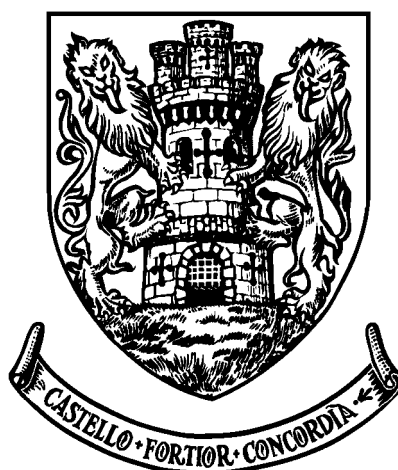


NORTHAMPTON BOROUGH COUNCIL



COUNCIL

Monday, 23 April 2018

YOU ARE SUMMONED TO ATTEND A MEETING OF NORTHAMPTON BOROUGH COUNCIL, WHICH WILL BE HELD AT THE GUILDHALL NORTHAMPTON ON MONDAY, 23 APRIL 2018 AT 6:30 PM WHEN THE FOLLOWING BUSINESS IS PROPOSED TO BE TRANSACTED

1. DECLARATIONS OF INTEREST

2. MINUTES.

To approve the minutes of the proceedings of the Meeting of the Council held on 5th and 12th March 2018.

3. APOLOGIES.

4. MAYOR'S ANNOUNCEMENTS.

5. PUBLIC COMMENTS AND PETITIONS

6. MEMBER AND PUBLIC QUESTION TIME

7. CABINET MEMBER PRESENTATIONS

8. OPPOSITION GROUP BUSINESS

Councillor Joyce to make a statement on; "Building Trust in our Communities".

9. CHANGES TO OUTSIDE BODY APPOINTMENTS

10. HONORARY RECORDER

11. PAY POLICY STATEMENT

**12. DRAFT RECOMMENDATIONS - HUNSBURY MEADOWS PARISH.
COMMUNITY GOVERNANCE REVIEW**

13. NOTICES OF MOTION

i) Councillor Smith to propose and Councillor Russell to second:

“This Council notes the success of the night shelter in beginning to tackle rough sleeping in Northampton.

We are aware concerns remain with rough sleeping and hidden homelessness.

We are aware that women are a particularly vulnerable group and women with children even more so.

This council therefore commits to:-

- Investigating the full extent of hidden homelessness in Northampton, especially with regard to gender, ensuring women have full access to support.
- Using the full range of information available to it from partners to assess the demographic; including all protected characteristics, physical and mental disability, addiction, forensic history and immigration status, to produce regular reports.
- The reports will inform practice and service development to ensure that all service users’ individual needs are being met.
- The council will ensure that the homelessness service is a two-way process with service users fully consulted and involved with the provision of the services they use.
- developing a Housing First strategy to address the long term needs of its vulnerable single homeless population and resolves to investigate good practice examples of this”

ii) Councillor Birch to propose and Councillor Haque to second:

“There is national concern about keeping our communities safe and the concern is widespread in Northampton. We are seeing alarming rates of crime, with increases in violent crime, sexual crime, trafficking, vehicle thefts, burglary and drug related crime. We are particularly concerned that young children and young people are being exploited and sometimes also drawn into crime. We have a duty of care to our citizens and we must do all we can to keep them safe. This Council will therefore take the following actions:-

- Call an urgent Crime Summit with the Chief Constable and the Police and Crime Commissioner so that we understand the full picture of crime in the town.
- Press the home secretary to improve policing including visible policing.
- Ask our Community Safety team to work with partners to produce a community safety strategy detailing what steps need to be taken to ensure safety in our communities”

iii) Councillor Larratt to propose and Councillor Hill to second:

Northampton Borough Council calls for the continued support of our local market and market traders. Consequently, this Council is proud that our market participates in the Love Your Local Market campaign organised by the National Association of British Market Authorities (NABMA).

Love Your Local Market is an international initiative and the UK's largest annual celebration to promote retail and wholesale markets across the country.

To coincide with this year's initiative, and together with the Northampton Town Centre BID, the Council is organising workshops, street entertainment and other activities. This Council is delighted to be able to contribute to celebrating our town's history, innovation, experience, entrepreneurship, food and culture in a festival of market activities and events running from 17th to 31st May, and urges the public to support these events and our towns market offer".

iv) Councillor King to propose and Councillor Graystone to second:

"Northampton Borough Council welcomes the Government's Serious Violence Strategy launched this week by the Home Secretary, Amber Rudd. The strategy stresses the importance of early intervention to tackle the root causes of serious violence and steer young people away from crime in the first place, while ensuring the police continue to have the tools and support they need to tackle violent crime.

This Council has recognised the great importance of engaging with our young people early to help prevent them from being drawn into crime.

This motion, therefore, calls for support of this Council's collaborative work with the Police, East Midlands Ambulance Service, Youth Offending Service, University and Free to Talk in developing a training and awareness package that will be offered to schools, during our school's event in October, youth clubs and youth groups. The package will include a video, drama production and training, as well as educational awareness packs".

v) Councillor King to propose and Councillor Hibbert to second:

"'Cuckooing' is where gangs travel to towns and befriend vulnerable people in order to take over their home and use it to deal drugs.

Northampton Borough Council recognised the seriousness of this problem and has so far, through its Case Management Meetings for Cuckooing, arranged two training sessions for 40 frontline officers across NBC, Adult Social Care, Probation and the Police. Further two sessions have also been fully booked, which will train additional 40 officers.

This Council, working closely with the Police, calls on the public to help tackle the increasing problem of 'cuckooing' by looking for signs that their neighbours and friends

are being abused. These can include the householder having new associates and increased visitors throughout the day and night, an increased number of vehicles outside the property including taxis or hire cars and bags of clothing or bedding around their property or other signs that people may be staying at the address.

The support of the community is crucial for pursuing ‘cuckooing’ drug dealers and those who choose to engage themselves in the illegal supply of drugs and associated antisocial behaviour”.

14. MATTERS OF URGENCY WHICH BY REASON OF SPECIAL CIRCUMSTANCES THE MAYOR IS OF THE OPINION SHOULD BE CONSIDERED.

Francis Fernandes – Borough Secretary
The Guildhall
Northampton

Public Participation

1. Comments and Petitions

- 1.1 A member of the public (or an accredited representative of a business ratepayer of the Borough) may make a comment or present a petition on any matter in relation to which the Council has powers. A comment or presentation of a petition shall be for no more than three minutes. No notice of the nature of the comment to be made or of the petition is required except for the need to register to speak by 12 noon on the day of the meeting.

(Public comments and petitions will not be taken and the Annual Council Meeting or other civic or ceremonial meetings.)

NOTES

- i. *Comments may be on one or more subjects but each person has no longer than three minutes to have their say.*
- ii. *The same person may make a comment and present a petition on different subjects. In such instances that person will have three minutes to make their comment and a separate three minutes to present a petition.*

2. Member and Public Questions

- 2.1 A member of the public (or business ratepayer of the Borough) may ask a maximum of two written questions at each meeting, each limited to a maximum of 50 words, on any matter in relation to which the Council has powers. Each question shall:
- be submitted in writing and delivered, faxed or e-mailed to Democratic Services no later than 10.00am seven calendar days before the day of the meeting; and
 - include the name and address of the questioner and the name of the Cabinet member/Committee Chair to whom the question is put.

- 2.2 At the meeting, copies of all questions and the responses to them from the public and Members will be made available to the public and press. The Mayor may allow one supplementary question, without notice, that arises directly from the original question or response.

(Questions will not be taken at the Annual Council Meeting or at civic or ceremonial meetings or meetings called to deal with specific items of business.)

NOTES

In respect of paragraph 2.1 above, questions may be rejected on certain grounds that are set out on page 4-12 of the Council's Constitution and which may be viewed at www.northampton.gov.uk/site/scripts/download_info.php?fileID=1919 or by seeking advice using the contact details below.

3. Motions

- 3.1 A member of the public may register to speak to a motion under the 'Notices of Motion' item on the agenda. Registration to speak must be made to Democratic Services by 12 noon on the day to the meeting. Speaking to a motion is restricted to three minutes per person.

(The 'Notices of Motion' item will not be taken at the Annual Council meeting or meetings called for civic or ceremonial purposes.)

4. General

A member of the public may make a comment, present a petition, ask a question or speak to a motion at the same meeting subject to the restrictions set out above.

5. Contacts

Democratic Services: e-mail democraticservices@northampton.gov.uk

Tel 01604 837722

Mail Democratic Services
Northampton Borough Council
The Guildhall
St Giles Square
Northampton NN1 1DE

MINUTES

OF THE PROCEEDINGS OF A MEETING OF NORTHAMPTON BOROUGH COUNCIL HELD AT THE GUILDHALL, NORTHAMPTON, ON Monday, 5 March 2018 AT SIX THIRTY O'CLOCK IN THE EVENING

PRESENT: HIS WORSHIP THE MAYOR Councillor G Eales (in the Chair).

COUNCILLORS: Ansell, Aziz, Beardsworth, Birch, Bottwood, Choudary, Culbard, Davenport, G Eales, T Eales, Eldred, Golby, Graystone, Hallam, Haque, Hibbert, J Hill, Joyce, Kilbride, King, Larratt, M Markham, Marriott, McCutcheon, Meredith, Nunn, Oldham, Parekh, Patel, Russell, Sargeant, Kilby-Shaw, Smith, Stone and Walker

1. COUNCIL TAX 2018/19

Councillor Eldred submitted a report that set out the final precept determinations from the major precepting authorities (Northamptonshire County Council and Northamptonshire Police and Crime Commissioner), parish councils, and the budget setting decision of the Council. He drew Members' attention to an administrative amendment for the minutes of the meeting that paragraphs 3.1.4 and 3.1.7 in the report should read "28th February 2018".

Councillor Larratt seconded the report.

There voted for the recommendations:

Councillors Ansell, Aziz, Beardsworth, Birch, Bottwood, Choudary, Culbard, Davenport, T Eales, Eldred, Golby, Graystone, Hallam, Haque, Hibbert, Hill, Joyce, Kilbride, Kilby-Shaw, King, Larratt, M Markham, Marriott, McCutcheon, Meredith, Nunn, Oldham, Parekh, Patel, Russell, Sargeant, Smith, Stone and Walker.

There abstained the Mayor.

RESOLVED:

Council Tax Resolution 2018/19

Northampton Borough Council (hereinafter referred to as "the Council" in this resolution) calculated the following amounts for the year 2018/2019 in accordance with various regulations and RESOLVES for the financial year 2018/19 to:

- 1 Note that on 22/01/2018 the Council calculated the Council Tax Base 2018/19:
 - a) for the whole council area as: 66,874 (Item T in the formula in section 31B of the Local Government Finance Act 1992, as amended)
 - b) for the parish precept area as: 21,494 for dwellings in those parts of its area to which a parish precept relates as in the attached appendix C.

- 2 Set the Council Tax Requirement for its own purposes for 2018/19 (including parish precepts) at £15,793,536.

	£
a) Net Expenditure on Council Services including formula grant	14,664,075
b) Parish Council Precepts	1,129,461
c) Total Council Tax Requirement	15,793,536

- 3 Set the following amounts in accordance with sections 31 to 36 of the Local Government Finance Act 1992:
 - a) Relevant Gross Expenditure 114,655,440 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) Relevant Gross Income (98,861,904) being the aggregate of the amounts which the Council estimates for the items set out in Section 31A(3) of the Act.
 - c) Council Tax Requirement 15,793,536 The Council Tax Requirement being the amount by which the aggregate at 3(a) above exceeds the aggregate at 3(b) above calculated by the Council in accordance with Section 31A(4) of the Act as its Council Tax requirement for the year. (Item R in the formula in Section 31B of the Act).
 - d) Basic Council Tax including Parish Precepts 236.17 being the amount at 3(c) above (Item R), all divided by Item T (1(a) above), calculated by the Council in accordance with Section 31B of the Act, as the basic amount of its Council Tax for the year (including Parish Precepts).
 - e) Total of Special Items 1,803,081 This represents the total of Parish precepts and other special items in accordance with s34(1) of the Act (as shown at 2 above).
 - f) Basic Amount of Council Tax for dwellings in parts of the area to which no special items relate 209.21 Item (e) - (g) divided by tax base (resolution 2(a)) in accordance with s34(2) of the Act.

- 4 Note that the County Council and the Police and Crime Commissioner have issued precepts to the Council in accordance with Section 40 of the Local Government Finance Act 1992 for each category of dwellings in the Council's area as indicated in the table at Schedule C.

- 5 Note that the Council, in accordance with Sections 30 and 36 of the Act hereby sets the aggregate amounts shown in the tables at appendix 2 as the amounts of Council Tax for 2018/19 for each part of its area and for each of the categories of dwellings.

- 6 Note that the Council's basic amount of council tax for 2018/19 (for the Borough's own purposes and excluding parish precepts) is not excessive in accordance with the principles approved under section 52ZB of the Local Government Finance Act 1992

Schedules

Schedule A					
	(1)	(2)	(3)	(4)	(5)
	Council Tax Base	Parish Precept and Special Expenses	Parish Precept and Special Expenses Charge	Basic Amount of Council Tax excluding Special Expenses	Basic Amount of Council Tax including Special Expenses
	£	£	£	£	£
Area:					
Billing	2,761	185,040	67.01	209.21	276.22
Collingtree	523	20,193	38.63	209.21	247.84
Duston	5,522	490,641	88.85	209.21	298.06
Great Houghton	290	20,741	71.45	209.21	280.66
Hardingstone	805	41,926	52.08	209.21	261.29
Upton	3,016	44,063	14.61	209.21	223.82
Wootton	2,958	196,542	66.44	209.21	275.65
East Hunsbury	3,463	215,960	62.37	209.21	271.58
Hunsbury Meadows	505	14,695	29.07	209.21	238.28
West Hunsbury	1,650	28,467	17.25	209.21	226.46
Unparished Area	45,380	544,813	12.01	209.21	221.22
	66,874	1,803,081			

Schedule B Basic Amount of Council Tax for each Council Tax band								
Valuation Bands	A	B	C	D	E	F	G	H
	£	£	£	£	£	£	£	£
Area:								
Billing	184.14	214.83	245.53	276.22	337.60	398.98	460.36	552.43
Collingtree	165.22	192.76	220.30	247.84	302.91	357.99	413.06	495.67
Duston	198.70	231.82	264.94	298.06	364.29	430.53	496.76	596.11
Great Houghton	187.10	218.29	249.47	280.66	343.02	405.39	467.76	561.31
Hardingstone	174.19	203.22	232.25	261.29	319.35	377.41	435.48	522.57
Upton	149.21	174.08	198.95	223.82	273.55	323.29	373.03	447.63
Wootton	183.76	214.39	245.02	275.65	336.90	398.16	459.41	551.29
East Hunsbury	181.05	211.23	241.40	271.58	331.93	392.28	452.63	543.15
Hunsbury Meadows	158.85	185.33	211.80	238.28	291.23	344.18	397.13	476.55
West Hunsbury	150.97	176.13	201.29	226.46	276.78	327.10	377.43	452.91
Unparished Area	147.48	172.06	196.64	221.22	270.38	319.53	368.69	442.43

Schedule C Major Precepting Authorities Council Tax for each Council Tax band								
Valuation Bands	A	B	C	D	E	F	G	H
	£	£	£	£	£	£	£	£
Northamptonshire County Council (NCC)	764.42	891.83	1,019.23	1,146.63	1,401.43	1,656.24	1,911.05	2,293.26
NCC Adult Social Care Precept	59.81	69.78	79.75	89.72	109.66	129.60	149.53	179.44
Northamptonshire Police and Crime Commissioner	147.36	171.92	196.48	221.04	270.16	319.28	368.40	442.08

Schedule D Aggregate Council Tax for each Council Tax band								
Valuation Bands	A	B	C	D	E	F	G	H
	£	£	£	£	£	£	£	£
Area:								
Billing	1,155.73	1,348.36	1,540.99	1,733.61	2,118.85	2,504.10	2,889.34	3,467.21
Collingtree	1,136.81	1,326.29	1,515.76	1,705.23	2,084.16	2,463.11	2,842.04	3,410.45
Duston	1,170.29	1,365.35	1,560.40	1,755.45	2,145.54	2,535.65	2,925.74	3,510.89
Great Houghton	1,158.69	1,351.82	1,544.93	1,738.05	2,124.27	2,510.51	2,896.74	3,476.09
Hardingstone	1,145.78	1,336.75	1,527.71	1,718.68	2,100.60	2,482.53	2,864.46	3,437.35
Upton	1,120.80	1,307.61	1,494.41	1,681.21	2,054.80	2,428.41	2,802.01	3,362.41
Wootton	1,155.35	1,347.92	1,540.48	1,733.04	2,118.15	2,503.28	2,888.39	3,466.07
East Hunsbury	1,152.64	1,344.76	1,536.86	1,728.97	2,113.18	2,497.40	2,881.61	3,457.93
Hunsbury Meadows	1,130.44	1,318.86	1,507.26	1,695.67	2,072.48	2,449.30	2,826.11	3,391.33
West Hunsbury	1,122.56	1,309.66	1,496.75	1,683.85	2,058.03	2,432.22	2,806.41	3,367.69
Unparished Area	1,119.07	1,305.59	1,492.10	1,678.61	2,051.63	2,424.65	2,797.67	3,357.21

Parish & Town Council Precepts

	2017/18			2018/19			Council Tax Increase
	Tax Base	Precepts £	Council Tax Band D (£)	Tax Base	Precepts £	Council Tax Band D (£)	
Billing	2,679	152,314	56.86	2,761	156,880	56.82	-0.1%
Collingtree	514	20,178	39.28	523	20,193	38.63	-1.7%
Duston	5,472	451,719	82.55	5,522	467,200	84.61	2.5%
Great Houghton	288	20,706	71.84	290	20,741	71.45	-0.6%
Hardingstone	795	40,000	50.29	805	40,000	49.69	-1.2%
Upton	2,993	32,400	10.82	3,016	44,063	14.61	35.0%
Wootton	2,941	171,180	58.21	2,958	186,315	62.98	8.2%
East Hunsbury	3,409	157,900	46.32	3,463	161,374	46.60	0.6%
Hunsbury Meadows	501	14,695	29.31	505	14,695	29.07	-0.8%
West Hunsbury	1,646	15,000	9.11	1,650	18,000	10.91	19.7%

Parish & Town Council Precepts including Special Expenses

	Precepts Band D (£)	Special Expenses Band D (£)	Total (£)
Billing	56.82	10.19	67.01
Collingtree	38.63	0.00	38.63
Duston	84.61	4.24	88.85
Great Houghton	71.45	0.00	71.45
Hardingstone	49.69	2.39	52.08
Upton	14.61	0.00	14.61
Wootton	62.98	3.46	66.44
East Hunsbury	46.60	15.77	62.37
Hunsbury Meadows	29.07	0.00	29.07
West Hunsbury	10.91	6.34	17.25
Unparished	0.00	12.01	12.01

The meeting concluded at 6:42 pm

MINUTES

OF THE PROCEEDINGS OF A MEETING OF NORTHAMPTON BOROUGH COUNCIL HELD AT THE GUILDHALL, NORTHAMPTON, ON Monday, 12 March 2018 AT SIX THIRTY O’CLOCK IN THE EVENING

PRESENT: HIS WORSHIP THE MAYOR Councillor G Eales (in the Chair).

COUNCILLORS: Malpas, Ansell, Ashraf, Aziz, Beardsworth, Birch, Bottwood, Cali, Choudary, Culbard, Davenport, Duffy, T Eales, Eldred, Golby, Graystone, Hadland, Hallam, Haque, Hibbert, J Hill, Joyce, Kilbride, King, Lane, Larratt, B Markham, M Markham, Marriott, McCutcheon, Meredith, Nunn, Oldham, Parekh, Patel, Russell, Sargeant, Kilby-Shaw, Smith, Stone and Walker

1. DECLARATIONS OF INTEREST

There were none.

2. APOLOGIES

Apologies were received from Councillors Caswell, Chunga, Flavell and Hallam.

3. MAYOR'S ANNOUNCEMENTS

The Mayor announced that a flag had been raised for “Shine a Light on Tibet” and the Commonwealth Flag had been raised on 12 March 2018. He referred to his recent visit to Marburg and commented that the towns would soon be celebrating their 25 year twinning milestone. He went on to advise full Council of forthcoming events – Walter Tull commemoration on 24 May 2018, the Mayoress’ tree planting on 6 April and Northampton and Massachusetts LGBT event on 5 May 2018 for any Councillors who wished to attend.

4. PUBLIC COMMENTS AND PETITIONS

Thomas Appleyard addressed Council and commented on litter, highlighting the need for a Litter Strategy. He suggested that it would be beneficial to involve schools in developing their own Action Plans. Mr Appleyard added that Council must lead on a Littering Strategy; he acknowledged it had a number of plans but none for littering.

Arthur Newbury, as Chair of the Northampton Federation of Residents’ Association, addressed Council and also referred to the problem of littering, dog fouling and HIMOs. He expressed concerns regarding fly-tipping.

Tony Mallard, a member of the Northampton Federation of Residents’ Association, addressed Council and conveyed his concerns regarding daily road congestion, pollution, carbon emissions. He went on to refer to unitary status commenting that in his opinion this was the way forward.

Andrew Gunton addressed full Council also referring to pollution, which he felt is worse

than in London on certain days. He stated that the town had lower wages than the national average and the highest levels of personal debt in the country. Mr Gunton further stated that neighbouring local authorities were expanding at the expense of the borough and felt that there were calls for support for unitary status, with bigger boundaries.

5. MEMBER AND PUBLIC QUESTION TIME

The Mayor advised that fifteen questions had been received from Councillors and members of the public and the answers had been tabled in accordance with the Constitution.

Questions and answers were given as tabled unless where stated, supplementary questions were asked as detailed below.

In response to a supplementary question relating to question 2, Councillor Hadland stated that Kingsthorpe High Street was mainly residential and there were no shops in that area.

In response to a supplementary question relating to question 12, Councillor Hadland advised that there were regular health and safety checks undertaken at Northgate bus station.

In response to a supplementary question relating to question 14, Councillor King stated that comprehensive equality impact assessments were carried out for each application.

6. CABINET MEMBER PRESENTATIONS

Councillor Nunn submitted his report as Leader of the Council and thanked all those Members who had attended the Deloitte Members' briefing on 23 January. It had proved to be an extremely valuable opportunity for Councillors to discuss the issue of unitary status. He reported that the vacancy of Independent Chair to the Audit Committee had been re-advertised and had attracted a good response. He further reported that Delapre Abbey was set to open on 17 March. The Leader of the Council advised that the new Chief Executive would be formally appointed at a later agenda item and he conveyed his thanks to the Interim Chief Executive.

In response to questions the Leader responded that unanimous support had been given to the appointment of an Independent Chair of Audit Committee and stated the need to create a sustainable authority.

Councillor Larratt submitted his Cabinet Member report and elaborated thereon, highlighting that the IT "Caseworker" trial would commence following the training session scheduled for 16 April 2018. He confirmed that a briefing on FGM awareness had been set for 16 July 2018 with two identical sessions; one at 2pm and one at 6pm.

In response to questions the Deputy Leader advised that it was still the intention of the Council to introduce webcasting.

Councillor Hibbert submitted his Cabinet Member report and thanked all those who had participated in the arrangements for providing homeless people with emergency

overnight shelter during severe weather. SWEPE had been activated on 22 February 2018. The One Stop Shop had been open over the weekend of 27 and 28 February for homeless people and he thanked all those involved in making this happen.

Councillor King submitted her Cabinet Member report and elaborated thereon, highlighting that £108,967.19 had supported community fund applications. Councillor King advised that on 5 May 2018 an LGBTQ event would be held. She further advised that partnership work was ongoing with the Park Management Forum regarding “Keep Britain Tidy.”

At this juncture the Mayor advised that the allocated time for Cabinet Member presentations had been reached.

7. APPOINTMENT OF A PERMANENT CHIEF EXECUTIVE AND HEAD OF PAID SERVICE

Councillor Nunn proposed a report that sought Council’s approval to appoint a permanent Head of Paid Service and Chief Executive.

Councillor Larratt seconded the report.

RESOLVED:

That the appointment of George Candler as the Council’s Head of Paid Service from 13 March 2018 and Chief Executive from 30 April 2018 be approved.

8. CHANGES TO OUTSIDE BODY APPOINTMENTS

Councillor Larratt proposed a change to appointments to outside bodies, that being Councillor Hadland replaces Councillor Bottwood as the Council’s representative on the Outside Body – Delapre Preservation Trust (DAPT).

Councillor Patel seconded the report.

RESOLVED:

That Councillor Hadland replaces Councillor Bottwood as the Council’s representative on the Outside Body – Delapre Preservation Trust (DAPT).

9. CALENDAR OF MEETINGS

Councillor Patel presented for approval the Meetings Cycle for 2018/2019 which was seconded by Councillor Oldham.

RESOLVED: That the Meetings Cycle for 2018/2019 be approved.

10. OPPOSITION GROUP BUSINESS

Councillor Russell made a statement on Unitary Status. She stated that Unitary Status was the way forward and that it would make substantial financial savings. She went

on to quote statistics that showed Northampton to have the lowest wages and the highest personal debt in the country. She referred to the budgetary situation of Northamptonshire County Council and stated that Government funding cuts were the cause.

Councillor Nunn in response advised that Northampton Borough Council was the only Council to hold discussions and workshops regarding Unitary Status. He referred to funding issues regarding social care and Unitary Status.

11. NOTICES OF MOTION

- i) Councillor Duffy proposed and Councillor Culbard seconded:

“This council recognises that sexual harassment happens where there are imbalances of power and can happen in Local Authorities at Member level and staffing levels.

This council therefore commits to developing a sexual harassment policy for Members and staff in consultation with representatives of both, and in consultation with the voluntary sector services that support victims of sexual harassment.”

Council debated the motion.

Upon a vote the motion was lost.

Councillor Davenport accepted an alteration to the original motion as published on the agenda. The altered motion was seconded by Councillor Haque.

Council agreed to the altered motion which was debated below:

“This council recognises that more can be done to encourage recycling. To this end, and working with our new Environmental Services Contractor, this Council resolves to investigate and recommend innovative models for the recycling of cans and bottles that can be available in locations across the Borough. In doing so this Council recognises that young people are encouraged to collect and recycle cans and bottles for a small remuneration. The model recommended should educate, entertain and encourage the process of recycling.”

Members debated the motion.

There voted for the Motion:

Councillors Ashraf, Beardsworth, Birch, Cali, Choudary, Culbard, Davenport, Duffy, T Eales, Haque, Joyce, B Markham, Marriott, McCutcheon, Meredith Russell, Smith and Stone.

There voted against the Motion:

Councillors Ansell, Aziz, Bottwood, Eldred, Golby, Graystone, Hadland, Hibbert, Hill, Kilbride, King, Lane, Larratt, Malpas, M Markham, Nunn, Oldham, Parekh, Patel,

Sargeant and Walker.

There abstained the Mayor and Councillor Kilby-Shaw.

Upon a vote, the motion was lost.

ii) Councillor Birch proposed and Councillor Beardsworth seconded:

“This council recognises that there is a public dissatisfaction around the delivery of an efficient and safe bus service for the residents of Northampton from Northgate Bus Station.

This council therefore commits to commissioning an independent Health and Safety inspection to look at the Bus Station in terms of pedestrian safety, congestion in the surrounding street, air quality and turning circle requirements.”

Members debated the motion.

Upon a vote the motion was carried.

Councillor Hadland propose and Councillor Nunn seconded:

“The administration has always been committed to enhancing and promoting the heritage of our town.

Never was this more clearly demonstrated than with the opening of Delapre Abbey to the public next weekend for the first time in 900 years after a multi-million pound restoration programme.

The Abbey takes its place as a jewel in the crown of our historic town, a fitting tribute to all those organisations and individuals who have supported the project.

The administration has maintained its commitment as difficulties arose and were overcome, creating and working with the Delapre Abbey Preservation Trust to ensure that we have something to make us all proud.

This Council congratulates and thanks everyone who has been involved, and wished the Trust and its volunteers every good wish for an exciting and successful future.”

Members debated the motion.

Upon a vote the motion was carried.

iii) Councillor Larratt proposed and Councillor Hill seconded:

“This Council recognises that our town has been let down by the current Environmental Services provider. According to the biggest and most successful consultation that this Council has ever undertaken, a higher quality of cleanliness delivering cleaner streets

and a cleaner environment, and quality grounds maintenance are top priorities for residents of our Borough.

This Council is therefore delighted that our new contractor won the bid primarily due to the quality of service it was offering. This Council is making a significant additional investment in this contract and looks forward to working with Veolia to raise the standard of cleanliness and grounds maintenance right across Northampton – something that our town has long been crying out for.

This Council also very much welcomes the new Enforcement Contract and the zero-tolerance approach to littering and fly-tipping. We call on our enforcement provider to continue to strenuously enforce legislation with regard to littering and fly-tipping, especially through using fixed penalty notices for those people who litter our streets.

With the help, hard work, and commitment of our community volunteers, this Council will continue to provide local communities with clean, well maintained and safe open spaces. Council therefore proudly commits to provide continued support to community groups, initiatives and projects, including Residents Associations, Parish Council's, Summer Bloom, Green Flag and Friends of Parks Groups.”

Members debated the motion.

Upon a vote the motion was carried.

12. MATTERS OF URGENCY WHICH BY REASON OF SPECIAL CIRCUMSTANCES THE MAYOR IS OF THE OPINION SHOULD BE CONSIDERED.

There were none.

The meeting concluded at 9:18 pm

Question for Full Council Monday 23rd April 2018

Question 1

Question to Cllr Hadland from Cllr Beardsworth

In November 2017 you advised me that

“Officers are refreshing previous feasibility and valuation work at Albion House so to inform an options appraisal on the property and site. The options to be considered are likely to include an extension to St John's MSCP and also disposal for residential and/or commercial uses. “

Do you have any update to report?

Response

The initial review has identified possible infrastructure constraints on the use of the site for car-parking. We are therefore taking external advice on the options available to us for development of the site.

Councillor Tim Hadland

Cabinet Member for Regeneration, Enterprise and Planning

Question for Full Council Monday 23rd April 2018

Question 2

Question to Cllr Hibbert from Cllr B Markham

Does the Cabinet Member for Housing and Wellbeing agree that the decision, supported by tenants and councillors, to set up Northampton Partnership Homes as an Arm's Length Management Company has proved successful and still offers the best option for the management of the council's existing housing stock and for provision of affordable rented homes in the future?

Response

Yes, I agree with you that setting up Northampton Partnership Homes was a good decision and I am delighted with the improvements that NPH has made to the Council's homes and the services that tenants and leaseholders receive. Although it is essential that the Council works with a wide range of partners to deliver the amount of affordable rented housing that is needed in Northampton, I am confident that NPH will continue to play a key role in the delivery of new housing in the future.

Councillor Stephen Hibbert
Cabinet Member for Housing and Wellbeing

Question for Full Council Monday 23rd April 2018

Question 3

Question to Cllr Nunn from Cllr B Markham

The Northampton Alive section on the council website includes the following statement “Northampton Borough Council is currently assessing expressions of interest for the development of Northampton’s Greyfriars site.

A shortlist of bidders is expected to be announced in late December or early January, and these will work closely with the council’s project team to develop their proposals, which can then go out for public consultation ahead of final Cabinet approval.

Final submissions are expected by the end of February 2016 and a developer will be appointed by May. This process will take account of the many suggestions put forward by members of the public during a consultation held in August 2014.”

In your letter to council tax payers, last month, you stated that “ - - taking a fresh look at plans for the Greyfriars site”.

Is it not time that you updated the council website?

Response

The website was not up to date and has been updated. During the past week an internal candidate has been appointed to the Head of Marketing and Comms role, and a review of all such current online material will be taking place. Any such issues spotted can be raised at any time though, and quickly corrected, without the need to wait for a full council meeting.

Regarding Greyfrairs specifically, we are currently assessing proposals for a thorough traffic study, which we feel is essential, and this study will take account of traffic throughout the town centre.

Councillor Nunn
Leader of the Council

Question for Full Council Monday 23rd April 2018

Question 4

Question to Cllr Hadland from Cllr B Markham

The council website states:

“A boutique hotel is being created by private developers at 13 and 15 Guildhall Road.

There will be up to 13 stylish rooms, a cafe serving guests and the public, and a high-quality restaurant, making an attractive offer in the heart of the Cultural Quarter.”

I understand that these former council properties have been sold, does he have any news as to when this hotel or indeed the neighbouring coffee shop promoted on awnings in Guildhall Road might be going ahead.

Response

Pleased to report that the project to develop the hotel and café is going well, and we have been told that construction work and fit out will be completed around August, with the opening a little later. This is good news for the town centre.

Councillor Tim Hadland

Cabinet Member for Regeneration, Enterprise and Planning

Question for Full Council Monday 23rd April 2018

Question 5

Question to Cllr Eldred from Cllr Beardsworth

Government financial support for local councils continues to fall and in the future we will be expected to rely more on Council Tax, charges and Business Rates to fund local services. With large retail units such as Toys R Us closing and others relocating to Rushden Lakes does he share concerns about future income from Business Rates?

Response

The administration does have concerns about the future of Business rate income, whilst in the media Districts and Boroughs are often quoted as receiving 40% of the Business Rates collected, it is in fact from this share only that Government extracts the tariffs and levy element.

The risk and impact on Business Rates from VOA revaluations and the constant flow of appeals and challenges means the level is volatile and collecting authorities carry a material risk.

However Cabinet continues to support and promote the Enterprise Zone and Northampton Borough as a great economic location with infrastructure and connectivity. Therefore we remain positive that we will continue to see a growth in Business Rates in our area and will seek to retain a fairer proportion.

Councillor Brandon Eldred
Cabinet Member for Finance

Question for Full Council Monday 23rd April 2018

Question 6

Question to Cllr Nunn from Cllr Birch

As all organisations employing over 250 people with a budget of £3m plus have to report on the gender pay gap, can you tell us, how does NBC rate?

Response

Northampton Borough Council is focused on creating a culture that embodies the Vision and Values of the organisation, and where all employees feel valued for the contribution that they make towards the delivery of a Corporate Plan that enables the best services possible.

The Council is committed to treating all employees fairly and supports diversity and equality in everything that it does.

Gender Pay Report

Below is Northampton Borough Council's first Gender Pay Report and is accurate information based on a "snapshot" of the pay of all employees as at 31 March 2017.

The Equalities Act 2010 (Specific Duties and Public Authorities) came into force on 6 April 2017 and requires public sector organisations employing more than 250 people to publish their results against six prescribed indicators of gender pay equality.

Mean gap The difference between the mean* hourly rate of pay of men and women

*average pay for all men and average for all women employees **13.21%**

Difference in hourly rate of men (£14.30) and women (£12.41)

Median gap The difference between the median* hourly rate of pay of men and women

*middle value of pay for all men and middle value for all women employees
14.96%

Difference in hourly rate of men (£13.57) and women (£11.54)

Mean bonus gap The difference between the mean* bonus paid to men and women

*average bonus for all men and average bonus for all women employees **0.00%**

Median bonus gap Bonus payments are not made
The difference between the median* bonus pay paid to men and women

*middle value of bonuses paid to all men compared to all women employees
0.00%

Bonus proportions Bonus payments are not made
The proportions of men who were paid a bonus and women paid a bonus **0.00%**

Bonus payments are not made
Quartile pay bands The proportions of men and women in the lower; lower middle; upper middle; and upper quartile pay bands
Quartile 1 Male **26.67%**
Female **73.33%**

Quartile 2 Male **18.43%** Female **81.58%**

Quartile 3 Male **38.67%** Female **61.33%**

Quartile 4 Male **41.33%** Female **58.67%**

Overall result

The organisation-wide result shows that Northampton Borough Council has a mean gender pay gap of **13.21%**

Councillor Nunn
Leader of the Council

Question for Full Council Monday 23rd April 2018

Question 7

Question to Cllr Nunn from Cllr Stone

Do we pay the Apprenticeship Levy? If so how much? How many apprentices do we have and what is our total annual spend on apprenticeships? What is the spend per head?

Response

The council pays approximately £2,500 per month into the levy, this changes slightly each month as it's based on the numbers employed each month and the salary bill for that month, as it is calculated as a % of the month's pay bill.

We currently have 7 apprentices that were taken on last month and 1 apprentice that is half way through her course.

NBC has not completed a year under the levy, so we cannot confirm the annual spend, but the intention is to allocate all of it, and use the additional top ups and funding arrangements to ensure that this budget is put to good use and none is lost. However we can confirm that the levy pot is £29,627 to date, which includes the government's 10% top up.

There has been no spend to date on the 7 new apprentices as we are in set up phase, however they have been allocated to different schemes ranging for £2,500 per head to £9,000 per head. These Apprenticeships range from 12 to 48 months dependant on the level of the course they have signed up to.

We have a further 5 people waiting to sign up this month.

Councillor Nunn
Leader of the Council

Question for Full Council Monday 23rd April 2018

Question 8

Question to Cllr Hallam from Cllr Haque

The new environment contract with Veolia includes idverde as the contractor for grounds maintenance. Is this a sub contract through Veolia or is the contract with NBC who will monitor it?

Response

IDverde is a subcontractor of Veolia.

Councillor Mike Hallam
Cabinet Member for Environment

Question for Full Council Monday 23rd April 2018

Question 9

Question to Cllr King from Cllr Birch

Can we have a clear breakdown of the criteria for the awards to community groups from the £70,000 the Cabinet have taken out of the CEFAP pot?

Response

The allocated amount of 70k to be delegated at the Cabinets discretion to meet the objectives of the corporate plan to increase and compliment Heritage and culture opportunities in Northampton.

Councillor Anna King

Cabinet Member for Community Engagement and Community Safety

Question for Full Council Monday 23rd April 2018

Question 10

Question to Cllr King from Cllr Choudary

When are we going to work with partners in the town and have a plan to ensure that **all** our youth have access to youth facilities, sports facilities and leisure facilities?

Response

We are working with lots of community and voluntary organisations/partners who are providing sport/youth provision for young people. Our direct support includes grants to:

- NLT through the partnership grant process to deliver the street multi-sports programme (they work in the areas where we experience the highest amounts of crime and ASB) - £8,500 (2017-18)
- Free to Talk, who are working with Blackthorn Good Neighbours, CSN and some other community centres to deliver youth clubs/provision, again in our highest priority areas, where the need has been identified - £15,000 (2017-18)

We are also holding our second International youth day in August working with partners from all areas.

Additionally, we are about to undertake an exercise to map what is available in the Borough for young people to establish a list of options, which will enable us to sign post/refer young people to relevant service when appropriate.

Councillor Anna King

Cabinet Member for Community Engagement and Community Safety

Question for Full Council Monday 23rd April 2018

Question 11

Question to Cllr Eldred from Cllr Chunga

The 2016/17 budget has not been signed off by the External Auditors at the time of posting this question. Why? And what lessons have been learned from that?

Response

The budget has not been signed off by the external auditors as Full Council approved the Budget on 29th February 2016.

If the question actually relates to the final Statement of Accounts for 2016/17 then I can advise that progress is being made, there have been some technical issues that arose from property valuations and the production of the accounts themselves, exasperated by an external audit regime that appears to be more indepth than usual, the additional work being done will contribute to the more timely completion of the 2017-18 Accounts.

Lessons are being learned and an update on those lessons will be provided in the normal manner to the Audit Committee.

Councillor Brandon Eldred
Cabinet Member for Finance

Question for Full Council Monday 23rd April 2018

Question 12

Question to Cllr Nunn from Cllr McCutcheon

What public campaign is this Council going to lead to ensure we get a Unitary Northampton when the County is reorganised?

Response

I have received a number of emails from people who share the ambition that this council expressed in its motion of January 2017, that Northampton should have a unitary council delivering all related services, and that its boundary should be expanded to include those communities that are part of our town but not within the current borough boundary.

However, we have been given a very short period of time to prepare proposals for unitary local government, and extremely clear guidelines for proposals, and the neither the concept of a unitary Northampton or altering boundaries fit within these guidelines. Given the importance of many other aspects of future unitary arrangements, there is a risk that we will lose influence over these other aspects as a result of our proposal being discounted because it is outside the criteria.

The Leaders of the three political parties have written to the Minister to express our view over a unitary Northampton, and are pushing for a response that will help us assess this risk. Time for a campaign, and the likelihood that it will succeed, seem very limited.

Councillor Nunn
Leader of the Council

Agenda Item 7

Report of the Leader of the Council

Northampton Borough Council

Monday 23rd April 2018



Since my last report to Council, I have continued to work with the Cabinet, Members, Directors, and Officers across all areas of the council. Many of these activities and issues are referred to in Cabinet colleagues' reports.

Unitary Status

Following a meeting that myself and other District and Borough Leaders had with Government on 20th March, all councils in Northamptonshire have received the invitation to submit a proposal for future local government arrangements in the county. The criteria set out in that invitation letter steered strongly towards a two unitary model (North and West Northants), and included the need for a population of 300,000 minimum. Northampton does not have a population of that size, but the combination of an expanded boundary and future growth would see it come a great deal closer to a population of that size. It would, however, mean that the remainder of West Northants would have a population much below the threshold insisted upon, or that the 'doughnut' model with a unitary Northampton being surrounded by the remainder of Northamptonshire as a second unitary would have to be considered, but this model does not have the support of the other Districts and Boroughs.

However, the aspiration for Northampton to become a unitary with an extended boundary, which the council expressed in a unanimous motion passed in January 2017, also seems to have support outside of the council, and so myself and the Leaders of the Opposition Parties have written to the Government Minister to set out our argument that a Northampton Unitary should be considered.

This is being done with the full knowledge of the other District and Borough councils, and would still lead to Northampton being part of a proposal being submitted for future arrangements jointly with the other Districts and Boroughs. It is important that any proposal demonstrates joint working between all councils, and we are working closely at both Leader and Chief Executive level with the other councils. To strengthen this further, the Leaders of the Districts and Boroughs met recently with the Leader of Northamptonshire County Council to discuss this issue, concluding that the County Council should become an active member of our working group developing the proposal to be submitted. It is clear that the county council share our aspirations to respond to the Government's request for a proposal with a solution that best serves our local residents, but that we all feel must address the concerns we have over the long term financial sustainability of any new councils, the issue of legacy debts, and the funding of social care.

Independent Chair of Audit

Following the initial Officer led process, a final short list of candidates has been reached. It had been hoped that interviews would take place during week commencing 16th April, but candidate availability during that week has meant that this could not happen, but we are looking to hold the final interviews within the next week few weeks, and I am hopeful that we will soon be able to announce a successful appointment to this important position.

Delapré Abbey

Following a very successful opening for tours of the Abbey, I am delighted to be able to report that (although the weather over Easter was awful, and saw many historic houses decide to close to visitors!) visitor numbers at Delapre have greatly exceeded expectations. During the first two weeks of being open, there were over 1,900 visitors, against a target of 3,500 visitors hoped for the whole of the first two months!

Other Activity

As always there have been so many good things going on in the town which it has been a pleasure to have attended or be involved in. On the business front, this has included the Chamber Alliance event demonstrating our continued involvement with the local business community. In celebration of our rich heritage and recognition of a key figure associated with the town I was very proud of our Walter Tull commemoration events. As part of celebrating the improvement of the parks and open spaces, and working with other groups to achieve this, I was glad to meet with Buddies of Becketts on 23rd March to see the new planters that have been installed in Beckett's Park, which is another step in the tremendous improvement of the park and its surrounding area.

Staffing and Council Officers

Following my comments in my last council report that George Candler had been appointed as Chief Executive, and would be joining us full time from 30th April, I am delighted to be able to advise you that he has already been committing a large amount of time not just to preparing for his new role, but actually undertaking it. This includes having played a full part in the discussions between the District and Borough councils' Chief Executives on the unitary subject, taking a key role in major issues and projects, leading the Cabinet and Senior Staff in an away-day to refocus plans and activity around our key objectives, undertaking meetings with many of our staff and chairing the Corporate Management Board, and kick-starting recruitment to important vacant posts. I am very grateful to him for the amount of time he has been able to give to the job ahead of his formal start date, and tremendously encouraged by the progress being made as a result of his work.

Councillor Jonathan Nunn
Leader of the Council



Report of the Deputy Leader of the Council Northampton Borough Council Monday 23rd April 2018

As Deputy Leader of the Council, I have been continuing to support the Leader and Cabinet colleagues across a variety of areas within the council, and can report on some of my specific responsibilities as below.

Market

I visited Norwich Market on Tuesday 10th April, with the Market Manager.

We met with the Norwich Market Management Team, the trader's representative, and various traders. It was a very informative and worthwhile visit. Norwich Market consists of over 120 stalls, the greater number being fixed / permanent / lockable stalls, along with a few pop-up stalls. The market was very busy in comparison to our market. It was buzzing! Occupancy rates are in excess of 90%.

Norwich City Council provides the stalls in a basic format and it is then for traders to invest in adapting / customising them to suit their individual purpose.

It was clear that the street food offer throughout the market was very attractive to people, with queues at many stalls. Other food stalls provided a good and attractive offer – meat, fish, cheese, cakes and specialist foods. All food stalls are in permanent units, and traders told me that they couldn't operate on open stalls like the ones on Northampton market. Most traders prepare and cook their offer on their stalls.

Other traders appreciate the fact that they can simply lock up their stall at the end of trading and go home. While security is not generally a problem, there is security on Norwich market during the day and it is regularly patrolled throughout the night.

Norwich market was transformed following a significant public survey. Working with the Market Management Team and others, I therefore propose to instigate such a survey in Northampton to establish what offer the public want to see provided on our market

Similarly I intend to investigate further, with officers across the Council, how we can provide fixed and lockable stalls on our market to facilitate a wider offer for customers and to meet the needs of some existing traders, several of which have been seeking such stalls for some time.

Trading from their own mobile stalls may be something that some traders may wish to do. I therefore propose to investigate how such trailers can be accommodated for those, current and new traders, that may wish to pursue this option.

With regard to the MAG and its future, work has been done through NABMA to establish best practice with regard to how other Market Authorities work with traders. I am asking officers to prepare a report to include a proposal for how the Council engages with traders going forward.

Constitution

Work is continuing to update our constitution. Another meeting of the Working Group will be held early in May. The agenda will hopefully include the following:

- Updated Contract Procedure Rules
- Updated Financial Regulations
- Rules for delegated powers for appointed officers on temporary contracts, for example, someone appointed as a temporary Environmental Health Officer
- Revised delegated powers for planning officers to accord with more recent legislation
- Draft Planning Protocol
- Draft Protocol for Pre-Application Briefings.

All these matters are for consideration and possible further work by the Working Group. Only those which are approved will be submitted to full Council for approval.

Councillor Training

Training was provided to most of the Members taking part in the trial of the CaseWorker programme on 12th April. Those who have attended the training now have access to the system and can use it.

Councillor Development and Briefing Sessions already scheduled are as follows:

- **26/04/2018 - Councillor Briefing - Procurement** – One session that will be held between 6pm and 7pm in the Jeffery Room. Open to all Councillors. To be delivered by the Gus de Silva and Laurie Gould
- **12/06/18 (Re-scheduled from 1st March) – Personal Safety Training** – This training is to be delivered by an external trainer. It is limited to 15 Councillors and is already fully booked. Should there be further demand for this training, a further session will be considered.
- **26/06/2018 - Cllr Briefing - Local Government Finance Explained** – Two sessions, 2pm and 6pm in the Jeffery Room. These sessions, open to all Councillors, are to be delivered by LGSS.
- **16/07/2018 - Councillor Briefing - FGM Awareness** - Two sessions, open to all Councillors, 2pm and 6pm in the Jeffery Room.

Further details regarding all these sessions can be obtained from Tracy Tiff.

Members are asked to register to attend these events with Tracy Tiff as soon as possible.

First Aid Training is continuing to be offered to Councillors as and when spaces become available on courses. Please can Members advise Tracy Tiff if they'd like this training.

Web Casting

Now that our joint procurement with NCC has ceased, preferred supplier's reps (Co-ordinators from the Technical Team) will be attending the Guildhall to do a site survey on 24th April 2018. Costs of installation and equipment etc., are being re-assessed following the decision that we will be going it alone. As NCC are no longer webcasting, it will be necessary for NBC to become the primary licence holder and the associated cost of this needs to be considered in the overall re-assessment of costs.

Street Lighting

The Officer / Member Working Group met on 9th April 2018. Minutes will be available in due course.

The Working Group accepted a quote for the survey of our complete lighting stock. Work on this should commence shortly and the Survey Report should be available in July.

During the survey, all lighting columns will be plotted electronically and then more accurately recorded on our mapping system that will eventually be a part of our interactive mapping system. Not only will the columns be accurately plotted on the mapping system, all the details of each light will be held and accessible too. Also during the survey each column will have an identification number fixed to it, indicating that it is an NBC light and how to report any faults. These have been agreed with NPH and Customer Services.

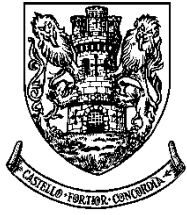
Customer Services are also ensuring that in due course lighting faults will be reportable using the Report It app, and that this has an interface with the mapping system.

The procurement and specification of the management contract were discussed and will be considered further at our next meeting after industry standards and those of other authorities have been established. They will be further considered in light of the condition survey.

Unfortunately a delay occurred in authorising the provision of new heritage lights on South Bridge. Authorisation has now been given and officers are actively progressing the procurement and installation of these lights.

Councillor Phil Larratt

Deputy Leader of the Council



Cabinet Member Report for Finance

Northampton Borough Council

Monday 23rd April 2018

Finance

The Council is currently preparing its Accounts for 2017/18. The year-end financial position reported to Cabinet during the year has shown an underspend, the final outturn report is planned to be presented to Cabinet in June 2018.

The Council's work developing options and proposals to deliver its Medium Term Financial Plan continues to evolve. This is likely to be influenced as we progress through the initial stages of understanding how the new Local Government structure in our county will look.

In respect of our Treasury Management, we have increased diversification of investment holdings – spreading credit exposure risk thinner across wider range of counterparts/sectors/countries and continued to move into investments that can be traded in secondary markets should liquidity needs or credit environments change. Our investment returns are positive compared to the overall market performance.

Our Section 151 Officer role has to-date been delivered through LGSS, this will return to NBC formerly on 1st June 2018, the new CEO is, ahead of his formal joining date, considering how best to deliver the role going forward and considering recruitment options. At Cabinet on 12 April 2018 it was agreed to extend the LGSS contract which includes Finance by a further year. I will be working with the Interim CFO and CMB to consider how we might best deliver the service and the impact the Local Government re-organisation might have on our choices and approach.

Revenues & Benefits

The Revenues and Benefits Service at Northampton completed our annual billing process, with the successful issue bills on time, despite the week delay as a result of the deferred budget setting by the County.

NCC Financial Position

The financial position at NCC has not had a direct impact on NBC to-date, however CMB continue to monitor our relationship and what funding streams/agreements might be at risk.

Councillor Brandon Eldred
Cabinet Member for Finance



Cabinet Member Report for Housing and Wellbeing

Northampton Borough Council

23rd April 2018

Homelessness Reduction Act 2017

On 3rd April 2018, the Homelessness Reduction Act came into effect, extending the duties that housing authorities have towards people who are homeless or threatened with homelessness.

The Homelessness Reduction Act 2017 amends the homelessness legislation by:

- Improving the advice and information available about homelessness and the prevention of homelessness
- Extending the 'threatened with homelessness' period from 28 days to 56 days
- Introducing new duties to prevent and relieve homelessness for all eligible people, regardless of priority need and intentionality
- Introducing holistic needs assessments and personalised housing plans, setting out the steps that individuals and local housing authorities will take to find and keep suitable accommodation
- Encouraging public bodies to work together to prevent and relieve homelessness through a duty to refer

Although the Council's Housing Options & Advice Team has worked very hard to adapt the way in which it delivers its services and works with customers, the new duties have substantially increased the amount of time that Officers spend in interviews and completing paperwork.

One of the Council's main concerns about the new legislation is the impact that the 'relief' duty is likely to have on the amount of time homeless households spend in temporary accommodation.

The Head of Housing & Wellbeing and Housing Options & Advice Manager will be delivering a couple of Member Briefings at the beginning of June 2018. During the sessions, they will describe the way in which the new service is operating and answer Members' questions.

Northampton's Emergency Nightshelter

Everyone who visits the Nightshelter is surprised by how calm it is and, during a recent visit, a local dignitary described it as "a welcoming, warm and somehow very special place".

With its positive atmosphere – and its excellent track record of restoring trust, promoting respect, improving self-worth and encouraging aspiration – it is, indeed, a very special place.

During the last few weeks, I have been talking to Officers about the future of the Nightshelter, including the merits and feasibility of relocating it to permanent premises and, in the longer term, setting it up as a Charitable Incorporated Organisation (CIO). A Business Case will be prepared, for consideration by Cabinet, within the next few months.

In the meantime, the Nightshelter is continuing to strengthen its links with Goodwill Solutions which will soon be providing Nightshelter guests with easy access to its innovative lifeskills training programme and 'preparation for work' courses at its HQ in Moulton Park.

Rogue landlords and property agents

On 6th April 2018, the Government introduced two new measures to help local authorities tackle criminal, rogue and irresponsible landlords and property agents who knowingly let out private rented accommodation that is substandard, unlicensed and/or unsafe.

The national database of rogue landlords – containing the details of landlords and property agents who have received two or more civil penalties or have been convicted of a serious housing, immigration or other criminal offence – will enable local authorities to share information about offenders and target their enforcement action.

Landlords and property agents who are convicted of certain housing, immigration and criminal offences may also receive a Banning Order, preventing them from letting or managing accommodation for a period of between 12 months and life. Everyone who receives a Banning Order will have their details added to the national database and, if they ignore a Banning Order, they will face criminal sanctions, including up to 6 months imprisonment and an unlimited fine.

Impressed by Northampton's work with private landlords and its intelligence-led, targeted approach to housing enforcement, the Ministry for Housing, Communities & Local Government has written to the Council's Private Sector Housing Manager, inviting her to provide the civil servants in the MHCLG's Homelessness, Leasehold & Private Renting Directorate with training and advice on what we are doing to improve Northampton's private rented sector.

Extension of Mandatory HMO Licensing

As I explained in my last report, the definition of a Mandatory HMO is being extended, from 1st October 2018, to include all houses in multiple occupation (not just those with 3 or more storeys) that are occupied by at least 5 people who are unrelated and share a bathroom or kitchen.

After 1st October 2018, it will be a criminal offence for landlords and managing agents to operate these larger HMOs without a valid HMO licence.

The Housing Enforcement Team has started to publicise the changes to ensure that as many of the affected HMOs as possible are licensed by 1st October 2018.

In June 2018, the Head of Housing & Wellbeing and Private Sector Housing Manager will be delivering a couple of HMO Briefings for Members. The sessions will focus on landlords' HMO licensing obligations, the requirements of the HMO Management Regulations and the action that is being taken against landlords and property agents who do not comply with the law.

Families move into new affordable rented homes

I am delighted to report that, last month, 14 families moved into the new council homes that Northampton Partnership Homes has built in Lower Bath Street in Spring Boroughs.

In accordance with the Local Lettings Policy, the new homes were allocated to families already living in Spring Boroughs. This enabled the families to remain in the area, maintain their support networks and avoid the need for their children to change schools.

Councillor Stephen Hibbert
Cabinet Member for Housing and Wellbeing



Cabinet Member Report for Community Engagement & Community Safety

Northampton Borough Council

Monday 23 April 2018

Councillor Community Fund

During this financial year, 2017-2018, more than 250 Cllr community projects have been funded. This equates to a total of £117,745.30

Partnership Support

40 applications were received for this year's partnership grant. The maximum grant amount for this year was £15,000. The panel have met and put forward a number of recommendations for approval for 2018-19.

Forums

22 March – Community Safety and Engagement and LGBT Network/Straight Allies stands at the Transformation Event

21 April – Notre Dame Fundraiser event for restoration works in the town centre cemetery have been greatly supported with thanks to BBC Northampton for all of their coverage.

Community Safety and Engagement team are working to map our diverse communities (focussing on ethnicity and faith) through the Diverse Communities Forum, this will enable the organisations to understand what other organisations there are and how they can work more effectively and efficiently. Supporting each other's events.

We have been successful in being awarded a bronze award for the Armed Forces Employee Recognition Scheme.

LGBT forum are supporting Northampton Pride, Northampton UK 2 Northampton MA on 5th May.

Pensioners Forum Tea Dance will take place on 20th May at The Guildhall.

Diverse Communities 'Culture of Life' event will take place at The Deco in Refugee week, following last year's motion.

Events

The Sea Cadets delivered their annual HMS Laforey Parade on Sunday 25th March.

The annual Terry Wire Harley Davidson Ride also took place on Saturday 7th April in the town centre.

The Bands in the Park programme commenced on Sunday 1st April in Abington Park and continues every Sunday until mid-September.

The ever popular fun fair returned to Sixfields over the Easter period and now is at Kingsthorpe Recreation Ground. In May the fair will return to Abington Park and the Racecourse.

On 28th April there is a Health and Wellbeing event at Becketts Park, celebrating Tai Chi.

Coming up:

Becketts Beer festival 1st – 3rd June

Race for Life - Abington Pretty Muddy 2nd June

Race Course Carnival 9th June
Town Centre Music 365 Festival 17th June
Racecourse Speedy Cup 23rd June
Radlands plaza – Annual Skate Park event 23rd June

The month of June finishes with the Armed Forces Day on the 30th June in the Town centre.

Culture & Heritage

Events at Abington Park Museum continue to be very well supported. Northampton's Past Presented gave our volunteer researchers an opportunity to provide a snapshot into Northampton's local history – the event was attended by 64 adults.

A Centenary Memorial of Walter Tull was held at the Guildhall on Saturday 24th March and included speeches by the biographer Phil Vasili, Dt Steven Bradbury, Loughborough University along with the current youth coach and former player at Manchester United, Tony Whelan. A Civic parade was also held on Sunday 25th March to honour Walter Tull at All Saints Church.

Two Wire Hare Making workshops led by artist and sculptor Zack McLaughlin were sell out successes and enjoyed by 60 visitors. A Pasta Sauce Making workshop led by Carmela Sereno Hayes also sold out to 16 adults.

Activities for children were planned over the Easter holidays and included the ever popular Easter Egg Trail, Spring Craft workshops and Minibeast Mania bug hunts. Friends of Northampton Castle facilitated a Northamptonshire Castle workshop.

April saw a one man show 'Into the Breach' performed by the talented Mark Carey; a food fair attended by over 30 local food producers and the first of a series of five Watercolour Workshops led by David Douglas.

During April the museum was hired out by a paranormal group, UK Ghost Investigators; The Gardens Trust for a private reception and Events in a Box for a wedding fair.

Museum Expansion Project

The tender documents for the main contractor have gone live. The tender period is 8 weeks followed by four weeks analysis of tenders. Soft strip of the interiors of the museum and Old Gaol Block has commenced to prepare the buildings for the main contractor starting on site. Exhibition design development continues and gallery designs will be signed in the next few weeks.

Customer Services

The OSS in conjunction with the Housing Options Advice Team (HOAT) introduced a new process to assist customers that had been served with a Notice to vacate their current privately rented accommodation. Training was rolled out to all Customer Services staff in the OSS and CC, this new process has proved to be extremely successful by customers and staff. Under this new process customers that have been served with a Notice to leave their accommodation are now being dealt with at the first point of contact by OSS and CC operatives, they are also receiving specialist housing advice from HOAT in line with the SLA under this process within 5 working days making the process more efficient for customers.

Feedback from CIO's in the OSS and CC have been extremely positive considering that the team have had multiple new process' introduced in a short period of time, all CIO's have been enthusiastic and actively engaged with the process and enjoy the additional responsibility. The HOAT have also commented that by Customer Services taking the lead on this process it has

impacted on their workload in a positive way by freeing up officer availability, which in turn allows them to spend more time to dedicate to casework leading to better outcomes for their customers.

Community Safety

15 March – Big Scoop Campaign launch in Victoria park- engaged with dog walkers and local school children with regards to dog fouling. With thanks to Cllr Rufia Ashraf.

30 April - Planning well underway for Racecourse Week of Action.

31 May - Planning also underway for Bellinge Community clean up and information day.

We are developing an action plan, to provide a package, consisting of materials from YOS, development of a film and a drama production. The package will be used to take into schools, youth clubs and to promote via social media and other media channels.

The team attended Eastfield Park and Bradlaugh Fields Easter Community events giving personal and property safety information and bike security marking.

We facilitated cuckooing training for 60 frontline officers across the police, NBC, Adult Social Care, Probation and NPH.

Councillor Anna King

Cabinet Member for Community Engagement & Community Safety



Cabinet Member Report for Environment

Northampton Borough Council

Monday 23 April 2018

Environmental Services Re-Provision

The mobilisation of the services continues with adequate project governance and control structures in place.

The relevant work streams are progressing with no critical risks or issues to report:

- The legal and commercial elements of the contract are being finalised
- The operations work stream is progressing according to the plan and Veolia and idverde are currently developing the detailed schedules for the commencement date
- The depot work stream is well underway to ensure that the operation of the service is not affected on day one
- The arrangements for the procurement of the vehicles are being finalised between the parties
- The TUPE work stream is progressing according to the plan and engagement with the workforce and the unions is now planned
- The communication work stream is progressing according to the plan and the branding and messaging are being developed
- The setting up of the ICT system is underway

Environmental Enforcement Contract

The environmental enforcement team are extending their operations across the town. From the beginning to the end of March the team have issued a total of 1097 fixed penalty notices. From the start of the contract to the end of March, the total number of issued fixed penalty notices is 2473.

Environmental Services (Direct Services)

The Park Ranger and the Friends of Dallington Park have cutback hedges near the Warren Road end of the park to open up that whole area. This has removed annoying litter pockets that collect windblown rubbish, it has helped reduce the fear of crime, and has helped make that end of the park look a whole lot better.

As part of our ongoing efforts to make our parks safer from unauthorised vehicles, bollards have been installed at:

- Victoria Park
- Thornton Park – Final stage near cottages
- Racecourse – Height restrictors have also been installed at this location

There was an Open Day at Ryehill open space for the newly installed play equipment that was jointly funded by NBC and NPH. The event was opened by the Mayor of Northampton.

Park Management Committees

All PMCs/Friends Groups in support of Love Parks Week – week commencing 13 July.

Activity update from the Parks include:

Hunsbury:

- Lottery Bid (HLF) for the Hillfort was successful, the project will start 21 March 2018.. The first part of the project will focus on the trees, a tree survey will be completed.
- Some of the funding will be used to upgrade the website. This is how the community will be kept up to date. New member who has some expertise around marketing.
- University are doing a litter pick in the coming weeks.
- Litter Pick arranged for March with Friends.
- Have secured £3k through the Tesco Bag funding for Interpretation Boards.

Eastfield:

- Easter @ Eastfield to take place this year on Easter Saturday – well attended family event.
- Theme for this year's Bloom is Remembrance. Exploring the creation of a remembrance garden in the park.

Abington:

- National Gardens Trust have been in contact with the Friends re a heritage lottery funding application they are putting forward, involving three counties, Northampton being one of them. The project is focused on training for young people and getting them involved in conservation.

Dallington Park:

- Sensory garden completed
- Children's play area has been fenced off
- Seating in the Park has been improved
- Planning underway for a fun day to be held on 9 June

Swanshaven:

- Lakes to be dredged, planning meeting to take place imminently, approx. 50% of the overall funds have now been raised.

Racecourse:

- Monthly litter picks going well
- Daffodil planting taken place
- Wildflower meadow being explored
- Programme of events for the parks, including smaller and larger events being compiled.

Victoria:

- Some drug issues have been raised in and around the park. Friends working with the police to encourage community reporting.

Delapre:

- Visitor guide produced for the park – promoting partners and the services they provide
- 1st cut has been done on the wildflower meadow

Councillor Mike Hallam
Cabinet Member for Environment



Cabinet Member Report for Regeneration, Enterprise & Planning

Northampton Borough Council

Monday 23 April 2018

Town Centre Operations

For the period 1st April 2017 to 28th February 2018 the Saturday free parking figures for the MSCP's have 398,453 customers using the car parks and for the two-hour free parking offer the figures have 942,987 customers using the car parks with the Mayorhold and Grosvenor being the most popular car parks.

The overall parking usage figures for the period April 2017 – February 2018 showed 2,436,071 customers using the council's multi-storey and surface car parks.

The footfall figures for February show 892,260 visitors, workers and shoppers in Abington Street and Market Square, these figures are below the 2016 figures in part due to the adverse winter weather conditions we had in February.

The overall town centre footfall figures in the period April 2017 – February 2018 was 17,125,561.

Enterprise

Business Incentive Scheme 2017-18

We have supported 24 Businesses to date this year.

This has secured over £908,000 of private sector investment and create 96 jobs

Vulcan Works

- Outline ESIF application approved. The full application was submitted on 12th April 2018
- Design Team appointed and reviews are underway
- The demolition of Amalgamated Tyres has been completed and the site cleared
-

St James Mill Link Road

Planning Permission was granted on 10th April

Ground Investigation surveys completed

Four Waterside

Preparatory work is in hand to move the sewer that crosses the site prior to development.

Planning

Local Plan Part 2

The Planning Policy team has assessed all the representations submitted to the Local Plan Part 2 Sites Consultation. A summary of the representations and officer responses was reported to the meeting of Cabinet on 14th March.

- Planning application N/2017/1097 for the erection of 83 no. dwellings at the former Emmanuel Church Middle School was approved in principle by the Planning Committee on 13th February, subject to S106 agreement to secure planning obligations.

- Planning applications N/2017/1144 and N/2017/1145 for the change of use and conversion of Belgrave House in Greyfriars to student accommodation were approved by the Planning Committee on 13th February.
- Reserved matters application N/2017/1566 for the development of 349 dwellings (Phase 1 development) at Collingtree SUE, off Windingbrook Lane, was approved on 7th March.
- Reserved matters application N/2017/1310 for the development of 5,415 sq m Classes B1, B2 and B8 uses at Plot 402 Cob Drive was approved on 13th February.
- Planning application N/2018/0081 Beaumont House, Cliftonville for Extension to the existing building to form a fourth floor to create 13 additional residential apartments bringing the total to 60 and external alterations to the building was approved at Committee on 10th April
- Planning application N/2017/1553 for the erection of an International Leather Centre including laboratories and teaching rooms at the University of Northampton Waterside Campus was approved on 28th February.

Development Management has maintained 100% performance standard in terms of major, minor and other applications in January and February 2018

Asset maintenance

Repairs and upgrades include:-

- Refurbishment of a further two lift cars at Mayorhold MSCP.
- Re-roofing Abington park changing room block.
- Completion of the refurbishment of the Westbridge ejector station.
- Tenders sent out for various painting projects and the lift maintenance contract.
- Repairs to Guildhall roof

Councillor Tim Hadland
Cabinet Member for Regeneration, Enterprise & Planning

<p>Appendices: 0</p>



NORTHAMPTON
BOROUGH COUNCIL

COUNCIL
23rd April 2018

Agenda Status: Public

Directorate: Borough Secretary

Report Title	Changes to Outside Body Appointments
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1. Purpose

1.1 To confirm the changes to appointments to Outside Bodies as set out in the report

2. Recommendations

2.1 That Councillor Joyce replace Councillor Birch as the Councils' representative on the Outside Body – Northampton Leisure Trust Board.

3. Issues and Choices

3.1 Report Background

3.1 At the Annual Council meeting on the 18th May 2018, Councillor Birch was appointed to Northampton Leisure Trust Board.

3.2 The Northampton Leisure Trust operates a number of facilities under the Trilogy brand in partnership with Northampton Borough Council and Duston Parish Council to provide active lifestyles in Northampton. It was launched on 1 April 2011 to provide sport (and development), leisure, play and cultural cinema opportunities for the communities of Northampton and its surrounding areas.

3.3 Council are being asked approve the changes to the appointment to Outside Body:

Councillor Joyce to replace Councillor Birch on Northampton Leisure Trust Board.

3.4 Appointments to all other Committees and Consultation Appointments agreed by Council remain unchanged.

4. Implications (including financial implications)

4.1 Policy

4.1.1 There are no policy implications in this report.

4.2 Resources and Risk

4.2.1 There are no resources or risks as an outcome of the report.

4.3 Legal

4.3.1 There are no legal implications as an outcome of the report.

4.4 Equality

4.4.1 None

4.5 Other Implications

4.5.1 N/A

5. Background Papers

5.1 None

Francis Fernandes
Borough Secretary & Monitoring Officer
01604 837734



COUNCIL

Monday: 23rd April 2018

Agenda Status: Public

**Directorate: Borough Secretary and
Monitoring Officer**

Report Title	Appointment of Honorary Recorder for Northampton Borough Council
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1. Purpose

- 1.1 To consider the appointment of His Honour Judge Rupert Mayo, Resident Judge at Northampton Crown Court, as the Honorary Recorder for the Borough of Northampton.
- 1.2 To honour the historic appointment of an Honorary Recorder for the Borough.

2. Recommendations

- 2.1 That Council approves the appointment of HHJ Mayo as Honorary Recorder for Northampton Borough Council

3. Issues and Choices

3.1 Report Background

- 3.1.1 The Lord Chief Justice's Guidelines for the appointment of Honorary Recorders expressly reflect the fact that, since the implementation of the Courts Act 1971 and the establishment of the Crown Court for England and Wales, the councils of Borough of England & Wales have had the power to appoint a Circuit Judge as Honorary Recorder of the borough concerned. It has been the invariable practice of larger councils to appoint their Resident Judge to be Honorary Recorder of the town or city during their tenure of the office, thereby continuing the important link between the Town and its Criminal Court which had existed throughout the history of the Courts of Quarter Sessions which were abolished by that act.
- 3.1.2 The last Honorary Recorder of Northampton was His Honour Judge Philip Cox QC. He has been Chairman of Quarter Sessions and thus known as the

Recorder of Northampton. He received the title of Honorary Recorder when the Quarter Session and Assizes were abolished in 1971. He retained that title for 42 years until his death in November 2014.

3.2 Issues

3.2.1 The office of Honorary Recorder is purely an honorary role and does not entail the post-holder in any specific duties although the Recorder usually attends and is involved with Civic ceremonial events such as the Annual Council Meeting and Remembrance Services.

3.3 Choices (Options)

3.3.1 The only option is whether or not Council wish to appoint His Honour Judge Rupert Mayo as Honorary Recorder

4. Implications (including financial implications)

4.1 Policy

4.1.1 Under Section 54 of the Courts Act 1971, the Council of a Borough shall have power to appoint a person to be honorary recorder of the borough. A person shall not be qualified to hold office as an honorary recorder of the Borough unless he is a Circuit Judge or Recorder (that is say a Recorder appointed under this Act): Provided that this subsection shall not apply to a Borough which immediately before the appointed day –

(a) Had power by charter to appoint a recorder of the borough, and

(b) Did not have separate quarter sessions

4.2 Resources and Risk

4.2.1 Initial cost incurred for civic ceremony to appoint new Honorary Recorder. Cost to come from civic budget. Ceremony to be held in Guildhall, no charge for room hire, buffet provided by in house caterers between £10 - £15pp including arrival drinks.

4.2.2 Ongoing cost will include a scroll to be presented to the appointed Honorary Recorder

4.2.3 Costs can be met through the civic budget

4.2.4 If the appointment is made this year then there may be an overspend on the budget as this year we will be marking the Centenary of WW1 which will likely be higher than the usual spend for Remembrance.

4.3 Legal

4.3.1 The Council is empowered by Section 54 of the Courts Act 1971 to appoint an Honorary Recorder

4.4 Equality and Health

4.4.1 There are no such implications for Equality and Health in this report

4.5 Consultees (Internal and External)

4.5.1 The Leader of the Council, the present Chief Executive and Monitoring Officer and Borough Secretary.

4.6 How the Proposals deliver Priority Outcomes

4.6.1 Priority 3 – Celebrating our heritage and culture
The post would emphasise the historic heritage of the Borough and give recognition to the role of judges in creating a safe and secure environment in our town. http://www.northampton.gov.uk/downloads/file/5784/2012-15_corporate_plan_update_2013

4.7 Other Implications

4.7.1 None

5. Background Papers

5.1 Section 54 of the Courts Act 1971 –
<https://www.legislation.gov.uk/ukpga/1971/23/section/54>

Francis Fernandes
Monitoring Officer and Borough Secretary
01604 837334

Appendices: 1



COUNCIL

23rd April 2018

Agenda Status: Public

Directorate: Borough Secretary and Monitoring Officer

Report Title	Northampton Borough Council's Pay Policy Statement 2018/19
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1. Purpose

1.1 The Localism Act 2011 requires every local authority to publish a Pay Policy Statement annually. This report details the information which must be included in this statement and provides a Pay Policy Statement for approval for the year 2018/19.

2. Recommendations

2.1 It is recommended that Council approve the Pay Policy Statement for the financial year 2018/19 attached at Appendix 1.

3. Issues and Choices

3.1 Report Background

3.1 The Localism Act 2011 introduced a requirement for every local authority, to prepare and publish an annual Pay Policy Statement; which clearly sets out the authority's own policies on how much it pays its staff, particularly its senior staff (or 'Chief Officers') and its lowest-paid employees.

3.2 This requirement was introduced to:

- a) increase the accountability, transparency and fairness of setting local pay;
- b) give local people access to information to allow them to determine whether pay is appropriate; and

- c) ensure that the pay of senior staff is fair in the context of the pay of the rest of the workforce.
- 3.3 Specifically, the Localism Act 2011 requires the Pay Policy Statement to include the Council's policies for the financial year in relation to:
- a) The remuneration of Chief Officers (including salary, bonuses, charges, fees, allowances, benefits in kind)
 - b) The remuneration of the Council's lowest-paid employees
 - c) The relationship between the remuneration of Chief Officers and other employees who are not Chief Officers
 - d) Remuneration for newly appointed Chief Officers
 - e) Increases and additions to remuneration for each Chief Officer
 - f) The use of performance related pay for Chief Officers
 - g) The use of bonuses (if applicable) for Chief Officers
 - h) The approach to the payment of Chief Officers on their ceasing to hold office under or be employed by the authority
 - i) The publication of and access to information relating to the remuneration of Chief Officers.
- 3.4 The Council is required to have regard to any guidance issued or approved by the Secretary of State when preparing and approving its Pay Policy Statement. The Department for Communities and Local Government (DCLG) issued a guidance document under the Localism Act 2011 in February 2012 entitled "*Openness and accountability in local pay*". DCLG also issued supplementary Guidance in February 2013.
- 3.5 Pay Policy Statements must be prepared for each financial year. A Pay Policy Statement for the financial year 2018 - 2019 must be approved before the 1st May 2018 by Full Council. It should be noted that pay data referred to in the Pay Policy Statement will be updated in the course of the financial year 2018 – 19 as it becomes available and in accordance with the requirements of the Local Government Transparency Code 2015.
- 3.6 Once approved, the Pay Policy Statement must be published in such a manner as the Council thinks fit, which must include publication on the Council's website.

4. Implications (including financial implications)

4.1 Policy

There have been no changes to existing pay policies. Updated pay grades for senior managers and directors are shown in 4.1., and 7.8 has been amended to include IR35 regulations for consultants and contractors.

4.2 Resources and Risk

The Pay Policy Statement must be prepared for the financial year 2018/19 and each subsequent financial year. Once in place it will provide the public with a clear rationale to explain the Council's approach to pay.

4.3 Legal

The main legal implications are set out in the body of the report. The requirements of the Localism Act 2011 to produce and publish the Pay Policy Statement supplement all the existing duties and responsibilities of the Council as an employer, particularly its responsibilities under the Equality Act 2010 to avoid discrimination and provide equal pay. Since the Pay Policy Statement contains policies concerned with remuneration rather than information relating to particular individuals, the provisions of the Data Protection Act are not engaged and there are therefore not any grounds upon which to exclude the public when Members are considering the Pay Policy Statement.

4.4 Other Implications

The Pay Policy Statement will assist the Council to monitor remuneration across the service and provide a fair system of remuneration, which avoids discrimination.

4.5 Equality

No direct impact on the equality context as this a statement of existing policy.

5. Background Papers

Francis Fernandes
Borough Secretary and Monitoring Officer



Pay Policy Statement 2018/19

1. Introduction

- 1.1 Northampton Borough Council recognises that, in the context of managing scarce public resources, remuneration at all levels needs to be adequate to secure and retain high quality employees dedicated to service of the public, but at the same time needs to avoid being unnecessarily generous or excessive.
- 1.2 It is important that local authorities are able to determine their own pay structures in order to address local priorities, compete in the local market and deliver value for money for local taxpayers.
- 1.3 In particular, it is recognised that senior management roles in local government are complex and diverse functions in a highly politicised environment where often national and local pressures conflict. The Council's ability to continue to attract and retain high calibre managers capable of delivering this complex agenda, particularly during times of financial challenge, is crucial if the Council is to retain its current high performance levels.
- 1.4 The Council is committed to ensuring that it is open and transparent about its pay policies and how pay decisions are made. This Pay Policy Statement fulfils the Council's statutory requirements under the Localism Act 2011 and was agreed by Full Council on 23rd April 2018.
- 1.5 The Council publishes information on all senior employees earning £50,000 or above in the open data pages of the Council's website.

2. Scope

- 2.1 This Pay Policy Statement applies to all employees covered by the NBC local pay bargaining arrangements, which were introduced on the 1 April 2015.

It sets out the Council's policies on:

- a) The remuneration of Chief Officers
- b) The remuneration of the Council's lowest paid employees
- c) The relationship between the remuneration of Chief Officers and other employees who are not Chief Officers
- d) Remuneration for newly appointed Chief Officers
- e) Increases and additions to remuneration for each Chief Officer

- f) The use of performance related pay for Chief Officers
- g) The use of bonuses (if applicable) for Chief Officers

2.2 Remuneration in this context is defined widely and includes not just salary, but other elements of remuneration including expenses, bonuses, performance related pay and other contractual arrangements that include possible future severance payments.

2.3 For the purposes of the Pay Policy Statement, the term Chief Officer refers to the Chief Executive (Head of Paid Service), the Monitoring Officer, Directors and Heads of Service.

3. Basic Pay Determination

3.1 The pay grade and terms and conditions that are applied to each post are determined through the process of job evaluation. Both Hay and National Joint Council (NJC) schemes are used. The key principles underlying the application of job evaluation in the Borough Council are:

- Consistency of application to ensure fairness; ○ Application by appropriately trained and experienced employees; ○ Openness and transparency to ensure accessibility for employees and their representatives;
- Incorporation of the principle of equal pay for work of equal value.

3.2 The pay grade of the workforce (all staff other than Chief Officers) will be in accordance with pay grades 1-11 on locally agreed pay structures, also established on 1 April 2015.

3.3 Starting salary for all appointments (new recruits, employees who transfer within the organisation and promoted employees) is the first point of the new grade. In exceptional circumstances (which must be supported with a business case), a starting salary above the minimum will be approved. This occurs in cases where it is necessary to meet an existing salary and the candidate can demonstrate a level of skill and experience that is comparable to existing employees who have progressed through the grade.

4. Chief Officer Pay (Senior Management Team)

4.1 The pay grade of posts on Hay terms and conditions, (notably the Monitoring Officer, Directors and Heads of Service posts) will be in accordance with Senior Manager/Corporate Director pay grades on the locally agreed pay structures which were established on 1 April 2015.

Senior Management Pay Grades	
Grade	Salary range (£)
SMG1	46,307 – 50,602
SMG2	55,293 – 60,420

SMG3	66,023 – 72,076
SMG4	78,837 – 86,145

Director Pay Grade	
Grade	Salary Range (£)
CDG	96,954 – 110,194

4.2 Any increase to the senior pay group pay scale is locally negotiated on an annual basis. This covers posts in the top three tiers of the Council; that is, the Chief Executive, Monitoring Officer, Directors and Heads of Service.

4.3 There are no other additional elements of remuneration in respect of overtime, flexi-leave, bank holiday working, standby payments for Chief Officers. Any duties undertaken by Chief Officers outside of their contractual hours are without additional payment.

4.4 Bonuses are not paid to Chief Officers.

5. Decisions on Remuneration

5.1 The Appointments and Appeals Committee comprises six members of the Council (of whom at least two are Cabinet members). In relation to appointments, the Appointments and Appeals Committee has the delegated authority to:

- (i) Recommend to the Council the appointment of the Chief Executive.
- (ii) To make appointments of other Chief Officers.
- (iii) To undertake all associated activities including agreeing job descriptions, person specifications, the interview process generally.

5.2 Decisions on remuneration are made as follows:

- a) Chief Executive Officer local pay level approved by Full Council;
- b) Director, Monitoring Officer and Head of Service local pay level approved by Appointments and Appeals Committee;
- c) Pay structure for all other posts approved by General Purposes Committee;
- d) Performance Progression Scheme in accordance with the locally agreed scheme, as approved by officers under existing delegated powers;
- e) Notwithstanding “a” to “d” above, any salary packages of £100,000 or more requires Full Council approval. (A salary package includes salary, any bonuses, fees or allowances routinely payable to the appointee and any benefits in kind to which the officer would be entitled as a result of their employment); and
- f) Notwithstanding “a” to “d” above or any aspect of this Statement, any severance package of £100,000 or more requires Full Council approval. The components of a severance package may include salary paid in lieu, redundancy compensation,

pension entitlements (excluding the capital value of any pension entitlement), holiday pay and any bonuses, fees or allowances paid).

5.3 **Pay award**

Since 1 April 2015, cost of living increases in relation to all employees are determined locally. The General Purposes Committee ratifies the level of increase, if any, to be applied to the published pay rates, by reference to the Council's performance against measurable targets and overall affordability. The pay rates will be updated as soon as negotiations are complete and Committee approval has been given each year.

5.4 **Individual salary level**

Progression through development points staff below Head of Service Level.

The Performance Progression Policy dates 1 April 2015 details how individuals might progress through the development points and there is no automatic progression. Personal development in role may be recognised by the award of discretionary consolidated pay movements each year, in accordance with locally agreed step values, through the grades. Awards may be considered only on completion of Personal Development Plan milestones and where contribution and competence have been suitably evidenced and assessed via the performance management scheme (appraisal).

Progression related to Performance for Chief Officers

Individuals are rated on their appraisal outcome, budget outturn and employee opinion results for their service area. Performance in role may then be recognised by the pay awards, which are at the sole discretion of the Chief Executive.

5.5 **Additional Fees**

Additional fees apply to the role of the Returning Officer. This is a statutory role incurring personal responsibility and accountability separate from the Returning Officer's normal employment contract. The Returning Officer is paid a separate allowance for each election for which he/she is responsible. A scale of fees was agreed by the Council's Resources Committee for Borough and Parish Council elections in 1997, which increases in line with the Consumer Price Index (CPI). Separate payments are made for Parliamentary, European, Police and Crime Commissioners Elections and national referenda are funded by central government.

5.6 **Market Supplements**

Paying a Market Supplement may be a necessity and the Market Supplement Policy dated August 2010 outlines the guidance for the application of a market supplement. It is not the Council's normal policy to pay market supplements to Chief Officers.

6. **Pay Equity and the Pay Multiple**

- 6.1 A pay multiple is the ratio of the pay of an organisation's top earner to that of the mean/median earner.
- 6.2 The Council's current ratio in this respect is 01:05.1 i.e. the Chief Executive (top earner) earns 5.1 times more than the Council's median earner (£26,821.56). When measured against the mean salary (£28,606.90), the ratio is 01:04.8.
- 6.3 The Council does not currently have a policy of maintaining or reaching a specific pay multiple target. The Council commits to calculating the pay ratio on an annual basis to monitor trends and to ensure that this pay multiple does not widen.
- 6.4 The Council monitors the relationship between the remuneration of its Chief Officers and the remuneration of its lowest paid employees. The Council defines its 'lowest' paid employees as employees paid on the first spinal column point (scp 6) of the pay spine. This is the lowest rate of pay applied to Council employees, currently £17,379 per annum. The Council has applied the Living Wage Foundation Living Wage, which means that the lowest paid employee is on the equivalent of £17,379 a year for the full-time role. The Council has separate rates for Apprentices that are linked to the Living Wage.

7. Termination of employment and Severance Packages

- 7.1 On ceasing to be employed by the Council, employees will be paid contractual payments due under their contract of employment.
- 7.2 The Council's Redundancy Framework (implemented in January 2012, revised in January 2015 and reviewed in February 2016) details the conditions under which redundancy payments can be made. The Council calculates redundancy payments based on an individual's actual pay, length of continuous service and age.
- 7.3 Severance payments are made in accordance with the Council's Redundancy Framework and relevant employment legislation.
- 7.4 Employees with more than two years' service will be entitled to redundancy pay in line with local government guidelines and statutory provisions. Redundant employees will receive two elements of their final pay:
- Normal pay (including pay in lieu of any outstanding leave) up to the agreed leaving date;
 - A redundancy payment (where entitled) calculated in accordance with the statutory provisions.

In exceptional circumstances, the Council reserves the right to make a payment in lieu of notice. This will only be considered if it is in the best interests of the Council, or on compassionate grounds, and will require authorisation by the Chief Executive or in his absence, the section 151 Officer.

Under the Council's redundancy scheme, a week's pay will be calculated on the basis of contractual pay.

- 7.5 Employees in the pension scheme and who are over age 55 are entitled to immediate onset of pension benefits based on actual reckonable service if they:
- Are over 55 at the termination date;
 - Have three or more months membership in the Local Government Pension Scheme (LPGS) or with transferred service

7.6 An employee will lose their entitlement to redundancy pay if they take up a post with another body covered by the Redundancy Payments (Local Government)(Modification)(Amendment) Orders within four weeks of the date of the redundancy and the offer of the new job has been made before the end of the original contract.

7.7 **Re-engagement of former employees**

Any former NBC Council employee, who is in receipt of an early retirement pension on the grounds of voluntary or compulsory redundancy, should not normally be re-employed by the Council either on the basis of a contract of employment or a contract for services with the Council. If there is any doubt about the continuing need for an employee's services then early retirement should not be agreed.

However, it is recognised that there are some, very limited, circumstances when reemployment would be in the interests of the Council. In these cases a report should be submitted to the Chief Executive or his or her nominated senior management representative, seeking approval to re-employ.

7.8 **Use of consultants, contractors and temporary staff**

The Council is acutely aware of its obligation to secure value for money in the employment of its employees and those who carry out work on its behalf. Ordinarily employees will be employed directly by the Council but there may be occasions when consultants and contractors and temporary staff may be required to be employed for a period of time for their specialist expertise or to temporarily cover vacant posts. IR35 regulations will be taken into consideration when recruiting to these requirements.

8.0 **Discretionary Payments**

The policy for the award of any discretionary payments is the same for all staff regardless of their pay level. The following arrangements apply:

Redundancy payments are calculated using actual pay instead of the statutory maximum when calculating redundancy payments.

Any discretionary payments arising through the termination of the employment contract will be made using delegated powers and will be based on a full written risk assessment and legal advice.

9.0 Review

This Pay Policy Statement will be reviewed annually and recommended to Full Council for approval. The statement for 2018/19 will be submitted to Full Council for approval by 23 April 2018.

The Council may by resolution of the Full Council, amend this Pay Policy Statement during the course of the year to which it relates.

Appendices: 2



NORTHAMPTON
BOROUGH COUNCIL

COUNCIL
23 April 2018

Agenda Status: Public

Directorate: Borough Secretary

Report Title	Draft recommendations - Hunsbury Meadows Parish Community Governance Review
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1. Purpose

1.1 At its meeting on 22 December 2017 the Council agreed to carry out a Community Governance Review to consider moving Pineham Housing Developments within the boundaries of Hunsbury Meadows Parish and not be left within Upton Parish. The Terms of Reference of the review were approved. This report considers the responses to the first stage of the public consultation carried out having regard to the law and guidance on such Reviews issued by the Department for Communities and Local Government and the local Government Boundary Commission

2. Recommendations

- 2.1 That the Council consider the following recommendations:
- a) The Pineham Housing Development be moved into Hunsbury Meadows Parish
 - b) The boundary between Upton Parish and Hunsbury Meadows Parish follow the River Nene to include the polling district SNUP2 as outlined in at Appendix 1)

3. Issues and Choices

3.1 Report Background

3.1.1 A Community Governance Review is a review of the whole or part of a district to consider one of the following:

1. Creating, merging, altering or abolishing parishes.
2. The naming of parishes and the style (i.e. whether to call it a town council or village council etc. of new parishes;
3. The electoral arrangements for parishes – the ordinary year of election, the size of the council, the number of councillors to be elected and parish warding;
4. Grouping parishes under a common parish council, or de-grouping parishes.

3.1.2 Under the Local Government and Public Involvement in Health Act 2007 the District Council must aim to ensure that community governance in the area under review and that it reflects the identities and interests of the community in that area. That it is effective and convenient and takes into account any other arrangements for the purpose of community representation or community engagement.

In addition when considering this, the Council must have regard to two key principles:

1. the impact of community governance arrangements on community cohesion
- and**
2. the size, population and boundaries of any new local community or parish.

Such a review includes the following stages in chronological order;

- 1) Setting terms of reference of the review
- 2) Publishing the terms of reference (for the purposes of the Act, the review formally commences when the terms of reference are published);
- 3) Undertaking consultations with local government electors for the area and any other person or body (including the Parish Council) who appears to have an interest in the review.
- 4) Considering representations
- 5) Preparing and publishing draft proposals
- 6) Undertaking consultation on the draft proposals
- 7) Considering representations
- 8) Publishing recommendations
- 9) Making an order to bring into effect any decisions arising from the review

10) A review must be concluded within 12 months of the publication of the terms of reference.

3.1.3 In the present review the appropriate statutory notices were published and a specific section on the Council's website was set up. A relevant consultation leaflet (because any changes would impact on the current parished area and precept for residents) was sent to ALL properties in the Upton Ward (Appendix 2 of the report)

3.1.4 Parish matters to be considered

The summary recommendations of the review and constitution process are as follows

(a) The Pineham Housing Development be moved into Hunsbury Meadows Parish

and

(b) The parish boundary to follow the River Nene to include the polling district SNUP2

4. Implications (including financial implications)

4.1 Policy

4.1.1 The intentions of a Community Governance Review is to ensure that parish Councils reflect the identities and interests of the community. The financial implications are minimal and referred to in 4.2 below.

4.2 Resources and Risk

4.2.1 Resources involved will mainly be employee time. There will be a cost of printing and distribution of consultation documents. There is no power to recharge the cost of the review because the statutory duty to conduct the Review rests with the Council.

4.3 Consultancy

4.3.1 Consultation will take place on both draft and final recommendations. Financial implications are referred to in 4.2 above.

4.4 Legal

4.4.1 Chapter 3 of Part 4 of the local Government and Public Involvement in Health Act 2007 devolves power to District Councils to undertake Community Governance reviews.

4.5 Equality

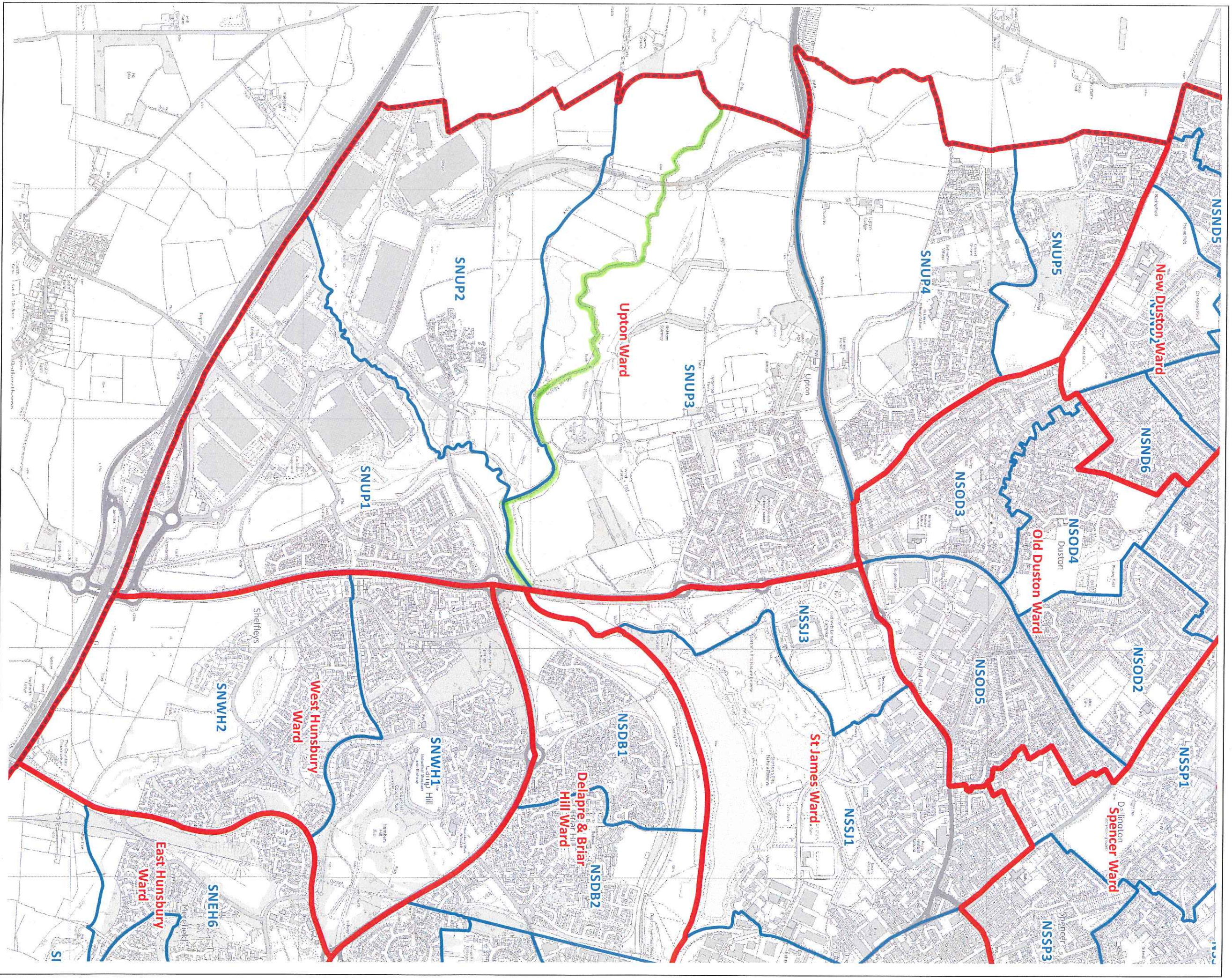
4.5.1 There are no diversity and equalities implications arising from the report

5. Background Papers

Plan

Consultation

Diana Bowden
Electoral Services Manager



NORTHAMPTON
BOROUGH COUNCIL

Upton Ward with Polling Districts

09 March 2018
not to scale

Community Governance Review – Responses

Question asked – Do you think Pineham Village should move from the Parish of Upton to Hunsbury Meadows Parish?

1. Upton Parish Resident – Response **'Yes'**, no comment.
2. Upton Parish Resident – Response **'Yes'**, It would appear logical taking into consideration the natural line of the River Nene. Follow the River Nene.
3. Hunsbury Meadows Parish Resident – Response **'Yes'**, Location wise it makes more sense. The new estate of Pineham only - no further developments.
4. Upton Parish Resident – Response **'No'**, no comment.
5. Hunsbury Meadows Parish Resident – Response **'No'**, because the Local Parish Council set up works very well with no complaints, we do not know what we are taking on by adding Pineham. Leave things as they are.
6. Upton Parish Resident – Response **'No'**, because Pineham is more aligned to Upton Parish, also we would lose funds for Upton Parish and receive increased council taxes for the residents when we already pay enough with current increases. I do not support this. If it is not broke don't fix it! Why has this suggestion been tabled? Who voted for this? What benefit for the move to Hunsbury Meadow Parish?
7. Upton Parish Resident – Response **'Don't Know'**. Firstly, I still believe where I live is very much geographically within the Upton Parish and therefore local issues and councillor representative is more relevant currently. I would have to ask firstly why would Hunsbury Meadows Paris want us? What is the position on council tax as if an increase is likely i certainly would need to be convinced of advantages, opportunities etc..that benefit me otherwise it would be a firm no. Far more information needs to be provided than the scant information in the letter before my family could make an informed decision. Why change?
8. Upton Parish Resident – Response **'Don't Know'**. I believe the question being asked is should Pineham Village be re-categorised as being within the parish of Hunsbury as it currently falls within Upton? The letter does nothing to explain the impact on either parish or the residents of Pineham itself, negatively or positively - if there are no impacts then this must be a waste of time discussing it? The letter states that council tax may change, this is probably a possibility regardless of whether any changes happen but it doesn't state what the likely outcome would be in either scenario. The map supplied is vague at best and it is not clear how the boundaries currently run between the two parishes which may have given a clue as to why this is even

being discussed? I really cannot see or think of any explanation for why anyone would think it was a good idea to embark upon this process. Please can you explain to me why it was felt necessary to waste the time and money of the residents of both parishes with something that appears to have no substance?

9. Upton Parish Resident – Response **'Yes'**, I agree that Pineham Village should be moved to Hunsbury Meadows Parish Council, speaking as a former clerk to Upton I felt that Pineham was too remote from Upton to be properly dealt with by Upton Parish Council. Pineham Village's affairs will be much better attended to by Hunsbury Meadows Parish Council.
10. Upton Parish Resident – Response **'Yes'**, Pineham Village is the other side of the River Nene, Upton is North of the Nene (See Map).
11. Hunsbury Meadows Parish Resident – Response **'Yes'**, Hopefully with more houses joining Hunsbury Meadows more facilities will follow.
12. Hunsbury Meadows Parish Resident – Response **'Yes'**, Pineham is more aligned to Hunsbury Meadows than Upton. They pass through to get to Pineham Village - mostly. Shared community/school facilities. Initially this side of the River Nene.
13. Hunsbury Meadows Parish Resident – Response **'Yes'**, the river and canal seem to form a natural boundary. People living in Pineham Village will have to travel to Upton to air their views, whereas the Hunsbury Meadows meetings would be held at Pineham Barn School, much closer. The river/canal form a natural boundary. If you want people to become involved, make it as easy as possible.
14. Upton Parish Resident – Response **'Yes'**, it's nearer to Hunsbury than to Upton (See Map).
15. Hunsbury Meadows Parish Resident – Response **'No'**, I do not wish my council tax to increase.
16. Hunsbury Meadows Parish Resident – Response **'No'**, no comments.
17. Upton Parish Resident – Response **'Don't Know'**. How are we supposed to vote when you've given no clear consequences of Pineham moving out of the Parish? Will there be cost implications re. more council tax to pay or service charges increases? It's not fair to expect Upton residents to make an informed decision without knowing how it will directly affect us.
18. Upton Parish Resident – Response **'Yes'**, they want it.

19. Upton Parish Resident – Response **‘Yes’**. As the majority of existing Hunsbury Meadows Parish is taken up by industrial/ warehousing development, the new Pineham Village housing development could logically be included and added to the only other housing at Banbury Lane to make a more balanced Parish. Include all of the new industrial areas - Nectar Way, Style Way, Corolla Way and Sepals Way by taking the boundary from NW corner at Pineham due West to M1. Include Pineham and take boundary from its NE corner due East to the river.
20. Upton Parish Resident – Response **‘Yes’**. Agree to the change provided that this will mean failed representation i.e.; the number of councillors per head of population should be about the same. If not then why change? Did not find the map that helpful. Pineham was not identified on the map. Should have shown the current boundaries and the proposed one including Pineham Village. Not sure why my council tax would change as this is set by the county and not by the Parish Council. Also need to look at the cost/benefit of the change. No point in spending money (well Northamptonshire is broke!) unless necessary and of use to implement the change.
21. Upton Parish Resident – Response **‘Yes’**, no comments.
22. Upton Parish Resident – Response **‘Yes’**. Looking at the map it seems logical to incorporate Pineham into Hunsbury Meadows Parish. Council tax increases are inevitable due to cuts in revenue from Central Government. However we are disgusted with Northampton Borough Council for their lack of finances i.e.; Sixfields Stadium loan, new offices for Northampton Borough Council, force of a Bus Station, lack of imagination for Market Square.
23. Upton Parish Resident – Response **‘Yes’**, no comments.
24. Hunsbury Meadows Parish Resident – Response **‘Yes’**, no comments.
25. Hunsbury Meadows Parish Resident – Response **‘Yes’**, the houses are far closer to Hunsbury Meadows and share the same access road (Upton Valley Way) so their needs are more likely to be closely related when it comes to local government issues (See Map).
26. Upton Parish Resident – Response **‘Yes’**, Pineham Village should be moved, as they are on the other side of the river/canal, making them closer to Hunsbury. The river/canal is the ideal boundary! The expansion of Upton in coming years with more to be built, we need to keep things central to a district/town centre, as a town on its own with town centre facilities available to reduce traffic issues.
27. Upton Parish Resident – Response **‘Yes’**, makes more sense as it is near Hunsbury.

28. Upton Parish Resident – Response **'Yes'**, it is nearer to Hunsbury Meadows than Upton. Map not very good, does not place names/show Pineham Village or Upton.
29. Upton Parish Resident – Response **'Yes'**, no comments.
30. Hunsbury Meadows Parish Resident – Response **'Yes'**, it will increase the size of the Parish leading to greater involvement and investment in the area.
31. Hunsbury Meadows Parish Resident – Response **'Yes'**, shared facilities.
32. Hunsbury Meadows Parish Resident – Response **'Yes'**, location wise it makes more sense to sit under Hunsbury Meadows. No strong view.
33. Upton Parish Resident – Response **'No'**, what are the reasons for this? There has never been a problem of how it currently is!
34. Upton Parish Resident – Response **'No'**, it is impossible to make an educated judgement on this when you can only say council tax MAY go up. Either it will or it won't. Until you decide this cannot be approved.
35. Upton Parish Resident – Response **'No'**, council tax change possible.
36. Upton Parish Resident – Response **'No'**, should stay as first planned, does not need to be changed now.
37. Upton Parish Resident – Response **'No'**, I am purchasing a house in Pineham and it is not clear whether council taxes will increase or decrease. I therefore oppose the change, could this be clarified?
38. Upton Parish Resident – Response **'No'**, no comments.
39. Upton Parish Resident – Response **'No'**, I would be concerned about a potential increase to my council tax. If Pineham residents were to remain in the Upton Ward at Borough level, surely it would make sense for them to be elected on Parish level too? Don't change it, it is more hassle and paperwork that it is worth.
40. Upton Parish Resident – Response **'No'**, how can I support a change, when I do not have a full picture of its impact. Please work out the implication of the proposed change before asking people to decide. It is unfair to do otherwise. Key question is: how does proposed change reduce or increase my council tax? When you have the answer, please come back to me. It is only then i can tell you my decision. If you (the Borough Council) are really serious about getting people (resident) genuine response, then work out the impact of

proposed change, add it to the consultation letter. Then people can make an informed decision. Anything said of this is a box tick exercise.

41. Upton Parish Resident – Response '**No**', we have already voted to accept Upton into Parish also Hunsbury also I don't wish to pay anymore council tax, it is high enough as it is.
42. Upton Parish Resident – Response '**No**', from the map, it seems to be an integral part within the Upton Parish boundaries as presently defined and the new development at Pineham Village is of nature to the Upton development and will benefit from the policies defined for the whole parish. I think the boundary should remain where it is.
43. Upton Parish Resident – Response '**No**', why change it? Costs money the council do not have! Pineham near Upton on map so surely it should stay in Upton!
44. Upton Parish Resident – Response '**No**', because you have not said WHY Hunsbury Meadows is interested, or given a single benefit that the residents might see. Only a warning that council tax might 'change' i.e.; go up and I would probably have to drive to my polling station.
45. Upton Parish Resident – Response '**No**', No perceived benefit from the move, or, at the very least, to justify any increase to council tax rates. Hunsbury already has higher rates than Upton. Hunsbury is a very separate community; Upton is closer to Duston if anything. Preference for no change.
46. Upton Parish Resident – Response '**Don't Know**', new to the area and have no idea what difference it would make. Live in Princess Marina Park so any lowering of community council tax rate would be welcomed.
47. Upton Parish Resident – Response '**Don't Know**', I regret that as I am new to Northampton and I know nothing of the area so unable to comment.
48. Upton Parish Resident – Response '**Don't Know**', I would like to understand the benefits to Hunsbury Meadows, and what it is that has triggered such a request. I live in Upton and have just selected the school in Pineham as our first choice - would this mean that Upton residents would no longer be in the catchment area. How many residents are in each Parish? What is the percentage of social housing properties in each Parish?
49. Upton Parish Resident – Response '**Don't Know**', will it cost the tax payer anything to do this? What are the benefits?
50. Upton Parish Resident – Response '**Don't Know**', doesn't affect where I live, so have no preference.

51. Upton Parish Resident – Response ‘**Don’t Know**’, there seems to be no advantage to proposed move.
52. Upton Parish Resident – Response ‘**Don’t Know**’, I have no idea about what is entailed so I cannot make a voting decision. I have no idea of the general situation regarding pros and cons.
53. Upton Parish Resident – Response ‘**Don’t Know**’, not too fussed either way, unless it puts our council tax up! Not fussed, I would be against a move if council tax on my property increased.
54. Upton Parish Resident – Response ‘**Don’t Know**’. I would give you definite views if I could understand the map! The printing where is any is very small. I PRESUME the section in red is Pineham Village but cannot see any words confirming this. If the dark 'wiggly' line is the boundary of Upton Parish it should say so. I live in St Crispin Retirement Village which is not on the map so it is difficult to judge the situation. I will willingly give you my reply to the questionnaire provided you send me a clearer map!
55. Upton Parish Resident – Response ‘**Yes**’, No strong connection with Upton Parish.
56. Upton Parish Resident – Response ‘**Yes**’, Upton Parish does not represent even Upton and the Pineham Village is geographically so far away as is the outside of any political understanding of need and governance for Upton Parish Council. Follow the River Nene, map attached. Upton Parish is disband it has no political will and governance towards Upton and does not represent value either political or financial. Does not communicate and against Upton, all of the efforts are on St Crispin which has been historically Duston. Shut the Parish Down!
57. Hunsbury Meadows Parish Resident – Response ‘**Yes**’. Hunsbury Meadows Parish currently has no community facilities. It is the policy of the Borough Council that each of its parishes should have a Community Hall. Hunsbury Meadows is the only parish within the Borough that has no such facility. The existing Parish Council of Hunsbury Meadows currently has to meet in a neighboring parish. The Community Hall within the new Pineham Barns School provides the solution. The new communities of Pineham Village have no physical connection with Upton; they are currently separated by the river and the canal. The road 'link' is such that you have to leave Pineham and travel through Hunsbury Meadows to get to Upton Parish. The new school, community centre and shops nearby (when built) will provide a central 'hub' for the combined community of Hunsbury Meadows and Pineham. The boundaries to the south and the east are self-defined by the M1 Motorway and the A43 Trunk Road. There are no such natural boundaries to the north

and west, but I have suggested a possible line on the map attached. The eventual actual boundary needs to allow for further known expansion of Pineham Village and Swan Valley Trading Estates. Perhaps the new parish should be called 'Swan Valley Parish Council' with two wards; Hunsbury Meadows and Pineham? Residents of Pineham Village currently pay their parish precept to Upton Parish Council. So far as can be determined, no money has been spent by Upton Parish Council on Pineham Village. Pineham residents are therefore currently receiving no benefit from their Parish Precept. Pineham has no natural allegiance to Upton whatsoever.

58. Hunsbury Meadows Resident – Response **'Yes'**, to bring the David Wilson development and Pineham together as a local community and provide shops and a school within walking distance rather than having to drive everywhere. It should include all new houses and existing houses in Hunsbury Meadows and Pineham.
59. Upton Parish Resident – Response **'Yes'**, Closer to Hunsbury Meadows and Upton has the increasing building going on.
60. Upton Parish Resident – Response **'Yes'**, given the proportion of the Hunsbury Meadows area that is light industry/ warehousing it would seem sensible to merge additional housing together within the area. No particular change - however in due course I would expect the Sandy Lane development to be included in Upton Parish rather than Daventry. See above re Sandy Lane/St Crispin's development which should become part of Upton not Daventry.
61. Upton Parish Resident – Response **'Yes'**, the map would make more sense. Use natural boundaries (rivers/ roads) as before, possible extension on map.
62. Upton Parish Resident – Response **'Yes'**, no comments.
63. Hunsbury Meadows Parish Resident – Response **'Yes'**, we have a child at Pineham Barns School, would be nice for the hall and school to be part of the same Parish. Encompass the school local housing out to Sepals Way.
64. Upton Parish Resident – Response **'No'**, the residents of these houses will use Upton facilities such as Elgar Centre and Upton Park without paying Upton precept. Yes, it is an attempt to increase its income at the expense of Upton. The Nene and Upton Valley Way presents a sensible boundary between the two Parish areas.
65. Upton Parish Resident – Response **'No'**, no comments.
66. Upton Parish Resident – Response **'No'**, I can see no real benefit to changing Parish.

67. Upton Parish Resident – Response '**No**', why change, what is the point - all it does is cost money to send correspondence and a chance to increase council tax. If the move has the possibility to decrease council tax, then go ahead, what is the benefit of this move to me?
68. Hunsbury Meadows Parish Resident – Response '**Don't Know**', how can we make a decision with so little information about how it affects us? Nothing on the website shown below.
69. Upton Parish Resident – Response '**Don't Know**'. This area is about 2 miles from where I live and I have no knowledge of, or involvement in this area. I live in the estate opposite the Duston School. We are in the Upton Parish. I believe we should be realign to the Duston Parish. We have no involvement in Upton, we enter our estate through Duston, not Upton. All of our activities are in Duston, what happens in Duston has far more effect on us than in Upton.
70. Upton Parish Resident – Response '**Don't Know**', your communication is NOT clear, i.e.; what's going where. As long as it is in the cause of efficiency, I don't mind. I would obviously not be in favour of it if it caused my council tax to increase but that has not been clarified. It is not clear what the section coloured red is or where it is and how the proposed change would affect boundaries. Neither Upton nor Hunsbury Meadows websites were of any assistance either. This strikes me as an exercise of going through the motions only.
71. Upton Parish Resident – Response '**Yes**', I'm not part of the Upton Parish boundary and want to be because I will then be eligible for a council tax discount. It needs to include to Jack Pin Lane!
72. Hunsbury Meadows Parish Resident – Response '**Yes**', no comments.
73. Upton Parish Resident – Response '**Yes**', it's the closest estate, similar properties. Boundary could include Dragonfly Meadows.
74. Hunsbury Meadows Parish Resident – Response '**Yes**', we are in Hunsbury? Should cover Pineham Lock and Dragonfly.
75. Upton Parish Resident – Response '**Yes**', Pineham Village is nearer to Hunsbury than Upton.
76. Upton Parish Resident – Response '**Yes**', geographically and functionally better related (and connected) to Hunsbury Meadows opposed to Upton. Believe that the units indicated in yellow between Hunsbury Meadows and Upton Way should also be included to prevent an 'island'.

77. Upton Parish Resident – Response **‘Yes’**, much nearer for them. Will help Pineham Village have a sense of community (See Map).
78. Upton Parish Resident – Response **‘No’**, I think the move will create confusion and our present councillors for us in Upton do a good job.
79. Upton Parish Resident – Response **‘No’**, inconvenient.
80. Upton Parish Resident – Response **‘No’**, I don’t fully understand, however if it means an increase in our council tax bills and possible others, I am against. I wouldn’t mind more information.
81. Upton Parish Resident – Response **‘No’**, no comments.
82. Upton Parish Resident – Response **‘No’**, Pineham Village should remain part of the Upton, joining with Upton Park and existing Parish which is fit for purpose.
83. Upton Parish Resident – Response **‘Don’t Know’**. Basically I’m in favour to whichever option results in less council tax or no change in council tax for the Parish of Upton. As long as the tax is decreased it does not matter. Greater accountability for the Parish Council surcharge paid as part of the council tax. With specific measurable targets that if it is not met result in the abolishing of the Parish council to give everyone a tax reduction.
84. Upton Parish Resident – Response **‘Don’t Know’**, why ask the public, you do what you want anyway.
85. Hunsbury Meadows Parish Resident – Response **‘Yes’**, it makes sense as it is closer to Hunsbury Meadows and provides a centre for the community (See Map).
86. Upton Parish Resident – Response **‘Yes’**, that’s where it is, geographically.
87. Hunsbury Meadows Parish Resident – Response **‘Yes’**, would like to see Hunsbury Meadows Parish grow and be able to use any amenities and community areas that will become available if we joined with Pineham Village. The enclosed map suggests the natural boundary.
88. Upton Parish Resident – Response **‘Yes’**, these houses are closer to Hunsbury Meadows Parish than they are to the houses in Upton Parish. Upton Parish is much bigger than Hunsbury Meadows Parish.
89. Upton Parish Resident – Response **‘Yes’**, it is easier to walk from Pineham Village to Hunsbury than to walk to Upton - have no tried it. Maybe cross the drains to south of the lakes and across the north of Pineham Village to the

nearest roundabout. We would be very reluctant to have to pay more council tax as more care homes would be included in this area.

90. Upton Parish Resident – Response **'No'**, no idea what the impact will be. No links on your website work to enable us to find out more.
91. Upton Parish Resident – Response **'No'**, if the move caused an increase in my council tax I would not be happy.
92. Upton Parish Resident – Response **'Don't Know'**, until there is a clear understanding of how this will impact council tax, I cannot give consent/agreement. Obviously, if the move will increase council tax in Upton, I don't agree to do it.
93. Hunsbury Meadows Parish Resident – Response **'No'**, if council tax were to go up? Present polling station and very convenient.
94. Upton Parish Resident – Response **'No'**, How can we know what the consequences are without any details. 'Council tax can change' Up? Down? Without more information provided, we cannot make a decision.
95. Upton Parish Resident – Response **'No'**, I can only assume the impact on the council tax will mean a rise, it is a definite no. I also don't understand the benefits for Hunsbury Meadows if it's not council tax. The positives and negatives are not explained in this document.
96. Upton Parish Resident – Response **'No'**, the combined council tax precepts of Upton and Pineham Village are an important asset in developing an attractive environment for the residents of Upton Parish. This is primarily a new area and requires as much income as possible to help it to become an established (and attractive) part of this town.
97. Upton Parish Resident – Response **'No'**, better left alone.
98. Upton Parish Resident – Response **'Don't Know'**. It is very difficult to say how anyone would feel about the intended or potential move when one cannot determine how it is going to affect them personally. With reference to the letter that I received, it is very vague in its message with regards to the real impact the move can have on me. For example, the letter stated that the council tax that I currently pay could change. It did not say how it could change. Will the council tax increase or decrease? Most families living in the parish would definitely want a more definitive answer to this question and I am almost certain that your clarification on this point would influence someone's decision one way or another. Another; is that the polling station could change, assuming that the move occurs, what are the possible new polling stations what we would need to use in order to vote. How far or close will our options

be to vote? Another is whether the move could change the political representation of the parish given the move. Voters and residents of both Upton and Pineham will be very interested in this if they know that the representation and political affiliation of their area could change without involvement. So I would like to know, assuming that the move happens, how will the political representation that we currently receive will change?

99. Hunsbury Meadows Parish Resident – Response '**Yes**', it is very close to Hunsbury Meadows Parish and it would enlarge a small parish the roads also join the two parishes.
100. Hunsbury Meadows Parish Resident – Response '**Yes**', it would join 2 similar communities and allow them to share resources. A lot of children living in Hunsbury Meadows will attend Pineham Barns School, so it will be a positive move to be part of one larger parish containing the school. As one larger community, we will have more resources to enable us to arrange community led events and initiatives. (See Map). Thank you for asking our opinion.
101. Upton Parish Resident – Response '**No**', a complete waste of time and money. When our taxes are rising and we are told you have no money, why waste money on this idea.
102. Upton Parish Resident – Response '**Don't Know**', at this moment in time, I cannot agree or disagree with the proposed change. I would need to know more about this proposed move, including any changes to council tax, before deciding for or against. I suspect the impact on council tax will be determining factor for most respondents. I would also like to comment that residents shouldn't be made to pay an increased council tax rate as a direct result of such a change being enforced.
103. Hunsbury Meadows Parish Resident – Response '**Yes**', no comments.
104. Upton Parish Resident – Response '**No**', will only increase costs some way. Leave well alone.
105. Hunsbury Meadows Parish Resident – Response '**Yes**', no comments.
106. Hunsbury Meadows Parish Resident – Response '**No**', there has been a lot of issues in that area that I don't want bringing into our area. There a good distance from us and I would like to stay separate from them. Leave our area as it is!
107. Upton Parish Resident – Response '**No**', wouldn't affect me much apart from the polling station location as I don't drive it could be more difficult to get to one. Also wouldn't the amount of council tax to rise.

108. Upton Parish Resident – Response ‘**No**’, we need other areas community to come and support the Upton area. No - as this is decided by yourself at Northampton Office.
109. Upton Parish Resident – Response ‘**Don’t Know**’. I'd like to state that at this time there is insufficient information provided to allow a decision to be made, accordingly, I'd suggest that NO moves should be conducted at this time. Furthermore I've been advised that any comments I make are academic as the Borough has already decided what it intends to do, if this is indeed the case, issuing this correspondence soliciting the resident’s opinions is somewhat disingenuous. Please hold my contact details on file for updated to this and any other issues that may affect our parish.
110. Hunsbury Meadows Parish Resident – Response ‘**Yes**’, It's about time we had a community centre and not just a marquee in a children’s playground from time to time. Just Pineham Village is fine.
111. Upton Parish Resident – Response ‘**No**’, I think Pineham should remain in Upton with the lakes as the centre of the parish.
112. Hunsbury Meadows Parish Resident – Response ‘**Yes**’, this side of river.
113. Hunsbury Meadows Parish Resident – Response ‘**Yes**’, bring Pineham Barns School and local amenities into the Hunsbury Meadows Parish as these facilities are lacking in the immediate vicinity.
114. Upton Parish Resident – Response ‘**Yes**’, it is much closer and road/physical infrastructure make it more connected with Hunsbury Meadows. Include all of Pineham Industrial Estate. St Crispin's should also not be part of Upton. It is more associated with Duston, or large enough to be a Parish on its own.
115. Upton Parish Resident – Response ‘**No**’, as I understand that a group of council tax payers leaving the Parish will raise the council tax rate on the remaining council tax payers. As there will be fewer council tax payers to pay the rate in the Parish I don’t want my council tax to increase as my wages haven't increased to cover it. Yes - my wages have increased 1% the council tax has been rumoured to raise to 6% this year. My hope is that it doesn't increase as that will be a 5% reduction in my wages. This is very worrying for me as it affects my cost of living and my ability to pay my other outgoings. Coupled to this if I don't/can't pay you I go to prison. It's not right.
116. Upton Parish Resident – Response ‘**No**’, could agree - but only if Upton council tax does not increase as a result. What is the crime rate in Hunsbury Meadows compared to Upton, will our insurance increase as a result of the proposed change.

117. Hunsbury Meadows Parish Resident – Response **‘Yes’**. 1. Hunsbury Meadows has: No community centre: church or church hall upon which to establish local community groups for both Pineham and Hunsbury Meadows. They have no brownies/cubs/elders groups etc. Also nowhere for Hunsbury Meadows Parish Council residents to use for EMERGENCY PLAN. 2. Large natural boundaries separate Pineham and Upton to get to Pineham from Upton you have to DRIVE THROUGH Hunsbury Meadows! 3. Pineham Village has same community issues and interests as Hunsbury Meadows NOT Upton which is A LONG way away! Building devour in Pineham AFFECTS Hunsbury Meadows NOT Upton. As per proposal - it is natural and inclusive of all natural development to cum in area. Current situation is impractical/non sensual and illogical. Should already have been sorted.
118. Upton Parish Resident – Response **‘Don’t Know’**, I am not too sure you give me reason, let the changes - just quote a lot of government guidelines and recommendations else the changes particularly or community initiatives.
119. Hunsbury Meadows Parish Resident – Response **‘Yes’**, Hunsbury Meadows Parish take the interest of everyone in the Parish. They take pride in the area and show a really keen interest in everyone. Also they will have facilities that we all can use.
120. Upton Parish Resident – Response **‘Don’t Know’**, I don’t know the area.
121. Upton Parish Resident – Response **‘No’**, Pineham Village is within the Upton ward boundaries, so should stay and remain in the Upton Parish Council. With no specific positive or negative implications for any members of the community, I can only feel that this proposal will only further waste time, resources and finances of each Parish and Borough Council.
122. Upton Parish Resident – Response **‘Yes’**, no comments.
123. Upton Parish Resident – Response **‘Yes’**. The residents of Pineham Village have little reason to use the facilities in Upton, and therefore to directly reap benefits of their precept. For example, as their children are schooled in a different area it means they don’t daily drive through to perhaps use community centre after school clubs. Only that I suggest that Upton Park and its access points (e.g. - car park off High Street) remain within Upton boundaries so that negotiations between Parish/ Borough/County/and trust are contained with Upton Parish area. Residents of Pineham Village need to have an influence over where they live and their local facilities. Giving them greater say, and retaining their precept locally may enable them to develop facilities suited to theirs and Hunsbury Meadows Parish needs. Hunsbury Meadows Parish is also disadvantaged in its current structure as its

residential base is low (the industry not paying precept) it again doesn't appear to generate enough precept to really influence local facilities.

124. Upton Parish Resident – Response '**No**', Upton and Pineham are very similar, new developments with unique infrastructures and are growing communities, establishing at the same pace - with similar problems to resolve. Pineham would have little in common with Hunsbury Meadows. Not supported. Pineham Village will continue to remain in the Upton ward and it therefore is reasonable to expect it to stay in the Upton Parish.
125. Upton Parish Resident – Response '**No**', no explanation has been provided as to why Hunsbury Meadows Parish have made this request. I am concerned about the implications for Upton Parish residents having to pay higher council tax as a result and lack of information about the pros and cons. How do you expect people to make an informed decision with next to no information?
126. Upton Parish Resident – Response '**Don't Know**', no helpful information or a case supplied. Do not know what the implications are. Please provide relevant supporting information.
127. Hunsbury Meadows Parish Resident – Response '**Yes**', I feel that this is an opportunity for Hunsbury Meadows to develop as a community. The inclusion of the community centre will allow the development of a rounded community. The issues facing Hunsbury Meadows Parish Council and Pineham are much more clearly aligned than with Upton and together they are more able to develop while Upton is already very large. The other side of the River Nene. (See Maps). I am the Chair of Hunsbury Meadows Parish Council and in our preparation for the boundary review we encountered nothing but support for the boundary change.
128. Upton Parish Resident – Response '**No**', I do not want to be left with higher council tax.
129. Upton Parish Resident – Response '**No**', I feel that it has closer affinity to Upton. As per map (no map attached). Wishing no disrespect to those who serve as councillors on our Parish Council's, my experience of the existing Upton Parish Council is that little seems to be achieved and that it serves little more than being another layer of local government. I am sure that there would be time and cost savings in reverting back to governance and responsibility to the Borough Council who are more accountable to the public.
130. Hunsbury Meadows Parish Resident – Response '**Yes**', its ok.
131. Upton Parish Resident – Response '**No**', why change something that works.
132. Hunsbury Meadows Parish Resident – Response '**No**', no comments.

133. Hunsbury Meadows Parish Resident – Response **‘Yes’**, to provide a community spirit between the two areas. Share facilities and ideas offering support for the community. As per Hunsbury Meadows Parish Council suggestion separated by River Nene and the Canal. It seems logical to adjoin the two as you have to drive through Hunsbury Meadows Parish to reach Pineham.
134. Upton Parish Resident – Response **‘No’**, the lack of information makes it impossible to take a proper view, so I'll go in the status quo.
135. Upton Parish Resident – Response **‘No’**, we would be quite concerned regarding increase in taxes or other changes, as of how we pay quite a bit towards maintenance of the trees, flood gates etc. which is a burden on us.
136. Upton Parish Resident – Response **‘Yes’**, more logical connections due to co-location. Upton is growing in different directions and faces many challenges.
137. Hunsbury Meadows Parish Resident – Response **‘No’**, it is in our opinion that we do not feel any benefit, only cost will occur by taking on Pineham Village under our Parish. We do not have/intend to have any children so do not use the school. There is no pub or village shop. In fact, we have only noticed the negatives; less fields, more traffic and more litter. We do not want to end up paying higher council tax for the 'privilege'.
138. Upton Parish Resident – Response **‘Yes’**, I don't have any reason why not to move Pineham Village.
139. Hunsbury Meadows Parish Resident – Response **‘Yes’**, Hunsbury Meadows and Pineham Village already feel part of the same community. This is particularly true now that Pineham Barns Primary School has a catchment area that covers both areas. I think the two areas would both do better if they continued to support each other. I don't know enough about how it all works to be sure, but it would make sense to me if everything this side of Upton Country Park was its own group. I can see how changing the boundary might be more important to us here is Hunsbury Meadows. With the school the community rooms and the possible future shop, they have a lot of the community facilities that are entirely lacking in Hunsbury Meadows. By bringing them into this Parish, that might help this community feel more cohesive too, which can only be a good thing!
140. Upton Parish Resident – Response **‘No’**, due to potential raise in council tax.

Hunsbury Meadows Parish – **Yes** – 29 **No** – 7 **Don't Know** – 1
 Upton Parish – **Yes** – 33 **No** – 45 **Don't Know** - 17