

Public Document Pack



TRAFFORD COUNCIL

Tuesday, 7 March 2023

Trafford Town Hall
Talbot Road
Stretford
M32 0TH

Dear Councillor,

Your attendance is requested at a meeting of the Council of the Borough of Trafford on **WEDNESDAY, 15 MARCH 2023, at 7.00 P.M.** in the **COUNCIL CHAMBER, TRAFFORD TOWN HALL, TALBOT ROAD, STRETFORD**, for the transaction of the business set out below:

NOTE: Prior to the Council meeting the following Briefings will be held:

(i) **Trafford College** (Council Chamber 5.30 p.m. - 6.30 p.m.)

All Members of the Council are invited to attend to hear from James Scott, Principal and CEO of Trafford College Group.

(ii) **Care Leavers as a Protected Characteristic** (Committee Rooms 2 and 3 6.30 p.m.-6.55 p.m.)

This is an opportunity for all Members of the Council to meet with our care experienced young people and to discuss the proposed motion of making care experience a protected characteristic and what it means for them.

	Pages
1. Minutes	
To approve as a correct record the Minutes of the Meeting of the Council held on 15 February 2023, for signature by the Mayor as Chair of the Council.	1 - 10
2. Announcements	
To receive any announcements from the Mayor, Leader of the Council, Members of the Executive, Chairs of Scrutiny Committees and the Head of Paid Service.	

3. Questions By Members

This is an opportunity for Members of Council to ask the Mayor, Members of the Executive or the Chairs of any Committee or Sub-Committee a question on notice under Procedure Rule 10.2.

4. Membership of Council

To note that Councillor Dr. Carr resigned as a Member of the Council with effect from 20 February 2023.

5. Greater Manchester Minimum Licensing Standards for Taxis

To consider a report of the Executive Member for Housing and Neighbourhoods recommended to Council by the Executive on 23 January 2023.

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6. Trafford Council's Pay Policy Statement 2023/24

To consider a report of the Interim Head of Human Resources following a referral from Employment Committee on 20 February 2023.

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7. Draft Timetable of Council and Committee Meetings - 2023/24

To consider a report of the Director of Legal and Governance.

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8. Motions

To consider the following motions submitted in accordance with Procedure Rule 11:

(a) Motion Submitted by the Conservative Group - Protecting Our Precious Green Belt

The Secretary of State for Levelling Up, Housing and Communities in December made a statement in the House of Commons in relation to an update on the Levelling Up and Regeneration Bill.

In this statement the Secretary of State confirmed that whilst he will maintain a method for calculating he believes that the plan-making process for housing has to start with a number, this number should be an advisory starting point, a guide from that is not mandatory.

The Secretary of State further added that it will be up to Local Authorities, working with their communities, to determine how many homes can actually be built, taking into account what should be protected in each area - be that our precious green belt or national parks. It will be down to local authorities to determine how many homes can be built, taking into many factors, including protecting our precious Green Belt.

Continued ...

The Secretary of State further outlined how those local authorities with local plans at an advanced stage of preparation who will not benefit from these provisions can take advantage of transitional arrangements to produce plans that are compliant with the new guidance. Although this Council is part of the Places for Everyone submission, we have no adopted local plan. As such the housing need calculation made within Places for Everyone is now obsolete and not in line with national guidance. As such it is clear that Trafford's local plan be produced in line with the new national guidance. Bearing in mind the clarification outlined in the Secretary of State's statement in the House of Commons;

This Council resolves to;

- To withdraw Trafford Council from the Greater Manchester "Places for Everyone" Plan with an immediate priority.
- Develop a joint approach to calculating housing need through community consultation and a reinforced brownfield first policy.
- Make a public commitment to protect the Borough's precious Green Belt by removing the Timperley Wedge and Carrington Moss sites from any future local plan.

(b) Motion Submitted by the Green Party Group - Making Votes Count with Proportional Representation

This Council notes:

Within Europe, only the United Kingdom and authoritarian Belarus still use the archaic First Past the Post (FPTP) system for general and local elections. Internationally, Proportional Representation (PR) is used to elect parliaments in more than 80 countries.

At the 2019 general election:

- The SNP won one seat every 25,883 votes.
- The Conservatives won one seat for every 38,264 votes
- Labour won one seat for every 50,837 votes.
- The Liberal Democrats won one seat for every 336,038 votes.
- The Green Party won one seat for every 866,435 votes.
- The BREXIT party received no seats despite winning over 600,000 votes (2%) nationwide.

FPTP returns a government that doesn't represent the will of the voters. FPTP also permits the basic unfairness of minority rule. In 2019, 43.6% of the vote produced a government with 56.2% of the seats but 100% of the power.

The impact of FPTP is to leave millions of voters feeling unrepresented and unheard.

Continued ...

Under a PR voting system MPs, councillors and other elected representatives would better reflect the views of their communities. This would lead to improved decision-making, higher turnout and increased levels of ownership of decisions taken.

PR is already used to elect the parliaments and assemblies of Scotland, Wales and Northern Ireland, and at local elections in Scotland. Welsh councils also now have the right to adopt a PR system for their local elections if they so choose.

This Council believes that:

- The FPTP system has contributed to dangerous levels of distrust and disillusionment with our democratic processes and politicians.
- 3 elections between 2015 and 2019, and 3 Prime Ministers in the last year, shows that FPTP does not lead to stable government.
- It is essential that faith is restored in our democratic system and that the public see Parliament as fairly reflecting their views.
- Our FPTP voting system is a significant barrier to restoring this faith and all but guarantees that the balance of opinion among the electorate is not reflected in Parliament or in council chambers.
- A system of proportional representation in which seats match votes and all votes count equally would help to rebuild public trust. It would ensure that all political views are represented in Parliament and councils in proportion to their level of public support.

Council therefore resolves:

- 1 To request that the leader of the council writes to the Government asking it:
 - to change our outdated electoral laws to enable proportional representation to be used for general elections,
 - and to (following the Welsh Government's example) allow Councils to use a PR system if they so choose.
- 2 To request the leader to sign, on behalf of this council, the Electoral Reform Society petition calling for fair votes in English local government.
- 3 To call upon Trafford's MPs to push for a change to electoral law to permit proportional representation and to promote the matter for debate within Parliament.

(c) Motion Submitted by the Liberal Democrats Group - Removing Trafford Borough from Places for Everyone

This Council notes that:

In December 2022, the Secretary of State for Levelling Up, Housing and Communities made a statement in the House of Commons in relation to an update on the Levelling up Bill.

This statement represented a move away from top-down, mandatory housing targets.

The Secretary of State further added it will be up to Local Authorities, working with their communities, to determine how many homes can actually be built, taking into account what should be protected in each area, including green belt land.

This Council believes that:

Every part of the borough should be afforded fair and equal treatment when it comes to providing access to nature and wildlife and protecting what remains of our green spaces.

Trafford Council has recently focussed substantial energy on preserving green spaces in the north of the borough, and now will seek to find similar ways to protect those in the south of the borough.

The site of the former municipal golf-course William Wroe - which spans both sides of the Manchester to Liverpool railway in Flixton - was removed from the Greater Manchester Spatial Framework (the predecessor to Places for Everyone) and now enjoys 'field of trust' status.

The Council recognises the lengthy work which be required to submit all such green spaces to Fields of Trust; and agrees to find alternative ways to protect vulnerable green space in the south of the borough from development.

This Council recognises that:

Tackling the housing crisis is essential in order to provide fairer futures for the next generation;

A plan that works for all of Trafford Borough is best developed in Trafford Borough, by this Council and in consultation with the people we represent;

Plans to develop Timperley Wedge would remove the last large open green space between the already heavily developed urban areas of Timperley and Hale Barns, thus removing the 'green lung' between those communities and the airport;

The density of the housing means the current 'Timperley Ward' has one of the lowest percentages of green space of any ward in Trafford and the further increase in density resulting from building large numbers of houses and office buildings on Timperley Wedge would be detrimental to the area;

Council Officers have confirmed that there is sufficient brownfield space in Trafford for more than 16,400 dwellings. A 'brownfield first' approach can provide Trafford with the homes it needs and should be pursued more vigorously;

The fact that Trafford are invested so heavily in a new road in Carrington means the location is far better suited and has greater community support to provide new homes to meet the borough's needs.

This Council resolves to:

1. Withdraw Trafford Borough from the Places for Everyone Plan as an immediate priority.
2. Develop a joint approach to calculating housing need through community consultation; with a reinforced 'brownfield first' policy and a focus on ex-industrial clean up and use of brownfield sites.
3. Reaffirm the commitment, made by this administration in 2018, to the preservation of Green Belt land at Timperley Wedge
4. Failing the above the Council seeks an urgent review of housing allocations in Places for Everyone Plan, to ensure the numbers are reduced and are reduced specifically on Green Belt sites.

(d) **Motion Submitted by the Labour Group - Care Experienced as a Protected Characteristic**

The Independent Review of Children's Social Care headed by Josh McCallister recommended that "Government should make care experience a protected characteristic" and that "New legislation should be passed which broadens corporate parenting responsibilities across a wider set of public bodies and organisations". The report published in May 2022 stated that "Many care experienced people face discrimination, stigma and prejudice in their day to day lives. Public perceptions of care experience centre on the idea that children are irredeemably damaged and that can lead to discrimination and assumptions being made".

Continued ...

One young person told the review that a teacher had told them “You’re smart - for a kid in care” another young person said “I don’t want people to point out that I am in care if I don’t want that mentioned. It makes me so cross – that shouldn’t happen.”

This stigma and discrimination can be explicit and often comes with assumptions about the likely characteristics of children and adults that have care experience. They can also be implicit and are evidenced in the way care experience is discussed in schools, workplaces and the media.

At its worst this can lead to care experienced people being refused employment, being disadvantaged in education or facing unfair judgements about their ability to parent when they have children and families of their own.

Hearing testimony from care experienced people sharing the discrimination they have experienced, even from a very young age, it is clear that such discrimination can be similar in nature to other groups that have a legally protected characteristic under the Equality Act (2010).

So, while there may be ways that society can help reduce stigma and discrimination, including creating greater public consciousness on these issues, just as with other areas of equality, there is a case to go further. Therefore, the government should make care experience a protected characteristic.

Following the publication of the review, Trafford Council engaged with representatives from Trafford’s After Care Council to understand what considering Care Experienced as a Protected Characteristic would mean to them.

This Council believes that Care Experienced people face significant barriers that impact them throughout their lives and recognises that;

- Despite the resilience of many care experienced people, society too often does not take their needs into account.
- Care experienced people often face discrimination and stigma across housing, health, education, relationships, employment and in the criminal justice system.
- Care experienced people often face a postcode lottery of support
- As corporate parents, councillors have a collective responsibility for providing the best possible care and safeguarding for the children who are looked after by us as an authority.
- Councillors should be champions of our looked after children and challenge the negative attitudes and prejudice that exists in all aspects of society.

Continued ...

- The Public Sector Equality Duty requires public bodies, such as councils, to eliminate unlawful discrimination, harassment and victimisation of people with protected characteristics.
- Council acknowledges that children don't choose to enter the care system, that they don't choose to be split up from their siblings, and don't choose to be placed outside their local area, where this happens.
- Council respects a young person's right not to disclose their care experienced status, unless they wish to.

Council therefore resolves:

1. When making any decisions in relation to its policies or formulating Corporate Plans it recognises that Care Experienced people are a vulnerable group who face discrimination;
2. That it recognises that Councils have a duty to put the needs of vulnerable people at the heart of decision-making through co-production and collaboration;
3. That in the delivery of the Public Sector Equality Duty the Council includes care experience in the publication and review of Equality Objectives and the annual publication of information relating to people who share a Protected Characteristic in services and employment;
4. That the Council will treat care experience as if it were a Protected Characteristic so that future services and policies are assessed through Equality Impact Assessments to determine the impact of changes on people with care experience, alongside those who formally share a Protected Characteristic;
5. This Council will provide support to Corporate Parents to act as mentors;
6. The Council will champion this with our partners and work with other bodies to treat care experience as a Protected Characteristic until such time as it may be introduced by legislation;
7. To call upon other public bodies to adopt corporate parenting for children in care and care leavers until such time as it may be introduced by legislation;
8. For the Council to proactively seek out and listen to the voices of care experienced people when developing new policies based on their views.

(e) **Motion Submitted by the Labour Group - Trafford Poverty Truth Commission**

On Friday 8 October 2021 Trafford's first Poverty Truth Commission was launched at Stretford Public Hall.

The Commission was launched as a collaboration between Trafford Council, Trafford Housing Trust and Stretford Public Hall and was formed of Commissioners who are residents of Trafford and have lived experience of poverty, and of leaders from the public, private and voluntary sectors in the borough.

It was a real and genuine opportunity for people to share their "lived experience of living in poverty.

On Wednesday 8 March 2023 the findings of the Trafford Poverty Truth commission were shared at an event at Stretford Public Hall with some clear recommendations.

This Council would like to recognise and pay tribute and thanks to all the Commissioners who were involved in the Trafford Poverty Truth Commission.

This Council resolves to continue to collaborate and work with all partners across Trafford to support delivery of the 4 recommendations of the final report.

- Improve how Trafford residents access services.
- Continue to use the voice of people with lived experience in the development of policy and services in Trafford.
- Make public transport truly accessible for everyone.
- Tackle mental health and isolation.

This Council is also committed to the ethos of "Nothing about us without us", the current cost of living crisis is making life a misery for many Trafford residents. Trafford Council will continue to work with residents to coproduce support for our communities.

Yours sincerely,



SARA TODD
Chief Executive

Informal Meeting of the Council

Note: At the conclusion of the meeting, it is intended to hold an informal meeting of the Council to consider issuing invitations to Members of Council to be the Mayor and Deputy Mayor of the Borough for 2023/2024.

Membership of the Council

Councillors C. Boyes (Mayor), D.C. O'Sullivan (Deputy Mayor), D. Acton, S. Adshead, A. Akinola, J.M. Axford, J. Bennett, Miss L. Blackburn, J. E. Brophy, B. Brotherton, D. Bunting, D. Butt, Dr. S. Carr, G. Carter, K.G. Carter, D.N. Chalkin, G. Coggins, L. Dagnall, R. Duncan, S. G. Ennis, W. Frass, M. Freeman, S.J. Gilbert, J. Harding, B. Hartley, W. Hassan, S. J. Haughey, J. Holden, F. Hornby, C. Hynes, D. Jarman, D. Jerrome, W. Jones, J. Leicester, J. Lloyd, S. Maitland, M. Minnis, M. Mirza, D. Morgan, P. Myers, A. New, J.D. Newgrosh, T. O'Brien, E. Patel, K. Procter, S. Procter, T. Ross, J. Slater, S. Taylor, S. Thomas, R. Thompson, L. Walsh, M.J. Welton, A. Western, D. Western, M.P. Whetton, G. Whitham, A.M. Whyte, A.J. Williams, B.G. Winstanley, J.A. Wright, Mrs. P. Young and S. Zhi.

Further Information

For help, advice and information about this meeting please contact:

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This Summons was issued on **Tuesday, 7 March 2023** by the Governance Services Section, Trafford Council, Trafford Town Hall, Talbot Road, Stretford M32 0TH

TRAFFORD BOROUGH COUNCIL

15 FEBRUARY 2023

PRESENT

The Worshipful the Mayor (Councillor Chris Boyes), in the Chair.

D.C. O'Sullivan (Deputy Mayor)	J. Harding	T. Ross
D. Acton	B. Hartley	J. Slater
S. Adshead	W. Hassan	S. Taylor
J.M. Axford	S. J. Haughey	S. Thomas
J. Bennett	J. Holden	R. Thompson
Miss L. Blackburn	F. Hornby	L. Walsh
J. E. Brophy	C. Hynes	M.J. Welton
B. Brotherton	D. Jarman	D. Western
D. Butt	D. Jerrome	M.P. Whetton
G. Carter	W. Jones	G. Whitham
K.G. Carter	S. Maitland	A.M. Whyte
D.N. Chalkin	M. Minnis	A.J. Williams
G. Coggins	D. Morgan	B.G. Winstanley
R. Duncan	P. Myers	J.A. Wright
S. G. Ennis	J.D. Newgrosh	Mrs. P. Young
W. Frass	E. Patel	S. Zhi
M. Freeman	K. Procter	
S.J. Gilbert	S. Procter	

In attendance:

Chief Executive	S. Todd
Director of Finance and Systems	G. Bentley
Director of Legal and Governance and Monitoring Officer	D. Sykes
Head of Financial Management	D. Muggerridge
Governance Manager	J. Addison
Senior Governance Officer	I. Cockill

APOLOGIES

Apologies for absence were received from Councillors A. Akinola, D. Bunting, Dr. S. Carr, L. Dagnall, J. Leicester, J. Lloyd, M. Mirza, A. New, T. O'Brien and A. Western.

59. MINUTES

That the Minutes of the Extraordinary Meeting of the Council held on 4 January 2023 and the Meeting of the Council held on 25 January 2023, be approved as a correct record and signed by the Chair.

**Meeting of the Council
15 February 2023**

60. ANNOUNCEMENTS

(a) His Majesty The King's New Year's Honours

The Mayor took the opportunity to recognise those residents named in His Majesty the King's New Year's Honours List, namely:

Professor Linda Joyce Merrick of Altrincham awarded the citation of Commander of the Most Excellent Order of the British Empire (CBE) for services to Music in Higher Education;

Professor Mohamed Pourkashanian of Bowdon awarded the citation of Officer of the Most Excellent Order of the British Empire for services to Net Zero Research and to Innovation;

Mr Charles Frederick Banks of Urmston awarded the citation of Member of the Most Excellent Order of the British Empire (MBE) for services to People with Disabilities in Greater Manchester and North-West England;

Mrs. Gwynneth Bellman of Hale awarded the MBE for services to the Administration of Justice and to the community in Manchester;

Miss Jade Bridget Clarke of Partington awarded the MBE for services to Netball;

Mrs. Shelly Jayne Quinton-Hulme of Stretford awarded the MBE for services to the community in Stretford;

Professor Charlotte Anne Skitterall of Altrincham awarded the MBE for services to Pharmacy; and

Mr. Mark Smallwood awarded the British Empire Medal for services to the community in Greater Manchester during Covid-19.

The Council joined with the Mayor to convey congratulations for their achievements and richly deserved recognition.

(b) Manchester United Stadium Scrutiny Task and Finish Group

Councillor Acton, Chair of Scrutiny Committee was pleased to inform Members that a task and finish group had been established specifically to consider the experiences of residents living in the shadow of Manchester United's Stadium which was being chaired by local Councillor Walsh. It was the first exercise of this type and an initial survey was to date approaching 500 responses, the highest return since the Council had started to use Citizens Space surveys. The task and finish group would be considering the responses at its next meeting.

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61. BUDGET 2023/24

(Note: PROCEDURAL ARRANGEMENTS - In respect of the main item of business on the agenda, the Mayor announced that the Leader of the Council (or his nominee) would have a maximum of 15 minutes to make the initial speech and a further maximum of 15 minutes to summarise the debate. The Leader of the Main Opposition Group (or her nominee) would have a maximum of 15 minutes, whereas, the Leaders of the Minority Opposition Groups (or their respective nominees) would each have a maximum of 10 minutes to make their initial speeches. Each Opposition Group Leader (or their respective nominees) would each have a further maximum of 5 minutes to summarise on behalf of their respective Groups. Time for all other speeches would be restricted to a maximum of 3 minutes.)

The Leader of the Council and portfolio holder for Finance and Governance presented a number of reports setting out the proposed budget for the forthcoming year which had been recommended by the Executive at its meeting held earlier that evening.

It was moved and seconded that the Executive's recommendations set out in each of the following reports be approved:

- (a) Executive's Revenue Budget Proposals 2023/24 and Medium Term Financial Strategy 2024/25 – 2025/26;
- (b) Capital Strategy, Asset Investment Strategy, Capital Programme and Prudential and Local Indicators 2023-2026;
- (c) Treasury Management Strategy 2023/24 – 2025/26; and
- (d) Fees, Charges and Allowances 2023/24,

and that the Council sets and approves the amounts as the amounts of the Council Tax for the year 2023/2024, in accordance with the Local Government Finance Act 1992, as amended, for each of the categories of dwellings included in the respective valuation bands A to H.

Responding to the Motion, Councillor Morgan responded on behalf of the Conservative Group, Councillor Newgrosh responded on behalf of the Liberal Democrats Group and Councillor Jerrome responded on behalf of the Green Party Group, following which the budget proposals were debated..

In accordance with procedures agreed at the outset of the debate, the Political Group Leaders summarised the essential views of their respective group and responded to some of the issues that had arisen from the debate.

The Motion was then put to a recorded vote, in accordance with the Local Authorities (Standing Orders) (England) (Amendment) Regulations 2014. The result was as follows:

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Those in favour of the substantive Motion: Councillors Acton, Adshead, Axford, Bennett, Brotherton, G. Carter, K. Carter, Freeman, Gilbert, Harding, Hartley, Hassan, Haughey, Hornby, Hynes, Jarman, Jones, Maitland, O'Sullivan, Patel, K. Procter, S. Procter, Ross, Slater, Taylor, Thomas, Thompson, Walsh, D. Western, Whitham, Whyte, Williams, Winstanley and Wright.

Those against the substantive Motion: Councillors Miss Blackburn, Brophy, Butt, Chalkin, Coggins, Duncan, Ennis, Frass, Holden, Jerrome, Minnis, Morgan, Myers, Newgrosh, Welton, Whetton, Mrs. Young and Zhi.

With the result of the vote being 34 in favour and 18 against, with 0 abstentions and the Mayor choosing not to vote, the Motion was declared carried.

RESOLVED:

- (1) That the Council:
 - a) Approves the 2023/24 net Revenue Budget of £209.38 million.
 - b) Approves the 2024/25 to 2025/26 Medium Term Financial Strategy (MTFS) including the income and savings proposals.
 - c) Notes the continued arrangements proposed in relation to an enhanced Finance and Change Programme and the role of the Finance and Change Board which will continue to work with the Executive on the development of sustainable budget plans to support the Council in meeting the financial challenges from 2024/25 onwards.
 - d) Approves the calculation of the Council Tax Requirement, as summarised in Section 8.1 of the Revenue Budget Proposals report and the formal Council Tax Resolution set out at (2) below.
 - e) Approves the proposal to increase Council Tax by 4.99% in 2023/24:
 - 2.99% general increase in the 'relevant basic amount' in 2023/24; and
 - 2% for the 'Adult Social Care' precept in 2023/24.
 - f) Notes the assumptions in the Medium Term Financial Strategy to increase Council Tax by:
 - an increase in the 'relevant basic amount' of 2.99% in 2024/25 and 1.99% in 2025/26; and
 - 2% for the 'Adult Social Care' precept in 2024/25 and 1% in 2025/26.
 - g) Approves the planned application of earmarked reserves as detailed in Section 6 of the Revenue Budget Proposals report.
 - h) Approves the Fees and Charges for 2023/24 and those relating to Registration of Births, Death and Marriages and Allotments also shown for 2024/25, as set out in the Fees and Charges booklet.

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- i) Delegates authority jointly to each Corporate Director in consultation with the Director of Finance and Systems to amend fees and charges which are within their respective delegated powers during 2023/24 in the event of any change in VAT rate, as appropriate.
- j) Delegates authority jointly to each Corporate Director in consultation with the Director of Finance and Systems to amend fees and charges during 2023/24 which are within their respective delegated powers where the economics of the charge levels have changed (e.g. costs have risen unexpectedly), or for commercial reasons.
- k) Approves the virement of £100,000 from the Neighbourhood Grants budget for a period of two financial years to allow financial support towards the continuation of the Community Hubs.
- l) Approves the proposal to maintain the minimum level of General Reserve for 2023/24 at £9.5 million (Section 6.8 of the Revenue Budget Proposals report).
- m) Approves the Capital Strategy, Prudential and Local Indicators and overall level of the Capital Programme and Asset Investment Fund of £388.42 million (as detailed in the Capital Strategy, Capital Programme and Prudential Indicators 2023-26) of which £200.58 million relates to 2023/24; including the proposal in relation to £7.95 million of new prudential borrowing related to the Leisure Strategy of £3.5 million and £4.45 million to support the Local Authority Housing Fund.
- n) Approves the Treasury Management Strategy 2023/24 to 2025/26, including the Debt Strategy (Section 4), the updated policy on Minimum Revenue Provision (Section 5), the Treasury Investment Strategy (Section 6) and the Prudential Indicators, including the Authorised Limit (as required by Section 3(1) of the Local Government Act 2003, Operational Boundary, Minimum Revenue Provision and investment criteria, as set out in Sections 4 to 6 and Appendix 2 of the report.
- o) Approves the flexible use of capital receipts of up to £1.70 million over the two years 2023 to 2025 to support the cost of the Modernisation Team in developing the Council's Finance and Change Programme.
- p) Approves the proposed distribution of Dedicated Schools Grant as recommended by the School Funding Forum and Executive, as summarised in Section 7 and detailed in Annex I of the Revenue Budget Proposals report.
- q) Due to the late publication of the Public Health Grant allocations, delegates authority to the Director of Finance and Systems to vary the net Revenue Budget for any changes in the assumed level of this grant.

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- r) Delegates authority to the Director of Finance and Systems, in consultation with the Executive Member for Finance and Governance to administer the Energy Bills Support Scheme Alternative Fund (EBSSAF) scheme, as announced in December 2022. Guidance is yet to be released, and costs will be fully funded by a section 31 grant.
- S) Approves the declaration to be made of the Council's intention to charge up to 100% premium on second homes with effect from 1st April 2024 and to bring forward the time period under which a premium can be charged on empty properties from two years to one year. The declaration must be done 12 months prior to commencement as laid out in the draft Levelling Up and Regeneration Bill and is subject to its formal approval.

That in recommending approval of the above, the Council confirms that it has taken into consideration:

- t) The objective assessment by the Director of Finance and Systems of the robustness of budget estimates and adequacy of the financial reserves (Sections 1 and 6 of the Revenue Budget Proposals report).
- u) The Executive's response to the Scrutiny Committee's recommendations to the budget proposals, as included in a separate report considered at the Executive meeting held on 15 February 2023.
- v) The Council's Public Sector Equality duty.
- w) The results of the consultation on the budget proposals where required.
- x) The changes to the Council Tax Support Fund 2023/24, as detailed in a separate report to the Executive on 23 January 2023.

That in addition, the Council notes the following:

- y) The approval on 17 January 2023 under delegated powers by the Director of Finance and Systems of the Council Tax Base for 2023/24 at 78,464 Band D equivalents.
- z) the estimated Council Tax surplus for 2022/23 has been calculated at £0.473 million, sufficient to release £0.385 million to support the Council's budget plans and a distribution of £0.061 million and £0.027 million representing the respective shares of the Mayoral Police and Crime Commissioner Precept and Mayoral General Precept (including Fire Services).
- aa) The base budget assumptions as set out in the Medium Term Financial Strategy (MTFS) as detailed in Annex A of the Revenue Budget Proposals report.
- bb) The budget gap for the two years 2024/25, £6.95 million and 2025/26, £10.13 million.

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- cc) That the Capital Programme for 2023/24, 2024/25 and 2025/26 is to be set at an indicative £200.58 million, £132.39 million and £55.45 million respectively (indicative at this stage as a number of capital grants are not yet known).
 - dd) That the Council Tax figures included in the report for the Mayoral Police and Crime Commissioner Precept and Mayoral General Precept (including Fire Services) are the recommended provisional amounts pending their formal approval.
- (2) That, as referred to in d) above, the Council calculates the formal Council Tax Resolution as follows:

1. It be noted that on 16 January 2023 the Council calculated
 - (a) the Council Tax Base 2023/24 for the whole Council area as 78,464 [Item T in the formula in Section 31B(3) of the Local Government Finance Act 1992, as amended (the "Act")] and;
 - (b) 1,745 for dwellings in the Parish of **Partington**;
 - (c) 148 for dwellings in the Parish of **Carrington**;
 - (d) 170 for dwellings in the Parish of **Warburton**;

to which Parish Precepts relate.
2. That the Council approve the Council Tax Requirement for the Council's own purposes for 2023/24 (excluding Parish precepts) as £119,697,617.
3. That the Council agrees the calculation of the Aggregate Amounts for the year 2023/24 in accordance with Sections 31 to 36 of the Act:
 - (a) £570,518,630 being the aggregate of the amounts which the Council estimates for the items set out in Section 31A(2) of the Act taking into account all precepts issued to it by Parish Councils.
 - (b) £450,717,263 being the aggregate of the amounts which the Council estimates for the items set out in Section 31A(3) of the Act.
 - (c) £119,801,367 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 31A(4) of the Act).
 - (d) £1,526.83 being the amount at 3(c) above (Item R), all divided by Item T (1(a) above), calculated by the Council, in accordance with Section 31B(1) of the Act, as the basic amount of its Council Tax for the year (including Parish precepts).
 - (e) £103,750 being the aggregate amount of all special items (Parish precepts) referred to in Section 34(1) of the Act.

**Meeting of the Council
15 February 2023**

- (f) £1,525.51 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.
- (g) £1,577.55 **Parish of Partington**
being the amounts given by adding to the amount at 3(f) above the amounts of the special item or items relating to dwellings in those parts of the Council's area mentioned at 3(e) above divided by the amount at 1(b) above, calculated by the Council, in accordance with section 34(3) of the Act, as the basic amounts of its council tax for the year for dwellings in those parts of its area to which one or more special items relate.
- (h) £1,555.51 **Parish of Carrington**
being the amounts given by adding to the amount at 3(f) above the amounts of the special item or items relating to dwellings in those parts of the Council's area mentioned at 3(e) above divided by the amount at 1(c) above, calculated by the Council, in accordance with section 34(3) of the Act, as the basic amounts of its council tax for the year for dwellings in those parts of its area to which one or more special items relate.
- (i) £1,575.51 **Parish of Warburton**
being the amounts given by adding to the amount at 3(f) above the amounts of the special item or items relating to dwellings in those parts of the Council's area mentioned at 3(e) above divided by the amount at 1(c) above, calculated by the Council, in accordance with section 34(3) of the Act, as the basic amounts of its council tax for the year for dwellings in those parts of its area to which one or more special items relate.
4. The council tax set by Trafford Council includes a 2.0% increase to be spent exclusively on supporting the delivery of adult social care services.
5. That it be noted that for the year 2023/24 the Mayoral Police and Crime Commissioner and the Mayoral General (including Fire Services) 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.
6. That the Council, in accordance with Sections 30 and 36 of the Local Government Finance Act 1992, hereby sets the aggregate shown in the tables below as the amounts of Council Tax for 2023/24 for each part of its area and for each of the categories of dwellings.

**Meeting of the Council
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Valuation Bands

Council Tax Schedule 2023/24	Band A £	Band B £	Band C £	Band D £	Band E £	Band F £	Band G £	Band H £
Trafford Council (including Adult Social Care Precept)	1,017.00	1,186.51	1,356.00	1,525.51	1,864.50	2,203.50	2,542.51	3,051.02
Mayoral Police and Crime Commissioner Precept	162.20	189.23	216.26	243.30	297.36	351.43	405.50	486.60
Mayoral General Precept (including Fire Services)	71.96	83.96	95.95	107.95	131.93	155.92	179.91	215.90
Sub total	1,251.16	1,459.70	1,668.21	1,876.76	2,293.79	2,710.85	3,127.92	3,753.52

Partington								
Parish only	34.69	40.48	46.26	52.04	63.60	75.17	86.73	104.08
Parish & District only	1,051.69	1,226.99	1,402.26	1,577.55	1,928.10	2,278.67	2,629.24	3,155.10
Aggregate of Council Tax requirements (incl. – Mayoral Precepts)	1,285.85	1,500.18	1,714.47	1,928.80	2,357.39	2,786.02	3,214.65	3,857.60

Carrington								
Parish only	20.00	23.33	26.67	30.00	36.67	43.33	50.00	60.00
Parish & District only	1,037.00	1,209.84	1,382.67	1,555.51	1,901.17	2,246.83	2,592.51	3,111.02
Aggregate of Council Tax requirements (incl. – Mayoral Precepts)	1,271.16	1,483.03	1,694.88	1,906.76	2,330.46	2,754.18	3,177.92	3,813.52

Warbuton								
Parish only	33.33	38.89	44.44	50.00	61.11	72.22	83.33	100.00
Parish & District only	1,050.33	1,225.40	1,400.44	1,575.51	1,925.61	2,275.72	2,625.84	3,151.02
Aggregate of Council Tax requirements (incl. – Mayoral Precepts)	1,284.49	1,498.59	1,712.65	1,926.76	2,354.90	2,783.07	3,211.25	3,853.52

**Meeting of the Council
15 February 2023**

PARISH COUNCIL PRECEPTS

Parish/Town Council	2022/23			2023/24			C Tax Increase
	Tax Base	Precepts £	Council Tax Band D (£)	Tax Base	Precepts £	Council Tax Band D (£)	
Partington	1,669	86,855	52.04	1,745	90,810	52.04	0.0%
Carrington	144	4,320	30.00	148	4,440	30.00	0.0%
Warburton	163	8,150	50.00	170	8,500	50.00	0.0%
TOTAL	1,976	99,325		2,063	103,750		

(3) DIRECTOR OF PUBLIC HEALTH RECRUITMENT

Further to a recommendation from Employment Committee on 6 February 2023, the Executive Member for Health and Wellbeing and Equalities submitted a report advising that as the current postholder had indicated her intention to retire that year, a pay benchmarking exercise for salary levels of Directors of Public Health had been undertaken with local authorities across Greater Manchester that informed the recommendations which were now before the Council.

RESOLVED –

- (1) That the uplift of the salary for the Director of Public Health post, up to £105,000, as recommended by Employment Committee in recognition of pay comparisons across Greater Manchester, be approved by the Council.
- (2) That the recruitment arrangements in progress with the Faculty of Public Health, be noted.
- (3) That the Council thanks Eleanor Roaf for all her exemplary work and formally recognises her exceptional performance as Trafford's Director of Public Health.

The meeting commenced at 7.00 p.m. and finished at 9.07 p.m.

TRAFFORD COUNCIL

Report to: Council

Date: 15th March 2023

Report for: Decision

Report of: Executive Member for Housing and Neighbourhoods

Report Title

Greater Manchester Minimum Licensing Standards for Taxis

Summary

To propose amendments to the implementation date for the hackney carriage and private hire age and emissions standards for existing Trafford licensed vehicles, which were proposed as part of the Greater Manchester Minimum Licensing Standards project and adopted by Council on the 24th November 2021.

It is proposed that that the compliance date is extended from 1st April 2024 to 1st April 2026, and that there is also a contingency (through a delegated decision) to further extend this compliance date to 1st April 2027 if appropriate.

Recommendations

It is recommended that the Council note the report and approves that:

- (1) The implementation dates for age limits for existing licensed vehicles are amended as per Standard 2 in Table B, within section 6 of this report;
- (2) The implementation dates for emission standards for existing licensed vehicles are amended as per Standard 3 in Table B, within section 6 of this report;
- (3) The decision to further amend the implementation dates for age limits and emission standards for existing licensed vehicles, as per Standard 2 and Standard 3 in Table C, within section 6 of this report, are delegated to the Corporate Director, Place in consultation with the Executive Member for

Housing and Neighbourhoods, where there are further delays to the introduction of the Clean Air Plan and the taxi funding support package, and it would not be appropriate to introduce the implementation dates in Table B of this report.

Contact person for access to background papers and further information:

Name: Nigel Smith
 Head of Regulatory Services
 Email: nigel.smith@trafford.gov.uk

Background Papers: None

Relationship to Policy Framework/Corporate Priorities	The Greater Manchester Minimum Licensing Standards for Taxi and Private Hire align with our priorities on Addressing our Climate Crisis and Reducing Health Inequalities.
Relationship to GM Policy or Strategy Framework	The Greater Manchester Minimum Licensing Standards (MLS) for Taxi and Private Hire is a GM wide initiative, led by the Greater Manchester Licensing Managers Network on behalf of the ten districts.
Financial	Revenue and Capital: The Licensing Regime is a self-funded service. There are no financial implications as a result of this report.
Legal Implications:	The policy changes recommended, if agreed by the Council, will be implemented and form the basis on which decisions are made on applications for vehicle licences received by the Council.
Equality/Diversity Implications	The Equality Impact Assessment (EIA) undertaken for the MLS showed that there were both positive and negative impacts of the proposals. The main positives are that it provides for greater protection for vulnerable people from harm and should also

	<p>increase the accessibility of the fleet for disabled persons. The contrary issues are that the higher standards may make access to becoming a driver more costly and therefore may reduce the fleet size and therefore mean that there are less taxis available and people may be more tempted to use non licensed vehicles. There are three ways that this impact can be lessened; namely by ensuring that the drivers have adequate time to adjust to the new standards, that adequate funding support packages are available, and also that we publicise the benefits of taking a Trafford licensed vehicle.</p>
Sustainability Implications	<p>The MLS supports the GM Clean Air Plan which is consistent with and will support delivery of the Council's Carbon Neutral Action Plan and the aims and objectives relating to the Council's Climate Emergency declaration.</p>
Carbon Reduction	<p>The MLS supports the GM Clean Air Plan which is a place-based solution to tackle roadside NO₂ which will have a positive impact on carbon. However, if this proposal is agreed and the date for compliance for emissions is extended to 2026, it will mean that older, more polluting vehicles will be on the fleet for longer.</p>
Resource Implications e.g., Staffing / ICT / Assets	<p>There are no implications for ICT, Assets or Staff as a consequence of this report.</p>
Risk Management Implications	<p>Risk to delivery of the interventions detailed within the new policies and procedures will be monitored and updated as required.</p>
Health & Wellbeing Implications	<p>The basic rationale of the MLS is that it will improve standards of safety for the travelling public and the improvements to the vehicle fleet will support the objectives of the Clean Air Plan in that it will improve health and wellbeing across the borough through improving air quality.</p>
Health and Safety Implications	<p>As set out above the new standards have public safety as a core objective.</p>

1. Background

- 1.1 There are over 1440 licensed drivers, over 840 private vehicle licenses, 117 hackney carriage licenses and 25 vehicle operators in Trafford. An efficient and safe taxi service has a significant contribution to the well-being and economy of Trafford. Minimum Licensing Standards (MLS) for Greater Manchester (GM) raises the profile of the service across the region and aims to encourage the trust and appreciation of GM registered taxis.
- 1.2 This report outlines recommendations to amend the implementation dates for the introduction of age and emission standards for existing licensed vehicles as part of Stage 2 of the project.

2 Introduction

- 2.1 In 2018, GM's ten local authorities agreed to collectively develop a common set of minimum licensing standards for Taxi and Private Hire services that covered the whole of GM. At that time, the primary driver for this work was to improve public safety, but vehicle age and emission standards in the context of the Clean Air agenda also became major considerations.
- 2.2 As licensing is a local authority regulatory function, the work to devise the Standards has been undertaken by the GM Licensing Managers Network, with Transport for Greater Manchester (TfGM) supporting the co-ordination of this work, and alignment with other relevant GM policies, at a GM level.
- 2.3 Throughout the development of a common set of minimum licensing standards and the GM Clean Air Plan, the GM taxi trade has asked for certainty, funding, and sufficient lead in times for these changes. An important element of the overall approach has been to provide clarity and long-term certainty for vehicle owners, so that they are able to plan the upgrade of their vehicles in a way that meets and contributes positively to GM's Air Quality, Carbon and other environmental obligations.
- 2.4 MLS cover four broad areas:
- Drivers;
 - Vehicles;
 - Operators; and
 - Local Authorities.
- 2.5 In 2021 due to the complexity and breadth of the work it was agreed to separate the implementation of the standards into two stages; Stage 1 (Drivers, Operators and Local Authority) and Stage 2 (Vehicles).
- 2.6 The Council adopted all 17 standards contained within Stage 1 of the MLS at its meeting on the 13 October 2021.

- 2.7 In recognition of the significant financial investment required by existing license holders, and having due regard to the impacts of the Covid-19 pandemic on the trade in respect of the stage 2 vehicle standards, Wider Leadership Team (WLT) recommended to local districts that they:
- apply the standards to all new to licensed vehicles with immediate effect as soon as the policy was determined; but
 - allow a transition period for compliance for existing licensed vehicles, provided the local transition arrangements did not go beyond 2024 in line with the deadline for the introduction of the Clean Air Plan.
- 2.8 The Council adopted all 10 standards contained within Stage 2 of the MLS at its meeting on the 24th November 2021. See **Table A** below.

3 Link to the Clean Air Plan

- 3.1 In Summer 2021 GM authorities, following a Government direction, agreed a plan to implement a charging Category C Clean Air Zone for non-compliant Buses, Coaches, HGVs, Taxis, Vans/LGV and Minibuses to achieve compliance with legal limits for nitrogen dioxide on local roads in the shortest possible time and by 2024 at the latest.
- 3.2 A Clean Taxi Fund was secured as part of the GM Clean Air Plan, and comprised significant funding for financial support packages so that Hackney Carriages and Private Hire Vehicles in GM could be upgraded to compliant vehicles.
- 3.3 However, in January 2022 the GM Air Quality Administration Committee considered the findings of an initial review of conditions within the supply chain of Light Good Vehicles which is impacting the availability of compliant vehicles. The Committee agreed that a request should be made to the Secretary of State (SoS) for Environment, Food and Rural Affairs to agree to pause the opening of the next phase of Clean Air Funds to enable an urgent and fundamental joint policy review with Government to identify how a revised policy can be agreed to deal with the supply issues and local businesses' ability to comply with the GM CAP.
- 3.4 The Government subsequently issued a new direction which required a revised plan to achieve compliance with the legal limit value for NO₂ in the shortest possible time and by no later than 2026.
- 3.5 In August 2022 the GM Air Quality Administration Committee agreed to submit the 'Case for a new Greater Manchester Clean Air Plan' to the Secretary of State as a final Case for a new Greater Manchester Clean Air Plan. This plan proposes using the Clean Air funding that the Government has awarded to Greater Manchester to deliver an investment led approach to invest in vehicle upgrades, rather than imposing daily charges.

- 3.6 GM leaders have committed to a participatory approach to the development of the new Plan to ensure that GM's proposals are well-grounded in evidence in terms of the circumstances of affected groups and possible impacts of the Plan on them, and therefore the deliverability and effectiveness of that Plan. This will involve targeted engagement with key stakeholders, as well a public consultation on the new Clean Air Plan proposals.
- 3.6 To date, the Clean Taxi Fund has not been opened, and grants have only been made to a very small number of Hackney Carriage and Private Hire vehicle owners who had already placed orders pending opening of the funds at the end of January 2022, to ensure they are not detrimentally impacted by the decision to pause the opening of the funds.

4 GM Position

- 4.1 The compliance date for the emissions and age compliance standards within stage 2 of MLS was initially proposed as 1 April 2024 for all existing fleets across GM. This date was proposed on the basis that the Clean Taxi Fund was due to open early 2022, and the legal directive at the time was compliance with legal limits for nitrogen dioxide on local roads in the shortest possible time and by 2024 at the latest.
- 4.2 However, at present only seven districts (including Trafford) have fully adopted Stage 2.
- 4.3 In addition, although five districts (including Trafford) have 1 April 2024 as the approved compliance date for existing vehicles, two districts have approved a longer compliance date to 1 April 2026 and 1 April 2027.
- 4.4 There is therefore a variance in the compliance dates between districts, and it is also possible that outstanding districts yet to fully approve the standard for emissions and age compliance may also seek longer transitions in line with the 2026 deadline for the new legal direction.

5 Impact on Taxi Trade

- 5.1 Trafford's existing age and emission's policy for licensed hackney carriages and private hire vehicles states that the whole fleet must be compliant with the standards by 1 April 2024. In order to achieve this aim the policy states that from 1st April 2023 a vehicle licence will not be renewed if the vehicle does not meet the above standards.
- 5.2 As the opening of the Clean Taxi Fund has been paused, the trade have not yet had access to the funding which they would have had to assist in the upgrade to compliant vehicles.
- 5.3 In terms of the impact on the trade, data produced by TfGM shows that in Trafford 32% of the private hire fleet (289 of 916 vehicles), and 89% of the hackney carriage fleet (85 of the 95 vehicles), were not compliant with the age and emission standards as at February 2022.

5.4 Therefore, without a change to the compliance date for these standards in Trafford, a significant proportion of the fleet will be unable to renew their vehicles licences from April 2023.

6 Proposal

6.1 In view of the new deadline for compliance with the clean air legal direction, the ongoing development of the new Greater Manchester Clean Air Plan, and the uncertainty about when the funding support package will be available, the Council is being asked to extend its current timetable for implementing age and emissions standards for existing Trafford licensed vehicles.

6.2 Table A gives a summary of the hackney carriage and private hire vehicle standards adopted by the Council on the 24th November 2021. Table B is a summary of the proposed amendments to the implementation date for Standard 2 Vehicle Age and Standard 3 Vehicle Emissions in relation to existing Trafford licensed vehicles. The proposed change is that the compliance date is extended from 1st April 2024 to 1st April 2026. This will mean that from the 1st April 2025 a vehicle licence will not be renewed if the vehicle does not meet this standard.

6.3 Table C proposes a further amendment to implementation date as a contingency should there be further delays to the introduction of the GM Clean Air Plan and the funding support package. It is proposed that this decision is delegated to the Corporate Director, Place in consultation with the Executive Member for Housing and Neighbourhoods. The proposed change is that the compliance date is further extended to 1st April 2027. This will mean that from the 1st April 2026 a vehicle licence will not be renewed if the vehicle does not meet this standard.

Table A

<p>Standard 1 Accessible Hackney Carriages</p>	<p>To retain the Council’s current standard that all licensed Hackney Vehicles be wheel chair accessible (WAV).</p> <p>To defer the decision on side/rear loading at this time as the consultation response on this specific point was particularly low.</p>
<p>Standard 2 Vehicle Age</p>	<p>To implement the following as the minimum standard:</p> <ul style="list-style-type: none"> • PHV – under 5 years on to fleet and 10 years off • PHV WAV – under 7 years on to fleet and 15 years off • Purpose built HCV– under 7 on to fleet and 15 years off • Air quality metrics and impacts and testing data to be reviewed over the next 2-3 years by the Licensing Network and risks or proposed amendments brought back to Members as necessary

	<ul style="list-style-type: none"> • To remove the exceptional condition (age) test. <p>That the standard be implemented for new to licence vehicles from the 1st January 2022; and that the existing fleet is compliant with the policy standard by 1 April 2024. This will mean that from the 1st April 2023 a vehicle licence will not be renewed if the vehicle does not meet this standard.</p>
<p>Standard 3 Vehicle Emissions</p>	<p>To require licensed vehicles to be compliant with the current Euro emissions standard as follows:</p> <ul style="list-style-type: none"> • For new to licence vehicles from the 1st January 2022; and for the existing fleet vehicles are compliant with the policy standard by 1 April 2024.* This will mean that from the 1st April 2023 a vehicle licence will not be renewed if the vehicle does not meet this standard. • To note the strong ambition to move existing fleets to ZEC as soon as possible <p>*vehicle must also be compliant with the age policy</p>
<p>Standard 4 Vehicle Colour</p>	<p>To retain the Council's current policy standard that all Hackney Carriage Vehicles should be black in colour with the following exceptions:</p> <ul style="list-style-type: none"> • London Style Taxis may be of the manufacturer's colour • Advertising is allowed on London Style Taxis <p>Not to recommend a specific colour requirement for Private Hire vehicles at this stage. A piece of research is to be commissioned to further consider the risks/benefits of this policy. However, single colour for private hire vehicles remains an aspiration of the MLS programme.</p>
<p>Standard 5 Vehicle Livery</p>	<p>To require that all vehicles will:</p> <ul style="list-style-type: none"> • display permanently affixed licence plates on the front and back of the vehicle • display a 'GM approved' sticker on the bonnet <p>To require that all PHVs will:</p> <ul style="list-style-type: none"> • only display stickers provided by the licensing authority (at cost) which will bear the operator name, 'advanced bookings only', 'not insured unless pre-booked' and the licensing authority logo • display those stickers on both rear side doors and the back window

	<ul style="list-style-type: none"> not use any magnetic stickers <p>*Specified design/dimensions and placement on vehicles to be provided</p> <p>That the implementation date for this standard be delegated to the Corporate Director of Place in consultation with the Executive Member for Environment and Regulatory Services with consideration of the need to procure the necessary supplier/materials; to communicate the changes to the trade; and to ensure that processes are in place for a robust implementation of the standard.</p>
Standard 6 Vehicle Testing	To retain Trafford's current standard of requiring vehicles to be tested on first application and every six months thereafter, irrespective of the age of the vehicle. All vehicles to be tested against the DVSA MOT standard plus Trafford's Vehicle Compliance Manual.
Standard 7 CCTV	To approve the drafting of a CCTV policy for further consideration and consultation
Standard 8 Executive Hire	<p>The retain Trafford's current standards including the following conditions:</p> <ul style="list-style-type: none"> Bookings to be confirmed by written contract Payments made in advance of the journey or by invoice afterwards Stipulation on the types of vehicles to be licensed Dress code Business plan shared with licensing authority Vehicles not to be fitted with data heads, radios or meters Exemptions from plates and door signs only to be given when used exclusively for executive hire <p>The standard to apply to new to licence and existing fleet from 1st January 2022</p>
Standard 9 Vehicle Design	<p>The following standards will apply:</p> <ul style="list-style-type: none"> all vehicles conform to the M1 standard (any modified vehicle at M2 standard must have an appropriate test to ensure conformity with single vehicle type approval) No retrofitting of engines into older vehicles will be allowed. LPG conversions will be accepted

	<ul style="list-style-type: none"> • Where retrofit emissions technology is installed it shall be approved as part of the Clean Vehicle Retrofit Accreditation Scheme (CVRAS) • Specification for window tints will be: <ul style="list-style-type: none"> ○ Front windscreen – min. 75% light transmission ○ Front side door glass – min. 70% light transmission ○ Remaining glass or rear side windows (exc. Rear window) - allow manufacturer's tint to a minimum 20% light transmission • No vehicle first being licensed will have been written off in any category and will not be renewed (if previously written off) after 1 April 2022. • No roof signs permitted on PHVs • No advertising other than Council approved signage on PHVs • To defer the decision on swivel seats at this time as the consultation response on this specific point was particularly low. <p>The standards to apply to new to licence and existing fleet from 1st January 2022 with the exception of written off vehicles which will apply from 1st April 2022.</p>
<p>Standard 10 Vehicle Conditions</p>	<p>A set of proposed conditions for Hackney Carriage and Private Hire Vehicles.</p> <p>To implement the standard as proposed with the addition of the DBS requirement for vehicle proprietors who are not licensed drivers.</p> <p>The standard to apply to new to licence vehicles from 1st January 2022; and for existing fleet on renewal of the licence.</p>

Table B

<p>Standard 2 Vehicle Age</p>	<p>To implement the following as the minimum standard:</p> <ul style="list-style-type: none"> • PHV – under 5 years on to fleet and 10 years off • PHV WAV – under 7 years on to fleet and 15 years off • Purpose built HCV– under 7 on to fleet and 15 years off
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	<ul style="list-style-type: none"> • Air quality metrics and impacts and testing data to be reviewed over the next 2-3 years by the Licensing Network and risks or proposed amendments brought back to Members as necessary • To remove the exceptional condition (age) test. <p>That the standard be implemented for new to licence vehicles from the 1st January 2022; and that the existing fleet is compliant with the policy standard by 1 April 2026. This will mean that from the 1st April 2025 a vehicle licence will not be renewed if the vehicle does not meet this standard.</p>
<p>Standard 3 Vehicle Emissions</p>	<p>To require licensed vehicles to be compliant with the current Euro emissions standard as follows:</p> <ul style="list-style-type: none"> • For new to licence vehicles from the 1st January 2022; and for the existing fleet vehicles are compliant with the policy standard by 1 April 2026.[*] This will mean that from the 1st April 2025 a vehicle licence will not be renewed if the vehicle does not meet this standard. • To note the strong ambition to move existing fleets to ZEC as soon as possible <p>[*]vehicle must also be compliant with the age policy</p>

Table C

<p>Standard 2 Vehicle Age</p>	<p>To implement the following as the minimum standard:</p> <ul style="list-style-type: none"> • PHV – under 5 years on to fleet and 10 years off • PHV WAV – under 7 years on to fleet and 15 years off • Purpose built HCV– under 7 on to fleet and 15 years off • Air quality metrics and impacts and testing data to be reviewed over the next 2-3 years by the Licensing Network and risks or proposed amendments brought back to Members as necessary • To remove the exceptional condition (age) test. <p>That the standard be implemented for new to licence vehicles from the 1st January 2022; and that the existing fleet is compliant with the policy standard by 1 April 2027.</p>
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	This will mean that from the 1st April 2026 a vehicle licence will not be renewed if the vehicle does not meet this standard.
Standard 3 Vehicle Emissions	<p>To require licensed vehicles to be compliant with the current Euro emissions standard as follows:</p> <ul style="list-style-type: none"> • For new to licence vehicles from the 1st January 2022; and for the existing fleet vehicles are compliant with the policy standard by 1 April 2027.* This will mean that from the 1st April 2026 a vehicle licence will not be renewed if the vehicle does not meet this standard. • To note the strong ambition to move existing fleets to ZEC as soon as possible <p>*vehicle must also be compliant with the age policy</p>

Other Options

The Council could decide not to amend the implementation date for the vehicle Standards 2 and 3 in respect of the existing licensed fleet. This would mean that the hackney carriage and private hire trade will be required to provide compliant vehicles as they renew their licences from 1st April 2023. As the funding support package has not yet been agreed, and is not likely to be available until Summer 2023 at the earliest, this will adversely affect many vehicle licence holders with non-compliant vehicles who will be unable to replace their vehicles before their licence is due for renewal.

If the date for compliance for emissions is extended to 2026, older, more polluting vehicles will be on the fleet for longer. However, those with older vehicles will presumably seek to take advantage of the funding support package once it becomes available to help transition to compliant vehicles. The risk therefore should reduce as more vehicles transition to compliant vehicles between 2023 and 2025 – that is if policies are in place requiring the change by a determined date and older vehicles are prevented from continuing to join the fleet.

Consultation

A GM wide public consultation on MLS took place between 8 October and 3 December 2020. A summary of this consultation has previously been provided to members in the report 'Greater Manchester Minimum Licensing Standards for Taxi and Private Hire Stage 1' which was submitted to Council on the 13th October 2021.

Reasons for Recommendation

The primary driver for this work was to ensure public safety and protection, and to improve vehicle emission standards in the context of the Clean Air and the decarbonisation agendas. In addition, by establishing standards around common vehicle specifications, MLS is an important mechanism that permits the systematic improvements to taxi and private hire service across Greater Manchester and their visibility.

The emissions and age compliance date as initially proposed was 1 April 2024 for all existing fleets across GM. This date was proposed on the basis that the Clean Taxi Fund was due to open early 2022, and that the clean air legal directive at the time was for compliance by 2024.

As the opening of the Clean Taxi Fund has been paused, this means that the trade have not yet had access to the funding which would assist with the upgrade to compliant vehicles. The Government have also issued a new clean air directive which required compliance by no later than 2026.

Without a change to the compliance date for these standards in Trafford, a significant proportion of the fleet will be unable to renew their vehicles licences from April 2023. This will detrimentally affect the livelihood of many drivers, as well as the availability of licensed vehicles for the public in Trafford.

The extension to the compliance date will give the trade a longer time period in which to upgrade to compliant vehicles, and the ability to take advantage of the funding support package once it is available.

Key Decision (as defined in the Constitution): No

If Key Decision, has 28-day notice been given? N/A

Finance Officer Clearance

Peter Carr

Strategic Finance Manager

Legal Officer Clearance

Steven Boyle

Head of Legal & Governance



Richard Roe

Corporate Director, Place

To confirm that the Financial and Legal Implications have been considered and the Executive Member has cleared the report.

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TRAFFORD COUNCIL

Report to: Council
Date: 15th March 2023
Report for: Approval
Report of: Executive Member for Health and Wellbeing and Equalities

Report Title

Trafford Council's Pay Policy Statement for 2023/24

Summary

This paper provides Council with information relating to Trafford's pay policy for 2023/24 in line with the requirements for the Localism Act 2011.

Recommendations

To note and approve the 2023/24 Pay Policy statement as set out in the attached report as recommended by Employment Committee on 20th February 2023.

Contact person for access to background papers and further information:

Name: Angela Beadsworth, Interim Director of HR
Extension: 1291

Name: Kate Sturman, Strategic HR Lead, Policy and Reward
Extension: 2148

Background Papers:

The Code of Recommended Practice for Local Authorities on Data Transparency - Department for Communities and Local Government.

Openness and accountability in local pay: Guidance under section 40 of the Localism Act 2011 – Department for Communities and Local Government.

Local Government Transparency Code 2015.

Relationship to Corporate Priorities	The information provided within the report aligns with the council's Corporate Priorities in respect to 'Supporting People out of Poverty'.
Relationship to GM Policy or Strategy Framework	None

Financial	The report information ensures that we comply with financial regulations in respect of data transparency and accounts and audit regulations.
Legal Implications:	Compliance with all relevant employment legislation is a critical and a key component of this strategy to ensure that our legal governance structure is robust and can defend employment claims should the need arise.
Equality/Diversity Implications	The pay policy will ensure that we remunerate our employees fairly and with due respect to all equality policies and strategies.
Sustainability Implications	Not applicable
Carbon Reduction	Not applicable
Staffing/E-Government/Asset Management Implications	Not applicable
Risk Management Implications	Not applicable
Health & Wellbeing Implications	Not applicable
Health and Safety Implications	Not applicable

1. Background

The Pay Policy Statement sets out the Council's approach to pay policy in accordance with the requirements of Section 38 of the Localism Act 2011.

The requirements of the Localism Act in respect of transparency about senior pay builds on the Accounts and Audit Regulations 2015 with which the Council is also compliant; published details of the Council's remuneration of its Chief Executive and Corporate Directors can be found on the Council's public website www.Trafford.gov.uk.

The Pay Policy Statement articulates the Council's own policies towards a range of issues relating to the pay of its workforce, in particular its senior staff (Chief Officers, as defined by the Local Government and Housing Act 1989) and to its lowest paid employees. The purpose of the Pay Policy Statement is to increase accountability in relation to pay.

As specified in the Act, this requirement does not extend to schools and this Statement does not therefore include employees directly employed by schools.

2. Recommendation

Council is recommended to note and approve the 2023/24 Pay Policy statement as detailed below.

TRAFFORD PAY POLICY STATEMENT 2023/24

1. Introduction

- 1.1 The purpose of the Pay Policy Statement is to ensure transparency and accountability regarding the Council's approach to setting pay.
- 1.2 The Pay Policy Statement will be approved by Council and is published on the Council's website in accordance with the requirements of the Localism Act 2011.
- 1.3 The Pay Policy Statement identifies:
- The methods by which salaries of all employees are determined;
 - The detail and level of remuneration of the most senior staff i.e. Head of Paid Service, 'Chief Officers', the Monitoring Officer, and Deputy Chief Officers as defined by the relevant legislation;
 - The remuneration of its lowest paid employees;
 - The relationship between the remuneration levels of the most senior employees and that of other employees;
 - The Committee responsible for ensuring the provisions set out in this statement are applied consistently throughout the Council and making recommendations on any amendments to Full Council.
- 1.4 Once approved by Full Council, this policy statement will come into immediate effect and will be subject to review as a minimum on an annual basis.

2. Scope

- 2.1 The Council's Pay Policy Statement relates to employees of Trafford Council whose remuneration, including rate of pay and terms and conditions are determined by and within the control of the authority. It does not apply to the following.
- Employees of our schools.
 - Employees on secondment where their rates of pay or terms and conditions are not set by the authority.
 - Individuals employed by a third party contracted to work for the authority, i.e. agency workers.
 - Individuals employed through the authority on behalf of a third party where their rates of pay or terms and conditions are not set by the authority.
 - Volunteers or those on work experience placements.

3. Legislation Relevant to Pay and Remuneration

- 3.1. In determining the pay and remuneration of all its employees, the Council will comply with all relevant employment legislation. This includes legislation such as the National Minimum Wage (Amendment) Regulations 2018, Equality Act 2010, Part Time Employment (Prevention of Less Favourable Treatment) Regulations 2000 and where relevant, the Transfer of Undertakings (Protection of Earnings) Regulations.
- 3.2 The Council ensures there is no discrimination within its pay structures and that all pay differentials can be objectively justified through the use of job evaluation mechanisms, which directly establish the relative levels of posts in grades according to the requirements, demands and responsibilities of the role.

4. Accountability and Decision Making

- 4.1 In accordance with the Constitution of the Council, the Employment Committee is responsible for determining and keeping under review collective and corporate terms and conditions of employment including the consistent and lawful application of the Council's Pay Policy and publication requirements in respect of transparency of pay, termination payments and audit responsibilities.
- 4.2 Decisions relating to salary packages for new posts above £100k are subject to full Council approval. In addition, any severance arrangements agreed in line with the relevant policies that exceed £100k are subject to full Council approval.
- 4.3 In May 2022 the government introduced statutory guidance on the making and disclosure of Special Severance Payments (additional discretionary sums, i.e., in addition to statutory and contractual payments) by local authorities in England and this guidance will be applied.

5. Context

- 5.1 Trafford Council serves a population of 235,000 residents (ONS population estimates 2021), has bold ambitions, and a vision for a borough where all our residents and communities prosper. The Council's refreshed Corporate Plan for 2021 to 2024 details this vision and outlines the 3 corporate priorities: reducing health inequalities; supporting people out of poverty, and; addressing our climate crisis - which are key to the delivery of our vision.
- 5.2 As at January 2023 the Council had an employee headcount of 2394 excluding schools, casuals, and apprentices, covering 2498 positions across our 6 directorates. With 53.3% of staff being part-time and 46.7% of staff being full-time, the full time equivalent (FTE) employee figure is 1883. This figure takes account of both part-time and part-year workers.

6. Pay Structure

- 6.1 The Council's pay strategy must be one of balance between securing and retaining high-quality employees whilst maintaining pay equality and avoiding excessive pay rates.
- 6.2 The Council uses the nationally negotiated pay spine(s) (i.e., a defined list of salary points) as the basis for its local pay structure, which determines the salaries of the large majority of its (non-teaching) workforce together with the use of locally determined rates where these do not apply.
- 6.3 All other pay-related allowances are the subject of either nationally or locally negotiated rates, having been determined from time to time further to collective bargaining.
- 6.4. In determining its grading structure and setting remuneration levels for any posts, which fall outside its scope, the Council takes account of the need to ensure value for money in respect of the use of public expenditure. However, this must be balanced against the need to recruit and retain employees who are able to provide high quality services to the community, delivered effectively and efficiently and at times at which those services are required.
- 6.5 New appointments will normally be made at the minimum of the relevant pay scale for the band, although from time to time it may be necessary to take account of the external pay levels in the labour market to attract and retain employees with experience, skills and capability. Where necessary, the Council will ensure the requirement for such is objectively justified by reference to clear and transparent evidence of relevant market comparators, using data sources available from within the local government sector and outside, as appropriate.
- 6.6 To meet specific operational requirements, it may be necessary for an individual to temporarily take on extra duties, which are in addition to their normal role. The Council's arrangements for authorising any additional remuneration relating to temporary additional duties are set out in the Acting-up and Additional Responsibility Payments Policy.
- 6.7 Any temporary supplement to the salary scale for the grade is approved in accordance with the Council's Market Supplement Policy.

7. Senior Management Pay Arrangements

- 7.1 For the purposes of this statement, senior management means 'Chief Officers' as defined within the Localism Act and outlined below:-
 - i) The head of the paid service designated under section 4(1) of the Local Government and Housing Act 1989 (see [Legislation.gov - Local Government and Housing Act 1989](https://www.legislation.gov.uk/ukpga/1989/29/section-4));
 - ii) The monitoring officer designated under section 5(1) of that Act;

- iii) A statutory chief officer mentioned in section 2(6) of that Act;
- iv) A non-statutory chief officer mentioned in section 2(7) of that Act;
- v) A deputy chief officer mentioned in section 2(8) of that Act.

Further information is set out in the data published for the Local Government Transparency Code 2015 and the Accounts and Audit Regulations 2015.

Within the Council, Chief Officers and Deputy Chief Officers are those on grades SM2 and SM3 with some Director spot salaries.

- 7.2 The Chief Executive (Head of Paid Service), also carries out the duties of the Returning Officer in accordance with the Representation of The People Act 1983. The duties of the Returning Officer are separate from the duties undertaken as a local government officer; the office of Returning Officer is totally distinct from the office of Chief Executive and Head of Paid Service.

When the Chief Executive and Chief Officers act as Returning Officer and Deputy Returning Officers, they receive fees for local and other elections as they arise from time to time. The level of these fees depends on the type of election. These are published annually in the Council's annual Statement of Accounts.

- 7.3 The Chief Officers and Deputy Chief Officers do not receive any car allowance.
- 7.4 The Council does not pay bonuses to Senior Managers or any other employee group.
- 7.5 For all Chief Officers and deputy chief Officers, salary progression within the pay range is linked to attainment of pre-determined objectives and targets as set out in their contractual terms and the appraisal check-in process.
- 7.6 The Transparency Code 2015 requires us to publish senior salary information and an organisation chart showing roles in at least the top three levels of our organisation. These are on the Council's [website](#).

8. Recruitment of Chief Officers

- 8.1 The Council's policy and procedures regarding recruitment of Chief Officers is set out within the Council Constitution Part 4 Officer Employment procedure rules.
- 8.2 When recruiting to all posts, the Council will take full and proper account of all provisions of relevant employment law and its own Equality, Recruitment and Redeployment Policies as approved by Council.
- 8.3 Decisions relating to the remuneration of any newly appointed Chief Officer will be in accordance with relevant job evaluation methodology, market

factors and recruitment policies in place at the time. For new posts, with recommended salary packages more than £100k, approval of Full Council is required.

- 8.4 Where the Council is unable to recruit Chief Officer posts, or there is a need for interim support to provide cover for a substantive Chief Officer post, the Council will, where necessary, consider engaging individuals under a 'contract for service'. These will be sourced through a relevant procurement process ensuring the council is able to demonstrate the maximum value for money benefits, from competition, in securing the relevant service.
- 8.5 In 2022/23, the council has appointed 1 Chief Officer/Deputy Chief Officer as follows:
- Corporate Director of Adults and Wellbeing – commenced January 2023
- 8.6 The Council has had 1 interim appointment in place at Chief Officer level throughout 2022/23 to undertake a strategic review of the Communications service. Due to the specialist nature of the skill set needed in this role, this individual has been engaged through the procurement process described in paragraph 8.4 above.
- 8.7 It should be noted that when these interim engagements are established, the Council is not required to make either pension or national insurance contributions for such individuals.

9. Pension Contributions

- 9.1 Where employees have exercised their statutory right to become members of the Local Government Pension Scheme, the Council is required to contribute to the scheme representing a percentage of the pensionable remuneration due under the contract of employment of that employee.
- 9.2 The rate of contribution is set by Actuaries advising the Greater Manchester Pension Fund and reviewed on a triennial basis to ensure the scheme is appropriately funded. The current rate is set at 20.4%.

10. Payments on Termination

- 10.1 The Council's approach to statutory and discretionary payments on termination of employment of Chief Officers, prior to reaching normal retirement age, is set out within its policy statement in accordance with Regulations 5 and 6 of the Local Government (Early Termination of Employment) (Discretionary Compensation) Regulations 2006 and the Local Government Pension Scheme Regulations 2007.

10.2 Payments on termination in relation to the policy and guidance set out above that exceed £100k are subject to approval of Full Council.

11. Lowest Paid Employees

11.1 The lowest paid employees employed under a contract of employment with the Council are employed on full time (36.25 hours) equivalent salaries in accordance with the minimum spinal column point (SCP) currently in use within the Council's grading structure (currently £20,258 per annum).

11.2 The Council employs Apprentices who receive the National Living Wage, which is based on age. The National Living Wage rates by age are detailed below.

National Living Wage rates April 2022

Age	23 plus	21 to 22	18 to 20	Under 18	Apprentice (under 19 or in first year)
Hourly rate	£10.42	£10.18	£7.49	£5.28	£5.28

11.3 Following the recent NJC pay award, the salary for the bottom point of the pay structure scp1 was increased to £20,258, which is an hourly rate of £10.72 and is consequently 30 pence above the current national living wage rate of £10.42. On 1st April 2023 the lowest rate of pay will be scp2 which is currently £20,441 or £10.81 per hour.

11.4 We track the current national and local initiatives regarding low paid staff, benchmarking with our regional counterparts to ensure pay parity and are in the process of applying for Real Living Wage (RLW) accreditation.

11.5 The Real Living Wage is recommended as an appropriate minimum hourly rate by the Living Wage Foundation and it is based on the real cost of living currently set at £10.90 as of 22 September 2022. In readiness for accreditation a Real Living Wage supplement has been paid to all Council and maintained school employees with an hourly rate lower than the RLW rate from January 2023.

11.6 Real Living Wage accreditation supports one of the Council's key priorities to reduce poverty (by maximising people's income in the first place) as well as supporting colleagues with cost-of-living impacts.

11.7 An update will be provided each year in the Pay Policy of variations to pay supplements as may be required.

12. Pay Ratios

12.1 It is useful to consider pay dispersion, which is the relationship between remuneration of chief officers and the remuneration of other staff. The following information details the salary levels from the highest earner to the lowest earners in the Council.

- The Chief Executive salary is £184,006.
- The average salary of Chief Officer is £103,794.
- The median (middle) salary is £26,845.
- The lowest salary is £20,258. Please note the Real Living Wage supplement hasn't been added to this ratio, i.e., we are using lowest contractual salary.

12.2 We have considered two ratios:

- The ratio of pay of the top earner (Chief Executive) and the median earner is 6.85:1. In other words, for every £1 earned by the median earner the Chief Executive earns £6.85.
- The ratio of pay of the top earner (Chief Executive) and the lowest earner is 9.08:1. In other words, for every £1 earned by the lowest earner the Chief Executive earns £9.08.

The Hutton Review of fair pay that established the reporting requirements for pay policy statements, recommends a ratio for highest and lowest earner of no more than 20:1 – and at 9.08:1 we are within these parameters. We will continue to monitor our pay ratios to ensure that the differentials don't increase more than would be appropriate.

12.3 As part of its overall and ongoing monitoring of alignment with external pay markets, both within and outside the sector, the Council will use available benchmarking information as appropriate. In addition, upon the annual review of this statement, it will also monitor any changes in the relevant 'pay multiples' and benchmark against other comparable Local Authorities.

13. Equality and Inclusion

13.1 Chief Officers are responsible for ensuring that they operate within the Council's Equality Strategy & Equality Diversity in Employment Policy that recognises the value that diversity in employment can bring.

13.2 The Council is committed to ensuring that no-one is discriminated against, disadvantaged, or given preference, through membership of any group, particularly based on age; disability; gender reassignment; race, religion or belief; sex; sexual orientation; marriage and civil partnership and pregnancy and maternity. This policy will be applied equally to all employees irrespective of their background or membership of a particular group.

- 13.3 In addition, in line with the Trade Union and Labour Relations (Consolidation) Act 1992 (TULCRA) Part 3, the Council is committed to ensuring that employees are not disadvantaged or discriminated against by virtue of their trade union membership in the application of this policy.
- 13.4 The Council will regularly review this policy's impact on any equality and diversity issues and will identify any inequalities by monitoring and will take appropriate action where necessary.

14 Gender Pay Gap

- 14.1 Public Authorities including government departments, the armed forces, local authorities and NHS bodies and schools with 250 employees or more, must publish and report specific figures about their gender pay gap on an annual basis.
- 14.2 The information which must be published is:
- the mean gender pay gap in hourly pay,
 - the median gender pay gap in hourly pay,
 - the mean bonus gender pay gap,
 - the median bonus gender pay gap:
 - proportion of males and females receiving a bonus payment and
 - the proportion of males and females in each pay quartile.

A point to note is that Trafford Council does not have any pay bonus schemes and so we do not report on this aspect.

- 14.3 The figures are based on a snapshot of data from the previous year (March 2022) and will be published on the National Gender Pay Gap Reporting website before the deadline of 30th March 2023.
- 14.4 When considering the gender pay gap it is useful to remember that it is different to equal pay. Equal pay deals with the pay differences between men and women who carry out the same jobs, similar jobs, or work of equal value. Equal pay means that men and women in the same employment performing equal work must receive equal pay and it is the law (Equal Pay Act 1970). The Council has a robust system in place to ensure equal pay so this will not be a factor in our pay gap.
- 14.5 Trafford Council's overall mean pay gap is 9.68% and the median is 12.93%, both in favour of male employees. As detailed above, the gap isn't due to an equal pay issue. Instead, occupational segregation is likely to be the biggest factor, i.e., the fact that some types of jobs within our organisation are more traditionally undertaken by females and some by males. There are several other influencing factors which contribute to the gap.
- The gender composition of our workforce which is 74% female and 26% male.

- The fact that we employ a lot of part time roles (47% of posts) which attract females and evidence shows that part-time roles pay less than full time roles.
- The fact that we employ a lot of term time roles which attract females.
- We have some large in-house services with lower paid bands which traditionally attract more females (catering, cleaning, passenger assistants, care assistants and support workers).
- We have an ageing workforce and evidence shows that the gender pay gap widens above age 40;

14.6 Our pay gap has increased slightly from the previous year (as can be seen in the table below), however if we compare it to the first year of reporting (March 2018), our gaps are much lower (reduction of 10% on the mean gap and reduction of 26% on the median gap). Our most recent pay award, a flat payment of £1,925 (which has the effect of a decreasing percentage increase moving up the spinal column points) may have a positive impact on the figures.

Reporting Year	Mean gap	Median gap
2018	10.70%	17.40%
2022	8.14%	10.77%
2023	9.68%	12.93%

14.7 We will be providing a full Gender Pay Gap report when we publish our figures. In this we will detail actions we have undertaken so far and future plans.

15. Trade Unions

15.1 The Council recognises two trade unions – UNISON and GMB, for collective bargaining purposes and funds two full time equivalent UNISON representatives.

16. Publication

16.1 Upon approval, this statement will be published on the Council's Website.

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TRAFFORD COUNCIL

Report to: Council
Date: 15 March 2023
Report for: Decision
Report of: Director of Legal and Governance

Report Title

Draft Timetable of Council and Committee Meetings – 2023/24

Summary

To adopt a provisional timetable of Council and Committee meetings for the 2023/24 municipal year.

Recommendation(s)

That the provisional timetable of Council and Committee meetings for the 2023/24 municipal year be approved, as set out in Appendix 1 to this report and recommended to the Annual Meeting of the Council on 24 May 2023.

Contact person for access to background papers and further information:

Name: Ian Cockill
Extension: 1387

Background Papers:

None

Implications

Relationship to Policy Framework/Corporate Priorities	Adoption of a timetable of meetings will enable key decisions to be programmed that will assist in the delivery of the Policy Framework and the Council's Corporate Priorities.
Financial	There are no significant financial implications arising from this report.
Legal Implications:	In accordance with the Local Government Act 1972 (as amended), the Council is required to give public notice of meetings of the Council and its committees.
Equality/Diversity Implications	None
Sustainability Implications	None
Carbon Reduction	None
Staffing/E-Government/Asset	None

Management Implications	
Risk Management Implications	None
Health and Safety Implications	None

1. Background

- 1.1 The current timetable of meetings expires with the Annual Meeting on 24 May 2023. Members are required, therefore, to consider a draft timetable for the following municipal year, in advance of a decision being made at the Annual Meeting of the Council in May.

2. Purpose of Report

- 2.1 To adopt a provisional timetable of Council and Committee meetings for the 2023-24 municipal year. The timetable is broadly consistent with the pattern and frequency of meetings in 2022/2023 and is set out at Appendix 1 to the report.
- 2.2 Adoption of a calendar for the next municipal year will assist with the preparation of individual committee work programmes following the local elections in May 2023. A timetable of meetings will enable Members and officers to plan accordingly and ensure that the Council's decision-making processes continue to operate on a planned basis.

3. Recommendation

- 3.1 The Council is requested to consider a provisional programme of meetings for the 2023/2024 municipal year, for recommendation to the Annual Meeting of the Council on 24 May 2023.

CALENDAR OF MEETINGS 2023/2024

	2023							2024					
	June	July	August	September	October	November	December	January	February	March	April	May	
Saturday		1											Saturday
Sunday		2			1								Sunday
Monday		3			2			1 New Year's Day			1 Bank Holiday		Monday
Tuesday		4	1		3			2			2		Tuesday
Wednesday		5	2		4	1		3			3	1	Wednesday
Thursday	1	6	3		5	2		4	1		4	2 Elections	Thursday
Friday	2	7	4	1	6	3	1	5	2	1	5	3	Friday
Saturday	3	8	5	2	7	4	2	6	3	2	6	4	Saturday
Sunday	4	9	6	3	8	5	3	7	4	3	7	5	Sunday
Monday	5	10	7	4 JCP/Employ	9	6	4 JCP/Employ	8	5	4 JCP/Employ	8	6 Bank Holiday	Monday
Tuesday	6	11	8	5	10	7	5	9	6	5	9	7	Tuesday
Wednesday	7	12 Scrutiny	9	6	11	8 Scrutiny	6	10	7 A&A	6 Health	10	8	Wednesday
Thursday	8 Planning	13 Planning	10 Planning	7	12 Planning	9 Planning	7	11	8	7 Standards (IR)	11 Planning	9 Planning	Thursday
Friday	9	14	11	8	13	10	8	12	9	8	12	10	Friday
Saturday	10	15	12	9	14	11	9	13	10	9	13	11	Saturday
Sunday	11	16	13	10	15	12	10	14	11	10	14	12	Sunday
Monday	12	17	14	11	16	13	11 Executive	15	12	11	15	13	Monday
Tuesday	13	18	15	12	17	14	12	16	13	12 CYPS	16	14	Tuesday
Wednesday	14	19 Council	16	13 Health	18 Council	15 Health	13	17 Health	14	13 Scrutiny	17	15	Wednesday
Thursday	15 PP Sub	20 PP Sub	17 PP Sub	14 Planning PP Sub	19 PP Sub	16 PP Sub	14 STAR (10am) (Rochdale) Planning Standards (IR)	18 Planning	15 Planning	14 Planning	18 PP Sub	16	Thursday
Friday	16	21	18	15	20	17	15	19	16	15	19	17	Friday
Saturday	17	22	19	16	21	18	16	20	17	16	20	18	Saturday
Sunday	18	23	20	17	22	19	17	21	18	17	21	19	Sunday
Monday	19 Executive	24 Executive	21	18 Executive	23 Executive (inc. Budget Proposals)	20 Executive	18	22	19	18 Executive	22	20	Monday
Tuesday	20	25 CYPS	22	19	24	21 CYPS	19	23 CYPS	20	19 A&A	23	21	Tuesday
Wednesday	21 A&A	26 Health	23	20 Scrutiny	25	22 Council	20	24 Scrutiny	21 Budget Exec / Council	20 Council	24	22 Annual Meeting (6 pm)	Wednesday
Thursday	22 STAR (10am) (Trafford) Standards (IR)	27	24	21 STAR (10am) (Stockport) Standards (IR)	26	23 A&A	21 PP Sub	25 PP Sub	22 PP Sub	21 STAR (10am) (Tameside) PP Sub	25	23	Thursday
Friday	23	28	25	22	27	24	22	26	23	22	26	24	Friday
Saturday	24	29	26	23	28	25	23	27	24	23	27	25	Saturday
Sunday	25	30	27	24	29	26	24	28	25	24	28	26	Sunday
Monday	26 JCP/Employ	31	28 Bank Holiday	25	30	27	25 Christmas Day	29 Executive	26 Executive	25 Annual Scrutiny Review (all Members)	29	27 Bank Holiday	Monday
Tuesday	27		29	26 CYPS	31	28 Budget Scrutiny (Session 1)	26 Boxing Day	30	27	26	30	28	Tuesday
Wednesday	28		30	27 A&A		29	27	31 Council	28	27		29	Wednesday
Thursday	29		31	28		30 Budget Scrutiny (Session 2)	28		29	28		30	Thursday
Friday	30			29			29			29 Bank Holiday		31	Friday
Saturday				30			30			30			Saturday
Sunday							31			31			Sunday

<u>Key:</u>	<u>Full Name & Additional Information</u>
A&A	= Accounts and Audit Committee (6.30 p.m.)
CYPS	= Children and Young Peoples Scrutiny Committee (6.30 p.m.)
Council	= Council (7.00 p.m.)
Executive	= Executive (6.30 p.m.)
Health	= Health Scrutiny Committee (6.30 p.m.)
JCP/Employ	= Joint Consultative Panel / Employment Committee (following on from JCP at 4.30 p.m.)
Planning	= Planning & Development Management Committee (6.30 p.m.)
PP Sub	= Public Protection Sub-Committee (6.30 p.m.)
Scrutiny	= Scrutiny Committee (6.30 p.m.)
Standards	= Standards Committee (6.30 p.m.)
STAR	= STAR Joint Committee (10.00 a.m. - 11.30 a.m.)
(IR)	= If Required