



Council Meeting

1 April 2015

Time 5.45 pm **Public Meeting?** YES **Type of meeting** Full Council

Venue Council Chamber - Civic Centre, St Peter's Square, Wolverhampton WV1 1SH

Membership (Quorum for this meeting is 15 Councillors)

Mayor Cllr Michael Heap (LibDem)

Deputy Mayor Cllr Ian Brookfield (Lab)

Labour

Cllr Ian Angus	Cllr Jasbinder Dehar	Cllr Peter O'Neill
Cllr Harbans Bagri	Cllr Steve Evans	Cllr Phil Page
Cllr Harman Banger	Cllr Val Evans	Cllr Rita Potter
Cllr Mary Bateman	Cllr Bhupinder Gakhal	Cllr John Reynolds
Cllr Philip Bateman	Cllr Val Gibson	Cllr John Rowley
Cllr Payal Bedi	Cllr Dr Michael Hardacre	Cllr Judith Rowley
Cllr Peter Bilson	Cllr Julie Hodgkiss	Cllr Sandra Samuels
Cllr Alan Bolshaw	Cllr Keith Inston	Cllr Caroline Siarkiewicz
Cllr Greg Brackenridge	Cllr Jasbir Jaspal	Cllr Stephen Simkins
Cllr Paula Brookfield	Cllr Milkinderpal Jaspal	Cllr Tersaim Singh
Cllr Ian Claymore	Cllr Andrew Johnson	Cllr Jacqueline Sweetman
Cllr Craig Collingswood	Cllr Roger Lawrence	Cllr Paul Sweet
Cllr Susan Constable	Cllr Linda Leach	Cllr Bert Turner
Cllr Claire Darke	Cllr Elias Mattu	Cllr Martin Waite
Cllr Bishan Dass	Cllr Lorna McGregor	Cllr Daniel Warren

Conservative

Cllr Mark Evans
Cllr Barry Findlay
Cllr Christopher Haynes
Cllr Christine Mills
Cllr Patricia Patten
Cllr Arun Photay
Cllr Zahid Shah
Cllr Paul Singh
Cllr Wendy Thompson
Cllr Andrew Wynne
Cllr Jonathan Yardley

Liberal Democrat

Cllr Richard Whitehouse

UKIP

Cllr Malcolm Gwinnett

Information for the Public

If you have any queries about this meeting, please contact the democratic support team:

Contact John Wright
Tel/Email 01902 555048 or john.wright@wolverhampton.gov.uk
Address Democratic Support, Civic Centre, 2nd floor, St Peter's Square,
Wolverhampton WV1 1RL

Copies of other agendas and reports are available from:

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Email democratic.support@wolverhampton.gov.uk
Tel 01902 555043

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Agenda

Item No. *Title*

MEETING BUSINESS ITEMS

- 1 **Apologies for absence**
- 2 **Declarations of interest**
- 3 **Minutes of previous meeting** (Pages 5 - 18)
- 4 **Communications**
[To receive the Mayor's announcements]

DECISION ITEMS

- 5 **Senior pay policy statement 2014/15 and 2015/16** (Pages 19 - 30)
- 6 **Wolverhampton Homes Annual Delivery Plan 2015-16** (Pages 31 - 34)
- 7 **Changes to the Constitution** (Pages 35 - 40)
- 8 **Licensing - Statement of Licensing Policy** (Pages 41 - 44)
- 9 **Appointment of an Assistant Director - Actuarial and Pensions** (Pages 45 - 46)
- 10 **Summary of Executive Business** (Pages 47 - 50)
- 11 **Questions**

1. Councillor Claymore to ask the leader of the Council:

“Leader, in your speech to full council on 17th September you announced your intention to set up a Skills Commission to ensure that the city’s residents – especially its young people – can develop the skills to compete successfully for local job opportunities. Can you update Council on the progress to date of setting up the Skills Commission?”

2. Councillor Potter to ask the Cabinet Member for Skills, Schools and Learning -

“Can the Cabinet Member for Skills, Schools and Learning update Council on the actions taken to support the children and staff of St Alban’s CofE Primary School following the devastating arson attack on the school earlier this month?”

3. Councillor Claire Darke to ask the Cabinet Member for Health & Well-being:

“Can the Cabinet Member for Health & Well-being update the Council on the progress made to date towards the Council’s ‘Million Miles for Wolverhampton’ and ‘Shed a Million Pounds for Wolverhampton’ challenges and the recent visit to the Council by Duncan Selbie?”

4. Councillor John Rowley to ask the Cabinet Member for Economic Regeneration & Prosperity :

“Can the Cabinet Member for Economic Regeneration & Prosperity advise Council of the progress that has been made since this Labour administration took back control of the Council in 2010 on initiatives to regenerate Wolverhampton?”

5. Councillor Paul Singh to ask the Cabinet Member for Schools, Skills & Learning:-

“Can the Cabinet Member advise Council, what proportion of secondary school pupils resident in Wolverhampton currently attend schools outside the city?”



Meeting of the Council

Minutes - 4 March 2015

Attendance

Mayor Cllr Michael Heap (LibDem)
Deputy Mayor Cllr Ian Brookfield (Lab)

Labour

Cllr Ian Angus
Cllr Harbans Bagri
Cllr Harman Banger
Cllr Mary Bateman
Cllr Philip Bateman
Cllr Payal Bedi
Cllr Peter Bilson
Cllr Alan Bolshaw
Cllr Greg Brackenridge
Cllr Paula Brookfield
Cllr Ian Claymore
Cllr Craig Collingswood
Cllr Susan Constable
Cllr Claire Darke

Cllr Bishan Dass
Cllr Jasbinder Dehar
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Cllr Arun Photay

Cllr Zahid Shah
Cllr Wendy Thompson
Cllr Andrew Wynne
Cllr Jonathan Yardley

Liberal Democrat

Cllr Richard Whitehouse

UKIP

Cllr Malcolm Gwinnett

Employees

Linda Banbury
Ian Fegan
Keith Ireland
Tim Johnson
Kevin O'Keefe
Laura Phillips
Linda Sanders
Mark Taylor

Democratic Support Officer
Head of Communications
Managing Director
Strategic Director - Place
Director of Governance
Business Support Manager
Strategic Director - People
Director of Finance

The proceedings opened with Prayers

Item No. *Title*

1 Apologies for absence

Apologies for absence were submitted on behalf of Councillors Mark Evans, Linda Leach, Judith Rowley, Paul Singh and Jacqueline Sweetman.

2 Declarations of interest

There were no declarations of interest.

3 Minutes of previous meeting

The minutes of the meeting held on 28 January 2015 were approved as a correct record.

4 Communications

The Mayor referred to the recent tragic death of Stewart Mills who acted as Mayor's consort to Councillor Christine Mills on two occasions.

The meeting stood for a minutes silence in his memory.

5 Budget

It was moved by Councillor Lawrence and seconded by Councillor Johnson that

1. The revised medium term General Fund capital programme of £221.2 million, an increase of £1.5 million from the previously approved programme, reflecting the latest projected expenditure for the medium term be approved
2. The projected changes in expenditure for ten existing projects totalling £1.5 million be approved
3. The authorised borrowing limit for 2015/16 as required under Section 3(1) of the Local Government Act 2003 be set at £1,003.5 million
4. The Treasury Management Strategy Statement 2015/16 as set out in appendix A to the report be approved.
5. The Annual Investment Strategy 2015/16 as set out in appendix B to the report be approved .
6. The Prudential and Treasury Management Indicators as set out in appendix C to the report.
7. The Annual Minimum Revenue Provision (MRP) Statement setting out the method used to calculate MRP for 2015/16 onwards as set out in appendix D to the report be approved.

8. The method used to calculate MRP for 2014/15 as set out in the Annual Minimum Revenue Provision (MRP) Statement approved by Council on 17 December 2014 be amended to the method as set out in appendix D to the report be approved .
9. The Treasury Management Policy Statement and Treasury Management Practices as set out in appendix F to the report be approved .
10. That authority continues to be delegated to the Director of Finance to amend the Treasury Management Policy and Practices and any corresponding changes required to the Treasury Management Strategy, the Prudential and Treasury Management Indicators, the Investment Strategy and the Annual MRP Statement to ensure they remain aligned. Any amendments will be reported to the Cabinet Member for Resources and Cabinet (Resources) Panel as appropriate.
11. The net budget requirement for 2015/16 of £224.9 million for General Fund services.
12. The Medium Term Financial Strategy 2015/16 to 2018/19 as detailed in Table 6 of the report be approved.
13. A Council Tax for Council services in 2015/16 of £1,369.64 for a Band D property, being an increase of 1.99% on 2014/15 levels be approved.
- 14 That £20 million of additional savings for 2016/17 should be identified and reported to Cabinet in June 2015, in order to demonstrate that a balanced budget can be achieved in 2016/17.
- 15 That it be noted that the Council Tax base for the year 2015/16 is calculated at £59,103.95 (Item T in the formula in Section 31B of the Local Government Finance Act 1992, as amended (the "Act"), as reported to Cabinet on 14 January 2015.
- 16 That the Council Tax requirement for the Council's own purposes for 2015/16 is £80,951,000.
- 17 That the following amounts be calculated for the year 2015/16 in accordance with Sections 30 to 36 of the Local Government Finance Act 1992 as amended:
 - (a) £697,783,000 being the aggregate of the amounts which the Council estimates for the items set out in Section 31A(2) of the Act.
 - (b) £616,832,000 being the aggregate of the amounts which the Council estimates for the items set out in Section 31A(3) of the Act.

- (c) £80,951,000 being the amount by which the aggregate at 3(a) above exceeds the aggregate at 3(b) above, calculated by the Council in accordance with Section 31A(4) of the Act as its Council Tax requirement for the year. (Item R in the formula in Section 31B of the Act).
- (d) £1,369.64 being the amount at 3(c) above (Item R), all divided by Item T (section 1 above), calculated by the Council, in accordance with Section 31B of the Act, as the basic amount of its Council Tax for the year (including Parish precepts).
- (e) £0 being the aggregate amount of all special items (Parish precepts) referred to in Section 34(1) of the Act.
- (f) £1,369.64 being the amount at 3(d) above less the result given by dividing the amount at 3(e) above by Item T (1(a) above), calculated by the Council, in accordance with Section 34(2) of the Act, as the basic amount of its Council Tax for the year for dwellings in those parts of its area to which no Parish precept relates.

18. To note that West Midlands Police and Fire Authorities have issued precepts to the Council in accordance with Section 40 of the Local Government Finance Act 1992 for each category of dwellings in the Council's area as indicated in the table below.

Precepting Authority	Valuation Bands							
	A	B	C	D	E	F	G	H
	£	£	£	£	£	£	£	£
West Midlands Fire Authority	36.62	42.73	48.83	54.94	67.14	79.35	91.56	109.87
West Midlands Police	71.03	82.87	94.71	106.55	130.23	153.91	177.58	213.10
Total Precepts	107.65	125.60	143.54	161.49	197.37	233.26	269.14	322.97

19 That the Council, in accordance with Sections 30 to 36 of the Local Government Finance Act 1992, hereby sets the aggregate amounts shown in the tables as the amounts of Council Tax for 2015/16 for each part of its area and for each of the categories of dwellings.

Billing Authority	Valuation Bands							
	A	B	C	D	E	F	G	H
	£	£	£	£	£	£	£	£
Wolverhampton City Council	913.10	1,065.28	1,217.46	1,369.64	1,674.01	1,978.37	2,282.74	2,739.29
Total Billing	913.10	1,065.28	1,217.46	1,369.64	1,674.01	1,978.37	2,282.74	2,739.29

20 That, having calculated the aggregate in each case of the amounts at (3) (f) and (4) above, the City Council, in accordance with Section 30(2) of the Local Government Finance Act 1992, hereby sets the following amounts as the

amounts of the Council Tax for the year 2015/16 for each of the categories of dwellings shown below:

Authority	Valuation Bands							
	A	B	C	D	E	F	G	H
	£	£	£	£	£	£	£	£
Total Precepts	107.65	125.60	143.54	161.49	197.37	233.26	269.14	322.97
Total Billing	913.10	1,065.28	1,217.46	1,369.64	1,674.01	1,978.37	2,282.74	2,739.29
Total Council Tax	1,020.75	1,190.88	1,361.00	1,531.13	1,871.38	2,211.63	2,551.88	3,062.26

21. That a notice of the amounts payable in respect of chargeable dwellings in each valuation band for the year commencing on 1 April 2015 be published in at least one local newspaper and that in accordance with Section 3(2) of the Local Government Finance Act 1992, this notice shall also make reference to the National Non-Domestic Rating Multiplier set by the Secretary of State, and specify that the Council Tax and the non-domestic rate demands are annual demands which cover the full financial year.
22. The Council has determined that its relevant basic amount of Council for 2015/16 is not excessive in accordance with principles approved under Section 52ZB Local Government Finance Act 1992.
23. As the billing authority, the Council has not been notified by a major precepting authority that its relevant basic amount of Council Tax for 2015/16 is excessive and that the billing authority is not required to hold a referendum in accordance with Section 52ZK Local Government Finance Act 1992.
- 24 It be noted that as a result of the revised MRP calculations, the MRP charge for financial years 2014/15 to 2017/18 will be zero increasing to £9.7 million in 2018/19, subject to annual review.
- 25 It be noted that that Cabinet (Resources) Panel and Council will receive regular Treasury Management reports during 2015/16 on performance against the key targets and Prudential and Treasury Management Indicators in the Treasury Management Strategy and Investment Strategy as set out in appendices B and C to the report.
- 26 It be noted that that legal advice has been sought from leading Counsel on the revised MRP policy and the conclusion was that the proposal is a permissible, reasonable and lawful exercise.
- 27 It be noted that that the Director of Finance (Section 151 Officer) considers that this revised approach to MRP is prudent and therefore complies with the Council's statutory duties in respect of MRP.

- 28 It be noted that that the Council's external auditor has referred the revised MRP policy to the Audit Commission's Technical Team for an opinion and at the time of writing this report a response is awaited.
- 29 It be noted that that recasting the projected budget challenge to include pressures that we have become aware of during the last year has resulted in the budget challenge increasing from £123 million to £134 million over the period 2014/15 to 2018/19. The increase is largely due to the rising costs of Looked After Children, pay and pension costs, and continuing Government grant cuts. However, savings totalling £87.8 million have been identified during the 2014/15 and 2015/16 budget setting processes, therefore the remaining projected budget challenge stands at £46.3 million up to 2018/19.
- 30 It be noted that that the budget for 2015/16 is in balance without the use of general reserves.
- 31 It be noted that that all other aspects of the draft 2015/16 Budget and Medium Term Financial Strategy, previously approved by Cabinet on 22 October 2014, 14 January 2015 and 4 February 2015, remain unchanged.
- 32 It be noted that that, in the opinion of the Director of Finance (Section 151 Officer); the 2015/16 budget estimates are robust.
- 33 It be noted that that, in the opinion of the Director of Finance (Section 151 Officer), the proposed levels of reserves, provisions and balances is adequate in respect of the forthcoming financial year.
- 34 It be noted that that Leading Counsel's opinion on the revised MRP Policy was that it is lawful and that the Director of Finance considers that the revised approach is prudent. At the time of writing, the Council's external auditor has referred the revised policy to the Audit Commission's Technical Team for an opinion; a response is awaited.
- 35 It be noted that that after taking account of the £20 million savings target for 2016/17, a further £26 million needs to be identified over the period 2017/18 to 2018/19, in order to address the projected budget deficit over the medium term to 2018/19.
- 36 It be noted that that due to the uncertainty surrounding the future of public finances in 2016/17 and beyond, and the existing assumptions concerning the successful delivery of prior year savings amounting to £46 million, the projected additional savings requirement of £46 million over the medium term could change significantly over the coming years as more information becomes available.
- 37 It be noted that that having identified significant savings over the last five financial years, the extent of the financial challenge over the medium term continues to represent the most significant that the council has ever faced.

38 It be noted that that authority to agree a composite employer's contribution rate with the West Midlands Pension Fund was delegated to the Director of Finance (Section 151 Officer) on 4 February 2015.

39 It be noted that that councillors must have due regard to the public sector equality duty (Section 149 of the Equality Act 2010) when making budget decisions.

Upon being put to the meeting, and a division having been demanded and taken voting thereon was as follows

For 44

Councillors

Angus	Darke	McGregor
Bagri	Dass	O'Neill
Banger	Dehar	Page
Bateman (M)	Evans (S)	Potter
Bateman (P)	Evans (V)	Reynolds
Bedi	Gakhal	Rowley (John)
Bilson	Gibson	Samuels
Bolshaw	Hardacre	Siarkiewicz
Brackenridge	Hodgkiss	Simkins
Brookfield (I)	Inston	Singh (T)
Brookfield (P)	Jaspal (J)	Sweet
Claymore	Jaspal (M)	Sweetman
Collingswood	Johnson	Turner
Constable	Lawrence	Waite
	Mattu	Warren

Against 11

Councillors

Findlay	Patten	Whitehouse
Gwinnett	Photay	Wynne
Haynes	Shah	Yardley
Mills	Thompson	

Abstain 1

Councillor

Heap

Resolved:

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- 25 It be noted that that Cabinet (Resources) Panel and Council will receive regular Treasury Management reports during 2015/16 on performance against the key targets and Prudential and Treasury Management Indicators in the Treasury Management Strategy and Investment Strategy as set out in appendices B and C to the report.
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- 31 It be noted that that all other aspects of the draft 2015/16 Budget and Medium Term Financial Strategy, previously approved by Cabinet on 22 October 2014, 14 January 2015 and 4 February 2015, remain unchanged.
- 32 It be noted that that, in the opinion of the Director of Finance (Section 151 Officer); the 2015/16 budget estimates are robust.
- 33 It be noted that that, in the opinion of the Director of Finance (Section 151 Officer), the proposed levels of reserves, provisions and balances is adequate in respect of the forthcoming financial year.
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referred the revised policy to the Audit Commission's Technical Team for an opinion; a response is awaited.

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Meeting of the City Council

1 April 2015

Report title	Senior pay policy statement 2014/15 and 2015/16	
Referring body	Managing Director	
Councillor to present report	Cllr Paul Sweet	
Wards affected	All	
Cabinet Member with lead responsibility	Cllr Paul Sweet Performance and Governance	
Strategic director	Keith Ireland	
Originating service	Human Resources, Transformation	
Contact employee(s)	Charlotte Johns Sarah Bidwell	Head of Transformation HR Policy, Strategy & Equality Manager
	Tel: 554240/ 555022 Email: charlotte.johns@wolverhampton.gov.uk sarah.bidwell@wolverhampton.gov.uk	
Report to be/has been considered by	Strategic Executive Board	2 March 2015

Recommendation(s) for action or decision:

The Council is recommended to:

Approve the Senior Pay Policy Statement for 2014/15 and 2015/16 for immediate publication in line with the Localism Act 2011

SENIOR PAY POLICY STATEMENT 2014/15 and 2015/16

1. Purpose

- 1.1 This report has been compiled to comply with the requirements of section 38 (1) of the Localism Act 2011.

2. Background

- 2.1 Under section 112 of the Local Government Act 1972, the Council has the “power to appoint officers on such reasonable terms and conditions as authority thinks fit”.

- 2.2 Section 38 of The Localism Act 2011 requires that each council prepares an annual senior pay policy statement setting out the following:

- a) The remuneration of its chief officers. In this context a ‘chief officer’ is defined as:

- The head of its paid service designated under section 4(1) of the Local Government and Housing Act 1989;
- Its Monitoring Officer designated under section 5(1) of the act;
- A statutory chief officer mentioned in section 2 (6) of that Act;
- A non-statutory chief officer mentioned in section 2(6) of that Act;
- A deputy chief officer mentioned in section 2(8) of that Act.

- b) The remuneration of its lowest-paid employees, and

- c) The relationship between:

- The remuneration of its chief officers, and
- The remuneration of its employees who are not chief officers.

- 2.3 It should be noted that provisions of the Act do not apply to the staff based in local authority schools.

- 2.4 Additionally the Act requires that the senior pay policy statement must set out the council’s policies relating to:

- a) The level and elements of remuneration for each chief officer covered by the Act
- b) The remuneration of chief officers on recruitment
- c) Increases and additions to remuneration for each chief officer
- d) The use of performance related pay for chief officers
- e) The use of bonuses for chief officers

f) The publication of, and access to, information relating to remuneration of chief officers.

- 2.5 The Localism Act requires that a local authority publish the senior pay policy statement “in such manner as they see fit which must include publication on the authority’s website”. In addition, section 38 (4) requires authorities to set out in their pay policy statements their approach to the publication of and access to information relating to the remuneration of chief officers.
- 2.6 The requirements to publish a senior pay policy statement and details of senior pay have been underpinned by the mandatory requirements in the Local Government Transparency Code 2014. Wolverhampton City Council published the relevant data sets under the transparency code on the Wolverhampton data share site at the beginning of February 2015.
- 2.7 The senior pay policy statement and appendices reflect the senior management restructure which was implemented with effect from 1 January 2015. It sets out the principles of remuneration which have been followed in 2014/15 and will continue into 2015/16. The senior pay scale appendix (appendix 2) sets out the revised senior pay spine following the senior management restructure; all senior pay grades have been subject to Hay evaluation. The senior pay data appendix (appendix 3) covers senior posts in line within the definitions in the guidance and codes during the 2014/15 financial year up to February 2015.
- 2.8 The senior management restructure saw the deletion of the Chief Executive post and a Strategic Director post and the creation of a Managing Director (Head of Paid Service) post which resulted in a saving of £195,000 per annum, and set a minimum savings target from the full restructure of £350,000.
- 2.9 The Senior Pay Policy Statement is set out at appendices 1, 2 and 3. Data on all senior salaries in 2014/15 is also published on the Wolverhampton data share site at <http://data.wolverhampton.gov.uk/View/employees/senior-salaries-wcc>
- 2.10 The pay policy statement will be published on the City Council’s website by 31 March 2015 to accompany the data tables.

3. Financial Implications

- 3.1 All of the payments made under this policy are incorporated into the General Fund Revenue budget with the exception of the two West Midlands Pension Fund posts which are reflected within the West Midlands Pension Fund budget.

[MT/20032015/Z]

4. Legal Implications

- 4.1 The preparation and approval of a senior pay policy statement is a requirement of section 38 of the Localism Act 2011. The Act prescribes information to be included in the statement, its manner of publication and the requirement for the council to act in accordance with its approved Policy Statement.

[RB/23032015/L]

5. Environmental Implications

- 5.1 There are no environmental implications arising from this report.

6. Equalities Implications

- 6.1 This report sets out the policies used to manage senior pay across the Council and the current relationship between the highest and the lowest salary levels. The report highlights that the Council has a pay ratio which is within the Hutton report recommended range.

7.0 Environmental implications

- 7.1 This report has no environmental implications.

8.0 Human resources implications

- 8.1 There are no direct human resources implications arising from this report. Appointments into the senior pay structure are made in line with the Council's constitution and relevant policies and procedures.

9.0 Corporate landlord implications

- 9.1 This report has no corporate landlord implications

10.0 Schedule of background papers

- 10.1 Report to Strategic Executive Board, 2 March 2015, Senior Pay Policy
Report to Council, 5 November 2014, Senior management restructure
Report to Council, 17 September 2014, Senior management restructure

SENIOR PAY POLICY STATEMENT 2014/15 and 2015/16

GENERAL PRINCIPLES

This Policy Statement has been compiled to comply with the requirements of section 38 (1) of the Localism Act 2011.

1. **Salaries on appointment**

Senior management salaries above £100,000 are subject to full Council approval. In 2014/15, the senior management restructure which created the appointment of the role of managing director, deletion of the chief executive role and total senior management savings of £350,000 was approved by Council on 5 November 2014.

2. **Annual Pay Award**

All annual pay awards are set in line with nationally negotiated rates. No national agreement has yet been made about a pay award for JNC for Chief Executive's pay. A nationally agreed pay award has been implemented for senior management roles on NJC terms and on Chief Officer pay scales with effect from January 2015 and will cover the period up to 31 March 2016.

3. **Market forces supplements**

Wolverhampton City Council has a policy to offer market forces supplements in instances where the substantive grade of the post is insufficient to attract or retain post holders in skill shortage areas, based on evidence of recruitment and retention difficulties. Market forces supplements are awarded for a defined period and subject to regular review. No senior management posts are currently in receipt of a market forces supplement.

4. **'Earn Back,' bonus and performance related pay**

Local authorities have been asked to consider Lord Hutton's recommendation (Final Report of the Independent Review into Fair Pay in the Public Sector, March 2011) that senior staff could have an element of their basic pay 'at risk' to be earned back each year through meeting pre-agreed objectives. Wolverhampton City Council has not implemented this and has no plans to introduce this approach during 2015/16.

None of the posts featured in this report are eligible for bonus or performance related pay. However, there is no automatic incremental progression within senior management grades. Movement within grade is dependent on performance and will be considered by the Managing Director based on achievement of the individual objectives set in the individual work programme, overall performance and effectiveness.

5. Cessation of Employment

If made redundant, post holders covered by this policy will be compensated in the same way as other Council employees and within the confines of the Council's approved redundancy scheme. The extent of any payment will depend on the individual's age, length of service and whether the redundancy is voluntary or compulsory. The Council retains provision to make additional payments, or payments for some reason other than redundancy, but any payments require the prior approval of Cabinet and are reported in the annual accounts of the Council.

6. Re-engagement of senior employees in receipt of a local government pension

Wolverhampton City Council recognises that the re-employment of retired local government officers is likely to be perceived negatively and bring into question the use of retirement packages in the public sector. The Council's Voluntary Redundancy Scheme makes clear that employees, regardless of salary level, should not seek re-employment into council roles for 12 months after accepting early retirement/ voluntary redundancy. Appointment of ex-employees as either agency staff or consultants is also prohibited if the arrangement could have been foreseen at the time of retirement. The Council is, however, not averse to appointing senior staff who have retired from other public sector employers. This is because Wolverhampton City Council has no control over the decision-making of other employers and could potentially benefit from the skills and experience of the individual concerned.

7. Payments made in recognition of election responsibilities

In accordance with regulations, at times of election the council appoints an acting returning officer, by convention the head of paid service, whose fee for overseeing the election process is paid by central government. The fee is set nationally and will apply to the general election in 2015. Fees for the then Strategic Director of Delivery who acted as Returning Officer for 2014's European election have been approved (£8,305); fees for the by-election for the West Midlands Police and Crime Commissioner have not yet been approved by the Home Office.

8. Pension Contributions and other elements of remuneration

Employer pension contributions have been included in the pay data included in this policy; this is in line with the definitions of remuneration in the Local Government Transparency Code 2014. The employer contribution rate for 2014/15 is 20.4%.

9. Interim Strategic Director for People

At the Cabinet meeting on 12 November 2014, approval was given to appoint an interim Strategic Director for People until such times as a permanent appointment is made by a

Special Appointments Committee of the Council. An interim appointment has been made with effect from January 2015 by a Special Appointments Committee.

10. Pay comparison between the highest and the lowest paid

When publishing his interim report on fair pay in the public sector, Lord Hutton said:

“There is a strong case for public sector organisations having to comply with, or explain why they do not comply with, a maximum pay multiple, such as 20:1. This would demonstrate fairness by reassuring public opinion, address a problem of collective action across remuneration committees, and benefit organisations’ productivity“

“The public sector walks a fine line. It must create value for citizens by attracting and retaining talented individuals – otherwise it will become a second class sector of the economy. But equally it has to be vigilant about ensuring value for money”

- . In setting the requirement that the policy statement includes a comparison between the highest and the lowest paid, the Act gives no definition of ‘lowest paid’ and specifies that authorities should set their own and explain why it has been chosen.
- . The highest paid role is that of Managing Director; it should be noted that although appointed in Autumn 2014, the Managing Director voluntarily did not take the salary for the role until January 2015 and continued to receive the salary of a strategic director up to that point.

For the purposes of this policy statement, and the identification of the lowest paid role, full-time jobs performed all year round have been taken into account with the exclusion of posts that include an on-going training requirement, such as an apprenticeship.

This definition results in Box Office Assistant being identified as the lowest paid role. The grade for this role is grade 1 local pay point 1 (annual full time equivalent salary £14,854) on the Wolverhampton local pay scale which was implemented as part of the Single Status collective agreement at 1 April 2013. The comparison between pay is set out below:

Job Title	Gross Annual Payment	Multiplier
Managing Director	£ 140,000	9.4 : 1
Box Office Assistant	£ 14,854	

The Council’s multiplier of 9.4 falls well below Lord Hutton’s public sector threshold, is lower than similar-sized local authorities and is substantially below private sector equivalents.

11. Publication

The Senior Pay Policy Statement 2014/15 and 2015/16 will be published on the City Council's website, alongside the data published under the Local Government Transparency code, at <http://www.wolverhampton.gov.uk/article/1889/Corporate>

APPENDIX 2

SENIOR MANAGEMENT PAY SCALES

DESCRIPTION	HAY GRADE	SCP	SALARY
LEAD PROFESSIONAL	GR12	62	£65,025
	GR12	63	£67,383
	GR12	64	£69,741
	GR12	65	£72,100
	GR12	66	£74,460

DESCRIPTION	HAY GRADE	SCP	SALARY
SERVICE DIRECTOR	GR13	67	£80,070
	GR13	68	£83,531
	GR13	69	£86,993
	GR13	69A	£88,446
	GR13	70	£91,317
	GR13	71	£96,390

DESCRIPTION	HAY GRADE	SCP	SALARY
DIRECTOR	GR14	72	£100,000
	GR14	73	£103,350
	GR14	74	£106,700
	GR14	75	£110,000

DESCRIPTION	HAY GRADE	SCP	SALARY
STRATEGIC DIRECTOR	GR15	76	£123,757
	GR15	77	£126,857
	GR15	78	£130,000
	GR15	79	£131,818
	GR15	80	£133,500

DESCRIPTION	HAY GRADE	SCP	SALARY
MANAGING DIRECTOR	GR16	81	£140,000
	GR16	82	£142,500
	GR16	83	£145,000

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APPENDIX 2 STATEMENT OF SENIOR PAY 2014/2015
Current

Position	Directorate	Employment status	Annual FTE Salary	Pay Ceiling	Employer's Pension Contribution	Left role
Managing Director	Corporate	Employee	£ 140,000.00	£ 145,000.00	£ 22,100.00	
Strategic Director, People	People	Interim	£ 130,000.00	£ 133,500.00		
Strategic Director, Pensions	West Midlands Pension Fund	Employee	£ 130,000.00	£ 133,500.00	£ 20,884.50	
Strategic Director, Place	Place	Employee	£ 130,000.00	£ 133,500.00	£ 22,100.00	
Director of Education	Education	Employee	£ 103,350.00	£ 110,000.00	£ -	
Director of Governance	Corporate	Employee	£ 103,350.00	£ 110,000.00	£ -	
Director of Finance	Corporate	Employee	£ 100,000.00	£ 110,000.00	£ 14,498.80	
Service Director, Public Health and Well Being	People	Employee	£ 89,640.00	£ 98,453.00	£ 10,458.00	
Service Director, Older People	People	Employee	£ 91,317.00	£ 96,390.00	£ 15,219.40	
Service Director, City Assets	Place	Employee	£ 91,317.00	£ 96,390.00	£ 15,219.40	
Service Director, City Economy	Place	Employee	£ 88,446.00	£ 96,390.00	£ 14,741.00	
Service Director, City Environment	Place	Interim	£ 80,070.00	£ 96,390.00		
Service Director, Disability and Mental Health	People	Employee	£ 88,446.00	£ 96,390.00	£ 14,741.00	
Service Director, Children and Young People	People	Employee	£ 86,993.00	£ 96,390.00	£ 14,678.68	
Assistant Director, Pensions	West Midlands Pension Fund	Employee	£ 86,993.00	£ 96,390.00	£ 14,498.80	
Strategic Director, West Midlands Transport	Corporate	Employee	£ 83,862.00	£ 89,562.00	£ 14,256.50	

Leavers

Position	Directorate	Employment status	Annual FTE Salary	Pay Ceiling	Employer's Pension Contribution	Left role
Chief Executive	OCE	Left	£ 158,124.00		£ 26,881.10	30/09/2014
Strategic Director, People	People	Left	£ 131,818.00	£ 133,500.00	£ 22,409.10	18/01/2015
Assistant Director, Business Change	Delivery	Left	£ 94,500.00	£ 94,500.00	£ 16,065.00	30/11/2014
Assistant Director, Children and Family Support	Communities	Left	£ 89,526.00	£ 94,500.00	£ 2,536.57	30/04/2014
Assistant Director, Public Realm	Delivery	Left	£ 86,712.00	£ 94,500.00	£ 14,741.00	31/12/2014
Chief Legal Officer	Delivery	Left (Interim)	£ 63,750.00	£ 73,000.00	£ -	31/05/2014
Chief Human Resources Officer	Delivery	Left	£ 63,750.00	£ 73,000.00	£ 11,230.50	31/12/2014

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Meeting of the City Council

1 April 2015

Report title	Wolverhampton Homes Annual Delivery Plan 2015-16	
Referring body	Cabinet – 11 March 2015	
Councillor to present report	Cllr Peter Bilson Economic Regeneration and Prosperity	
Wards affected	All	
Cabinet member with lead responsibility	Cllr Peter Bilson Economic Regeneration and Prosperity	
Accountable director	Nick Edwards, City Assets	
Originating service	Governance	
Accountable employee(s)	Dereck Francis Tel Email	Democratic Support Officer 01902 554841 dereck.francis@wolverhampton.gov.uk
Report to be/has been considered by	Cabinet	11 March 2015

Recommendation(s) for action or decision:

The Council is recommended to:

Approve the Wolverhampton Homes Annual Delivery Plan 2015-16.

1.0 Purpose

- 1.1 The purpose of this report is to consider a recommendation from Cabinet on 11 March 2015. 'that Full Council adopts the Wolverhampton Homes Annual Delivery Plan 2015-16'. A copy of the Annual Delivery Plan can be accessed online on the Council's website by following the link:

<http://wolverhampton.moderngov.co.uk/ieListDocuments.aspx?CId=130&MId=202&Ver=4>

Hard copies of the Annual Delivery Plan have also been placed in the Members' Room area.

2.0 Background

- 2.1 Under the terms of the management agreement between the Council and Wolverhampton Homes, the latter has to produce an Annual Delivery Plan. The plan as developed in consultation with the Council sets out:
- How Wolverhampton Homes will manage and maintain council owned properties for the financial year 2015-16.
 - The revenue, capital and staffing resources available to deliver the above services.
 - Wolverhampton Homes' contribution to meeting the wider strategic objectives of the Council and the Local Strategic Partnership.
- 2.2 The management agreement also requires that the final version of the Annual Delivery Plan is considered and endorsed by the Delivery Plan Monitoring Group. This group is chaired by the Cabinet Member for Economic Regeneration and Prosperity and its membership drawn from senior employees and Board members of Wolverhampton Homes and the Council, together with representatives of the Wolverhampton Federation of Tenants Associations.
- 2.3 The Delivery Plan Monitoring Group receives quarterly reports from Wolverhampton Homes on the progress against the Annual Delivery Plan, enabling the group to monitor the outcomes against the activities detailed in the Action Plan (Appendix 2 of Delivery Plan) and the Key Performance Targets detailed (Appendix 3 of the Delivery Plan).
- 2.4 Wolverhampton Homes progress towards achieving performance indicator targets (Appendix 3 of the Delivery Plan) are also monitored monthly or quarterly, as appropriate, at joint performance monitoring meetings between Council employees and officers from Wolverhampton Homes.

3.0 Annual Delivery Plan 2015-16

- 3.1 The contents of the Annual Delivery Plan 2015-16 have been negotiated between Wolverhampton Homes and Council employees over the past three months. The Council's input was led by the Housing Strategy and Development Team and Finance.

- 3.2 At the meeting of the Delivery Plan Monitoring Group on 12 February 2015 the group endorsed the Annual Delivery Plan recommending it to the Council and the Board of Wolverhampton Homes for their acceptance. The Annual Delivery Plan must be accepted by both organisations before the end of March 2015 to allow implementation on 1 April 2015.
- 3.3 The Annual Delivery Plan sets out how Wolverhampton Homes proposes to deliver services and support the strategic objectives of the Council.
- The Financial Plan section details the allowances and other income within which expenditure on the delivery of the Plan must be achieved and contained.
 - The Human Resource section sets out the on-going need for Wolverhampton Homes to continue to realign resources to address Welfare Reform challenges, in particular the potential roll out of Universal Credit and the specific need to focus on income recovery as a result.
- 3.4 Appendix 1 of the Annual Delivery Plan shows the Performance Review Arrangements which are reviewed annually as part of the Delivery Plan negotiations.
- 3.5 The Priorities Action Plan Appendix 2 details how the aims and objectives of the delivery plan will be achieved.
- 3.6 The Delivery Plan contains the performance indicator targets agreed between the Council and Wolverhampton Homes for 2015-16 in Appendix 3.
- 3.7 The ongoing development of the City housing offer, which is subject to a separate report on this agenda, will also include consideration of how plans such as this can continue to contribute to improving housing across the City.

4.0 Financial implications

- 4.1 The financial implications of the Annual Delivery Plan 2015-16 are set out on pages 12 to 15 of the plan. The Annual Delivery Plan is consistent with the approved Housing Revenue Account (HRA) Business Plan.
[CF/20022015/K]

5.0 Legal implications

- 5.1 The Annual Delivery Plan forms part of the contractual management agreement between Wolverhampton City Council and Wolverhampton Homes.
[RB/02032015/A]

6.0 Equalities implications

- 6.1 This report has equality implications in that the delivery of services via the Wolverhampton Homes Delivery Plan will provide housing management services and improvements for residents living in the social housing stock in the City, many of which are situated within the priority areas.

7.0 Environmental implications

- 7.1 There are no direct environmental implications from this report, however, the delivery of the Decent Homes programme and other estate and property based programmes will contribute to the improvement of living conditions, enhance the visual appearance of neighbourhoods and investment in the housing stock will contribute towards reducing carbon emissions.

8.0 Human resources implications

- 8.1 There are no direct human resources implications emanating from the Annual Delivery Plan for the Council. The monitoring of the plan will be carried out by Housing Services within current staffing resources. Section 4 of the annual Delivery Plan sets out in detail the human resources implications and the need for organisational change within Wolverhampton Homes in 2015-16.

9.0 Corporate landlord implications

- 9.1 This report deals exclusively with the Council's housing stock and therefore has no direct Corporate Landlord implications.

10.0 Schedule of background papers

- 10.1 Wolverhampton Homes Annual Delivery Plan 2015 -16



Meeting of the City Council

1 April 2015

Report title	Changes to the Constitution	
Referring body	Standards Committee, 27 March 2015	
Councillor to present report	Cllr Ian Brookfield	
Wards affected	n/a	
Cabinet Member with lead responsibility	n/a	
Strategic director	Kevin O'Keefe – Director of Governance	
Originating service	Democracy	
Contact employee(s)	Linda Banbury	Democratic Services Officer 01902 555040 linda.banbury@wolverhampton.gov.uk
Report to be/has been considered by	Special Advisory Group	10 December 2014 18 March 2015 27 March 2015
	Standards Committee	

Recommendation(s) for action or decision:

The Council is recommended:

1. To make amendments to job titles and responsibilities to reflect the Council's recent senior management restructuring, particularly:
 - a) to remove references to the role of Chief Executive, replacing it with 'Head of Paid Service';
 - b) to remove references to the role of Strategic Director – Education and Enterprise, replacing it with 'Strategic Director for Place';
 - c) to remove references to the role of Strategic Director – Community, replacing it with 'Strategic Director for People';
 - d) to remove references to the role of Assistant Director (Finance), replacing it with 'Director of Finance';

- e) to remove references to the role of Chief Legal Officer, replacing it with 'Director of Governance'; and
 - f) to amend the section on management structure to reflect revised arrangements.
2. To amend the budget and policy framework documents listed in the glossary.
 3. To remove the requirement for Standards Committee to consider proposed changes to the Constitution.
 4. To remove the requirement for the Monitoring Officer to make paper copies of the Constitution available, other than at the Civic Centre or in response to specific requests.
 5. To include a delegation to the Leader of the Council to approve permanent changes to the membership of Scrutiny Panels and other committees part way through a municipal year, subject to consultation with relevant group leaders.
 6. To include the following within the portfolio of the Cabinet Member for Governance and Performance:
 - To work with the Returning Officer/Electoral Registration Officer to oversee the Council's Electoral Services functions, including electoral registration and co-ordination of elections.*
 7. To delete from the Cabinet (Resources) Panel's delegations, responsibility to agree bids for external funding.
 8. To include a delegation to the Head of Paid Service to appoint a Deputy Electoral Registration Officer.
 9. To include a delegation to the Strategic Director for People to accept guardianship applications under the Mental Health Act 1983.
 10. To amplify the delegation to the Strategic Director for Place in respect of planning enforcement, including additional wording 'including in relation to listed building and conservation areas, advertisement control including discontinuance notices, and serving Section 215 notices.
 11. To include within the delegations to the Strategic Director for Place, the power to enter into agreements under Section 111 of the Local Government Act 1972.
 12. To include a summary of the indemnity provided to employees in the event of a claim being made against them arising from their work on behalf of the Council.
 13. To include a delegation to the Monitoring Officer to amend the Constitution to reflect changes in the Council's senior management structure.
 14. To include the appointment of the Electoral Registration Officer and Returning Officer as one of the functions reserved to the Council.
 15. To delete F14 (delegations to the Strategic Director for Place), which requires planning applications that need a Section 106 agreement to be reported to Planning Committee.
 16. To amend the existing delegation (E49) to the Strategic Director for Place in respect of fleet management arrangements to read as follows:
 - 'The operational and business management of the Council's functions relating to fleet management and *leasing*, vehicle compliance, vehicle maintenance and passenger transport services, including setting, recovering and rebating charges as appropriate.'*
 17. To change the Proper Officer for the purposes of appointment and/or dismissal of senior employees to be the Director of Governance.
 18. To include a delegation in the Constitution to the Strategic Director for Place 'to agree capital expenditure and operational decisions regarding investment in the Council's housing stock, in consultation with the Asset Management Group'.

19. To amend references to the 'Procurement Code' to read 'Contract Procedure Rules'.
20. To amend the Financial Procedure Rules to confirm that all expenses must be accompanied by a receipt.

1.0 Purpose

1.1 This report seeks the endorsement of a number of changes to the Constitution.

2.0 Background

2.1 As part of the iterative approach to maintaining the Constitution, the Constitution Review Group has highlighted a number of changes that need to be made. Some of these are in relation to operational changes within the Council's structures, others reflect changes in regulations and guidance, whilst others simply reflect refinements borne out of experience.

2.2 The Standards Committee will meet on 27 March 2015 and the outcome of the meeting will be reported to Council.

3.0 Financial implications

3.1 There are recommendations that refer to financial procedures, but no additional costs or savings arise from the proposed changes.
[GE/20102014/C]

4.0 Legal implications

4.1 The Council is required, under Section 37 of the Local Government Act 2000, to prepare and publish a Constitution which contains its standing orders relating to decision making, finance and contracts. The Council is also required to keep its Constitution updated.
[RB/10032015/W]

5.0 Equalities implications

5.1 There are no equalities implications arising from the recommendations contained in this report.

6.0 Environmental implications

6.1 There are no environmental implications arising from the recommendations contained in this report.

7.0 Human resources implications

7.1 There are no human resources implications arising from the recommendations contained in this report.

8.0 Corporate landlord implications

8.1 There are no corporate landlord implications arising from the recommendations contained in this report.

9.0 Schedule of background papers

9.1 Reports to Standards Committee – 27 March 2015

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Meeting of the City Council

1 April 2015

Report title	Licensing Act 2003 – Review of Statement of Licensing Policy	
Referring body	Licensing Committee 25 March 2015	
Councillor to present report	Cllr Bishan Dass	
Wards affected	All	
Cabinet Member with lead responsibility	Councillor John Reynolds City Services	
Accountable director	Tim Johnson, Place	
Originating service	Licensing Services	
Accountable employee(s)	Linda Banbury Tel Email	Democratic Support Officer 01902 555040 linda.banbury@wolverhampton.gov.uk
Report to be/has been considered by	Licensing Forum PACT meetings	29 January 2015 December to February 2015

Recommendation(s) for action or decision:

The Council is recommended to:

Approve the Statement of Licensing Policy for implementation with effect from 3 April 2015.

1.0 Purpose

- 1.1 The approve the revised Statement of Licensing Policy for implementation.

2.0 Background

- 2.1 Section 5 of the Licensing Act 2003 requires that all licensing authorities prepare and publish a Statement of Licensing Policy which they propose to apply in exercising their functions under the Act every five years; as amended by the Police Reform Act published in April 2012.
- 2.2 The Council's current Statement of Licensing Policy came into force on 7 January 2011.
- 2.3 In accordance with legislation, and guidance issued by the Secretary of State under Section 182 of the Act, the Licensing Authority is now required to determine its Policy for a further five years and publish a statement of that policy. In accordance with the statutory time requirement, the revised policy for Wolverhampton City Council must be in force with effect from 7 January 2016.
- 2.4 Once published the Statement of Licensing Policy shall (subject to any further reviews and consultation) be in force for a further period of five years. However the document can be revised before this time as the policy is a live document which is subject to continuous review to meet the changing needs of the community, business circumstances and legislation.
- 2.5 Before determining its policy for a further five year period the Council are required to consult on the matter.
- 2.6 The Licensing Committee will meet on 25 March 2015 and the outcome of that meeting will be reported to Council.

3.0 Revisions to the Cumulative Impact Policy

- 3.1 The effect of the Cumulative Impact Policy is to create a rebuttable presumption that applications in respect of the sale or supply of alcohol and/or Late Night Refreshment for new Premises Licences, Club Premises Certificates or Provisional Statements and applications for variations of existing Premises Licences, Club Premises Certificates (where the modifications are relevant to the issue of cumulative impact for example increases in hours or capacity) where the premises are situated in the Cumulative Impact Zone will be refused. To rebut this presumption the applicant would be expected to show through the operating schedule and where appropriate with supporting evidence that the operation of the premises will not add to the cumulative impact already being experienced. This policy does not act as an absolute prohibition on granting new licences in the City.
- 3.2 The first revision is to extend the area of the current Cumulative Impact Policy for the city centre. Additionally there are four areas identified with West Midlands Police, that would greatly benefit from being designated Cumulative Impact Zones. These are as follows:

- Extend the area of the current area for the City Centre
- Avion Centre (off licences only)
- Dudley Road (off licences only)
- Bilston Town Centre (on and off licences)
- Wednesfield Town Centre (on and off licences)

4.0 Consultation Process

4.1 The Licensing Committee requested that Licensing Services commence a statutory twelve week consultation on the draft of the Council's Statement of Licensing Policy.

4.2 The consultation commenced on 1 December 2014 and continued until 28 February 2015. The consultation followed best practice and sought views from a wide range of stakeholders including:

- PACT Groups in all areas effected
- Pubwatch groups in all areas effected
- Responsible Authorities
- The Councils website
- The Wolverhampton Licensing Forum
- All persons named in Section 5(3) of the Licensing Act

A total of nine responses were received, in addition to comments made at local Partners and Communities Together (PACT) meetings across the city and a summary of these responses may be found at this link:

<http://wolverhampton.moderngov.co.uk/ieListDocuments.aspx?CId=153&MId=4131&Ver=4>

4.3 Full copies of the responses to the consultation are available in the members library, in the Councillors area on the 3rd Floor.

4.4 Concerns were expressed at the Licensing Forum, that the area south of the Black Country route only had one licensed premises and as such a Cumulative Impact Zone would not be the appropriate tool to tackle problems in this area.

4.5 The Licensing Authority proposes to restrict the use of sky lanterns at licensed premises under the Public Safety licensing objective where appropriate by conditioning Premises Licences

5.0 Financial implications

5.1 The Licensing Authority is required to act in accordance with the:

- provisions of the Licensing Act 2003,
- statutory guidance issued by the Secretary of State, and
- Council's Statement of Licensing Policy, in its determination of applications

- 5.2 Section 5 of the Licensing Act 2003 provides that a Licensing Authority must, every 5 years, determine and publish a statement of licensing policy.
- 5.3 The integrity of the Statement of Licensing Policy has the potential to directly impact upon the Council's determination of applications under the Act and as such decisions made could be the subject of judicial review or appeal.
- 5.4 The Licensing Authority in determining applications and taking enforcement action pursuant to the Licensing Act 2003 will also have regard to the provisions of the Human Rights Act. [SH/13032015/Q]

6.0 Legal implications

- 6.1 The costs associated with the preparation and publication of the Statement of Licensing Policy will be met from the approved Licensing budgetary. There are no other financial implications arising from this report. [TK/13032015/S]

7.0 Equalities implications

- 7.1 To support these policies the CVouncil will consult with a wide range of residents and businesses as part of an Equalitiesd Assessment.

8.0 Schedule of background papers

- 8.1 Previous reports on the revision of the Statement of Licensing Policy to Licensing Committee and full Council.



Meeting of the City Council

1 April 2015

Report title	Appointment of an Assistant Director – Actuarial and Pensions	
Referring body	Special Appointments Committee,	
Councillor to present report	Cllr Roger Lawrence Leader of the Council	
Wards affected	N/A	
Cabinet Member with lead responsibility	Cllr Roger Lawrence Leader of the Council	
Strategic director	Geik Drever, Strategic Director - Pensions	
Originating service	West Midlands Pension Fund	
Contact employee(s)	Geik Drever Tel Email	Strategic Director, Pensions 01902 552020 Geik.drever@wolverhampton.gov.uk
Report to be/has been considered by	N/A	

Recommendation(s) for action or decision:

The Council is recommended to:

1. Approve the recommendation of a Special Appointments Committee that Rachel Brothwood be appointed as Assistant Director – Actuarial & Pensions on the council's senior management terms and conditions.

1.0 Purpose

1.1 To seek approval for the appointment of an Assistant Director – Actuarial & Pensions.

2.0 Background

2.1 On 5 March, a Special Appointment Committee was convened to interview for the post of Assistant Director – Actuarial & Pensions. The committee's recommendation was to appoint Rachel Brothwood.

3.0 Financial implications

3.1 The full-year cost of this post, including on-costs, is £106,000, and will be charged to West Midlands Pension Fund. It is included in the Fund's annual operating budget for 2015/16.

[DK/19032015/S]

4.0 Legal implications

4.1 The employee appointment is made in accordance with the Councils policies and procedures, the Constitution and prevailing legislation.

[Legal Code: TS/19032015/D]

5.0 Equalities implications

5.1 The post referenced in this report has been evaluated against the Councils pay and grading scheme, ensuring that the Councils meets its equality obligations in terms of pay and conditions.

6.0 Environmental implications

6.1 There are no environmental implications as a result of these proposals

7.0 Human resources implications

7.1 The appointment has been made in accordance with HR policies and procedures..

8.0 Schedule of background papers

8.1 Pensions Committee, 10 December 2014
Special Appointment Committee, 5 March 2015



Meeting of the City Council

1 April 2015

Report title	Executive Business	
Referring body	Cabinet – 11 March 2015	
Councillor to present report	Cllr Phil Page School, Skills and Learning Cllr Peter Bilson Cabinet Member for Economic Regeneration and Prosperity	
Wards affected	All	
Cabinet members with lead responsibility	Cllr Phil Page School, Skills and Learning Cllr Peter Bilson Cabinet Member for Economic Regeneration and Prosperity	
Accountable director(s)	Keren Jones City Economy	Nick Edwards City Assets
Originating service	Governance	
Accountable employee(s)	Dereck Francis Tel Email	Democratic Support Officer 01902 (55)5835 dereck.francis@wolverhampton.gov.uk
Report to be/has been considered by	Cabinet	11 March 2015

Recommendation(s) for action or decision:

The Council is recommended to:

Receive the summary of executive business and for Cabinet Members to answer any questions thereon.

**Executive business including
Policy development/operational issues**

Cllr Phil Page

Cabinet Member for Schools, Skills and Learning

• **Adult Education Service self-assessment report 2013-14 and development plan 2014-15**

- The Adult Education Service recent underwent a self-assessment that was conducted using Ofsted's (Office for Standards in Education, Children's Services and Skills) Common Inspection Framework as the national standard for learning and skills.
- Overall the service has been assessed as outstanding. A summary of the overall grades, with grade 1 being outstanding, grade 2 good were as follows:

Overall Effectiveness	1
Outcomes for Learners	1
Quality of Teaching, Learning and Assessment	2
Effectiveness of Leadership and Management	1

- Cabinet approved a development plan for 2014/15 which set out main sets out the main actions to bring about continuous improvement within the Service

Cllr Peter Bilson

Cabinet Member for Economic Regeneration and Prosperity

• **Improvement of the city housing offer**

- The housing offer in the city comprises many facets which, brought together provide the range of housing options on offer to support people and households who reside or wish to reside in the city to have their housing requirements fulfilled. The key outcomes include:
 - delivering housing options via a wide range of housing types and tenure (social/council/affordable rent, private rent, owner occupation, shared ownership)
 - Building of market and aspirational housing to support the growing economy and regeneration agendas.
 - supporting people considered as vulnerable households
- Building on the progress made to date on the numerous challenges to deliver against the above key outcomes, Cabinet:
 - a. Approved a proposed framework, including governance arrangements, for a programme of activity to improve the city housing offer.
 - b. Approved proposals regarding the future management of the Housing Revenue Account (HRA) and review of the HRA Business Plan and Asset Management Plan.
 - c. Agreed to pursue the investigation of other public sector housing delivery models.
 - d. Endorsed the intention to review existing employee delivery arrangements and go live with new structure from September

- **Wolverhampton Interchange progress update and delivery strategy of the city**
 - Cabinet received an update report on the Wolverhampton Interchange project. Wolverhampton Interchange is identified as a project of strategic importance in the Strategic Economic Plan for the city and wider Black Country. It will deliver a multi-modal transport hub comprising a new train station, multi-storey car park extension and an extended tram connecting to the railway station through a new stop at the bus station. It will deliver 30,000 sq.m of office, retail and leisure floor space, £80m of private sector funding and 2000 jobs.
 - In order further delivery of the project Cabinet has:
 - a. Approved a strategy to bring forward the delivery of the Wolverhampton Interchange Project and the influencing strategy to secure the wider project delivery
 - b. Agreed to the Wolverhampton City Council (WCC) receiving grant funding of £4.5 million Local Growth Fund (LGF) monies and £9 million Local Transport Board (LTB) funding entering into a funding agreement with Walsall Council as accountable body for the Black Country Local Enterprise Partnership
 - c. Agreed to include £17.5 million within the Council's capital programme for Interchange Phase Two funded as per the funding and expenditure profiler.
 - d. Approved the principle of WCC acting as accountable body for the Wolverhampton Interchange Project drawing down the external funding from LGF and LTB and delegated authority to the Cabinet Members for Economic Regeneration and Prosperity and Resources in consultation with the Strategic Director, Place and Director of Finance to enter into sub-agreements with Centro and Neptune
 - e. Agreed in principle that WCC land at Interchange, as detailed on Appendix A to the report, can contribute to the project and delegated authority to the Cabinet Members for Economic Regeneration and Prosperity and Resources in consultation with the Strategic Director, Place and Director of Finance for the execution of the appropriate land transactions
 - f. Approved the principle of receiving Homes and Communities Agency investment into i10 and delegated authority to the Cabinet Members for Economic Regeneration and Prosperity and Resources in consultation with the Strategic Director, Place and Director of Finance to agree the principles of the investment and execute the necessary legal agreements
 - g. Agreed the continuing support of the project team in influencing partners, stakeholders, funders and decision makers to assist in the delivery of Wolverhampton Interchange.

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