



North Tyneside Council

Council

To All Members of the Council

Wednesday, 6 March 2024

You are hereby summoned to attend the Meeting of the Council of the Borough of North Tyneside to be held in **Chamber - Quadrant, The Silverlink North, Cobalt Business Park, North Tyneside, NE27 0BY** at 6.00 pm on **Thursday, 14 March 2024** for the transaction of the following business.

<u>Agenda Item</u>	<u>Page(s)</u>
Seating Plan	5 - 6
1. Apologies	
2. To receive any Declarations of Interest	

You are invited to declare any registerable and/or non-registerable interests in matters appearing on the agenda, and the nature of that interest.

Please complete the Declarations of Interests card available at the meeting and return it to the Democratic Services Officer before leaving the meeting.

If you need us to do anything differently (reasonable adjustments) to help you access our services, including providing this information in another language or format, please contact democraticsupport@northtyneside.gov.uk.

You are also invited to disclose any dispensation from the requirement to declare any registerable and/or non-registerable interests that have been granted to you in respect of any matter appearing on the agenda.

3. **Minutes of the meetings held on 18 January 2024, 1 February 2024 and 15 February 2024** 7 - 46

The minutes of the meetings held on 18 January 2024, 1 February 2024 and 15 February 2024 are attached for approval.

4. **Motions** 47 - 56

8 valid Motions on Notice, signed by at least three Members of the Council, have been received for consideration at this meeting.

5. **North Tyneside Council Pay Policy 2024/25** 57 - 80

The Localism Act 2011 requires all local authorities to prepare and publish a Pay Policy Statement before the 31 March each year. The Act requires that the statement is approved by full Council. The report is seeking the approval of full Council of the Pay Policy Statement 2024/25.

6. **Chair's Announcements**

To receive any announcements by the Chair of Council.

7. **Elected Mayor's Announcements**

To receive any announcements by the Elected Mayor.

8. **Questions by Members of the Council** 81 - 82

9 valid questions on notice have been received for a response at this meeting.

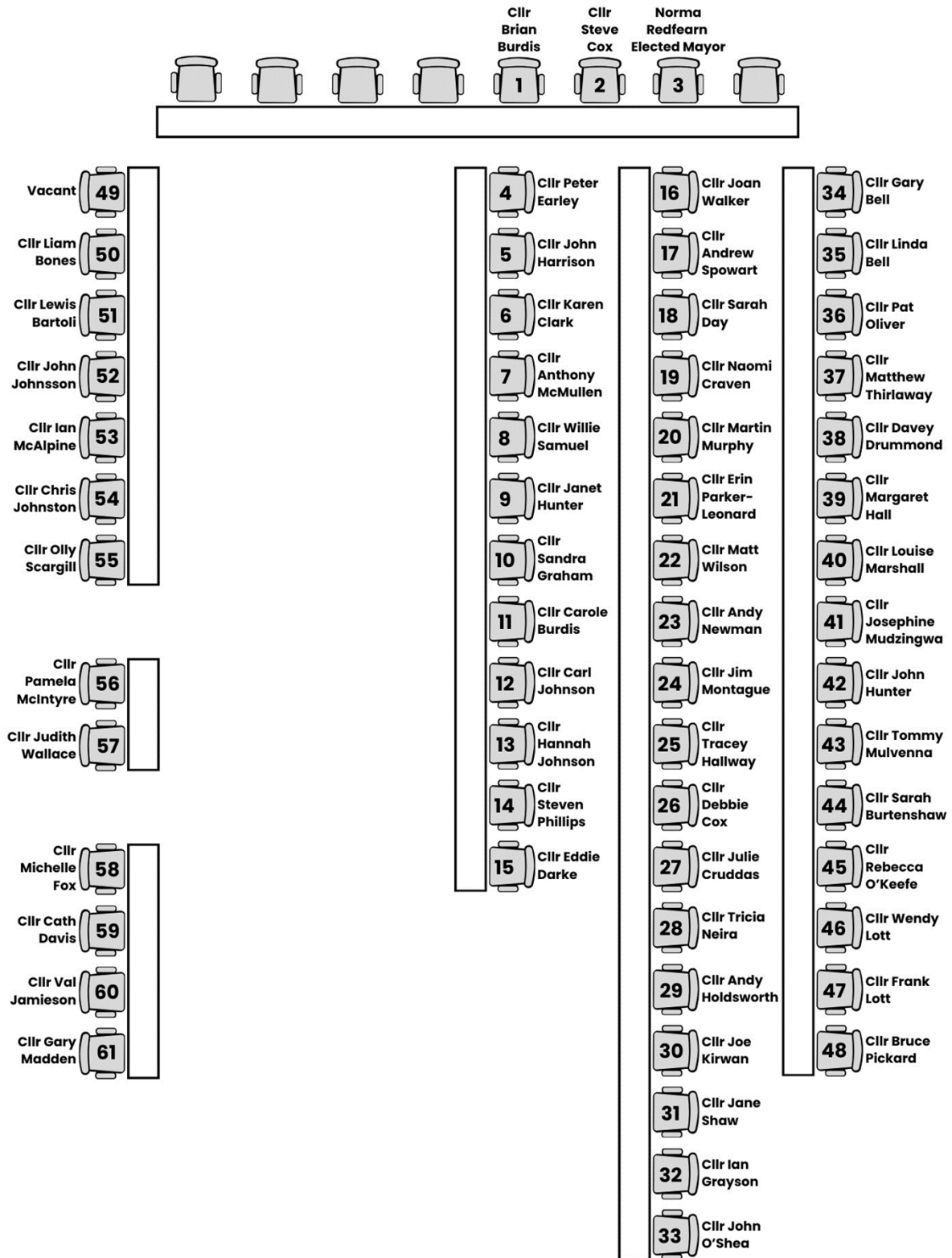
Yours faithfully



Chief Executive

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Agenda Annex



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Agenda Item 3

Local Government Act 1972

Borough of North Tyneside

Thursday, 18 January 2024

At the meeting of the Council of the Borough of North Tyneside duly convened and held on Thursday, 18 January 2024 at 6.00 pm in Chamber – Quadrant, The Silverlink North, Cobalt Business Park, North Tyneside, NE27 0BY at which a quorum of Members were present, that is to say: –

Present

Councillor S Cox (Chair)
N Redfearn (Elected Mayor)

Councillor L Bartoli	Councillor G Bell
Councillor L Bell	Councillor L Bones
Councillor S Burtenshaw	Councillor K Clark
Councillor D Cox	Councillor N Craven
Councillor J Cruddas	Councillor E Darke
Councillor C Davis	Councillor D Drummond
Councillor P Earley	Councillor M Fox
Councillor S Graham	Councillor I Grayson
Councillor M Hall	Councillor J Harrison
Councillor A Holdsworth	Councillor Janet Hunter
Councillor V Jamieson	Councillor C Johnson
Councillor H Johnson	Councillor J Johnsson
Councillor C Johnston	Councillor J Kirwin
Councillor F Lott	Councillor W Lott
Councillor G Madden	Councillor L Marshall
Councillor I McAlpine	Councillor P McIntyre
Councillor A McMullen	Councillor J Mudzingwa
Councillor T Mulvenna	Councillor M Murphy
Councillor T Neira	Councillor A Newman
Councillor P Oliver	Councillor R O'Keefe
Councillor J O'Shea	Councillor E Parker–Leonard
Councillor S Phillips	Councillor B Pickard

Councillor W Samuel
Councillor J Shaw
Councillor M Thirlaway
Councillor J Wallace

Councillor O Scargill
Councillor A Spowart
Councillor J Walker
Councillor M Wilson

Apologies: Councillor B Burdis, Councillor S Day, Councillor T Hallway, Councillor John Hunter and Councillor J Montague.

C64/22 Minutes Silence

A minute's silence was observed in respect of the passing of Councillor Carole Burdis, serving councillor for Valley ward. Councillor Burdis was first elected in 1992 to represent the Holystone ward and then to represent Valley ward in 1996, a position she held since.

During her career as a councillor, she held several high profile political and civic positions in North Tyneside, including being the Civic Mayor in 2001 – 2002 and several cabinet positions, including most recently Cabinet Member for Community Safety and Public Protection.

C65/22 Public Questions

1. Question from Mr Steele of Tynemouth

In November 2009 the council leased land on which the Rising Sun Farm in Wallsend sits, to the Registered Charity 'The Rising Sun Farm Trading Company' for 25 years on a 'peppercorn' rent.

The last update I can find, dated the 27th March 2023, says that, following the 'Rising Sun Farm Trading Company' filing for insolvency, the farm is now the responsibility of North Tyneside Council and that the authority would be inviting expressions of interest from community-based organisations to take over the running of the farm to ensure the '*Council can work with a new provider who will manage the farm and give it the bright future it deserves*'.

The council also stated that it would be '*continuing to work with both the current and former Board of Trustees to ensure the successful continuation of*

the lease of the council land, which has an agreement until 2034' (Chronical Live Oct 2022). I note that, according to Companies House, there is only one active member of the board.

Can the council give an update on the actions being taken to ensure the ecological and financial future of this valuable cultural asset?

Can the council give an update on the actions being taken to ensure the ecological and financial future of this valuable cultural asset?

Councillor C Johnson replied on behalf of the elected mayor as follows:

The Rising Sun Country Park and Farm are valuable assets to the Borough and over many years have been expanded and developed.

Following the insolvency of the Farm Trust, the Authority intervened to protect the asset and look at alternative management arrangements. Discussions have taken place with stakeholders, with two open days held, and the future management of the Farm will now be subject to a formal procurement, which is expected to start at the end of the month.

Recent investment on the Rising Sun Farm site has included:

- Compliance improvements to electrical supplies and services
- Improvements to both the arena and septic tank
- Fencing repairs and renewals
- Installation of CCTV

I would like to assure our residents that the Authority is fully committed to securing the continued ecological and environmental benefits that Rising Sun Farm provides as a valuable community asset.

C66/22 To receive any Declarations of Interest

Declarations of interest were reported as follows:

Councillor C Johnson – Registered Interest – Item 5, Motion 1 – Representative for the authority of Tyne and Wear Fire authority.

Councillor J Hunter – Registered Interest – Item 5, Motion 1 – Representative for the authority of Tyne and Wear Fire authority.

Councillor Karen Clark – Non registerable personal interest – Item 5, Motion 5 – A Family member is serving officer in Northumbria Police Force.

Councillor Davey Drummond – Registered Interest – Item 5, Motion 2 – employee of Tyne and Wear Fire and Rescue service

Councillor Joan Walker – Non registerable personal interest – Item 5, Motion 5 – A Family member is serving officer in Northumbria Police Force.

C67/22 Minutes of the meeting held on 23 November 2023

RESOLVED – That the minutes of the meeting held on 23 November 2023 be taken as read, confirmed and signed by the Chair.

C68/22 Motion 1

It was moved by Councillor Matthew Thirlaway and seconded by Councillor Gary Bell that:

North Tyneside Council acknowledges the devastating consequences of suicide for the individual, their family and friends, and society as a whole. We also acknowledge; that the North East has the highest rate of suicide in England and Wales, that suicide is three times more common among men and boys, and that those living in deprivation also have a higher risk of suicide.

North Tyneside Council is committed to preventing suicide and believes that suicide prevention is a policy priority, and that local government plays a key role in suicide prevention and mental health care.

· We call on the Elected Mayor to work with council officers to ensure that all council staff, including staff working in outsourced services, and Elected Members complete suicide awareness training.

· We call on the Elected Mayor to ask council officers to conduct a comprehensive

review of council services, to identify areas of improvement in suicide prevention, and to present their findings and recommendations at a meeting of Council.

· We call on the Elected Mayor to write to the Secretary of State for Health and Social Care requesting increased funding for suicide prevention and mental health care.

A named vote on the substantive motion was requested by two members present.

Votes for the Motion:

Councillors L Bartoli, G Bell, L Bell, L Bones, S Burtenshaw, K Clark, D Cox, S Cox, N Craven, J Cruddas, E Darke, C Davis, D Drummond, P Earley, I Grayson, M Hall, J Harrison, A Holdsworth, Janet Hunter, V Jamieson, C Johnson, H Johnson, J Johnsson, C Johnston, J Kirwan, F Lott, W Lott, L Marshall, I McAlpine, A McMullen, J Mudzingwa, T Mulvenna, M Murphy, T Neira, A Newman, P Oliver, R O'Keefe, J O'Shea, S Phillips, E Parker-Leonard, B Pickard, N Redfearn, W Samuel, O Scargill, J Shaw, A Spowart, M Thirlaway, J Walker, J Wallace, M Wilson.

The Motion was approved unanimously.

C69/22 Motion 2

It was moved by Councillor Carl Johnson and seconded by Councillor Andy Newman that:

Recently it was announced that Tyne and Wear Fire and Rescue Service (TWFRS) had proposed plans to close Wallsend fire station between 1800 and 0800, turning Wallsend fire station into a daytime only service. This council notes the financial situation of TWFRS, however, we believe that closing this station during nighttime hours would significantly impact on public safety.

This council therefore asks the mayor to write to TWFRS outlining North Tyneside Council's objections to closing Wallsend fire station at night and urge them to investigate all ways to ensure Wallsend fire station remains operational 24 hours a day.

A named vote on the substantive motion was requested by two members present.

Votes for the Motion:

Councillors L Bartoli, G Bell, L Bell, L Bones, S Burtenshaw, K Clark, D Cox, S Cox, N Craven, J Cruddas, E Darke, C Davis, D Drummond, P Earley, I Grayson, M Hall, J Harrison, A Holdsworth, Janet Hunter, V Jamieson, C Johnson, H Johnson, J Johnsson, C Johnston, J Kirwan, F Lott, W Lott, L Marshall, I McAlpine, A McMullen, J Mudzingwa, T Mulvenna, M Murphy, T Neira, A Newman, P Oliver, R O'Keefe, J O'Shea, S Phillips, E Parker-Leonard, B Pickard, N Redfearn, W Samuel, O Scargill, J Shaw, A Spowart, M Thirlaway, J Walker, J Wallace, M Wilson.

The Motion was approved unanimously.

C70/22 Motion 3

(Mayor N Redfearn left the meeting at this point)

It was moved by Councillor Erin Parker-Leonard and seconded by Councillor Karen Clark that:

When the new North East Mayoral Combined Authority (NEMCA) comes into being in 2024, it will be responsible for the aspirations and life chances of over one million women and girls living in County Durham, Sunderland, South Tyneside, Gateshead, North Tyneside, Northumberland and Newcastle.

It can be tempting for policy makers to think that women and men use public services in the same way, but this is often not the case. Considering the specific needs of women and girls from the beginning results in better policy making, that works for everyone.

We call upon the Mayor to support One Million Women and Girls campaign to ensure that NEMCA should explicitly consider the specific impact on women and girls in every policy/strategy developed, seeking to maximize positive and mitigate negative impacts on the one million women and girls who will be directly affected by any decisions.

An amendment was moved by Councillor Judith Wallace and seconded by Councillor Pam McIntyre as follows:

In the second paragraph, after women and girls, add 'and men and boys'.

At the end of the third paragraph add 'and to explicitly consider the specific impacts on men and boys, to maximise positive and mitigate negative impacts, to ensure holistic policy making.'

The amended motion therefore read:

When the new North East Mayoral Combined Authority (NEMCA) comes into being in 2024, it will be responsible for the aspirations and life chances of over one million women and girls living in County Durham, Sunderland, South Tyneside, Gateshead, North Tyneside, Northumberland and Newcastle.

It can be tempting for policy makers to think that women and men use public services in the same way, but this is often not the case. Considering the specific needs of women and girls and men and boys from the beginning results in better policy making, that works for everyone.

We call upon the Mayor to support One Million Women and Girls campaign to ensure that NEMCA should explicitly consider the specific impact on women and girls in every policy/strategy developed, seeking to maximize positive and mitigate negative impacts on the one million women and girls who will be directly affected by any decisions and to explicitly consider the specific impacts on men and boys, to maximise positive and mitigate negative impacts, to ensure holistic policy making.

A named vote on the amendment was requested by two members present.

Votes for the Amendment:

Councillors P McIntyre, J Wallace.

Votes against the Amendment:

Councillors L Bartoli, L Bones, G Bell, L Bell, S Burtenshaw, K Clark, D Cox, S Cox, N Craven, J Cruddas, E Darke, C Davis, D Drummond, P Earley, S Graham, I Grayson,

M Hall, J Harrison, A Holdsworth, Janet Hunter, V Jamieson, C Johnson, H Johnson, J Johnsson, C Johnston, J Kirwan, F Lott, W Lott, L Marshall, I McAlpine, A McMullen, J Mudzingwa, T Mulvenna, M Murphy, T Neira, A Newman, P Oliver, R O'Keefe, J O'Shea, S Phillips, E Parker-Leonard, B Pickard, N Redfearn, W Samuel, O Scargill, J Shaw, A Spowart, M Thirlaway, J Walker, M Wilson.

The amendment was rejected by 49 votes to 2 votes.

A named vote on the substantive motion was requested by two members present, and on being put to the meeting, was approved unanimously.

(Mayor N Redfearn returned to the meeting at this point)

C71/22 Motion 4

It was moved by Councillor Liam Bones and seconded by Councillor Bartoli that:

Roads and pavements are at the top of our residents priorities, and are one of the most basic things that a Council provides for its residents – yet the 2023 Highway Asset Management Plan Annual Information Report shows our roads and pavements are worse than ever.

Council notes that:

- The report states that “The authorities additional £2m investment has made a significant contribution to maintaining the Network. However, the number of yellow and amber roads has increased considerably. This indicates that consideration should now be given to additional investment in the network in order to avoid further decline”.
- In just the last year the percentage of roads deemed to be ‘good’ has plummeted from 37% to just 16%.
- Just 3% of our pavements are deemed to be a ‘good’ standard.
- The Government has provided over £3.3million directly to North Tyneside for pothole repairs and over £14million to the combined authority, including an additional £500,000 just last month.

- The Mayor's 2024/25 budget does not include any additional funding as requested in the Highway Asset Management Plan Annual Information Report

Council believes:

- The condition of our roads and pavements is now worse than ever.
- The Mayor must take urgent action to prevent this situation escalating further.

Council asks the Mayor to:

- Bring forward an urgent plan to make progress on the roads and pavements backlog and start the vital work to bring our roads and pavements up to scratch.

An amendment was moved by Councillor C Johnson and seconded by Councillor D Drummond as follows:

In the introductory paragraph, after residents, remove 'yet the 2023 Highway Asset Management Plan Annual Information Report shows our roads and pavements are worse than ever.'

In the first bullet point's second sentence, after yellow, to insert '(Early life)' and after amber, to insert '(Mid Life)'.

At the end of the first sentence in the second bullet point, add the sentence 'With 22% of our roads considered 'early life' and 53% 'mid life' with only 9% of our roads being considered 'late life'.'

In the third bullet point, after standard, insert ' when the last pavement survey was carried out in 2020, the Mayor and Labour Group have provided significant investment into pavements since then.'

In the fourth bullet point, after and, remove 'over £14million to the combined authority'.

At the end of the fourth bullet point, add 'The cumulative amount the Conservative Government have cut from highways funding since 2010 could

completely cover the entire roads and pavements backlog in North Tyneside.'

In the fifth bullet point, after budget, remove 'does not include any additional funding' and replace with 'includes an additional £2 million investment as proposed by the Mayor and Labour Group'.

In the sixth bullet point, after is, insert 'as seen in the HAMP in a significantly better condition than it was under the previous Conservative administration.', and remove 'worse than ever'.

In the eighth bullet point, after Mayor, insert 'is already taking', and remove 'must take' from that paragraph.

After the eighth bullet point, insert the following two bullet points 'North Tyneside Council has the lowest maintenance backlog in the LA7 significantly lower than Conservative ran Northumberland.' and 'The Government recently provided £200 million to London for potholes from funding that was supposed to be distributed in the North after the cancelling of HS2.'

At the end of the proposed amendment insert this final paragraph, 'Write to the Secretary of State and ask him to provide North Tyneside with additional funding for roads and pavements in line with the funding it has cut over the years.'

The amended motion therefore read:

Roads and pavements are at the top of our residents priorities, and are one of the most basic things that a Council provides for its residents.

Council notes that:

- The report states that "The authorities additional £2m investment has made a significant contribution to maintaining the Network. However, the number of yellow (Early life) and amber (Mid Life) roads has increased considerably. This indicates that consideration should now be given to additional investment in the network in order to avoid further decline".

- In just the last year the percentage of roads deemed to be 'good' has plummeted from 37% to just 16%. With 22% of our roads considered 'early life' and 53% 'mid life' with only 9% of our roads being considered 'late life'.

- Just 3% of our pavements were deemed to be a 'good' standard when the last pavement survey was carried out in 2020, the Mayor and Labour Group have provided significant investment into pavements since then.
- The Government has provided over £3.3million directly to North Tyneside for pothole repairs and over £14million to the combined authority, including an additional £500,000 just last month. The cumulative amount the Conservative Government have cut from highways funding since 2010 could completely cover the entire roads and pavements backlog in North Tyneside.
- The Mayor's 2024/25 budget does not include any additional funding includes an additional £2 million investment as proposed by the Mayor and Labour Group as requested in the Highway Asset Management Plan Annual Information Report

Council believes:

- The condition of our roads and pavements is as seen in the HAMP in a significantly better condition than it was under the previous Conservative administration. worse than ever.
- The Mayor is already taking must take urgent action to prevent this situation escalating further.
- North Tyneside Council has the lowest maintenance backlog in the LA7 significantly lower than Conservative ran Northumberland.
- The Government recently provided £200 million to London for potholes from funding that was supposed to be distributed in the North after the cancelling of HS2.

Council asks the Mayor to:

- Bring forward an urgent plan to make progress on the roads and pavements backlog and start the vital work to bring our roads and pavements up to scratch.
- Write to the Secretary of State and ask him to provide North Tyneside with additional funding for roads and pavements in line with the funding it has cut over the years.

A named vote on the amendment was requested by two members present:

Votes for the amendment:

Councillors G Bell, L Bell, S Burtenshaw, K Clark, D Cox, S Cox, N Craven, J Cruddas, E Darke, C Davis, D Drummond, P Earley, S Graham, I Grayson, M Hall, J Harrison, A Holdsworth, Janet Hunter, V Jamieson, C Johnson, H Johnson, J Kirwan, F Lott, W Lott, L Marshall, A McMullen, J Mudzingwa, T Mulvenna, M Murphy, T Neira, A Newman, P Oliver, R O'Keefe, J O'Shea, S Phillips, E Parker-Leonard, B Pickard, N Redfearn, W Samuel, J Shaw, A Spowart, M Thirlaway, J Walker, M Wilson.

Votes against the amendment:

L Bartoli, L Bones, J Johnsson, C Johnston, I McAlpine, P McIntyre, O Scargill, J Wallace.

The amendment was approved by 44 votes to 8.

A named vote on the amended substantive motion was requested by two members present.

Votes for the motion:

Councillors G Bell, L Bell, S Burtenshaw, K Clark, D Cox, S Cox, N Craven, J Cruddas, E Darke, C Davis, D Drummond, P Earley, S Graham, I Grayson, M Hall, J Harrison, A Holdsworth, Janet Hunter, V Jamieson, C Johnson, H Johnson, J Kirwan, F Lott, W Lott, L Marshall, A McMullen, J Mudzingwa, T Mulvenna, M Murphy, T Neira, A Newman, P Oliver, R O'Keefe, J O'Shea, S Phillips, E Parker-Leonard, B Pickard, N Redfearn, W Samuel, J Shaw, A Spowart, M Thirlaway, J Walker, M Wilson.

Votes against the motion:

L Bartoli, L Bones, J Johnsson, C Johnston, I McAlpine, P McIntyre, O Scargill, J Wallace.

The substantive motion, on being put the meeting, was approved by 44 votes to 8 votes.

C72/22 Motion 5

It was moved by Councillor Cath Davis and seconded by Councillor Val Jamieson that:

North Tyneside Council has a strong track record of fighting to reduce violence against women and girls. We can also be proud of our White Ribbon status and the awareness this has allowed us to raise in relation to this important issue.

In 2023, the Liberal Democrat Party made a Freedom of Information (FOI) request to all 43 Police Forces in England and Wales. They found that more than 1,100 Police Officers are currently under investigation for sexual or domestic abuse. Of these (as reported in the Guardian newspaper on 23rd December 2023) one in 7 have been allowed to "carry on working as normal despite the severity of the offences."

But unfortunately, these figures do not reflect the full picture as only 28 of the 43 Police Forces in England and Wales responded to the FOI request. Disappointingly, Northumbria Police was one of those who did not respond.

We believe that women and girls in North Tyneside have a right to feel safe, especially when they are at their most vulnerable. It is important that our regional police force is transparent about its failings, in order to address them and to gain the trust and confidence of women and girls in North Tyneside. To this end they must be willing to share key information about how many of its Officers are, or have been, under investigation for sexual and domestic violence, and out of those investigations; how many have been suspended from duty, dismissed or prosecuted.

We believe it is essential that women and girls in North Tyneside feel assured that the Police Force, which is meant to protect them, has robust processes in place to ensure that Police Officers themselves are not perpetrators of sexual and domestic violence.

Therefore, this council asks that our Mayor write to the Northumbria Police Chief Constable and the PCC to request that the following information is released:

- the number of Police Officers from April 2019 to March 2023 who have been

accused of sexual or domestic violence offences;

- Of that number, how many have been investigated;
- Of the officers who have been investigated, how many were allowed to continue in their normal duties during the investigation;
- Following an investigation, how many officers were prosecuted and/or dismissed:
- An explanation of why the FOI submitted by the Liberal Democrat Party was not responded to.

We would also like to stress that this information should be made available to the council within the normal 20 working days timescale that applies when an FOI request is made.

Councillor Carl Johnson stated that he had contacted Northumbria Police, and who having had no record of having received the aforementioned FOI request, had been unable to supply the information. Upon communicating with them, Northumbria Police supplied Councillor Carl Johnson with the requested info without waiting for a letter from the Mayor. This was given verbally given to the meeting and Councillor Johnson committed to sending this information to members via email..

A named vote on the motion was requested by two members present.

Votes for the motion:

Councillors L Bartoli, L Bones, G Bell, L Bell, S Burtenshaw, K Clark, D Cox, S Cox, N Craven, J Cruddas, E Darke, C Davis, D Drummond, P Earley, S Graham, I Grayson, M Hall, J Harrison, A Holdsworth, Janet Hunter, V Jamieson, C Johnson, H Johnson, J Johnsson, C Johnston, J Kirwan, F Lott, W Lott, L Marshall, I McAlpine, P McIntyre, A McMullen, J Mudzingwa, T Mulvenna, M Murphy, T Neira, A Newman, P Oliver, R O'Keefe, O Scargill, J O'Shea, S Phillips, E Parker-Leonard, B Pickard, N Redfearn, W Samuel, J Shaw, A Spowart, M Thirlaway, J Walker, J Wallace, M Wilson.

The motion was approved unanimously.

C73/22 Report of the Independent Remuneration Panel

Council received a report which set out the recommendation of the

Independent Remuneration Panel in relation to the Members' Allowances Scheme for 2024/25.

The Authority is required to have in place a Members' Allowance Scheme and is required to have regard to the recommendations of the Independent Remuneration Panel when determining such a Scheme.

It was moved by Councillor Carl Johnson and seconded by Councillor Anthony McMullen that Council:

- (1) agree the Authority's Members' Allowances Scheme for 2024/25; and
- (2) agree that the Independent Remuneration Panel undertake an in-depth review of the Authority's Members Allowances Scheme and that Council receives and considers a report in July 2024 following the completion of that review.

An amendment to the report's recommendations (pages 45 – 46) was moved by Councillor Liam Bones and seconded by Councillor Lewis Bartoli.

The amended section of the report therefore read:

1.2 Recommendation(s):

It is recommended that Council:

- (1) agree the Authority's Members' Allowances Scheme for 2024/25; and
- (2) agree that the Independent Remuneration Panel undertake an in-depth review of the Authority's Members Allowances Scheme and that Council receives and considers a report in January 2025 following the completion of that review.

Council believes during a cost of living crisis members allowances should not be increased and therefore accepts the committees recommendation to keep allowances as they are but asks that the committee defer their meeting from July 2024 to the usual time next year, committing members to an allowance freeze for the duration of 24/25.

A named vote on the amendment was requested by two members present.

Votes for the Amendment:

Councillors L Bartoli, L Bones, J Johnsson, C Johnston, I McAlpine, P McIntyre, O Scargill, J Wallace.

Votes against the Amendment:

Councillors: G Bell, L Bell, S Burtenshaw, K Clark, D Cox, S Cox, N Craven, J Cruddas, E Darke, C Davis, D Drummond, P Earley, S Graham, I Grayson, M Hall, J Harrison, A Holdsworth, J Hunter, V Jamieson, C Johnson, H Johnson, J Kirwan, F Lott, W Lott, L Marshall, A McMullen, J Mudzingwa, T Mulvenna, M Murphy, T Neira, A Newman, P Oliver, R O'Keefe, J O'Shea, S Phillips, E Parker-Leonard, B Pickard, N Redfearn, W Samuel, J Shaw, A Spowart, M Thirlaway, J Walker, M Wilson.

The proposed amendment to the report's recommendations was rejected by 44 votes to 8 votes.

Councillor Carl Johnson, as the original mover, agreed to a partial acceptance of an amendment to the report's recommendations, as below:

1.2 Recommendation(s):

It is recommended that Council:

(1) agree the Authority's Members' Allowances Scheme for 2024/25; and

(2) agree that the Independent Remuneration Panel undertake an in-depth review of the Authority's Members Allowances Scheme and that Council receives and considers a report in July 2024 following the completion of that review.

Council believes during a cost of living crisis members allowances should not be increased and therefore accepts the committee's recommendation to keep allowances as they are but asks that the committee defer their meeting from July 2024 to the usual time next year, committing members to an allowance freeze for the duration of 24/25.

A named vote on the report's original recommendations, with the partial proposed amendment, was requested by two members present.

Votes for the motion:

Councillors L Bartoli, L Bones, G Bell, L Bell, S Burtenshaw, K Clark, D Cox, S Cox, N Craven, J Cruddas, E Darke, C Davis, D Drummond, P Earley, S Graham, I Grayson, M Hall, J Harrison, A Holdsworth, Janet Hunter, V Jamieson, C Johnson, H Johnson, J Johnsson, C Johnston, J Kirwan, F Lott, W Lott, L Marshall, I McAlpine, P McIntyre, A McMullen, J Mudzingwa, T Mulvenna, M Murphy, T Neira, A Newman, P Oliver, R O'Keefe, O Scargill, J O'Shea, S Phillips, E Parker-Leonard, B Pickard, N Redfearn, W Samuel, J Shaw, A Spowart, M Thirlaway, J Walker, J Wallace, M Wilson.

The partial proposed amendment was voted for unanimously.

C74/22 Request for Dispensation pursuant to Section 85 of the Local Government Act 1972

Council received a report which set out a request for a further dispensation to be considered for Councillor John Hunter on the grounds of his ill health and recommended a further dispensation be agreed for a period up to 7 May 2024.

It was moved by Mayor Redfearn and seconded by Councillor Carl Johnson:

(1) Agrees to grant of dispensation for Councillor John Hunter pursuant to Section 85(1) of the Local Government Act 1972, for a period up to 7 May 2024, and approves Councillor Hunter's non-attendance at meetings of the Authority during that period on medical grounds; and

(2) Agrees that the continued best wishes of the Council are conveyed to Councillor Hunter at this time.

A named vote on the report was requested by two members present.

Votes for the motion:

Councillors L Bartoli, L Bones, G Bell, L Bell, S Burtenshaw, K Clark, D Cox, S Cox, N Craven, J Cruddas, E Darke, C Davis, D Drummond, P Earley, S Graham, I Grayson, M Hall, J Harrison, A Holdsworth, Janet Hunter, V Jamieson, C Johnson, H Johnson, J Johnsson, C Johnston, J Kirwan, F Lott, W Lott, L Marshall, I McAlpine, P McIntyre, A McMullen, J Mudzingwa, T Mulvenna, M Murphy, T Neira, A Newman, P Oliver, R

O'Keefe, O Scargill, J O'Shea, S Phillips, E Parker-Leonard, B Pickard, N Redfearn, W Samuel, J Shaw, A Spowart, M Thirlaway, J Walker, J Wallace, M Wilson.

On being put to the meeting the report was approved unanimously.

C75/22 Programme of Meetings 2024/25

Council received a report which presented a draft programme of Council and committee meetings for the 2024/25 municipal year, and to agree which meetings should be designated for the receipt of public questions.

It was moved by Councillor Carl Johnson and seconded by Councillor Samuel that Council:

- (1) Agree the programme of meetings for 2024/25 as set out in Appendix A to the report; and
- (2) Agree that the meeting of the full Council proposed for 18 July 2024, 21 November 2024 and 23 January 2025 be those at which questions will be taken from members of the public.

A named vote on the report was requested by two members present.

Votes for the motion:

Councillors L Bartoli, L Bones, G Bell, L Bell, S Burtenshaw, K Clark, D Cox, S Cox, N Craven, J Cruddas, E Darke, C Davis, D Drummond, P Earley, S Graham, I Grayson, M Hall, J Harrison, A Holdsworth, Janet Hunter, V Jamieson, C Johnson, H Johnson, J Johnsson, C Johnston, J Kirwan, F Lott, W Lott, L Marshall, I McAlpine, P McIntyre, A McMullen, J Mudzingwa, T Mulvenna, M Murphy, T Neira, A Newman, P Oliver, R O'Keefe, O Scargill, J O'Shea, S Phillips, E Parker-Leonard, B Pickard, N Redfearn, W Samuel, J Shaw, A Spowart, M Thirlaway, J Walker, J Wallace, M Wilson.

On being put to the meeting the report was approved unanimously.

C76/22 Second Home Council Tax Premium – April 2025

On 23 November 2023 full Council agreed that with effect from 1 April 2024, the current Long-Term Empty Dwelling Council Tax Premium charged by the Authority

be applied to dwellings that have been empty for 1 year rather than 2 years. It was also agreed at that meeting that full Council would receive a further report on the potential application of the power to charge a Council Tax Premium on dwellings that are occupied periodically (“second homes”).

This further report was moved by Councillor Carl Johnson and seconded by Councillor Samuel for consideration. The meeting was recommended to:

- 1) agree that with effect from 1 April 2025, the Authority implements a Second Home Premium of 100% of the Council Tax payable, in relation to dwellings that are classed as being occupied periodically; and
- 2) agree that the Director of Resources be given authority to determine if any dwelling or class of dwelling should be exempt from the Second Home Premium as considered appropriate.

A named vote on the report was requested by two members present.

Votes for the motion:

Councillors L Bartoli, L Bones, G Bell, L Bell, S Burtenshaw, K Clark, D Cox, S Cox, N Craven, J Cruddas, E Darke, C Davis, D Drummond, P Earley, S Graham, I Grayson, M Hall, J Harrison, A Holdsworth, Janet Hunter, V Jamieson, C Johnson, H Johnson, J Johnsson, C Johnston, J Kirwan, F Lott, W Lott, L Marshall, I McAlpine, P McIntyre, A McMullen, J Mudzingwa, T Mulvenna, M Murphy, T Neira, A Newman, P Oliver, R O’Keefe, O Scargill, J O’Shea, S Phillips, E Parker–Leonard, B Pickard, N Redfearn, W Samuel, J Shaw, A Spowart, M Thirlaway, J Walker, J Wallace, M Wilson.

On being put to the meeting the report’s recommendations were approved unanimously.

C77/22 Chair's Announcements

There were no announcements.

C78/22 Elected Mayor's Announcements

There were no announcements.

C79/22 Questions by Members of the Council

Question 1 – from Councillor Liam Bones

Can the Mayor give an update on the so called 'temporary' 50mph speed limit on the Coast Road and provide the date where she expects works to be complete and the speed limit returned to the national speed limit?

Councillor Hannah Johnson provided the following response:

In 2023, during routine highway inspections, concerns were raised about the condition of the vehicle crash barrier which is situated on the central reservation along the length of the A1058 Coast Road. As a safety precaution, a temporary 50mph speed limit was initially introduced to safeguard all highway users and to allow a specialist company to undertake a thorough condition assessment of the barriers.

The detailed condition assessment was recently completed, and the associated report is due to be issued shortly. Our highway engineers have received some initial feedback which indicates that a number of barrier sections will likely require repair or replacement as they have reached the end of their effective lifespan. We are currently developing a programme of work and are to agree a start date for the works with our specialist contractor. In the interests of highway safety, the temporary speed limit will remain in place for the duration of the works and will be removed as soon as the repair work is complete.

The travelling public will be kept informed through our various communications, and information signs have been deployed on site to let drivers know that the speed limit is temporary.

Councillor Liam Bones asked the following supplementary question.

Can the Cabinet member confirm this is a temporary speed limit?

Councillor Hannah Johnson responded the following response:

There's one sign as you go onto the Coast Road at Billy Mill roundabout and there's another sign as you come into North Tyneside from Newcastle telling people very clearly it's the temporary speed limit. I specifically asked for them after admittedly having the same thoughts myself when I saw the original speed limit signs so it's clear to motorists that they are temporary.

Question 2 – from Councillor Olly Scargill

"Parking in our estates is a real issue. Many grass verges are churned up in the wet weather, which looks dreadful and can become slippery and dangerous. Making some of these into parking spaces will prove cost effective in the long run. Can the Mayor outline what funding she will make available to convert more of the grass verges to parking spaces across Chirton Grange and the Lynn Estate?"

Councillor Hannah Johnson provided the following response:

Parking on grass verges is a national problem and is frustrating for both residents and the Council. The cause of this is often down to the design and layout of older estates which were not designed for the current high levels of car ownership and the increased size of vehicles.

The conversion of grass to hard surfacing is undertaken occasionally by the Council but only where there are exceptional circumstances such as severe and repeated damage to grassed areas and where it may be causing a safety concern. The works can also be disproportionately expensive to undertake given the need for the re-grading kerb edges, integration with the existing highway as well as the potential risk for buried utilities (gas / water / electricity) which may lie close to the surface and need protecting or diverting.

In some instances, we have carried out an estate footpath maintenance programme, such as Hartburn Road in Cullercoats Ward. Vehicle Access Crossings have been extended. This is something we offer to our residents when we are carrying out a scheme and our construction teams are on site doing works.

Given the limited resources that the Council is awarded by the Government for the maintenance of the highway network, it is very difficult to justify diverting funding to verge parking schemes and this has to be balanced against other highway maintenance priorities.

Moreover, the Government and the Council have declared and are actively tackling a Climate Emergency and are encouraging residents to adopt more sustainable modes of travel such as walking, cycling and wheeling. As such, the hard surfacing of grassed verges is at odds with the Council's policy objectives which seek to reduce reliance on private motor cars.

The removal of grass and replacement with non-porous surface treatments also increases the risk of localised flooding and standing water on the highway. Moreover, the loss of incidental green space can also detract from the street scene and appearance of an area thus lowering the quality of place for our residents. Additionally, the removal of amenity grass is not always acceptable to all members of the community.

For these reasons, the Council has no plans to make additional funding available for grass verge hard paving.

Councillor Olly Scargill asked the following supplementary question.

I would appreciate if the mayor would meet me and some local residents so we can have a look at the problem which disproportionately affects Estates in on housing land and makes them look terrible, contributing to problems like anti-social behaviour and a lack of pride in in local areas.

Would the cabinet member be able to provide me with the last time a major investment was made into the Chirton Grange and Lynn Estates?

Councillor Hannah Johnson provided the following response:

We can certainly look into it and provide you with the information and I'd be more than happy to meet with you about it as well.

Question 3 – from Councillor Cath Davis

On 16 March Council agreed that the licencing committee would give consideration to the options available to the committee of adding a condition to Premises Licences to require the licence holder to provide transport home for staff working late what is the update on this as staff are still expected to travel home late at their own expense.

Councillor Karen Clark provided the following response:

A report was provided to Licensing Committee on 12 July 2023. The specific condition that Council agreed would be explored cannot in fact, legally, be added to a premises licence. The full report to Licensing Committee is available with the minutes of the meeting.

Councillor Cath Davis asked the following supplementary question.

Its concerning that some staff who are quite young are actually being asked to travel home late at night with the expense of a taxi, I'm just thinking the safety of residents, I just wondered if there is any way that the council can consider this?

Councillor Karen Clark provided the following response:

Council officers do go out and visit premises, for example the pub watch scheme visits etc, and they do give advice to license holders around staff safeguarding and risk assessments, but it would be the decision of the employer if they were to provide Transport home for employees. Unfortunately, there isn't anything the local Authority can do legally to enforce this.

C80/22 Decisions of Standards Sub-Committee

This report was submitted for Council to note. Council were advised that it would not be appropriate to discuss this report as the decision has already been made and published.

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Local Government Act 1972

Borough of North Tyneside

Thursday, 1 February 2024

At the meeting of the Council of the Borough of North Tyneside duly convened and held on Thursday, 1 February 2024 at 6.00 pm in Chamber - Quadrant, The Silverlink North, Cobalt Business Park, North Tyneside, NE27 0BY at which a quorum of Members were present, that is to say: -

Present

N Redfearn (Elected Mayor)

Councillor L Bartoli	Councillor L Bones
Councillor S Burtenshaw	Councillor K Clark
Councillor D Cox	Councillor S Cox
Councillor J Cruddas	Councillor E Darke
Councillor S Day	Councillor D Drummond
Councillor P Earley	Councillor S Graham
Councillor I Grayson	Councillor M Hall
Councillor T Hallway	Councillor J Harrison
Councillor A Holdsworth	Councillor Janet Hunter
Councillor C Johnson	Councillor J Johnsson
Councillor C Johnston	Councillor J Kirwin
Councillor F Lott	Councillor W Lott
Councillor I McAlpine	Councillor J Montague
Councillor J Mudzingwa	Councillor T Mulvenna
Councillor M Murphy	Councillor A Newman
Councillor P Oliver	Councillor R O'Keefe
Councillor J O'Shea	Councillor E Parker-Leonard
Councillor S Phillips	Councillor O Scargill
Councillor M Thirlaway	Councillor J Walker
Councillor J Wallace	

Apologies: Councillor G Bell, Councillor L Bell, Councillor B Burdis, Councillor M Fox, Councillor John Hunter, Councillor V Jamieson, Councillor G Madden, Councillor L Marshall, Councillor P McIntyre, Councillor A McMullen, Councillor B Pickard, Councillor W Samuel, Councillor J Shaw, Councillor A Spowart and Councillor M Wilson

C81/23 To receive any Declarations of Interest

No interests were declared.

C82/23 Review of Polling Districts and Polling Places

Council were presented with a report confirming the position with regards to the Review of Polling Districts and Polling Places. Since 2013 all local authorities must review their polling districts and polling places every 5 years. This review is compulsory, and is legally required to take place within set timeframes.

North Tyneside Council's latest review became due to begin in October 2023. Since that time a comprehensive review of polling districts, polling places and polling stations has taken place. Members are familiar with the reviews undertaken by the Boundary Commission for England and the Local Government Boundary Commission for England over the last two years. These reviews have changed the boundaries of parliamentary constituencies covering North Tyneside and also the internal ward boundaries in the borough of North Tyneside itself. The review of polling districts and polling places has been important to reflect these changes, and to make sure we can administer all elections correctly with regard to the new boundaries. This includes the forthcoming local elections which will take place on 2nd May 2024 and the next Parliamentary election to take place, whenever that may be called.

During the review of our polling districts, polling places and polling stations, views have been invited from a wide variety of stakeholders. This has included our residents, elected members, Members of Parliament, and all political parties which are known to be active in North Tyneside. Very importantly, the views of North Tyneside Disability Forum have been sought. Acting Returning Officers from neighbouring local authorities have also been asked for their views, which is a legal requirement.

Comments received from polling station and elections staff when we have held

elections in the past have been weighed when evaluating our polling place and polling station arrangements. The Acting Returning Officer has sought to gather all relevant evidence to make informed recommendations to Council.

I would like to thank, in particular, all those who have taken the time to give their views during the consultation. I would like to thank the officers, throughout the Authority, who have worked hard on the boundary review and on this polling district and polling place review. I would also thank the councillors drawn from all groups on the Council who have taken part in the cross-party Elected Member Boundary Review Group over the last two years. This informal working group of members has worked hard, and very effectively, to deliver all of the tasks required on the boundary review and the polling district and polling place review.

Having carefully considered all comments received during the review, and all available evidence, the Acting Returning Officer's proposals for our future polling districts, polling places and polling stations are set out in the report before Council this evening. Council is required to consider these proposals and to make a decision on the arrangements for North Tyneside. We need to be ready with new arrangements as we approach our next elections.

Council **RESOLVED:** that 1) the outcome of the review of polling places and polling districts be noted and that the Returning Officer's proposals as set out in Appendix of the report be approved, and 2) the Returning Officer be authorised to publish the outcome of the review of polling places and polling districts (as agreed by Council) at Quadrant, The Silverlink North, Cobalt Business Park, NE27 0BY, in at least one conspicuous place within the Authority's area and on the Authority's website.

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Local Government Act 1972

Borough of North Tyneside

Thursday, 15 February 2024

At the meeting of the Council of the Borough of North Tyneside duly convened and held on Thursday, 15 February 2024 at 6.00 pm in Chamber - Quadrant, The Silverlink North, Cobalt Business Park, North Tyneside, NE27 0BY at which a quorum of Members were present, that is to say: -

Present

Councillor S Cox – Deputy Chair in the Chair
N Redfearn (Elected Mayor)

Councillor L Bartoli	Councillor L Bones
Councillor S Burtenshaw	Councillor K Clark
Councillor D Cox	Councillor S Cox
Councillor N Craven	Councillor J Cruddas
Councillor E Darke	Councillor C Davis
Councillor D Drummond	Councillor P Earley
Councillor M Fox	Councillor S Graham
Councillor I Grayson	Councillor M Hall
Councillor T Hallway	Councillor J Harrison
Councillor A Holdsworth	Councillor Janet Hunter
Councillor V Jamieson	Councillor C Johnson
Councillor H Johnson	Councillor J Johnsson
Councillor C Johnston	Councillor J Kirwin
Councillor F Lott	Councillor W Lott
Councillor G Madden	Councillor L Marshall
Councillor I McAlpine	Councillor P McIntyre
Councillor A McMullen	Councillor J Montague
Councillor J Mudzingwa	Councillor T Mulvenna
Councillor M Murphy	Councillor A Newman
Councillor P Oliver	Councillor J O'Shea
Councillor S Phillips	Councillor W Samuel
Councillor O Scargill	Councillor J Shaw

Councillor M Thirlaway
Councillor J Wallace

Councillor J Walker
Councillor M Wilson

Apologies: Councillor G Bell, Councillor L Bell, Councillor B Burdis, Councillor S Day, Councillor John Hunter, Councillor T Neira, Councillor R O'Keefe, Councillor E Parker-Leonard, Councillor B Pickard and Councillor A Spowart

C83/23 To receive any Declarations of Interest

The Chair reminded all Members of the Council about the position with regard to interests in meetings of the Council that dealt with the Budget proposals.

In relation to a Registerable Personal Interest held where a Member has been appointed by the Authority to an outside body or bodies, dispensations had been granted to allow them to participate and vote in any meeting.

Where Members had been granted such dispensations, they were not required to declare these registerable personal interests or the grant of dispensations at this meeting.

A list of the appointments to the Authority's Outside Bodies and dispensations grants to Members in respect to appointments was previously circulated to all members.

Members who had any further interests were invited to declare them.

The following additional declarations of interest were made in relation to the item below (minute C84/23):

Item 3 – 2024-2028 Financial Planning and Budget Process: Elected Mayor and Cabinet Budget and Council Tax Requirement Resolution 2024/25.

Councillor Liam Bones – non registerable personal interest – family member is employed by the Authority.

Councillor Tommy Mulvenna – non registerable personal interest – family members are employed by the Authority.

Councillor Martin Murphy – non registerable personal interest – family member is employed by the Authority.

Councillor Carl Johnson – non registerable personal interest – family member is employed by the Authority.

Councillor Frant Lott – non registerable personal interest – family member is employed by the Authority.

Councillor Wendy Lott – non registerable personal interest – family member is employed by the Authority.

Councillor Cath Davis – non registerable personal interest – family member is employed by the Authority.

Councillor Valerie Jamieson – Registerable Personal Interest – Trustee of Walking With

Councillor Jane Shaw – Registerable Personal Interest – family member (husband) works for Monkseaton High School

Councillor Debbie Cox – non registerable personal interest – a family member receives Adult Social Care

Councillor Steve Cox – non registerable personal interest – a family member receives Adult Social Care

Councillor Pat Oliver – non registerable personal interest – a family member receives Adult Social Care

Councillor Peter Earley – Registerable personal interest – Councillor Earley is a trustee of North Tyneside Carers Centre which has contracts with the Council.

Councillor Julie Cruddas – Registerable personal interest – Councillor Cruddas is a Director and Employee of Justice Prince CIC which has contract with the authority.

Councillor Julie Cruddas – non registerable personal interest – a family member works for the authority

Councillor Karen Clark – Registerable personal interest – Councillor Clark is a Director and Employee of Justice Prince CIC which has contract with the authority.

Councillor Matthew Thirlaway – non registerable personal interest – Councillor Thirlaway has a family member who works for the authority.

Councillor Matthew Thirlaway – Registerable personal interest – Councillor Thirlaway works for Parkside Care Ltd which has a tenancy agreement with the Authority and Provide Adult Social Care.

Councillor Matthew Thirlaway – Non-registerable personal interest – Councillor Thirlaway's brother in law is a director of Parkside Care Ltd.

Councillor David Drummond – Registerable Personal interest – Councillor Drummond works for Tyne and Wear Fire and Rescue Service,

Councillor David Drummond – Registerable Personal interest – Councillor Drummonds wife works for North Tyneside Citizens Advice.

Councillor Sarah Burtenshaw – Non-registerable personal interest – Councillor Burtenshaw's father is Chair of VODA.

Councillor Anthony McMullen – Non-registerable personal interest – Councillor McMullen has a close personal associate who is Chair of VODA

Councillor Josephine Mudzingua – Registerable Personal Interest – The Culture and Diversity African Dance, dance at North Tyneside Together event annually.

C84/23 **2024 – 2028 Financial Planning and Budget Process: Elected Mayor and Cabinet Budget and Council Tax Requirement Resolution for 2024/25**

(Councillors K Clark, J Cruddas, A McMullen, S Burtenshaw and M Thirlaway withdrew from the meeting and took no part in the discussion or voting on this item).

The Chair explained the procedure for the meeting and indicated that he would

first request Councillor C Johnson to move the Elected Mayor and Cabinet proposals. Once those proposals were seconded, Members would then have the opportunity to asked questions relating to matters of principle.

It was moved by Councillor C Johnson and seconded by Councillor H Johnson that Council:

- (a) Agree the recommendations and delegations set out in paragraph 1.5.27 of this report in relation to the 2024/25 General Fund Revenue Account Budget, the 2024/25 Council Tax Requirement and Council Tax Level for 2024/25, being the Elected Mayor and Cabinet’s Budget and Council Tax Requirement proposal.
- (b) Agree the Elected Mayor and Cabinet’s proposals for the 2024–2029 Investment Plan, including the Capital Investment Strategy and the proposed prudential indicators for 2024–2029, presented to Cabinet on 29 January 2024, set out in the General Fund Annex 1, Appendix D (i), (iii) and (iv) of Appendix A of the 29 January 2024 Cabinet report attached to this report at Appendix 1;
- (c) Agree the Elected Mayor and Cabinet’s proposals for the Treasury Management Strategy, Annual Investment Statement for 2024/25, attached in the General Fund Annex 1, Appendix E (i), (ii) of Appendix A of the 29 January 2024 Cabinet report attached to this report at Appendix 1.

2024/25 Council Tax Requirement Resolution

- 1. The recommended Budgets of the Authority be approved as noted below, subject to the variations listed in paragraphs 2 and 3 below and noting the estimated allocation of £219.359m in Dedicated Schools Grant, for 2024/25:

	£
General Fund Revenue Budget	£195,246,790
Total	<u>£195,246,790</u>

- 2. The following levies be included in the Budget Requirement:

	£
The Tyne and Wear element of the Durham, Gateshead, Newcastle Upon Tyne, North Tyneside, Northumberland, South Tyneside and Sunderland Combined Authority Transport Levy	£12,959,626
Environment Agency	£230,435
Total	<u>£13,190,061</u>

3. The contingency be set as follows:

	£
Contingency	£1,382,306
Total	<u>£1,382,306</u>

4. Note that at its meeting held on 22 January 2024, Cabinet agreed the Council Tax base for 2024/25 for the whole Authority area as 64,471 (Item T), in the Formula in Section 31B of the Local Government Finance Act 1992, as amended (the "Act") and the Local Authorities (Calculation of Council Tax Base) (England) Regulations 2012.
5. Agree that the Council Tax Requirement for the Authority's own purposes for 2024/25 is £125,300,843 (as set down in paragraph 1.5.25, Table 4).
6. Agrees that the following amounts now calculated by the Authority for the year 2024/25 in accordance with Sections 31 to 36 of the Local Government Finance Act 1992, as amended (the Act):
- (a) £412,101,862 Being the aggregate of the amounts which the Authority estimates for the items set out in Section 31A(2) of the Act.
 - (b) £286,801,019 Being the aggregate of the amounts which the Authority estimates for the items set out in Section 31A(3) of the Act.
 - (c) £125,300,843 Being the amount by which the aggregate at 6(a) above exceeds the aggregate at 6(b) above, calculated by the Authority in accordance with Section 31(A)(4) of the Act, as its Council Tax

Requirement for the year (Item R in the formula in Section 31B of the Act).

- (d) £1,943.52 Being the amount at 6(c) above (Item R), all divided by Item T (4 above), calculated by the Authority, in accordance with Section 31B of the Act, as the basic amount of its Council Tax for the year.

(e) North Tyneside Council Valuation Bands

Council Tax Band	£
A	1,295.68
B	1,511.63
C	1,727.57
D	1,943.52
E	2,375.41
F	2,807.31
G	3,239.20
H	3,887.04

Being the amounts given by multiplying the amount at 6(e) above by the number which, in the proportion set out in Section 5(1) of the Act 1992, is applicable to dwellings listed in a particular valuation band divided by the number which in that proportion is applicable to dwellings listed in valuation band D, calculated by the Authority, in accordance with Section 36(1) of the Act, as the amounts to be taken into account for the year in respect of categories of dwellings listed in different valuation bands.

(f) Police and Crime Commissioner for Northumbria Valuation Bands

Note that for the year 2024/25 the Police and Crime Commissioner for Northumbria has issued the following amounts in precepts to the Authority, in accordance with Section 40 of the Local Government Finance Act 1992, for each of the categories of the dwellings in the Authority's area, as indicated below:

Council	

Tax Band	£
A	121.23
B	141.43
C	161.64
D	181.84
E	222.25
F	262.66
G	303.07
H	363.68

(g) Tyne & Wear Fire and Rescue Authority Valuation Bands

Note that for the year 2024/25 the Tyne and Wear Fire and Rescue Authority has issued the following amounts in precepts to the Authority, in accordance with Section 40 of the Local Government Finance Act 1992, for each of the categories of the dwellings in the Authority's area, as indicated below. Please note, these levels will not be confirmed until the Tyne and Wear Fire and Rescue Authority meets on 19 February 2024:

Council Tax Band	£
A	63.41
B	73.98
C	84.54
D	95.11
E	116.25
F	137.38
G	158.52
H	190.22

(h) Total Valuation Bands

That, having calculated the aggregate in each case of the amounts at 6(e), 6(f) and 6(g) above, the Authority, in accordance with Sections 30 and 36 of the Local Government Finance Act 1992, hereby sets the following amounts as the amounts of Council Tax for the year 2024/25 for each part of its

area and for each of the categories of dwellings shown below. Please note the timing of the Tyne and Wear Fire and Rescue Authority meeting on 19 February 2024. Any change to the proposed precept would change the total valuation bands set out below:

Council Tax Band	£
A	1,480.32
B	1,727.04
C	1,973.75
D	2,220.47
E	2,713.91
F	3,207.35
G	3,700.79
H	4,440.94

7. The Authority's relevant basic amount of Council Tax for 2024/25 is not excessive in accordance with the principles approved under Section 52ZB of the Local Government Finance Act 1992, as amended.
8. The Authority's Financial Regulations will apply to the financial management of this Budget.
9. The level of contingencies will be £1.382m as pressures incurred during 2023/24 relating to Social Care, pay award and energy and contractual inflation have been recognised as part of the 2024/25 Financial Planning and Budget process.
10. It is proposed that virement levels and approvals for virement shall be in accordance with the rules set down in the Authority's Financial Regulations in force at the time.
11. The Reserves and Balances Policy is adopted as set out and is subject to review at least annually.
12. The Chief Executive, in consultation with the Elected Mayor, Deputy Mayor, Cabinet Member for Finance and Resources and the Senior Leadership Team to manage the overall MTFP Project workstreams and note that decisions made under this delegated authority will be reported

to Cabinet as part of the regular budget monitoring information provided.

13. The Chief Executive, in consultation with the Elected Mayor and Director of Resources, to authorise the purchase of properties, on the open market, providing value for money is demonstrated and the cost can be contained within existing financial resources of the Authority. This is to ensure that the programme of delivery of affordable homes and homes at social rent is progressed in line with the Cabinet's priorities.
14. The Director of Resources be authorised to serve notices, enter into agreements, give receipts, make adjustments, institute proceedings, and take any action available to the Authority to collect or enforce the collection of Non-Domestic Rates and Council Tax from those persons liable.
15. The Director of Resources be authorised to disburse monies from funds and accounts of the Authority as required for the lawful discharge of its functions.
16. Agree that the Police and Crime Commissioner for Northumbria and the Tyne and Wear Fire and Rescue Authority receive payment from the Collection Fund in 12 equal instalments on the last working day of each month.
17. Payments from the Collection Fund to be made to the Authority's General Fund in 12 equal instalments on the last working day of each month.

No objections to the budget were received, a recorded vote was taken on the Mayor and Cabinet's proposals.

Votes for the Elected Mayor and Cabinet's Proposals:

N Redfearn, Elected Mayor, Councillors S Cox, P Earley, J Harrison, W Samuel, Janet Hunter, S Graham, C Johnson, H Johnson, S Phillips, E Darke, J Walker, N Craven, M Murphy, M Wilson, A Newman, J Montague, T Hallway, D Cox, A Holdsworth, J Kirwan, J Shaw, I Grayson, J O'Shea, P Oliver, D Drummond, M Hall, L Marshall, J Mudzingwa, T Mulvenna, W Lott, F Lott

Votes against the Elected Mayor and Cabinet's Proposals:

Councillors L Bones, L Bartoli, J Johnsson, I McAlpine, C Johnston, O Scargill, P McIntyre, J Wallace, M Fox, C Davis, V Jamieson, G Madden

The substantive motion on being put to the meeting, was approved by 32 votes to 12 votes with no abstentions.

The Chair announced that the Elected Mayor and Cabinet's Budget and Council Tax Council Requirement Resolution for 2024/25 had been approved by the Council and therefore the meeting provisionally scheduled for 29 February 2024 was no longer required.

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North Tyneside Council

Report to Council

14 March 2024

Motions

Notice has been received of the following motions from Members of the Council to be put to the Council meeting.

Motion 1 - Health Impacts of Air Pollution in Planning Applications - signed by Councillors C Davis, M Fox and G Madden

The Community Independent Group moves that North Tyneside Council should take into account the health impacts of air pollution, particularly in areas with higher prevalence of poorer health outcomes, when evaluating planning applications for petrol stations.

This aligns with our commitment to prioritise public health; cleaner air and well-being in urban development decisions. It also is in keeping with the government guidance on healthy and safe communities which states that planning and health need to be taken together in two ways: in terms of creating environments that support and encourage healthy lifestyles, and in terms of identifying and securing the facilities needed for primary, secondary and tertiary care, and the wider health and care system (taking into account the changing needs of the population). The motion is also consistent with the North Tyneside plan for a Green and Caring North Tyneside.

Council therefore requests that the Director for Regeneration and Economic Development:

1. undertakes an evaluation of how the Authority's Planning process could be adapted to take into account the health impacts of air pollution, particularly in areas with higher prevalence of poorer health outcomes, when evaluating planning applications for petrol stations; and
2. reports the findings of the evaluation to the Planning Committee for it to then determine whether to implement any changes to the planning process in relation to the determination of planning applications for petrol stations."

Legal and Financial Implications in relation to this Motion will be circulated prior to the meeting.

Motion 2 - NHS Dentists – signed by Councillors Willie Samuel, Julie Cruddas and Eddie Darke

North Tyneside Council notes the appalling lack of dentists accepting new NHS patients in the Borough and the increasing number of dental practices moving to private patients only. This failure has been apparent for some time now, but action taken by the Conservative Government has failed to address this situation. Poor dental health, particularly amongst children, is having serious consequences for the future health of our residents.

North Tyneside Council calls on the Elected Mayor to write to Northumbria Health Trust and to the Secretary of State for Health and Social Care to ask for urgent action to address the problem.

Legal and Financial Implications in relation to this Motion will be circulated prior to the meeting.

Motion 3 - Civility in Public life – signed by Councillors Erin Parker-Leonard, Hannah Johnson, Willie Samuel

Robust debate and scrutiny are essential aspects of our democratic process; abuse and intimidation shouldn't have to be. Abuse can make elected representatives feel they need to step down and put potential future candidates off standing altogether – with women, people from a minority ethnic background, and those with disabilities suffering a disproportionate level of this behaviour. As Elected Members we must lead by example. We all have a responsibility to challenge this and have the duty to set the tone when campaigning.

We call upon candidates to take the civility pledge and run a respectful campaign and to reject intimidation in the run-up to general and local elections in the UK and consider sharing the pledge on social media to strengthen the message.

We call upon North Tyneside Council to endorse the recommendations of the Jo Cox Civility Commission recommendations and ask the Elected Mayor and Cabinet to consider signing up on behalf of the Authority to the Civility and respect pledge put forward by the National Association of Local Council, specifically signpost all Elected Members to the Local Governments Associations (LGA) Debate not Hate toolkit and ensure it is included in inductions of Elected Members.

We call upon all Elected Members to read the call to action and endorse the recommendations of the Jo Cox Civility Commission recommendations.

We call upon all the leaders of each political party who stands candidates in North Tyneside to read, understand and agree to the key points in the joint statement on conduct of political party members created by the Committee on standards in public life.

Legal and Financial Implications in relation to this Motion will be circulated prior to the meeting.

Motion 4 - Levelling up – signed by Councillors Carl Johnson, Louise Marshall, Frank Lott and Tracey Hallway

Only 20% of Towns funding and a similarly low percentage of 'Levelling up fund' funding has been spent, despite being awarded many years ago in some cases.

Government dithering over signing off business cases have caused costs to skyrocket because of the Conservatives mismanagement of the economy, this will mean many of the projects will never complete.

Michael Gove's Department for Levelling up, Housing and Communities (DLUCH) recently handed over £2 billion in levelling up funds back to the treasury, while giving nothing to our borough.

The Conservative Government have rejected every single application for levelling up funds North Tyneside Council has submitted and placed us as a priority two area.

We have shovel ready schemes in Wallsend, North Shields and the North West ready to go.

Council calls upon the Mayor to write to the Secretary of State for Levelling up, Housing and Communities and call upon him to release underspend funding at DLUCH to North Tyneside council for our shovel ready projects.

Legal and Financial Implications in relation to this Motion will be circulated prior to the meeting.

Motion 5 – Support Measures for Tynemouth Business Community affected by Major Infrastructure Projects – signed by Councillors Chris Johnston, Olly Scargill and Ian McAlpine

The current infrastructure projects undertaken in Tynemouth, notably the creation of a one-way system and cycle path, have resulted in significant disruption to residents and businesses alike, mirroring the challenges faced during the embankment walkway construction in North Shields. The adverse effects on local businesses in Tynemouth, particularly along Front Street, Percy Park Road, and Grand Parade, are evidenced by substantial drops in revenue compared to previous years, posing a threat to their sustainability and viability.

The standstill traffic along the seafront and Broadway experienced every weekend is dissuading potential visitors and diminishing footfall, compounding the economic strains faced by local enterprises. Recognizing the proactive approach taken in North Shields fish quay, where the Council applied business rate relief to mitigate the loss in trade experienced by affected businesses this Council requests the Mayor and Cabinet to explore support measures for the business community in Tynemouth.

The support focuses on alleviating the economic burden and fostering resilience amidst on-going infrastructure developments. These measures may include:

- Implementing a rent relief scheme tailored to the needs of affected businesses on Front Street, Percy Park Road, and Grand Parade.
- Suspending parking charges in the vicinity to encourage patronage and ease accessibility for customers.
- Providing financial support for public transport costs to facilitate mobility and mitigate traffic congestion.
- Any other appropriate schemes deemed necessary to safeguard the economic vitality of local businesses during this period of transition.

This motion seeks to demonstrate the Council's commitment to supporting the Tynemouth business community and ensuring that they receive equitable assistance akin to that provided in other affected areas. Through collaborative efforts, North Tyneside are committed to mitigating the adverse impacts of infrastructure projects and foster a thriving local economy for the benefit of all residents and businesses alike.

Legal and Financial Implications in relation to this Motion will be circulated prior to the meeting.

Motion 6 – Real Living Wage – signed by Councillors Cath Davis, Gary Madden and Michelle Fox

Information from the Living Wage Foundation shows that there are 20 organisations in North Tyneside that pay their employees a Real Living Wage, which is defined as £12.00 per hour. North Tyneside Council is not one of them though it is acknowledged that the Council is working towards this goal.

There are other Councils in the North-East that have decided to become an accredited Real Living Wage employer, including both Newcastle City Council and Sunderland City Council.

Council resolves to request that the Elected Mayor and Cabinet:

1. applauds the work of the Tyne and Wear Citizens Group who have been campaigning on the Real Living Wage in the North-East for several years;
2. requests Officers to explore the financial implications of adopting the Real living wage and how these costs may be factored into the budgeting process in future years; and
3. agrees to encourage other employers in North Tyneside to also become an accredited real living wage employer.

Legal and Financial Implications in relation to this Motion will be circulated prior to the meeting.

Motion 7 - Support for the Community Power Pledge – signed by Councillors Cath Davis, Gary Madden and Michelle Fox

Community empowerment is crucial for fostering local development and engagement. Momentum is growing across the country for the proposal of a Community Power Act. This would be a transformative piece of legislation that would give local people the powers they need to shape the places where they live aims to enhance community involvement in decision-making processes;

1. The Act proposes to **Establish three new community rights** to take ownership of spaces, public services and investment;
2. **Create Community Covenants** to bring local people, organisations and local authorities together; and
3. **Establish a Community Power Commissioner** to uphold new community rights

It is imperative for our local representatives to actively support initiatives that promote community empowerment.

Therefore, Council resolves to request the Elected Mayor and Cabinet to consider:

1. acknowledging the significance of the Community Power Pledge in fostering community participation;
2. recognising the positive impact of empowering communities has in decision-making processes;
3. urging all Members of Parliament representing North Tyneside to actively support and endorse the Community Power Pledge at the national level; and
4. committing to working collaboratively with local communities to implement measures that align with the principles of the Community Power Pledge.

It is also resolved that a copy of this motion, if agreed, be sent to each Member of Parliament representing North Tyneside.

Legal and Financial Implications in relation to this Motion will be circulated prior to the meeting.

Motion 8 - Motion on the Tynemouth Palestine Mural – signed by Councillor Liam Bones, John Johnsson and Lewis Bartoli

North Tyneside Council recognises Concerns Regarding the Palestinian Mural

North Tyneside Council acknowledges the significant role of public art in reflecting our community's values and aspirations.

Upon confirmation from the Campaign Against Antisemitism, it has been brought to our attention that the imagery of the octopus in the Palestinian mural in Tynemouth evokes historical anti-Semitic tropes, notably utilised in propaganda during World War II by figures like Nazi propagandist Joseph Plank and earlier during the Dreyfus Affair in France.

Given the alarming increase in global antisemitic attacks amid the ongoing conflict in Gaza, there are genuine concerns that the presence of such imagery in public spaces could contribute to the hatred and intolerance directed towards Jewish people.

North Tyneside Council reaffirms its unwavering commitment to combatting bigotry and discrimination within our community. Consequently, the Council does not support the reinstatement of the Palestinian mural to any public location within our borough, acknowledging the valid concerns raised by the Campaign Against Antisemitism regarding the mural's content.

Furthermore, the Council commits to collaborating with relevant stakeholders to review processes for all future public art installations. These processes aim to prevent the inclusion of any content that may perpetuate anti-Semitism or foster hatred and intolerance.

Legal and Financial Implications in relation to this Motion will be circulated prior to the meeting.

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North Tyneside Council

Report to Council

Date: 14 March 2024

Title: North Tyneside Council Pay Policy 2024/25

Portfolio(s):	Finance and Resources	Cabinet Member(s):	Cllr McMullen
Report from Service Area:	Finance and Resources		
Responsible Officer:	Jon Ritchie		(Tel: 0191 643 5701)
Wards affected:	All		

PART 1

1.1 Executive Summary:

The Localism Act 2011 requires all local authorities to prepare and publish a Pay Policy Statement before 31 March each year. The Act requires the statement to be approved by full Council. The purpose of the Pay Policy Statement is to set out the Authority's policies on a range of pay matters relating to the workforce, including the level of senior employees' salaries.

The Pay Policy has not changed significantly during the last 12 months. The pay multiple and the gender pay gap have been calculated as at 31 March 2023.

1.2 Recommendation(s):

It is recommended that Council approves the Pay Policy statement for 2024/25 appended to this report and authorises publication of the Pay Policy.

1.3 Forward Plan:

Twenty-eight days' notice of this report has been given and it first appeared on the Forward Plan that was published on 2 February 2024.

1.4 Council Plan and Policy Framework

This report relates to the delivery of all priorities in the 2021-25 Our North Tyneside Plan.

1.5 Information:

1.5.1 Background

1.5.2 The Localism Act 2011 ("the Act") requires all local authorities to prepare and publish a Pay Policy Statement. This statement must set out each of the Authority's policies on a range of issues relating to its workforce, including the remuneration of its Chief Officers (as defined for the purposes of preparing a Pay Policy Statement by the Act) and the remuneration of its lowest paid employees. Pay Policy statements must be prepared for each financial year, approved by full Council, and then published.

1.5.3 The Act sets out what must be included in the Pay Policy Statement. In particular, the statement must include:

- The Authority's definition of "lowest-paid employees" and the reasons for adopting that definition,
- The policy on remuneration of its Chief Officers including remuneration at recruitment, how pay is increased, the use of performance related pay and bonuses, termination payments and access to such information,
- The policy on remuneration of its lowest paid employees, and
- The relationship between the remuneration of senior posts and that of other employees.

In preparing the Pay Policy Statement the Authority must also have regard to the Guidance published by the Secretary of State under the Act.

1.5.4 The Pay Policy Statement attached as an Appendix to this report follows the approach agreed by full Council in previous years. It takes account of the policies and processes that the Authority already has in place to manage decisions around recruitment, appointment and termination of Chief Officers

and the publication of data on senior salaries to comply with the Local Government Transparency Code 2015 (“the Transparency Code”).

- 1.5.5 The Act requires Members to take a greater role in determining pay by ensuring that decisions in relation to pay are taken by those directly accountable to local people. Along with the Transparency Code, the Act’s provisions are in place to ensure that communities have access to the information they need to determine whether remuneration, particularly senior employee remuneration, is appropriate and commensurate with responsibility. In addition, the Act requires that policies on the pay and reward of the most senior employees are set clearly within the context of the pay of the wider workforce.
- 1.5.6 Pay Policy Statements and any amendments to them must be considered by a meeting of full Council and cannot be delegated to a committee or sub-committee. All decisions on pay and reward must comply with the current Pay Policy Statement.
- 1.5.7 The Pay Policy Statement must include information on the Authority’s approach to the remuneration of Chief Officers. Remuneration includes salary (for Chief Officers who are employed) or payment under a contract for services (for Chief Officers who are self-employed), expenses, bonuses, and performance-related pay as well as severance payments.
- 1.5.8 The Act does not require local authorities to use their Pay Policy Statements to publish specific numerical data on pay and reward. However, the Authority does publish data under the Transparency Code as well as the Accounts and Audit (England) Regulations 2015. Authorities are asked in the Statutory Guidance published under the Act to consider the opportunity this presents to put that data within the context of the Authority’s agreed policies and to provide the public with clear justification of how their money is being used appropriately in the pay and reward of senior staff.

Areas of change to the Pay Policy Statement for 2024/25

- 1.5.9 The following areas of the Pay Policy Statement for 2024/25 have been amended:
- The North Tyneside Living Wage agreed at full Council on 26 November 2020 is no longer in payment as nationally negotiated payrates from 1st April 2023 superseded the pay rate agreed. When the outcome of the national pay negotiations for the pay scale from 1st April 2024 is known,

the Authority aims to continue to ensure the lowest point on the pay scale is at least the Real Living Wage of £12.00 per hour. If required, this would be considered by full Council and paid by way of a supplement.

- The median average salary is £27,852. The pay multiple, when rounded, is 1:6.
- There is a summary of the gender pay gap in Appendix C. The Authority's gender pay gap information is published on the Government website (gender-pay-gap.service.gov.uk) and will be supported by a narrative explaining the position in the Authority and an action plan.

1.6 Decision options:

The following decision options are available for consideration by full Council:

Option 1

Approve the Pay Policy Statement for 2024/25

Option 2

Not approve the Pay Policy Statement for 2024/25.

Option 1 is the recommended option.

1.7 Reasons for recommended option:

Option 1 is recommended for the following reasons:

- The proposed Pay Policy Statement is a representation of how the Authority manages its current pay decisions and complies with the requirements of the Localism Act 2011.

1.8 Appendices:

Appendix: North Tyneside Council Pay Policy Statement 2024/25

1.9 Contact officers:

Jon Ritchie, Director of Resources, 0191 643 5701

Lisa Rankin, Pay and Reward Manager, People Team (0191) 643 3683

1.10 Background information:

The following background papers/information have been used in the compilation of this report and are available at the office of the author:

- (1) Localism Act 2011
- (2) Openness and accountability in local pay: Guidance under section 40 of the Localism Act – Department for Communities and Local Government February 2012 (now the Department for Levelling-up, Housing and Communities) and the Supplementary Guidance published in February 2013.
- (3) Local Government Transparency Code – Department for Communities and Local Government February 2015.
- (4) Hutton Review of Fair Pay in the public sector March 2011.
- (5) Localism Act: Pay Policy Statements for Local Authority Chief Executives – Local Government Association and Association of Local Authorities Chief Executives (ALACE) November 2011.
- (6) Local Government and Housing Act 1989
- (7) Statutory guidance on the making and disclosure of Special Severance Payments by local authorities in England published in May 2022.
- (8) Accounts and Audit (England) Regulations 2015

PART 2 – COMPLIANCE WITH PRINCIPLES OF DECISION MAKING

2.1 Finance and other resources

The Authority must ensure that its agreed Pay Policy Statement is applied in practice and where there are financial thresholds these must be adhered to. The Medium Term Financial Plan includes assumptions regarding the national pay settlements, with any variations to be reported to Cabinet and Overview & Scrutiny Co-ordination and Finance Committee as they arise during 2024/25.

2.2 Legal

In accordance with section 38 of The Localism Act 2011 the Authority is required to prepare a Pay Policy Statement for each financial year and must be approved by a

resolution of full Council by the 31 March of each year and thereafter published by the Authority. Section 42 of the 2011 Act is clear that the functions that relate to the approval and publication of the Pay Policy Statement is a matter for full Council and is not something that Council can delegate to a Committee.

For the purposes of Chapter 8 of the Localism Act 2011 a “Chief Officer” is defined as meaning the Head of Paid Service, Monitoring Officer, Statutory Chief Officers, non-statutory Chief Officers, and Deputy Chief Officers.

2.3 Consultation/community engagement

2.3.1 Internal Consultation

The relevant Cabinet Member and Elected Mayor and Senior Leadership Team have been briefed on the proposed Pay Policy Statement. The trades unions have also been consulted.

2.3.2 External Consultation/Engagement

The Pay Policy Statement is a description of what the Authority applies currently as part of its Constitution, and through the People Team policy and process. All have been through agreed consultation channels with managers and recognised trades unions.

As part of the requirements of the Localism Act any decisions on the pay and terms and conditions of employment of the workforce must be reflected in the annual pay policy statement. National agreements cover the pay and terms and conditions of employment of the workforce and any proposed changes to these agreements would be shared and consulted on with the trades unions as part of an ongoing dialogue to comply with appropriate legal obligations on consultation.

2.4 Human rights

The proposals in this report support the Authority’s adherence to the principles set out in the Human Rights Act.

2.5 Equalities and diversity

The Localism Act 2011 requires a Pay Policy Statement to be prepared for each financial year and defines the areas to be covered in the Statement. The pay scale for Green Book employees is set a national level by a collective agreement and implemented locally through agreement at full Council.

The proposals in this report support the Authority's approach to equality and diversity. The Authority's pay and grading structures are underpinned by job evaluation schemes.

The use of a job evaluation scheme provides a systematic way of comparing and assessing individual jobs in an objective way to make sure that there is a fair and equal pay system in place which does not discriminate between male and female employees.

Tackling low pay continues to be a priority for the Authority and measures have been implemented to support this over recent years via the payment of The North Tyneside Council Living Wage. This is paid in cases where national pay rates fall short of the "Real Living Wage" as set by the Living Wage Foundation. An equality impact assessment was undertaken for this at the time when last implemented in 2021. The Authority currently has a North Tyneside Council pay scale for Green Book posts which ensures the lowest point on the pay scale is at least the rate of the "Real Living Wage". When the outcome of the national pay negotiations for the pay scale from 1st April 2024 is known the Authority aims to continue to ensure the lowest point on the pay scale is at least the Real Living Wage which will be £12.00 per hour in April 2024.

2.6 Risk management

The Proposals in Pay Policy Statement reflect the application of the Authority's job evaluation schemes and pay and grading structures. Any deviation from this could destabilise the pay and grading structure leading to inconsistencies and a risk of further equal pay claims against the Authority.

Risks around pay and grading are managed through corporate risk management responsibilities.

2.7 Crime and disorder

There are no crime and disorder implications arising from this report.

2.8 Environment and sustainability

There are no environment and sustainability implications arising from this report.

PART 3 – SIGN OFF

- Chief Executive
- Director(s) of Service
- Mayor/Cabinet Member(s)
- Chief Finance Officer
- Monitoring Officer
- Assistant Chief Executive

Pay Policy 2024-25



Date: 31 March 2024 **Author:** Pay & Reward Manager

1. Introduction

This is North Tyneside Council's (the Authority's) annual Pay Policy for the period 1 April 2024 to 31 March 2025.

The purpose of the statement is to set the Authority's policies on a range of pay matters relating to the workforce. The Authority understands the importance of openness and transparency in setting pay which is fair, consistent and equitable across the workforce. It is also vital that the Authority can demonstrate value for money, particularly around the role that senior leaders play in the organisation.

In accordance with the Localism Act 2011, the Authority is required to publish the pay policy for each financial year detailing:

1. the Authority's definition of lowest paid employees, and
2. the relationship between the remuneration of senior posts and that of other employees.

In determining the pay and remuneration of all its employees the Authority will comply with all relevant employment legislation including the Equality Act 2010, the Part Time Employment (Prevention of Less Favourable Treatment) Regulations 2000, the Agency Workers Regulations 2010 and where relevant the Transfer of Undertakings (Protection of Employment) Regulations 2006.

This pay policy statement has been approved at a meeting of full Council on 14 March 2024 and is available on the Authority's website. In line with the local government transparency code 2015 the Authority also publishes information related to the organisation and the salaries of senior posts on its website.

2. Definitions of senior posts and lowest paid employees

For the purposes of this statement, the Authority considers its senior posts to be those with the definition of "Chief Officer" as set out in Section 43 of the Localism Act 2011.

A "Chief Officer" is defined as:

- the Head of Paid Service designated under section 4(1) of the Local Government and Housing Act 1989;
- the Monitoring Officer designated under section 5(1) of that Act;
- a statutory chief officer mentioned in section 2(6) of that Act; or
- a non-statutory chief officer mentioned in section 2(7) of that Act; or
- a deputy chief officer mentioned in section 2(8) of that Act

From 1st April 2024 the lowest paid employees are defined by the Authority as those employed on Grades 2 and 3 (excluding apprentices) as these are the first two grades on the Authority's pay and grading structure for roles covered by "Green Book" terms and conditions, see section 3. (Grade 1 is no-longer in use following changes to these terms and conditions made by the National Joint Council for Local Government Services in 2023.)

3. How pay is determined in North Tyneside Council

As stated in the Authority's Constitution, the power to determine terms and conditions in North Tyneside Council rests with full Council, unless determined nationally as detailed below.

The Authority uses nationally negotiated pay spines as the basis for the majority its local pay structures. The pay scales currently in use in the Authority are set by the following:

- The National Joint Council for Local Government Services via the "Green Book". Green Book pay scales are negotiated nationally. Grading structures, which include those for senior posts, are then

applied to this and implemented locally in the Authority following approval by full Council. See section 4 for further information.

- The Soulbury Committee via the “Blue Book” for posts such as Educational Psychologists and School Improvement professionals.
- The Joint Negotiating Committee for Craft Workers via the “Red Book”
- The Secretary of State via the National School Teachers’ Pay and Conditions (the “Burgundy Book”) and adopted through the Centrally Employed Teachers’ Pay Policy for the small number of teachers employed by the Authority.
- The Authority’s Chief Executive is paid in accordance with the terms of the national conditions of service covered by the Joint Negotiating Committee for Chief Executives. (Please note pay arrangements for senior posts/Chief Officers are detailed in Section 7.)
- All other Chief Officers are covered by the Joint Negotiating Committee for Chief Officers of Local Authorities. (Please note pay arrangements for senior posts/Chief Officers are detailed in Section 7.)
- In addition, we have a local pay spine for Apprentices, the North Tyneside Council Apprentice Pay Model, which is approved by full Council.

Employees on the above terms and conditions will receive a pay award where this is negotiated nationally by the relevant negotiating committee or, in the case of Apprentices, where agreed by full Council.

Any employee who has transferred into the Authority under the Transfer of Undertakings (Protection of Employment) Regulations 2006 will be paid according to their specific terms and conditions.

4. The Green Book Terms and Conditions

The majority of North Tyneside Council employees are covered by the Green Book terms and conditions; the current pay scale is contained in

Appendix A. There will be a new pay scale effective from 1 April 2024, but this has not been agreed at the time of agreeing this Policy. Negotiations at a national level are continuing but agreement has not yet been reached. Any increase will be back dated to 1 April 2024 when agreed.

As above, the Authority has a grading structure approved by full Council, that is applied to the Green Book pay spine. Each grade consists of spinal column points (SCP). Grades 3-11 have multiple SCPs to allow for incremental progression. All other grades are spot salaries with no incremental progression.

For Grades 3 to 11 new appointments are made at the bottom of the grade with incremental progression through the grade on an annual basis until the top SCP of the grade is reached. In exceptional circumstances, and only if supported by clear objective evidence, appointment can be made to the mid or top of the grade. This could be appropriate for example where the person has directly applicable experience in a similar post.

5. Process for grading posts

In order to determine which grade a new post should be established on, for posts covered by Green Book terms and conditions and also those covered by the Joint Negotiating Committee for Chief Executives and Joint Negotiating Committee for Chief Officers in Local Authorities, the Authority uses a job evaluation scheme. This scheme is implemented via a locally agreed Job Evaluation Process which was agreed with full council prior to implementation.

Under the Job Evaluation Process posts are evaluated via the Gauge System, based on the knowledge, skills, demands and responsibilities required. The points received in the evaluation are aligned to the grades on the pay scale.

Where posts score points within the range of Grades 12 and above, these are then also evaluated using the HAY Evaluation Methodology to

determine the final grade. This further considers the size and responsibility of the job role.

Salaries for the posts are assigned using the North Tyneside Pay Scale which is set out in Appendix A.

6. The North Tyneside Council Living Wage

Tackling low pay continues to be a priority for the Authority and measures have been implemented to support this over recent years. The Authority currently has a North Tyneside Council pay scale for Green Book posts which ensures the lowest point on the pay scale is at least the rate of the “Real Living Wage” as set by the Living Wage Foundation at the time of implementation. On 1st April 2023 this was £10.90 per hour.

When the outcome of the national pay negotiations for the pay scale from 1st April 2024 is known the Authority aims to continue to ensure the lowest point on the pay scale is at least the Real Living Wage, which will be £12.00 per hour from April 2024.

7. Remuneration of senior posts – Chief Officers (as defined under the Localism Act 2011)

As above the Authority’s Chief Executive is paid in accordance with the terms of the national conditions of service covered by the Joint Negotiating Committee for Chief Executives. All other Chief Officers are covered by the Joint Negotiating Committee for Chief Officers of Local Authorities.

As set out above, all salary packages will accord with the requirements of the Authority’s pay and grading structures and will depend on the outcome of an evaluation of a post’s job role and responsibilities. The senior pay scale, which includes Chief Officers, is set out in Appendix B.

Chief Officers can also be engaged under a contract for services as a contractor. The engagement of Chief Officers under a contract for services is the responsibility of the Authority's Cabinet.

In the procurement of a Chief Officer under a contract for services Cabinet will:

- comply with the Authority's Standing Orders in relation to contracts and any other requirements of the public procurement regime; and
- ensure that any engagement will not cost more than the annual salary, with the relevant on-costs, of employing a Chief Officer in that role.

Where a Chief Executive, Assistant Chief Executive or Director is engaged under a contract for services by Cabinet, the Council will be informed of these arrangements.

8. Appointment of a Chief Officer

The appointment of individuals to the posts of Chief Executive, Assistant Chief Executive and Director is the responsibility of the Authority's Appointments and Disciplinary Committee. With Committee approval, at appointment Chief Officers are appointed to the evaluated grade which consists of a spot salary. There is no incremental progression for a Chief Officer.

9. Increases and additions to a Chief Officer's remuneration

Increases to a Chief Officer's remuneration will only apply in the following circumstances:

- a pay award agreed through national pay bargaining arrangements;

- a change to the role and its responsibilities warrants a change in grade through the agreed job evaluation process;
- there is evidence of a recruitment and/or retention problem, at which point the Market Supplement Policy, which is applicable to all employees, will be applied in order to determine the appropriate payment;
- temporary additional duties and responsibilities warrant an honorarium or ex-gratia payment in line with the agreed policy for all employees;
- where a Chief Officer is engaged under a contract for services in accordance with provisions of the contract and the public procurement regime.

10. Payments to Chief Officers for election duties

Fees for local election duties undertaken by Chief Officers on behalf of the Authority are included in their salaries.

Fees for the Returning Officer and Deputies and other electoral duties are identified and paid separately for elections to Parliament and other electoral processes such as referenda.

11. Performance related pay and bonuses for Chief Officers

The Authority does not apply any performance related pay scheme or bonuses for its Chief Officers.

12. Termination payments

The Authority has agreed policies and procedures in place that apply to all employees, including Chief Officers, leaving the Authority's employment including by way of early retirement (including on the grounds of efficiency of service) and redundancy (voluntary or otherwise). These policies are

reviewed on a regular basis and consulted upon with trades unions. The North Tyneside Council redundancy scheme is not contractual and is varied from time to time.

Chief Officers who cease to hold office or be employed by the Authority will receive payments calculated using the same principles as any other employee. This is based on their contract of employment, nationally agreed terms and conditions and existing Authority policies.

Where special severance payments are made this is done in accordance with the Statutory guidance on the making and disclosure of Special Severance Payments by local authorities in England published in May 2022. As such any payments are considered and approved by the Authority's Section 151 Officer and Monitoring Officer.

Chief Officers who cease to be engaged under a contract for services will receive any monies due to them in accordance with the provisions of the contract for services.

13. Re-engagement of Chief Officers previously employed by the Authority.

Chief Officers who leave the Authority on the grounds of redundancy will not be re-employed by the Authority in any capacity without the approval of the Appointments and Disciplinary Committee.

14. Contracts for Services and IR35

In some circumstances, for example where there is a need for interim support to provide cover for a substantive post, the Authority will consider if it is necessary to engage individuals under a 'contract for service'.

These are sourced through an appropriate procurement process, ensuring that the Authority is able to demonstrate the maximum value for money in securing the relevant service.

In accordance with the IR35 rules which determine off-payroll working rules for clients, workers and their intermediaries, where a worker is engaged via an intermediary personal service company, the responsibility for assessing their income tax and national insurance liability lies with the Authority, along with responsibility for deducting and paying the correct income tax.

15. The relationship between Chief Officers and lowest paid employees

The grade, and therefore the pay, for the Authority's lowest paid employees (who are all covered by Green Book terms and conditions) and that of the Authority's Chief Officers is determined by the job evaluation process.

The pay multiple for the Authority is determined by comparing the remuneration for the highest paid employee against that of the median average earnings for the organisation as a whole. The pay multiple for the Authority is 1:6. This is based on median earnings of £27, 852. The pay multiple was 1:6 last year.

16. Gender pay gap

The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 came into force on 31 March 2017. Public Sector employers with over 250 employees must report the following gender pay gap information:

- The overall 'mean' and 'median' gender pay gaps and the 'mean' and 'median' bonus pay gaps;
- The number of male and female employees in each pay quartile; and
- The proportion of male and female employees in receipt of a bonus.

The report on the above data is included at Appendix C.

17. Review and Publication

This policy statement will be reviewed annually and, following approval by full Council, published on the Authority's website together with the Gender Pay Gap report.

Appendix A

North Tyneside Council Pay Scale April 2023

SCP	Salary	NI	Superannuation	Total (including oncosts)	Salary Scale
1	22183.00	1,805	4,059	28,048	Not Used
2	22366.00	1,831	4,093	28,290	LGGrade 2
3	22737.00	1,882	4,161	28,780	LGGrade 3
4	23114.00	1,934	4,230	29,278	
5	23500.00	1,987	4,301	29,788	LGGrade 4
6	23893.00	2,041	4,372	30,307	
7	24294.00	2,097	4,446	30,837	LGGrade 5
8	24702.00	2,153	4,520	31,376	
9	25119.00	2,211	4,597	31,926	
10	23247.00	1,952	4,254	29,453	Not Used
11	23673.00	2,011	4,332	30,016	
12	26421.00	2,390	4,835	33,646	LGGrade 6
13	26873.00	2,453	4,918	34,243	
14	27334.00	2,516	5,002	34,852	
15	27803.00	2,581	5,088	35,472	
16	26357.00	2,381	4,823	33,562	Not Used
17	26845.00	2,449	4,913	34,206	
18	27344.00	2,518	5,004	34,866	
19	29777.00	2,853	5,449	38,080	LGGrade 7
20	30296.00	2,925	5,544	38,765	
21	30825.00	2,998	5,641	39,464	
22	31364.00	3,072	5,740	40,176	
23	32076.00	3,171	5,870	41,117	LGGrade 8
24	33024.00	3,302	6,043	42,369	
25	33945.00	3,429	6,212	43,586	
26	34834.00	3,551	6,375	44,760	
27	35745.00	3,677	6,541	45,963	
28	36648.00	3,802	6,707	47,156	LGGrade 9
29	37336.00	3,897	6,832	48,065	
30	38223.00	4,019	6,995	49,237	
31	39186.00	4,152	7,171	50,509	
32	40221.00	4,295	7,360	51,876	
33	41418.00	4,460	7,579	53,457	LGGrade 10
34	42403.00	4,596	7,760	54,759	
35	43421.00	4,736	7,946	56,103	
36	44428.00	4,875	8,130	57,434	
37	45441.00	5,015	8,316	58,772	
		5,156	8,503		LGGrade

38	46464.00	5,288	8,678	60,123	11
39	47420.00	5,434	8,871	61,386	
40	48474.00	5,575	9,058	62,778	
41	49498.00	5,715	9,244	64,131	
42	50512.00	5,853	9,427	65,471	
43	51515.00			66,796	
44	52388.00	5,974	9,587	67,949	LGGrade 12
45	53994.00	6,195	9,881	70,070	
46	55718.00	6,433	10,196	72,348	
47	57443.00	6,671	10,512	74,626	LGGrade
48	59406.00	6,942	10,871	77,220	13
49	62500.00	7,369	11,438	81,307	LGGrade 14
50	65891.00	7,837	12,058	85,786	LGGrade 15
51	69578.00	8,346	12,733	90,657	LGGrade 16
52	73862.00	8,937	13,517	96,316	LGGrade 17
53	78562.00	9,586	14,377	102,525	LGGrade 18
54	84094.00	10,349	15,389	109,832	LGGrade 19
55	91763.00	11,407	16,793	119,963	LGGrade 20
56	95466.00	11,919	17,470	124,855	LGGrade 21
57	99348.00	12,454	18,181	129,983	LGGrade 22
58	102894.00	12,944	18,830	134,667	LGGrade 23
59	107274.00	13,548	19,631	140,453	LGGrade 24
60	111891.00	14,185	20,476	146,552	LGGrade 25
61	116799.00	14,862	21,374	153,036	LGGrade 26
62	139463.00	17,990	25,522	182,975	LGGrade 27
63	168104.00	21,943	30,763	220,810	LGGrade 28

Appendix B

North Tyneside Council Senior Pay Scale

Job Role	Grade (Spinal Column Point)	Salary (per annum)
Chief Executive	Grade 28 (63)	£168 104
Assistant Chief Executive and Directors	Grade 23 (58) to 26 (61)	£102 894 – £116 799
Heads of Service and Senior Managers	Grade 14 (49) to Grade 22(57)	£62 500 – £99 348

Appendix C

Gender Pay Report

Introduction

All public sector employers are required by law to publish information every year about gender pay gaps within their workforce. The regulations require employers to publish a report based on a snapshot date of 31 March.

The Authority's gender pay gap information is published on the Government website (gender-pay-gap.service.gov.uk) and will be supported by a narrative explaining the position in the Authority and an action plan to address the gender pay gap.

The table below shows the

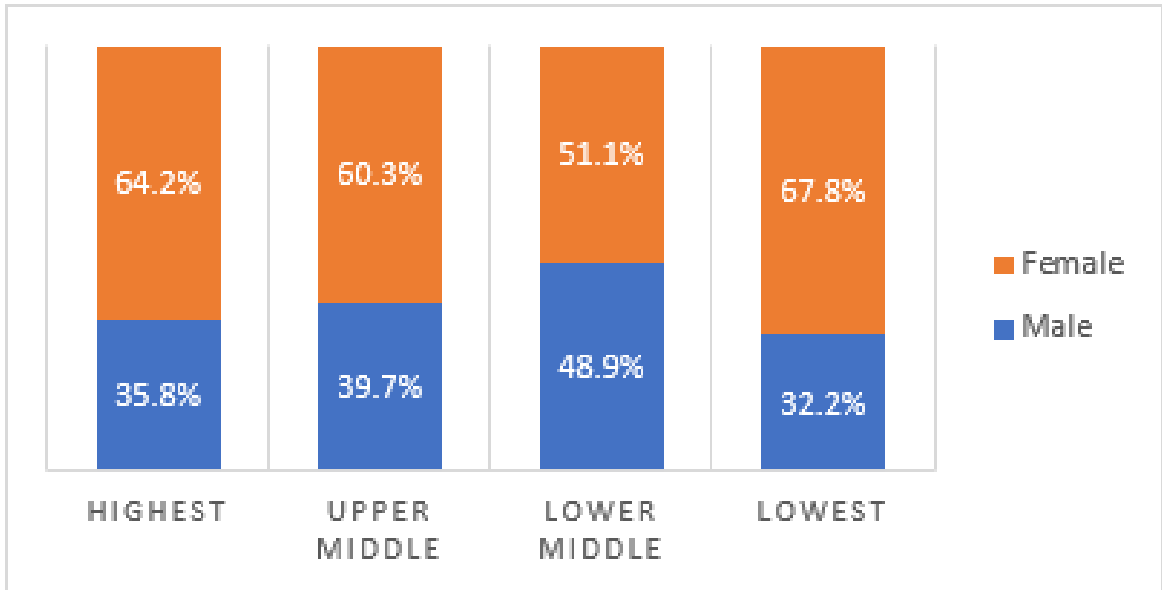
- The mean gender pay gap in hourly pay. The mean is the average hourly rate of pay, calculated by adding the hourly pay rate for employees then dividing by the number of employees.
- The median gender pay gap in hourly pay. The median is the middle hourly pay rate when the pay rates are arranged in order from lowest to highest.

The Authority does not pay any bonuses.

The gender pay gap as at 31 March 2023

	Mean	Median
Hourly fixed pay	0.33%	-0.14%
Bonus paid	N/A	N/A

The gender split per quartile is:



North Tyneside Council Report to Council 14 March 2024

Title: Questions by Members of the Council

1. Question to the Elected Mayor from Councillor Joe Kirwin

I am concerned that Northumbria University is aiming to reduce staff costs by approximately 5.5% before the beginning of the next financial year. This equates to a £12.5 million reduction in staff costs. Northumbria University have refused to rule out the potential for compulsory redundancies which would negatively impact North Tyneside residents who are either employed by or are studying at Northumbria University. The use of compulsory redundancies will result in damage to the reputation of higher institutions and negatively impact the quality of the education and the support that North Tyneside residents at Northumbria University currently receive.

Will the Elected Mayor write to the Minister of State for Skills, Apprenticeships and Higher Education and ask him to urgently review direct funding provided to universities.

2. Question to the Elected Mayor from Councillor Matthew Thirlaway

Can the Mayor or Cabinet member give an update on the situation with our schools which are having issues with their buildings?

3. Question to the Elected Mayor from Councillor John O'Shea

Have the Government confirmed whether the Government will be continuing the Household Support fund?

4. Question to the Elected Mayor from Councillor Debbie Cox

If North Tyneside council was to borrow £50 Million pound to spend on roads and pavements, how much would it cost the council in capital

financing costs?

5. Question to the Elected Mayor from Councillor Julie Cruddas

Can the Mayor give an update on how the neat streets programme is going in the borough?

6. Question to the Elected Mayor from Councillor Jim Montague

Can the Mayor confirm that there have never been any plans for a bus lane to be introduced in North Tyneside on the Coast Road?

7. Question to the Elected Mayor from Councillor Davey Drummond

Councils across the country facing cuts from the Conservative Government, have chosen to close, privatise or pass the burden to communities of leisure centres, libraries, and parks. North Tyneside's Labour administration have a proud track record of protecting these vital services, can the Mayor confirm it is her intention that this continues?

8. Question to the Elected Mayor from Councillor Pat Oliver

Does North Tyneside Council have the power to reopen Rake Lane 24 hours and Battle Hill walk in centres?

9. Question to the Elected Mayor from Councillor Cath Davis

The ongoing works on the embankment at the North Shields fish Quay and restricted access to the quayside is causing a considerable drop in footfall at the Fish Quay. This situation has been ongoing for 18 months. Business owners are complaining that their trade has suffered terribly and some have even had to close with the loss of jobs. They acknowledged that there is to be drop in information session on the 18th March to field questions at the Maritime Chambers, to Wilmott Dixon the contractors. However, this type of measure is too little too late and business owners want access to the fish Quay improved immediately to encourage visitors and prevent any further loss of business. If this measure is not a possibility are the council going to compensate these said businesses for losses due to this situation.