



# Northumberland

## County Council

**Your ref:**

**Our ref:**

**Enquiries to:** Jackie Roll

**Email:** Jackie.Roll@northumberland.gov.uk

**Tel direct:**

**Date:** 14 March 2023

Dear Sir or Madam,

Your attendance is requested at a meeting of the **COUNTY COUNCIL** to be held in **COUNCIL CHAMBER - COUNTY HALL** on **WEDNESDAY, 22 MARCH 2023** at **3.00 PM**.

Yours faithfully

Dr Helen Paterson  
Chief Executive

To County Council members as follows:-

**C Ball, D Bawn, J Beynon, L Bowman, S Bridgett, D Carr, E Cartie, G Castle, T Cessford, T Clark, A Dale, W Daley, L Darwin, S Dickinson, R Dodd, C Dunbar, L Dunn, P Ezhilchelvan, D Ferguson, B Flux (Chair), J Foster, B Gallacher, L Grimshaw, C Hardy, G Hill, C Horncastle, C Humphrey, I Hunter, JI Hutchinson, P Jackson, V Jones, D Kennedy, J Lang, S Lee, M Mather, N Morphet, M Murphy, K Nisbet, N Oliver, K Parry, W Pattison, W Ploszaj, M Purvis, J Reid, G Renner-Thompson, M Richardson, J Riddle, M Robinson, G Sanderson, A Scott, C Seymour, A Sharp, E Simpson, G Stewart, M Swinbank, M Swinburn, C Taylor, T Thorne, D Towns, H Waddell, A Wallace, A Watson, J Watson, R Wearmouth and R Wilczek**



**Dr Helen Paterson, Chief Executive**  
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# AGENDA

## PART I

It is expected that the matters included in this part of the agenda will be dealt with in public.

### 1. APOLOGIES FOR ABSENCE

### 2. MINUTES

(Pages 1  
- 28)

Minutes of the meeting of County Council held on Wednesday 22 February 2023, as circulated, to be confirmed as a true record, signed by the Business Chair and sealed with the Common Seal of the Council.

### 3. DISCLOSURES OF MEMBERS' INTERESTS

Unless already entered in the Council's Register of Members' interests, members are required where a matter arises at a meeting;

a. Which directly relates to Disclosable Pecuniary Interest ('DPI') as set out in Appendix B, Table 1 of the Code of Conduct, to disclose the interest, not participate in any discussion or vote and not to remain in room. Where members have a DPI or if the matter concerns an executive function and is being considered by a Cabinet Member with a DPI they must notify the Monitoring Officer and arrange for somebody else to deal with the matter.

b. Which directly relates to the financial interest or well being of a Other Registrable Interest as set out in Appendix B, Table 2 of the Code of Conduct to disclose the interest and only speak on the matter if members of the public are also allowed to speak at the meeting but otherwise must not take part in any discussion or vote on the matter and must not remain the room.

c. Which directly relates to their financial interest or well-being (and is not DPI) or the financial well being of a relative or close associate, to declare the interest and members may only speak on the matter if members of the public are also allowed to speak. Otherwise, the member must not take part in discussion or vote on the matter and must leave the room.

d. Which affects the financial well-being of the member, a relative or close associate or a body included under the Other Registrable Interests column in Table 2, to disclose the interest and apply the test set out at paragraph 9 of Appendix B before deciding whether they may remain in the meeting.

e. Where Members have or a Cabinet Member has an Other Registerable Interest or Non Registerable Interest in a matter being considered in exercise of their executive function, they must notify the

Monitoring Officer and arrange for somebody else to deal with it.

NB Any member needing clarification must contact [monitoringofficer@northumberland.gov.uk](mailto:monitoringofficer@northumberland.gov.uk). Members are referred to the Code of Conduct which contains the matters above in full. Please refer to the guidance on disclosures at the rear of this agenda letter.

**4. ANNOUNCEMENTS BY THE BUSINESS CHAIR, LEADER OR HEAD OF PAID SERVICE**

**5. CORRESPONDENCE (IF ANY) TO DATE OF MEETING**

**6. QUESTIONS**

to be put to the Business Chair, a member of the Cabinet or the Chair of any Committee or Sub Committee, in accordance with the Constitution's Rules of Procedure No.9.

**7. REPORT OF THE CHAIR OF THE STAFF AND APPOINTMENTS COMMITTEE**

(Pages  
29 - 36)

**Appointment of the Council's Monitoring Officer**

Section 5 of the Local Government & Housing Act 1989 requires the Council to designate one of its Officers as Monitoring Officer. In accordance with the Local Authorities (Standing Orders) (England) Regulations 2000, matters relating to the appointment of a Monitoring Officer are reserved to the Full Council.

The purpose of this report is to consider the recommendation of the Staff and Appointments Committee held on 9 March 2023 to appoint Stephen Gerrard as the Council's Monitoring Officer (MO). This recommendation was the subject of the following published report [Agenda for Staff and Appointments Committee on Thursday, 9th March, 2023, 2.00 pm - Agenda for Staff and Appointments Committee on Thursday, 9th March, 2023, 2.00 pm - Northumberland County Council \(\[modern.gov.co.uk\]\(http://modern.gov.co.uk\)\)](#)

Mr Gerrard's CV is attached as a confidential appendix.

**8. REPORT OF THE LEADER OF THE COUNCIL**

(Pages  
37 - 72)

**Council Achievements 2022-23**

To highlight key achievements of the Council in the year 2022-23.

**9. REPORT OF THE LEADER OF THE COUNCIL**

(Pages  
73 - 88)

**Challenge Board Interim Report 2 for the Member Oversight Group**

To consider and respond to the second interim report of the Challenge Board, provided to the Member Oversight Group on the 3rd March 2023.

**10. REPORT OF THE HEAD OF WORKFORCE AND OD**

(Pages  
89 - 114)

**Pay Policy Statement of Northumberland County Council 2023/2024**

The Localism Act 2011 requires the County Council to prepare and publish a Pay Policy Statement. The purpose of such a statement is to articulate the Council's policies towards a range of issues relating to the pay of its workforce, particularly its senior staff and its lowest paid employees.

The Council wishes to ensure that it operates on the principles of equal pay for work of equal value, and also within the various other legislative requirements, including the Equality Act 2010.

The policy statement applies to the 2023-24 financial year. The policy will be reviewed annually and takes into account the statutory guidance on openness and transparency issued by the Secretary of State for Levelling Up, Housing and Communities. (DLUHC.)

**11. EXCLUSION OF PRESS AND PUBLIC**

The Council is invited to consider passing the following resolution:

(a) That under Section 100A (4) of the Local Government Act 1972, the press and public be excluded from the meeting during consideration of the following item on the agenda as it involves the likely disclosure of exempt information as defined in Part I of Schedule 12A of the 1972 Act, and

(b) That the public interest in maintaining the exemption outweighs the public interest in disclosure for the following reasons:-

Agenda Item - 12

Paragraph of Part I of Schedule 12A – 1 and 2

Information relating to any individual and information which is likely to reveal the identity of an individual

AND The public interest in maintaining the exemption outweighs the interest in disclosure because disclosure would adversely affect the Authority's interests.

**12. REPORT OF THE CHAIR OF THE STAFF AND APPOINTMENTS COMMITTEE**

(Pages  
115 -  
118)

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**Appointment of the Council's Monitoring Officer**

To consider the attached Appendix 1 under Agenda item 7 in Part 1 of this agenda.

**IF YOU HAVE AN INTEREST AT THIS MEETING, PLEASE:**

- Declare it and give details of its nature before the matter is discussed or as soon as it becomes apparent to you.
- Complete this sheet and pass it to the Democratic Services Officer.

<b>Name:</b>		<b>Date of meeting:</b>	
<b>Meeting:</b>			
<b>Item to which your interest relates:</b>			
<b>Nature of Interest i.e. either disclosable pecuniary interest (as defined by Table 1 of Appendix B to the Code of Conduct, Other Registerable Interest or Non-Registerable Interest (as defined by Appendix B to Code of Conduct) (please give details):</b>			
<b>Are you intending to withdraw from the meeting?</b>		Yes - <input type="checkbox"/>	No - <input type="checkbox"/>

## Registering Interests

Within 28 days of becoming a member or your re-election or re-appointment to office you must register with the Monitoring Officer the interests which fall within the categories set out in **Table 1 (Disclosable Pecuniary Interests)** which are as described in "The Relevant Authorities (Disclosable Pecuniary Interests) Regulations 2012". You should also register details of your other personal interests which fall within the categories set out in **Table 2 (Other Registerable Interests)**.

**"Disclosable Pecuniary Interest"** means an interest of yourself, or of your partner if you are aware of your partner's interest, within the descriptions set out in Table 1 below.

**"Partner"** means a spouse or civil partner, or a person with whom you are living as husband or wife, or a person with whom you are living as if you are civil partners.

1. You must ensure that your register of interests is kept up-to-date and within 28 days of becoming aware of any new interest, or of any change to a registered interest, notify the Monitoring Officer.
2. A 'sensitive interest' is as an interest which, if disclosed, could lead to the councillor, or a person connected with the councillor, being subject to violence or intimidation.
3. Where you have a 'sensitive interest' you must notify the Monitoring Officer with the reasons why you believe it is a sensitive interest. If the Monitoring Officer agrees they will withhold the interest from the public register.

### Non participation in case of disclosable pecuniary interest

4. Where a matter arises at a meeting which directly relates to one of your Disclosable Pecuniary Interests as set out in **Table 1**, you must disclose the interest, not participate in any discussion or vote on the matter and must not remain in the room unless you have been granted a dispensation. If it is a 'sensitive interest', you do not have to disclose the nature of the interest, just that you have an interest.

Dispensation may be granted in limited circumstances, to enable you to participate and vote on a matter in which you have a disclosable pecuniary interest.

5. Where you have a disclosable pecuniary interest on a matter to be considered or is being considered by you as a Cabinet member in exercise of your executive function, you must notify the Monitoring Officer of the interest and must not take any steps or further steps in the matter apart from arranging for someone else to deal with it.

### Disclosure of Other Registerable Interests

6. Where a matter arises at a meeting which **directly relates** to the financial interest or wellbeing of one of your Other Registerable Interests (as set out in **Table 2**), you must disclose the interest. You may speak on the matter only if members of the public are also allowed to speak at the meeting but otherwise must not take part in any discussion or vote on the matter and must not remain in the room unless you have been granted a dispensation. If it is a 'sensitive interest', you do not have to disclose the nature of the interest.

### Disclosure of Non-Registerable Interests

7. Where a matter arises at a meeting which **directly relates** to your financial interest or well-being (and is not a Disclosable Pecuniary Interest set out in **Table 1**) or a financial interest or well-being of a relative or close associate, you must disclose the interest. You may speak on the matter only if members of the public are also allowed to speak at the meeting. Otherwise you must not take part in any discussion or vote on the matter and must not remain in the room unless you have been granted a dispensation. If it is a 'sensitive interest', you do not have to disclose the nature of the interest.
8. Where a matter arises at a meeting which **affects** –
- a. your own financial interest or well-being;
  - b. a financial interest or well-being of a relative or close associate; or
  - c. a financial interest or wellbeing of a body included under Other Registrable Interests as set out in **Table 2** you must disclose the interest. In order to determine whether you can remain in the meeting after disclosing your interest the following test should be applied
9. Where a matter (referred to in paragraph 8 above) **affects** the financial interest or well- being:
- a. to a greater extent than it affects the financial interests of the majority of inhabitants of the ward affected by the decision and;
  - b. a reasonable member of the public knowing all the facts would believe that it would affect your view of the wider public interest

You may speak on the matter only if members of the public are also allowed to speak at the meeting. Otherwise, you must not take part in any discussion or vote on the matter and must not remain in the room unless you have been granted a dispensation.

If it is a 'sensitive interest', you do not have to disclose the nature of the interest.

Where you have an Other Registerable Interest or Non-Registerable Interest on a matter to be considered or is being considered by you as a Cabinet member in exercise of your executive function, you must notify the Monitoring Officer of the interest and must not take any steps or further steps in the matter apart from arranging for someone else to deal with it.