

Public Document Pack



TRAFFORD COUNCIL

Tuesday, 12 March 2024

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, 20 MARCH 2024, at 7.00 PM** in the **COUNCIL CHAMBER, TRAFFORD TOWN HALL, TALBOT ROAD, STRETFORD**, for the transaction of the business set out below:

- | | Pages |
|---|--------------|
| 1. Minutes | To Follow |
| To approve as a correct record the Minutes of the Meetings of the Council held on 31 st January 2024, the 21 st February 2024 and for signature by the Mayor as Chair of the Council. | |
| 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. Petition for Debate at Council - A safer school run for the pupils of Oldfield Brow | |

To consider the following petition requiring debate:

We the undersigned petition the Council to to take action with regard to: TAYLOR RD / STOKOE AVE CORNER Stokoe Avenue (off Taylor Road) is proving a dangerous crossing area for our children at Oldfield Brow Primary School. There has been a few near misses reported of careless driving close

to our children. Taylor Road alone is also known for speeding vehicles. As a parent of one of those children I also speak on behalf of other concerned parents that our Council needs to act now. ROAD SIGNS / MARKINGS: On Taylor Road there is only 'one' sign to warn drivers of a school nearby. This is not enough. Taylor Road has poor visibility due to our many beautiful trees, hence reducing children being seen. More signs are urgently required. CONGESTION / POLLUTION: Taylor Road is heavily congested at school times; although a zebra crossing at Taylor/Stokoe would potentially help reduce traffic, we are still exposed to the pollution from parked cars with engines running (especially at the Crescent).

There were 2,456 children under 16 seriously hurt or killed on Britain's roads last year. Oldfield Brow has an excellent community. Our roads need to be SAFE and our air needs to be cleaner. Don't let our road be one of them.

Proposal / Solutions:

- School Crossing Patrol (between hours of 8.15am - 9.15am and 3pm - 4pm) or Zebra Crossing (permanent)
- Speed limit reduced to 20mph and/or Speed bumps / cameras / road chippings / signs
- School Road Signs and/or Children Crossing Signs
- SLOW Road Markings
- Turn Engine Off Signs

5. Adoption of Places for Everyone Plan 1 - 28

To consider a report from the Executive Member for Economy and Regeneration.

6. Trafford Council's Pay Policy Statement for 2024/25 29 - 40

To consider a report of the Deputy Leader of the Council and Executive Member for Leisure, Arts, Culture, and Heritage.

7. Motions

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

(a) Motion Submitted by the Conservative Group - Focus on Trafford

1. This Council has often found itself debating issues which it has no operational responsibility for, or influence over, for example national policy on vaping and leasehold properties.
2. As Councillors, we are elected to represent residents within the Borough on matters which this Council has control over. We are not elected to be members of a sixth form debating society.

3. The lack of focus hasn't gone unnoticed by residents, who, quite rightly, expect those they elect to focus on Trafford and nothing else.

4. This very simple Motion provides residents with comfort that is all we are focused on and I hope all Members see no need for a prolonged debate wasting even more time on this and support this Motion.

Proposed Motion

This Council resolves to amend section 11.3 of Council Procedure Rules, contained within this Council's Constitution to include:-

'Any motion submitted to the Council shall be about matters for which the Council has statutory powers, duties or functions or address the built or natural environment of the Borough of Trafford or address a matter of local, or regional policy that affects the lives of people in the Borough of Trafford. The ruling of the Monitoring Officer in consultation with the Mayor shall be final as to the relevance of the motion.'

(NOTE – If the Motion is approved, section 11.3 will subsequently read :-

Any Motion submitted to the council shall be about matters for which the Council has statutory powers, duties or functions or address the built or natural environment of the Borough of Trafford or address a matter of local, or regional policy that affects the lives of people in the Borough of Trafford. The ruling of the Monitoring Officer in consultation with the Mayor shall be final as to the relevance of the Motion.)

(b) **Motion Submitted by the Liberal Democrat Group Motion - Getting the basics right: Road maintenance**

This Council notes that:

1. Pothole repairs by Amey and micro-surfacing treatments are often sub-standard, with uneven finishes, obvious potholes extremely close by left un-repaired, or grids blocked by micro-surfacing.
2. Amey do not seal the perimeter of freshly repaired potholes with bitumen tape, to join the new surface to the old surface – leading to rapid breakdown.
3. Residents of all ages, from young people with pushchairs to

older people who find walking more difficult, can feel unsafe walking on extremely uneven deteriorating pavements, hampering Trafford's Active Travel strategy.

This Council resolves to:

1. Conduct random spot inspections of pothole repairs and micro-surfacing treatments to ensure that work is carried out to higher standard – to ensure that snagging issues around grids and junctions are quickly addressed
2. Ask Trafford's Amey contractors to improve the quality of their pothole repairs, including the use of bitumen tape, heat sealed around the perimeter of the repair, to seal the join between the old surface and the new surface to prevent rapid deterioration of repairs
3. Ensure that, when a road receives capital expenditure for significant re-surfacing work, the adjacent pavements either side are also assessed and, if necessary, resurfaced at the same time.

(c) **Motion Submitted by the Liberal Democrat Group Motion - Getting the basics right: Drainage**

This Council notes that:

1. Reports of surface water flooding escalate in the autumn when leaf-fall blocks grids and gullies across the Borough, as Trafford does not have enough capacity for pro-active drain clearance.
2. Trafford has a limited number of machines for clearing street drains and gullies, but purchasing and maintaining another machine is hugely expensive. However, the current gully team – working a full week – would only be able to use the machinery for 5 in every 7 days.

This Council resolves to:

4. Implement a programme of street drainage inspections immediately following the completion of the annual leaf clearance programme to ensure that blocked drains are identified and scheduled for clearance, helping to combat surface water flooding.
5. Create a plan to use the gully clearing machinery Trafford already has, beyond the days the existing team is able to use it, by hiring or training other staff to use the machines when the current team are not using it.

(d) **Motion Submitted by the Liberal Democrat Group Motion - Getting the basics right: Footpaths and ginnels**

This Council notes that:

1. Trafford's Active Travel strategy encourages students to walk to school and residents to make local journeys by walking, but many such journeys involve rights of way that can become impassable due to stinging nettles and brambles.
2. The current weed spraying programme only covers the road network and adjacent pavements. Other public rights of way for pedestrians including ginnels and alleyways, have no proactive programme for weed treatment, so stinging nettles and brambles are left to grow until they block the pathway, and moss is left to grow until pavements become slippery.
3. Issues are only resolved on a case-by-case basis if an individual reports a pathway when it becomes impassable, which hinders the ability of our local residents to walk more often.

This Council resolves to:

6. Develop a proactive scheduled work programme for weed spraying footpaths, ginnels and other public rights of way.
7. Carry out scheduled inspections of pavements and footpaths, identifying any slip hazards, such as moss coverage, so these pavements can be cleaned.

(e) **Motion Submitted by the Labour Group - Happy 50th Birthday Trafford Council**

Trafford Council was formed on 1 April 1974 following the merger of Altrincham, Sale and Stretford Municipal Boroughs; Bowdon, Hale and Urmston District Councils; and the parishes of Carrington, Partington, Dunham Massey and Warburton. A rich and diverse range of places that continues to influence of the Trafford of today.

Over the last 50 years has had 50 mayors, 13 different leaders, Labour and Conservative administrations and periods of no overall control. Many memorable people have served this Borough since 1974.

Local Government remains a keystone in society and there's a lot Trafford Council can celebrate. From attracting national venues such as the Imperial War Museum North and working in partnership with our big sporting arenas to building thousands of new homes for people to live in, meaning that our young people can remain close to the place they grew up. From investing millions into regenerating our town centres, revitalising our leisure services and transforming Trafford's biggest park to working with our incredible schools, colleges and now UA92. From providing support and reassurance to people in our communities through the Covid-19 pandemic and the cost of living crisis to taking the necessary steps to tackle our climate crisis through active travel, reducing carbon in public buildings and progressing new ideas like district heat networks and greening Trafford Park whilst celebrating Trafford's mighty industrial heritage.

As we celebrate our first 50 years we must also look to how we shape the future. We must aim to give every child the best start; ensure people live healthy and independent lives; provide a thriving economy and homes for all; address our climate crisis; and ensure culture, sport and heritage are accessible to all.

Local Government services are integral to our communities and those services are nothing without the workforce providing them- from librarians to social workers, street cleaners to waste collectors, teaching staff to registrars, planners to bereavement service staff. Those are just a few with many, many more besides.

This council therefore resolves to:

- Note and celebrate Trafford Council's achievement on our 50th anniversary;
- Thank every council employee, past and present, for their service to this Borough.

(f) **Motion Submitted by the Labour Group - My Vote, My Voice Charter**

Over 1.5 million adults in the UK live with a learning disability, and there are over 700,000 autistic adults. Nevertheless: 40% of the general public don't know these groups have an equal right to vote.

80% of people feel that polling stations are inaccessible for disabled people as a whole.

As few as 12% of disabled voters were aware of their legal entitlements during the 2023 local elections, in the wake of new rules around voter identification and available onsite support.

(Source: <https://www.myvotemyvoice.org.uk/>)

There are several important elections set to take place during 2024 and every vote should count. This Council therefore agrees to sign the My Vote, My Voice Charter:

We will encourage people with learning disabilities and autistic people to use their vote.

We will do this by:

- Sharing accessible resources;
- Encouraging people to complete the My Vote My Voice election surveys;
- Promoting the My Vote My Voice campaign;
- Involving people with lived experience in this campaign;
- Championing the voting rights of people with a learning disabilities and autism.

(g) **Motion Submitted by the Green & Lib Dem Groups - Israel and Gaza Motion**

This Council:

- Expresses deep sympathy for all those affected by the situation in Israel and Gaza.

- Offers our support to those in Trafford who have been affected by the

ongoing violence in the region.

- Condemns the murder of Israeli civilians, the taking of hostages by Hamas and the death and destruction.
- Condemns the impact on the Palestinian people of the Israeli government's military action that has resulted in a catastrophic number of deaths, injuries and displacement among the population of Gaza.
- Expresses a deep concern that the UN has stated that a large proportion of Gaza is now uninhabitable, and much of the population is facing hunger and insanitary conditions.
- Believes that the urgent priority must be to stop the deaths and suffering of any more civilians in Israel and Gaza.
- Hopes for an immediate further release of all hostages and release of Palestinian prisoners held without charge; and an immediate, permanent bilateral ceasefire.
- Believes people of all faiths and none should feel safe in our borough.
- Condemns the increase in antisemitic and Islamophobic violence and abuse in the UK and believes all forms of racism have no place in Trafford.

The Council resolves to:

- (i) explore how the council can better support and facilitate events for people of all faiths and none, where they can come together and express solidarity and sadness in response to these events.
- (ii) stand ready to provide support and open our arms to innocent people displaced and affected by these events.

The council also resolves to ask the Leader of the council to write to the relevant UK Government ministers:

(1) calling on the UK Government to press all parties:

- to agree to an urgent permanent bilateral ceasefire in Israel and Gaza and to make every effort to resume the peace process;
- to guarantee that international humanitarian law is upheld and that civilians are protected in accordance with those laws;
- to ensure that civilians have access to humanitarian support, including unfettered access to medical supplies, food, electricity, other fuel and water. And to request an urgent update on UK Government action being taken to ensure this.

(2) Sharing the content of the motion agreed at council this evening, which reflects our concern.

(3) Acknowledging the recent national funding provided to help tackle antisemitism and islamophobia, but also requesting additional funding for local authorities to help support community cohesion projects.

(h) **Motion Submitted by the Green Group - Pavement obstruction: towards the Vision Zero target**

Background

No councillor will be unfamiliar with complaints about pavement parking and obstruction of the pavement by vehicles.

Causing obstruction that prevents someone from passing along a footway, cycleway or similar is an offence under the Highways Act 1980 sec. 137 (hereafter 'S137')*. This is enforceable only by the police, not by local authority enforcement. An offence under S137 is additional to any contravention of civil driving or parking restrictions such as yellow lines. A S137 offence can occur without the whole of the footway obstructed - if any individual's "free passage" is prevented, it constitutes obstruction.

In response to a Freedom of Information request, Greater Manchester Police have provided data relating to enforcement of S137. During 2022, across all of Greater Manchester, GMP issued just 267 fixed penalties under S137, and made five arrests, two of which resulted in no further action.

Furthermore, GMP do not record what part of the highway was obstructed. They are unable to say how many of these cases relate specifically to obstruction of a footway or similar.

Council notes that:

- Reaching its Vision Zero target depends on safe access to footways, cycleways and other non-vehicular infrastructure at all times,
- Vision Zero cannot be achieved if inadequate data is available about pavement obstructions and enforcement of existing laws,
- GMP currently do not record data about which part(s) of the highway an obstruction occurred on, when taking action under S137,
- Across the whole of Greater Manchester, police enforcement of S137 by way of fixed penalties or arrests occurs less than once

a day,

- Parking on pavements, or on any other part of the road other than a carriageway, has been banned across Greater London since 1974**, with provision for local authorities to introduce exempted locations. Local authorities have the power to enforce this legislation. Similar laws were introduced by the Scottish Parliament in 2019***.

Council resolves:

- That the leader will write to the Mayor of Greater Manchester and to the Chief Constable of GMP, requesting that data is recorded and provided about S137 offences includes:
 - The location of the obstruction, i.e. carriageway/footway/cycleway/shared-use/other,
 - The type(s) of vehicle involved, or detailing as non-vehicular obstruction where appropriate,
 - Geographic data at the level of LA wards or similarly sized ONS areas,
 - The proportion of reported S137 offences that are acted upon with fixed penalties or arrests, the proportion which receive police attention but are not acted upon, and the proportion which do not receive any police attention,

and that this data is made available to local authorities in a timely manner.

- To ensure that all relevant council staff understand what constitutes an offence under S137 and how to report via non-emergency routes,
- To work with council contractors to ensure that their staff are similarly informed,
- That the leader of the council will write to the Secretary of State for Transport, calling for the prohibition of pavement parking in Greater London to be expanded across England.

* <https://www.legislation.gov.uk/ukpga/1980/66/section/137>

** <https://www.legislation.gov.uk/ukla/1974/24/section/15>

*** <https://www.legislation.gov.uk/asp/2019/17/part/6/crossheading/pavement-parking-prohibition/enacted>

Yours sincerely,

SARA TODD

Chief Executive

Membership of the Council

Councillors D.C. O'Sullivan (Mayor), A.M. Whyte (Deputy Mayor), D. Acton, S. Adshead, J.M. Axford, Babar, O.J. Baskerville, J. Bennett, J. Brophy, B. Brotherton, D. Butt, G. Carter, K.G. Carter, K. Chakraborty, G. Coggins, M. Cordingley, F. Cosby, Z.C. Deakin, R. Duncan, P. Eckersley, S. G. Ennis, N. Evans, W. Frass, S.J. Gilbert, J. Harding, B. Hartley, W. Hassan, S. J. Haughey, E.L. Hirst, J. Holden, F. Hornby, C. Hynes, D. Jarman, D. Jerrome, W. Jones, J. Leicester, S.E. Lepori, J. Lloyd, S. Maitland, M. Minnis, J.D. Newgrosh, T. O'Brien, E.R. Parker, E. Patel, R. Paul, K. Procter, S. Procter, T. Ross, J. Slater, H. K. Spencer, O. Sutton, M.J. Taylor, S. Taylor, S. Thomas, R. Thompson, L. Walsh, M.J. Welton, D. Western, M.P. Whetton, A.J. Williams, B.G. Winstanley, J.A. Wright and S. Zhi

Further Information

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

John Addison, Governance Manager

Email: john.addison@trafford.gov.uk

This Summons was issued on **Tuesday, 12 March 2024** by the Governance Services Section, Trafford Council, Trafford Town Hall, Talbot Road, Stretford M32 0TH.

TRAFFORD COUNCIL

Report to: Council

Date: 20th March 2024

Report for: Decision

Report of: Executive Member for Economy and Regeneration

Report Title

Adoption of Places for Everyone Plan: A Joint Development Plan Document for nine Greater Manchester Local Authorities (Bolton, Bury, Manchester, Oldham, Rochdale, Salford, Tameside, Trafford and Wigan) 2022-2039 (The Places for Everyone Plan).

Summary

This report seeks the approval of Council to formally adopt The Places for Everyone Plan - incorporating the Main Modifications, amendments to the Policies Map and Additional Modifications - in accordance with the Town and Country Planning (Local Planning) (England) Regulations 2012 (as amended) (“2012 Regulations”) and the Planning and Compulsory Purchase Act 2004 (as amended) (“2004 Act”).

Recommendation(s)

It is recommended that the Council:

- (i) Accept the findings of the Inspectors’ Report and approve the Main Modifications to the Places for Everyone Joint Development Plan Document proposed by the independent Inspectors, as set out in Appendix 1.1 and 1.2 to this report, for incorporation into the final version of the Places for Everyone Joint Development Plan Document.
- (ii) Approve the amendments to the Places for Everyone Joint Development Plan Document Policies Map, as set out in Appendix 2 to this report, for incorporation of all the changes which relate to Trafford’s administrative area into the Composite Policies Map.
- (iii) Approve the Additional Modifications to the Places for Everyone Joint Development Plan Document, as set out in Appendix 3 to this report, for

incorporation into the final version of the Places for Everyone Joint Development Plan Document.

- (iv) Adopt the Places for Everyone Joint Development Plan Document 2022 – 2039 (provided in Appendix 4), with effect from 21 March 2024 – incorporating the Main Modifications and Additional Modifications – as part of the Development Plan for Trafford, in accordance with Section 23 of the Planning and Compulsory Purchase Act 2004 (as amended)
- (v) Adopt the Policies Map (Appendix 5) which incorporates the Modifications to it (Appendix 2) and is necessary to give effect to the policies of the Places for Everyone Joint Development Plan Document.
- (vi) Delegate authority to the Corporate Director of Place to make any minor non material editorial amendments to the Places for Everyone Joint Development Plan Document and Policies Map ahead of its final publication, subject to consultation and agreement with the eight other Places for Everyone authorities. These amendments will be limited to correcting minor errors and formatting text.

Contact person for access to background papers and further information:

Adrian Fisher (Director of Regulatory Services) 0161 912 2000

Stephen James (Head of Growth, Communities & Housing) x 4330

Caroline Wright (Strategic Planning and Growth Manager) 07890 032576

Appendices:

Due to the large sizes of the various appendices these will be viewable on the [GMCA website](#).

- Appendix 1.1: Inspectors' Report (Document 1 of 2)
- Appendix 1.2: Inspectors' Report Appendix - Main Modifications to the Plan (Document 2 of 2)
- Appendix 2: Schedule of Policies Map changes
- Appendix 3: Consultation Report into the Additional Modifications incorporating the Schedule of Additional Modifications
- Appendix 4: Places for Everyone Plan for Adoption
- Appendix 5: Places for Everyone Policies Map

- Appendix 6: Correspondence between the Mayor of Greater Manchester and the Secretary of State
- Appendix 7: Schedule of Policy number changes between the Submitted PfE Plan (SD1) and the PfE Plan being presented for Adoption
- Council Report Appendix A: Trafford Council Approvals Chronology Prior to Regulation 19 (July 2021)
- Council Report Appendix B: Inspection Locations in Trafford

Background Papers:

None.

Implications:

Relationship to Policy Framework/Corporate Priorities	The Places for Everyone Joint Local Plan (PfE) will provide the overall strategic planning context for Development Management and the Trafford Local Plan, which will contribute to all of the Council's Corporate Priorities, in particular addressing our climate crisis.
Relationship to GM Policy or Strategy Framework	PfE is being produced in partnership with the GMCA and nine GM LA's (excluding Stockport) and will be one the key strategic policy documents produced at the GM level.
Financial	<p>The costs of the preparation and examination of the Places for Everyone Plan 2021 are being shared by GMCA and the nine districts within the plan area. A substantial evidence base was assembled to support the plan which involved the commissioning of specialist and independent experts. Following the submission of PfE to the Secretary of State, the independent examination began. Further revenue costs associated with the examination process included the appointment of Programme Officers, the cost of the examination itself, including the procurement of the venue, Planning Inspectors and legal advice/representation. Following adoption, further costs may be incurred in relation to the monitoring of the plan and also should the decision to adopt the Plan be legally challenged. For Trafford, any new costs are expected to be covered from Reserves that have been specifically earmarked.</p> <p>There are no current revenue implications.</p> <p>There are no capital consequences identified.</p>
Legal Implications	The legislative and constitutional requirements for the preparation of a joint Development Plan Document (DPD) in the Planning and Compulsory Purchase Act 2004 ("2004 Act") and

	<p>the Town and Country Planning (Local Planning) (England) Regulations 2012 (“2012 Regulations”) have been complied with.</p> <p>The joint DPD was submitted to the Secretary of State for independent examination (s20 of the 2004 Act) along with the documents prescribed by Regulation 22 of the 2012 Regulations. Prior to its submission to the Secretary of State, the joint DPD was published and representations were invited, pursuant to Regulation 19 and Regulation 20 of the 2012 Regulations. Following Submission, the Joint DPD was subject to independent examination, as prescribed by section 20 of the Act; the modifications consultation stage which took place between October and December 2023 fell within that stage of the plan preparation process. The Inspectors issued their report on 14 February 2024 which signals the end of the examination stage. It is now the case that the nine districts must either accept in full the recommendations in their report or reject them in full.</p> <p>In accordance with section 23 of the 2004 Act, the Places for Everyone Joint Local Plan must be adopted by a resolution of the full Council.</p> <p>As with all Local Plans, there is a risk that a legal challenge to the adoption of the PfE Plan will be lodged. The council cannot prevent a person or organisation lodging such a legal challenge, but (with GMCA and the other eight authorities) it has mitigated for this possibility to reduce the risk of a successful challenge significantly by ensuring that all proper legal powers and procedures associated with the preparation of a Joint Local Plan have been followed.</p>
Equality/Diversity Implications	The Places for Everyone Plan is a statutory plan which seeks to contribute to the achievement of sustainable development, delivering economic, social and environmental benefits together in a mutually reinforcing way. It is informed by an Integrated Appraisal which includes an Equalities assessment.
Sustainability Implications	The Places for Everyone Plan is supported by a Sustainability Appraisal (SA), which assessed the plan against a number of economic, social and environmental indicators to ensure that future development will be sustainable.
Carbon Reduction	The Places for Everyone Plan will provide the strategic planning policy framework to support the nine districts in meeting Greater Manchester’s ambition to be carbon neutral by 2038. The PfE plan chapter dedicated to Sustainable and Resilient Places contains several climate change and carbon reduction policies

	<p>against which all new developments will be assessed and expected to comply with, including:</p> <ul style="list-style-type: none"> • Policy JP-S1: Sustainable Development, containing measures for reducing energy demand and increasing onsite renewable energy generation; • Policy JP-S2 Carbon and Energy, which sets out a range of methods to de-carbonise the city region through new and existing development, effective land management and through the provision of infrastructure and new technologies; • Policy JP-S3 Heat and Energy Networks, which sets out measures to deliver renewable and low carbon heat and energy schemes and identifies ‘Opportunity Areas’; • Policy JP-S4 Flood Risk and the Water Environment, which sets out water-based measures to adapt and reduce the impacts of climate change; • Policy JP-S5 Clean Air, which sets out a comprehensive range of measures to support improvements in air quality; and • Policy JP-S6 Resource Efficiency, which sets out measures to help achieve a circular and zero-waste economy. <p>The Trafford allocations could also provide opportunities for decentralised, low carbon heat and energy networks. The PfE policies link to the Trafford Carbon Neutral Action Plan.</p>
Resource Implications e.g., Staffing / ICT / Assets	The Places for Everyone Plan is in part being produced by staff from within the Council’s Growth, Communities & Housing Service. The documents will be available to view electronically via the web. A small part of the allocations are on land or property owned by the Council.
Risk Management Implications	The Places for Everyone Plan is a key strategic planning document that will provide the context for the Trafford Local Plan. If it is not adopted it will impact on the scope and delivery of the Trafford Local Plan.
Health & Wellbeing Implications	The Places for Everyone Plan includes a number of policies which will encourage more people to make healthier choices in life, including promoting cycling and walking. It will therefore contribute towards improving the health and wellbeing of Trafford’s residents.
Health and Safety Implications	Not applicable

1.0 INTRODUCTION

- 1.1 Every Council has a statutory duty to prepare a Local Plan, with a requirement set in law that planning decisions must be taken in line with the Local Plan unless material considerations indicate otherwise. Indeed, in a recent letter to the Mayor of Greater Manchester, the Secretary of State has reaffirmed his Government's dedication to a plan-led system and its role in ensuring housing requirements are planned for appropriately (Appendix 6). The Places for Everyone Plan: A Joint Development Plan Document for nine Greater Manchester Local Authorities (Bolton, Bury, Manchester, Oldham, Rochdale, Salford, Tameside, Trafford and Wigan) 2022-2039 (PfE) is the strategic spatial plan for the nine constituent boroughs and as such sets out a collective planning policy framework. All policies within the plan are "strategic policies". It is being prepared as a Joint Development Plan Document of the nine local planning authorities. Once the PfE Plan is adopted it will form part of Trafford's development plan and will be used to assess individual planning applications. As such Trafford's Local Plan will need to be consistent with it and neighbourhood plans will need to be in general conformity with the strategic policies.
- 1.2 The PfE Plan is a strategic plan, and it does not cover everything that Trafford's local plan would. Therefore, Trafford's Local Plan will set out more detailed policies including both strategic and non-strategic policies, as appropriate, reflecting local circumstances. Appendix A of the PfE Plan sets out the policies in the relevant adopted GM district local plans which will be replaced by the Places for Everyone Plan.
- 1.3 Trafford's Local Plan will be expected to look ahead a minimum period from its adoption, in line with national policy. In amending the plan period from 2020 to 2037 to 2022 to 2039 the PfE Plan will provide an appropriate strategic policy framework for 1.3 Trafford's Local Plan which will be produced, following its adoption.

2.0 BACKGROUND

2.1 In 2014 the 10 Greater Manchester local authorities resolved to prepare a joint development plan, known as Greater Manchester Spatial Framework (GMSF). Following the decision of Stockport council to withdraw from the GMSF, the remaining nine GM authorities (Bolton, Bury, Manchester, Oldham, Rochdale, Salford, Tameside, Trafford and Wigan) decided to progress a joint plan of the nine and this became known as “Places for Everyone” (PfE). Before “submission” the PfE Plan had been the subject of various consultations¹ since its inception in 2014:

- November 2014 - Scope of the plan and the initial evidence base (Regulation 18 of the 2012 Regulations)
- November 2015 - Vision, strategy and strategic growth options (Regulation 18 of the 2012 Regulations)
- October 2016 –Draft Greater Manchester Spatial Framework (Regulation 18 of the 2012 Regulations)
- The Greater Manchester Plan for Homes, Jobs and the Environment: the Greater Manchester Spatial Framework Revised Draft 2019 (GMSF 2019) (Regulation 18 of the 2012 Regulations)
- Publication version of Places for Everyone (Pre-Submission Consultation) 2021 (Regulation 19 of the 2012 Regulations)

2.2 Full details of the consultation undertaken, the key issues raised at each stage of consultation and how these issues have been taken into account in the plan making process up until submission, are set out in the Statement of Consultation 2022 which is available to view on the GMCA web site.

2.3 The PfE Plan was submitted to the to the Secretary of State on February 14, 2022, pursuant to Reg. 22 of the Local Planning Regulations (‘Submission stage’). This marked the beginning of the independent examination into the plan, the final stage in the plan making process. Three Inspectors were appointed to examine whether the submitted plan met the tests of soundness

¹ [Places For Everyone - Documentation](#)

defined in the National Planning Policy Framework (NPPF)² and met all the relevant legislative requirements, including the duty to co-operate³.

- 2.4 The public hearing sessions started at the beginning of November 2022 and sat for 12 weeks in total, including a final session at the beginning of July 2023.
- 2.5 The Inspectors' post hearing note (IN39) was published on the examination website⁴ on 11th August 2023, setting out their conclusions on the key issues of soundness and the Main Modifications that would be required to ensure the Plan was sound. A consultation on the Main Modifications was carried out for a period of 8 weeks, between 11 October and 6 December 2023. More detail on this consultation is provided in Section 3 below.
- 2.6 Having considered the consultation responses to the Main Modifications, the Inspectors' Report was published by the GMCA on behalf of the nine local authorities on 15 February 2024. The Report concludes that subject to inclusion of the Main Modifications, the Plan is sound, complies with all relevant legal requirements and provides an appropriate basis for the planning of the nine boroughs. The Inspectors are satisfied that where necessary the local planning authorities engaged constructively, actively and on an on-going basis in the preparation of the Plan and that the duty to co-operate has been met.
- 2.7 It should be noted that the Council can only adopt the PfE Joint Development Plan Document if it incorporates all the Main Modifications as recommended by the independent Inspectors.

3.0 MAIN MODIFICATIONS

3.1 The Inspectors' post hearing note (IN39) set out their conclusions on the key issues of soundness. In summary the Inspectors concluded that:

- No significant changes were required to the spatial strategy policies.

² The tests of soundness in paragraph 35 of the NPPF require that the plan is positively prepared, justified, effective and consistent with national policy.

³ Paragraph 24 of the NPPF requires that local planning authorities cooperate with each other, and with other prescribed bodies, on strategic matters that cross administrative boundaries.

⁴ [Places For Everyone Joint DPD Examination Website](#)

- No significant changes were required in relation to the scale of distribution of employment and housing.
- Exceptional circumstances case was not made for release of Green Belt sites JPA10 (Global Logistics) and JPA28 (North of Irlam Station).
- Exceptional circumstances case was not made for 31 of the 49 proposed Green Belt Additions.
- Some Modifications were required to policy wording to ensure that they were consistent, removed duplication and were therefore effective.

- 3.2 A schedule of Main Modifications was prepared and agreed with the Inspectors. A schedule of 'Additional Modifications' was also prepared. These were amendments which were not required to address issues of soundness, for example typographical issues, but were included for completeness. The Inspectors have not considered the responses to the additional modifications, this is a role for the districts and a report summarising the responses is attached (Appendix 3). The additional modifications (taken together) do not materially affect the policies set out in the PfE Plan if it is adopted with the Main Modifications. A composite plan was prepared which showed the Main Modifications and Additional Modifications to help people understand the proposed changes and help them to respond to the consultation.
- 3.3 The Main Modifications underwent further Sustainability Appraisal / Strategic Environmental Assessment and Habitats Regulations Assessment, which were consulted on, alongside the modifications themselves. All of the Main Modifications consultation documents are available to view on the GMCA website.
- 3.4 Following approval by all nine PfE authorities, (details of the individual meetings can be found on the GMCA website), the Modifications were published for a period of public consultation which ran for 8 weeks, from 11 October – 6 December 2023. 177 representations were received in total. A list of respondents is published on the examination website (see Examination document RMM1). All of the responses are available on the GMCA website.
- 3.5 A report listing all of the representations, a summary of the main issues raised and a brief response to those main issues was prepared and published on the examination website (see Examination document RMM2).
- 3.6 A 'Summary of Key Issues' report was also prepared and is available on the examination website (see Examination document RMM3). The main issues raised related to:
- Extension of the plan period
 - Relationship to district local plans
 - Cancellation of HS2

- Implications of proposed changes to National Planning Policy Framework
- Approach to Brownfield Land in Sustainable Development policy (JP-S1)
- Modifications to the Carbon and Energy policy (JP-S2)
- Modifications to the Affordable Housing policy (JP-H2)
- Retention of the Walshaw (JPA9) site
- Approach to streamlining allocation policies
- Inadequacy of Integrated Assessment
- Inadequacy of consultation

3.7 It was not considered that any new substantive issues were raised during the consultation which required further work and/or further hearing sessions, however a small number of further Main Modifications were identified which were considered necessary to make the plan sound, particularly in relation to HS2. A schedule of these further main modifications was submitted to the Inspectors and is published on the examination website (see Examination document RMM4).

4.0 CHANGES TO NATIONAL POLICY

4.1 Following the closure of the Modifications consultation, Government published two documents which had potential implications for PfE.

4.2 Government published a Written Ministerial Statement (WMS) on energy efficiency on 13 December 2023, alongside a consultation on the Future Homes and Buildings Standard. It states that “the Government does not expect plan-makers to set local energy efficiency standards for buildings that go beyond current or planned buildings regulations”. The WMS goes on to clarify that:

“Any planning policies that propose local energy efficiency standards for buildings that go beyond current or planned buildings regulation should be rejected at examination if they do not have a well-reasoned and robustly costed rationale that ensures:

- That development remains viable, and the impact on housing supply and affordability is considered in accordance with the National Planning Policy Framework.

- The additional requirement is expressed as a percentage uplift of a dwelling’s Target Emissions Rate (TER) calculated using a specified version of the Standard Assessment Procedure (SAP).”
- 4.3 A further main modification was proposed to policy JP-S2 to reflect this statement (see Examination document RMM4).
- 4.4 A revised National Planning Policy Framework (NPPF) was published on 19 December 2023 (as amended). In terms of PfE, the most significant section is the provision in Annex 1, paragraph 230 (‘transitional arrangements’):
- “The policies in this Framework (published on 19 December 2023) will apply for the purpose of examining plans, where those plans reach regulation 19 of the Town and Country Planning (Local Planning) (England) Regulations 2012 (pre-submission) stage after 19 March 2024. Plans that reach pre-submission consultation on or before this date will be examined under the relevant previous version of the Framework”
- 4.5 The ‘pre-submission’ stage referred to is the Regulation 19 or ‘Publication’ stage. The Publication stage consultation on the PfE plan took place in August 2021, therefore it will continue to be examined under the relevant previous version of the Framework and is unaffected by the changes in the December 2023 version in relation to plan-making.
- 4.6 Once the PfE plan is adopted, the policies in NPPF December 2023 will apply until such time as it is superseded.
- 4.7 A further Main Modification was proposed in relation to Policy JP-H1 to reflect the proposed changes to the requirement for local authorities to maintain a 5-year supply of housing sites.

5.0 THE INSPECTOR’S REPORT

- 5.1 The Inspectors’ Report⁵ was published by the GMCA on behalf of the nine local authorities on 15 February 2024. The report concludes “that all legal

⁵ Please note that PfE Plan policy and paragraph numbers referenced in the Inspectors’ Report, relate to the Submission version of the Plan – Examination document reference [SD1](#) (For reference, a schedule of current and submitted plan policy numbers is provided in Appendix 7).

requirements have been met and that with the recommended main modifications set out in the Appendix the Places for Everyone Joint Development Plan Document for Bolton, Bury, Manchester, Oldham, Rochdale, Salford, Tameside, Trafford and Wigan satisfies the requirements referred to in Section 20(5)(a) of the 2004 Act and is sound” (paragraph 938).

5.2 The main modifications can be summarised as follows:

- Various changes to clarify the relationship between, and relative roles of, the Plan, and individual local plans, and to clarify that the Plan does not apply to the parts of Oldham that are within the Peak District National Park.
- Extension of the plan period to look ahead to 2039 (rather than 2037), and updates to the housing and employment land supply information to 2022 (rather than 2021).
- Clarifications to spatial strategy policies JP-Strat1 to JP-Strat11 and associated diagrammatic maps, and deletion of High Crompton Broad Location from policy JP-Strat7.
- Extensive changes to the detailed wording of site allocation policies JPA1 to JPA37 to ensure they are consistent with national policy, justified, internally consistent and effective in achieving sustainable development having regard to relevant site-specific issues.
- Deletion of allocation JPA10 Global Logistics and retention of parts of the site in the Green Belt.
- Deletion of allocation JPA28 North of Irlam Station and retention of the site in the Green Belt.
- Amendments to the site boundaries of allocations JPA1.2 Simister and Bowlee; JPA3.2 Timperley Wedge; JPA14 Broadbent Moss; JPA18 South of Rosary Road; JPA26 Hazelhurst Farm; and JPA32 South of Hyde.
- Modifications to policies JP-S1 to JP-S7 to ensure consistency with national policy and effectiveness, including deletion of policy JP-S4 Resilience as it serves no decision-making purpose.
- Modifications to policies JP-J1 to JP-J4 to reflect changes to the plan period, and to remove unnecessary or inconsistent requirements.

- Clarifications to policies JP-H1 to JP-H4 relating to housing development, and changes to the approaches to phasing and five-year supply to ensure consistency with national policy and that housing needs are met as soon as possible.
- Modifications to policies JP-G1 to JP-G7 to ensure consistency with national policy and effectiveness.
- Changes to JP-G5, JP-G9, JP-C7 and relevant site allocation policies relating to the South Pennine Moors, Rochdale Canal and Manchester Mosses protected habitats having regard to the habitat regulations assessment.
- Changes to policies JP-G9 and site allocation policies relating to biodiversity including any irreplaceable habitats on sites containing peat.
- Changes to JP-G2 and site allocation policies to secure compensatory improvements to the environmental quality and accessibility of remaining Green Belt.
- Deletion of policy JP-G8 relating to green space standards.
- Deletion of policy JP-G11 relating to safeguarded land.
- Modifications to policies JP-Strat12, JP-P1 to JP-P7 to ensure consistency with national policy and effectiveness.
- Inclusion of an additional policy in chapter 10 relating to the strategic road network.
- Various changes to the transport improvements referred to in the Plan, and addition of Appendix D setting out indicative transport mitigations for each allocation.
- Deletion of 30 of the 49 Green Belt additions proposed in the Plan.
- A number of other modifications to ensure that the plan is positively prepared, justified, effective and consistent with national policy.

5.3 The Inspectors did not consider that the further main modification to Policy JP-S2 referred to in Section 4 above, was necessary to make the plan sound. Their reasons are set out in paragraph 721-724 of their Report.

5.4 The Inspectors accepted the proposed further modification to Policy JP-H1 referred to in Section 4 above and proposed some further wording to the

reasoned justification. There is a typographical error in the Main Modifications schedule in relation to MM7.2 at paragraph 7.19. This should read Table 7.2 not Table 7.1.

6.0 POLICIES MAP

- 6.1 The Policies Map is not defined in legislation as a development plan document. This means it is not formally part of the PfE Plan that it is intended will be adopted, nor was it within the Planning Inspectors' remit to recommend main modifications to it. However, local planning authorities must maintain an adopted Policies Map which illustrates geographically the application of the policies in the adopted development plan.
- 6.2 When the PfE Plan was submitted for examination, the PfE authorities were required to provide a Submission Policies Map showing the changes to the adopted Policies Maps within the PfE authorities, that would result from the proposals in the submitted PfE Plan. Subsequent to this, a number of modifications to the Policies Map were proposed during the plan's examination and these were consulted upon alongside the Main and Additional Modifications.
- 6.3 The Council will adopt the Policies Map (Appendix 5) incorporating the changes in so far as they relate to Trafford's administrative area into the Composite Policies Map.

7.0 FORMAL GOVERNANCE AND APPROVALS PROCESS FOR THE PFE PLAN

- 7.1 For clarification and brevity, the chronology and brief description of relevant approvals and previous reports pertaining to the Places for Everyone Plan following the withdrawal Stockport from the Greater Manchester Spatial Framework (GMSF) in December 2020 are set out below. A chronology of approvals prior to this stage is provided in Council Report Appendix A.

- [Report to AGMA Executive Board - December 2020](#) - Greater Manchester's Plan for Homes, Jobs and the Environment: Greater

Manchester Spatial Framework Publication Plan 2020 - Next Steps following withdrawal of Stockport

- [Report to AGMA Executive Board February 2021](#) – set out the further details on the next steps to prepare a Joint Plan of the 9 GM districts to be known as ‘Places for Everyone.’
- [Trafford Executive March 2021](#) – agreement given to Trafford establishing a Joint Committee of the nine Greater Manchester Councils together with Bolton, Bury, Manchester, Oldham, Rochdale, Salford, Tameside, and Wigan; and to delegate the formulation and preparation of the Joint Development Plan document to cover housing and employment land requirements including, as appropriate, strategic site allocations and Green Belt boundary amendments and associated infrastructure across the nine Greater Manchester LAs to that Committee
- [Report to Places for Everyone Joint Committee - July 2021](#) – agreed that the PfE Publication plan had substantially the same effect as the GMSF 2020 plan, approved the Regulation 19 consultation of the PfE 2021 Publication Plan and approved submission of the PfE Publication Plan 2021 to the Secretary of State following consultation
- [Trafford Executive July 2021](#) – approved the Regulation 19 consultation of the PfE 2021 Publication Plan and delegated authority to approve relevant Statements of Common Ground
- [Trafford Council July 2021](#) – approved the submission of the Places for Everyone Publication Plan 2021 to the Secretary of State
- [District Governance Meetings - July 2021](#) – all districts approvals for submission of the Places for Everyone 2021 for to the Secretary of State
- [Trafford Executive July 2022](#) – approval of delegated authority to agree modifications to the Plan that arise throughout the Examination in Public
- [Trafford Executive September 2023](#) – approval of consultation on Main and Additional Modifications to the PfE Plan
- [District Governance Meetings - Sept/Oct 2023](#) – all districts’ approvals of consultation on Main and Additional Modifications to the Plan

8.0 IMPLICATIONS FOR TRAFFORD OF THE PFE PLAN AS MODIFIED

- 8.1 Section 3 of this report provides a summary of the modifications proposed to the plan as a whole, which principally comprises strategic, thematic and allocation policies.
- 8.2 All of the thematic policies and relevant strategic policies in the Plan will be applicable to Trafford and will be used in the determination of planning applications from the point of adoption, alongside the remaining Core Strategy and UDP policies.
- 8.3 A number of modifications were proposed to the Trafford allocation policies for Timperley Wedge and New Carrington, which were set out and summarised in the September 2023 Executive report, and subject to the Main Modifications consultation. For ease, these are set out in brief detail in the following paragraphs.
- 8.4 The overall amount of development proposed for each allocation remains unchanged from that contained in the submitted plan, as reported to Council in July 2021. Any amendments to the figures are a consequence of the required plan period change from 2020 – 2037 to 2022 - 2039.
- 8.5 For Timperley Wedge this means that the allocation policy (JPA 3.2) identifies development of 1,700 homes and 15,000 sqm of employment land in Plan period to 2039, and 2,500 residential units and 60,000 sqm of employment land in total extending beyond the plan period. A minimum of 45% of the homes will be affordable.
- 8.6 For New Carrington, the allocation policy (JPA 33) identifies 4,300 homes to be delivered in the Plan period to 2039, and 5,000 homes in total beyond the Plan period; as well as around 350,000 sqm employment floorspace for industry and warehousing. A minimum of 15% of the homes will be affordable.

Other proposed modifications to Trafford's allocation policies included:

- Timperley Wedge - one minor modification to the Green Belt boundary to include all of the ponds at the Davenport Green Site of Biological Interest

(SBI) within the Green Belt rather than within the developable area, for clarity and accuracy.

- New Carrington - additional policy requirements in relation to peat, following the specific hearing session on 5 July 2023. These relate to a need for hydrological and ground investigation studies to inform the masterplan, as well as suitable compensation strategies (where appropriate).
- Removal of generic policy criteria to avoid repetition and/or inconsistency with other policies in the Plan. The policy requirements have not been deleted but are covered by other policies in the Plan. This approach was applied to all proposed site allocations in in the Plan.

8.7 The Plan still maintains the requirement for development of both allocations to be in accordance with a Masterplan approved by the Local Planning Authority.

8.8 Masterplans for both of Trafford's allocations are in the early stages of preparation. The Council is preparing the masterplan for New Carrington whilst the masterplan for Timperley Wedge is being prepared by the landowners. Further detail and information on the masterplans such as papers, relevant evidence and timetables are/ will be publicly available on the dedicated masterplan webpages on the Council website.

8.9 Both masterplans will be the subject of future public consultation and further reports to the Executive and/or Council as appropriate.

New Modifications following Main Modifications Consultation

8.10 Following the Government's announcement on 4 October 2023 that High-Speed 2 (HS2) Phases 2a and 2b be cancelled, it has been necessary to propose a number of further Main Modifications to update the references to HS2 in the Plan, including within the Timperley Wedge allocation policy.

8.11 The corresponding publication of the Government's 'Network North – Transforming British Transport' on 4 October 2023, maintains the intention to deliver Northern Powerhouse Rail (NPR) "as previously planned, including high-speed lines" along with a commitment to work with local leaders to agree

how this can be achieved. Consequently, and with the HS2 Phase 2b safeguarding direction still in place, the Timperley Wedge policy has been amended to broadly replace 'HS2' with 'NPR' and to remove specific references to the proposed HS2 scheme design and mitigations. Additionally, the word 'new' has been added before 'Airport Station' in paragraph 11.88 of the

reasoned justification. This minor amendment is considered to be non-material but is helpful to clarify what is meant.

- 8.12 One further Main Modification has been made to the New Carrington allocation policy, through the addition of the word 'New' before 'Carrington' under one of the policy criteria, to ensure it is clear that the requirement applies across the whole of the site.

9.0 RELATIONSHIP WITH THE TRAFFORD LOCAL PLAN AND DEVELOPMENT PLAN

- 9.1 The Places for Everyone Plan is the strategic spatial plan for the nine constituent boroughs and as such sets out a collective planning policy framework. Once the Places for Everyone Plan is adopted it will form part of Trafford Council's Development Plan and will replace some of the policies (fully or in part) in the adopted Core Strategy.

- 9.2 A schedule of the policies within Trafford's adopted Core Strategy (2012) which will be replaced by the Places for Everyone Plan is set out in Appendix A of the Plan.

- 9.3 Going forwards, under the current planning system, Trafford's new Local Plan will need to be consistent with the Places for Everyone Plan, and neighbourhood plans will need to be in general conformity with PfE's strategic policies.

- 9.4 The evidence that underpins the Places for Everyone Plan will also inform Trafford's new Local Plan but, as a strategic plan, it does not cover everything that the new Local Plan would. Therefore, Trafford's new Local Plan will set out more detailed policies including both strategic and non-strategic policies, as appropriate, reflecting local circumstances.

- 9.5 Trafford's new Local Plan will be expected to look ahead a minimum period from its adoption, in line with national policy. In amending the plan period from 2020 to 2037 to 2022 to 2039 the PfE Plan should provide an appropriate strategic policy framework for Trafford's new Local Plan which will be produced, following its adoption. However, in the event that Trafford's Local Plan looks

beyond 2039, the minimum requirement figures set out in Policies JP-J3, JP-J4 and JP-H1 should be used to inform Local Plan target(s).

10.0 INTEGRATED ASSESSMENT

10.1 The Integrated Assessment (IA) has contributed to the development of the PfE through an iterative assessment, which reviewed the draft policies and the discrete site allocations against the IA framework. This has ensured the full range of environmental impacts have been assessed and appropriate mitigation measures included, where necessary. The IA documentation can be found in documents SD8 to SD17 and MDC6 to MDC12.

11.0 HABITATS REGULATIONS ASSESSMENT

11.1 A Habitats Regulations Assessment (HRA) refers to several distinct stages of Assessment which must be undertaken in accordance with the Conservation of Habitats and Species Regulations 2017 (as amended) to determine if a plan or project may affect the protected features of a habitats site before deciding whether to undertake, permit or authorise it.

11.2 The PfE2021 was assessed as a Plan which was considered likely to have significant effect on one or more European protected site and was therefore informed (and accompanied) by an HRA (November 2022) with mitigation measures identified as appropriate, as set out in the HRA of PfE, November 2022. The outcome of the screening assessment of the Main Modifications to the PfE was that none of them would have a Likely Significant Effect on European designated sites and therefore do not change the findings of the HRA of the PfE, November 2022.

11.3 In November 2022 the HRA concluded that traffic levels resulting from a combined impact of development proposed in both the PfE Plan and Warrington's local plan could create an adverse air quality impact on the Holcroft Moss compartment of the Manchester Mosses SAC. Consequently, air quality mitigation is proposed in both the PfE Plan and the Warrington Local Plan for the Holcroft Moss site, in the form of a developer contribution towards a Habitat Mitigation Plan and the provision of measures to reduce reliance of cars, reduce trip generation and promote ultra-low vehicle emissions. The

details of the developer contribution will be set out in district supplementary planning documents following adoption of the PfE plan.

- 11.4 The HRA of the PfE, November 2022 also identified an adverse impact on the South Pennine Moors SAC/SPAs as a result of increased recreation pressure arising out of development levels proposed in the PfE. Consequently, the PfE Plan proposes recreation disturbance mitigation in the form of a development exclusion zone within 400m of the Moors, a requirement to assess and mitigate land for functionally linked habitats within 2.5km of the Moors and a requirement for development to provide or contribute towards the provision of Suitable Alternative Natural Greenspace and a Strategic Access, Monitoring and Management Strategy within 7km of the Moors remains a suitable mitigation package. Oldham, Rochdale and Tameside councils will set out details of the developer contribution in district supplementary planning documents.

12.0 NEXT STEPS

- 12.1 Subject to and following Council's decision, officers will complete the final tasks that need to be undertaken in order to meet the requirements of the relevant regulations. This includes preparing an Adoption Statement and making the following documents available on the council's website and at the Council's inspection locations⁶.

- Places for Everyone Joint Development Plan Document (PfE Plan)
- Places for Everyone Policies Map
- Integrated Appraisal Reports (including Sustainability Appraisal Report)
- Adoption Statement
- Details of where the PfE Plan is available for inspection and the times at which the document can be inspected.

⁶ The inspection points in Trafford are detailed in Appendix B of this Council report.

- 12.2 The council will issue the Adoption Statement in line with the relevant regulations.
- 12.3 In addition to these documents, in accordance with the Environmental Assessment of Plans and Programmes Regulations 2004, the council will publish a Sustainability Appraisal post adoption statement, which explains how the sustainability appraisal reports undertaken at various stages during the preparation of the PfE Plan meet the requirements of these regulations.
- 12.4 Once the PfE Plan has been adopted, it will become part of the statutory development plan for Trafford with immediate effect. This means that it will have full weight in the determination of planning applications in Trafford. Applications for planning permission must be determined in accordance with the development plan unless material considerations indicate otherwise.
- 12.5 If the council adopts the PfE Plan, in accordance with section 113 of the Planning and Compulsory Purchase Act (2004), any person aggrieved by the adoption of the PfE Plan can only challenge this by making an application to the High Court on one of two grounds; that the PfE Plan is not within the appropriate power, i.e. any action that went further than the powers that are authorised under Part 2 of the Act, or a procedural requirement has not been complied with (these are terms cited within the Act). An application for leave to challenge must be made before the end of the period of six weeks beginning with the day after the relevant date, which for the purposes of the PfE Plan, begins on 22 March 2024 (the day after adoption of the plan comes into effect) and runs until 2 May 2024.
- 12.6 The High Court may make an interim order suspending the operation of the relevant development plan document or quash the plan wholly or in part. The purpose of this provision is to provide certainty as to the legal validity of the PfE Plan and to prevent later challenges.
- 12.7 The PfE Plan contains a monitoring framework with targets and indicators which will be used to monitor the achievement of the policies and reported on. Although the plan covers the period to 2039, in accordance with paragraph 33 of the National Planning Policy Framework (NPPF), the policies in local plans

should be reviewed to assess whether they need updating at least once every five years and should then be updated as necessary. The review process is a method to ensure that a plan and the policies within it remain effective. As explained in chapter 12 of the PfE Plan, the outcomes of PfE monitoring will form part of each PfE district's Local Plan Authority Monitoring Reports.

13.0 OTHER OPTIONS

13.1 The alternative option is to not adopt the PfE Plan. This would have significant implications for each of the nine districts who have worked collaboratively on the preparation of the plan for around 10 years and would reduce the ability of the constituent districts to manage development under the plan-led system, undermining the Government's aim for each local planning authority to have an up-to-date adopted plan.

13.2 The Places for Everyone document is a key document setting out where potential development is likely in the future. As such, there are significant risks to the council if the PfE Plan is not adopted. These include:

- reputational damage (having invested significantly in the preparation of a Joint Plan, only then to not adopt and use a Plan found sound by independent planning inspectors);
- reduced ability to access funding associated with new development to provide essential infrastructure and to facilitate investment in the economy and communities of Trafford;
- not having an up-to-date Development Plan and, associated with this, not having up-to-date policies for the supply of housing, meaning that the council has less control on planning decisions for new housing in the borough;
- failure to provide relevant planning policies to guide development that would be essential to meet the Council's Corporate Priorities; and
- potential intervention by the Secretary of State.

13.3 Not adopting the PfE Plan would also likely require Trafford to deliver a higher amount of housing, requiring the release of more Green Belt land and would

also incur substantial additional costs which cannot be recovered from the time and resources expended to date on PfE.

13.4 There are, therefore, no realistic alternative options available that would be in the best interests of Trafford's residents, businesses, communities, or environments. The PfE Plan ensures that development in the Plan area and Trafford can come forward in a sustainable manner giving developers, investors, communities, and the Council certainty in decisions on planning matters.

14.0 REASONS FOR RECOMMENDATIONS

14.1 The PfE Plan enables a strategic approach to delivering growth and housing needs in the Plan area and in Trafford, and it sets the strategic framework for the Local Plan. Adopting the PfE Plan will provide Trafford with an up-to-date Development Plan and enable the Local Plan to be progressed, which will set out more detailed policies reflecting local circumstances for other places and communities of the borough.

Finance Officer Clearance PC

Legal Officer Clearance DS

[CORPORATE] DIRECTOR'S SIGNATURE



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

Council Report Appendix A: Trafford Council Approvals Chronology Prior to Regulation 19 (July 2021)

Greater Manchester Spatial Framework (GMSF)

1. [Greater Manchester Combined Authority/ AGMA Executive Board August 2014](#) - agreed that the Greater Manchester Spatial Framework (GMSF) should be progressed as a joint Development Plan Document (DPD) and approval of public consultation.
2. [Trafford Special Executive March 2015](#) – recommendation to Council that responsibility for production of all stages of the GMSF Development Plan Document (DPD) other than publication, submission and adoption be delegated to the Association of Greater Manchester Authorities Executive Board (Joint Committee)
3. [Trafford Council March 2015](#) – approval of delegated responsibility for production of all stages of the GMSF Development Plan Document (DPD) other than publication, submission and adoption to the Association of Greater Manchester Authorities Executive Board (Joint Committee)
4. [Greater Manchester Combined Authority/ AGMA Executive Board October 2015](#) – approval for public consultation on strategic growth options
5. [Greater Manchester Combined Authority/ AGMA Executive Board October 2016](#) – approval for six weeks of public consultation on Draft GMSF
6. [Greater Manchester Combined Authority/ AGMA Executive Board January 2019](#) – approval for public consultation on GMSF: Revised Draft 2019
7. [Trafford Executive November 2020](#) – approval for the Regulation 19 consultation of the GMSF 2020 Publication Plan and delegated authority to approve relevant Statements of Common Ground

Council Report Appendix B: Inspection Locations in Trafford

Inspection Location	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
Trafford Town Hall Library, Trafford Town Hall, Talbot Road, Stretford, Manchester, M32 0TH	10am - 5pm	10am - 5pm	10am - 5pm	10am - 5pm	10am - 5pm	Closed	Closed
Sale Library, Sale Waterside, Sale, M33 7ZF	10am – 7pm	10am - 5pm	10am - 5pm	10am - 5pm	10am - 7pm	10am - 4pm	Closed
Hale Library, 25 Cecil Road, Hale, Altrincham, WA15 9SD	10am - 5pm	10am – 7pm	Closed	10am - 5pm	10am - 5pm	10am - 4pm	Closed
Altrincham Library, 2 Pott Street, Altrincham, WA14 1AH	9am – 8:30pm*	9am – 8:30pm*	9am – 8:30pm*	9am – 8:30pm*	9am – 8:30pm*	10am - 4pm*	Closed
Timperley Library, 405 Stockport, Timperley, Altrincham, WA15 7XR	10am - 5pm	10am - 5pm	Closed	10am – 7pm	10am - 5pm	10am - 4pm	Closed
Partington Library, Partington Library and Wellbeing Centre, 91 Central Road, Partington, Manchester, M31 4FL	10am - 5pm	10am - 5pm	Closed	10am - 5pm	10am - 5pm	10am - 4pm	Closed
Coppice Library, Coppice Library and Wellbeing Centre, Coppice Avenue, Sale, M33 4N	8am - 8pm*	8am - 8pm*	8am - 7pm*	8am - 7pm*	8am - 7pm*	10am - 5:30pm*	Closed
*Open+ access: https://www.trafford.gov.uk/residents/leisure-and-lifestyle/libraries/open-libraries.aspx							

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TRAFFORD COUNCIL

Report to: Council
Date: 20th March 2024
Report for: Approval
Report of: Deputy Leader of the Council and Executive Member for Leisure, Arts, Culture, and Heritage

Report Title

Trafford Council's Pay Policy Statement for 2024/25

Summary

This paper provides Council with information relating to Trafford's pay policy for 2024/25 in line with the requirements for the Localism Act 2011.

Recommendations

To note and approve the 2024/25 Pay Policy statement as set out in the attached report as recommended by Employment Committee on 11th March 2024.

Contact person for access to background papers and further information:

Name: Angela Beadsworth
Extension: 1291

Name: Kate Sturman
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	None

Strategy Framework	
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 school based employees.

2. Recommendation

Council is recommended to note and approve the 2024/25 Pay Policy statement as detailed below.

TRAFFORD PAY POLICY STATEMENT 2024/25

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 and Chief Officers;
 - The remuneration of its lowest paid employees;
 - The relationship between the remuneration levels of the most senior employee 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, the Employment Rights Act 1996 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. This guidance is adhered to.

5. Context

- 5.1 Trafford Council serves a population of 235,100 residents (ONS population estimates 2021), has bold ambitions, and a vision for a borough where all our residents and communities prosper. The Council's 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 2024 the Council had an employee headcount of 2418 excluding schools, casuals, and apprentices, covering 2519 positions across our 6 directorates. The full time equivalent (FTE) employee figure is 1917. 49.7% of roles are full-time and 50.3% of are part-time.

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](#));
- 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 Chief Officers and deputy chief Officers on a payscale, 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 policy 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 The Council had 1 interim appointment in place at Chief Officer level in 2023/24 in the Adults and Wellbeing Directorate to support with developing vision and target operating model and governance arrangements for a range of transformation projects that will support with improvements to residents lives. Due to the specialist nature of the skill set needed in this role, this individual was engaged through the procurement process described in paragraph 8.4 above.
- 8.6 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 new rate which commenced from April 2023 is set at 19.2%.

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. It is also in line with the statutory guidance on the making and disclosure of Special Severance Payments.

- 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 Council employs Apprentices who receive the National Living Wage, which is based on age. The National Living Wage rates for the forthcoming financial year by age are detailed below.

National Living Wage rates April 2024

Age	Over 21	18 to 20	Under 18	Apprentice (under 19 or in first year)
Hourly rate	£11.44	£8.60	£6.40	£6.40

- 11.2 In terms of our pay structure, following the NJC pay award for 2023/2024, the salary for the bottom point of the pay structure scp 2 was increased to £22,366. This is an hourly rate of £11.83 and is consequently £0.39 above the new national living wage rate of £11.44. When the 2024/2025 pay award is agreed the differential will increase.
- 11.3 We track the current national and local initiatives regarding low paid staff, benchmarking with our regional counterparts to ensure pay parity.
- 11.4 We pay the Real Living Wage and have achieved accreditation, which 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.
- 11.5 The new Real Living Rate is £12 and must pay this by May 2024. A supplement of £0.17 will be paid to all Council and maintained school employees on scp 2 to bring them up to this rate from 1st April 2024. This will be paid until the 2024/2025 pay award is implemented and takes the rate higher. (The supplement value may vary slightly for some staff who have a different minimum hourly rate because their weekly FTE contracted hours are different – this applies to some staff who have joined the Council via TUPE.)

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.

In 2023, there were slight adjustments to pay in recognition of the Chief Executive taking on the Place Lead role for the Trafford Locality:

- The Chief Executive salary is £190,446.
- The median (middle) salary of Chief Officers is £104,159.
- The median (middle) salary is £29,777.
- The lowest salary is £22,207*

*This is excluding apprentices and the Real Living Wage supplement as we are considering contractual salary. It is lower than the bottom of our pay scale because it relates to employees who joined the Council via TUPE.

12.2 We have considered two ratios:

- The ratio of pay of the top earner (Chief Executive) and the median earner is 6.40:1. In other words, for every £1 earned by the median earner the Chief Executive earns £6.40.
- The ratio of pay of the top earner (Chief Executive) and the lowest earner is 8.58:1. In other words, for every £1 earned by the lowest earner the Chief Executive earns £8.58.

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 8.58:1 we are within these parameters. Our pay ratios have reduced since last year. 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 (31st March 2023) and will be published on the National Gender Pay Gap Reporting website before the deadline of 30th March 2024.
- 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 9.70% and the median is 13.26%, 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 (49% 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 both are lower and the mean has reduced by 23%.

Reporting Year	Mean gap	Median gap
2018	10.70%	17.40%
2022	8.14%	10.77%
2023	9.68%	12.93%
2024	9.70%	13.26%

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 considerations.

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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