential or commercial nature. These reports are not available to the public.

Agenda

Part 1 – items open to the press and public

- | <i>Item No.</i> | <i>Title</i> |
|-----------------|--|
| 1 | Apologies for absence |
| 2 | Declarations of interest |
| 3 | Minutes of the previous meeting (Pages 3 - 6) [To approve the minutes of the previous meeting held on 14 January 2022 as a correct record]. |
| 4 | Matters arising [To discuss any matters arising from the minutes of the previous meeting]. |
| 5 | Local Government Boundary Commission for England report Implementation Plan (Pages 7 - 66) [To approve the proposed timetable for the formal review] |
| 6 | Conferring the Title of Honorary Alderman (Pages 67 - 70) [To consider conferring the title of Honorary Alderman] |
| 7 | Report of the Independent Remuneration Panel (Pages 71 - 134) [To consider the report of the Independent Remuneration Panel] |
| 8 | Update from Monitoring Officer [To receive an update from the Monitoring Officer - Report to follow] |
| 9 | Annual Report on Code of Conduct Matters [To receive an update on Code of Conduct matters - Report to follow] |

Attendance

Members of the Governance and Ethics Committee

Cllr John Reynolds (Chair)
Cllr Jonathan Crofts (Vice-Chair)
Cllr Dr Paul John Birch J.P.
Cllr Claire Darke (Virtual)
Cllr Celia Hibbert
Cllr Milkinderpal Jaspal
Cllr Rita Potter
Cllr Sandra Samuels OBE
Cllr Wendy Thompson
Cllr Ellis Turrell (Substitute)

Employees

| | |
|------------------------|-----------------------------|
| David Pattison | Chief Operating Officer |
| Laura Noonan | Electoral Services Manager |
| Laura Gittos (Virtual) | Head of Governance |
| Jas Kaur | Democratic Services Manager |
| Donna Cope | Democratic Services Officer |

Part 1 – items open to the press and public

Item No. *Title*

- 1 **Apologies for absence**
Apologies for absence were received from Councillor Simon Bennett.

Councillor Ellis Turrell attended the meeting as a substitute member for Councillor Bennett.
- 2 **Declarations of interest**
There were no declarations of interest made.
- 3 **Minutes of the previous meeting**
That the minutes of the previous meeting held on 10 December 2021 be approved as a correct record.
- 4 **Matters arising**
There were no matters arising.

5 **Preparations for May 2022 Local Elections**

David Pattison, Chief Operating Officer, introduced the report on Preparations for May 2022 Local Elections. The report outlined the provisions that were underway for the local elections taking place on 5 May 2022 and Members were encouraged to provide feedback on the arrangements. It was noted that a follow up evaluation report would be presented to Committee after the elections had taken place.

Laura Noonan, Electoral Services Manager, provided an overview of the key preparations that were underway and advised Members that a further update would be presented to Committee in March.

It was noted that a candidate and agents briefing would be held on 7 March 2022 and that invites had been sent to all Councillors.

The report was debated by Committee and it was agreed that Electoral Services would liaise with Councillors to ensure, where possible, schools would not be closed unnecessarily and used as polling stations.

Councillor John Reynolds moved the recommendation in the report. Councillor Jonathan Crofts seconded the recommendation.

Resolved:

1. That the preparations underway for the May 2022 elections be noted.

6 **Local Election Fees and Charges 2022-2023**

David Pattison, Chief Operating Officer, presented the report on Local Election Fees and Charges 2022-2023. The report outlined the proposed schedule of fees and charges relating to Local Elections for May 2022 and outlined the rationale behind the proposals.

The Chief Operating Officer explained how the local election budget was managed and reported that any costs in excess of the agreed budget would be funded from the Elections Reserve and would eventually balance out over the four year period.

The report was debated by Committee and it was agreed that Members would receive a breakdown of the costs for each type of election.

Resolved:

1. That the proposed schedule of fees for May 2022 as shown in Appendix 1 be approved.

7 **Evaluation of 2021 Annual Canvass**

Laura Noonan, Electoral Services Manager, presented the report on the Evaluation of 2021 Annual Canvass. The report outlined the key findings of the canvass and discussed the methodology used when gathering the data. Areas for improvement were identified but the Electoral Services Manager confirmed that the overall results were pleasing.

The report was debated by Committee, and the Electoral Services Manager assured members that areas of concern, such as care homes and houses of multiple occupation, were being addressed.

During further discussions, it was agreed that Councillor Milkinder Jaspal would be provided with canvassing data for each individual ward, and data protection information in relation to canvassing.

Councillor John Reynolds moved the recommendation in the report. Councillor Jonathan Crofts seconded the recommendation.

Resolved:

1. That the evaluation on the 2021 annual canvass be noted.

8 **Update from Monitoring Officer**

David Pattison, Chief Operating Officer, provided an update on the work programme and other matters within the scope of the Governance and Ethics Committee's remit.

The Chief Operating Officer noted that whilst it had been proposed to bring the Code of Conduct Annual Report to the meeting on 14 January 2022 it had not been possible due to preparations for the Independent Remuneration Panel review of allowances and other urgent matters.

The report would therefore be brought to the next meeting of the Committee or if it could be arranged, an additional meeting prior to 18 February 2022.

The Chief Operating Officer noted that an embargoed version of the final recommendations of the Local Government Boundary Commission for England (LGBCE) was expected on 14 January 2022, and the public version would be received on 18 January 2022. Both versions of the report would be circulated to councillors when received, and a full report would be brought to next meeting.

The Chief Operating Officer noted that the Councillor Enquiries Unit (CEU) was now fully in operation and all recruitment had been completed. Processes, particularly ICT processes, were being improved and Councillors had been invited to take part in these developments in order to ensure the CEU was fit for purpose. 90% of CEU cases were closed, 5% were open, and 5% were overdue. The majority of overdue cases were due to front line staff shortages because of Covid-19 and should improve over time.

The update from the Monitoring Officer was debated by Committee, and the Chief Operating Officer responded to questions asked.

Resolved:

1. That the update from the Monitoring Officer be noted.

9 **Annual Report on Code of Conduct Matters**

This item was deferred to the next meeting.

10 **Changes to the Constitution**

This item was deferred to the next meeting.

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| CITY OF WOLVERHAMPTON COUNCIL | Governance and Ethics Committee 18 February 2022 |
|--|--|

| | | |
|--|---|-----------------------------------|
| Report title | Local Government Boundary Commission for England report Implementation Plan | |
| Cabinet member with lead responsibility | Councillor Paula Brookfield | |
| Accountable director | David Pattison, Chief Operating Officer | |
| Originating service | Electoral Services | |
| Accountable employee | Laura Noonan | Electoral Services Manager |
| | Tel | 01902 55 5050 |
| | Email | Laura.noonan@wolverhampton.gov.uk |
| Report has been considered by | Election Board | 8 February 2022 |

Recommendation for decision:

The Governance and Ethics Committee is recommended to:

1. Approve the proposed timetable for the formal review.

Recommendation for noting:

The Governance and Ethics Committee is asked to note:

1. The two stages of the polling district and polling place review: preliminary and formal reviews.

1.0 Purpose

- 1.1 To outline the polling district and polling place review that is required to reflect the new boundaries that will take effect from May 2023.

2.0 Background

- 2.1 The Local Government Boundary Commission for England (LGBCE) published their final recommendations for Wolverhampton ward boundaries on 18 January 2022. This includes changes to 14 wards. The six wards that are staying the same are Blakenhall, Graiseley, Merry Hill, Penn, Tettenhall Regis and Tettenhall Wightwick.
- 2.2 There are also ward name changes proposed for 3 wards. Bilston East will become Bilston South, Ettingshall will become Ettingshall North and Spring Vale will be Ettingshall South and Spring Vale. Please see **Appendix 1** for the full report, **Appendix 2** for a map to show the final recommendations compared to the existing ward arrangements, and **Appendix 3** to show the map showing difference between the LGBCE draft and final recommendations. **Appendix 4** shows the existing polling districts against the final wards, which will act as the starting point for the polling districts that have to be redrawn.
- 2.3 The Order for Wolverhampton's Electoral Review is estimated to be made in early May 2022. Subject to parliamentary approval, the new arrangements will apply for the May 2023 council elections where all 60 councillor seats will be up for election.
- 2.4 A review of polling districts and polling places is required to ensure that polling districts align to the new ward boundaries.
- 2.5 The statutory responsibility for reviewing UK Parliamentary polling districts and places rests with each relevant local authority in Great Britain for so much of any constituency as is situated in its area.
- 2.6 The Electoral Registration and Administration Act 2013 amended the Representation of the People Act 1983 to require the Council to undertake regular reviews of both polling districts and polling places within its area. The differences between a district, place and station are as follows:
 - A polling district is a geographical sub-division of an electoral area (ward in this instance)
 - A polling place is the building or area in which polling stations will be selected by the Returning Officer. A polling place within a polling district must be designated so that polling stations are within easy reach of all electors from across the polling district.
 - A polling station is room or area within the polling place where voting takes places. Unlike polling districts and polling places which are fixed by the local

authority, polling stations are chosen by the relevant Returning Officer for the election. The Returning Officer for the particular election must provide a sufficient number of polling stations and allocate the electors to those polling stations in such manner as they think the most convenient.

- 2.7 The purpose of a polling district and polling place review is to ensure that all electors have reasonably practicable facilities for voting and that polling places are reasonably accessible to electors who are disabled.
- 2.8 The Act requires the Council to publish notice of a Polling District and Polling Place review and to consult both the Acting Returning Officer (ARO) for Parliamentary elections and persons whom the Council considers have particular expertise in relation to access to premises or facilities for persons who have disabilities.

3.0 Preliminary review

3.1 A local authority should undertake a preliminary review of the current polling districts and polling places with a view to establishing their suitability and identify any potential alternatives where required. This may be done before the start of the specified review period. There is no requirement to change any of the polling districts and polling places if they are suitable, but any 'no change' decision must be fully justified as part of the overall proposals.

3.2 The following data and information will be used to assist with the preliminary review:

- Data provided to the LGBCE detailing proposed areas of new development, the approximate number of dwellings and expected population numbers for those areas.
- Details of current polling places and an indication as to their overall suitability for purpose.
- Presiding Officer/Polling Station Inspector comments from May 2021 and May 2022.
- Ward profile information including levels of deprivation, ethnicity and disability data.

3.3 All ward councillors will be invited to feedback on existing polling district and places arrangements following the May 2022 election to offer information and local knowledge to aid the Acting Returning Officer when considering proposals for both polling districts and polling places.

4.0 Formal review process

4.1 In accordance with the [Electoral Commission's guidance](#) on conducting polling district and place reviews, the following steps must be carried out for the formal review:

- Publish a notice of the holding of a review

- Consult the ARO for every parliamentary constituency which is wholly or partly in its area
- Publish all representations made by an ARO within 30 days of receipt by posting a copy of them at the local authority's office and in at least one conspicuous place in their area and, if the authority maintains a website, by placing a copy on the authority's website.
- Seek representations from such persons as it thinks have particular expertise in relation to access to premises or facilities for persons who have different forms of disability. Such persons must have an opportunity to make representations and to comment on the representations made by the AROs.
- On completion of a review, give reasons for its decisions and publish:
 - all correspondence sent to an (Acting) Returning Officer in connection with the review.
 - all correspondence sent to any person whom the authority thinks has particular expertise in relation to access to premises or facilities for persons who have different forms of disability.
 - all representations made by any person in connection with the review.
 - the minutes of any meeting held by the council to consider any revision to the designation of polling districts or polling places within its area as a result of the review.
 - details of the designation of polling districts and polling places within the local authority area as a result of the review.
 - details of the places where the results of the review have been published.

5.0 Proposed review timetable

| Activity | Month |
|---|-------------------------|
| Conduct preliminary review inviting feedback from councillors and prepare schedule of polling districts and places for consultation | May - June 2022 |
| Publish a notice of the holding of the review | 1 July 2022 |
| Publish ARO representation | 1 July 2022 |
| Public consultation period | 1 July – 12 August 2022 |
| Analyse responses and prepare recommendations | September 2022 |
| Governance and Ethics Committee to consider representations and make recommendations to Full | October 2022 |

| | |
|---|-----------------|
| Council | |
| Full Council to consider recommendations from Governance and Ethics Committee | November 2022 |
| Amend the electoral software to reflect new polling district and place scheme | November 2022 |
| Publish revised register with new polling districts | 1 December 2022 |

6.0 Financial implications

6.1 The consultation will largely take place online or in small groups with relevant stakeholders and will be coordinated utilising existing resources within the Elections team. No additional costs are anticipated to be incurred at this stage. [GE/08022022/B]

7.0 Legal implications

7.1 Under the Election legislation the reviews proposed in the report must take place in order to give effect to the changes made by legislation in relation to the ward boundaries for the City Council's area and as such the approach is a lawful one [DP/10022022A].

8.0 Equalities implications

8.1 A draft equalities analysis has been undertaken to identify the positive and negative impacts against the key equality themes and solutions identified to mitigate against negative impacts. The analysis is in **Appendix 5**.

8.2 Local authorities have a duty to review the accessibility of all polling places to disabled voters and ensure that every polling place, and prospective polling place, for which it is responsible is accessible to disabled voters 'so far as is reasonable and practicable'.

8.3 Groups and individuals with expertise in access issues within Wolverhampton will be invited to respond to the ARO's representations during the public consultation phase.

9.0 All other Implications

9.1 There are no other implications arising from this report at the current time.

10.0 Schedule of background papers

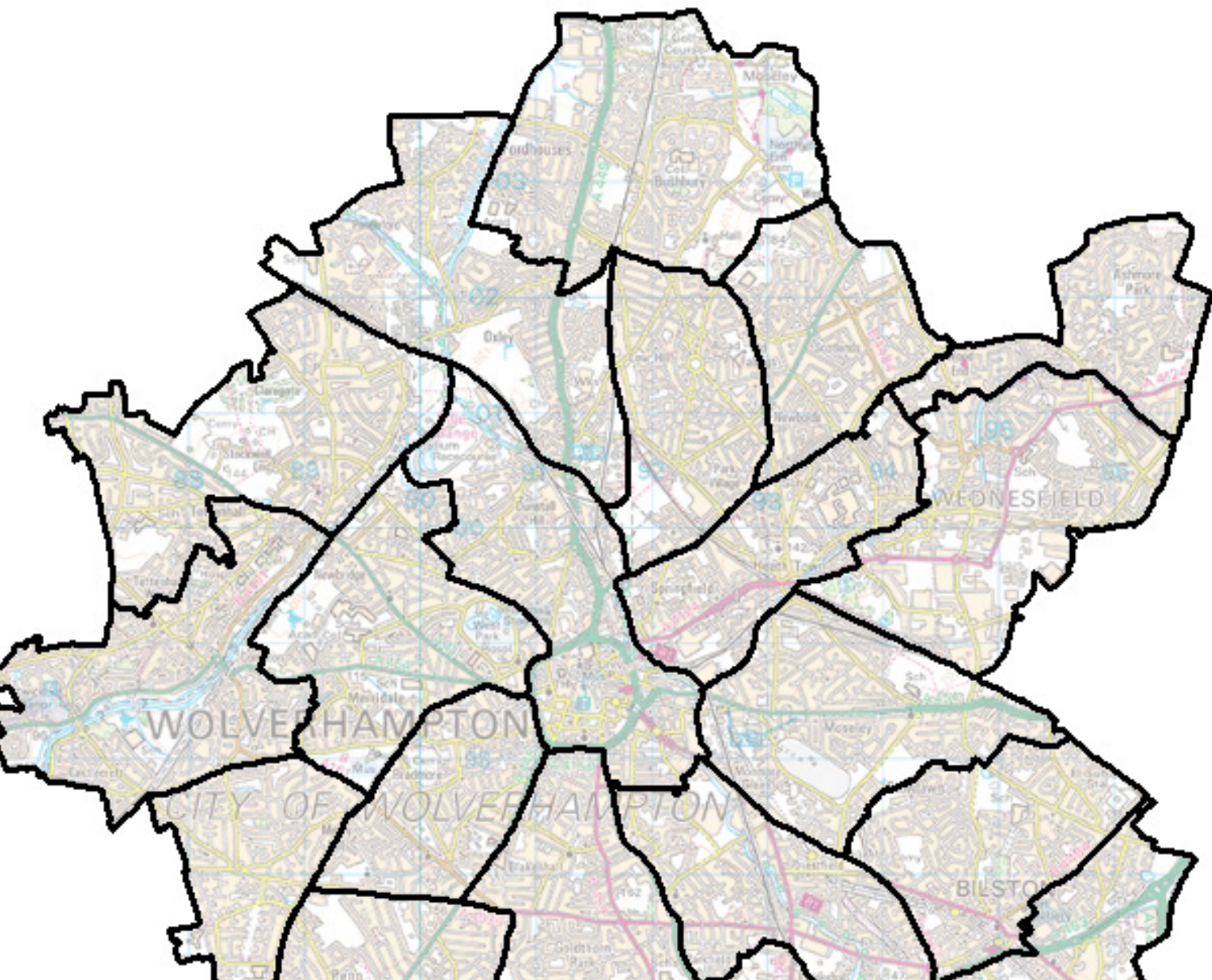
10.1 Electoral Commission, Reviews of polling districts, polling place and polling stations: [Polling place reviews | Electoral Commission](#)

11.0 Appendices

11.1 Appendix 1: LGBCE Final Recommendations Report

11.2 Appendix 2: Map of current boundaries and final ward boundaries

- 11.3 Appendix 3: Map of LGBCE draft and final recommendations
- 11.4 Appendix 4: Map of final wards and current polling districts
- 11.5 Appendix 5: Equality Analysis



New electoral arrangements for City of Wolverhampton Council Final Recommendations

January 2022

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Tel: 0330 500 1525

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A note on our mapping:

The maps shown in this report are for illustrative purposes only. Whilst best efforts have been made by our staff to ensure that the maps included in this report are representative of the boundaries described by the text, there may be slight variations between these maps and the large PDF map that accompanies this report, or the digital mapping supplied on our consultation portal. This is due to the way in which the final mapped products are produced. The reader should therefore refer to either the large PDF supplied with this report or the digital mapping for the true likeness of the boundaries intended. The boundaries as shown on either the large PDF map or the digital mapping should always appear identical.

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Introduction

Who we are and what we do

1 The Local Government Boundary Commission for England (LGBCE) is an independent body set up by Parliament.¹ We are not part of government or any political party. We are accountable to Parliament through a committee of MPs chaired by the Speaker of the House of Commons. Our main role is to carry out electoral reviews of local authorities throughout England.

2 The members of the Commission are:

- Professor Colin Mellors OBE (Chair)
- Andrew Scallan CBE (Deputy Chair)
- Susan Johnson OBE
- Peter Maddison QPM
- Amanda Nobbs OBE
- Steve Robinson
- Jolyon Jackson CBE (Chief Executive)

What is an electoral review?

3 An electoral review examines and proposes new electoral arrangements for a local authority. A local authority's electoral arrangements decide:

- How many councillors are needed.
- How many wards or electoral divisions there should be, where their boundaries are and what they should be called.
- How many councillors should represent each ward or division.

4 When carrying out an electoral review the Commission has three main considerations:

- Improving electoral equality by equalising the number of electors that each councillor represents.
- Ensuring that the recommendations reflect community identity.
- Providing arrangements that support effective and convenient local government.

5 Our task is to strike the best balance between these three considerations when making our recommendations.

¹ Under the Local Democracy, Economic Development and Construction Act 2009.

6 More detail regarding the powers that we have, as well as the further guidance and information about electoral reviews and review process in general, can be found on our website at www.lgbce.org.uk

Why Wolverhampton?

7 We conducted a review of City of Wolverhampton Council ('the Council') as some councillors currently represent many more or fewer electors than others. We describe this as 'electoral inequality'. Our aim is to create 'electoral equality', where the number of electors per councillor is as even as possible, ideally within 10% of being exactly equal.

8 This electoral review was being carried out to ensure that:

- The wards in Wolverhampton are in the best possible places to help the Council carry out its responsibilities effectively.
- The number of electors represented by each councillor is approximately the same across the city.

Our proposals for Wolverhampton

9 Wolverhampton should be represented by 60 councillors, the same number as there are now.

10 Wolverhampton should have 20 wards, the same number as there are now.

11 The boundaries of 14 wards should change; six will stay the same. Those staying the same are Blakenhall, Graiseley, Merry Hill, Penn, Tettenhall Regis and Tettenhall Wightwick

12 We have now finalised our recommendations for electoral arrangements for Wolverhampton.

How will the recommendations affect you?

13 The recommendations will determine how many councillors will serve on the Council. They will also decide which ward you vote in and which other communities are in that ward. Your ward name may also change.

14 Our recommendations cannot affect the external boundaries of the city or result in changes to postcodes. They do not take into account parliamentary constituency boundaries. The recommendations will not have an effect on local taxes, house prices, or car and house insurance premiums and we are not able to take into account any representations which are based on these issues.

Review timetable

15 We wrote to the Council to ask its views on the appropriate number of councillors for Wolverhampton. We then held two periods of consultation with the public on warding patterns for the city. The submissions received during consultation have informed our final recommendations.

16 The review was conducted as follows:

| Stage starts | Description |
|------------------|---|
| 20 April 2020 | Number of councillors decided |
| 19 January 2021 | Start of consultation seeking views on new wards |
| 29 March 2021 | End of consultation; we began analysing submissions and forming draft recommendations |
| 29 June 2021 | Publication of draft recommendations; start of second consultation |
| 6 September 2021 | End of consultation; we began analysing submissions and forming final recommendations |
| 11 January 2022 | Publication of final recommendations |

Analysis and final recommendations

17 Legislation² states that our recommendations should not be based only on how many electors³ there are now, but also on how many there are likely to be in the five years after the publication of our final recommendations. We must also try to recommend strong, clearly identifiable boundaries for our wards.

18 In reality, we are unlikely to be able to create wards with exactly the same number of electors in each; we have to be flexible. However, we try to keep the number of electors represented by each councillor as close to the average for the council as possible.

19 We work out the average number of electors per councillor for each individual local authority by dividing the electorate by the number of councillors, as shown on the table below.

| | 2020 | 2027 |
|---|---------|---------|
| Electorate of Wolverhampton | 183,681 | 190,477 |
| Number of councillors | 60 | 60 |
| Average number of electors per councillor | 3,061 | 3,175 |

20 When the number of electors per councillor in a ward is within 10% of the average for the authority, we refer to the ward as having 'good electoral equality'. All of our proposed wards for Wolverhampton will have good electoral equality by 2027.

Submissions received

21 See Appendix C for details of the submissions received. All submissions may be viewed on our website at www.lgbce.org.uk

Electorate figures

22 The Council submitted electorate forecasts for 2026, a period five years on from the scheduled publication of our final recommendations in 2021. These forecasts were broken down to polling district level and predicted an increase in the electorate of around 3.7 % by 2026.

23 In addressing delays to the progress of this review, the Council revisited its initial forecast in order to better reflect current information about housing development likely to take place in the next few years. Whilst this reassessment has not altered the forecast change in the total number of electors in Wolverhampton,

² Schedule 2 to the Local Democracy, Economic Development and Construction Act 2009.

³ Electors refers to the number of people registered to vote, not the whole adult population.

it has changed expectations of the relative distribution of those electors around the city. In particular, the forecasts for Bilston East, Bushbury South & Low Hill and Ettingshall now indicate a greater number of electors than shown in initial forecasts.

24 We considered the updated information provided by the Council and have used these figures to produce our final recommendations. In re-scheduling the publication of these final recommendations from November 2021 to January 2022, we are content that the updated figures continue to represent the best forecast available for the period of five years following publication.

Number of councillors

25 The City of Wolverhampton Council currently has 60 councillors. We have looked at evidence provided by the Council and have concluded that keeping this number the same will ensure the Council can carry out its roles and responsibilities effectively.

26 We therefore invited proposals for new patterns of wards that would be represented by 60 councillors. As the Council elects by thirds (meaning it has elections in three out of every four years) there is a presumption in legislation⁴ that the Council have a uniform pattern of three-councillor wards. We will only move away from this pattern of wards should we receive compelling evidence during consultation that an alternative pattern of wards will better reflect our statutory criteria.

27 We received five submissions about the number of councillors in response to our consultation on ward patterns. The submissions proposed reductions to the number of councillors with resultant council sizes ranging from 20 to 40 councillors. None of these submissions gave us evidence regarding the ability of the Council to represent people in Wolverhampton with adequate governance, scrutiny or community engagement. We therefore based our draft recommendations on a 60-member council.

28 In response to the consultation on our draft recommendations, two submissions suggested that each ward be represented by two councillors. Neither proposal addressed implications for effective governance and representation arising from a reduction to 40 councillors. Nor did they have regard to the principle that electors should have the opportunity to exercise their vote at each local election. We have therefore maintained 60 councillors for our final recommendations.

⁴ Schedule 2 to the Local Democracy, Economic Development & Construction Act 2009 paragraph 2(3)(d) and paragraph 2(5)(c).

Ward boundaries consultation

29 We received 18 submissions in response to our consultation on ward boundaries. These included four city-wide proposals. The Council, the Conservative Group on the Council ('the Conservatives') and the City of Wolverhampton Liberal Democrats (the Liberal Democrats') each proposed uniform schemes of 20 three-councillor wards. A scheme submitted by a resident proposed that the city be represented by 10 two-councillor wards. The remainder of the submissions provided localised comments for ward arrangements in particular areas of the city.

30 We carefully considered the proposals received and were of the view that the proposed patterns of wards resulted in good levels of electoral equality in most areas of the city and generally used clearly identifiable boundaries.

31 Our draft recommendations also took into account local evidence that we received, which provided further evidence of community links and locally recognised boundaries. In some areas we considered that the proposals did not provide for the best balance between our statutory criteria and so we identified alternative boundaries.

32 Given the travel restrictions, and the social distancing arising from the Covid19 outbreak, we undertook a detailed virtual tour of Wolverhampton. This helped to clarify issues raised in submissions and assisted in the construction of the proposed draft boundary recommendations.

33 Our draft recommendations were for 20 three-councillor wards. We considered that our draft recommendations would provide for good electoral equality while reflecting community identities and interests where we received such evidence during consultation.

Draft recommendations consultation

34 We received 231 submissions during consultation on our draft recommendations. These included 196 submissions about our draft recommendation to alter the boundaries of the current Penn ward. Amongst these was a petition bearing 153 signatures. The majority of the other submissions focused on specific areas, particularly our proposals in Oxley where our draft recommendation to include the Akron Gate area in that ward attracted 20 expressions of support. We also received suggestions for alternative ward names for some areas.

35 Our final recommendations are based on the draft recommendations with a modification to the wards of Penn and Oxley based on the submissions received. We have also accepted proposals for alternative names for the Bilston East, Ettingshall and Spring Vale wards which formed part of our draft recommendations.

Final recommendations

36 Our final recommendations are for 20 three-councillor wards. We consider that our final recommendations will provide for good electoral equality while reflecting community identities and interests where we received such evidence during consultation.

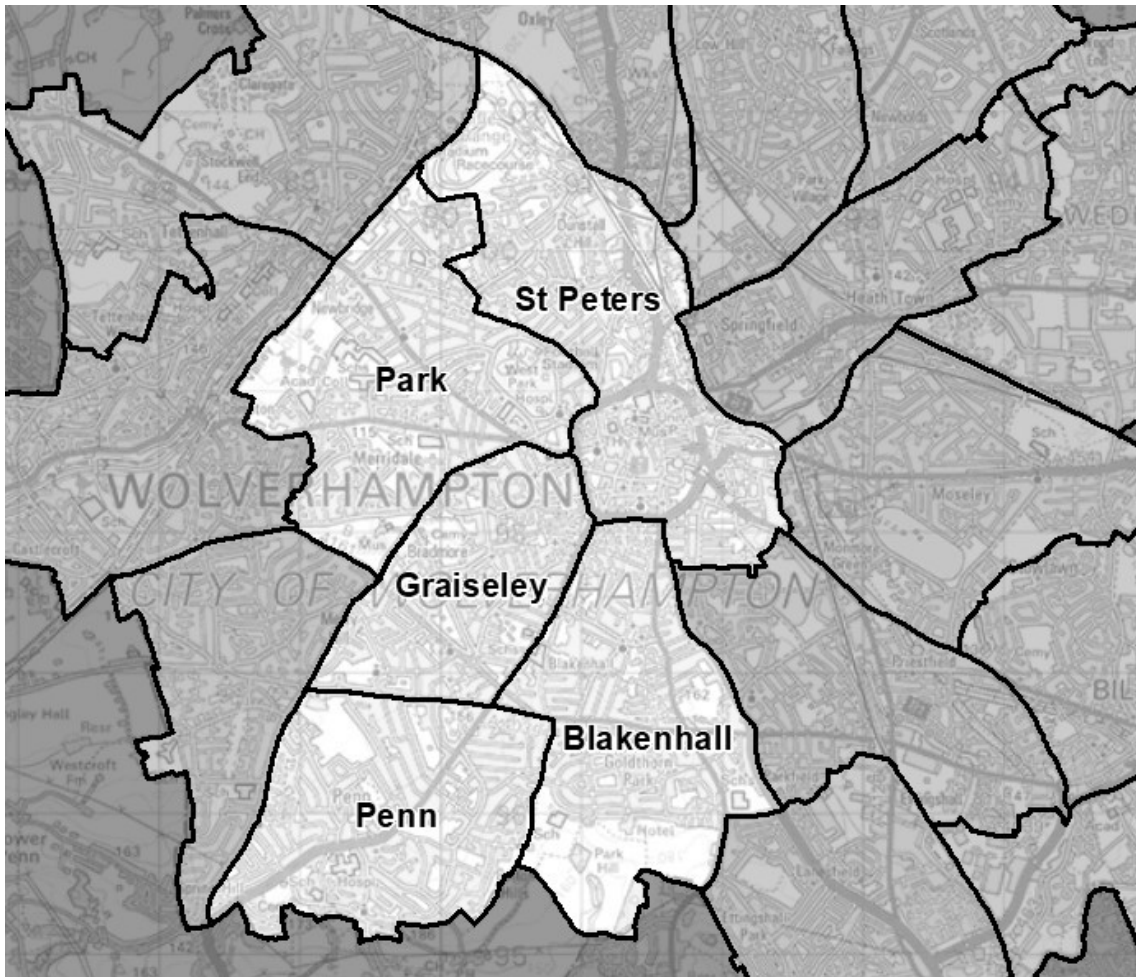
37 The tables and maps on pages 9–22 detail our final recommendations for each area of Wolverhampton. They detail how the proposed warding arrangements reflect the three statutory⁵ criteria of:

- Equality of representation.
- Reflecting community interests and identities.
- Providing for effective and convenient local government.

38 A summary of our proposed new wards is set out in the table starting on page 27 and on the large map accompanying this report.

⁵ Local Democracy, Economic Development and Construction Act 2009.

Wolverhampton Central



| Ward name | Number of councillors | Variance 2027 |
|------------|-----------------------|---------------|
| Blakenhall | 3 | -7% |
| Graiseley | 3 | -9% |
| Park | 3 | -2% |
| Penn | 3 | 7% |
| St Peters | 3 | -4% |

Blakenhall, Graiseley and Penn

39 Blakenhall stretches southwards from the city centre ring road to the city's boundary with Dudley. Graiseley is an inner-city, largely residential ward which extends out of the city in a south-westerly direction and gradually takes on a more suburban aspect. Penn ward lies to the south, between Graiseley and the city boundary.

40 The Council proposed an amendment to the current boundary of Penn ward, suggesting that houses on both sides of Coton Road and Goldthorn Hill be included in Blakenhall ward and that houses on both sides of Coalway Road be included in Graiseley ward. In accepting these proposals as part of our draft recommendations, we declined to make more substantial changes to these wards proposed by the Conservatives and Liberal Democrats.

41 Although our draft recommendations for these wards received support from the Council, the Conservatives and the Liberal Democrats, they attracted many objections from residents who proposed that the current Penn ward boundary which runs along Coalway Road, Goldthorn Hill and Coton Road be retained. Their suggestion was supported by Councillor Hibbert and by Monsignor Mark Crisp of St Michael's Catholic Church. Most respondents referred to the strength of community identity in the existing Penn ward, the importance of the church in community life and the clarity of the current ward boundaries.

42 We are persuaded by evidence of community identity, set out in responses made by residents of the area, to retain the current boundaries of Penn ward as part of our final recommendations.

43 One resident proposed that the Blakenhall ward be renamed Blakenhall & Goldthorn Park. We note that the name Goldthorn Park is identified in mapping of the area. However, we have not received clear evidence of that name defining local people's sense of community identity. Furthermore, we consider that in making no changes to current ward boundaries, a change from the long-established ward name would not promote understanding of the electoral arrangements for the locality.

Park and St Peters

44 Both of these wards were forecast to have 13% fewer electors per councillor than the average for the city by 2027. However, we also noted that Bushbury South & Low Hill and Ettingshall wards, which lie adjacent to St Peters, are forecast to have considerably more electors per councillor than the average, with variances of 25% and 24% respectively.

45 Neither the Council nor the Conservatives proposed changes to Park ward which would adequately address the forecast level of electoral inequality. The Liberal Democrats proposed that areas to the northeast of Hordern Road should be included in Park ward. We modified that proposal in our draft recommendations, adding the Fardale Avenue area to Park ward to give good electoral equality in both Park and St Peters wards.

46 St Peters ward takes in the whole of the city's civic, shopping and commercial centre, tightly bounded by a ring road. The ward extends northwards to the residential areas of Dunstall Hill. It takes its name from St Peters Church, which is in

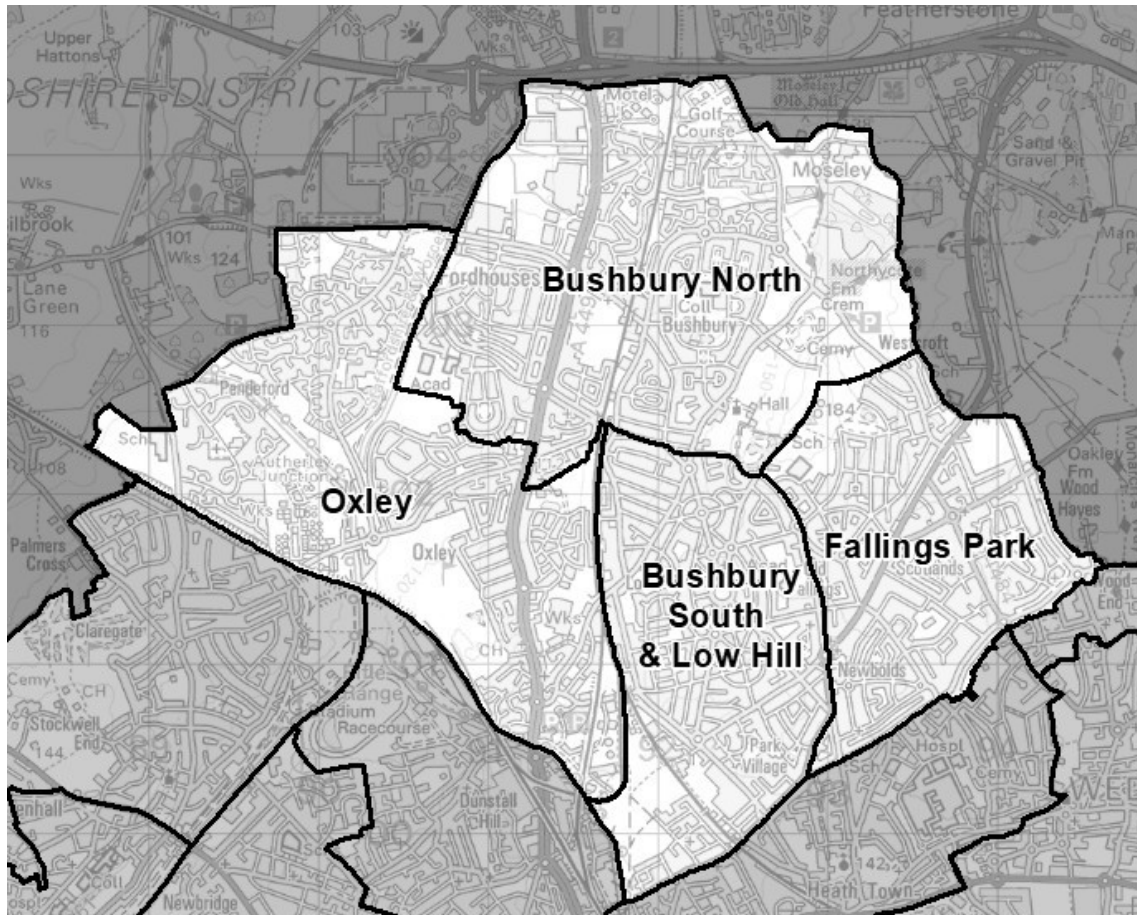
the city centre. Both in response to our initial consultation and to our draft recommendations, one local resident told us that the area contained within the city centre ring road should constitute a ward by itself. Whilst the city centre does have an increasing number of electors as a result of current and planned housing developments, the suggested ward would not give good electoral equality.

47 The Council, Conservatives and Liberal Democrats all proposed changes to St Peters ward to reflect the nature and impact of new developments within and to the east of the city centre, and the inner-city neighbourhoods to the south east. We took elements of all of these proposals in forming our draft recommendations but modified and added to them in ways which we consider will secure good electoral equality, reflect community identities and interests and provide for effective and convenient local government.

48 We received support for our draft recommendations for these wards from the Council, the Conservatives and the Liberal Democrats and having regard to the comments described in paragraph 46 above, received no further objections.

49 One resident proposed that our Park and St Peters wards be named Newbridge, Merridale & Park and The City, Dunstall & Molineux respectively. In the absence of corroborating and supporting evidence, we are not persuaded to change the long-standing ward names for these areas.

Wolverhampton North



| Ward name | Number of councillors | Variance 2027 |
|---------------------------|-----------------------|---------------|
| Bushbury North | 3 | 9% |
| Bushbury South & Low Hill | 3 | 1% |
| Fallings Park | 3 | -2% |
| Oxley | 3 | 9% |

Bushbury North and Oxley

50 Bushbury North is on the northern edge of the city. It is a largely residential area, although there is an extensive area of industrial and commercial activity at the north-western part of the ward, whilst the eastern parts of the ward predominantly are open space. To the west and south-west of Bushbury North lies Oxley ward, again a predominantly residential ward.

51 The Council proposed very modest changes to the boundaries of Bushbury North at the eastern end of Elston Hall Lane and that the ward boundary should follow the line of a footpath running to the south of the Bushbury Cemetery &

Crematorium. Meanwhile, the Conservatives proposed that Bushbury North ward should include Watson Road, a cul-de sac close to the junction of Marsh Lane and Patshull Avenue. They also proposed that McLean Road and Marsh Lane Parade be included in Bushbury North, bringing all of the local shopping facilities at Stafford Road into one ward.

52 We considered the merit of these proposals and in making some modifications to them to provide clearer ward boundaries, included them as part of our draft recommendations. We also added to those proposals more substantially by proposing that St Anne's Road also be included in Bushbury North. Whilst we considered that this would help to unify the Marsh Lane area, it also meant that we could propose changes to Oxley ward which would reflect the community evidence we had received without introducing severe electoral inequality.

53 The Council proposed a change to Oxley ward, adding the Leverton Rise, Oxley Avenue and The Downs area which lies to the north of the Birmingham Canal and to the west of Stafford Road. The Conservatives proposed a more substantial change to Oxley. This would add the area of a modern and ongoing housing development at Akron Gate. We included both of those proposals as part of our draft recommendations.

54 We received support for our draft recommendations for both wards from the Council and the Liberal Democrats. Seventeen residents supported our proposal to include Akron Gate in Oxley ward whilst another agreed with our inclusion of St Annes Road in Bushbury North ward. Whilst the Council and Liberal Democrats supported our proposed inclusion of the Leverton Rise, Oxley Avenue and The Downs area in Oxley ward, the Conservatives disagreed. They said that retaining the area in St Peters ward would better reflect the direction in which residents look with the city centre being closer to these residents than the heart of the Oxley ward. However, we received no comments from residents of that area in support of the Conservatives' view. We are not persuaded therefore to accept the Conservatives' proposal for that area, but do consider that their suggestion to include the Science Park area in Oxley ward has merit. In using the railway line and canal as boundaries, we are persuaded this will provide a neater, clearer ward boundary and are modifying our draft recommendation in that respect.

55 In response to our initial consultation, one resident proposed that Oxley ward be renamed Pendeford. We did not include this suggestion as part of our draft recommendations as we noted that the Pendeford area contributes less than a third of the electorate of our proposed ward. We have received no further representations regarding the naming of Oxley ward. However, one resident proposed that our Bushbury North ward be named Bushbury North & Fordhouses, whilst another suggested the name Fordhouses & Northwood Park. We do not consider that we

have received sufficient evidence the current ward name is inappropriate and therefore retain the name Bushbury North in our final recommendations.

Bushbury South & Low Hill

56 Bushbury South & Low Hill is forecast to have 25% more electors per councillor than the average for the city. We were not prepared to maintain such a level of electoral inequality in our draft recommendations. We accepted proposals that Akron Gate be included in Oxley ward and that the site of housing development on Bone Mill Lane be included in St Peters ward.

57 Our proposals for Bushbury South & Low Hill attracted support from the Council, the Conservatives and the Liberal Democrats with no dissenting comments from residents of the area. The only other comment on our proposed ward was that it should be named Low Hill & Fallings Park. Again, we do not consider that we have received sufficient evidence that the current ward name is inappropriate and therefore confirm as final, our recommendation for Bushbury South & Low Hill.

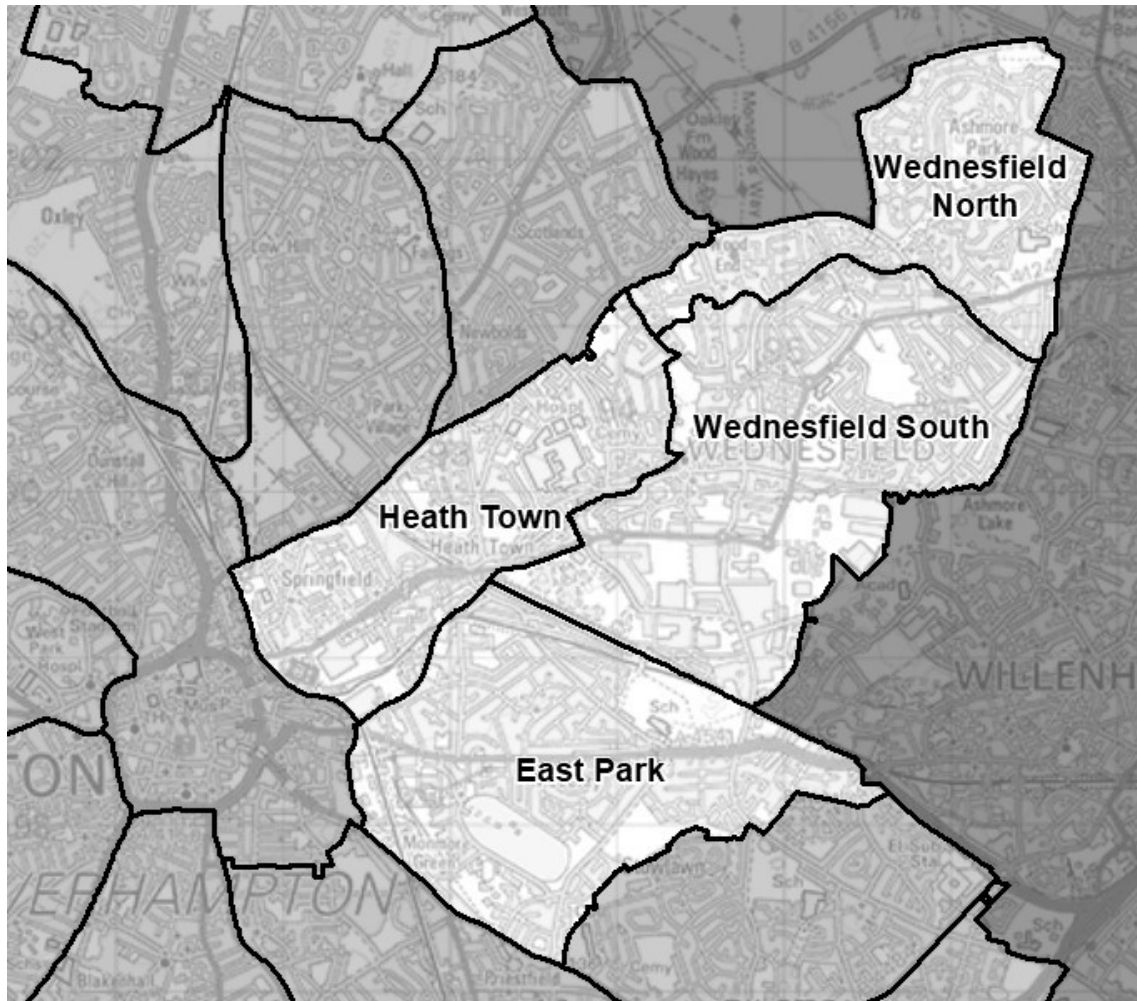
Fallings Park

58 The Conservatives describe Fallings Park as a residential suburb with much of the housing being inter-war council housing with later housing being of mixed tenures. The Council proposed to add to the ward, an area to the south of Park Lane currently in Bushbury South and Low Hill ward but we were not persuaded to include that proposal as part of our draft recommendations.

59 The Conservatives proposed to add an area to the south of Prestwood Road West and Lower Prestwood Road to Fallings Park. We agreed that combining houses on Prestwood Road West and Lower Prestwood Road with those which face them in Fallings Park ward had merit and adopted that proposal part of our draft recommendations.

60 We received support for our draft recommendations for these wards from the Council, the Conservatives and the Liberal Democrats. One resident proposed, however, that the Blackwood Avenue area be excluded from Fallings Park ward and included in Wednesfield North. That change would result in the Fallings Park ward having 18% fewer electors per councillor than the average for the city by 2027, a level of electoral inequality we are not prepared to recommend. One resident proposed that the ward be named Wednesfield West whilst another suggested the name Bushbury Hill, The Scotland's & Wood Hayes. We are not persuaded by either suggestion that we should change the long-standing name of Fallings Park and therefore confirm as final, our draft recommendation for this ward.

Wolverhampton North-east



| Ward name | Number of councillors | Variance 2027 |
|-------------------|-----------------------|---------------|
| East Park | 3 | -2% |
| Heath Town | 3 | -4% |
| Wednesfield North | 3 | -6% |
| Wednesfield South | 3 | -3% |

East Park and Heath Town

61 The Council and the Conservatives describe East Park ward in broadly similar terms. The ward is on the eastern edge of the city centre with East Park itself lying between Moseley Village and Monmore Green and Stow Heath. The ward has a mixture of housing types, age and tenure, but there are also some large industrial estates in the west of the ward.

62 The Council proposed modest changes to East Park ward, adding the Alcester Drive housing estate. The Liberal Democrats proposed also adding Lawnsdale

Green and the residential roads to the north of Green Park Drive. The Conservatives went even further, adding Oaklands Green to East Park. We agreed with the submissions in respect of Alcester Drive, but were not persuaded to add those further roads from Bilston North.

63 Heath Town ward lies immediately to the north east of the city centre, extending from the ring road to the edge of Wednesfield. The southwest half of the ward includes the Springfield Estate, the Heath Town High Rise Estate and Park Village estate. It includes university-based housing as well a growing university campus. The north eastern part of the ward is dominated by the campus of New Cross Hospital and either side of this are predominantly private houses built between and after the wars.

64 The Liberal Democrats proposed that the current ward boundaries be retained, The Council proposed that the area between the ring road and the West Coast Main Line be added to St Peters ward and that a small area between the canal and Wolverhampton Road be added to Heath Town ward from Wednesfield South, proposals we accepted. The Council also proposed that the Barbel Drive area be excluded from Heath Town ward and added to Wednesfield South ward. However, we also note that Barbel Drive is at a considerable distance from other residential areas of Wednesfield South, being separated from them by industrial and commercial estates, but is close to the community facilities in Heath Town. For this reason, we did not incorporate this aspect of the Council's proposals in our draft recommendations.

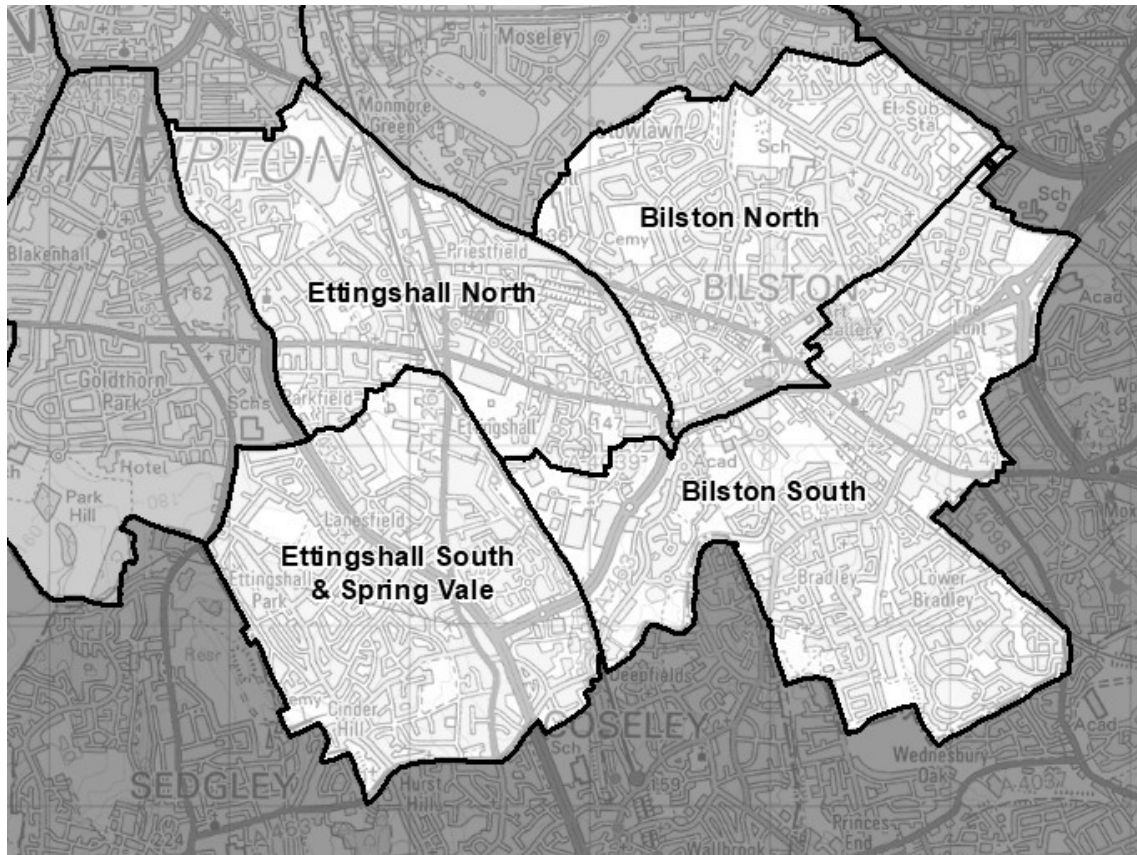
65 We received support for our draft recommendations for these wards from the Council, and the Liberal Democrats. Whilst the Conservatives supported our proposals for East Park, they proposed that the Barbel Drive area be added to Wednesfield South ward. We received no corroborative comments from residents of that area and, for the reasons outlined in paragraph 64, confirm as final, our recommendations for both wards. In doing so, we are not persuaded to substitute the names East Park & Moseley Village for East Park or either Heathfield or Heath Town & New Cross for the equally long-standing name of Heath Town.

Wednesfield North and Wednesfield South

66 Wednesfield North is a predominantly residential ward in the north east corner of the city. Much of the housing to the North east is the large Ashmore Park estate. Other housing is private housing built between the wars, with some more modern development. Wednesfield South ward is split almost into two halves, with the residential portion being in the north of the ward and a large industrial area in the south of the ward. Residential areas are varied, generally comprising traditional early 20th century development, inter war and post war housing, circa 1960's development including apartment blocks and more modern suburban areas.

67 We received support for our draft recommendations for these wards from the Council, and the Liberal Democrats. Whilst the Conservatives, as described above, proposed that the Barbel Drive area be added to Wednesfield South ward, they supported our draft recommendation for Wednesfield North. We received a proposal that our Wednesfield wards be named Ashmore Park & Wednesfield North and March End, The Neachells & Wednesfield South. However, Councillor Bateman asked that Wednesfield North retain its name. He said that it takes many years for residents to understand how they are grouped for elections and that with minimal change being proposed it's important to retain the name. Whilst Councillor Bateman was addressing Wednesfield North in particular, we consider that his comments have relevance when considering the names of other wards where no change, or minimal change to boundaries is recommended. We therefore confirm as final, our recommendations for both wards.

Wolverhampton South-east



| Ward name | Number of councillors | Variance 2027 |
|---------------------------------|-----------------------|---------------|
| Bilston North | 3 | 3% |
| Bilston South | 3 | 8% |
| Ettingshall North | 3 | 1% |
| Ettingshall South & Spring Vale | 3 | 4% |

Bilston North and Bilston South

68 In response to our call for boundary proposals for the Bilston area, we received differing suggestions from the Council, the Conservatives and the Liberal Democrats, each with potentially significant consequences for electoral equality and the reflection of community identity in Bilston and in neighbouring areas.

69 In forming our draft recommendations, we considered in detail the elements of each proposal to identify those which would reflect community identities and interests, provide electoral equality, and provide for effective and convenient local government through, for example, strong and identifiable ward boundaries.

70 Our draft recommendations proposed Bilston East and Bilston North wards which incorporated elements of all the ward boundary submissions we received but which were consistent with providing suitable wards for neighbouring communities.

71 Whilst we described the campus of the City of Wolverhampton College in our report as Bilston Campus, the Council advised us that it is locally known as the Wellington Road campus. In our draft recommendations, we asked for views about whether it should be included in Bilston North as shown in our draft recommendations, or East Park. The Council provided the only response to this question and were content with the inclusion of the campus in Bilston North ward.

72 The Council, the Conservatives and the Liberal Democrats all supported the boundaries of our draft recommendations for this area which we confirm as final. However, we also, invited comments about whether our Bilston East ward should be named Bilston South as initially proposed by the Conservatives and Liberal Democrats. Both parties re-iterated their initial view. In particular, the Conservatives referred to the Bilston Urban Village, which we referred to when forming our draft recommendations, as being south-west of Bilston North and the town centre. In accepting the parties' view in respect of ward names, we note that the names Bilston North and Bilston East have been used since, at least, 1979, but consider that our changes to the boundary between the two wards and the way in which the area south of the town centre continues to be developed justifies changing the name of Bilston East ward to Bilston South. In making our final recommendations, however, we were not persuaded that the names Bilston South, Ladymoor & Loxdale or Bilston North, The Crescent & Portobello would increase understanding of the relevant electoral arrangements for the Bilston area. We have therefore not adopted these as part of our final recommendations.

Ettingshall North and Ettingshall South & Spring Vale

73 Ettingshall is an inner-city ward with a mix of industrial, retail and residential land uses. The All Saints area in the north of the ward is composed of older terraced housing. The area also includes the site of the former Royal Hospital, which is under redevelopment, providing a significant element of urban renewal. To the south of All Saints Road the housing tends to be in lower density estates, many being council-built between the wars. Ettingshall extends south-eastwards where it meets Spring Vale, an outer city ward where part of the boundary coincides with the city boundary.

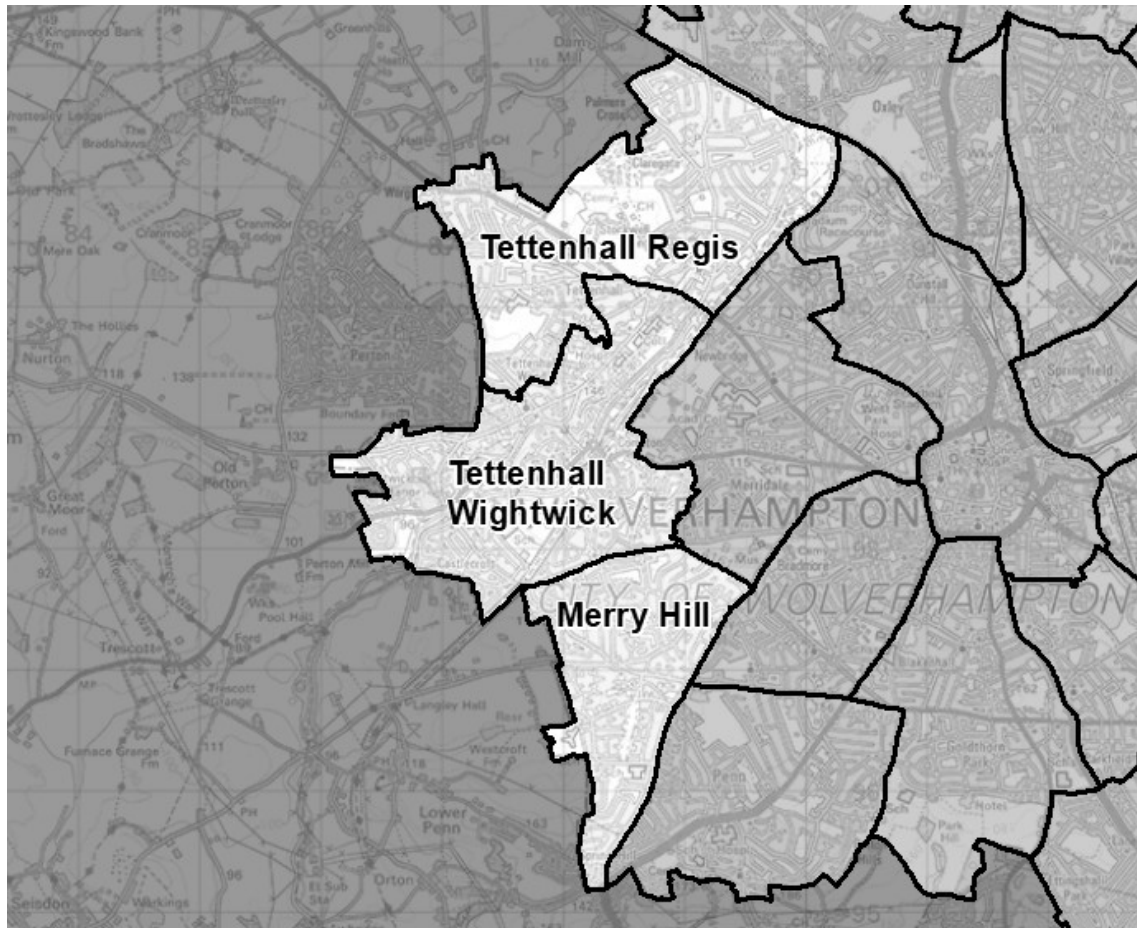
74 As with Bilston, we initially received differing suggestions from the Council, the Conservatives and the Liberal Democrats, each with potentially significant consequences for electoral equality and the reflection of community identity in neighbouring areas.

75 Again, in forming our draft recommendations, we considered in detail the elements of each proposal to identify those which would reflect community identities

and interests, provide electoral equality, and provide for effective and convenient local government.

76 The Council, the Conservatives and the Liberal Democrats all supported our draft recommendations for Ettingshall and Spring Vale wards. One resident identified that our proposed boundary divided the area that people would consider to be Ettingshall. This respondent proposed the ward names Ettingshall North and Ettingshall South & Spring Vale. We are persuaded by the argument to make that change from our draft recommendations for these wards which in all other respects, we confirm as final.

Wolverhampton West



| Ward name | Number of councillors | Variance 2027 |
|----------------------|-----------------------|---------------|
| Merry Hill | 3 | -1% |
| Tettenhall Regis | 3 | 2% |
| Tettenhall Wightwick | 3 | -3% |

Merry Hill, Tettenhall Regis and Tettenhall Wightwick

77 The Merry Hill ward is a predominantly residential ward on the southwest corner of the city. The Conservatives describe the ward as composed of two communities with the Five Ways area, which contains a number of shops, in the centre knitting the two together. The ward is forecast to have good electoral equality, having 1% fewer electors per councillor than the average for the city by 2027.

78 The Council and the Liberal Democrats proposed that the current ward boundaries be retained. The Conservatives proposed only that Bantock Park be included. We noted, however, that a consequence of such a change would be to separate Bantock Park Cottages from their nearest neighbours in Park ward and did

not accept the change proposed by the Conservatives as part of our draft recommendations.

79 Tettenhall Regis and Tettenhall Wightwick are two wards covering the historic village of Tettenhall which, as a whole, has a distinct identity. They are forecast to have electoral variances of 2% and –3% respectively, by 2027. The Council, the Conservatives and the Liberal Democrats all proposed that the current boundaries of Tettenhall Regis ward remain unchanged.

80 Whilst the Conservatives and the Liberal Democrats also proposed that the boundaries of Tettenhall Wightwick should be retained, the Council proposed that Compton Hill Drive and Alpine Way, currently part of Tettenhall Wightwick, be added to Park ward. We found, however, that making this change would not provide for good electoral equality in Park ward by 2027 and found no other reason to support the change proposed.

81 Our draft recommendations for this area were that the current boundaries of the three wards be retained. The Council, the Conservatives and the Liberal Democrats all supported our draft recommendations for this area which we confirm as final.

Conclusions

38 The table below provides a summary as to the impact of our final recommendations on electoral equality in Wolverhampton, referencing the 2020 and 2027 electorate figures against the proposed number of councillors and wards. A full list of wards, names and their corresponding electoral variances can be found at Appendix A to the back of this report. An outline map of the wards is provided at Appendix B.

Summary of electoral arrangements

| | Final recommendations | |
|--|-----------------------|-------|
| | 2020 | 2027 |
| Number of councillors | 60 | 60 |
| Number of electoral wards | 20 | 20 |
| Average number of electors per councillor | 3,061 | 3,175 |
| Number of wards with a variance more than 10% from the average | 1 | 0 |
| Number of wards with a variance more than 20% from the average | 0 | 0 |

Final recommendations

City of Wolverhampton Council should be made up of 60 representing 20 three-councillor wards. The details and names are shown in Appendix A and illustrated on the large map accompanying this report.

Mapping

Sheet 1, Map 1 shows the proposed wards for City of Wolverhampton Council. You can also view our final recommendations for City of Wolverhampton Council on our interactive maps at www.consultation.lgbce.org.uk

What happens next?

44 We have now completed our review of City of Wolverhampton Council. The recommendations must now be approved by Parliament. A draft Order – the legal document which brings into force our recommendations – will be laid in Parliament. Subject to parliamentary scrutiny, the new electoral arrangements will come into force at the local elections in 2023.

Equalities

45 The Commission has looked at how it carries out reviews under the guidelines set out in Section 149 of the Equality Act 2010. It has made best endeavours to ensure that people with protected characteristics can participate in the review process and is sufficiently satisfied that no adverse equality impacts will arise as a result of the outcome of the review.

Appendices

Appendix A

Final recommendations for City of Wolverhampton Council

| | Ward name | Number of councillors | Electorate (2020) | Number of electors per councillor | Variance from average % | Electorate (2027) | Number of electors per councillor | Variance from average % |
|----|---------------------------------|-----------------------|-------------------|-----------------------------------|-------------------------|-------------------|-----------------------------------|-------------------------|
| 1 | Bilston North | 3 | 9,512 | 3,171 | 4% | 9,763 | 3,254 | 3% |
| 2 | Bilston South | 3 | 9,736 | 3,245 | 6% | 10,286 | 3,429 | 8% |
| 3 | Blakenhall | 3 | 8,609 | 2,870 | -6% | 8,884 | 2,961 | -7% |
| 4 | Bushbury North | 3 | 9,888 | 3,296 | 8% | 10,360 | 3,453 | 9% |
| 5 | Bushbury South & Low Hill | 3 | 9,401 | 3,134 | 2% | 9,648 | 3,216 | 1% |
| 6 | East Park | 3 | 9,177 | 3,059 | 0% | 9,330 | 3,110 | -2% |
| 7 | Ettingshall North | 3 | 8,971 | 2,990 | -2% | 9,592 | 3,197 | 1% |
| 8 | Ettingshall South & Spring Vale | 3 | 9,713 | 3,238 | 6% | 9,943 | 3,314 | 4% |
| 9 | Fallings Park | 3 | 9,153 | 3,051 | 0% | 9,304 | 3,101 | -2% |
| 10 | Graiseley | 3 | 8,487 | 2,829 | -8% | 8,670 | 2,890 | -9% |
| 11 | Heath Town | 3 | 8,699 | 2,900 | -5% | 9,133 | 3,044 | -4% |
| 12 | Merry Hill | 3 | 9,280 | 3,093 | 1% | 9,425 | 3,142 | -1% |

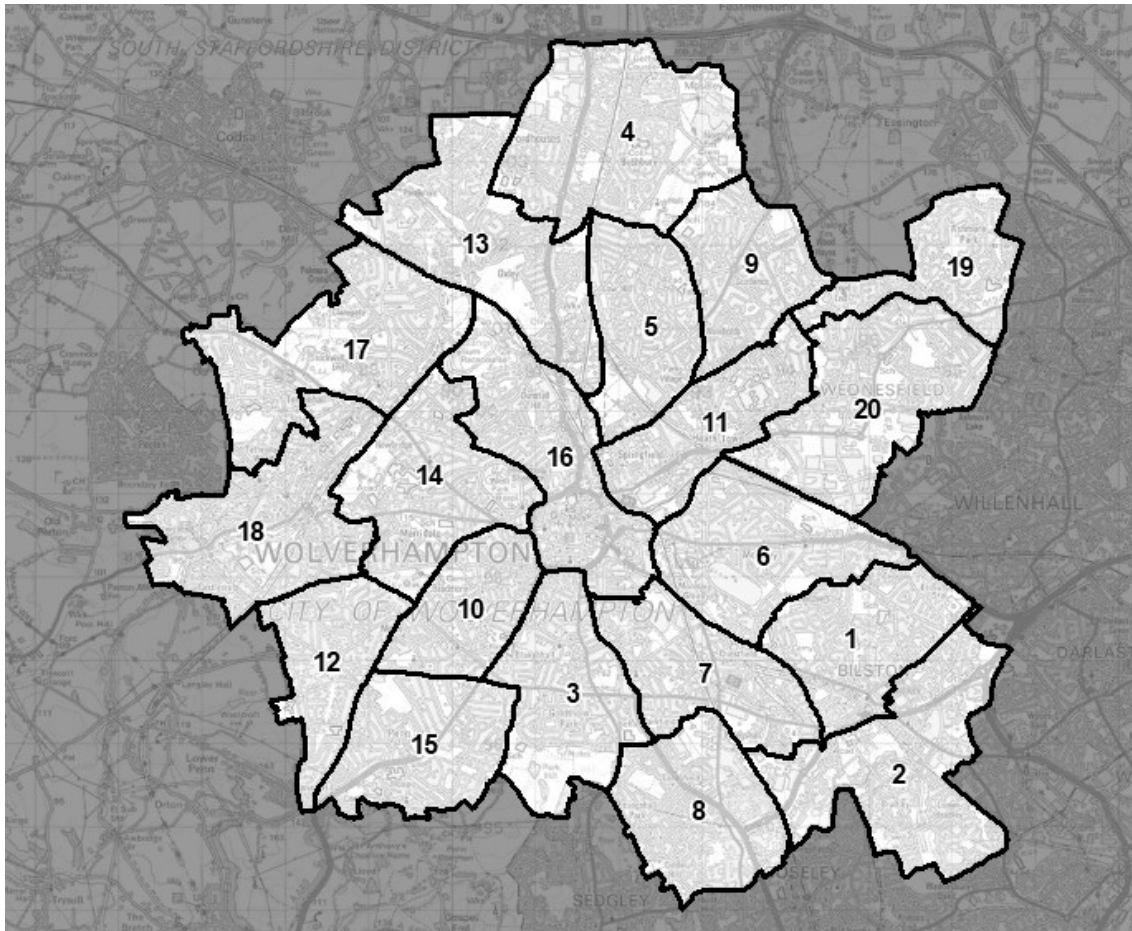
| Ward name | Number of councillors | Electorate (2020) | Number of electors per councillor | Variance from average % | Electorate (2027) | Number of electors per councillor | Variance from average % |
|-------------------------|-----------------------|-------------------|-----------------------------------|-------------------------|-------------------|-----------------------------------|-------------------------|
| 13 Oxley | 3 | 9,879 | 3,293 | 8% | 10,342 | 3,447 | 9% |
| 14 Park | 3 | 9,342 | 3,114 | 2% | 9,376 | 3,125 | -2% |
| 15 Penn | 3 | 9,993 | 3,331 | 9% | 10,215 | 3,405 | 7% |
| 16 St Peters | 3 | 7,844 | 2,615 | -15% | 9,167 | 3,056 | -4% |
| 17 Tettenhall Regis | 3 | 9,471 | 3,157 | 3% | 9,677 | 3,226 | 2% |
| 18 Tettenhall Wightwick | 3 | 9,070 | 3,023 | -1% | 9,244 | 3,081 | -3% |
| 19 Wednesfield North | 3 | 8,704 | 2,901 | -5% | 8,924 | 2,975 | -6% |
| 20 Wednesfield South | 3 | 8,752 | 2,917 | -5% | 9,194 | 3,065 | -3% |
| Totals | 60 | 183,681 | - | - | 190,477 | - | - |
| Averages | - | - | 3,061 | - | - | 3,175 | - |

Source: Electorate figures are based on information provided by City of Wolverhampton Council.

Note: The 'variance from average' column shows by how far, in percentage terms, the number of electors per councillor in each electoral ward varies from the average for the city. The minus symbol (-) denotes a lower than average number of electors. Figures have been rounded to the nearest whole number.

Appendix B

Outline map



| Number | Ward name | Number | Ward name |
|--------|---------------------------------|--------|----------------------|
| 1 | Bilston North | 11 | Heath Town |
| 2 | Bilston South | 12 | Merry Hill |
| 3 | Blakenhall | 13 | Oxley |
| 4 | Bushbury North | 14 | Park |
| 5 | Bushbury South & Low Hill | 15 | Penn |
| 6 | East Park | 16 | St Peters |
| 7 | Ettingshall North | 17 | Tettenhall Regis |
| 8 | Ettingshall South & Spring Vale | 18 | Tettenhall Wightwick |
| 9 | Fallings Park | 19 | Wednesfield North |
| 10 | Graiseley | 20 | Wednesfield South |

A more detailed version of this map can be seen on the large map accompanying this report, or on our website:

<https://www.lgbce.org.uk/all-reviews/west-midlands/west-midlands/wolverhampton>

Appendix C

Submissions received

All submissions received can also be viewed on our website at:

<https://www.lgbce.org.uk/all-reviews/west-midlands/west-midlands/wolverhampton>

Local Authority

- City of Wolverhampton Council

Political Groups

- City of Wolverhampton Council Conservative Group
- City of Wolverhampton Liberal Democrats

Councillors

- Councillor P. Bateman (City of Wolverhampton Council)
- Councillor C. Hibbert (City of Wolverhampton Council)
- Councillor W. Thompson (City of Wolverhampton Council)

Local Organisations

- St Michael's Church

Local Residents

- 223 local residents

Petitions

- 153 Signatures

Appendix D

Glossary and abbreviations

| | |
|-----------------------------------|--|
| Council size | The number of councillors elected to serve on a council |
| Electoral Change Order (or Order) | A legal document which implements changes to the electoral arrangements of a local authority |
| Division | A specific area of a county, defined for electoral, administrative and representational purposes. Eligible electors can vote in whichever division they are registered for the candidate or candidates they wish to represent them on the county council |
| Electoral inequality | Where there is a difference between the number of electors represented by a councillor and the average for the local authority. |
| Electorate | People in the authority who are registered to vote in elections. We only take account of electors registered specifically for local elections during our reviews. |
| Number of electors per councillor | The total number of electors in a local authority divided by the number of councillors |
| Over-represented | Where there are fewer electors per councillor in a ward or division than the average |
| Parish | A specific and defined area of land within a single local authority enclosed within a parish boundary. There are over 10,000 parishes in England, which provide the first tier of representation to their local residents |

| | |
|---|--|
| Parish council | A body elected by electors in the parish which serves and represents the area defined by the parish boundaries. See also 'Town council' |
| Parish (or town) council electoral arrangements | The total number of councillors on any one parish or town council; the number, names and boundaries of parish wards; and the number of councillors for each ward |
| Parish ward | A particular area of a parish, defined for electoral, administrative and representational purposes. Eligible electors can vote in whichever parish ward they live for candidate or candidates they wish to represent them on the parish council |
| Town council | A parish council which has been given ceremonial 'town' status. More information on achieving such status can be found at www.nalc.gov.uk |
| Under-represented | Where there are more electors per councillor in a ward or division than the average |
| Variance (or electoral variance) | How far the number of electors per councillor in a ward or division varies in percentage terms from the average |
| Ward | A specific area of a district or borough, defined for electoral, administrative and representational purposes. Eligible electors can vote in whichever ward they are registered for the candidate or candidates they wish to represent them on the district or borough council |

The Local Government Boundary Commission for England (LGBCE) was set up by Parliament, independent of Government and political parties. It is directly accountable to Parliament through a committee chaired by the Speaker of the House of Commons. It is responsible for conducting boundary, electoral and structural reviews of local government.

Local Government Boundary Commission for England
1st Floor, Windsor House
50 Victoria Street, London
SW1H 0TL

Telephone: 0330 500 1525

Email: reviews@lgbce.org.uk

Online: www.lgbce.org.uk

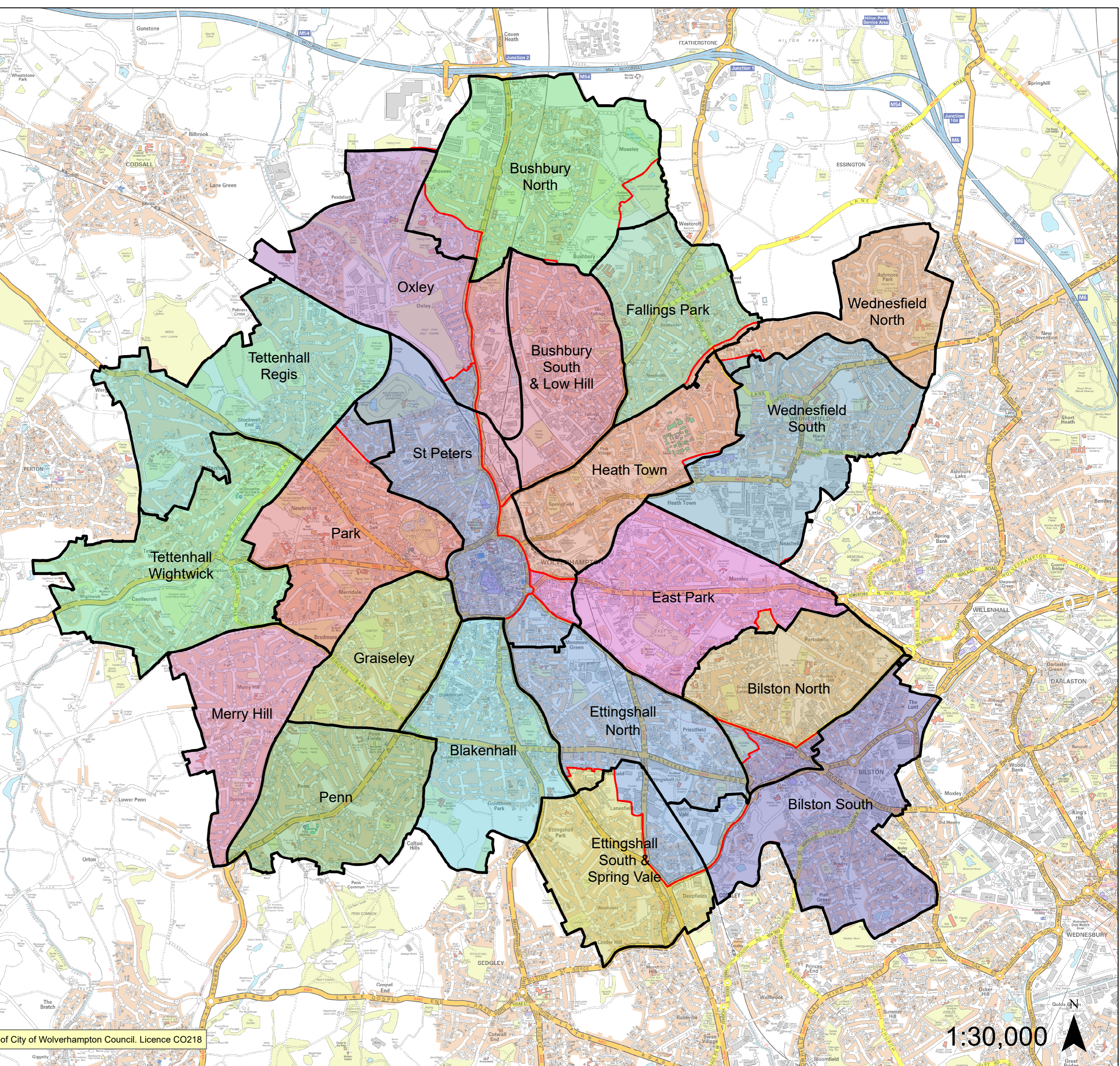
www.consultation.lgbce.org.uk

Twitter: @LGBCE

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Key

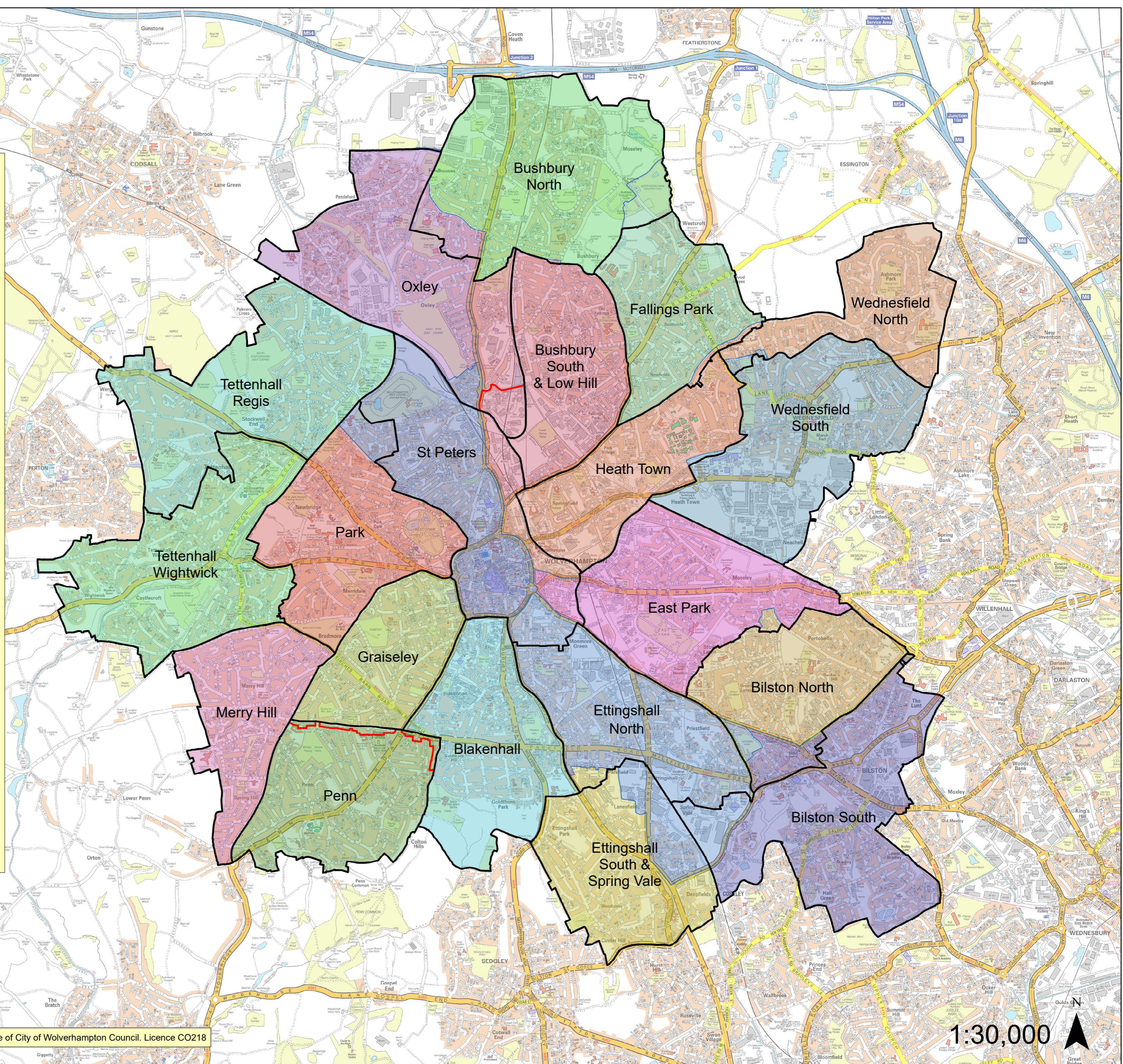
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- Bilston North - Current
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- Bushbury North - Current
- Bushbury South & Low Hill - Current
- East Park - Current
- Ettingshall - Current
- Fallings Park - Current
- Graiseley - Current
- Heath Town - Current
- Merry Hill - Current
- Oxley - Current
- Park - Current
- Penn - Current
- Spring Vale - Current
- St.Peter's - Current
- Tettenhall Regis - Current
- Tettenhall Wightwick - Current
- Wednesfield North - Current
- Wednesfield South - Current



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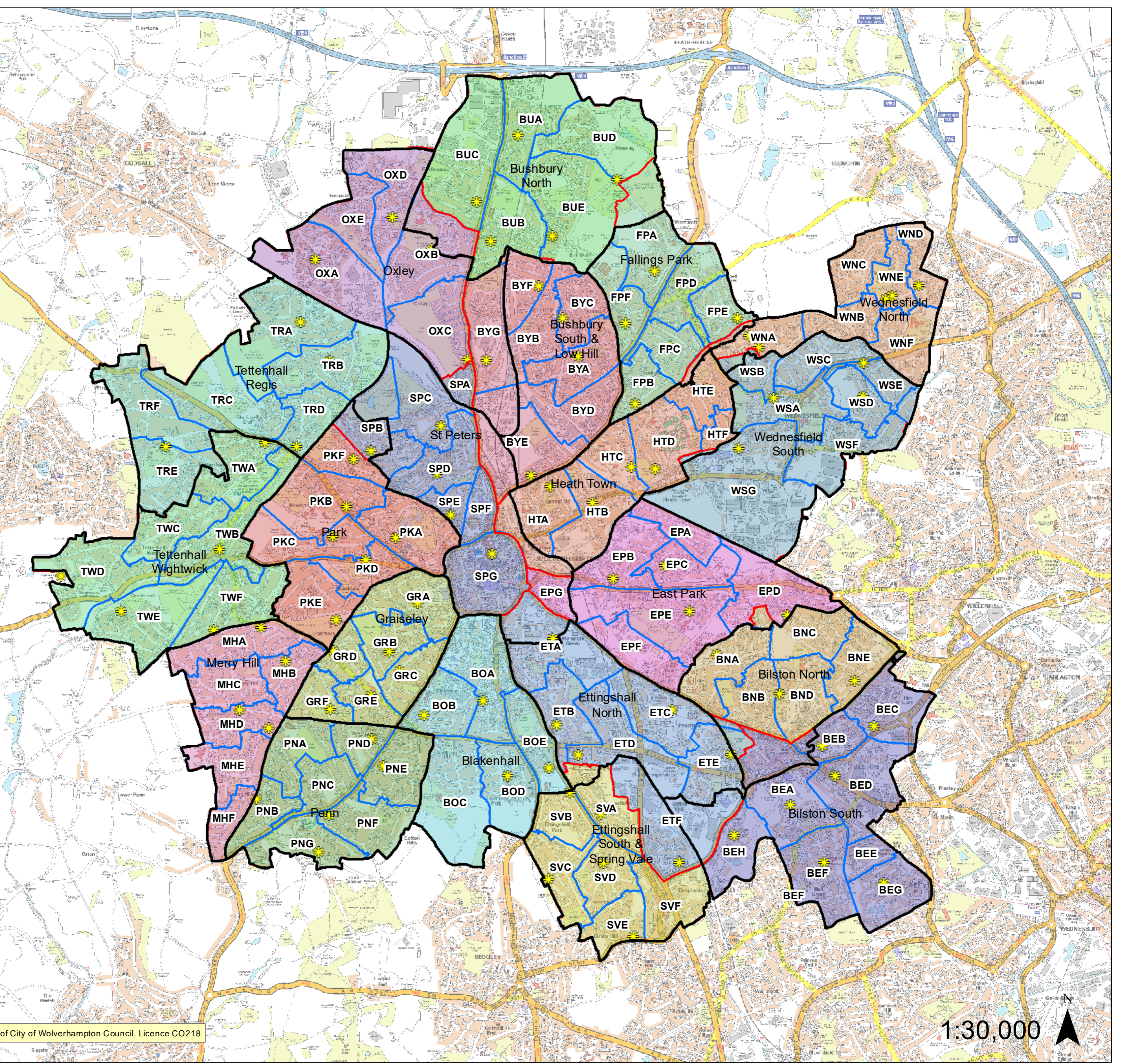
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- Graiseley
- Heath Town
- Merry Hill
- Oxley
- Park
- Penn
- Spring Vale
- St.Peter's
- Tettenhall Regis
- Tettenhall Wightwick
- Wednesfield North
- Wednesfield South



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Key

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-  Polling Districts
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-  Bilston North - Current
-  Blakenhall - Current
-  Bushbury North - Current
-  Bushbury South & Low Hill - Current
-  East Park - Current
-  Ettingshall - Current
-  Fallings Park - Current
-  Graiseley - Current
-  Heath Town - Current
-  Merry Hill - Current
-  Oxley - Current
-  Park - Current
-  Penn - Current
-  Spring Vale - Current
-  St.Peter's - Current
-  Tettenhall Regis - Current
-  Tettenhall Wightwick - Current
-  Wednesfield North - Current
-  Wednesfield South - Current



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Equality Analysis

| | |
|--|---|
| Directorate: Governance Service Area: Electoral Services | Lead Officer: Laura Noonan, Electoral Services Manager Date completed: 18/1/2022 |
| Service / Function / Policy / Procedure to be assessed: Review of Polling Districts and Polling Places | |
| Is this: New / Proposed X Existing/Review X Changing ✓ (Please tick appropriate box) | Review date: Ongoing |

Part A – Initial Equality Analysis to determine if a full Equality Analysis is required.

What are the aims and objectives/purpose of this service, function, policy or procedure?

The Local Government Boundary Commission for England Order for Wolverhampton will create new ward boundaries to be effective from May 2023. The arrangements will introduce changes to 14 wards. The six wards that are staying the same are Blakenhall, Graiseley, Merry Hill, Penn, Tettenhall Regis and Tettenhall Wightwick. There are also ward name changes proposed for 3 wards. Bilston East will become Bilston South, Ettingshall will become Ettingshall North and Spring Vale will be Ettingshall South and Spring Vale.

A polling district and polling place review is required to reflect the new boundaries at the revision of the electoral register on 1 December 2022. The Polling District and Polling Place Review will subdivide the new ward areas, allocate a polling place, calculate the electorate for each polling venue and recommend the number of polling stations within the polling place. The Council has a statutory responsibility to review polling districts and polling places. The purpose of such a review is to ensure that all electors have reasonably practicable facilities for voting and that polling places are reasonably accessible to electors who are disabled. The review is an opportunity for electors, community groups and any other interested parties in Wolverhampton to express their views on the polling district boundaries and polling places through an online questionnaire, and where possible make alternative suggestions for consideration.

Please indicate its relevance to any of the equality duties (below) by selecting Yes or No?

| | Yes | No |
|---|-----|----|
| Eliminating unlawful discrimination, victimisation and harassment | | X |
| Advancing equality of opportunity | X | |
| Fostering good community relations | | X |

If not relevant to any of the three equality duties and this is agreed by your Head of Service, the Equality Analysis is now complete - please send a copy to the Equality & Diversity Team. If any of the three equality duties are relevant, a Full Equality Analysis will need to be undertaken (PART B below).

PART B: Full Equality Analysis.

Step 1 – Identifying outcomes and delivery mechanisms (in relation to what you are assessing)

| | |
|--|--|
| What outcomes are sought and for whom? | To give electors, community groups and other interested parties in Wolverhampton an opportunity to express their views on the polling district boundaries and polling stations |
| Are there any associated policies, functions, services or procedures? | Electoral Commission Guidance on Reviews of polling districts, polling place and polling stations: Polling place reviews Electoral Commission |
| If partners (including external partners) are involved in delivering the service, who are they? | Hire of various venues as polling stations |

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Step 2 – What does the information you have collected, or that you have available, tell you?

What evidence/data already exists about the service and its users? (in terms of its impact on the ‘equality strands’, i.e. race, disability, gender, gender re-assignment, age, religion or belief, sexual orientation, maternity/pregnancy, marriage/civil partnership and other socially excluded communities or groups) and **what does the data tell you?** e.g. are there any significant gaps?

Age – 22% of the population are aged 0-15, and 17% aged 65 and over. The city is younger than the English average but the 65+age group is expected to rise faster than younger cohorts.

24 schools are currently used as polling stations. Of these, 10 schools close which results in a loss of school days for young people of school age (4-18). 12 of them plan it as a teacher training/inset day and 2 of them are open for remote learning.

Disability - It is estimated that around 20.5% (51,258) of people in Wolverhampton are affected by a disability which limits their day-to-day activity – 10% of the population are affected by a disability which impacts them a lot.

Religion - According to the 2018 ONS Annual Population Survey by religion, Christianity is the most common religion in the city with 55 % (138,394) of residents. Followed by 9% (22,689) Sikh – Wolverhampton has the second highest proportion of Sikh residents in the Country. 4% (9292) are Hindu and 4% (9062) Muslim, and 20% (49,821) of the population hold no religion or belief.

There are currently 39 out of 103 buildings in use which belong to a particular faith group. For the majority of these, the voting takes place in a function room / church hall.

Race – The top three ethnicity groups in Wolverhampton are White, Asian/Asian British and Asian/ Indian. 65% of Wolverhampton are White British. 89% of the population speak English as a main language. The most commonly spoken main languages after English are Punjabi (11,055), Polish (2,458) and Kurdish (1,386).

Has there been any consultation with, or input from, customers / service users or other stakeholders? If so, with whom, how were they consulted and what did they say? If you haven't consulted yet and are intending to do so, please list which specific groups or communities you are going to consult with and when.

We are going to consult with all groups on Equalities stakeholder database.

Are there any complaints, compliments, satisfaction surveys or customer feedback that could help inform this assessment? If yes, what do these tell you?

Step 3 – Identifying the negative impact.

- a. **Is there any negative impact on individuals or groups in the community?**

| | | | |
|--|-------------------------|------------------------------------|---|
| <p>Barriers:</p> <p>What are the potential or known barriers/impacts for the different 'equality strands' set out below? Consider:</p> <ul style="list-style-type: none"> • Where you provide your service, e.g. the facilities/premises; • Who provides it, e.g. are staff trained and representative of the local population/users? • How it is provided, e.g. do people come to you or do you go to them? Do any rules or requirements prevent certain people accessing the service? • When it is provided, e.g. opening hours? • What is provided, e.g. does the service meet everyone's needs? How do you know? <p>* Some barriers are justified, e.g. for health or safety reasons, or might actually be designed to promote equality, e.g. single sex swimming/exercise sessions, or cannot be removed without excessive cost. If you believe any of the barriers identified to be justified then please indicate which they are and why.</p> <p>Solutions:</p> <p>What can be done to minimise or remove these barriers to make sure everyone has equal access to the service or to reduce adverse impact? Consider:</p> <ul style="list-style-type: none"> • Other arrangements that can be made to ensure people's diverse needs are met; • How your actions might help to promote good relations between communities; • How you might prevent any unintentional future discrimination. | | | |
| Equality Themes | Positive Impacts | Negative Impacts identified | Solutions (ways in which you could mitigate the negative impact) |

| | | | |
|---|--|---|--|
| <p>Age (including children, young people and older people)</p> | <p>Schools used as polling stations could plan for those days in advance and use it as an inset day, which could be used to demonstrate importance of voting and democracy for young people.</p> | <p>The current (2022) polling scheme includes the use of 24 schools, of which 23 close to pupils on polling day, resulting in a loss of school days for young people of school age (4-18). However 2 of them are open for remote learning and 12 use it as a planned inset day.</p> | <p>When booking schools as polling stations for 2021 we have asked them to identify local buildings they are aware of which could be used. However due to the requirement to provide polling stations in a specified area (polling district), and the requirement to make them accessible to all, it is not possible to secure the use of an alternative venue. We have also asked if they have to close, or whether they use polling day as an inset day to minimise impact on education. We will ask councillors and other community groups for alternative venues to schools which could be explored. All representations will be considered by the Governance and Ethics Committee who will then put forward recommendations to the Council.</p> |
| <p>Disability (including carers)</p> | <p>Ahead of every election, electors are made aware of the option of applying for a postal or proxy vote. In 2021, all electors without</p> | <p>Some stations such as temporary stations are not ideal venues however all venues are made wheelchair accessible with temporary ramps.</p> | <p>All proposed new polling places will be evaluated against the Electoral Commission checklist for</p> |

| | | | |
|---|--|---|---|
| | <p>a postal vote were sent an application form to give them the choice ahead of the first election to be held during the pandemic.</p> <p>Local authorities have a duty to review the accessibility of all polling places to disabled voters and ensure that every polling place, and prospective polling place, for which it is responsible is accessible to disabled voters 'so far as is reasonable and practicable'.</p> <p>Presiding Officers and companions of voters with disabilities can assist electors with marking the ballot paper.</p> | | <p>polling places with a particular emphasis on the following requirements:</p> <ul style="list-style-type: none"> • Level access at entrance and within polling place (or space for temporary ramp) • Wide enough doorways and corridors • Sufficient space within the polling place to enable motorised wheelchair manoeuvrability. <p>Continue to work with disability groups such as Beacon Centre for Blind and Zebra Access.</p> |
| Gender (men and women) | No impact anticipated | No impact anticipated | No action required |
| Race (including Gypsies & Travelers and Asylum Seekers) | People with no fixed address can register by declaration of local connection. | Those whose first language is not English may find it more difficult to participate in the consultation and provide their views on the proposed polling districts and places. | The invitation to respond to the consultation can be translated in to the top 10 most spoken languages in the city. |
| Religion or belief (including people of no religion or belief) | Many faith buildings are used for voting. | The use of religious or consecrated buildings may discourage other faith groups from voting. | Due to the requirement to provide polling stations in a specified area (a polling district) and the requirement |

| | | | |
|--|---|-----------------------|---|
| | | | to make them accessible to all, it is often not possible to secure the use of a more generic facility. Where the main church is used as the polling station, this is clearly stated on the poll card. Electors are also made aware of the option of applying for a postal or proxy vote. The consultation will be shared with faith groups to secure their views. |
| Gender Re-assignment (those that are going or have gone through a transition: male to female or female to male) | No impact anticipated | No impact anticipated | No action required |
| Pregnancy and Maternity | The layout of polling stations is such that access for pushchairs is considered | No impact anticipated | No action required |
| Sexual orientation (including gay, lesbian, bisexual and heterosexual) | No impact anticipated | No impact anticipated | No action required |
| Marriage and Civil Partnership | No impact anticipated | No impact anticipated | No action required |
| Human Rights | No impact anticipated | No impact anticipated | No action required |

Step 4 – Changes or mitigating actions proposed or adopted

Having undertaken the assessment are there any changes necessary to the existing service, policy, function or procedure? What changes or mitigating actions are proposed?

This is a statutory process so there are no changes to process, but this analysis will ensure that we engage with all of the relevant stakeholders to ensure equality of opportunity to taking part in the consultation.

Step 5 – Monitoring

How are you going to monitor the existing service, function, policy or procedure?

The Electoral Registration and Administration Act 2013 amended the Representation of the People Act 1983 to require the Council to undertake full reviews of polling districts and polling places at least every five years within a specific timeframe. In addition, the Council reviews its polling scheme following an election to ensure ongoing suitability of location and accessibility of the premises. The responsibility to provide recommendations to Full Council on electoral arrangements in the city relating to the designation of polling districts and polling places lies with the Governance and Ethics Committee.

Part C - Action Plan

| Barrier/s or improvement/s identified | Action Required | Lead Officer | Timescale |
|---------------------------------------|--|--------------|-----------|
| Impact on schools | Reduce use of schools and inform schools of election dates years in advance so that they can plan inset days | Laura Noonan | Ongoing |
| | | | |

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Equality Analysis approved by:

| | |
|---|--------------------------|
| Head of Service: Laura Gittos – Head of Governance <i>L. Gittos</i> | Date: 9 February 2022 |
|---|--------------------------|

Please send an electronic copy of the Equality Analysis to the Equality & Diversity Team:

| | |
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| CITY OF WOLVERHAMPTON COUNCIL | Governance and Ethics Committee 18 February 2022 |
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| | | |
|--|--|-------------------------------------|
| Report title | Conferring the Title of Honorary Alderman | |
| Cabinet member with lead responsibility | Councillor Ian Brookfield Leader of the Council | |
| Accountable director | David Pattison, Chief Operating Officer | |
| Originating service | Governance | |
| Accountable employee | David Pattison | Chief Operating Officer |
| | Tel | 01902 550320 |
| | Email | David.pattison@wolverhampton.gov.uk |
| Report to be considered by | Council | 6 April 2022 |

Recommendation for decision:

The Governance and Ethics Committee recommends that Council:

1. Convene an extraordinary meeting on the 6 April 2022 to confer the title of Honorary Alderman on former Councillor John Rowley.

1.0 Purpose

- 1.1 To consider whether to confer the title of Honorary Alderman on former Councillor John Rowley who ceased to be a Member of the Council in November 2020.

2.0 Background

- 2.1 In July 1998 the Council agreed to establish a policy for the appointment of Honorary Aldermen, for which there is provision in the Local Government Act 1972 (Section 249). Subsequently, in September 1998, the then Policy and Resources Committee endorsed a procedure for reporting to Council on this matter and determined the eligibility criteria. The service criterion was reduced from 24 years to 20 years by resolution of full Council on 14 July 2010.
- 2.2 Mr Rowley has a total of 38 years' distinguished service. During this time, he has not only served the residents of Blakenhall Ward, but also held many important positions within the Council impacting on the lives of the citizens of our whole City. They are too numerous to mention, but in particular he was the Mayor of the City of Wolverhampton in 2003 - 2004. He was a Cabinet Member in 2011 for Communities, he Chaired Environmental Health & Consumer Services, Regenerating Wolverhampton Monitoring and Policy Development Panel, Performance, Governance & Support Services Scrutiny Panel, Sustainable Communities Scrutiny Panel, Enterprise & Business Scrutiny Panel, Sustainability Advisory Group, Planning & Environment Committee, Social Services Scrutiny Panel and was Vice Chair on Licensing Committee. He had also taken an active part on the other regulatory committees, scrutiny panels and reviews and advisory bodies he served on.
- 2.3 Mr Rowley's service meets the criterion for eligibility for conferment agreed by the Council. Following consultation with the political groups on the Council it is proposed that the title of Honorary Alderman is bestowed on him.
- 2.4 Under the provisions of the Council's Constitution, the function of advising full Council on the conferment of the title of Honorary Alderman rests with the Governance and Ethics Committee, and therefore, the Committee is asked to consider this proposal.
- 2.5 Honorary Aldermen are invited to attend full Council meetings in a non-participating capacity and are also invited to various functions such as Civic and Remembrance Sunday and other appropriate civic events. The names of Honorary Aldermen are inscribed on a roll of honour board on the ground floor of the Civic Centre.
- 2.6 The Local Government Act 1972 Act provides that an extraordinary Council meeting be convened for the purpose of conferring the title and the necessary resolution must be passed by not less than two thirds of the Members voting. It is proposed that the extraordinary meeting be convened prior to the ordinary Council meeting on 6 April 2022.

3.0 Financial implications

3.1 As was the case with previous Honorary Aldermen it is the intention to present the former Councillor with a badge of office. These will be drawn from an existing stock of badges purchased prior to this financial year. A small cost will be incurred in inscribing the name of the Honorary Alderman on the badge, and also on the roll of honour board, but this can easily be accommodated within existing Democratic Services budgets. [GE/31012022/M]

4.0 Legal implications

4.1 Section 249 of the Local Government Act 1972 enables a local authority to confer the title of Honorary Alderman on “persons who have, in the opinion of the Council, rendered eminent services to the Council as past Members of the Council but who are not then members of the Council”. [SZ/02022022/P]

5.0 Equalities implications

5.1 There are no direct equalities implications arising from the recommendation of this report.

6.0 Any Other Implications

6.1 There are no other implications arising from the recommendation of this report.

7.0 Background papers

7.1 None

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| CITY OF WOLVERHAMPTON COUNCIL | Governance and Ethics Committee 18 February 2022 |
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| | | |
|--|---|-------------------------------------|
| Report title | Report of the Independent Remuneration Panel | |
| Cabinet member with lead responsibility | Councillor Paula Brookfield Cabinet Member for Governance and Equalities | |
| Accountable director | David Pattison, Chief Operating Officer | |
| Originating service | Governance | |
| Accountable employee | David Pattison | Chief Operating Officer |
| | Tel | 01902 550320 |
| | Email | David.pattison@wolverhampton.gov.uk |
| Report to be considered by | Council | 2 March 2022 |

Recommendation for decision:

The Governance and Ethics Committee recommends that Council:

1. Consider the report of the Independent Remuneration Panel and approve, reject or approve alternative proposals for the recommendations made by the Panel as detailed in Appendix 1.
2. Delegate authority to the Monitoring Officer to amend the Scheme of Councillor Allowances according to the decisions taken by Council for inclusion in the Council's Constitution.

1.0 Purpose

- 1.1 To consider the report of the Independent Remuneration Panel attached as Appendix 1 on a review of Councillor's Allowances and make recommendations to Council.

2.0 Background

- 2.1 All local councils are required by The Local Authorities (Members' Allowances) (England) Regulations 2003 (as amended) to establish and maintain an Independent Remuneration Panel to make recommendations on the level of basic and special responsibility allowances and associated matters that are paid to Councillors.
- 2.2 Where a local authority scheme provides for increasing allowances by an index, this can only operate for maximum period of four years and a further review is required before any further index can be applied.
- 2.3 The previous report of the Panel was considered by Council on 31 January 2018.
- 2.4 In carrying out its review the Panel was keen to ensure that the review was comprehensive and encompassed all aspects of the allowances scheme. The Panel endeavoured to carry out the review in an impartial manner and to base its conclusions and recommendations on the evidence they received. Throughout the review the aim of the Panel has been to produce an allowances scheme that is fair and equitable and which is appropriate for the needs of this Council.
- 2.5 The Panel has used a range of sources of evidence and in particular considered the allowances paid to Councillors of the Black Country, West Midlands Metropolitan Councils and fifteen similar sized councils in this Councils CiPFA family group.

3.0 Recommendations from the Independent Remuneration Panel

- 3.1 A Panel was appointed by Council to review the Councillor' Allowances Scheme. The Panel Members appointed were:
- Mr Miceal Barden – Dean of the Faculty of Social Sciences, Wolverhampton University
 - Mrs Sylvia Parkin– Formerly Deputy Lieutenant
 - Reverend David Wright – The Rector of St. Peters Church Wolverhampton (Chair)
- 3.2 The Panel carried out its review in January 2022 in accordance with the provisions of the Regulations.

The Panel reviewed the Council's scheme of Councillor Allowances and Expenses in accordance with the provisions of the Regulations and its terms of reference covered:

(a) Review of allowances:

- Review the level of Basic Allowance.
- Review all Special Responsibility Allowances.
- Decide whether the level of allowances are to be determined according to an index and if so which and for how long.
- Review of Dependent Carer's Allowance.
- Review Travelling and Subsistence Allowances.
- Review Co-optees Allowances.

3.3 The Panel has made a detailed report of its work, attached at Appendix 1, and made recommendations.

3.4 The decision to approve these recommendations is the Council's. The Council must have regard to the recommendations made by the Independent Remuneration Panel before it proposes any changes to the current Councillor Allowances Scheme. The Council should consider each of these recommendations individually and decide whether each recommendation should be approved or rejected. The Council is not bound by the decisions of the Panel and may reject any of the proposals made, but the Council should have regard to the implications of such decisions and alternative provisions can be put forward and agreed.

5.0 Financial implications

5.1 A comparison of the current and proposed scheme of councillors' allowances has been undertaken assuming in each case that all Special Responsibility Allowances are paid. On that basis the additional cost of the proposed scheme, inclusive of employer's national insurance contributions, is estimated to be just over £80,000. In the event that this proposal is approved the additional cost will be funded from corporate reserves in the first year if it cannot be met from corporate budgets. Thereafter the budget set aside for all members allowances would be uplifted as part of the 2023-2024 budget setting process and Medium Term Financial Strategy preparation.

[GE/10022022/E]

6.0 Legal implications

6.1 Local Authorities (Members' Allowances) (England) Regulations 2003 (as amended) require the Council to review members' allowances at least once every four years for the purpose of agreeing how it will index link its scheme of allowances. The Council must have regard to the recommendations made by the IRP and determine whether and how these are implemented. The Council must also have regard to the recommendations made by the IRP before it amends any part of the current Councillor' Allowances Scheme. [SZ/02022022/P]

7.0 Equalities implications

7.1 There are no equalities implications arising from the recommendations of this report. The Members Allowances Scheme incorporates an allowance for dependent carers allowance which meets an important objective of the Scheme to help attract people from all sections of the community to become councillors and to retain them in the role.

8.0 Any Other Implications

8.1 There are no other implications arising from this report.

9.0 Schedule of background papers

9.1 The following papers were relied upon as part of this review:

Local Authorities (Members' Allowances) (England) Regulations 2003
City of Wolverhampton Council Constitution Scheme of Councillor Allowances
Benchmarking information for neighbouring authorities and family authorities

10.0 Appendices

10.1 Appendix 1- Report from the Independent Remuneration Panel

10.2 Appendix 2 – Benchmarking Data

10.3 Appendix 3 – Councillor Allowances Survey

10.4 Appendix 4 – Role Profiles

Report of the Independent Remuneration Panel

Councillors' Allowances

Created: January 2022
Independent Remuneration Panel

The City of Wolverhampton Council Independent Remuneration Panel was established under the Local Authorities (Members' Allowances) (England) Regulations 2003 to provide advice and recommendations to the Council on amounts to be paid under its Councillors' Allowances scheme.

Members of the Panel are appointed by the Council and are independent members of the local community.

The Independent Remuneration Panel has reviewed the Councillors' Allowances scheme and, on behalf of the Panel, I present the report and recommendations for the payment of Members' Allowances for 2022/23- 2025/26. This report is required by the Local Authorities (Members' Allowances) (England) Regulations 2003.

In conducting this review, the Independent Remuneration Panel has had regard to the 2006 `Statutory Guidance on Members Allowances and representations made to it.

The Council is required to have regard to our recommendations in deciding what allowances to pay Councillors. Additionally, the Council must also publish the Independent Remuneration Panel recommendations and conclusions, together with the approved scheme.

Reverend David Wright
Chair of the Independent Remuneration Panel

1. Panel Membership

1.1 The Panel composed of three members:

- Mr Miceal Barden – Dean of the Faculty of Social Sciences, Wolverhampton University
- Mrs Sylvia Parkin– Formerly Deputy Lieutenant
- Reverend David Wright – The Rector of St. Peters Church Wolverhampton (Chair)

2. How the Panel Approached the Review

2.1 The Panel chose the following means of gathering evidence.

- **Consideration of relevant legislation and guidance**

Councillor's allowances are paid in accordance with Local Government and Housing Act 1989 and the Local Government Act 2000. Section 18 of the 1989 Act, as amended by Section 99 of the Local Government Act 2000 makes provision in relation to basic, special responsibility and childcare and dependants' carers' allowances for members of local authorities. Section 100 of the 2000 Act allows the Secretary of State to make provision in relation to travel and subsistence allowance for members of local authorities and an allowance for non-councillors who are members of a council's committee or sub-committee.

The Local Authorities (Members' Allowances) (England) Regulations 2003 ("the 2003 Regulations") were made under these provisions. The Regulations provide that it is for each local authority to decide its scheme and the amounts to be paid under that scheme.

Councils are required to establish an Independent Remuneration Panel which will provide the local authority with advice on its scheme and the amounts to be paid. The Council must have regard to this advice from the Panel.

- **Consideration of the current scheme of allowances**

The Panel were required to review the range of allowances currently paid to members of Wolverhampton City Council. Details of the current schedule of the allowances are included at **Annex 1**.

- **Review of comparative allowances**

In looking at the allowances paid we sought to understand the level of allowances paid to Councillors performing similar roles at similar sized Councils. As with the previous report we have used the Councils in the CIPFA family group and particular attention has been paid to the allowances paid by the other three other Black Country authorities. The Panel also received comparative data for the West Midlands Metropolitan Authorities and County

Councils in the West Midlands.

- **Survey on Councillor Allowances**

To understand the views of Councillors a survey was sent to all Councillors on Councillor allowances. 40 Councillors responded to the survey, which is 66% of Councillors. The Panel looked at the responses received by Councillors to understand the views of Councillors and time commitment involved for various roles.

3. Scope of the Report

- 3.1 The report sets out the Panel's recommendations to enable the Council to agree a new Councillors' Allowances Scheme.
- 3.2 These recommendations take account of the Council's current political composition and political management arrangements. Recommendations should be applied from the start of the 2022 - 2023 municipal year.
- 3.3 The Panel reviewed the Council's scheme of Councillors Allowances and Expenses in accordance with the provisions of the Regulations and its terms of reference covered:

Review of allowances:

- Review the level of Basic Allowance
- Review all Special Responsibility Allowances
- Decide whether the level of allowances are to be determined according to an index and if so which and for how long
- Review of Dependent Carers' Allowance
- Review Travelling and Subsistence Allowances
- Review Co-optees Allowances

4. Background Information – City of Wolverhampton Council

- 4.1 The City of Wolverhampton Council has 60 Councillors representing 20 wards. The current political composition of the Council is:

| Party | Number of Seats |
|--------------|------------------------|
| Conservative | 16 |
| Labour | 46 |
| Vacancy | 1 |

- 4.2 The Council operates a Leader and Cabinet model of governance. The Cabinet is currently made up of the Leader of the Council, Deputy Leader of the Council and eight other Cabinet Members. Each of the 10 members of the Cabinet has a specific portfolio of responsibilities.

- 4.3 The Council currently has six themed Scrutiny Panels and an overarching Scrutiny Board whose role is to hold the executive to account, contribute to policy development, carry out reviews and monitor the performance of the Council.
- 4.4 The Council also appoints a number of other Committees to exercise its regulatory functions and other functions that are not the responsibility of the executive.

5. The Basic Allowance

- 5.1 Legally the Council must pay a basic allowance to each Councillor. On the basis of the law this cannot be linked to attendance at meetings or Council business. The basic allowance is intended to recognise the time commitment of all Councillors for calls on their time including meetings with council employees, meetings with constituents, attendance at political group meetings, attendance at council meetings and incidental costs such as the use of their homes. The amount of the basic allowance is set by the Council, but in so doing it must have regard to the Panel's recommendations and any national guidance.
- 5.2 The Panel noted that the national guidance states that it is important that some element of the work of Councillors continues to be voluntary – that some hours are not remunerated. This must be balanced against the need to ensure that financial loss is not suffered by elected members and to ensure that despite the input required people are encouraged to come forward as elected members and that their service to the community is retained.
- 5.3 It is a requirement of the regulations that a basic allowance be paid to all Councillors in an authority and paid at the same level for all Councillors.
- 5.4 The basic allowance in Wolverhampton has been operating for some years. Between May 2018 and April 2022, any increase in the allowance was aligned to increases in the nationally agreed pay scales for local authority employees.
- 5.5 Of the 40 Councillors who responded to the Panel's survey, 20% said that they felt that the allowance was about right while 76% said they felt it was too low. Comments made throughout the survey recognised the need to remunerate the role appropriately in order to recognise the significant time commitment involved and to ensure that people were encouraged to seek to become and remain Councillors, while recognising the challenges of the financial situation facing the Council and how any increase would be perceived.
- 5.6 The Panel compared the basic allowance paid in Wolverhampton with those paid by neighbouring authorities in the region and authorities in the recognised groupings of comparable authorities as well as population per Councillor data. It also looked at local and regional wage rates and considered the element of public service discount expected in the role.

- 5.7 The Panel's view is that the level of the current basic allowance of £9,793 is lower than nearly all of the comparator authorities. In recommending an appropriate level of remuneration, the Panel considered the average for neighbouring authorities, West Midlands Metropolitan Authorities and comparator authorities and recommended it be remunerated at £11,500.

Recommendation 1: That the Basic Allowance for Councillors be Increased to £11,500.

6. Special Responsibility Allowances (SRA)

- 6.1 Each local authority may also make provision in its scheme for the payment of SRAs for those Councillors who have significant responsibilities over and above the generally accepted duties of a Councillor.

- 6.2 The responsibilities remunerated under Wolverhampton's current Scheme of Allowances are:

- Leader
- Deputy Leader
- Lead of the Main Opposition Group
- Deputy Leader of the Main Opposition Group
- Cabinet Member
- Chair – Scrutiny Board
- Chair – Scrutiny Panel
- Chair – Planning Committee
- Chair – Licensing Committee
- Chair – Pensions Committee
- Chair – Audit Committee
- Chair – Governance and Ethics Committee
- Vice-Chair – Scrutiny Board and Panels
- Vice-Chair – Planning Committee
- Vice-Chair – Licensing Committee
- Vice-Chair – Pensions Committee
- Vice-Chair – Audit Committee
- Vice Chair – Governance and Ethics Committee
- Leader of a Minority Opposition Group *
- Councillor Champions
- Mayor
- Deputy Mayor

*Special Responsibility Allowance for the Leader of a Minority Opposition Group to be paid only if a Minority Opposition Group comprises five or more Councillors

- 6.3 In reviewing the SRAs, the Panel carefully considered the relevant law and the national guidance which explains that they may be paid to those Councillors of the council who have significant additional responsibilities over and above the generally accepted duties of a Councillor. The guidance states that it does not necessarily follow that particular responsibilities given to a particular Councillor is a significant additional responsibility for which a special allowance should be paid. Such duties may not lead to a significant extra workload for any one particular Councillor above another and that they should be recognised as time commitment to council work which is acknowledged within the basic allowance and not responsibilities for which an SRA should be recommended.

The relevant legal provision, Regulation 5 of the 2003 Regulations lists a number of roles that are entitled to a SRA these are listed in sub-paragraphs (a) – (h), which includes Leader, Leader of the Opposition, Cabinet Members, Committee Chairs and other roles and beyond this also allows for a SRA to be paid where:

*carrying out such other activities in relation to the discharge of the authority's functions as require of **the member an amount of time and effort equal to or greater than would be required of him by any one of the activities mentioned in sub-paragraphs (a) to (h) (whether or not that activity is specified in the scheme).***

- 6.4 The Panel noted that its responsibility is limited to considering whether any roles should be remunerated under the scheme, not the content and structure of any roles which the Council may choose to establish.
- 6.5 Like many other authorities, Wolverhampton's scheme recommends that only one SRA can be claimed by those Councillors who hold two or more different roles each entitled to an SRA and the Panel supported maintaining this approach.
- 6.6 The framework for SRAs in Wolverhampton has been operating for some time and is not increased by the same index as the basic allowance.
- 6.7 The Panel reviewed evidence about the time commitment and responsibilities involved and considered benchmarking information. It was noted that most of the roles remunerated by Wolverhampton are remunerated by other comparator authorities and the levels of allowances paid by Wolverhampton are at or around the average or significantly higher or lower for certain roles. However, in its consideration, a number of issues were identified which the Panel believes should be addressed and these are set out below.

Leader of the Council

The Panel's view is that the level of the special responsibility allowance of £25,000 is slightly lower than a number of the comparator authorities. The Panel reviewed evidence about the time commitment and responsibilities for the role.

The Panel is clear that being Leader of the Council requires a full time commitment and certainly precludes employment in the normal sense. Pre Covid the Leader attended the Civic Centre most days and even when not in the Leader has to be available to talk to or email Officers and other Members from early morning until late evening.

The Panel is aware there are also external demands on the Leader's time which increased particularly at the regional and sub-regional level with the West Midlands Combined Authority and devolution rolling out.

In recommending an appropriate level of remuneration, the Panel considered the average for neighbouring authorities, West Midlands Metropolitan Authorities and comparator authorities and recommended it be remunerated at £27,000.

Recommendation 2: That the SRA for the Leader of the Council be increased to £27,000.

Deputy Leader of the Council

The Panel's view is that the level of the special responsibility allowance of £20,000 was aligned to comparator authorities and remains reasonable. The Panel reviewed evidence about the time commitment and responsibilities for the role. In the light of this has decided not to propose any change.

Recommendation 3: That no change should be made to the SRA for the Deputy Leader of the Council.

Leader of the Main Opposition Group

The Panel's view is that the level of the special responsibility allowance of £15,000 is significantly higher than most the comparator authorities. The Panel reviewed evidence about the time commitment and responsibilities for the role.

The Panel recognised that local democracy benefits from effective opposition and that the Leader Opposition needs to invest significant time and effort in keeping abreast of the work of Cabinet, Scrutiny and the Council as a whole and are invited to attend formal and informal meetings in that capacity. The role is therefore significant, constitutional and integral to the democratic checks and balances within the Council. We also acknowledged that managing a political group of Councillors places demands on them to participate in activities that support the effective running of the council.

However, the Panel considers that the level of allowance should not be equivalent to that of a Cabinet Member given the latter's decision-making responsibilities.

In recommending an appropriate level of remuneration, the Panel considered the average for neighbouring authorities, West Midlands Metropolitan

Authorities and comparator authorities and recommended it be remunerated at £12,000.

Recommendation 4: That the SRA for the Leader of the Main Opposition Group be decreased to £12,000.

Deputy Leader of the Main Opposition Group

The Panel's view is that the level of the special responsibility allowance of £2,500 is notably lower than most the comparator authorities. The Panel reviewed evidence about the time commitment and responsibilities for the role.

The Panel recognised that local democracy benefits from effective opposition and that the Deputy Leader of the Opposition will work closely with the of the Leader of the Main Opposition Group to ensure the opposition is effective and deputise on their behalf as and when required.

In recommending an appropriate level of remuneration, the Panel considered the average for neighbouring authorities, West Midlands Metropolitan Authorities and comparator authorities and recommended it be remunerated at £5,500.

Recommendation 5: That the SRA for the Deputy Leader of the Main Opposition Group be increased to £5,500.

Cabinet Member

The Panel's view is that the level of the special responsibility allowance of £15,000 was aligned to comparator authorities and remains reasonable. The Panel reviewed evidence about the time commitment and responsibilities for the role. In the light of this has decided not to propose any change.

Recommendation 6: That no change should be made to the SRA for a Cabinet Member.

Chair – Scrutiny Board

The Panel's view is that the level of the special responsibility allowance of £15,000 is significantly higher than most the comparator authorities. The Panel reviewed evidence about the time commitment and responsibilities for the role.

The Panel acknowledges that each council will arrange its scrutiny function in a slightly different way and therefore direct comparisons with the work of other scrutiny chairs are more difficult to achieve.

The panel also acknowledged the increasingly important role that the council wishes to place on increasing scrutiny's influence over the development of new policies and decisions.

There was evidence to show that there was a difference in time commitment between the Cabinet Member role and the Scrutiny Chair role. However, it noted that the role is not comparable to that of a Cabinet Member which is also remunerated at the same level and the later also has decision making responsibilities. The Panel noted with the exception of one authority in the comparative data no other authority remunerated a chair of scrutiny at the same rate as a Cabinet Member.

In recommending an appropriate level of remuneration, the Panel considered the average for neighbouring authorities, West Midlands Metropolitan Authorities and comparator authorities and recommended it be remunerated at £10,000.

Recommendation 7: That the SRA for the Chair – Scrutiny Board be decreased to £10,000.

Chair – Scrutiny Panel

The Panel's view is that the level of the special responsibility allowance of £10,000 is higher than most the comparator authorities. The Panel reviewed evidence about the time commitment and responsibilities for the role.

The Panel acknowledges that each council will arrange its scrutiny function in a slightly different way and therefore direct comparisons with the work of other scrutiny chairs are more difficult to achieve.

The panel also acknowledged the increasingly important role that the council wishes to place on increasing scrutiny's influence over the development of new policies and decisions.

In recommending an appropriate level of remuneration, the Panel considered the average for neighbouring authorities, West Midlands Metropolitan Authorities and comparator authorities and recommended it be remunerated at £8,500.

Recommendation 8: That the SRA for the Chair – Scrutiny Panel be decreased to £8,500.

Chair – Planning Committee

The Panel's view is that the level of the special responsibility allowance of £15,000 is significantly higher than most the comparator authorities.

The Panel reviewed evidence about the time commitment and responsibilities for the role. The Panel noted that the Chair carries out a quasi-judicial function. The Panel were aware of the need for the Chair to know the planning process and framework as well as planning case law and legislation to ensure sound decision-making.

The Panel are also aware that all members must abide by the Planning Code

of Practice and be aware of potential conflicts of interest.

The Panel's view is that the time commitment and responsibilities of a Planning Committee Chair is not comparable to that of a Cabinet Member which also attracts the same rate of remuneration. The Panel also noted that in recent years the number of Planning Committee meetings had significantly decreased as has the business that goes to the Chair (and to the Committee), at least in part, as a result of the increase in matters that no longer require formal planning permission (and are covered by permitted development legislation).

In recommending an appropriate level of remuneration, the Panel considered the average for neighbouring authorities, West Midlands Metropolitan Authorities and comparator authorities and recommended it be remunerated at £11,000.

Recommendation 9: That the SRA for the Chair of Planning Committee be decreased to £11,000.

Chair – Licensing Committee

The Panel's view is that the level of the special responsibility allowance of £15,000 is significantly higher than most the comparator authorities. The Panel reviewed evidence about the time commitment and responsibilities for the role.

The Panel are aware the Licensing Committee has been split into two separate committees a Statutory Licensing and Regulatory Committees each with their own remit, but the membership of each committee is the same, they also have the same Chair and Vice-Chair.

The Panel are aware Statutory Licensing Committee deals with matters relating to the Licensing Act 2003 (which came into force on 24 November 2005) and essentially deals with the sale of alcohol and premises from which alcohol is sold, including any appeals against applications to vary licensing conditions, etc., e.g., extended licensing hours. Most of this work is carried out via Licensing Sub-Committees which meet on average about 15-30 times per year and the Chair of the Statutory Licensing Committee is always asked to chair these sub-committees in the first instance and in fact does actually chair the vast majority of them, with other members stepping in when required.

The Panel is aware the Regulatory Committee deals with other regulatory issues, entertainment, and other general licensing issues. At most only one or two sub-committee meetings are required.

The Panel recognised the volume of work undertaken by the Chair.

In recommending an appropriate level of remuneration, the Panel considered the average for neighbouring authorities, West Midlands Metropolitan Authorities and comparator authorities and recommended it be remunerated at £12,500.

Recommendation 10: That the SRA for the Leader of the Chair – Licensing Committee be decreased to £12,500.

Chair – Audit and Risk Committee

The Panel's view is that the level of the special responsibility allowance of £10,000 was slightly higher to comparator authorities. The Panel reviewed evidence about the time commitment and responsibilities for the role.

The Panel are aware the Audit and Risk Committee also have oversight of the final accounts for the West Midlands Pensions Fund. In the light of this has decided not to propose any change.

Recommendation 11: That no change should be made to the SRA for the Chair – Audit and Risk Committee.

Chair – Pensions Committee

The Panel's view is that the level of the special responsibility allowance of £10,000 was slightly higher compared to other similar roles. The Panel reviewed evidence about the time commitment and responsibilities for the role.

The Panel noted that the work of the Pensions Committee is very specialised and so requires the members of it to be trained and briefed on the key issues regarding the administration of the pension fund.

The Panel recommend that due to the specialist nature of the work involved in chairing this meeting and in keeping abreast of pension issues, that the SRA for the Chair of the Pensions Committee should not be changed.

Recommendation 12: That no change should be made to the SRA for the Chair of Pensions Committee.

Chair Governance and Ethics Committee

The Panel's view is that the level of the special responsibility allowance of £10,000 was aligned to comparator authorities and remains reasonable. The Panel reviewed evidence about the time commitment and responsibilities for the role. In the light of this has decided not to propose any change.

Recommendation 13: That no change should be made to the SRA for the Chair Governance and Ethics Committee.

Vice-Chair – Scrutiny Board

The Panel's view is that the level of the special responsibility allowance of £2,500 was notably lower than comparator authorities. The Panel reviewed

evidence about the time commitment and responsibilities for the role.

The panel also acknowledged the increasingly important role that the council wishes to place on increasing scrutiny's influence over the development of new policies and decisions.

In recommending an appropriate level of remuneration, the Panel considered the average for neighbouring authorities, West Midlands Metropolitan Authorities and comparator authorities and recommended it be remunerated at £4,000.

Recommendation 14: That the SRA for the Vice-Chair of Scrutiny Board be increased to £4,000.

Vice-Chair – Scrutiny Panels

The Panel's view is that the level of the special responsibility allowance of £2,500 was aligned to comparator authorities and remains reasonable. The Panel reviewed evidence about the time commitment and responsibilities for the role. In the light of this has decided not to propose any change.

Recommendation 15: That no change should be made to the SRA for the Vice-Chair – Scrutiny Panels.

Vice-Chair – Planning Committee

The Panel's view is that the level of the special responsibility allowance of £5,000 was aligned to comparator authorities and remains reasonable. The Panel reviewed evidence about the time commitment and responsibilities for the role. In the light of this has decided not to propose any change.

Recommendation 16: That no change should be made to the SRA for the Vice-Chair – Planning Committee.

Vice-Chair – Licensing Committee

The Panel's view is that the level of the special responsibility allowance of £5,000 was aligned to comparator authorities and remains reasonable. The Panel reviewed evidence about the time commitment and responsibilities for the role. In the light of this has decided not to propose any change.

Recommendation 17: That no change should be made to the SRA for the Vice-Chair – Licensing Committee.

Vice-Chair – Audit Committee

The Panel's view is that the level of the special responsibility allowance of £2,500 was aligned to comparator authorities and remains reasonable. The Panel reviewed evidence about the time commitment and responsibilities for the role. In the light of this has decided not to propose any change.

Recommendation 18: That no change should be made to the SRA for the Vice-Chair of Audit Committee.

Vice-Chair – Pensions Committee

The Panel's view is that the level of the special responsibility allowance of £2,500 was aligned to comparator authorities and remains reasonable. The Panel reviewed evidence about the time commitment and responsibilities for the role. In the light of this has decided not to propose any change.

Recommendation 19: That no change should be made to the SRA for the Vice-Chair of Pensions Committee.

Vice Chair - Governance and Ethics Committee

The Panel's view is that the level of the special responsibility allowance of £2,500 was aligned to comparator authorities and remains reasonable. The Panel reviewed evidence about the time commitment and responsibilities for the role. In the light of this has decided not to propose any change.

Recommendation 20: That no change should be made to the SRA for the Vice Chair of Governance and Ethics Committee.

Councillor Champion

The Panel noted that none of the comparator authorities remunerates this or an equivalent role and that it does not appear in any of the other West Midlands Metropolitan authority schemes of allowances. The Panel reviewed evidence about the time commitment and responsibilities for the role.

The Panel noted that some Councillor Champions may be expected to chair an advisory group meeting, the role is not as demanding on time as that of other roles nor does it have any decision-making responsibility.

The Panel noted no comments were made in the survey in relation to Councillor Champions.

The Panel did, however, recognise the benefit of the role and the opportunity for development and succession planning.

The Panel's view is that all Councillors should champion priority areas of the Council and should further consideration of an issue be required it should be escalated to the relevant committee or scrutiny panel for consideration.

In making its recommendations, the Panel reiterates its responsibility is limited to considering whether any roles should be remunerated under the scheme, not the content and structure of any roles which the Council may choose to establish. In the light of the evidence, while recognising the validity of the role in the structure of Councillor appointments, the Panel recommends that these

posts should no longer receive remuneration.

Recommendation 21: That the SRA for a Councillor Champion be removed.

Mayor and Deputy Mayor

The allowances paid to the Mayor and Deputy Mayor are not paid under the scheme provided by the Local Government Act 2000 but are classed as civic dignitaries' allowances under the Local Government Act 1972. As such, they fall outside of the Members Scheme of Allowances being considered here.

However, bringing the allowances under the remit of the IRP and publishing them as part of the Council's Allowances Scheme, albeit identifying them separately, aids transparency. In addition, while the Mayor is primarily engaged in civic duties, the Mayor holds an important function within the Council structure in terms of chairing Council meetings.

This Panel, respects the work undertaken by the Mayor and recognises the significant time commitment that is involved in the civic role of promoting the city, encouraging inward investment and supporting local communities. They would not want to see the position diminished.

The Panel recommends that no change should be made to the level of remuneration.

Recommendation 22: That no change should be made to the level of remuneration for the roles of Mayor and Deputy Mayor.

7.0 Annual Adjustment of Allowances

- 7.1 The Panel noted that the regulations governing schemes of allowances allow for adjustments to the level of allowances in line with an index. The Panel can recommend which index should be used and for how long the index should apply, subject to a maximum of four years. After this period, the regulations require that the issue of indexation should be reviewed. The terms of reference for this review asked the Panel to decide whether an index should be applied to the scheme of allowances, and if so which and for how long.
- 7.2 Wolverhampton's scheme of allowances has included provision for the basic Councillor allowance to rise by an index linked to local authority employees' pay. This has meant that Councillor basic allowance has risen in line with the pay increases made to local government employees. However the SRAs have not been index linked.
- 7.3 The Panel supported the principle of increasing basic allowance and special responsibility allowances by an appropriate index to reflect increases in costs of living and inflation over a four year period. Several Councillors strongly supported this approach in responses to the survey. The Panel considered

carefully the different types of index that could be applied, looking at national options such as the consumer price index or linking adjustments to changes in pay in the city. On balance they felt that the current index, namely a link to the local authority employees' pay was the most appropriate and recommend that this be applied for the four year period of the scheme.

Recommendation 23: That the Basic and Special Responsibility be increased each year by any percentage increase in pay agreed for local government employees.

8.0 Carers' Allowances

- 8.1 The Panel concluded that no change should be made to the current carers' allowances.

Recommendation 24: That no change should be made to the current Dependant Carers' Allowance.

9. Travel expenses and Subsistence Allowances

- 9.1 The Panel concluded that no changes should be made to the current travel expenses and subsistence allowances.

Recommendation 25: That no change should be made to the current Travelling and Subsistence Allowances.

10. Co-optees Allowances

- 10.1 The Panel noted that a number of authorities now make payments to the Independent Person appointed by the Council to consider issues relating to conduct matters following an extension of their role under recent legislation so that they must be part of the Panel in relation to disciplinary proceedings against the Head of Paid Service, the s.151 officer or the Monitoring Officer.
- 10.2 The Panel noted that other authorities have allowed a payment of £750 per annum please reasonable expenses. The Panel also noted that this will address the challenges of recruiting appointees to these important roles. Other than the above it is proposed that no change should be made to the current Co-optee allowances.

Recommendation 26: That an allowance of £750 plus reasonable expenses is paid for Independent Person appointed by the Council

11. Recommendations of the Panel:

1. Recommendation 1: That the Basic Allowance for Councillors be Increased to £11,500.
2. Recommendation 2: That the SRA for the Leader of the Council be increased to £27,000.
3. Recommendation 3: That no change should be made to the SRA for the Deputy Leader of the Council.
4. Recommendation 4: That the SRA for the Leader of the Main Opposition Group be decreased to £12,000.
5. Recommendation 5: That the SRA for the Deputy Leader of the Main Opposition Group be increased to £5,500.
6. Recommendation 6: That no change should be made to the SRA for a Cabinet Member.
7. Recommendation 7: That the SRA for the Chair – Scrutiny Board be decreased to £10,000.
8. Recommendation 8: That the SRA for the Chair – Scrutiny Panel be decreased to £8,500.
9. Recommendation 9: That the SRA for the Chair of Planning Committee be decreased to £11,000.
10. Recommendation 10: That the SRA for the Leader of the Chair – Licensing Committee be decreased to £12,500.
11. Recommendation 11: That no change should be made to the SRA for the Chair of Audit and Risk Committee.
12. Recommendation 12: That no change should be made to the SRA for the Chair of Pensions Committee.
13. Recommendation 13: That no change should be made to the SRA for the Chair Governance and Ethics Committee.
14. Recommendation 14: That the SRA for the Vice-Chair of Scrutiny Board be increased to £4,000.
15. Recommendation 15: That no change should be made to the SRA for the Vice-Chair – Scrutiny Panels.
16. Recommendation 16: That no change should be made to the SRA for the Vice-Chair – Planning Committee.
17. Recommendation 17: That no change should be made to the SRA for the Vice-Chair – Licensing Committee.
18. Recommendation 18: That no change should be made to the SRA for the Vice-Chair of Audit Committee.
19. Recommendation 19: That no change should be made to the SRA for the Vice-Chair of Pensions Committee.
20. Recommendation 20: That no change should be made to the SRA for the Vice Chair of Governance and Ethics Committee.
21. Recommendation 21: That the SRA for a Councillor Champion be removed.
22. Recommendation 22: That no change should be made to the level of remuneration for the roles of Mayor and Deputy Mayor.

23. Recommendation 23: That the Basic and Special Responsibility be increased each year by any percentage increase in pay agreed for local government employees.
24. Recommendation 24: That no change should be made to the current Dependant Carers' Allowance.
25. Recommendation 25: That no change should be made to the current Travelling and Subsistence Allowances
26. Recommendation 26: That an allowance of £750 plus reasonable expenses is paid for Independent Person appointed by the Council.

Annex 1

Schedule of Basic and Special Responsibility Allowances

Basic Allowance (All Councillors) – £9,793

| Description | From |
|---|--------|
| Special Responsibility Allowance (SRA) | |
| Leader | 25,000 |
| Deputy Leader | 20,000 |
| Leader of the Main Opposition Group | 15,000 |
| Deputy Leader of the Main Opposition Group | 2,500 |
| Cabinet Member | 15,000 |
| Chair – Scrutiny Board | 15,000 |
| Chair – Scrutiny Panel | 10,000 |
| Chair – Planning Committee | 15,000 |
| Chair – Licensing Committee | 15,000 |
| Chair – Audit Committee | 10,000 |
| Chair – Pensions Committee | 10,000 |
| Chair – Governance and Ethics Committee | 10,000 |
| Vice-Chair – Scrutiny Board and Panels | 2,500 |
| Vice-Chair – Planning Committee | 5,000 |
| Vice-Chair – Licensing Committee | 5,000 |
| Vice-Chair – Audit Committee | 2,500 |

| | |
|--|--------|
| Vice-Chair – Pensions Committee | 2,500 |
| Vice-Chair – Governance and Ethics Committee | 2,500 |
| Councillor Champion | 2,500 |
| Ceremonial Mayor (inclusive of £2,500 clothing allowance) | 20,000 |
| Ceremonial Deputy Major (inclusive of £1,250 clothing allowance) | 5,000 |

Comparison with Other Local Authorities

| Authority | Number of Councillors | Population | Pop per Cllr (average) | Basic Allowance | Leader | Deputy Leader | Leader of the largest Opposition group | Deputy Leader of largest Opposition group | Cabinet Member | Scrutiny Co-ordination Chair | Scrutiny Co-ordination Deputy Chair | Scrutiny Chairs | Scrutiny Deputy Chair | Audit Chair |
|---|-----------------------|------------|------------------------|-----------------|--------|---------------|--|---|----------------|------------------------------|-------------------------------------|-----------------|-----------------------|-------------|
| Black Country Councils: | | | | | | | | | | | | | | |
| Dudley | 72 | 322363 | 4,477 | 10,737 | 25,213 | 19,940 | 11,290 | 8,919 | 14,355 | 9,560 | 4,609 | 9,560 | 4,609 | 9,560 |
| Sandwell | 72 | 329042 | 4,570 | 11,353 | 28,092 | 25,282 | 9,569 | | 16,856 | 9,355 | 5,618 | 9,355 | 5,618 | 9,355 |
| Wolverhampton | 60 | 264407 | 4,407 | 9,793 | 25,000 | 20,000 | 15,000 | 2,500 | 15,000 | 15,000 | 2,500 | 10,000 | 2,500 | 10,000 |
| Walsall | 60 | 286716 | 4,779 | 11,938 | 33,325 | 20,614 | 11,158 | | 16,787 | 10,821 | | 7,579 | | 8,551 |
| Average | | | | 10,955 | 27,908 | 21,459 | 11,754 | 5,710 | 15,750 | 11,184 | 4,242 | 9,124 | 4,242 | 9,367 |
| West Midlands Metropolitan Councils: | | | | | | | | | | | | | | |
| Birmingham | 101 | 1140525 | 11,292 | 18,681 | 56,579 | 45,263 | 16,973 | 9,618 | 28,289 | 14,145 | | 14,145 | | 5,658 |
| Coventry | 54 | 379387 | 7,026 | 14,490 | 26,081 | 18,832 | 5,345 | 2,673 | 11,593 | 11,593 | 2,901 | 7,248 | | 7,248 |
| Dudley | 72 | 322363 | 4,477 | 10,737 | 25,213 | 19,940 | 11,290 | 8,919 | 14,355 | 9,560 | 4,609 | 9,560 | 4,609 | 9,560 |
| Sandwell | 72 | 329042 | 4,570 | 11,353 | 28,092 | 25,282 | 9,569 | | 16,856 | 9,355 | 5,618 | 9,355 | 5,618 | 9,355 |
| Solihull | 51 | 217487 | 4,264 | 10,000 | 24,215 | 11,623 | 9,686 | | 9,686 | 7,748 | | 7,748 | | 826 |
| Wolverhampton | 60 | 264407 | 4,407 | 9,793 | 25,000 | 20,000 | 15,000 | 2,500 | 15,000 | 15,000 | 2,500 | 10,000 | 2,500 | 10,000 |
| Walsall | 60 | 286716 | 4,779 | 11,938 | 33,325 | 20,614 | 11,158 | | 16,787 | 10821 | | 7,579 | | 8,551 |
| Average | | | | 12,427 | 31,215 | 23,079 | 11,289 | 5,928 | 16,081 | 11,175 | 3,907 | 9,376 | 4,242 | 7,314 |
| West Midlands Metropolitan Councils: | | | | | | | | | | | | | | |
| Coventry | 54 | 379387 | 7,026 | 14,490 | 26,081 | 18,832 | 5,345 | 2,673 | 11,593 | 11,593 | 2,901 | 7,248 | | 7,248 |
| Dudley | 72 | 322363 | 4,477 | 10,737 | 25,213 | 19,940 | 11,290 | 8,919 | 14,355 | 9,560 | 4,609 | 9,560 | 4,609 | 9,560 |
| Sandwell | 72 | 329042 | 4,570 | 11,353 | 28,092 | 25,282 | 9,569 | | 16,856 | 9,355 | 5,618 | 9,355 | 5,618 | 9,355 |
| Solihull | 51 | 217487 | 4,264 | 10,000 | 24,215 | 11,623 | 9,686 | | 9,686 | 7,748 | | 7,748 | | 826 |
| Wolverhampton | 60 | 264407 | 4,407 | 9,793 | 25,000 | 20,000 | 15,000 | 2,500 | 15,000 | 15,000 | 2,500 | 10,000 | 2,500 | 10,000 |
| Walsall | 60 | 286716 | 4,779 | 11,938 | 33,325 | 20,614 | 11,158 | | 16,787 | 10821 | | 7,579 | | 8,551 |
| Average | | | | 11,385 | 26,988 | 19,382 | 10,341 | 4,697 | 14,046 | 10,680 | 3,907 | 8,582 | 4,242 | 7,590 |
| CIPFA Nearest Neighbours: | | | | | | | | | | | | | | |
| Bolton | 60 | 288248 | 4,804 | 11,644 | 31,294 | 18,775 | 10,555 | 6,333 | 7,140 | 5,100 | | 5,100 | | |
| Bradford MBC | 90 | 542128 | 6,024 | 13,463 | 37,056 | 18,528 | 25,939 | 16,675 | 25,939 | 12,970 | | 12,970 | | 12,970 |
| Coventry | 54 | 379387 | 7,026 | 14,490 | 26,081 | 18,832 | 5,345 | 2,673 | 11,593 | 11,593 | 2,901 | 7,248 | | 7,248 |
| Derby | 51 | 256814 | 5,036 | 11,523 | 34,569 | 25,927 | 8,642 | 4,321 | 17,285 | 8,642 | 2,161 | 8,642 | 2,161 | 6,050 |
| Dudley | 72 | 322363 | 4,477 | 10,737 | 25,213 | 19,940 | 11,290 | 8,919 | 14,355 | 9,560 | 4,609 | 9,560 | 4,609 | 9,560 |
| Kirklees | 69 | 441290 | 6,396 | 14,002 | 26,364 | 19,772 | 11,577 | 3,860 | 12,863 | 11,577 | | 6,432 | | 2,572 |
| Oldham MBC | 60 | 237628 | 3,960 | 9,976 | 29,928 | 20,950 | 14,964 | 5,986 | 17,957 | 8,978 | | 8,978 | | 2,207 |
| Peterborough | 60 | 202626 | 3,377 | 10,508 | 31,524 | 21,017 | 7,881 | | 15,762 | | | 7,881 | | 7,881 |
| Rochdale | 60 | 223659 | 3,728 | 10,451 | 31,353 | 15,677 | 10,850 | | 14,109 | 7,838 | | | | 6,271 |
| Sandwell | 72 | 329042 | 4,570 | 11,353 | 28,092 | 25,282 | 9,569 | | 16,856 | 9,355 | 5,618 | 9,355 | 5,618 | 9,355 |
| Sheffield | 84 | 589214 | 7,014 | 12,339 | 19,091 | 9,545 | 7,890 | | 9,545 | 7,890 | | 7,890 | | |
| Wolverhampton | 60 | 264407 | 4,407 | 9,793 | 25,000 | 20,000 | 15,000 | 2,500 | 15,000 | 15,000 | 2,500 | 10,000 | 2,500 | 10,000 |
| Walsall | 60 | 286716 | 4,779 | 11,938 | 33,325 | 20,614 | 11,158 | | 16,787 | 10821 | | 7,579 | | 8,551 |
| Average | | | | 11,709 | 29,145 | 19,605 | 11,589 | 6,408 | 15,015 | 9,944 | 3,558 | 8,470 | 3,722 | 7,515 |

County Councils:

| | | | | | | | | | | | | | | |
|-----------------------|----|--------|--------|--------|--------|--------|--------|-------|--------|--------|-------|--------|-------|--------|
| Shropshire | 74 | 325415 | 4,398 | 12,000 | 27,000 | 18,000 | 6,000 | | 12,000 | 12,000 | | 12,000 | | 3,600 |
| Herefordshire | 53 | 193615 | 3,653 | 7,935 | 31,741 | | 1,747 | | 13,887 | 9,920 | | 9,920 | | 5,951 |
| Worcestershire | 57 | 598070 | 10,492 | 9,108 | 35,494 | 18,846 | 10,512 | | 18,503 | 18,503 | | 10,512 | | 10,512 |
| Warwickshire | 57 | 583786 | 10,242 | 9,637 | 24,137 | 14,482 | 8,376 | 5,011 | 10,763 | 5,783 | 2,147 | 5,783 | 2,147 | 4,494 |
| Staffordshire | 62 | 883172 | 14,245 | 9,786 | 37,963 | 28,473 | 18,982 | 6,454 | 18,982 | | | 7,221 | 2,528 | 4,334 |
| Average | | | | 9,693 | 31,267 | 19,950 | 9,123 | 5,733 | 14,827 | 11,552 | 2,147 | 9,087 | 2,338 | 5,778 |

Notes:

1. Comparator local authorities are those identified by the Chartered Institute of Public Finance and Accountancy using a model that identifies the closest match across a range of socio economic indicators including population, demography and geography.
2. Comparison data from local authority websites.
3. There are some variations to the way in which local authorities report their figures which may mean that they are not all directly comparable.
4. Roles for which authorities pay an SRA vary and are not always comparable. The figures included here are where the title of a role appears to match most closely a similar role in Wolverhampton.
5. Some authorities pay allowances for roles not included in Wolverhampton's scheme.
6. Four of the West Midlands Metropolitan Councils (Coventry, Dudley, Sandwell and Walsall) are also identified as CIPFA nearest neighbours and appear in both tables.
7. As civic allowances are governed by different legislation from that dealing with Members Allowances schemes, some authorities do not include them in their actual spend and for others it is not immediately apparent.
8. The way payments are made to opposition leaders, deputies and spokesperson vary more from one authority to another than most other payments. Some pay only allowances only for the largest opposition group, while many link the level of payment to the number of members in the group. eg the level of allowance in Sandwell ranges from £1,367 to £9,569 depending on the size of the opposition group. The rates shown here are the highest given - further analysis can be provided if required.
9. Where included, co-opted allowances can vary based on the role co-opted e.g. the level of allowance in Birmingham ranges from £602 to £1,082.
10. The rate for Kirklees' Fostering Panel Members is a day rate.
11. Some (but not all) Member Allowance Schemes include provisions for applying Carer's allowances, without specifying rates for Independent and Professional Care.

Comparison with Other Local Authorities

| Authority | Audit Deputy Chair | Planning Chair | Planning Deputy Chair | Licensing Chair | Licensing Deputy Chair | Governance and Ethics Cttee Chair | Pension Cttee Chair | Pension Deputy Chair | Co-optee | Ind. Members | Cllr Champs | Mayor/ Lord Mayor | Deputy Mayor/ Deputy Lord Mayor | Travel and subsist Car Mileage Higher rate |
|---|--------------------------|-------------------|-----------------------------|--------------------|------------------------------|---|------------------------|----------------------------|----------|-----------------|----------------|-------------------------|---|--|
| Black Country Councils: | | | | | | | | | | | | | | |
| Dudley | 4,609 | 11,172 | 5,234 | 9,560 | 4,609 | 4606 | | | | | | 25,795 | 4,471 | |
| Sandwell | | 11,237 | 5,618 | 11,237 | 5,618 | 9,355 | | | 0 | | | 21,380 | 8,552 | |
| Wolverhampton | 2,500 | 15,000 | 5,000 | 15,000 | 5,000 | 10,000 | 10,000 | 2,500 | 0 | 0 | 2,500 | 20,000 | 5,000 | |
| Walsall | | 11,006 | | 10,478 | | 5348 | | | 0 | | | | | |
| Average | 3,555 | 12,104 | 5,284 | 11,569 | 5,076 | 7,327 | 10,000 | 2,500 | #DIV/0! | | 2,500 | 22,392 | 6,008 | #DIV/0! |
| West Midlands Metropolitan Councils: | | | | | | | | | | | | | | |
| Birmingham | | 16,973 | | 16,973 | | | | | 1,082 | | | | | 0.45 |
| Coventry | 2,901 | 7,248 | 2,901 | 7,248 | 2,901 | 1,125 | | | 525 | | | | | |
| Dudley | 4,609 | 11,172 | 5,234 | 9,560 | 4,609 | 4606 | | | | | | 25,795 | 4,471 | |
| Sandwell | | 11,237 | 5,618 | 11,237 | 5,618 | 9,355 | | | 0 | | | 21,380 | 8,552 | |
| Solihull | | 7,748 | | 3,875 | | 3,875 | | | 826 | | | 15,447 | 1,005 | |
| Wolverhampton | 2,500 | 15,000 | 5,000 | 15,000 | 5,000 | 10,000 | 10,000 | 2,500 | 0 | 0 | 2,500 | 20,000 | 5,000 | |
| Walsall | | 11,006 | | 10,478 | | 5348 | | | 0 | | | | | |
| Average | 3,337 | 11,483 | 4,688 | 10,624 | 4,532 | 5,718 | 10,000 | 2,500 | 811 | | 2,500 | 20,656 | 4,757 | 0.45 |
| West Midlands Metropolitan Councils: | | | | | | | | | | | | | | |
| Coventry | 2,901 | 7,248 | 2,901 | 7,248 | 2,901 | 1,125 | | | 525 | | | | | |
| Dudley | 4,609 | 11,172 | 5,234 | 9,560 | 4,609 | 4606 | | | | | | 25,795 | 4,471 | |
| Sandwell | | 11,237 | 5,618 | 11,237 | 5,618 | 9,355 | | | 0 | | | 21,380 | 8,552 | |
| Solihull | | 7,748 | | 3,875 | | 3,875 | | | 826 | | | 15,447 | 1,005 | |
| Wolverhampton | 2,500 | 15,000 | 5,000 | 15,000 | 5,000 | 10,000 | 10,000 | 2,500 | 0 | 0 | 2,500 | 20,000 | 5,000 | |
| Walsall | | 11,006 | | 10,478 | | 5348 | | | 0 | | | | | |
| Average | 3,337 | 10,569 | 4,688 | 9,566 | 4,532 | 5,718 | 10,000 | 2,500 | 676 | | 2,500 | 20,656 | 4,757 | #DIV/0! |
| CIPFA Nearest Neighbours: | | | | | | | | | | | | | | |
| Bolton | | 8,177 | 2,813 | 7,740 | 2,521 | | | | | | 538 | | | 0.48 |
| Bradford MBC | | 12,970 | | 12,970 | | 3,706 | | | 597 | | | | | 0.45 |
| Coventry | 2,901 | 7,248 | 2,901 | 7,248 | 2,901 | 1,125 | | | 525 | | | | | |
| Derby | | 8,642 | 4,321 | 8,642 | 4,321 | | | | 500 | 500 | | 8,642 | | 0.45 |
| Dudley | 4,609 | 11,172 | 5,234 | 9,560 | 4,609 | | | | | | | 25,795 | 4,471 | |
| Kirklees | | 6,432 | | 5,147 | | | | | | | | 15,289 | 6,798 | 0.45 |
| Oldham MBC | | 8,978 | | 8,978 | | 697 | | | 408 | 408 | | 15,652 | 3,075 | 0.45 |
| Peterborough | | 9,457 | | 7,881 | | | | | 250 | 1,000 | | 12,000 | 3,600 | 0.45 |
| Rochdale | | 10,451 | | 10,451 | | | | | | | | | | 0.45 |
| Sandwell | | 11,237 | 5,618 | 11,237 | 5,618 | 9,355 | | | 0 | | | 21,380 | 8,552 | |
| Sheffield | | 5,536 | | 5,536 | 3,182 | | 11,777 | 5,889 | 744 | | | | | 0.45 |
| Wolverhampton | 2,500 | 15,000 | 5,000 | 15,000 | 5,000 | 10,000 | 10,000 | 2,500 | 0 | 0 | 2,500 | 20,000 | 5,000 | |
| Walsall | | 11,006 | | 10,478 | | 5348 | | | 0 | | | | | |
| Average | 3,337 | 9,716 | 4,315 | 9,298 | 4,022 | 5,039 | 10,889 | 4,195 | 504 | 489 | 2,500 | 16,965 | 5,249 | 0 |

County Councils:

| | | | | | | | | | | |
|-----------------------|--------|-------|--------|-------|--------|-------|-------|-----|------|------|
| Shropshire | 9,000 | 3,000 | 3,000 | 1,500 | 3,000 | 143 | | | 0.45 | |
| Herefordshire | 9,920 | | 5,951 | | | | | | | |
| Worcestershire | 10,917 | | 10,917 | | 10,917 | | | | 0.45 | |
| Warwickshire | 5,783 | 2,920 | 5,783 | 2,920 | 4,494 | 1,238 | | | 0.40 | |
| Staffordshire | 1,444 | 7,221 | 2,528 | | 4,334 | 1,444 | 631 | 631 | 0.45 | |
| Average | 1,444 | 8,568 | 2,816 | 6,413 | 2,210 | 5,686 | 1,444 | 671 | 631 | 0.44 |

Notes:

1. Comparator local authorities are those idographics and deprivation
2. Comparison data from local authority wel
3. There are some variations to the way in w
4. Roles for which authorities pay an SRA vai
5. Some authorities pay allowances for roles
6. Four of the West Midlands Metropolitan (
7. As civic allowances are governed by differ actual spend and for others its not immediat
8. The way payments are made to oppositio only allowances only for the largest oppositi
9. Sandwell ranges from £1,367 to £9,569 dep if required.
9. Where included, co-opted allowances can
10. The rate for Kirklees' Fostering Panel Me
11. Some (but not all) Member Allowance Sc

Comparison with Other Local Authorities

| Authority | Lower Rate |
|---|------------|
| Black Country Councils: | |
| Dudley | |
| Sandwell | |
| Wolverhampton | |
| Walsall | |
| Average | #DIV/0! |
| West Midlands Metropolitan Councils: | |
| Birmingham | |
| Coventry | |
| Dudley | |
| Sandwell | |
| Solihull | |
| Wolverhampton | |
| Walsall | |
| Average | #DIV/0! |
| West Midlands Metropolitan Councils: | |
| Coventry | |
| Dudley | |
| Sandwell | |
| Solihull | |
| Wolverhampton | |
| Walsall | |
| Average | #DIV/0! |
| CIPFA Nearest Neighbours: | |
| Bolton | 0.43 |
| Bradford MBC | 0.45 |
| Coventry | |
| Derby | 0.45 |
| Dudley | |
| Kirklees | 0.45 |
| Oldham MBC | 0.45 |
| Peterborough | 0.45 |
| Rochdale | 0.45 |
| Sandwell | |
| Sheffield | 0.45 |
| Wolverhampton | |
| Walsall | |
| Average | 0 |

County Councils:

| | |
|----------------|------|
| Shropshire | 0.45 |
| Herefordshire | |
| Worcestershire | 0.36 |
| Warwickshire | 0.40 |
| Staffordshire | 0.45 |
| Average | 0.42 |

Notes:

1. Comparator local authorities are those id
2. Comparison data from local authority wel
3. There are some variations to the way in w
4. Roles for which authorities pay an SRA val
5. Some authorities pay allowances for roles
6. Four of the West Midlands Metropolitan C
7. As civic allowances are governed by differ actual spend and for others its not immediat
8. The way payments are made to oppositio only allowances only for the largest oppositi Sandwell ranges from £1,367 to £9,569 depe if required.
9. Where included, co-opted allowances can
10. The rate for Kirklees' Fostering Panel Me
11. Some (but not all) Member Allowance Sc

Councillor Allowances Survey

An independent external review of the Councillors' Allowance Scheme by the Independent Remuneration Panel has been commissioned by the Council as the current scheme is set to expire in 2022. The views of all Council members will be very important in informing the review, so please take a few minutes to complete this short questionnaire.

Results of the survey will be provided to the Independent Remuneration Panel for consideration unless the author can be identified, in which case these shall be removed.

For more information about the Council's current Allowances Scheme, please see [here](#).

Please return the completed questionnaire to Democratic Services (via the Citizen Space link or by hard copy available in Councillor Support) by no later than 5 pm on 3 December 2021.

1. What roles do you currently hold at the Council?

- Leader of the Council
- Deputy Leader of the Council
- Cabinet Member
- Group Leader
- Deputy Group Leader
- Chair of a Committee, Board, Panel
- Vice Chair of a Committee, Board, Panel
- Committee or Board Member

2. Please indicate how many hours on average you spend each week on the following activities:

a. Ward and political duties as a Councillor

- 10 hours or more
- 20 hours or more
- 30 hours or more
- 40 hours or more
- If none of the above, please state amount

b. Decision-making duties as a Councillor (including Cabinet, Committee, Chairing)

- 10 hours or more
- 20 hours or more
- 30 hours or more
- 40 hours or more
- If none of the above, please state amount
- N/A

c. External duties (including Partnership bodies, Community group and external meetings)

- 10 hours or more
- 20 hours or more
- 30 hours or more
- 40 hours or more
- If none of the above, please state amount
- N/A

3. Basic Allowances

The basic allowance for councillors is intended to recognise the time commitment of the role including (but not limited to) travel to meetings, meeting preparation, attendance, meeting with officers and residents and case work.

The allowance should also cover incidental costs such as use of councillors' homes. Government guidance also states the role of an elected councillors must in part be viewed as an unpaid voluntary service.

a. On the basis of the above, do you think the basic allowance of £9793 is reasonable?

- Yes
- No

b. What are your views on the level of Basic Allowance and its purpose?

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c. Do you agree that basic allowance should take into account any pay changes applied to staff salaries?

- Yes
- No

4. Special Responsibility Allowance (SRAs):

The current Members Allowances Scheme provides for Special Responsibility Allowances (SRAs) to be paid to those Councillors who take on certain additional roles. These payments are additional to the Basic Allowance and are designed to reflect the additional responsibilities involved for each role, these are detailed in the annex.

If a Councillor does not serve as such for the whole period or becomes suspended or partially suspended, he/she will only be entitled to receive pro-rata additional payment for the period(s) during which he/she actually was a serving Councillor and had any special responsibility.

a. What are your views on the Special Responsibility Allowances detailed in the annex ?

- b.
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-
-
-

5. Do you think that the current scheme should be changed? if so how?

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6. Other comments

Please set out below details of any other aspects of the Members' Allowances Scheme which you would like to bring to our attention and/or any specific issues you want to raise:

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Thank you for completing this survey.

All the responses will be combined, and no responses will be attributable to any individual Member.

Annex

The table below details current Special Responsibility Allowances:

| Role | Rate |
|--|-------------|
| Leader | 25,000 |
| Deputy Leader | 20,000 |
| Leader of the Main Opposition Group | 15,000 |
| Deputy Leader of the Main Opposition Group | 2,500 |
| Cabinet Member | 15,000 |
| Chair – Scrutiny Board | 15,000 |
| Chair – Scrutiny Panel | 10,000 |
| Chair – Planning Committee | 15,000 |
| Chair – Licensing Committee | 15,000 |
| Chair – Audit Committee | 10,000 |
| Chair – Pensions Committee | 10,000 |
| Vice-Chair – Scrutiny Board and Panels | 2,500 |
| Vice-Chair – Planning Committee | 5,000 |
| Vice-Chair – Licensing Committee | 5,000 |
| Vice-Chair – Audit Committee | 2,500 |
| Vice-Chair – Pensions Committee | 2,500 |
| Councillor Champion | 2,500 |
| Ceremonial Mayor (inclusive of £2,500 clothing allowance) | 20,000 |
| Ceremonial Deputy Major (inclusive of £1,250 clothing allowance) | 5,000 |
| Chair – Governance and Ethics Committee | 10,000 |
| Vice-Chair - Governance and Ethics Committee | 2,500 |

Councillor Allowances Survey: Summary report

This report was created on Tuesday 04 January 2022 at 08:54 and includes **40** responses.

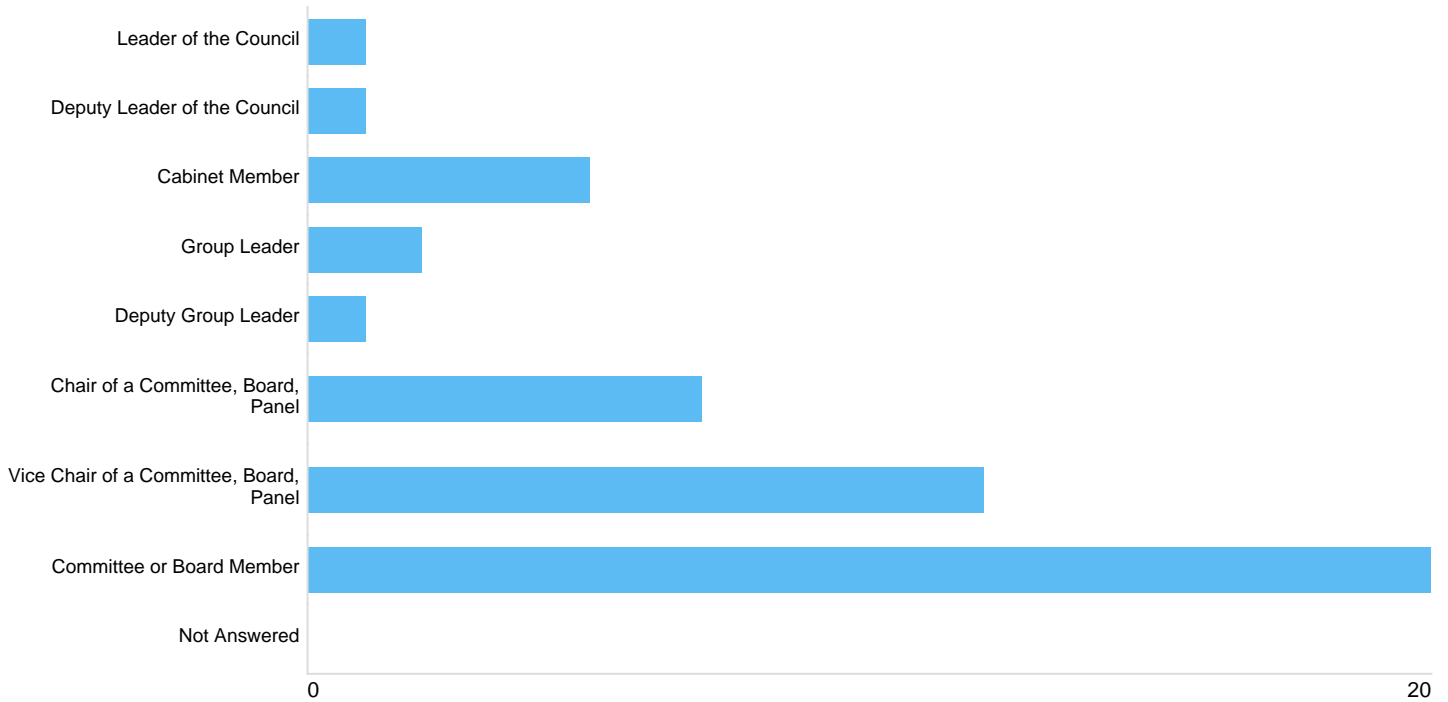
The activity ran from 22/11/2021 to 31/12/2021.

Contents

| | |
|--|---|
| Question 1: What roles do you currently hold at the Council? | 2 |
| What roles do you currently hold at the Council? | 2 |
| Question 2: Please indicate how many hours on average you spend each week on: a. Ward and political duties as a Councillor | 2 |
| How many hours | 2 |
| If none of the above, please state the amount below | 3 |
| Question 3: Please indicate how many hours on average you spend each week on: b. Decision-making duties as a Councillor (including Cabinet, Committee, Chairing) | 3 |
| Please indicate how many hours on average you spend each week on: b. Decision-making duties as a Councillor (including Cabinet, Committee, Chairing) | 3 |
| If none of the above, please state the amount below | 3 |
| Question 4: Please indicate how many hours on average you spend each week on: c. External duties (including Partnership bodies, Community group and external meetings) | 3 |
| Please indicate how many hours on average you spend each week on: c. External duties (including Partnership bodies, Community group and external meetings) | 3 |
| If none of the above, please state the amount below | 4 |
| Question 5: On the basis of the above, do you think the basic allowance of £9793 is reasonable? | 4 |
| Q On the basis of the above, do you think the basic allowance of £9793 is reasonable? | 4 |
| What are your views on the level of Basic Allowance and its purpose? | 4 |
| Question 6: Do you agree that basic allowance should take into account any pay changes applied to staff salaries? | 4 |
| Do you agree that basic allowance should take into account any pay changes applied to staff salaries? | 4 |
| Question 7: What are your views on the Special Responsibility Allowances detailed in the annex ? | 4 |
| What are your views on the Special Responsibility Allowances detailed in the annex ? | 4 |
| Question 8: Do you think that the current scheme should be changed? if so how? | 4 |
| Do you think that the current scheme should be changed? if so how? | 4 |
| Question 9: Please set out below details of any other aspects of the Members' Allowances Scheme which you would like to bring to our attention and/or any specific issues you want to raise: | 5 |
| Please set out below details of any other aspects of the Members' Allowances Scheme which you would like to bring to our attention and/or any specific issues you want to raise: | 5 |

Question 1: What roles do you currently hold at the Council?

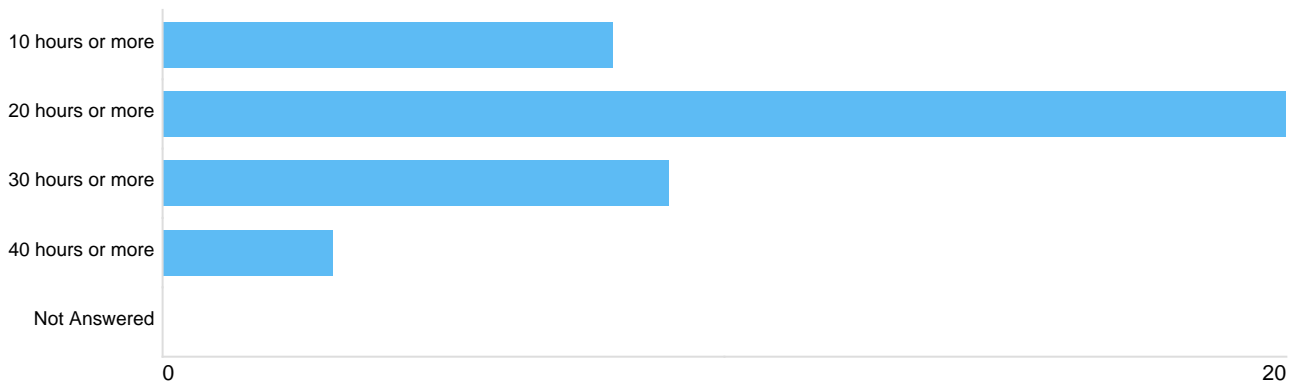
What roles do you currently hold at the Council?



| Option | Total | Percent |
|---|-------|---------|
| Leader of the Council | 1 | 2.50% |
| Deputy Leader of the Council | 1 | 2.50% |
| Cabinet Member | 5 | 12.50% |
| Group Leader | 2 | 5.00% |
| Deputy Group Leader | 1 | 2.50% |
| Chair of a Committee, Board, Panel | 7 | 17.50% |
| Vice Chair of a Committee, Board, Panel | 12 | 30.00% |
| Committee or Board Member | 20 | 50.00% |
| Not Answered | 0 | 0.00% |

Question 2: Please indicate how many hours on average you spend each week on: a. Ward and political duties as a Councillor

How many hours



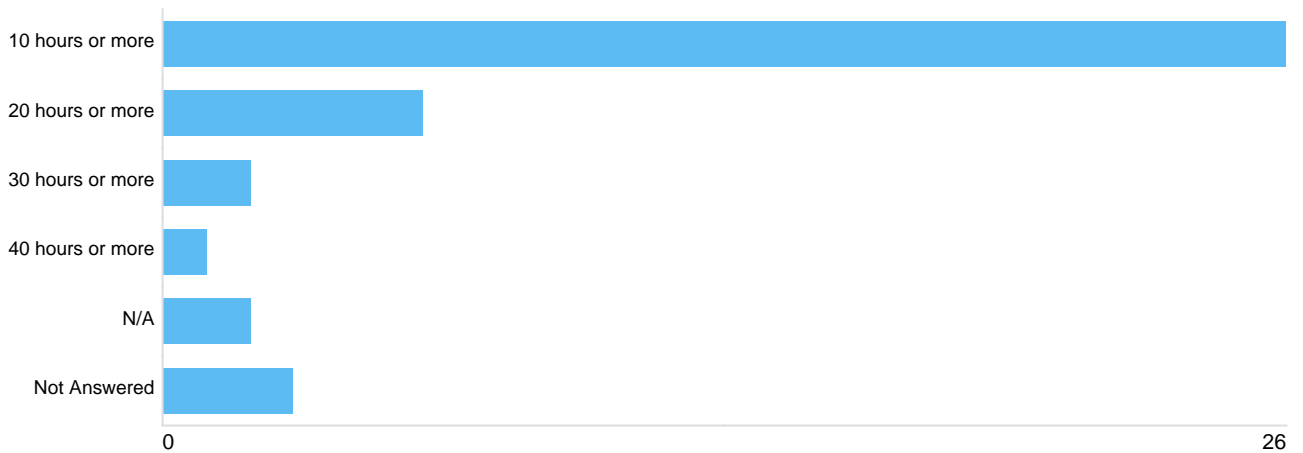
| Option | Total | Percent |
|------------------|-------|---------|
| 10 hours or more | 8 | 20.00% |
| 20 hours or more | 20 | 50.00% |
| 30 hours or more | 9 | 22.50% |
| 40 hours or more | 3 | 7.50% |
| Not Answered | 0 | 0.00% |

If none of the above, please state the amount below

There were 3 responses to this part of the question.

Question 3: Please indicate how many hours on average you spend each week on: b. Decision-making duties as a Councillor (including Cabinet, Committee, Chairing)

Please indicate how many hours on average you spend each week on: b. Decision-making duties as a Councillor (including Cabinet, Committee, Chairing)



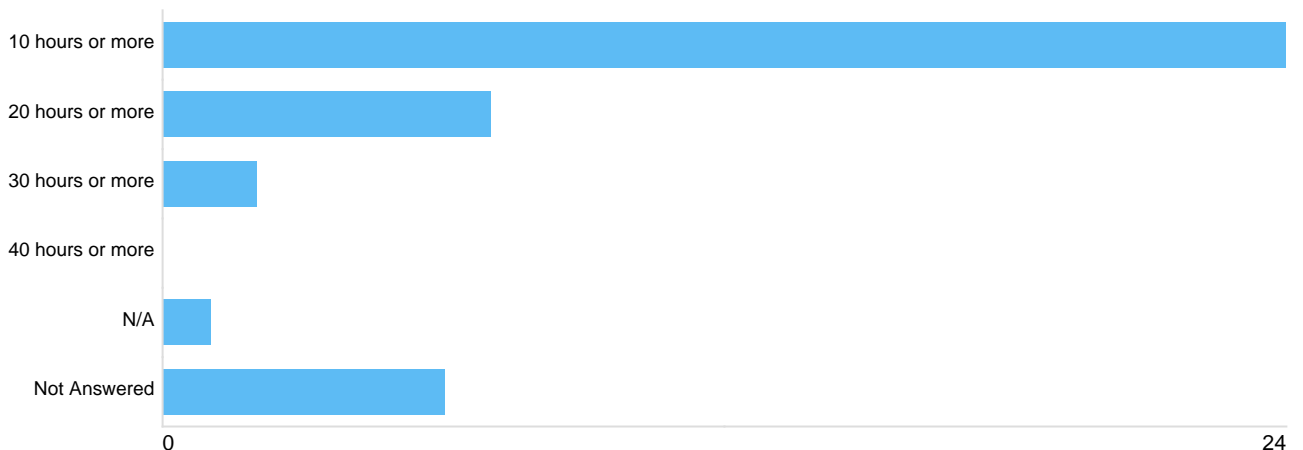
| Option | Total | Percent |
|------------------|-------|---------|
| 10 hours or more | 26 | 65.00% |
| 20 hours or more | 6 | 15.00% |
| 30 hours or more | 2 | 5.00% |
| 40 hours or more | 1 | 2.50% |
| N/A | 2 | 5.00% |
| Not Answered | 3 | 7.50% |

If none of the above, please state the amount below

There were 5 responses to this part of the question.

Question 4: Please indicate how many hours on average you spend each week on: c, External duties (including Partnership bodies, Community group and external meetings)

Please indicate how many hours on average you spend each week on: c, External duties (including Partnership bodies, Community group and external meetings)



| Option | Total | Percent |
|------------------|-------|---------|
| 10 hours or more | 24 | 60.00% |
| 20 hours or more | 7 | 17.50% |
| 30 hours or more | 2 | 5.00% |
| 40 hours or more | 0 | 0.00% |
| N/A | 1 | 2.50% |
| Not Answered | 6 | 15.00% |

If none of the above, please state the amount below

There were **8** responses to this part of the question.

Question 5: On the basis of the above, do you think the basic allowance of £9793 is reasonable?

Q On the basis of the above, do you think the basic allowance of £9793 is reasonable?



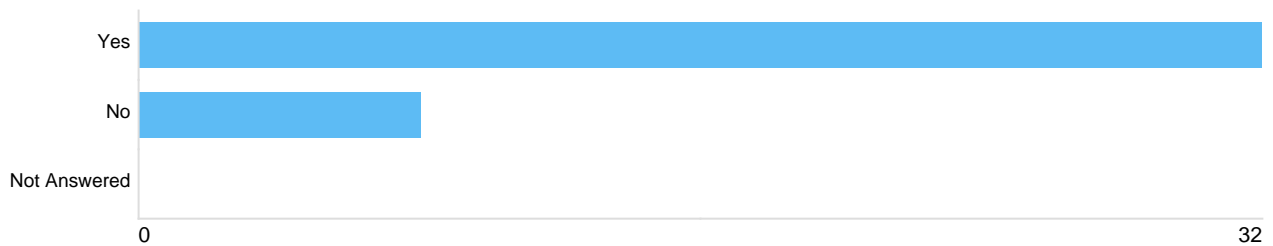
| Option | Total | Percent |
|--------------|-------|---------|
| Yes | 8 | 20.00% |
| No | 31 | 77.50% |
| Not Answered | 1 | 2.50% |

What are your views on the level of Basic Allowance and its purpose?

There were **34** responses to this part of the question.

Question 6: Do you agree that basic allowance should take into account any pay changes applied to staff salaries?

Do you agree that basic allowance should take into account any pay changes applied to staff salaries?



| Option | Total | Percent |
|--------------|-------|---------|
| Yes | 32 | 80.00% |
| No | 8 | 20.00% |
| Not Answered | 0 | 0.00% |

Question 7: What are your views on the Special Responsibility Allowances detailed in the annex ?

What are your views on the Special Responsibility Allowances detailed in the annex ?

There were **33** responses to this part of the question.

Question 8: Do you think that the current scheme should be changed? if so how?

Do you think that the current scheme should be changed? if so how?

There were **33** responses to this part of the question.

Question 9: Please set out below details of any other aspects of the Members' Allowances Scheme which you would like to bring to our attention and/or any specific issues you want to raise:

Please set out below details of any other aspects of the Members' Allowances Scheme which you would like to bring to our attention and/or any specific issues you want to raise:

There were **21** responses to this part of the question.

2a. If none of the above

Please indicate how many hours on average you spend each week on: a. Ward and political duties as a Councillor - If none of the above, please state the amount below

- This can vary week to week
- It can vary hugely and unexpectedly. While I can go weeks doing only 7 hours, there are also weeks in great excess of 30
- It can depend, some weeks you can do upto 30 or more.

Please indicate how many hours on average you spend each week on: b. Decision-making duties as a Councillor (including Cabinet, Committee, Chairing) - If none of the above, please state the amount below

- This is variable
- 2
- I would say about 8 but again it depends. some weeks are busier than others.
- Question not clear. Vice-chair duties may be variable. On average I would say less than 10 hours a week. Wider 'political duties' on attendance at other panels, Council etc. estimated for in Q2
- About five hours

Please indicate how many hours on average you spend each week on: c, External duties (including Partnership bodies, Community group and external meetings) - If none of the above, please state the amount below

- Varies
- This is variable
- 5 hours or more
- 5 hrs every 6 weeks
- Again, it can depend what is going on in your ward and time of year.
- 2-3 hours
- 3 hours

On the basis of the above, do you think the basic allowance of £9793 is reasonable? - What are your views on the level of Basic Allowance and its purpose?

- It works out at considerably less than the minimum wage and would not allow a person to be a councillor, or work less hours or part-time, unless they had an alternative income. People on low incomes or none could therefore not become a councillor.
- The level of detailed decision making process that's needed is a full time vocation.

- Making multi million pound policy has to be done right. Therefore, we need all the facts and the impacts to come to the right decision!
- They local authority had to do so many different things in delivery of a modern City moving forward
- Councillors without an SRA work tirelessly in their wards that include a lot of travel, attending community meetings, PACT meetings, advice surgeries.
- In addition, Councillor's get involved with voluntary work, working with the community which involves litter picking,
- With lockdown working from home has had an impact on energy bills.
- Ward issues which can include site visits and face to face meetings with ward residents are the normal expectation for Councillors.
- Delivering food parcels to those suffering financially has been an added role to a Councillors work to the benefit of the community.
- It doesn't reflect the amount of work we do and impacts us on acquiring second jobs which are needed. The basic allowance is too low
- We don't have a national standard, some of having lots more casework than others depending on the needs of the area
- It does not reflect the workload of a councillor in a city, representing in excess of 3,000 electors each.
- I think it covers it's purposes. Should I need to drive, it covers petrol. It also covers all reasonable costs incurred as a council and remunerates reasonably for the time commitments of a Wolverhampton councillor.
- Personally, I would reduce it, and instead issue a West Midlands Travel Card in order to dissuade motor use.
- You cannot realistically hold down another full time job, look after kids and do your Councillor's job properly. Therefore, the basic allowance at the moment means that you either cut corners in terms of performance as a Councillor, or do your job properly but that means not having another paid job so basically live in penury.
- Another issue is that the low allowance, may give room for Councillors struggling to get additional SRA appointment which is at the discretion of the Leader. This may impact Councillors being able to challenge the direction of Leadership for fear of losing their SRA or the possibility of being considered for one.
- Councillors work round the clock including weekends and are exposed to high scrutiny so it helps that they have basic allowance even if it's minimum wage in order to be able to take care of basic bills some which are incurred during discharging Councillor's duties such as petrol, feeding on the go, childcare etc.
- I feel that Wolverhampton Councillors are paid far less than say Birmingham and I don't feel that is equitable.
- I also do a lot of travelling to get to visit and meet the residents, however that is my choice as I live at the other end of town from the area that I serve. However, I do feel that some Councillors work very hard organising events and supporting the community, others appear to do very little yet may have held onto seats for years

- Councillors are always on call it is like being a doctor
- First I think the council should stop promoting itself as a Living Wage foundation employer. My earnings are circa £5 an hour, roughly half what I pay my cleaner
- Allowance covers any expense incurred by doing my duties. If I was to divide the allowance by working hours it may work out below minimum wage but it's made up by the joy of helping residents and championing my ward.
- For Councillor just doing council work and don't have another job it's not enough.
- We put in a lot of time talking to people taking calls. Being available for the community 7 days a week. So, no we are not paid enough.
- Though I love my position as a councillor, I believe the basic allowance level is too low, the time spent helping my residents can vary enormously from week to week, but generally the time spent is usually quite unsociable hours, very often during weekends and holiday periods, especially Christmas and New Year.
- Due to my employment being out of the city 15 miles away and working shifts, I very often have to leave work early or go to work late, though my employer allows this I do lose money, I also cannot guarantee a time that I will arrive at work in the night after Full Council meetings.
- Too low
- The allowance does not recognise the responsibility. There should be a comparison with similar authorities
- As I understand the matter, allowances for Councillors were introduced to make sure that the Council represents a diverse range of people rather than those who happen to have enough money to finance themselves as elected members. Allowances are not wages but do recognise that a significant amount of time is invested over a month in terms of meetings and ward issues/casework.
- This Allowance does not cover my outgoing expenses the only income in my household is my husband's pension as he is now retired I still live in a council property paying full rent and council tax and there is gas and electric and water to pay I have to claim a small amount of Universal credit that I thought once I was in employment as a Councillor I would not have to do this.
- the current basic allowance is less than minimum wage for all the hours councillors put in.
- It has been a number of years since allowance increased. For everyone, the cost of living has increased year on year. All Government departments have had increase on allowance or salary in this time, to reflect this situation. As an Opposition Councillor and Vice Chair, the Allowance I receive is less than a quarter as the Chair gets. Yet, my responsibilities and commitment to carry out my duties as Vice Chair are virtually the same. During COVID, my council workload increased due to the pandemic situation and challenge it represented for residents.

- Should be comparable to average minimum wage for a 35hr week.
- This element has intact been reduced over time and is infrequently uplifted due to political pressures on voting for your own allowance.
- It's not bad if you don't do anything in your ward but for the councillors who are more active then a little rise would encourage them.
- if you only attended your meeting in the council then its good.
- However, to encourage people to come forward to be councillors maybe they should be awarded better.
- I know it's not just about the money but it helps.
- Level of basic Allowance should at least be £12, 000
- I think that it isn't enough to compensate for the amount of time and effort it takes to do your duties properly. I think I low allowance like this puts off working age people who would need to balance council duties with work if they were to be elected. I think 11,000- 12,000 would be more adequate.
- It should be at least £12,000
- In comparison to other cities, the allowance is lower. Take Birmingham for example, where basic allowance is £18,000. The purpose of this is designed to support councillors in their work.
- Different councillors spend different amounts of time dispensing their duties. If we are to encourage a more broad and diverse range of residents to become councillors then we need to provide adequate support for people to get involved.
- The role of a Councillor is to serve the electorate. It is not designed to be paid employment. Many Councillors also have jobs; this may influence how much time they can dedicate to the role, but also the time input and commitment can also be very personal to the individual Councillor.
- In reality, I likely dedicate more time to my role as Councillor such that the allowance would not constitute a minimum wage. This is irrelevant to me; the allowance is sufficient to cover expenses related to the role in my opinion. Again this may be due to my personal circumstances. The Basic Allowance does not in effect stipulate working hours etc. - this is a personal choice of the Councillor.
- In my opinion, the public expect minimum standards from Councillors in terms of time input and dedication (this may be reflected at result at the ballot box). In the current climate I do not believe increases to the basic allowance would be palatable to the public.
- Increases in the basic allowance may also give an impression of a greater paid role or employment; it is important we have Councillors who have current experience in the workplace and in real-time etc. Increases in the basic allowance would be commensurate with the expectation of Councillors having to dedicate more time to the role and being more employment based. This has pros (especially in terms of ward work) and cons but it may lead to more disparity between Councillors.
- Basic allowance does not reflect the time and effort that a councillor needs to spend in community activities and council commitments adequately.
- Tha BA should be a reasonable amount of money , comparative to other local authorities to ensure parity, in order that it attracts the best people for the job. The purpose for there being an allowance/ salary in the first place was to

ensure anyone could stand as Councillor for their community. It is therefore important that people - whoever they are should be paid at a reasonable rate for the heavy responsibilities of such a job. It is arguable whether being paid the minimum wage - as it seems this is - is indeed 'reasonable'.

- Really low amount given the hours we spend in the community and expectation of constituents to be available at all hours. Often we give up our weekends and evenings too which other roles outside of the council would be recognised with the allowance given
- the allowance does not cover the additional expenses , printer (£200) and ink cartridges (£35), paper per ream (£3.99). PPE equipment masks, gloves, hand wash. additional phone line.

- The allowance is reasonable in that it covers the basic costs of being a Councillor.
- For those that go above and beyond in their duties and spend more time than others, it may not be seen as reasonable.
- In comparison to some local authorities it could be said that it is on the low side. It should be on a par.
- The present Basic Allowance in Wolverhampton does not equate to allowances made within other Councils cross the country.
- The responsibilities and commitment to the role can be very demanding yet rewarding, however it must also equate to the living wage, to attract and sustain new members!
- Seems more and more residents treating Councillors as Customer services because they don't seem to be getting through to WH / Council and seem to be spending more time trying to get through.

What are your views on the Special Responsibility Allowances detailed in the annex ? - What are your views on the Special Responsibility Allowances detailed in the annex ?

- They are acceptable, but the workload and SRAs need to be properly compared with other similar authorities.
- This has changed so much over the last five years! Pandemic, Air Quality, Social Care, Youth Provision, Jobs, Business Support, Arts & Culture, Visitor Economy all need attention to detail for delivery and sustainability.
- If a Councillor fails to uphold their responsibilities in terms of suspension or persistent absences then the allowance should only be paid up until he/she was actually a serving Councillor and had any Special Responsibility Allowance.
- Vice-chair of a committee
- I agree you should have extra for those responsibilities
- I think the SRAs are appropriate at the current level.
- Acceptable.
- No grievances.

- Potentially chairs of committees are paid too much. The difference between their role and a councillor isn't huge, yet their difference between them and a cabinet member is.
- This isn't reflected in the pay. Huge jump from Cllr to chair.
- SAR should have a mechanism that secures its operations independently as often we have seen this as a bargaining power. It should be based on merit, commitment and ability to prove the additional work done. It should not be for buying votes or for buying submission.
- I feel it should continue as there is a lot of extra work that is generated from that.
- They are a must
- I personally do not have any income from the council other than the basic pay, I don't chair a committee or have a special or external responsibility.
- There's a problem with the above. There is a scramble from colleagues to take on these roles in order to benefit from increased income. Whilst not corruption, it is none the less, corrupting.
- These positions are given not by virtue or merit, but as grace and favour in return for political affiliation.
- I would say this would be the area that needs reviewing. The level of work required when you either chair or vice chair a committee or panel can be very demanding.
- I agree with what is detailed above.
- As a vice chair of a scrutiny panel, I have responsibility to add real scrutiny to the controlling group, compared to the chair who may be inclined to agree with the cabinet view on most things.
- Too low
- They do not reflect the expertise and knowledge required to hold the authority staff to account with the authority's billions of assets and hundreds of millions of income and expenditure
- I think there are too many Special Responsibility Allowances and that they are very generous indeed.
- There should be more rules against councillors accumulating several roles (and the allowances), in an effort to greater a more diverse group of councillors involves in Council matters. Instead, we are open to an elite group dominating and preventing others involvement.
- We agree with the SRA as pointed out in my earlier statement; there is a need for an increase for both Chair and Vice Chair, particularly Vice Chair - due to it being disproportionately smaller for the Vice Chair. Historically, the Vice Chair allowance was double what it is now. It was reduced due to efficiency savings and it was to show that councillors were also prepared to take less for their allowance so the council could go through the difficult time that it was. This should, at a minimum, now go back to what it was. The basic allowance is way overdue to be reviewed and should certainly be increased year on year at the rate of inflation.
- Agree with above

- They should be benchmarked against other local authorities.
- I think it needs to be looked into. Take planning for example. when I was chair I seemed to be doing something all the time and going to different meeting. The planning committee was held every month & then it all changed the year I stopped and the agenda is much lighter and planning committee are every quarter. so that's one that definitely need looking into, especially when it's the same allowance as cabinet.
- I do feel Cabinet should be higher than chairs because of the responsibility that comes with the role.
- It is reasonable but It should also the number of meetings being held and attended.
- Special responsibilities are both time consuming and also add extra strains such as requiring more suitable outfits. I don't think the current amount is enough to cover exactly how much more work is included.
- The numbers of meetings taking place should also be taken into account.
- Agree with the principles of the SRA.
- Overall, I think the SRAs are fair.
- I believe these are fine.
- I am currently unable to access the annex. The views I have expressed in the previous question also applies.
That is fair
- They should be increased to meet inflation or the staff salary increases, the current allowances have been frozen for a number of years
- Special Responsibility Allowances are a necessary entity, as the fundamental duties and commitment to the executive role of the elected member, in policy making and strategy development are crucial.
- The appointed post must be rewarded appropriately in line with Local Authorities Regulations 2003 (England) Section:17...
- I believe it is not unreasonable to expect to be on paid full Basic Allowance and SRA while suspended ie. during an investigation, after all under the Equalities Act 2010, you are innocent until prove otherwise by the outcome of any investigation.."
- Some can appear to be arbitrary in nature

Do you think that the current scheme should be changed? if so how? - Do you think that the current scheme should be changed? if so how?

- The system should be truly independent so that the independent committee, providing it is properly independent and well informed, makes the decision and the council has no involvement.
- The scheme is so outdated by at least fifteen years! The changes to society are more demanding for members. If we get it wrong we're elected out with no redundancy and little prospect of a job in the private sector. Unlike CEO's and Directors, they move onto the next Authority at the same Salary

- Councillors are elected to serve their constituents to their best ability and must attend the meetings that they are required to attend.
- If a Councillor has a poor attendance record it must be valid in terms of special circumstances i.e., bereavement, ill health, hospitalisation, caring for an immediate family member.
- Increase in allowance
- I'm open to ideas
- SRAs should be allocated to shadow cabinet members
- I would look to alter the chair's pay.
- Yes. It should be by quota. Ensuring inclusion and diversity
- It should be decided by committee not the Leader alone.
- It should be protected so that the leader doesn't take it off as at when he feels like
- Another option is for it to be abolished and the allowance increased to cover for this, that way we can have more transparency, independence and objectivity not favouritism
- Not sure
- No
- Well, there is clearly a problem with the existing position, as it has a way of embedding patronage rather than merit into these roles.
- If you consider a chair is paid £16,000, a back bencher £9,000, so about 80% more for an additional - what, half day every two months? You can see how the present system is flawed.
- Also, I notice that when I email cabinet members, rarely do I get a reply the same day, suggesting they only attend to their council work in the evenings.
- I would say a small increase for SRA's
- No
- I believe the chair of each scrutiny panel should NOT be from the controlling group, this would bring real scrutiny to the panels.
- More money - too many previous reviews have been rejected because of political fear
- It should be compared with similar authorities
- I would reduce the number of SRA's and the amount paid. The basic allowance is sufficient and can be reviewed on a three yearly basis.
- Yes. Increase in basic allowance so everyone benefits, not those with additional roles. also see comments above
- As suggested above.
- No
- Benchmarked and uplifted annually with inflation or staff wage increases,
- I think it needs to be looked into and an overall is needed. I think a clock in and out system for meetings especially party groups would be beneficial and should have an impact on the allowance. I'm not saying an hourly rate but it is something that can be logged so you find out who the shirker's are! and address it.

- It can be so frustrating when some councillors work and have to rush for meeting and stay but others just come for their mark and leave. It forms bad feelings & encourage laziness. because some feel and say why should we work when they don't but we get paid anyway. I also feel that no councillor should be able to go on holiday for months at a time with pay.
- The current scheme should be changed to take into account of our neighbouring Local authorities and other Local Authorities of similar sizes to our Council.
- Pro-rata would be fine if there was a substantial increase to the basic rate but otherwise needs to be more.
- The current scheme should be changed to, in comparison to our neighbouring Local Authorities and should reflect to similar size Local Authorities Nationally.
- Yes. On the whole I believe it to be effective but there are some areas that need reform.
- With Chairs and Vice chair-ships, there is a big difference between the £10,000 a Chair gets to the £2,500 a VC gets. This gap needs bringing closer together, I suggest £5,000 for the Chair and £2,500 for the deputy. Or £7,500 and £3,500. Therefore making a saving and redressing the balance of what time chairs and vice chairs put in, which is not much different if at all.
- There is massive disparity between the Opposition group leader SRA and the Opposition Deputy Group Leader's SRA. It is only recognised the same as a Vice Chair-ship, demonstrated below, which needs addressing too.
- Leader SRA £25,000
- Deputy SRA £20,000
- Oppo Leader £15,000
- Oppo Deputy £2500 (Should be £10,000 following the trend)
- I have no strong opinion on this. Overall, costs to the taxpayer should be kept as low as possible. It is important to avoid the perception that SRAs are used to 'top' up payments to be more akin to a salary. They are specific allowances to undertake extra roles and responsibilities which may lead to increase in expense.
- No
- I refer to my previous answers but am unable to answer this question fully as I simply don't know.
- I think the SRA are justified given the extra expectations
- Yes
- There may be an opportunity here to reform the structure of the Councillors Allowance Scheme going forward.
- For future discussion and consultation among elected member representatives, the Independent Remuneration Panel and the Local Government Association ..."
- There should be an increase in basic for all & a reduction in SRA at top-end

Please set out below details of any other aspects of the Members' Allowances Scheme which you would like to bring to our attention and/or

any specific issues you want to raise: - Please set out below details of any other aspects of the Members' Allowances Scheme which you would like to bring to our attention and/or any specific issues you want to raise:

- The extra work that's needed to do outside the local authority is never taken into consideration, CA and wider work with LGA and Government is never considered.
- As set out above.
- The basic role and recognition of what councillors do should be reflected in the allowance. Often we travel at our expense on official duties and the allowance in return doesn't not reflect or cover the costs we endure.
- Casework is taking longer to process through the system, in some cases, I have to go back 4 or 5 times to the same issue, other issues are long-standing and a simple repair to a property can generate at least 4 visits 20 emails and the same complaint over and over again, other complex issues of car parking can last years .
- Members Allowance Scheme falls below minimum wage and it makes a mockery of decent earnings. For people with young families, it puts them under intense pressure, where you are working all those hours but nothing to show for it in terms of being able to take care of bills. Unless you take on another job which can open Councillors up in terms of conflict of interest
- I am a Chair and with that there are meetings and then more responsibilities are added on - now Scrutiny has been added on. These are weekly meetings. There are minutes to be read before the meeting which also takes time and I am also Vice Chair for an outside body and this also involves meetings in Birmingham and lengthy minutes to go over. Some Councillors have a lot of background work that is not obvious and others do not appear to have those. I feel that the money does reflect the responsibility with Special Allowances
- I think councillors should get the same allowance as Birmingham councillor. Why are Wolves councillors have the lowest allowance
- Well, there are significant problems with the present system. No one is paid properly, then there is mad competition for additional revenue raising jobs to improve pay.
- I think we have to move away from the "allowance concept". An allowance is what I give my 17 year old daughter.
- These roles need to be measured, and paid accordingly. I suspect some councillors do no more than 10 -15 hours a week, but for back benchers like me on the basic pay doing 40 hours a week, you need to find an equitable means of remuneration. By the way, mad we have to pay £200 to park outside the building. I suggest a proper ExCom is formed that annually reviews revenue based upon 21st here and now, not how things were measured as "expenses" in the past. The service needs to be professionalised, but also the public have a right to demand proper representation. Hope that's helpful, can it be annually?
- A difficult one, but it would be interesting to see some type of pension scheme made available for councillors under the pensionable age. With not being employees not sure how that would work in practice.
- None

- We as councillors have voted for a cap and a cut in our allowances in the past, due to what is happening in the country. However, I believe that our allowances should be done by an independent body. It all gets very silly when for political reasons we all vote for a pay cut and then pass senior officers pay rises.
- None
- Any elected member position attracting extra money should be highly scrutinised to make sure that individuals do not step up in the interests of gaining financial reward. In my view where these positions of greater responsibility are made, they should be a matter for the whole Group rather than in the gift of the Leader and should be given on merit i.e., time invested and quality of performance. No-one should hold an SRA for longer than 4 years.
- I observe that some concerns raised by councillors and brought to the attention of Governance have not been taken seriously or investigated properly.
- I have concerns that the councillor support email system has just added a layer of admin which enables, this delays the response for case work, enables officers to delay or avoid responding. More needs to be done to improve this system.
- I am concerned that the Council comms team promote COVID19 restrictions however actual practice within the Council buildings and meetings held there in, do not reflect this. Personally, I feel under pressure to attend face-to-face meetings in a high risk environment.
- I welcome this review as it is needed and overdue by a number of years.
- There is nothing that stands out to me apart from what I've just said in item 8.
- I would say how much work cabinet members do and the responsibilities they hold should be a grade higher. I also feel the Leader of the council should be above all and should get a rise because I feel it's a full time job and with that job come great responsibilities and a lot of stress.
- About nine years ago we took a voluntary cut of about 6% . THIS SHOULD BE RESTORED.
- About Nine years ago, we took volunteer reduction of about 6% in our allowances. This should BE RESTORED.
- None other. Basic allowance increased.
- When I first became a councillor I gave up my day job to commit 100 percent into the role, financially I took a massive hit but I felt this was necessary to give the role the justice it deserves. After a few years when finances became unbearable I returned to work and this meant I was unable to join as many community events and the role suffered. Now I hold an SRA I have been able to afford to cut my hours at work and again dedicate more time to both roles. All Cllrs want to be able to give more time to the role and allowances must enable us to be able to cut back other paid roles.
- No additional allowance for travel arrangements

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Role Profiles

Note: Number of meetings attended internally is noted in the brackets next to meeting.

| Role: Leader | |
|--|--|
| Role Profile (If applicable): | <ul style="list-style-type: none"> • To provide a focal point for political leadership and strategic direction for the Council. • To represent the interests of the Council in circumstances where that is necessary. • To ensure effective Corporate Governance. • Form a vision for the Council and community • Provide strong, clear leadership in the co-ordination of policies, strategies and service delivery |
| Internal Meetings: | <ul style="list-style-type: none"> • Cabinet (13) – Chair • Cabinet (Resources) Panel (13) – Vice Chair • Executive Team (17) – Chair • Health & Wellbeing Together Board (4) • Local Outbreak Engagement Board (4) • Safeguarding Joint Board (4) |
| External Meetings: Note: frequency of meetings varies from bi-monthly to quarterly (these are arranged by external partners). | <ul style="list-style-type: none"> • West Midlands Combined Authority Board • West Midlands Combined Authority Public Services Board • West Midlands Rail Ltd • West Midlands Shareholders • Airport Committee • Local Government Association • West Midlands Local Government Association • Black Country Executive Joint Committee • Black Country Executive Joint Committee Advisory Board • Black Country Consortium • Wolverhampton City Board |

| Role: Deputy Leader | |
|--|---|
| Role Profile (If applicable): | <ul style="list-style-type: none"> • To support and deputise for the Leader of the Council • To give political direction and support to officers working within the Portfolio. • To provide leadership within the Portfolio. • To make executive decisions within the Portfolio in line with Council procedure. |
| Internal Meetings: | <ul style="list-style-type: none"> • Cabinet (13) – Vice Chair • Cabinet (Resources) Panel (13) – Chair • Executive Team (17) |
| External Meetings: Note: frequency of meetings varies from bi-monthly to quarterly (these are arranged by external partners). | <ul style="list-style-type: none"> • West Midlands Combined Authority Board • West Midlands Rail Executive Ltd • West Midlands Shareholders Airport Committee • Local Government Association • Wolverhampton City Board |

| Role: Cabinet Member | |
|--------------------------------------|---|
| Role Profile (If applicable): | <ul style="list-style-type: none"> • To give political direction and support to officers working within the Portfolio. • To provide leadership within the Portfolio. • Be accountable for choices and performance in the portfolio • To have an overview of the performance management, efficiency, and effectiveness of the portfolio • To make executive decisions within the Portfolio in line with Council procedures. |
| Internal Meetings: | <ul style="list-style-type: none"> • Cabinet (13) • Cabinet (Resources) Panel (13) • Executive Team (17) |
| External Meetings: | <ul style="list-style-type: none"> • Note: Varies for each Cabinet Member based on portfolio, frequency of these meetings can also vary from bi-monthly to quarterly (these are arranged by external partners). |

| Role: Leader of the Main Opposition Group | |
|--|--|
| Role Profile (If applicable): | <ul style="list-style-type: none"> • Be a political figurehead for the Opposition Group; to be the principal political spokesperson for the Council's opposition. • Provide leadership in the constructive challenge of the Council's policies. • Provide strong, clear leadership in the co-ordination of alternative policies, strategies and service delivery. |
| Internal Meetings: | <ul style="list-style-type: none"> • Note: appointed to various committees however not in the capacity of Leader of the Opposition Group. |
| External Meetings: | <ul style="list-style-type: none"> • Local Government Association |

| Role: Deputy Leader of the Main Opposition Group | |
|---|--|
| Role Profile (If applicable): | <ul style="list-style-type: none"> • To support and deputise for the Leader of the Opposition Group. |
| Internal Meetings: | <ul style="list-style-type: none"> • Note: appointed to various committees however not in the capacity of Deputy Leader of the Opposition Group. |
| External Meetings: | <ul style="list-style-type: none"> • Local Government Association |

| Role: Chair Scrutiny Board | |
|--------------------------------------|--|
| Role Profile (If applicable): | <ul style="list-style-type: none"> • The Chair will also have an important contribution to ensuring that meetings and activities are well planned, chaired effectively and make best use of the resources available. • Build trusting relationships, as the basis to build effective team working amongst non-Executive members in order to encourage an appetite to further develop Scrutiny work. • Promote the role of scrutiny within and outside the Council, liaising effectively both internally within the Council and externally with the Council's partners • Demonstrate an objective and evidence based approach to scrutiny which is non-political. |
| Internal Meetings: | <ul style="list-style-type: none"> • Scrutiny Board (6) |
| External Meetings: | <ul style="list-style-type: none"> • West Midlands Combined Authority – Overview and Scrutiny Committee • Note: frequency of meetings varies (these are arranged by external partners). |

| Role: Chair Scrutiny Panel | |
|--------------------------------------|--|
| Role Profile (If applicable): | <ul style="list-style-type: none"> • To chair one of the Council's Scrutiny Panel meetings ensuring effective consideration and scrutiny of decisions, proposals and reports of the Executive relating to the remit of the Scrutiny Panel as appropriate. |
| Internal Meetings: | <ul style="list-style-type: none"> • Scrutiny Panel (4/5) |
| External Meetings: | <ul style="list-style-type: none"> • Note: not appointed to external meetings due to chair role. |

| Role: Chair – Planning Committee | |
|---|--|
| Role Profile (If applicable): | <ul style="list-style-type: none"> • To chair meetings of the Council's Planning Committee in accordance with the Committee's terms of reference; to provide leadership and direction to the Committee and open and transparent decision making on planning applications brought to Committee. • Ensure thoroughness and objectivity in the Committee, receiving and having due regard to professional advice in the conduct of meetings and in individual cases/applications before formal committee meetings |
| Internal Meetings: | <ul style="list-style-type: none"> • Planning Committee (6) |
| External Meetings: | <ul style="list-style-type: none"> • Note: not appointed to external meetings due to chair role. |

| Role: Chair – Licensing Committee | |
|--|---|
| Role Profile (If applicable): | <ul style="list-style-type: none"> • Act as an ambassador for the Licensing Committee, facilitating understanding of the role • Act within technical, legal and procedural requirements to oversee the functions of the Committee fairly and correctly • Ensure thoroughness and objectivity in the Committee, receiving and having due regard to professional advice in the conduct of meetings and in individual cases/applications before formal committee meetings <p>Licensing Sub Committee:</p> <ul style="list-style-type: none"> • Ability to conduct meetings to ensure that applicants/affected parties feel that they have been dealt with fairly and fully even if they have been unsuccessful • Understanding of the Council's role and ability to ensure that stake holders are aware of that role • Communication skills • Knowledge of local issues • Ability to manage the work of the Committee • Ability to support and develop necessary skills in fellow Members of the committee |

| | |
|---------------------------|--|
| Internal Meetings: | <ul style="list-style-type: none"> • Licensing Committee (5) • Regulatory Committee (5) • Licensing Sub Committee (approx. 15-40) |
| External Meetings: | <ul style="list-style-type: none"> • Note: not appointed to external meetings due to chair role. |

| Role: Chair – Audit and Risk Committee | |
|---|---|
| Role Profile (If applicable): | <ul style="list-style-type: none"> • Demonstrate independence, integrity and impartiality in decision making which accord with legal, constitutional and policy requirements. • Provide confident and effective management of meetings to facilitate inclusivity, participation and clear decision making • Lead the Committee in its role |
| Internal Meetings: | <ul style="list-style-type: none"> • Audit and Risk Committee (5) |
| External Meetings: | <ul style="list-style-type: none"> • West Midlands Combined Authority – Audit, Risk and Assurance Committee • Note: frequency of meetings varies (these are arranged by external partners). |

| Role: Chair – Pensions Committee | |
|---|---|
| Role Profile (If applicable): | <ul style="list-style-type: none"> • Demonstrate independence, integrity and impartiality in decision making which accord with legal, constitutional and policy requirements. • Provide confident and effective management of meetings to facilitate inclusivity, participation and clear decision making • Lead the Committee in its role |
| Internal Meetings: | <ul style="list-style-type: none"> • Pensions Committee (4) |
| External Meetings: | <ul style="list-style-type: none"> • Note: not appointed to external meetings due to chair role. |

| Role: Vice-Chair – Scrutiny Board and Panels | |
|---|--|
| Role Profile (If applicable): | <ul style="list-style-type: none"> • Fulfil the duties of the Chair in their absence • Assist the Chair in specific duties as required |
| Internal Meetings: | <ul style="list-style-type: none"> • Scrutiny Board (6) • Scrutiny Panel (4/5) |
| External Meetings: | <ul style="list-style-type: none"> • Note: not appointed to external meetings due to vice chair role. |

| Role: Vice-Chair – Planning Committee | |
|--|--|
| Role Profile (If applicable): | <ul style="list-style-type: none"> • Fulfil the duties of the Chair in their absence • Assist the Chair in specific duties as required |
| Internal Meetings: | <ul style="list-style-type: none"> • Planning Committee (6) |
| External Meetings: | <ul style="list-style-type: none"> • Note: not appointed to external meetings due to vice chair role. |

| Role: Vice-Chair – Licensing Committee | |
|---|--|
| Role Profile (If applicable): | <ul style="list-style-type: none"> • Fulfil the duties of the Chair in their absence • Assist the Chair in specific duties as required |
| Internal Meetings: | <ul style="list-style-type: none"> • Licensing Committee (5) • Regulatory Committee (5) |
| External Meetings: | <ul style="list-style-type: none"> • Note: not appointed to external meetings due to vice chair role. |

| Role: Vice-Chair – Audit and Risk Committee | |
|--|--|
| Role Profile (If applicable): | <ul style="list-style-type: none"> • Fulfil the duties of the Chair in their absence • Assist the Chair in specific duties as required |
| Internal Meetings: | <ul style="list-style-type: none"> • Audit and Risk Committee (5) |
| External Meetings: | <ul style="list-style-type: none"> • Note: not appointed to external meetings due to vice chair role. |

| Role: Vice-Chair – Pensions Committee | |
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| Role Profile (If applicable): | <ul style="list-style-type: none"> • Fulfil the duties of the Chair in their absence • Assist the Chair in specific duties as required |
| Internal Meetings: | <ul style="list-style-type: none"> • Pensions Committee (4) |
| External Meetings: | <ul style="list-style-type: none"> • Note: not appointed to external meetings due to vice chair role. |

| Role: Chair – Governance and Ethics Committee | |
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| Role Profile (If applicable): | <ul style="list-style-type: none"> • Ensure the Committee fulfils its duties to promote and maintain high standards of conduct by Councillors, to oversee the following: revisions to the constitution, the elections process and other related matters as set out in Part 3 of the Constitution. • |
| Internal Meetings: | <ul style="list-style-type: none"> • Governance and Ethics Committee (7) |
| External Meetings: | <ul style="list-style-type: none"> • Note: not appointed to external meetings due to chair role. |

| Role: Vice-Chair - Governance and Ethics Committee | |
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| Role Profile (If applicable): | <ul style="list-style-type: none"> • Fulfil the duties of the Chair in their absence • Assist the Chair in specific duties as required |
| Internal Meetings: | <ul style="list-style-type: none"> • Governance and Ethics Committee (7) |
| External Meetings: | <ul style="list-style-type: none"> • Note: not appointed to external meetings due to vice chair role. |

| Councillor Champion(s) | |
|--------------------------------------|--|
| Role Profile (If applicable): | <ul style="list-style-type: none"> • To promote the relevant issue within the Council and with key partners in liaison with Cabinet Members in line with Council policy. • To contribute to the review and development of policies pertaining to the area of interest. • To engage with the Executive and Scrutiny to ensure that due regard is given to the issue as part of policy development and strategic planning activities. To provide positive support, and on occasions, constructive challenge to the Council and officers in driving forward the Council's agenda on relevant issues. • To represent the Local Authority at relevant events and on external bodies on issues relating to the theme they are championing. |
| Internal Meetings: | <ul style="list-style-type: none"> • Councillors Champions for Equalities, Climate Change and Councillor Development Chair quarterly advisory group meetings. |
| External Meetings: | <ul style="list-style-type: none"> • N/A |

| Mayor | |
|--------------------------------------|--|
| Role Profile (If applicable): | <ul style="list-style-type: none"> ● The Mayor of Wolverhampton is appointed annually by the Council to chair full council meetings and to be the First Citizen of Wolverhampton. ● Preside over meetings of the Council, so that its business can be carried out efficiently ● Ensure the Council conducts its meetings in line with the Council's Constitution/Rules of Procedure ● Ensure the Constitution is adhered to and, if necessary, to rule on the interpretation of the Constitution at Council Meetings ● The Mayor does not have any executive powers. The Mayor of Wolverhampton is a ceremonial Mayor and is not directly elected by the public. As a result, they may not act politically in their role as Mayor. ● The office of Mayor is the highest honour the Council can give to an elected member and as such is recognised, in the City, as being second only to royalty and Her Majesty's Lord Lieutenant. <p>Key Responsibilities of the Mayor</p> <ul style="list-style-type: none"> ● Be an Ambassador for the Council and City ● Uphold and promote the Council Plan in the Community ● Chair council meetings in a politically neutral manner ● Build strong, effective relationships between the council, its partners and communities ● Lead civic ceremonies ● Promote the civic role and encourage community participation ● Encourage citizenship and participation in the life of the City ● Receive members of the Royal Family and other important visitors to the City |
| Internal Meetings: | <ul style="list-style-type: none"> ● Council (8) |
| External Meetings: | <ul style="list-style-type: none"> ● Note: The Mayor is invited to numerous events throughout the year and attends approximately 400. |

| Deputy Mayor | |
|--------------------------------------|---|
| Role Profile (If applicable): | <ul style="list-style-type: none"> • To assist and deputise for the Mayor in carrying out the above key responsibilities. • In the absence of the Mayor, to preside over meetings of the Council. • The Deputy Mayor is normally called upon if the Mayor is on holiday, unforeseen illness etc. or if it is deemed necessary for a civic presence and the Mayor is unavailable. |
| Internal Meetings: | <ul style="list-style-type: none"> • Council (8) |
| External Meetings: | <ul style="list-style-type: none"> • Note: The Deputy Mayor will occasionally accompany the Mayor on official engagements as well as deputise as and when required. |