



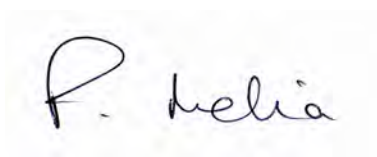
CITY HALL,  
SUNDERLAND.  
10 March 2023.

**TO THE MEMBERS OF SUNDERLAND CITY COUNCIL**

**YOU ARE SUMMONED TO ATTEND A MEETING** of Sunderland City Council to be held in the **Council Chamber, City Hall, Plater Way, Sunderland, SR1 3AA** on **WEDNESDAY 22 MARCH 2023** at **4.00 p.m.** at which it is proposed to consider and transact the following business:-

1. To read the Notice convening the meeting. -
2. Apologies. -
3. To approve the minutes of:-
  - (i) the last meeting of the Council held 22 February 2023; 3
  - (ii) the Extraordinary Meeting of the Council held on 22 February 2023; and 21
  - (iii) the Extraordinary Meeting of the Council held on 8 March 2023. 25(copies attached).
4. Receipt of Declarations of Interest (if any). -
5. Announcements (if any) under Rule 2(e). -
6. Citywide approach to carbon reduction – Verbal update by the Deputy Leader of the Council and Clean, Green City Portfolio Holder -

- |     |   |    |
|-----|---|----|
| 7.  | To consider the Outstanding Motion from the last ordinary meeting of the Council held 25 January 2023 (copy attached).                  | 27 |
| 8.  | Reception of Petitions.   | -  |
| 9.  | Written Questions by Members of the Public (if any) under Rule 10.  | -  |
| 10. | Written Questions by Members of the Council (if any) under Rule 11.   | -  |
| 11. | Report of the Human Resources Committee (copy attached).  | 31 |
| 12. | To consider a report on action taken on petitions (copy attached).  | 45 |
| 13. | To consider the following reports:-   |    |
|     | (i) Report on Special Urgency Decisions – report of the Leader (copy attached).   | 53 |
|     | (ii) Appointments to Together for Children Sunderland Limited – report of the Assistant Director of Law and Governance (copy attached). | 55 |
| 14. | To consider the attached Motions (copy attached).   | 57 |




**PATRICK MELIA, CHIEF EXECUTIVE.**

Note it is intended that the meeting will be livestreamed for the public to view on the Council's YouTube channel at <https://youtube.com/live/GVyguciVUwQ>

## Honorary Aldermen

[illegible]

## AV Access

	 
--	---

## Governance Services


	E. Waugh Asst Dir Law & Governance	
	A. Smith Mayor	
	P. Melia Chief Executive	
	D. Trueman Deputy Mayor	



# ***Minutes***



## Sunderland City Council

At a meeting of SUNDERLAND CITY COUNCIL held in the COUNCIL CHAMBER, CITY HALL, SUNDERLAND on WEDNESDAY 22 FEBRUARY 2023 at 4.00pm

**Present:** The Mayor (Councillor A Smith) in the Chair

Councillors	Ali	Fagan	Mason-Gage	Snowdon, D
	Ayre	Farthing	Miller, F	Snowdon, D E
	Bewick	Fletcher	Miller, G	Speding
	Blackburn	Foster	Morrissey	Stewart
	Bond	Gibson, P	Mullen	Thornton
	Burrell	Gibson, P W L	Nicholson	Trueman, H
	Butler	Greener	O'Brien	Tye
	Chequer	Guy	Peacock	Usher
	Chisnall	Hartnack	Potts	Vera
	Crosby	Haswell	Price	Walker, M
	Curtis	Heron	Reed	Walker, P
	Dixon	Herron	Rowntree	Warne
	Dodds	Hodson	Samuels	Watson
	Donaghy	Johnston, K	Scanlan	Williams
	Doyle	Johnston, S	Scott	Wilson
	Dunn	Lauchlan	Smith, G	Wood, A
	Edgeworth	Laws	Smith, P	Wood, P

### Also Present:-

Honorary Aldermen Greenfield and Tate

The notice convening the meeting was read.

### Apologies

Apologies for absence were submitted to the meeting on behalf of Councillors Burnicle, Mann, McDonough, McKeith, Mordey, and D. Trueman.

### Minutes

38. **RESOLVED** that the minutes of the Meeting of the Council held on 25 January 2023 be confirmed and signed as a correct record.

### Declaration of Interests

The following Councillors declared interests as follows:-

<b>Cllr Bewick</b>	An employee of Tyne and Wear Fire and Rescue Service
<b>Cllr Blackburn</b>	Member of G.M.B.
<b>Cllr Butler</b>	Member of Unison
<b>Cllr Chequer</b>	Member of Unite
<b>Cllr Chisnall</b>	Member of Unison
<b>Cllr Doyle</b>	Governor at Fulwell Junior School and employer provides consultancy on the Sunnyside Regeneration project
<b>Cllr Farthing</b>	Member of Unison
<b>Cllr Fletcher</b>	Member of G.M.B.
<b>Cllr Guy</b>	Member of Unite
<b>Cllr Herron</b>	Member of Unison
<b>Cllr K. Johnston</b>	Member of Unite and Shop Steward
<b>Cllr Lauchlan</b>	Member of Unite and Branch Secretary at Durham University
<b>Cllr Laws</b>	Employee of University and College Union and Member of Unite
<b>Cllr Mason-Gage</b>	Member of Unison and Unite
<b>Cllr F. Miller</b>	Member of Unite
<b>Cllr G. Miller</b>	Member of G.M.B.
<b>Cllr Rowntree</b>	Member of Unison
<b>Cllr Samuels</b>	Member Unite and a Member of the Community Union.
<b>Cllr Scott</b>	Member of Unison
<b>Cllr P. Smith</b>	Member of G.M.B. and Non-Executive Director of Gentoo
<b>Cllr D.E. Snowdon</b>	Member of Unison
<b>Cllr Speding</b>	Member of G.M.B., Member of the Football Association and Chairman of the Durham County Football Association
<b>Cllr Stewart</b>	Member of Unison, Chairman of Governors of Willow Wood Primary School and Chairman of Bishopwearmouth Co-operative.
<b>Cllr Thornton</b>	Member of Unison

<b>Cllr Tye</b>	Chair of the Tyne and Wear Fire and Rescue Authority and Member of Unison
<b>Cllr M. Walker</b>	Member of G.M.B.
<b>Cllr P. Walker</b>	Member of Unison

## **Announcements**

### **Former Councillor Raymond Marshall**

It was with sadness that the Mayor referred Council to the recent death of former Councillor Raymond Marshall

Former Councillor Marshall served as a Conservative member of the (County) Borough Council representing the old Humbledon Ward in the late 1960s / early 1970s and then the St. Michael's Ward until the 1980s.

The Mayor invited Council to join her in sending condolences to the family and friends of Raymond Marshall and in a minute's silence as a mark of respect for their former colleague.

## **Report of the Cabinet**

The Cabinet reported and recommended as follows: -

That they had referred the initial proposals on the Revenue Budget to the Scrutiny Co-ordinating Committee:-

- On 13 October 2022, Scrutiny Co-ordinating Committee considered the Budget Planning Framework and Medium-Term Financial Plan 2023/2024 – 2026/2027 report which was referred from the October Cabinet meeting:

The Scrutiny Coordinating Committee acknowledged the information contained in the report including the budget planning framework and updated capital strategy. The Committee also recognised the importance of budget consultation with key stakeholders and increased engagement with the public.

As in previous years there remained a number of uncertainties, pressures and challenges around the budget that the committee would continue to monitor through future budget reports.

The Committee had no further comment at that time.

- On 8 December 2022, Scrutiny Co-ordinating Committee considered the Budget Planning Framework and Medium-Term Financial Plan 2023/2024 – 2026/2027 report which was referred from the December Cabinet meeting:

The Scrutiny Coordinating Committee acknowledged the information contained in the detailed report as well as noting a number of uncertainties that remained around funding and the local government settlement which would be resolved in due course.

The Committee also recommended that serious consideration was given to limiting any rises in council tax given the current financial climate and the impact this would have on residents of the City and the services they needed to access.

The Committee also recommended that consideration was given to the way we communicate with residents in the future and if a printed newsletter was needed.

The Scrutiny Coordinating Committee also acknowledged the hard work of officers and members in the preparation of the budget and the medium-term financial plan.

The Committee would continue to monitor the budget through the reports and had no further comment to make at that time.

- On 9 February 2023, Scrutiny Co-ordinating Committee considered Budget and Service Reports on Collection Fund (Council Tax) 2022/2023, Capital Programme 2023/2024 to 2026/2027 and Treasury Management Policy and Strategy 2023/2024, including Prudential Indicators for 2023/2024 to 2026/2027 and Revenue Budget and Proposed Council Tax for 2023/2024 and Medium-term Financial Plan 2023/2024 to 2026/2027 reports which were referred from the February Cabinet meeting:

The Scrutiny Coordinating Committee noted and acknowledged the information in the various reports as presented.

The Committee was pleased to note that despite the ongoing pressures for the Council and its services that it had also recognised the challenges facing our residents in setting the Council Tax for 2023/24, and therefore noted the recommended Council Tax increase, which still needed to be approved by Council. The Committee also noted the proposed budget savings proposals within the reports and the budget consultation that was undertaken.

Finally, the Committee also recorded its thanks to Officers and Members for their continued work and diligence in preparing the budgetary information presented to this Committee and other key stakeholders and had no further comments to make.

That they had also referred the proposals for Capital Programme Planning 2023/2024 – 2026/2027 to the Scrutiny Co-ordinating Committee:-

- On 8 December 2022, Scrutiny Co-ordinating Committee considered the Capital Programme Planning 2023/2024 – 2026/2027 and Capital Strategy report which was referred from the December Cabinet meeting:

The Scrutiny Coordinating Committee noted the report and the additional proposals outlined within the report. The Committee would continue to monitor the capital programme through the regular updates and had no further comment to make at that time.

That they had also submitted the Treasury Management Policy and Strategy and prudential indicators within the attached report numbered 1 to the meeting of the Audit and Governance Committee:-

- On 3 February 2023, the Audit and Governance Committee was consulted specifically on the Treasury Management Policy and Strategy for 2023/2024.

The Committee noted the Treasury Management Policy and Strategy for 2023/2024 and the Prudential Treasury Management Indicators for 2023/2024 to 2026/2027.

The Committee noted the Borrowing and Investment Strategies contained within the report and that the Council continued to follow and adhere to fundamental principles in relation to the prudent investment of treasury balances.

The Committee noted their responsibility for ensuring effective scrutiny of the treasury management strategy and policies and that they would continue to receive quarterly performance reports.

Subsequently;

The following precept figures had been confirmed as those set out in the report to Cabinet on 22 February 2023:

- The precept figures of the Police and Crime Commissioner Northumbria (PCCN) would mean an increase of 9.75% in the precept level for 2023/2024; and
- The precept figures of the Parish of Hetton Town Council would mean an increase of 0% in the precept level for 2023/2024.

The Tyne and Wear Fire and Rescue Authority had supplied its best estimate of their proposed precepts pending their meeting on 13 February 2023 and should any changes to the proposed precepts arise, a supplementary report would be prepared and circulated. The proposed precept figures of the Tyne and Wear Fire and Rescue Authority (TWFR) would mean an increase of 5.72% in the precept level for 2023/2024.

The position set out at Item 3 of the report as Determination of Council Tax 2023/2024 reflected the above notified 2023/2024 precept levels in respect of the Precepting Authorities.

**NOTE:**

**In relation to the report numbered 2 below entitled “Revenue Budget and Proposed Council Tax for 2023/2024 and Medium Term Financial Plan 2023/2024 to 2026/2027”, Appendix F had not been printed with this item, but the recommendation, which included all of the substantive content of the report, was set out in full at item 3 overleaf.**

**1. Capital Programme 2023/2024 to 2026/2027 and Treasury Management Policy and Strategy 2023/2024, including Prudential Indicators for 2023/2024 to 2026/2027**

That they had considered the attached report of the Director of Finance on:

- the proposed Capital Programme for 2023/2024;
- the Treasury Management Policy and Strategy for 2023/2024 (including specifically the Annual Borrowing and Investment Strategies);
- the Prudential Indicators for 2023/2024 to 2026/2027; and
- the Minimum Revenue Provision Statement for 2023/2024.

Accordingly, the Cabinet recommended the Council to approve: -

- (i) the proposed Capital Programme for 2023/2024;
- (ii) the Treasury Management Policy and Strategy for 2023/2024 (including specifically the Annual Borrowing and Investment Strategies);
- (iii) the Prudential Indicators for 2023/2024 to 2026/2027; and
- (iv) the Minimum Revenue Provision Statement for 2023/2024.

## **2. Revenue Budget and Proposed Council Tax for 2023/2024 and Medium Term Financial Plan 2023/2024 to 2026/2027**

That they had considered the report of the Director of Finance which is at the following link [\[Cabinet 2 February 2023\]](#) on:

- (a) the overall revenue budget position for 2023/2024;
- (b) the projected reserves position as at 31<sup>st</sup> March 2023 and 31<sup>st</sup> March 2024 and advise on their sufficiency;
- (c) a risk analysis of the Revenue Budget 2023/2024;
- (d) a summary of the emerging medium term financial position facing the Council from 2023/2024 to 2026/2027, and associated Council Efficiency strategy;
- (e) any views received from residents, the local Business Sector, Trade Unions, Schools Forum, Change Council and Scrutiny Coordinating Committee on the proposed budget; and
- (f) the updated City Plan 2023-35 including the indicative timeline.

The attached report of the Director of Finance to Council set out the proposed Revenue Budget and Council Tax for 2023/2024 and Medium Term Financial Plan 2023/2024 to 2026/2027 as recommended by Cabinet.

Accordingly, the Cabinet recommended the Council to approve: -

- (i) the proposals set out in the report including the proposed Revenue Budget for 2023/2024 set out at Appendix J;
- (ii) the Medium Term Financial Plan 2023/2024 to 2026/2027 including Efficiency Strategy as set out in Appendix G and the potential use of Capital Receipts Flexibility set out at section 9 of the report; and

- (iii) the adoption of the updated City Plan 2023-35 including the indicative timeline.

### **3. Determination of Council Tax 2023/2024**

That they had given consideration to a report of the Director of Finance making, subject to the approval of the Revenue Budget 2023/2024 (as set out at item 2 above), recommendations with respect to Council Tax levels for 2023/2024, and advising that the Council Tax was calculated using the tax bases for the areas of the City Council and Hetton Town Council as approved by Council on 25 January 2023, and setting out a number of resolutions required to be made to determine the Council Tax, including the confirmed precepts from the Major Precepting Authorities and Hetton Town Council.

They therefore recommended to Council: -

- (i) to confirm the council tax requirement for the Council for 2023/2024 for its own purposes is £120,523,138 (excluding Parish precepts) and which represents a 2.99% increase in council tax for 2023/2024. It should be noted that this includes the additional ringfenced social care precept of 1%.
- (ii) it be noted that at its meeting on 25<sup>th</sup> January 2023 the Council approved the following amounts for the year 2023/2024 in accordance with the amended regulations made under Section 31B(3) of the Local Government Finance Act 1992 (the 'Act'):
  - a) 73,619 being the amount calculated by the Council, in accordance with the above regulation of the Local Authorities (Calculation of Council Tax Base) Regulations 1992 as amended by Local Authorities (Calculation of Tax Base) (England) Regulations 2012, as its council tax base for the year (Item T).
  - b) 4,185 being the amount calculated by the Council, in accordance with the regulations, as the amount of its council tax base for the year for dwellings in the area of the Parish of Hetton Town Council.
- (iii) That the following amounts be calculated by the Council for the year 2023/2024 in accordance with Sections 31 to 36 of the Local Government Finance Act 1992 as amended:
  - a) £759,716,307 being the aggregate of the amounts which the Council estimates for the items set out in Section 31A (2) of the Act taking into account all precepts issued to it by Parish Councils.
  - b) £639,132,654 being the aggregate of the amounts which the Council estimates for the items set out in Section 31A (3) of the Act.

- c) £120,583,653 being the amount by which the aggregate at (a) above exceeds the aggregate at (iii) (b) above, calculated by the Council, in accordance with Section 31A (4) of the Act, as its Council Tax Requirement for the year including Parish precepts (Item R in the formula in Section 31A(4) of the Act).
- d) £1,637.9420 being the amount at (iii) (c) above (Item R) all divided by Item T ((ii) (a) above), calculated by the Council, in accordance with Section 31B (1) of the Act, as the basic amount of its Council Tax for the year (including Parish precepts).
- e) £60,515 being the precept notified by Hetton Town Council as a special item under Section 34 of the Act.
- f) £1,637.1200 being the amount at (iii) (d) above less the result given by dividing the amount at (iii) (e) above by the Item T ((ii) (a) above), calculated by the Council, in accordance with Section 34 (2) of the Act, as the basic amount of its Council Tax for the year for dwellings in those parts of its area to which no Parish precept relates.
- g) £1,651.5800 being the amount given by adding to the amount at (iii) (f) above, the amount at (iii) (e) divided by the amount at (ii) (b) above, calculated by the Council in accordance with Section 34 (3) of the Act as the basic amounts of its Council Tax for the year for dwellings in the area of the Parish of Hetton Town Council.
- h) Charges relating to the Council

Valuation Band	Hetton Town Council £	All other parts of the Council's area £
A	1,101.05	1,091.41
B	1,284.56	1,273.31
C	1,468.07	1,455.21
D	1,651.58	1,637.12
E	2,018.60	2,000.93
F	2,385.62	2,364.73
G	2,752.63	2,728.53
H	3,303.16	3,274.24

being the amounts given by multiplying the amounts at (iii) (f) and (g) above by the number which, in the proportion set out in Section 5 (1) of the Act, 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 Council, 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.

- (iv) it be noted that for the year 2023/2024, Tyne and Wear Fire and Rescue Authority and the Police and Crime Commissioner for Northumbria have confirmed the following amounts in precepts issued to the Council, in accordance with Section 40 of the Local Government Finance Act 1992, for each of the categories of dwellings as follows:

<b>Valuation Band</b>	<b>Police and Crime Commissioner for Northumbria £</b>	<b>Tyne and Wear Fire and Rescue Authority £</b>
A	112.56	61.57
B	131.32	71.83
C	150.08	82.09
D	168.84	92.35
E	206.36	112.87
F	243.88	133.39
G	281.40	153.92
H	337.68	184.70

- (v) having calculated the aggregate in each case of the amounts at (iii) (h) and (iv) above and having received confirmation of the precept in paragraph (iv), the Council, in accordance with Section 30 (2) of the Local Government Finance Act 1992, hereby sets the following amounts as the amounts of Council Tax for the year 2023/2024 for each of the categories of dwellings shown below.

<b>Valuation Band</b>	<b>Hetton Town Council £</b>	<b>All other parts of the Council's area £</b>
A	1,275.18	1,265.54
B	1,487.71	1,476.46
C	1,700.24	1,687.38
D	1,912.77	1,898.31
E	2,337.83	2,320.16
F	2,762.89	2,742.00
G	3,187.95	3,163.85
H	3,825.54	3,796.62

- (vi) To determine that under Section 52ZB of the Local Government Finance Act 1992, the Authority's relevant basic amount of Council Tax for 2023/2024 is not excessive in accordance with the principles determined under Section 52ZC(1) of the Act.

(i.e. the proposed council tax increase for 2023/2024 means that the Council does not need to hold a referendum on its proposed council tax. The provisions set out in Section 52ZC of the Local Government Finance Act 1992 require all billing authorities (councils and precept authorities (i.e. Fire and Police authorities)) to hold a referendum on their proposed level of basic council tax each year if they exceed government guidelines set out annually.)

The Leader of the Council, Councillor G Miller, duly seconded by the Deputy Leader, Councillor Rowntree, moved the report of the Cabinet.

The following proposed Amendment to the Revenue and Capital Budgets from the Conservative Group in Opposition was moved by Councillor Mullen and seconded by Councillor Doyle.

## **Revenue Budget**

### **Savings**

i) Reallocate part of the Neighbourhood Fund to neighbourhood priorities (outlined below)	£1,000,000
ii) Reduction in the Corporate Affairs and Communications budget	£500,000
iii) Reduction in the Events budget	£500,000
iv) Cuts to councillors' allowances	£224,040

Merge Deputy Leader and Cabinet Secretary roles to create a Deputy Leader and Corporate Services role  
Merge the four existing cabinet positions into three, to reflect the new Chief Officer Group structure: Environmental Services and City Development; Children, Education and Culture; Health, Housing and Communities

Reduce the Leader's SRA by £2,667 (leading to an automatic reduction in Majority Opposition Leader SRA)

Delete the Minority Opposition Leader's SRA

Delete the four Deputy Cabinet Member posts

Reduce the Scrutiny Co-ordinating Chair SRA by £9,556

Reduce the Thematic Scrutiny Chair SRAs – totalling £6,537

Reduce the five Area Committee Chair SRAs – totalling £36,750

Reduce the Licensing Committee and Planning and Highways Committee Chair SRAs by £5,369

Delete the SRAs for Vice Chairs of Scrutiny Co-ordinating, Planning and Highways, Licencing, and Area Committee – totalling £43,939

Reduce the Mayoral allowance by £7,500 and the Deputy Mayoral allowance entirely

<b>v)</b> Reallocate part of the Public Health budget to a suicide prevention package (outlined below)	£150,000
<b>vi)</b> Move to a full paperless model for e-magazine and meeting agendas	£139,000
<b>vii)</b> Reduce the Members Support budget and move towards pre-recorded training tutorials	£100,000
<b>viii)</b> Reduction in the Business and Investment budget, including the £59,908 that continues to be spent on Japan/America and international travel	£100,000
<b>ix)</b> Reduction in TU facility time	£100,000
<b>x)</b> Revised profit projection for the Port	£50,000
<b>xi)</b> End chauffeured executive cars for the Mayor and Labour cabinet members	£42,190
<b>xii)</b> Abolish councillors' expenses budget	£35,000
<b>TOTAL</b>	<b>£2,940,23</b>

## **Spending**

<b>i)</b> Reduce Labour's Council Tax increase	£2,320,216
<b>ii)</b> A suicide prevention scheme to include: <ul style="list-style-type: none"><li>• Continuing the suicide prevention work funded by DHS</li><li>• Suicide prevention infrastructure for Wearmouth Bridge – feasibility study</li></ul>	£150,000
<b>iii)</b> Making permits for residents in CPMS areas free across the city	£137,000
<b>iv)</b> Park and Cemetery Wardens (x3)	£103,908
<b>v)</b> Expand the Council's arborist team (x2 senior arborists)	£76,208

<b>vi)</b> Introduce 100 new bins across the city	£66,744
<b>vii)</b> Sponsorship Manager for Sunderland Air Show and other events	£53,643
<b>viii)</b> Develop a digital tourism campaign for Sunderland	£10,000
<b>ix)</b> Introduce 10 Schools Streets schemes across the city	£10,000
<b>x)</b> Installation and maintenance of 10 new grit bins	£5,010
<b>xi)</b> Asset transfer of Southern Area Playing Fields to a trust established by Washington United FC	£5,000
<b>xii)</b> Increase CCTV monitoring capacity	£2,500
<b>xiii)</b> Increase the Carbon Reduction budget	£1
<b>xiv)</b> Introduce an Innovation Rewards scheme to improve Council efficiency	£NIL
<b>TOTAL</b>	<b>£2,940,230</b>

## **Capital Budget**

### **Savings**

<b>i)</b> Delete the remaining F-Pit budget	£4,540,000
<b>ii)</b> Reallocate the VAS budget to a general anti-speeding infrastructure fund	£100,000
<b>TOTAL</b>	<b>£4,640,000</b>

### **Spending**

<b>i)</b> Traffic light system at the Broadway roundabout	£2,400,000
<b>ii)</b> Road and Pavement Repair Fund	£1,500,000
<b>iii)</b> Anti-speeding infrastructure fund	£250,000
<b>iv)</b> Roker Park Lodge funding (community allotment)	£200,000
<b>v)</b> ANPR cameras for School Streets enforcement	£120,000
<b>vi)</b> Pedestrianisation of Marine Walk	£100,000

<b>vii)</b> Fulwell War Memorial upgrade	£50,000
<b>viii)</b> CCTV camera at the Holiday Inn, Washington	£10,000
<b>ix)</b> Develop and deliver, on a commercial basis, a Padel tennis court at Silksworth Tennis Centre	£NIL
<b>TOTAL</b>	<b>£4,630,000</b>

The Conservative Group's proposed amendments to the Revenue and Capital Budgets were then put to the vote with 29 Members voting in favour:-

Councillors	Ali	Doyle	Hodson	Reed
	Ayre	Dunn	Johnston, S.	Smith, G
	Bewick	Edgeworth	Morrissey	Vera
	Bond	Fagan	Mullen	Wood, A.
	Crosby	Gibson, Paul	Nicholson	Wood, P.
	Curtis	Greener	O'Brien	
	Dixon, M.	Hartnack	Peacock	
	Donaghy	Haswell	Potts	

40 Members voting against:-

Councillors	Blackburn	Guy	Rowntree	Thornton
	Burrell	Heron	Samuels	Trueman, H.
	Butler	Herron	Scanlan	Tye
	Chequer	Johnston, K.	Scott	Usher
	Chisnall	Lauchlan	Smith, A.	Walker, M.
	Dodds	Laws	Smith, P.	Walker, P.
	Farthing	Mason-Gage	Snowdon, D.	Warne
	Fletcher	Miller, F.	Snowdon, D.E.	Watson
	Foster	Miller, G.	Speding	Williams
	Gibson, Peter	Price	Stewart	Wilson

And no Members abstaining.

The Amendment was defeated.

The proposed Amendment to the Revenue and Capital Budgets from the Liberal Democrats Group in Opposition was moved by Councillor Hodson and seconded by Councillor Haswell.

The Amendment to the proposals was as follows: -

<b>Amendment 1 – Revenue Budget 2023/24 Revenue Budget Savings Proposals</b>	<b>£</b>
Reduction of support costs for Area Committees linked to the reduction in the number of Area Committees from 5 to 3, as outlined in proposal number 2	-100,000
Reducing number of Area Committees to three committees, coterminous with parliamentary constituencies (giving a saving of 2 Chairs and 2 Vice Chairs). Will also mean a reduction in the number of new Neighbourhood Boards as only 3 Vice Chairs to Chair them)	-33,254
Review and reduction of basic and special responsibility allowances (SRAs) <ul style="list-style-type: none"> <li>• Remove Deputy Cabinet Members</li> <li>• Remove Vice Chair Scrutiny Coordinating Committee</li> <li>• Reduction in SRAs of all other roles 15%</li> <li>• Reduce Basic Allowance by 5%</li> <li>• Roles of Mayor and Deputy Mayor to be replaced by unpaid elected Chairperson and Deputy Chairperson and allowances removed</li> <li>• Reduce Councillors' expenses, food and drink provision, subsistence allowance and broadband and home phone allowances</li> </ul>	-237,461
Reduce Corporate Communications budget	-338,227
Scrap ComRes residents survey and Council magazine	-136,605
Remove budget for carbon reduction	-1,075,519
<b>TOTAL</b>	<b>-1,921,066</b>

<b>2023/24 Revenue Budget Priority Investments</b>	<b>£</b>
Reduce Council Tax rise by 1%	1,171,000
Make permanent additional environmental services staff employed via area committees	305,000
Allocate a further £157,660 for 5 additional officers (dog wardens)	173,180
Reverse the planned increase in allotment rent charges for 2023/24 and last year (2022/23)	13,750
Provide funding for disabled education travel support	70,300
0% rise in rents in social housing managed by the Council	60,130
Create a new Big Wheelie Bin Fund to assist households who need a larger bin	6,094
Introduce a discretionary fund to allow for the increasing of lighting levels or installation of additional lighting for partially sighted residents as part of Health & Social Care budget	7,312

Introduce single free annual visitor parking permit in permit parking zones for carless households	50,000
Reverse the 2022/23 and 2023/24 Brown Bin charge increase	59,000
Introduce scheme to allow autorenewal of Resident Parking Permits	0
Introduce scheme to allow autorenewal of Brown Bin service	0
A 1-year trial of the Council taking responsibility for grass cutting in (i) the Barnes Park Extension between Springwell Road and Tay Road and (ii) the Sandhills nature reserve on the basis of cutting the grass in these locations 3 times a year	5,300
<b>TOTAL</b>	<b>1,921,066</b>

<b>Amendment 2 – Capital Budget 2023/24 Capital Budget Savings Proposals</b>	<b>£</b>
CP0495 - Strategic Acquisitions and Developments – reallocation of £12,248,000 from this budget	-12,248,000
<b>TOTAL</b>	<b>12,248,000</b>

<b>2023/24 Capital Budget Priority Investments</b>	<b>£</b>
<p>Establish a working group to put together a 5-year Leisure Investment Strategy for Sunderland and Washington, with a budget to make improvements to public leisure space including:</p> <ul style="list-style-type: none"> <li>• Establishing an annual fund for maintenance and improvement of smaller suburban parks (£200,000 per year for 5 years)</li> <li>• Development of fields bordered by (1) Keswick Avenue and Dene Lane, (2), Former Council playing field behind Morrisons with sensitive planting of native trees , shrubs and grasses to encourage wildlife including resident and migratory birds, mammals. reptiles, butterflies and other insects, in line with net zero strategy and providing a valuable resource for exercise and relaxation to residents of all ages and in line with DDA</li> <li>• Feasibility study into acquisition of a public park in the Ford/Pennywell area</li> <li>• Enhancing the existing Cycle Way investment scheme – including breaking ground on a keynote route linking the Riverside development with a Hylton Road cycleway to Pennywell Industrial Estate</li> <li>• Project to enable better running/walking routes in Sunderland</li> <li>• Establishing a programme of creating dog parks at sites in Sunderland, Houghton, and Washington</li> <li>• Acquiring and/or developing a city centre skatepark and investigating providing further skatepark facilities at sites around the City Council area</li> <li>• Budget for strategic working group (£30,000)</li> </ul>	10,090,000
Establishment of a working group and feasibility study to be carried out on derelict and problem garages in residential areas, including in Moorside	30,000
Feasibility of Council supporting supermarket for city centre (following loss of Tesco from Bridges) and supporting similar local supermarket in Hendon	600,000

Propose acquiring and redeveloping vacant Wear Tavern building in Pallion for housing and commercial use	778,000
Propose acquiring Burn Park Methodist Church for community use	150,000
Installation of a pedestrian crossing at Hastings Hill	600,000
<b>TOTAL reallocated from CP0495 - Strategic Acquisitions and Developments</b>	<b>12,248,000</b>

The proposed Amendment to the Revenue and Capital Budgets from the Liberal Democrats Group in Opposition was put to the vote with 26 Members voting in favour:-

Councillors	Ali	Dunn	Johnston, S.	Reed
	Ayre	Edgeworth	Morrissey	Smith, G
	Bond	Fagan	Mullen	Vera
	Crosby	Gibson, Paul	O'Brien	Wood, A.
	Curtis	Hartnack	Nicholson	Wood, P.
	Dixon	Haswell	Peacock	
	Doyle	Hodson	Potts	

43 Members voting against:-

Councillors	Blackburn	Gibson, Peter	Price	Thornton
	Bewick	Greener	Rowntree	Trueman, H.
	Burrell	Guy	Samuels	Tye
	Butler	Heron	Scanlan	Usher
	Chequer	Herron	Scott	Walker, M.
	Chisnall	Johnston, K.	Smith, A.	Walker, P.
	Dodds	Lauchlan	Smith, P.	Warne
	Donaghy	Laws	Snowdon, D.	Watson
	Farthing	Mason-Gage	Snowdon, D.E.	Williams
	Fletcher	Miller, F.	Speding	Wilson
	Foster	Miller, G.	Stewart	

And no Members abstaining.

The Amendment was defeated.

The original motion that the report of the Cabinet be approved and adopted was then put to the vote with 40 Members voting in favour:-

Councillors	Blackburn	Guy	Rowntree	Thornton
	Burrell	Heron	Samuels	Trueman, H.
	Butler	Herron	Scanlan	Tye
	Chequer	Johnston, K.	Scott	Usher
	Chisnall	Lauchlan	Smith, A.	Walker, M.
	Dodds	Laws	Smith, P.	Walker, P.
	Farthing	Mason-Gage	Snowdon, D.	Warne
	Fletcher	Miller, F.	Snowdon, D.E.	Watson
	Foster	Miller, G.	Speding	Williams
	Gibson, Peter	Price	Stewart	Wilson

29 Members voting against: -

Councillors	Ali	Doyle	Hodson	Reed
	Ayre	Dunn	Johnston, S.	Smith, G
	Bewick	Edgeworth	Morrissey	Vera
	Bond	Fagan	Mullen	Wood, A.
	Crosby	Gibson, Paul	Nicholson	Wood, P.
	Curtis	Greener	O'Brien	
	Dixon, M.	Hartnack	Peacock	
	Donaghy	Haswell	Potts	

And no Members abstaining.

Accordingly it was: -

**39. RESOLVED** that the report of the Cabinet be approved and adopted.

**(Signed) A SMITH,**  
**Mayor.**



**Sunderland City Council**

At an Extraordinary meeting of SUNDERLAND CITY COUNCIL held in the COUNCIL CHAMBER, CITY HALL, SUNDERLAND on WEDNESDAY 22 FEBRUARY 2023 at 7.10pm

**Present:** The Mayor (Councillor A Smith) in the Chair

Councillors	Ali	Fagan	Mason-Gage	Snowdon, D E
	Ayre	Farthing	Miller, F	Speding
	Bewick	Fletcher	Miller, G	Stewart
	Blackburn	Foster	Morrissey	Thornton
	Bond	Gibson, P	Mullen	Trueman, H
	Burrell	Gibson, P W L	Nicholson	Tye
	Butler	Greener	O'Brien	Usher
	Chequer	Guy	Peacock	Vera
	Chisnall	Hartnack	Potts	Walker, M
	Crosby	Haswell	Price	Walker, P
	Curtis	Heron	Reed	Warne
	Dixon	Herron	Rowntree	Watson
	Dodds	Hodson	Scanlan	Williams
	Donaghy	Johnston, K	Scott	Wilson
	Doyle	Johnston, S	Smith, G	Wood, A
	Dunn	Lauchlan	Smith, P	Wood, P
	Edgeworth	Laws	Snowdon, D	

**Also Present:-**

Honorary Aldermen Greenfield and Tate

The notice convening the meeting was read.

**Apologies**

Apologies for absence were submitted to the meeting on behalf of Councillors Burnicle, Mann, McDonough, McKeith, Mordey, Samuels and D. Trueman.

**Declaration of Interests**

There were no declarations of interest

## Review of Council Size and Ward Boundaries

The Chief Executive reported that the Local Government Boundary Commission for England (the Commission) contacted the Council in July 2022 to indicate that it intended to carry out a review of the overall composition of the Council and Ward arrangements.

At its meeting in November 2022, Council considered the process to be adopted in relation to completion of the Council's submission in relation to Council size and agreed to establish a politically balanced Boundary Review Working Group of Members (the Working Group), to assist with formulation of the submission document. The Council's submission was required to be delivered to the Commission by 28th February 2023 and it was originally proposed that a draft document would be presented to the ordinary meeting of Council scheduled for 25th January 2023, being the last scheduled meeting prior to the submission deadline. The process of obtaining and collating relevant information had however proved to be resource intensive and it became apparent that additional time was required in order to prepare a properly considered and reasoned document. At the Council Meeting in January 2023 it was agreed that an extraordinary meeting be convened on 22 February 2023 with regard to the completion of the Council's submission in relation to Council Size.

Accordingly, it was recommended to Council that it:-

- i) noted the work that has been undertaken by the Boundary Review Working Group on developing the draft Council Size proposal document;
- ii) approved the Council Size proposal document for submission to the Commission by 28 February 2023; and
- iii) authorise the Chief Executive, in consultation with the Group Leaders, to make any minor typographical or stylistic amendments to the proposal document prior to submission.

The Leader of the Council, Councillor G Miller, duly seconded by the Deputy Leader, Councillor Rowntree, moved that the report be approved and adopted.

Upon being put to the vote with 41 Members voting in favour:-

Councillors	Blackburn	Greener	Rowntree	Tye
	Burrell	Guy	Scanlan	Usher
	Butler	Heron	Scott	Walker, M.
	Chequer	Herron	Smith, A.	Walker, P.
	Chisnall	Johnston, K.	Smith, P.	Warne
	Dodds	Lauchlan	Snowdon, D.	Watson
	Donaghy	Laws	Snowdon, D.E.	Williams
	Farthing	Mason-Gage	Speding	Wilson
	Fletcher	Miller, F.	Stewart	
	Foster	Miller, G.	Thornton	
	Gibson, Peter	Price	Trueman, H.	

27 Members voting against: -

Councillors	Ali	Doyle	Hodson	Potts
	Ayre	Dunn	Johnston, S.	Reed
	Bewick	Edgeworth	Morrissey	Smith, G
	Bond	Fagan	Mullen	Vera
	Crosby	Gibson, Paul	Nicholson	Wood, A.
	Curtis	Hartnack	O'Brien	Wood, P.
	Dixon, M.	Haswell	Peacock	

And no Members abstaining, it was:-

**40. RESOLVED** that the report of the Chief Executive be approved and adopted.

### **Appointments to Committees and Outside Bodies**

The Assistant Director of Law and Governance submitted a report on a recalculation of the political balance on committees undertaken following the resignation of Councillor Greener from the Conservative Group, and which sought approval for changes in membership to a number of committees to ensure places were allocated in accordance with the relevant statutory requirements.

The Leader of the Council, Councillor G. Miller duly seconded by the Deputy Leader, Councillor Rowntree, moved the report and accordingly it was: -

**41. RESOLVED** that approval be given to the:-

- (i) appointment of Councillor Greener on the Appeals Panel in place of Councillor S. Johnston; and
- (ii) appointment of Councillor Bewick on the Corporate Parenting Board in place of Councillor McKeith and the appointment of Councillor Greener as a substitute Member to the Board in place of Councillor Hartnack.

**(Signed) A. SMITH,**  
**Mayor.**



## Sunderland City Council

At a meeting of SUNDERLAND CITY COUNCIL held in the COUNCIL CHAMBER, CITY HALL, SUNDERLAND on WEDNESDAY 8 MARCH 2023 at 6.30pm

**Present:** The Mayor (Councillor A. Smith) in the Chair  
The Deputy Mayor (Councillor D. Trueman)

Councillors	Ali	Guy	Mullen	Snowdon, D
	Blackburn	Haswell	Nicholson	Snowdon, D E
	Burnicle	Heron	Peacock	Speding
	Burrell	Herron	Potts	Stewart
	Chisnall	Johnston, K	Price	Thornton
	Dixon	Johnston, S	Reed	Trueman, H
	Dodds	Laws	Rowntree	Usher
	Doyle	McDonough	Samuels	Walker, P
	Fagan	Miller, F	Scanlan	Warne
	Farthing	Miller, G	Scott	Williams
	Gibson, P W L	Mordey	Smith, G	Wood, P

### Also Present:-

Honorary Alderman Greenfield and Tate

The notice convening the meeting was read.

### Declarations of Interest

The following open declaration of interest was made: -

Councillor Speding	Item 4 – Honorary Freedom of the City – Gary Bennett MBE, Stephanie Darby MBE, Jill Scott MBE	President/Chairman of Durham Football Association
--------------------	---	---

### Apologies

Apologies for absence were submitted to the meeting on behalf of Councillors Ayre, Bewick, Butler, Chequer, Curtis, Crosby, Dunn, Edgeworth, Fletcher, Foster, Greener, Hartnack, Lauchlan, Mann, Mason-Gage, Morrissey, P. Smith, M. Walker, D. Wilson and A. Wood. Honorary Alderman Mrs M. Forbes

## **Freedom of the City – Honorary Freedom of the City – Gary Bennett MBE, Stephanie Darby MBE, Jill Scott MBE – Report of the Chief Executive**

The Chief Executive submitted a report (copy circulated) which invited the Council to confer the Honorary Freedom of the City upon Gary Bennett MBE, Stephanie Darby MBE and Jill Scott MBE.

The Mayor extended a warm welcome to all present at the meeting.

It was then moved by the Leader of the Council, Councillor G. Miller, and duly seconded by the Deputy Leader of the Council, Councillor C. Rowntree, that the Council formally confer the Honorary Freedom of the City upon Gary Bennett MBE, Stephanie Darby MBE and Jill Scott MBE.

The Leader and Deputy Leader spoke to the motion and on being put to the meeting the motion was unanimously agreed and it was:-

42. RESOLVED that in pursuance of the provisions of Section 249(5) of the Local Government Act 1972 the Council do confer the Honorary Freedom of the City on the individuals s set out below;
- Gary Bennett MBE in recognition of the example of commitment and achievement he set in combatting racism in football and as an ambassador for Sunderland and role model for young people
  - Stephanie Darby MBE in recognition of the example of commitment and achievement she set in women's sport and as an ambassador for Sunderland and role model for young people, and
  - Jill Scott MBE in recognition of the example of commitment and achievement she set in women's sport and as an ambassador for Sunderland and role model for young people

As Ms Scott was unable to attend, Mr Bennett and Mrs Darby were invited, in turn, to be presented with a presentational copy of the Council's resolution by the Mayor, to sign the Roll of Honorary Freemen of the City and they responded with acceptance speeches.

Councillors Dixon, McDonough, Nicholson, Williams and Speding also spoke to the motion before the Mayor thanked everyone for their attendance and closed the meeting.

**(Signed) A. SMITH**  
**Mayor**

***Motions on Notice  
Outstanding from the  
Last Ordinary Meeting of  
the Council***



**MOTION ON NOTICE OUTSTANDING FROM THE LAST ORDINARY MEETING OF THE COUNCIL**

Council Members are asked to consider the under-mentioned Motions:-

**1. Notice of Motion - Dangerous Trees Motion**

As a responsible Council, we appreciate that there are numerous trees within the city on Council owned land that are overly large and potentially dangerous should they fall in high winds.

This also includes Trees with invasive root systems which are interfering with building foundations and Footpaths On Public and private Property

We resolve to put in place a continuous programme of tree maintenance to,

1. Inspect trees reported by residents and councillors within 7 days of report
2. Where a tree poses a danger to life or property, it will be removed, with a replacement Low maintenance tree planted in a suitable location within an agreed timescale
3. Priority for the commitments set out at 1 and 2 will be given to elderly and vulnerable residents and those at greatest risk

Councillor P. Donaghy	(Proposer)
Councillor D. McDonough	(Seconder)

**Signed by:-**

Councillor P. Donaghy  
Councillor D. McDonough



# ***Report of the Human Resources Committee***



**The HUMAN RESOURCES COMMITTEE reports and recommends as follows:-**

**1. Pay Policy Statement 2022-2023**

That at the meeting of the Human Resources Committee to be held on 15 March 2023, the Committee will consider a report of the Director of Smart Cities and Enabling Services (copy attached) on the Pay Policy Statement for 2023-2024 and seeking approval for its publication.

The report recommends the Human Resources Committee to recommend to Council that the Pay Policy Statement 2023-2024 be approved and published on the Council's website by 31 March 2023.

The Human Resources Committee's recommendations to Council will be set out in a supplementary report.



## HUMAN RESOURCES COMMITTEE

### REPORT OF THE DIRECTOR OF SMART CITIES AND ENABLING SERVICES

#### PAY POLICY STATEMENT 2023-2024

##### 1. Purpose

- 1.1 The purpose of this report is to present the draft Pay Policy Statement for 2023-24 for consideration by Human Resources Committee and recommendation to Council.20.

##### 2. Description of Decision (Recommendation)

- 2.1 The Human Resources Committee is invited to consider the information set out in this report and recommend the draft Pay Policy Statement for 2023-2024 to Council for approval for publication.

##### 3. Background

- 3.1 The Localism Act 2011 includes the requirement for local authorities to produce a Pay Policy Statement to be updated, approved by full Council and published annually on the Authority's website. The Council has complied with this requirement each year since March 2012.
- 3.2 The Pay Policy Statement now needs to be updated, approved by Council at their meeting on 22 March 2023 and published by 31<sup>st</sup> March 2023. The 2022 -23 Pay Policy is currently published on the Council's website, alongside the Statement of Accounts. This can be accessed at: <https://www.sunderland.gov.uk/pay-policy>.
- 3.3 There are other, related requirements which are set out here for background information. On 3<sup>rd</sup> October 2014 the Government issued a revised Local Government Transparency Code. This came into force on 31<sup>st</sup> October 2014 under Section 2 of the Local Government, Planning and Land Act 1980. As part of the Code, local authorities are now required to publish certain data sets. The HR implications of the mandatory information are the annual publication of:
- An **Organisation chart** covering employees in the top three levels of the organisation (including grade, job title, local authority department and team, whether permanent or temporary staff, contact details, salary in £5,000 brackets, consistent with the details published for Senior Salaries, and the maximum salaries for the grade).
  - Annual publication of **Trade union facility time** (including total number and full time equivalent of staff who are union representatives, and the total number and full time equivalent of union representatives who devote at least 50% of their time to union activity.)
  - Senior salaries.
  - Pay multiple – the ratio between the highest paid salary and the median salary of the whole of the authority's workforce.

The information must be published at least annually and not later than one month after the year to which the data and information is applicable.

These data sets are published on the Council's website under Transparency alongside the Senior Pay information and can be accessed at:

<https://www.sunderland.gov.uk/transparency>.

- 3.4 In preparing the Pay Policy Statement for approval and publication, the Council must have regard to the guidance and supplementary guidance issued by the (former) DCLG:

[https://www.gov.uk/government/uploads/system/uploads/attachment\\_data/file/85886/Final\\_Supplementary\\_Pay\\_Accountability\\_Guidance\\_20\\_Feb.pdf](https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/85886/Final_Supplementary_Pay_Accountability_Guidance_20_Feb.pdf)

[https://www.gov.uk/government/uploads/system/uploads/attachment\\_data/file/5956/2091042.pdf](https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/5956/2091042.pdf)

- 3.5 Since 2018 requirements on Gender Pay Gap reporting apply to organisations with 250+ employees, in accordance with Regulations made in 2017 under the umbrella of the Equality Act 2010.

#### **4. Proposal**

- 4.1 The proposed draft Pay Policy Statement 2023-24 is attached as an Appendix to this report. The amendments in comparison with the 2022-2023 Pay Policy Statement are: a national increase in JNC pay rates, structural changes, and minor changes to the presentation of the statement.
- 4.2 One way of measuring pay relationships is to use a pay multiple. It is mandatory to publish the Median Pay Multiple (the ratio between the highest paid taxable earnings for the given year and the median earnings figure of the whole of the Council's workforce). This is shown in the pay policy statement. The highest paid is £196,399 and the median paid is £24,496 therefore the ratio is 8.02:1. This is a reduction from the ratio for 2022-2023 which was 8.62:1.

#### **5. Reason for Decision**

- 5.1 The Localism Act 2011 includes the requirement for local authorities to produce and publish a Pay Policy Statement.

#### **6. Alternative Options**

- 6.1 There are no alternative options recommended as adoption of a Pay Policy Statement is a statutory requirement.

## **Sunderland City Council**

### **Pay Policy Statement 2023-2024**

#### **1. Introduction and Purpose**

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

The purpose of this statement is to provide transparency with regard to the Council's approach to setting the pay of its employees by identifying:

- The methods by which salaries of all employees are determined.
- The detail and level of remuneration of the Council's most senior staff, i.e. 'chief officers' as defined by the relevant legislation.
- The remuneration of the lowest paid employees.
- The relationship between the remuneration of its Chief Officers and the remuneration of employees who are not Chief Officers.

This Pay Policy Statement is to be approved by Human Resources Committee and the Council and applies to the financial year 2023 – 2024.

The arrangements set out within this document do not extend to those employees who are employed within the control of school governing boards.

#### **2. Other Legislation Relevant to Pay and Remuneration**

Under section 112 of the Local Government Act 1972, the Council has the power to appoint officers on such reasonable terms and conditions as the authority thinks fit, subject to Section 41 of the Localism Act 2011 (requirement for determinations relating to terms and conditions of chief officers to comply with the pay policy statement.)

In determining the pay and remuneration of all of its employees, the Council will comply with all relevant legislation. This includes legislation such as the Equality Act 2010, Part Time Employment (Prevention of Less Favourable Treatment) Regulations 2000 and where relevant, the Transfer of Undertakings (Protection of Earnings) Regulations. There is also significant legislation relating to pensions and payments upon termination of employment.

Sunderland City Council is mindful of its obligations under the Equality Act 2010 and is an equal opportunity employer. This Pay Policy Statement forms part of our policies to promote equality in pay practices. By ensuring transparency of senior pay and the relationship with pay of other employees, it will help ensure a fair approach which meets our equality objectives.

The Local Government Transparency Code 2014, published by the Government and which came into force on 31<sup>st</sup> October 2014 under section 2 of the Local Government, Planning and Land Act 1980, builds on the requirement for local authorities in creating greater transparency through the publication of public data. This includes publishing details of senior employee salaries, including a list of responsibilities, the inclusion of bonus details for all senior employees whose salary exceeds £50,000 and publication of the data on the authority's website. In line with this Code, the pay multiple in this Pay Policy now measures the ratio between the highest paid salary and the median salary of the whole of the authority's workforce.

These related data sets are published annually, including:

- An Organisation chart covering the top three levels of the organisation (including grade, job title, local authority department and team, whether permanent or temporary staff, contact details, salary in £5,000 brackets, consistent with the details published for Senior Salaries, and the maximum salaries for the grade). [Senior employee information - Sunderland City Council](#)
- Senior Salaries – Senior employees (remuneration in the previous financial year, and Responsibilities). [Senior employee information - Sunderland City Council](#)
- Median Pay Multiple (the ratio between the highest paid taxable earnings for the given year and the median earnings figure of the whole of the Council's workforce). The highest paid is £196,399 and the median paid is £24,496, therefore the ratio is 8.02:1.

Further information on senior pay is also published on the Council's website, alongside the Statement of Accounts. This can be accessed at:

<http://www.sunderland.gov.uk> and search for Senior employee information or Website URL: <https://www.sunderland.gov.uk/article/12206/Senior-employee-information>

### **3. Pay**

#### **Pay Policy**

Pay policy is determined by the Council, following consideration of recommendations of the Council's Human Resources Committee which is composed of elected members. This ensures that decisions in relation to workforce pay are taken by those who are directly accountable to local people.

#### **Pay Structure**

The Council operates a graded salary structure of incremental salary scales with a range of spinal column points (pay points), using the nationally negotiated pay spines as the basis for its local pay structures, together with some locally determined rates.

The large majority of the Council's workforce are covered by the National Joint Council for Local Government Services (NJC) pay spine (spinal column points 3-43), plus some additional local spinal column points (44-52).

The salary figures in this report are gross salary figures before deductions, such as under salary sacrifice schemes, which are made at the discretion of the employee.

### **Pay Awards**

National and Provincial Agreements for the Council's workforce include the negotiation of collective agreements on pay and conditions, which are reviewed and negotiated annually, through agreements of the relevant national bodies such as the National Employers' Organisation for Local Government Services, on behalf of all local authorities in England and Wales, and the signatory Trade Unions. The annual pay awards, if any, take account of a number of issues, including central government guidance, what can be agreed with the relevant trade unions, the general economic situation, the results of consultation, the affordability position of local authorities, the average rate of pay settlements across the economy, the employee relations climate, etc. While the Council as an Employer is consulted as part of the negotiation process, it does not control the level of any national pay award.

### **Grading of Posts**

The grading of posts is approved by either the Human Resources Committee or under delegated powers by the Director of Smart Cities and Enabling Services. During 2016 all posts in the Council were subject to a grading review following which the grades of all posts are determined using a job evaluation approach called job family modelling.

### **Appointment to New and Existing Posts**

Appointments are made in accordance with the Council's policies and procedures on recruitment and selection. For posts graded on incremental scales, appointments are normally made at the minimum of the salary grade, with employees progressing to the maximum point of the salary range via annual incremental progression where applicable, subject to relevant criteria being met. While provision exists to appoint above the minimum of the grade, this is applied in exceptional circumstances only. The equality impact of the decision is a key issue. In cases where the criteria to appoint above the minimum of the grade is met, records are maintained for use in assessing recruitment and retention trends and for monitoring purposes.

### **Market Pay Supplements**

From time to time, it may be necessary to take account of the external pay levels in the labour market in order to attract and retain employees with particular experience, skills, and capability. Where necessary, the Council will ensure the requirement for such is objectively justified by reference to clear and transparent evidence of relevant market comparators, using data sources available from within the relevant sector. These are uplifted annually in line with any relevant pay award.

## **4. Senior Management Pay**

### **Definition of Senior Management**

For the purposes of this statement, senior management means ‘chief officers’ as defined within the Localism Act.

Specifically:

- “2 (a) The head of its paid service designated under section 4(1) of the Local Government and Housing Act 1989;
- (b) its monitoring officer designated under section 5(1) of that Act;
- (c) a statutory chief officer mentioned in section 2(6) of that Act;
- (d) a non-statutory chief officer mentioned in section 2(7) of that Act;
- (e) a deputy chief officer mentioned in section 2(8) of that Act.”

### **Key Principles**

The Chief Officer pay structure is designed to be easily understood and be transparent to the post holders, key stakeholders, and the public.

The structure and level of the pay arrangements is designed to enable the Council to attract, motivate, and retain key senior staff for the authority within a national recruitment context, to lead the Council’s workforce and delivery of the Council’s plans and priorities.

The pay structure is based upon salaries with clear differentials between levels of work/job size, within a range that is affordable now, will remain so for the medium term, and will be subject to review to ensure it continues to remain fit for purpose. The remuneration for roles at this level has been set following independent advice from external consultants. In setting the relevant pay levels a range of background factors were taken into consideration for senior pay alongside the significant scope and scale of the Authority in the national context.

For example, the scope and scale of the Chief Executive’s post encompasses responsibilities commensurate with a large city authority, including responsibility for:

- The provision of wide-ranging services to 274,200 (Source: Office for National Statistics Census 2021)
- An overall budget of £764.9m for total revenue expenditure.
- Undertaking the role of the Head of Paid Service to 4,290 employees. (\* Figures include maintained schools. This data is accurate at 31<sup>st</sup> January 2023 but changes on a week by week basis).
- Lead Policy Advisor to the Council’s 75 Elected Members

From time to time, it may be necessary to pay supplements to individual employees as part of their employment contract where specific circumstances require this, such as market pay supplements.

Other terms and conditions of employment for this group are as defined within the Joint Negotiating Committee for Chief Executives, and the Joint Negotiating Committee for Chief Officers, of Local Authorities Conditions of Service handbooks, with discretion to set actual pay levels at a local level, but within a national negotiating framework and nationally agreed pay awards. These national provisions are supplemented by the Council's local employment policies. Like all council employees, holders of these posts are eligible to join the nationally defined Local Government Pension Scheme.

The individual elements of the remuneration package are:

a) Chief Executive

The current salary of the post is £196,399.

b) Direct reports to the Chief Executive

The current salary of these posts falls within a range called Leadership 3 £111,808 rising to a maximum of £132,333 and Leadership 4 £98,796 rising to a maximum of £111,808.

The salaries of the posts are as follows:

- Executive Director of City Development £155,351 which includes a market supplement
- Director of Children's Services and Chief Executive of Together for Children £144,392 which includes a market supplement. The postholder is also the Deputy Chief Executive.
- Executive Director of Health, Housing and Communities £144,392 which includes a market supplement
- Director of Finance (section 151 Officer) £120,994
- Director of Smart Cities and Enabling Services £120,994
- Director of Adult Services (Chief Operating Officer of Sunderland Care and Support) £115,577
- Director of Environmental Services £103,133
- Director of Strategy and Corporate Affairs £98,796

c) The designated Monitoring Officer, which is the Assistant Director of Law and Governance, is paid within a range called Leadership 5 of £87,574 - £98,796.

d) Assistant Directors and other officers report directly to one of the statutory or non-statutory chief officers listed in (b) and (c) above.

The current salaries of these posts fall within six different ranges: Leadership 4 (£98,796 - £111,808), Leadership 5 (£87,574 - £98,796); Leadership 6 (£75,435 - £87,574); Leadership 7 (£63,676 - £75,435), Grade 11 £54,824-£59,033 and Grade 10 £48,587 - £52,716. For certain posts, a market supplement is paid, in line with the principles above.

## **Election Fees**

The designated Returning Officer for the Council, who is currently the Chief Executive, also carries out the role of Acting Returning Officer at UK parliamentary elections and local returning/counting officer at European elections and at other referenda or electoral processes that occur from time to time. These additional roles usually carry an entitlement to payment from central government budgets at levels set by order in relation to each poll. The payment scales for national elections are set out in a Statutory Instrument laid before Parliament in respect of each individual election and are applied to both national and local elections. The Statutory Instruments are published on [www.legislation.gov.uk](http://www.legislation.gov.uk)

## **5. Lowest Paid Employee Information**

The definition of the lowest paid employees are those employed in jobs which are paid at Grade 1, spinal column point 3, (£20,812 per annum for a full time 37 hour week post as at 31<sup>st</sup> March 2023), this being the lowest salary paid to employees, other than apprentices, in line with the Council's decision to comply with the recommended minimum hourly rate of the Living Wage Foundation.

The salaries attributable to apprentices depend on age and are those set out within the National Minimum Wage legislation. (Given the specific nature of these appointments, the Council does not include apprentices within the definition of lowest paid employees for the purposes of this policy statement).

## **6. Pay Multiple**

One way of measuring pay relationships is to use a pay multiple. The Median Pay Multiple (the ratio between the highest paid taxable earnings for the given year and the median earnings figure of the whole of the Council's workforce) is 8.02:1.

(The highest pay is £196,3699 and the median pay is £24,496).

## **7. Pension Schemes**

There are two pension schemes covering the Council's employees.

The majority of employees are entitled to join the Local Government Pension Scheme and receive benefits in accordance with the provisions of that Scheme as applied by the Council.

Public Health employees are members of the NHS Pension Scheme and continue to receive benefits in accordance with the provisions of that Scheme.

## **8. Payments on Termination of Employment**

The Council's approach to discretionary payments on termination of employment or ceasing to hold office is set out within the Council's policy statement on discretions in accordance with the Local Government (Early Termination of Employment) (Discretionary Compensation) (England and Wales) Regulations 2006.

There are also occasions when settlement agreements may need to be put in place to resolve employment matters and to protect the Council's interests, in line with value for money criteria, and the efficient exercise of the Council's functions. Decisions on such matters are delegated to the Assistant Director of Law and Governance under the Council's Constitution, and are taken, where appropriate, in consultation with the Head of Paid Service and Section 151 Officer.



# ***Action on Petitions***



**ACTION TAKEN ON PETITIONS**

Council Members are asked to note the action taken in relation to the under-mentioned petition which was presented to Council:-

**1. Petition – Reopen The Pallion Shipyard****Request calling on Sunderland City Council to review the Council's strategy for the marine engineering economy.**

A petition signed by 387 signatories was received at the Council meeting on 16 November 2022 from Councillor Bewick. The statement on the petition sheet was as follows:-

"We therefore call upon Sunderland City Council to use of the Council's Compulsory Purchase Order ("CPO") powers pursuant to section 226 (1) of the Town and Country Planning Act 1990 ("the 1990 Act") to facilitate the development of the Pallion shipyard and associated area into a Marine Engineering Centre of Excellence creating up to 3 thousand jobs within 5 years within the Northeast and Sunderland."

Council Officers have considered the petition.

The Pallion Shipbuilding Yard closed to commercial shipbuilding in December 1988 and no shipbuilding activity has taken place at this facility since that time. It was considered that without sight of a business plan detailing confirmation (or otherwise) of potential support by the site owner for the proposals and confirming the feasibility of the proposals in both economic and environmental terms, a Compulsory Purchase Order would not realistically facilitate the successful development of the Pallion Shipyard site for maritime related investment.

Any future plans for the Pallion shipyard site, which is privately owned, will presumably be subject to the site owner's own internal investment appraisals and the commercial appetite of such an investment for potential users of the facility.

The City Council has repeatedly requested sight of a business plan (from various groups and organisations) however this has not been forthcoming.

Therefore, the petition was declined on the basis set out above.

The Ward Councillors and Lead petitioner have been advised of the outcome.

## **2. Petition – Princes Avenue**

### **Request to consider alternative measures instead of road closures.**

A petition signed by 118 signatories was received at the Council meeting on 23 March 2022 from Councillor Hartnack. The statement on the petition sheet was as follows:-

“We the undersigned object to any changes to surrounding roads, mainly Princes Ave/Douglas Road in the interest of safety for all residents without full consideration.

We are concerned the impact this will cause on the surrounding streets and want alternative measures to be explored instead of road closures”.

Council Officers have considered the petition.

As part of the Section 106 planning agreement with the Avant Homes Lowry Park development, funding was allocated to the Council to investigate and develop a scheme on Princes Avenue.

Reports and requests were also made to the Council in relation to “rat-running” and speeding along Princes Avenue and a scheme was designed to remove or at least reduce the majority of the reported issues. The proposed scheme consisted of closing the existing junction at Seaburn Terrace/Sea Lane with Princes Avenue. In addition, part of the junction modifications consisted of collapsible bollards and dropped kerbs to allow the junction to be opened for periods during events on the Seafront.

An initial public engagement was carried out between 24 January and 25 February 2022 in respect of Princes Avenue and the nearby surrounding streets. Residents were asked to submit any comments by email or telephone.

Results from the consultation showed that from the 198 properties engaged with, 21 properties were for the scheme going ahead and 39 properties were against the scheme. However, when taking into account the votes for Princes Avenue only, 14 properties were for the scheme going ahead and 3 properties were against the scheme. Considering the overall vote and lack of support from other nearby streets it was decided that this particular scheme would not be progressed.

Therefore, officers have produced a new proposal consisting of three new sets of speed cushions on Princes Avenue. A new public engagement process was carried out for the new proposals between 27 July and 19 August 2022. Although some residents still raised concerns regarding these proposals, there was much less resistance to the scheme, with the majority of residents engaged with, specifically those on Princes Avenue, in favour of the scheme going ahead. Following discussions with local Ward Councillors, an update letter was sent out to the same residents informing them that the

Council plans to proceed with the proposed traffic calming on Princes Avenue. Officers are now working with the legal team to progress through statutory consultation with the traffic calming notice. Statutory consultation ended on 20 February 2023 with no objections received. Officers are now working with contractors to have the works installed at the earliest opportunity.

As the traffic calming scheme as detailed above was in progress, the petition is declined.

The Ward Councillors and Lead petitioner have been advised of the outcome.



# ***Reports***



**COUNCIL**

**22 MARCH 2023**

## **Update on Special Urgency Decisions**

### **Report of the Leader**

The Council's Constitution requires that a quarterly report be submitted to Council on executive decisions which have been taken as a matter of special urgency. The relevant provisions are now contained in Regulations 11 and 19 of the Local Authorities (Executive Arrangements) (Meetings and Access to Information) (England) Regulations 2012.

These are the special urgency provisions under which key decisions may be taken by the executive, although not contained in the 28 day Notice of Key decisions (whether proposed to be taken in public or private), where compliance with Regulation 10 (the general exception) was also impracticable.

There have been no such instances since the last report.

### **Recommendation**

That the Council notes the content of this report.



**COUNCIL****22 MARCH 2023****APPOINTMENTS TO TOGETHER FOR CHILDREN SUNDERLAND LIMITED****REPORT OF THE ASSISTANT DIRECTOR OF LAW AND GOVERNANCE****1.0 Introduction and Background**

- 1.1 The purpose of this report is to inform Council of changes required further to the report to the 16 November 2022 Council meeting in relation to proposed changes to Together for Children Sunderland Limited ("TfC") board composition in order to maintain good governance arrangements
- 1.2 The full list of appointments to committees and outside bodies will be published on the Council's website in the Yearbook at <https://committees.sunderland.gov.uk/committees/cm55/PublicDocuments.aspx> following the meeting.

**2.0 Together for Children Sunderland Limited ("TfC")**

- 2.1 At the meeting of the Council on 16 November 2022, it was reported that there were currently five independent Non-Executive Directors<sup>1</sup> (including the Chair) ("NEIDs") on the Board of TfC:

<b>Name</b>	<b>Term End</b>
Paul Moffat (Chair)	31 March 2023
Denise Exley	31 December 2022
David Gallagher	30 November 2022
Catherine Hearne	31 March 2023
Steven Mason	31 March 2023

- 2.2 Board Members Paul Moffat and David Gallagher expressed an intention to resign from the Board at the end of their term.
- 2.3 In order to maintain continuity, it was agreed that the terms of office of Ms Exley, Ms Hearne and Mr Mason be extended to 31 March 2024. This timescale was co-terminus with the end of the initial period of the Service Delivery Contract between the Council and TfC.
- 2.4 In addition, it was reported that a recruitment process had commenced for a new Chair of the Board. Given the "Outstanding" judgement on TfC in 2021 and the subsequent enhanced reputation, it was not proposed to use a recruitment agency for this exercise but adopt a careful placement of advertisements blended with proactive social media usage.

---

<sup>1</sup> In addition to two Council officer Non-Executive Directors

- 2.5 It should be noted that the appointment of the Chair of the Board was now the responsibility of the Council, rather than the Department for Education, following the revocation of the Direction and the “Outstanding” judgement.
- 2.6 The process to appoint a replacement Chair has been concluded and the position has been offered to Ms Tammy Banks. The appointment has been offered subject to due diligence checks and clearances being received and these checks are in progress. The Chair’s appointment has been offered initially as a one year term with potential for reappointment for a further two year term. Ms Banks’ commencement date in the Chair role will be agreed once all due diligence and clearances have been received to TfC’s satisfaction.
- 2.7 The process to appoint the remaining independent non-executive director has also been concluded and the position has been offered to Mr Steve Williams. The appointment has been offered subject to due diligence checks and clearances being received and these checks are in progress. The appointment has been offered as a three year term with potential for an extension to the appointment by mutual agreement. Mr Williams’ commencement date in the role will be agreed once all due diligence and clearances have been received to TfC’s satisfaction.
- 3.0 Recommendations**
- 3.1 The Council is accordingly invited to approve the appointments of Ms Tammy Banks as Board Chair and Mr Steve Williams as NEID.

# ***Motions on Notice***



**MOTIONS ON NOTICE**

Council Members are asked to consider the under-mentioned Motions:-

**1. Notice of Motion – School Streets**

This Council recognises the horrendous parking problems that can arise around schools at the start and end of the teaching day and expresses its support for a "school streets" approach which would limit access to the streets in which schools are located to residents and emergency vehicles at such times

Proposer      Councillor P. Wood  
Seconder      Councillor L. Reed

**2. Notice of Motion – Women Against State Pension inequality**

Council notes that:

- In the 1995 Pensions Act, the Government increased State Pension age for women from 60 to 65, with a further increase to 66 in the 2011 Pensions Act.
- The change was not properly communicated to 3.8m women born in the 1950s until 2012, giving some only one year's notice of a six year increase in their anticipated retirement age. 18,000 of the affected women are in our own authority area and a total of 65,000 in the North East. Source: Copy of CBP-07405 Constituency Estimates, House of Commons Library.
- The Parliamentary and Health Service Ombudsman (PHSO) has found that the Department for Work and Pensions was guilty of maladministration in its handling of the State Pension Age increase for women born in the 1950s.
- The All Party Parliamentary Group on State Pension Inequality for Women has concluded that "the impact of DWP maladministration on 1950s-born women has been as devastating as it is widespread. The APPG believes that the case for category 6 injustice is overwhelming and clear. Women have had their emotional, physical, and mental circumstances totally obliterated by a lack of reasonable notice."
- Research commissioned by campaign group WASPI has found that by the end of 2022, more than 220,000 1950s born women will have died waiting for justice since the WASPI campaign began in 2015.
- WASPI's figures show that over the course of the two year COVID pandemic, 1 in 10 women who died was affected by these uncommunicated changes and lost both their state pension income and the opportunity to make alternative retirement plans.

- Despite the Ombudsman's findings and the rapid death rate of those affected, the government is choosing to wait for further reports before taking any action.

Council believes this injustice has not only had a profound effect on the individuals involved but on the wider community in Sunderland and on local government, not least because:

- Women who would have looked after older relatives or partners are unable to afford to do so, with a knock-on impact on local social care
- Women who would have retired and engaged in caring responsibilities for grandchildren are having to continue working, increasing the childcare burden on the state locally
- Women who have been left in poverty are struggling to meet their housing costs, with a knock-on impact on local housing stock
- There is a broader impact on voluntary services of all kinds locally, which are missing out on able, active volunteers who would otherwise have been able to retire from full-time work as planned
- Our local economy is negatively affected by the reduced spending power and disposable income the uncommunicated State Pension Age changes has brought about among women born in the 1950s

Council supports:

- The conclusion of the All Party Parliamentary Group on State Pension Inequality that women born in the 1950s have suffered a gross injustice, affecting their emotional, physical and mental circumstances in addition to causing financial hardship.
- A swift resolution to this ongoing injustice before more and more women die waiting for compensation.
- The WASPI campaign asks for an immediate one-off compensation payment of between £11,666 and £20,000 to those affected, with the most going to women who were given the shortest notice of the longest increase in their state pension age.

Proposer      Councillor S. Laws  
 Seconded     Councillor A. Chisnall

### **Additional Signatories**

Councillor A. Chisnall	Councillor P. Stewart	Councillor I. Scott
Councillor G. Miller	Councillor L. Williams	Councillor J. Price
Councillor K. Johnston	Councillor C. Rowntree	Councillor P. Walker
Councillor J. Herron	Councillor F. Miller	Councillor J. Warne
Councillor S. Foster	Councillor K. Chequer	Councillor J. Usher
Councillor A. Samuels		

### **3. Notice of Motion – North East Devolution Deal**

This Council believes that any future directly elected mayor and North East Mayoral Combined Authority should be headquartered in Sunderland.

Proposer      Councillor M. Haswell  
Seconder      Councillor C. Morrissey

#### **Additional Signatories**

Councillor M. Bond	Councillor H. Fagan	Councillor S. O'Brien
Councillor M. Crosby	Councillor P.W.L. Gibson	Councillor J. Potts
Councillor A. Curtis	Councillor N. Hodson	Councillor G. Smith
Councillor P. Edgeworth	Councillor C. Nicholson	Councillor A. Wood

### **4. Notice of Motion – Lease over Site of the Seaburn Inn**

In 2021 Siglion Developments LLP granted a lease over the site of the Seaburn Inn to Inn Collection (Seaburn) Limited for a term of 999 years. The premium paid by Inn Collection (Seaburn) Limited was £1,000.

The duty under s.123 of the Local Government Act 1972 to obtain 'best value' only applies to local authorities, meaning Siglion is only required to meet a minimum land receipt requirement which formed part of the option agreement made between the Council and Siglion in 2014.

Council therefore:

- Expresses regret that a prime parcel of land formerly owned by the Council was disposed of for £1,000.
- Takes note of the relationships between the Council and the private sector organisations involved in disposing of the land.
- Resolves to commission an independent review of all disposals made under the 2014 option agreement where the sum paid for a freehold or long leasehold interest in land was less than £100,000. Terms of reference will include the extent to which the assumptions made by valuers instructed by the Council were realistic, and whether sufficient efforts were made to obtain 'best value'.

Proposer      Councillor J. Doyle  
Seconder      Councillor A. Mullen

#### **Additional Signatories**

Councillor M. Dixon	Councillor P. Wood	Councillor R. Dunn
Councillor S. Ayre	Councillor L. Reed	Councillor P. Mann
Councillor J. McKeith		

