Dear Sir/Madam

I summon you to the MEETING of the LEICESTERSHIRE COUNTY COUNCIL to be held at COUNTY HALL, GLENFIELD on WEDNESDAY, 3 DECEMBER 2025 at 2.00 p.m. for the transaction of the business set out in the agenda below.

Yours faithfully

Chief Executive

A G E N D A

1. Chairman's Announcements.

2. To confirm the minutes of the meeting of the Council held on 24 September 2025.   (Pages 7 - 20)

3. To confirm the minutes of the Extraordinary meeting of the Council held on 12 November 2025.   (Pages 21 - 24)

4. To receive declarations by members of interests in respect of items on this agenda.

5. To answer questions asked under Standing Order 7(1)(2) and (5).

6. To receive position statements under Standing Order 8.

To consider reports of the Cabinet, Scrutiny Commission, Scrutiny Committees and other bodies:

7. Report of the Cabinet.

(a) Annual Delivery Report and Performance Compendium 2025. (Pages 25 - 112)

8.   Report of the Constitution Committee.

(a) Review and Revision of the Constitution. (Pages 113 - 152)

9.   Report of the Appointment Committee.

(a) Appointment of Chief Executive. (Pages 153 - 156)

10.   To consider the following notices of motion:

(a) Support for Family Carers - Mr D Harrison CC

(a) That this Council:

(i)   Recognises the vital role played by carers in supporting vulnerable individuals across Leicestershire and acknowledges the unique challenges they face in accessing services, employment, and community participation;

(ii)   Notes that the Care Act 2014 grants carers the right to:

- A Carer's Assessment, regardless of the amount or type of care provided;
- Support services and personal budgets where eligible;
- Information, advice and preventative support to maintain wellbeing;
- Independent advocacy where needed.

(iii)   Notes that the Children and Families Act 2014 entitles all young carers and parent carers to a needs assessment;

(b) That this Council therefore resolves to:

(i)   Formally recognise carers as a group requiring particular consideration and support, specifically:

- To ensure carers are consulted and involved in shaping services;
- To review service delivery to remove barriers for carers;

(ii)   Assess future decisions, services and policies made and adopted by the Council to determine the impact of changes on carers;

      (iii)   Ensure that these commitments are incorporated into the refresh of the Leicester, Leicestershire and Rutland Carers Strategy and any other relevant policies and strategies.

(b) Opposing Labour's Digital ID Scheme - Mr M Mullaney CC

(a)   That this Council notes the recent announcement by Keir Starmer's Labour Government of plans to introduce a mandatory Digital ID scheme for all UK residents.

(b)   That this Council further notes that the Government's plan:

    (i)   Could require every resident to obtain a Digital ID to access public services and entitlements;

    (ii)   Could risk criminalising millions of people, particularly older people, those on lower incomes, or those without access to digital technology;

    (iii)   Raises significant privacy and civil liberties concerns;

    (iv)   Could result in billions of pounds of taxpayers' money being wasted on a massive IT project, with no clear benefit or safeguards.

(c)   That this Council believes that Labour's scheme:

    (i) Represents an expensive measure that will undermine public trust;

    (ii) Will do nothing to address the real priorities facing communities such as delivering more police on the streets, properly funding local schools and fixing broken roads and pavements;

    (iii) Fails to protect our core British values of liberty, privacy and fairness.

(d)   That this Council welcomes the Liberal Democrats' consistent national opposition to Labour's ID cards, having previously defeated Labour's original plans for ID cards in 2010, and opposes Labour's renewed attempt to impose them in digital form.

(e)   That this Council resolves:

    (i)   To formally oppose the Labour Government's Digital ID plans;

    (ii)   To request the Leader of the Council and the Chief Executive write to the Secretary of State for the Home Department and the Minister for Digital Infrastructure expressing this Council's firm opposition to Labour's mandatory Digital ID system and calling for the plans to be scrapped;

(iii) To work with local voluntary, digital inclusion and civil liberties groups to ensure that no resident in Leicestershire is penalised or excluded as a result of any national identification scheme.

(c) Urgent Action on SEND Funding - Mrs D Taylor CC

(a) That this Council notes:

(i) The increasing number of children and young people in our county with Special Educational Needs and Disabilities (SEND);

(ii) The growing pressure on schools, local authorities, and families to meet complex needs with limited resources;

(iii) That current funding levels for SEND provision are insufficient to meet statutory obligations and ensure equitable access to education.

(b) That this Council believes:

(i) Every child deserves access to high-quality education, regardless of their needs;

(ii) Underfunding SEND services risks long-term harm to children's development, wellbeing, and life chances;

(iii) Local authorities must be adequately resourced to deliver the support required under the Children and Families Act 2014.

(c) That this Council resolves to write to the Secretary of State for Education, urging an immediate review and uplift of SEND funding allocations for Leicestershire County Council.

(d) Community Flood Signage Scheme for Leicestershire - Mr J Poland CC

(a) This Council notes:

(i) That instances of surface water and fluvial flooding across Leicestershire are becoming more frequent and severe, posing risks to life, property, and transport networks.

(ii) That road closures during flood events may at times be delayed because the Council's Operational Highways teams and emergency services cannot always attend immediately.

(iii) That Nottinghamshire County Council operates a Community Flood Signage Scheme (CFSS), which enables trained community Flood Wardens (who are employees of Nottinghamshire County Council) to deploy signage and temporarily close roads when pre-

agreed flood trigger levels are reached, under the direction and authorisation of the County Council's Flood Risk Management Team.

(iv) That this scheme has been recognised nationally for improving public safety, reducing emergency response demands, and strengthening local resilience.

(b) This Council has undertaken an initial feasibility assessment introducing a CFSS and recognises:

(i) That empowering local communities to act swiftly and safely during flooding events could significantly enhance public safety.

(ii) That subject to resolving legal and regulatory issues and with appropriate training, insurance, and operational protocols, community Flood Wardens could responsibly assist the Council in closing roads that are temporarily impassable due to flooding.

(iii) That implementing a CFSS in Leicestershire would align with the Council's objectives as the Lead Local Flood Authority and demonstrate proactive flood management.

(c) To introduce such a scheme this Council notes:

(i) That Volunteer Flood Wardens (VFWs) are currently managed by the Local Authority Resilience Partnership. The Resilience Partnership Management Board does not support the introduction of CFSS due to concerns over resource pressures, particularly during a severe weather event.

(ii) In light of the Resilience Partnership Management Board's position, the management responsibility of the CFSS would need to be transferred to the Council from the Resilience Partnership in order to facilitate the scheme, including updating the role and responsibilities of the team providing the necessary training, supervision and oversight to effectively manage the responsibility and liabilities associated with a volunteer scheme of this nature.

(iii) That a transfer of responsibilities and appointing the necessary resource would need to be managed to avoid disruption to services during the higher flooding risk time of year for the County Council's flood risk and drainage teams.

(iv) That implementation of the CFSS would be dependent on both the ability and willingness of VFWs to take on additional responsibilities and for those VFWs to be available at the time of a flood event. In addition, it may not be that VFWs are operating in the areas most at risk of safety or property impacts.

(v) Not all locations would be suitable for action by VFW, including high speed roads and isolated locations. These locations would continue to be addressed by the Local Highway Authority even where a CFSS was implemented.

(d) This Council therefore resolves to:

(i) Introduce a pilot scheme of enhanced resources allocated to prioritise 'quick response' to locations where road closures could reduce the risk to life (in addition to existing sites) and risk of property flooding caused by bow waves or other relevant locations promoted by VFWs. Initial locations during the pilot would be based on existing reports and local knowledge. Additional locations may be added over time dependent on the evaluation of the pilot. The objectives are similar to a CFSS but with the benefits of wider coverage and consistent application.

(ii) Work with VFWs to identify suitable locations for signage warning where a route is liable to flooding or where bow waves can cause internal property flooding.

(iii) Engage with the communities impacted by bow wave flooding to help and guide them on making their properties more flood resilient. All communities, residents and businesses need to be flood aware and prepared. Whether through a CFSS or the quick response pilot, it will never be possible to remove the risk of flooding and neither scheme should be viewed as a 'solution' to flood risk, rather one of a set of tools that might reduce the impact.

(iv) Monitor the impact of this pilot and report back to the Environment, Flooding and Climate Change Overview and Scrutiny Committee after six months on the outcomes. At this stage, and depending on the success of the trial and, subject to resolving legal and regulatory issues, it may be appropriate to consider the transfer of the VFW service to the County Council and taking forward a CFSS pilot.

Agenda Item 2

MINUTES OF THE MEETING OF THE LEICESTERSHIRE COUNTY COUNCIL HELD AT COUNTY HALL, GLENFIELD ON WEDNESDAY, 24 SEPTEMBER 2025

PRESENT

Mr. P. Harrison CC (in the Chair)

Mr. C. Abbott CC, Mr. R. Bailey CC, Dr. J. Bloxham CC, Mr. J. Boam CC,
Mrs. N. Bottomley CC, Mr. S. Bradshaw CC, Mr. S. L. Bray CC, Mrs. L. Broadley CC,
Miss H. Butler CC, Mr. N. Chapman CC, Mr. M. H. Charlesworth CC,
Mr. G. Cooke CC, Mr. K. Crook CC, Mrs. L. Danks CC, Mr. M. Durrani CC,
Mr. M. R. England CC, Mr. H. Fowler CC, Mr. S. J. Galton CC, Mr. D. A. Gamble CC,
Ms. B. Gray CC, Mr. D. J. Grimley CC, Mr. A. Hamilton-Gray CC, Mr. D. Harrison CC,
Dr. S. Hill CC, Mr. N. Holt CC, Mr. A. Innes CC, Mr. P. King CC, Mrs. K. Knight CC,
Mr. J. McDonald CC, Mr. J. Melen CC, Mr. J. Miah CC, Mr. P. Morris CC,
Mr. M. T. Mullaney CC, Mr. O. O'Shea JP CC, Mr. J. T. Orson CC, Mr. D. Page CC,
Mrs. R. Page CC, Ms. A. Pendlebury CC, Mr J. Poland CC, Mr. C. Pugsley CC,
Mr. V. Richichi CC, Mr. K. Robinson CC, Mr. P. Rudkin CC, Mrs B. Seaton CC,
Mr. C. A. Smith CC, Mr. M. Squires CC, Mrs D. Taylor CC, Mr. A. Thorp CC,
Mr. A. Tilbury CC, Mr. B. Walker CC and Mr. C. Whitford CC

28.   CHAIRMAN'S ANNOUNCEMENTS.

County Service

The Chairman reminded members he would be hosting the County Service on Sunday 26th October at 3.00 p.m. at St John the Baptist in Hugglescote with the Bishop of Loughborough, The Right Reverend Saju Muthalaly, preaching. All members had been invited.

Remembrance

On Tuesday 11th November, the Chairman would be leading the County Council's tributes at the annual Remembrance Service at the Stand Easy memorial at County Hall. He hoped that members would be able to join him.

29.   MINUTES OF THE MEETING HELD ON 2 JULY 2025.

It was moved by the Chairman, seconded by Mr Hamilton-Gray and carried:-

"That the minutes of the meeting of the Council held on 2 July 2025, copies of which have been circulated to members, be taken as read, confirmed and signed."

30.   MINUTES OF THE MEETING HELD ON 30 JULY 2025.

It was moved by the Chairman, seconded by Mr Hamilton-Gray and carried:-

"That the minutes of the Extraordinary meeting of the Council held on 30 July 2025, copies of which have been circulated to members, be taken as read,

confirmed and signed."

31. <u>DECLARATIONS OF INTEREST.</u>

The Chairman invited members who wished to do so to make declarations of interest in respect of items on the agenda for the meeting.

Mr Orson and Mr Bailey both declared a Non Registerable Interest in the Notice of Motion on Protecting Rural Communities from the Impact of Reckless Tax Reform due to their agricultural land holdings and the potential financial implications of the reforms for them. The issue affected them and their business more than most other people who were not farmers and might therefore be considered to affect their views on the matter. The Chairman therefore confirmed that the Monitoring Officer had approved a dispensation for both Mr Orson and Mr Bailey to allow them to take part in the discussion and vote on the matter on the grounds that this was in the public interest – namely to allow an informed debate, including the views of members who had knowledge of the sector and impact of the IHT proposals on the sector.

32. <u>QUESTIONS ASKED UNDER STANDING ORDER 7(1)(2) AND (5).</u>

(A) Mr Bray asked the following question of the Leader or his nominee:

"At the meeting on 30th July 2025 the Leader moved an amendment which included a commitment to write to the Government to ask for a referendum on local government reform, which I support. Given that the amendment was not passed by the Council, will the Leader now commit the Council to holding a referendum ourselves?"

Mr D. Harrison replied as follows:

"Mr Bray is aware that the Reform UK administration supports calls for a local referendum. This is why it was proposed in the amendment at the full Council meeting on 30th July 2025, which his Group failed to support. Holding a unilateral referendum by the County Council would be an uncosted burden on the tax payers of this County and would need the support of this Council to pass."

(B) Mrs Taylor asked the following question of the Leader or his nominee:

"1.   Can the Leader advise why he appointed Mr Boam as the Deputy Leader of this Council in May, and what were the changes of circumstances in the three months following that appointment which led him to sack Mr Boam as Deputy Leader and from Cabinet?

2.   Can the Leader confirm that this Cabinet will remain in post for the foreseeable future to provide stability?"

Mr D. Harrison replied as follows:

"1.   Mr Boam was elected Deputy Leader of the Reform UK administration

by its elected members in May this year and his name was therefore nominated by the Leader at the Annual Meeting of the County Council. In August of this year, it became evident that Mr Boam could not continue with his duties as Adult Social Care Lead Member. The Reform UK group decided the right course of action was to remove Mr Boam from his positions.

2.　　Cabinet positions are appointed by the Leader of the Council, and I have every confidence we now have the right team in place."

Mrs Taylor asked the following supplementary question:

"I thank the Leader for his answer and just a point of clarity, he said the Deputy Leader, Mr Boam had been elected by the Reform UK administration elected members in May. Could he confirm if the current new Deputy Leader had also been elected by the Reform UK administration this time?"

Mr D. Harrison replied as follows:

"A very simple response. Yes."

(C)　　Mr Bray asked the following question of the Leader or his nominee:

"The work that the County Council has done to roll out superfast fibre broadband across parts of Leicestershire is to be commended, however residents in Curzon Close, Burbage in my Division have been battling with their leasehold company and Openreach to try and get their street connected, so far to no avail.

Would the Leader ask officers to take up the case for people in Curzon Close and surrounding streets and work with these companies to get the homes connected?"

Mr Fowler replied as follows:

"Superfast Leicestershire, a Government funded programme to increase digital connectivity, brought Superfast broadband to over 78,000 Leicestershire premises between 2013 and 2021. The Council is now working with Building Digital UK to support gigabit-capable, full fibre broadband delivery to at least 17,000 homes and businesses in areas not covered by commercial broadband plans by 2032.

Openreach, Virgin Media, and CityFibre have delivered gigabit capable broadband in Burbage as part of their commercial build. Unfortunately, it appears that Curzon Court has not been included.

Officers have contacted Openreach to understand why Curzon Court has been excluded. Openreach can find no record of a build request. Curzon Court is an age restricted housing complex and therefore any installation to the premises will require the full support of the leasehold company.

If further details in respect of the leasehold company can be provided to

broadband@leics.gov.uk, Officers will investigate this further with Openreach."

(D) Mr Charlesworth asked the following question of the Leader or his nominee:

"This Autumn the Government has introduced a £650 million electric car grant scheme; this will make EV ownership more affordable and accessible. However, if you live in a terraced property in Leicestershire, you will not be able to take advantage of this scheme if you need to charge your vehicle at home – as most owners do. This is because the County Council's current policy on charging forbids any cross-pavement charging methods. Many other local authorities have adopted various methods to address this issue; when is Leicestershire going to adopt a policy that meets the needs of its residents?"

Mr Whitford replied as follows:

"The County Council recognises the importance of electric vehicles in supporting the delivery of an efficient transport network, enabling people to get about in their daily lives. As a result, officers are currently investigating the potential for a pilot scheme to support cross-pavement charging methods in the County. Following the introduction of the Government's £650m electric car grant scheme, the County Council will be applying for a grant to support the introduction of the pilot scheme. Although a relatively small amount is available, this should be sufficient to investigate cross-pavement charging methods in Leicestershire. The application process closes at the end of October and dependent on the outcome, the scheme could be rolled out in 2026."

(E) Mr Orson asked the following question of the Leader or his nominee:

"In June, our local NHS Trust announced the pause of birthing and postnatal services at St Mary's Birth Centre, Melton Mowbray—the only midwife-led unit in Leicestershire. For many families, this centre has been more than a place of care; it has been a sanctuary of safety, dignity, and support during life's most vulnerable moments.

This decision strikes at the heart of our Joint Health and Wellbeing Strategy, which rightly prioritises the first 1001 days of a child's life—a window where compassionate, community-based care can shape lifelong outcomes.
Will the Leader commit to:

•   Standing with campaigners who seek to restore and protect vital services at St Mary's, especially postnatal care and breastfeeding support, which are so often undervalued yet profoundly impactful
•   Ensuring the petition brought to County Hall today is formally presented to our key partner on the Health and Wellbeing Board, University Hospitals of Leicester, at its next meeting?

This is not just about buildings or budgets—it's about babies, mothers, and the kind of care we choose to champion."

Reply by Mr Squires:

"Pausing births and inpatient care at the Centre from 7 July was a difficult but necessary step, given the safety risks to mums and babies caused by staffing issues. I know senior staff at University Hospitals of Leicester NHS Trust and the Leicester, Leicestershire and Rutland Integrated Care Board are working together to determine the next steps for St Mary's Birth Centre.

This includes discussing the safety risks and what can be done to mitigate them. I have been told that no decision has yet been made but it is anticipated this will happen before January 2026.

Like Mr Orson, I am concerned at the potential loss of the St Mary's Centre and would urge the NHS to consider the issues of postnatal care and breastfeeding that he has highlighted. I would welcome the presentation of the petition at the Health and Wellbeing Board."

Mr Orson asked the following supplementary question:

"I was presented with a petition on this matter just before the meeting. I've handed it to Democratic Services, and I asked that this be handed to the Board tomorrow and thank you for that. But the question is, would Councillor Squires agree that those currently assessing their birth choices need certainty and the continual holding position of a decision being anticipated before January is becoming untenable. Given we are now approaching the halfway point in this pause, will he press the Trust to be more open and concrete about their timeline for announcing their future plans for St. Mary's?"

Mr Squires replied as follows:

"I can confirm I'm already doing that and awaiting a reply."

(F)   Mr Walker asked the following question of the Leader or his nominee:

"A number of residents are facing flooding on Sapcote Road, Burbage, particularly nos. 141 to 149. This is caused by water run-off from a neighbouring field. Would the Leader please look at this situation and update myself and the residents on the proposed remedial action."

Mr Tilbury replied as follows:

"The County Council is aware of the flooding issues at 141 – 149 Sapcote Road, Burbage. National flood risk mapping shows parts of the area to be at high risk from surface water flooding. This is most likely to occur following periods of seasonally wet weather when the ground becomes saturated, or when intense rainfall occurs following periods of dry weather.

In its role as the Lead Local Flood Authority, the Council investigated flooding which occurred at this location in autumn 2019. The Council also investigated public highway drainage assets in its role as the Local Highway Authority, and worked in partnership with Severn Trent Water, who manage public

sewer assets nearby.

The neighbouring field mentioned in the question is privately owned land. Measures to reduce the risk of surface water flooding from the field were considered in 2020; however, such work would be subject to landowner agreement as there is no statutory responsibility for the landowner to agree to or undertake any works. Neither are there any powers to enforce the landowner to carry out any works. To date, an agreement is yet to be reached.

At the time, the Council also encouraged property owners to be flood-ready and consider resilience measures to reduce the potential impacts of flooding. We have had limited recent correspondence from the community. Officers will therefore arrange a discussion with Mr Walker to understand further the current situation from the community perspective. We are also aware that Severn Trent Water have been contacted regarding their assets on Sapcote Road."

(G)   Mr Bray asked the following question of the Leader or his nominee:

"Now that schools have returned, I'm getting comments from parents and neighbours about parking issues in the Westfield Road, Northfield Road and Coventry Road areas at school drop off and pick up times. People are concerned about inconsiderate parking and more importantly pedestrian safety.

Could the Leader please update me on what action the County Council has taken and any further measures proposed to alleviate problems in this area."

Mr Whitford replied as follows:

"These concerns were raised previously in September 2024 by Mr Bray. Officers responded by commissioning surveys to assess whether a pedestrian crossing would be required, inclusive of a school crossing patrol. Mr Bray was provided with a copy of the outcome of these assessments including the results and proposed actions in December 2024. The investigations and actions are summarised below.

Pedestrian Crossing Request

When assessing the justification for a crossing, the County Council uses an assessment involving both pedestrian and vehicle flows. This assessment results in a score, which in Leicestershire is called the Crossing Justification Value (CJV) and this will determine if there is justification for a crossing or not. The results of any surveys carried out are then placed into one of the following types of categories:

- A CJV of less than 0.4 would not justify any type of crossing;
- A CJV between 0.4 – 0.7 would justify the provision of an uncontrolled crossing point or dropped kerb;
- CJV between 0.7-0.9 would justify the provision of a zebra crossing;

- A CJV of 0.9 and above would justify the provision of a controlled puffin crossing.

Upon reviewing the assessment for this particular location, the results showed a score of 0.072. This value falls below any threshold of intervention whereby crossing facilities are justified. It is also pertinent to highlight that Westfield Junior School does benefit from the presence of an existing uncontrolled crossing point, which goes above and beyond what is justified when referring to the CJV.

The results of this survey taken last year remain relevant as we are not aware of any change in the environment or development taking place in the vicinity which would contribute towards changes in travel patterns.

School Crossing Patrol

We can confirm that the crossing point in front of Westfield Junior School was previously used for a School Crossing Patrol (SCP) until 2015 where the service was withdrawn due to not meeting the required CJV values. In line with the concerns raised along Westfield Road, officers conducted a new assessment on 3rd October 2024, at the same formal crossing point to re-evaluate eligibility.

This assessment as per the Road Safety GB SCP guidelines, includes all children walking to school and crossing the road in the vicinity of the Priority Narrowing. It includes all vehicle traffic in both directions. There are additional weightings for larger vehicles (i.e. anything that is not a car). There are additional factor multipliers for age of children, width of carriageway and proximity to junctions.

For an SCP site to be established, the assessment must meet a threshold of 4,000,000 or above. At its busiest, the Westfield Road site achieved a result of 1,664,331 meaning that an SCP would not be supported at this location.

School Keep Clear

Previously, the school keep clear marking which existed along Westfield Road was only an advisory marking as the school had not responded to previous calls for schools to work with us to change these markings to a mandatory marking which could be enforced (the marking on Ashford Road is mandatory and is included on the enforcement route).

When concerns were raised in September 2024, the Council again offered to convert this to a mandatory marking inclusive of installing a second marking on the other side of the road to create a clear parking zone which would offer unobstructed visibility for parents/guardians and children crossing the road.

Officers conducted the necessary consultation for the Traffic Regulation Orders to make the existing marking mandatory and introduce the second marking. This was implemented with all new signs and road markings introduced on 11th April 2025.

Other measures

Westfield Road also benefits from extensive traffic calming in the form of road narrowings, speed cushions, speed tables and a 20mph Advisory School Zone with twin amber flashing lights.

These measures aim to highlight the school and reduce the speed of traffic using the road.

As with all schools in Leicestershire, the school has been offered Road Safety Education training.

The Sustainable Travel Team (Choose How You Move) have also offered support to the school in developing a travel plan. This would include the implementation of active travel initiatives aimed at reducing congestion at the school gate by encouraging more pupils and parents to walk, cycle or wheel to and from school. Although the school has not yet taken up this offer, information and resources have been provided directly to them.

Following a request from the Head Teacher, the team provided bespoke maps showing walking and cycling routes within a mile radius of the school. The Head Teacher also expressed an interest in Bikeability, which has been booked for w/c 19th January 2026."

(H)   Mr Smith asked the following questions of the Leader or his nominee:

"At the Scrutiny Commission meeting on 8 September 2025, the Leader of the County Council stated that he will cut council tax without cutting services in the upcoming budget.

Can the Lead Member confirm whether reducing staff numbers is being considered as a means of addressing the widening deficit, and if so, what assessment has been made of the likely impact this would have on the delivery of our services, on residents' wellbeing, and on staff morale across the authority?"

Mr D. Harrison replied as follows:

"Due to the significant financial challenge that the County Council faces it is important that we look at all Council activities so that the best options for change are identified.

It would be wrong to just target staff, as Mr Smith seems to be suggesting. As a council we exist to provide services to the residents of Leicestershire, so any service changes will be carefully considered so that their impact is fully understood.
Our workforce is highly valued, whether their role is directly delivering a service or part of a support function.

If any changes are made, people will want to be treated honestly and fairly. This has always been my approach. For changes under my administration, I will ensure that there is clear communication about why change is needed,

meaningful consultation and implementation in a professional and supportive way."

(I) **Mrs Bottomley asked the following questions of the Leader or his nominee:**

"When can we expect to see a Local Government Reorganisation proposal from the administration? With the deadline being in two months time, what steps are being taken to ensure that adequate consultation can take place, and our residents are allowed to have their voices heard?"

Mr D. Harrison replied as follows:

"At its recent meeting the Cabinet highlighted the importance of modelling the different options for reorganisation which have so far been put forward. The outcomes are not yet known but they will be made available to all members. I'm conscious of the time that is left before a submission to Government has to be made but I want our consultation and the final proposal to be informed by evidence, particularly the impact on the County of any extension of the City boundary.

I respect the views of residents, which have been recognised in this chamber at our last meeting, but I expect the Government also to take other factors into account when they assess final proposals."

(J) **Mrs Bottomley asked the following questions of the Leader or his nominee:**

"After the reallocation of £2 million into "flooding", when can our residents have details on what exactly that money is now going to be spent on?"

Mr Tilbury replied as follows:

"The County Council has been working to shape proposals for how this reallocated funding is to be spent on flood mitigation initiatives including expected outcomes. The proposals will be presented to Cabinet on 28th October for approval."

(K) **Mrs Bottomley asked the following questions of the Leader or his nominee:**

"Leicestershire County Council's section 19 report is significantly overdue compared to other local authorities, what steps are being taken to ensure that the report is published as quickly as possible, and that any future reports will not be delayed to this extent?"

Mr Tilbury replied as follows:

"Whilst there are no statutory timescales for the publication of a formal flood investigation, the completion and publication of outstanding formal (Section 19) flood investigations is a high priority for the Council. Over the last two years Leicestershire has experienced a high number of major flood events resulting in properties being internally flooded. The flood events in January

2024 (storm Henk) and January 2025 were the worst recorded in Leicestershire's recent history with well over 1000 properties being internally flooded across the two events. This has resulted in a high volume of formal flood investigations for the Flood Risk Management Team.

There are various other workstreams which must continue whilst investigations are being progressed. These are detailed in the Local Flood Risk Management Strategy for Leicestershire. The Council has also had to administer Property Flood Resilience Repair Grants with no additional resource provided from the Government, and deal with high volumes of flooding related enquiries.

Investigations also require significant amounts of consultation with other agencies. The process is detailed in the Leicestershire Formal Flood Investigations Policy available on the Council's website.

The Council has allocated an additional £400,000 to help with the completion of existing investigations and other resource pressures.

It is fully recognised that the publishing of Section 19 investigation reports is very important for communities; however, I would reassure people that where actions are agreed by all parties, we do not wait for the report to be published before progressing them. A list of outstanding investigations with estimated publication dates is available on the Council's website. These dates are currently the best estimates for publication. In the meantime, to provide communities with clarity on actions and their progress, multi-agency action plans are being prepared and shared with communities.

The speed of completion of future investigations will be improved by additional funding enabling greater resource to be directed to carrying out these formal investigations."

Mrs Bottomley asked the following supplementary question:

"Thank you for the response. While we are repeatedly assured that actions are being taken in the absence of the section 19 flooding report, myself, parish councils, flood wardens, and residents have no details as to what these actions are. Can we please have some clarity around what steps will be taken and when by who to ensure that communities are fully informed and can track progress while we await the report?"

Mr Tilbury replied as follows:

"The interim action plan of the section 19 reports will be revealed in the next couple of weeks around mid-October."

33.   POSITION STATEMENTS UNDER STANDING ORDER 8.

The Leader gave a position statement on the following matters:

- The Council's Medium Term Financial Strategy
- Notable achievements since May
- Local Government Reorganisation

- Meeting with the Lord Lieutenant
- Meeting with Staff Network Representatives

The Lead Member for Adults and Communities gave a position statement on the Care Quality Commission Assessment of the County Council.

The Lead Member for Children and Family Services gave a position statement on the following matters:

- Special Educational Needs
- Children in Care
- Admissions and School Improvement
- Music
- Families First Partnership Programme

The Lead Member for Environment and Flooding gave a position statement on flooding and flood management.

A copy of the position statements is filed with these minutes.

34.   REPORT OF THE CONSTITUTION COMMITTEE

(a)   Revision of the Constitution.

It was moved by Mr D. Harrison, seconded by Mrs Taylor and carried unanimously:

"That the proposed changes to the terms of reference of the Council's Overview and Scrutiny Committees, as set out in the Appendix to this report, and any consequential amendments to the Constitution required as a result of these changes, be approved."

35.   TO CONSIDER THE FOLLOWING NOTICES OF MOTION:

(a)   Protecting Rural Communities from the Impact of Reckless Tax Reform

It was moved by Mrs Taylor and seconded by Mr Poland:

"1.   That this Council notes:

a)   That 6,365 agriculture, forestry, and fishing businesses have closed in the past year—more than in any year since quarterly records began in 2017 (ONS).

b)   That the majority of these closures occurred in the first half of the year, following the Chancellor's October 2024 announcement to slash inheritance tax relief for family farms.

c)   That only 3,190 new businesses were created in the sector during the same period, leaving a net loss of 3,175—evidence of the fastest contraction on record.

2. That this Council believes:

   a) That the Chancellor's decision to reduce inheritance tax relief has dealt a devastating blow to generational farming families, many of whom now face impossible financial choices.

   b) That this policy was implemented without adequate consultation or impact assessment and has disproportionately harmed rural communities.

   c) That the Government must be held accountable for the consequences of its actions and take immediate steps to reverse the damage.

3. That this Council resolves to:

   a) Condemn the Chancellor's decision to reduce inheritance tax relief for family farms and call for its urgent reversal;

   b) Demand that the Government introduce emergency support for rural businesses affected by the policy, including transitional relief and access to financial advice;

   c) Request a full impact assessment on rural business viability, to be shared with local authorities and farming unions;

   d) Stand in solidarity with farming families and rural workers and commit to championing their interests at every level of government."

The motion was put and carried, with 45 members voting for the motion and 2 members voting against.

(b) Protecting Homes from Flooding in the Planning and Infrastructure Bill

It was moved by Mrs Bottomley and seconded by Mrs Pendlebury:

"1. That this Council notes that:

   a) The Government's current Planning and Infrastructure Bill makes provision for housing development and infrastructure investment but does not go far enough in ensuring that new and existing homes are adequately protected from the increasing risk of flooding.

   b) Climate change is increasing the frequency and severity of flooding events across the UK, placing thousands of households at risk of damage, disruption, and loss.

   c) Local planning authorities are currently restricted in their ability to ensure developments are flood-resilient. For example:

d) Planning law largely limits councils to considering the management of surface water within the site boundary, with limited powers to require or enforce measures for water once it leaves the site.

e) Councils cannot always insist on the use of sustainable drainage systems (SuDS) or require developers to demonstrate the long-term adequacy of drainage and outflow arrangements into wider catchments.

f) Once a development is built, responsibility for managing downstream or cumulative flood risk typically falls to local authorities or agencies, without dedicated funding from central government.

2. That this Council believes that:

a) Flood prevention and resilience must be a central part of all planning and infrastructure decisions, not an afterthought.

b) Developers must be held accountable not only for water management on-site, but also for the impact their developments have on neighbouring land and communities downstream.

c) Local authorities should be empowered and properly resourced to require the highest standards of flood resilience in all new developments, and to invest in infrastructure that protects existing communities.

d) Without stronger measures, the Planning and Infrastructure Bill risks locking in avoidable future costs, damages, and risks for residents and taxpayers.

3. That this Council therefore resolves to:

a) Write to the Secretary of State for Levelling Up, Housing and Communities, and the relevant local MPs, calling for the Planning and Infrastructure Bill to be amended to:

   i. Strengthen requirements on developers to use robust, sustainable drainage solutions that demonstrate effectiveness both on-site and downstream;

   ii. Give councils clear powers to refuse or condition developments where surface water and flood risk management plans are inadequate beyond the site boundary;

   iii. Provide long-term, ring-fenced funding for councils to invest in flood prevention and resilience measures, including off-site infrastructure;

b) Work with neighbouring councils, the Local Government

Association, and relevant agencies to lobby for stronger national policy on flooding and planning, taking an accumulative view of the risks."

On the motion being put and before the vote was taken, five members rose asking that a named vote be recorded.

The vote was recorded as follows:

<u>For the motion</u>

Mr Abbott, Dr Bloxham, Mr Boam, Mrs Bottomley, Mr Bradshaw, Miss Butler, Mr Chapman, Mr Crook, Mrs Danks, Mr England, Mr Fowler, Mr Galton, Ms Gray, Mr Grimley, Mr Hamilton-Gray, Mr Dan Harrison, Mr Paul Harrison, Dr Hill, Mr Holt, Mr Innes, Mr King, Mrs Knight, Mr McDonald, Mr Melen, Mr Miah, Mr Morris, Mr Mullaney, Mr O'Shea, Mr Orson, Mr Page, Mrs Page, Mrs Pendlebury, Mr Poland, Mr Pugsley, Mr Richichi, Mr Robinson, Mr Rudkin, Mr Smith, Mr Squires, Mrs Taylor, Mr Thorp, Mr Tilbury, Mr Walker, Mr Whitford.

The motion was carried with 44 members voting for the motion. There were no votes against the motion.

2.00 pm – 5.26pm   CHAIRMAN
24 September 2025

MINUTES OF THE MEETING OF THE LEICESTERSHIRE COUNTY COUNCIL HELD AT COUNTY HALL, GLENFIELD ON WEDNESDAY, 12 NOVEMBER 2025

PRESENT

Mr. P. Harrison CC (in the Chair)

Mr. C. Abbott CC, Mr. R. Bailey CC, Dr. J. Bloxham CC, Mr. J. Boam CC, Mrs. N. Bottomley CC, Mr. S. Bradshaw CC, Mr. S. L. Bray CC, Mrs. L. Broadley CC, Miss H. Butler CC, Mr. N. Chapman CC, Mr. M. H. Charlesworth CC, Mr. G. Cooke CC, Mr. K. Crook CC, Mrs. L. Danks CC, Mr. M. Durrani CC, Mr. M. R. England CC, Mr. H. Fowler CC, Mr. S. J. Galton CC, Ms. B. Gray CC, Mr. D. J. Grimley CC, Mr. A. Hamilton-Gray CC, Mr. D. Harrison CC, Dr. S. Hill CC, Mr. N. Holt CC, Mr. A. Innes CC, Mr. P. King CC, Mrs. K. Knight CC, Mr. J. McDonald CC, Mr. J. Melen CC, Mr. J. Miah CC, Mr. P. Morris CC, Mr. M. T. Mullaney CC, Mr. O. O'Shea JP CC, Mr. J. T. Orson CC, Mrs. R. Page CC, Ms. A. Pendlebury CC, Mr. B. Piper CC, Mr J. Poland CC, Mr. C. Pugsley CC, Mr. K. Robinson CC, Mr. P. Rudkin CC, Mr. C. A. Smith CC, Mr. M. Squires CC, Mrs D. Taylor CC, Mr. A. Tilbury CC, Mr. B. Walker CC and Mr. C. Whitford CC

36.   DECLARATIONS OF INTEREST.

The Chairman invited members who wished to do so to make declarations of interest in respect of items on the agenda for the meeting.

All members declared a Disclosable Pecuniary Interest in the Notice of Motion on Local Government Reorganisation. The Corporate Governance Committee on 23 June approved a dispensation for all members to allow them to take part in any discussion and vote on any matter relating to the office they hold at the County Council, so all members were able to stay in the room and vote on this matter.

37.   REPORT OF THE CABINET.

38.   LOCAL GOVERNMENT REORGANISATION - DRAFT BUSINESS CASE

Mr D Harrison sought and obtained the consent of the Council to move an altered motion.

It was moved by Mr D Harrison and seconded by Mr Crook:

Part A

"(a)   That this Council opposes any expansion of the boundaries of Leicester City Council;

(b)   That, should the Government be minded to implement an expansion to Leicester City Council's boundaries, this Council requests a referendum take place on the matter, the costs of such a referendum to be met by the Government."

Part B

"That, subject to any further comments made by members, the draft business case for Local Government Reorganisation be endorsed for submission to the Cabinet for final approval at its meeting on 25 November 2025."

The motion was taken in two parts. On Part A being put and before the vote was taken, five members rose asking that a named vote be recorded.

The vote was recorded as follows:

For the Motion

Mr Abbott, Mr Bailey, Dr Bloxham, Mr Boam, Mrs Bottomley, Mr Bradshaw, Mr Bray, Mrs Broadley, Miss Butler, Mr Chapman, Mr Charlesworth, Mr Cooke, Mr Crook, Mrs Danks, Mr Durrani, Mr England, Mr Fowler, Mr Galton, Mr Grimley, Mr Hamilton-Gray, Mr D Harrison, Mr P Harrison, Dr Hill, Mr Holt, Mr Innes, Mr King, Mrs Knight, Mr McDonald, Mr Melen, Mr Morris, Mr Mullaney, Mr O'Shea, Mr Orson, Mrs Page, Mrs Pendlebury, Mr Piper, Mr Poland, Mr Pugsley, Mr Robinson, Mr Rudkin, Mr Smith, Mr Squires, Mrs Taylor, Mr Tilbury, Mr Walker, Mr Whitford.

Abstentions

Ms Gray, Mr Miah.

Part A of the motion was carried, with 46 members voting for the motion and no members voting against.

On Part B being put and before the vote was taken, five members rose asking that a named vote be recorded.

The vote was recorded as follows:

For the Motion

Mr Abbott, Mr Bailey, Dr Bloxham, Mr Boam, Mr Bradshaw, Miss Butler, Mr Chapman, Mr Cooke, Mr Crook, Mrs Danks, Mr England, Mr Fowler, Mr Grimley, Mr Hamilton-Gray, Mr D Harrison, Mr P Harrison, Mr Innes, Mr King, Mrs Knight, Mr McDonald, Mr Melen, Mr Morris, Mr O'Shea, Mr Orson, Mrs Page, Mr Piper, Mr Poland, Mr Pugsley, Mr Robinson, Mr Rudkin, Mr Smith, Mr Squires, Mrs Taylor, Mr Tilbury, Mr Whitford.

Against the Motion

Mrs Bottomley, Mr Bray, Mrs Broadley, Mr Charlesworth, Mr Durrani, Mr Galton, Ms Gray, Dr Hill, Mr Holt, Mr Miah, Mr Mullaney, Mrs Pendlebury, Mr Walker.

Part B of the motion was carried, with 35 members voting for the motion and 13 members voting against.

2.00 pm – 3.32 pm   CHAIRMAN
12 November 2025

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REPORT OF THE CABINET

A. ANNUAL DELIVERY REPORT AND PERFORMANCE COMPENDIUM 2025

Introduction

1. The purpose of this report is to present the Annual Delivery Report and Performance Compendium for 2025 which sets out the Council's progress and performance over the past year. The Delivery Report itself (attached as Appendix A to this report) focuses largely on delivery against the County Council priorities as set out in the Council's main service strategies.

2. The Performance Compendium (attached as Appendix B) includes information on comparative performance and 2024/25 performance outcome results, low overall funding for Leicestershire and the current associated risks.

Background

3. The Annual Delivery Report and Performance Compendium form part of the County Council's Policy Framework. The information outlined in the report provides performance data which will help the Council and its partners to ensure services continue to meet standards, provide value for money, and that outcomes are being achieved for local people.

4. The Annual Delivery Report and Performance Compendium, appended to this report, cover County Council delivery over the last twelve months or so. They draw largely on 2024/25 data, although older data and benchmarking is included where more up-to-date information is not available. In some cases, the data is more recent.

5. The assessment of performance has been divided into two parts – the Annual Delivery Report (the first part) is narrative, describing delivery, progress with implementing service plans and strategies, and achievements over the last twelve months.

6. The second part is the 'Performance Compendium' which contains information on:
   - Current inequality in funding.
   - Comparative performance, cost, and service benchmarking 2023/24 including lower comparative performing areas.
   - 2024/25 end-of-year performance figures, where available.
   - Main service and corporate risks.

7.   There is some comparative data still to be published, some of which is due to be published by December 2025. The overall Council benchmarking position for 2024/25 will also be updated at that point.

Delivery Summary and Efficiency Review

8.   Overall, analysis of the narrative shows good examples of delivery across the service areas. There remain good planning arrangements, financial management and governance in place supporting delivery of the priorities.

9.   A fundamental Efficiency Review and plans for Local Government Reorganisation to a single unitary County and Rutland Council are being progressed to help meet the significant financial challenges faced by the Council and council taxpayers. The data contained in the Compendium and the narrative progress report and improvement areas will be important elements considered by the Efficiency Review.

Performance Data Analysis

10.   The Council's own detailed benchmarking shows that it was the fifth best performing county in England on a wide range of performance measures in 2023/24, despite being the lowest funded. The final position for 2024/25 will be confirmed early next year.

11.   Initial analysis of 2024/25 end-of-year data shows that of 160 metrics, 73 improved, 34 showed no real change and 53 worsened. Direction of travel cannot be determined for 5 indicators, due to the absence of previous data or changes to indicator definitions. The impact of low funding and service demand pressures has continued to be felt, affecting outcomes in a number of areas, and some of these issues are flagged in the associated dashboards. A summary of progress on the indicators is set out in the Performance Compendium along with the actual detailed data and dashboards.

Areas for Continued Focus

12.   Given the significant financial challenges, demand, and delivery pressures facing the Council, areas for focus include: -

- Continuing to maintain awareness of Leicestershire's unfair funding position, pursue a significant Budget and Council Efficiency Review and savings initiatives and cost mitigation measures and seek more sustainable funding for local services.

- Continuing progress on the Council's preferred option for Local Government Reorganisation which will deliver significant efficiency savings and wider benefits.

- Continuing to progress improvements to SEND (Special Educational Needs and Disabilities) services and targeted improvements to Children's Social Care.

- Implementing the Public Health Strategy and a refreshed Health and Wellbeing Strategy, and supporting public health services.

- Pressing for an effective government solution to the challenges in Adult Social Care and implementing the Improvement Plan in response to the CQC Inspection of Leicestershire Adult Social Care services.

- Implementing a refreshed Local Transport Plan (LTP 4) continued public transport improvements and measures to help support and grow the local economy.

- Maintaining the focus on ensuring good local public services and customer satisfaction.

Views of the Scrutiny Commission

13. The Scrutiny Commission consider the draft Annual Delivery Report and Performance Compendium at its meeting on 10 November 2025. The Commission welcomed the report as well as the Council's performance which remained strong despite its low funded position.

14. The Commission also commented on park and ride services. Noting that the Council co-subsidised this service with the City Council it was questioned why this appeared to underperform in Leicestershire. Lower parking fees in the City and better bus options were considered to be the likely cause.

15. The Commission also raised concerns regard the adult social care survey results which remained below average. It was noted that issues raised in the CQC Inspection such as complex navigation, limited access, long waits, and staff turnover could indicate the reasons for this. The Commission acknowledged the funding constraints faced by the Council which had resulted in raised eligibility thresholds but were reassured that an Improvement Plan was underway to boost satisfaction.

Resource Implications

16. The report has no direct resource implications.

Equality Implications

17. There are no equality implications arising directly from this report. The Annual Delivery Report and Performance Compendium incorporate the progress of the County Council against key equalities outcomes and indicators.

Human Rights Implications

18.   There are no human rights implications arising directly from this report.

Consideration by the Cabinet

19.   The Cabinet at its meeting on 18 November considered the draft Annual Delivery Report and Performance Compendium, together with the comments made by the Scrutiny Commission. The Cabinet decided as follows:

(a) That the progress in delivering on the Council's service priorities as set out in the draft Annual Delivery Report 2025 be noted;

(b) That the Council's low comparative funding, good performance outcomes position, and the financial pressures and risks now facing the Authority set out in the Performance Compendium be noted;

(c) That in light of the pressure on the Council's financial sustainability arising from continued service demand, improvement and cost pressures, the Council continues to press its case for a fairer funding settlement, progresses plans for a fundamental Budget and Efficiency Review and its preference to secure c£40m efficiency savings and wider benefits from a new unitary authority for Leicestershire and Rutland;

(d) That the Chief Executive, following consultation with the Leader, be authorised to make any amendments to the draft Annual Delivery Report and Performance Compendium prior to its submission for approval to the County Council on 3 December 2025.

(Motion to be moved: -

That the Annual Delivery Report and Performance Compendium 2025 be approved.)

18 November 2025   **Mr D. Harrison CC**
                                                                           Leader of the Council

Background Papers

Report to the Scrutiny Commission – 10 November 2025 - Annual Delivery Report and Performance Compendium 2025
https://democracy.leics.gov.uk/ieListDocuments.aspx?CId=137&MId=7836&Ver=4

Report to the Cabinet – 22 November 2024 – Annual Delivery Report and Performance Compendium 2025
https://democracy.leics.gov.uk/ieListDocuments.aspx?CId=135&MId=7881&Ver=4

Institute for Government - Public Services Performance Tracker 2025 - https://www.instituteforgovernment.org.uk/publication/performance-tracker2025/local-services/overview

Draft Local Government Outcomes Framework https://www.gov.uk/government/publications/local-government-outcomesframework-call-for-feedback

<u>Appendices</u>

Appendix A - Leicestershire County Council Annual Delivery Report 2024-2025
Appendix B - Performance Compendium 2025

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Leicestershire County Council

Annual Delivery Report

2025

Contents

1. Introduction

This progress and performance report covers the period from September 2024 to September 2025, reflecting on recent progress and achievements made by the Council at that point.

A separate Performance Compendium looks at service data and outcomes in more detail, including a range of performance indicators and comparative benchmarking data, as well as some of the risks to service outcomes and delivery.

Over the last 12 months, the Council has continued to adapt to an evolving landscape, including responding to national policy changes, economic pressures and the evolving needs of our residents. Despite these challenges, and with the continued low funding provided to Leicestershire, our focus has been on delivering high quality public services.

Following the County Council elections in May good progress has been made including lobbying government for a better deal for Leicestershire, progressing work towards a fundamental Efficiency Review and new Efficiencies Plan to help drive down the budget gap, a focus on public services, seeking to find new business for Beaumanor Hall and consulting on a new working arrangements policy.

The Government is also proposing a shake-up of Council structures in two-tier areas. Our detailed work on the best option for Local Government Reorganisation in Leicestershire proposes a new single council for the County and Rutland, including joint work with the City Council that demonstrates there would be significant savings of c£40 million each year. Options analysis also highlights significant wider service benefits that will accrue from the changes.

2. Adult Social Care

We continue work to ensure that people have the opportunities and support they need to live active, independent, and fulfilling lives. We are also working to ensure improvements in the experiences of those who receive adult social care.

It is important that people find it easy to access information about social care services and that service users are satisfied with their care and support, live as independently as possible and report a good quality of life. The Council also aspires for unpaid carers in the community to feel more recognised, valued and supported to undertake their caring roles.

It is also critical that adults who may be disadvantaged due to learning disabilities and/or mental health issues are able to live as independently as possible and access suitable employment. Also, that vulnerable adults are supported and safeguarded.

Vulnerable Adults and Safeguarding

Progress in 2024/25

- We have continued to work alongside the Integrated Care Board (ICB) on neighbourhood offers for Mental Health support with a focus on prevention and wellbeing.
- There has been a review of our Adult Mental Health Provision (AMHP) service to ensure that we are able to better meet demand over a 24/7 period.
- Work has continued to update leaflets and guidance around safeguarding to educate people on how to keep safe from abuse and neglect. This was completed in collaboration with people who draw on services and the LLR Safeguarding subgroup.
- 94% of people who were supported through Adult Safeguarding reported their safeguarding personal objectives as achieved.
- Our Legal Services Contracts Team assisted with the procurement of a new Home Care framework with a view to taking care of vulnerable adults and fulfilling the Council's obligations under the Care Act 2014.
- The Homecare Assessment and Reablement Team (HART) supported people to remain at home or return home and continues to receive positive feedback.
- The positive impact of prevention services and measures through the use of community spaces, Occupational Therapy and the Local Area Coordination services has continued, to reduce and delay the need for formal support.

Adult Social Care Services, Information and Advice

Progress in 2024/25

- Our customer feedback form, for use following involvement from adult social care, has been updated, and is being piloted and rolled out. This has been developed in co-production with people who access services, and the feedback is being used to improve service experiences.

- In January 2025, we launched a brand-new website to help people find support to help them to continue to live independently at home. The website helps residents match with carers.
- The Engagement Panel, made up of people with lived experience, have directly influenced and supported change in ways of working to improve the experiences of people accessing services. This includes developing questions for homecare re-commissioning, supporting with an AI pilot of assessment writing and developing paper-based information packs.
- Work commenced with York University to research and develop value based situational judgement tests for Adult Social Care provider recruitment. This work has concluded with results expected to be published in Autumn 2025.
- Our Adult Social Care Service was subject to inspection by the Care Quality Commission earlier this year. The Inspection highlighted a number of service strengths as well as areas for improvement. Strengths highlighted in the report include:
    - Case records reflect people's right to choice, build on their strengths and assets and reflect what they want to achieve and how they wish to live their lives.
    - People's experiences of assessment are positive, with a professional, respectful approach and a clear focus on them as individuals.
    - The Homecare Assessment and Reablement Team (HART) supporting people to remain or return home received positive feedback.
    - The positive impact of prevention services and measures through the use of community spaces, Occupational Therapy and the Local Area Coordination services to reduce and delay the need for formal support.
    - Our commitment to partnership working with evidence of positive relationships and examples of effective partnership working, including Home First, Occupational Therapists, Care Coordination, CQC (provider quality), and the Learning Disabilities Collaborative.
    - People had good access to safe, effective support options, particularly home care.
    - A clear understanding of the safeguarding risks and issues in the area, with senior leadership oversight.
    - An inclusive and positive culture of continuous learning and improvement.
    - A strong culture of Equality, Diversity and Inclusion (EDI) with a clear strategy and actions across the organisation.

- Following the inspection we have reviewed and updated our improvement plans. The focus for improvement includes:
    - Reducing waiting lists.
    - Improving access, information, advice and guidance, including digital exclusion.
    - The carers assessment pathway and support offer.
    - Further understanding and addressing gaps in support services.
    - Reviewing safeguarding pathways and processes.
    - A demand and capacity management review aiming to ensure manageable workloads across all teams.

Supporting Carers

Progress in 2024/25

- The Care Technology Service has completed a project introducing care technology to people with early onset dementia and their unpaid carer. The findings were reviewed by Social Finance and showed, along with qualitative feedback, a reduction of stress experienced by the carer. This is leading to a second project looking at the use of technology to support carers in their caring role and also benefiting the cared for in remaining at home and being supported as they wish.
- A commissioning review of the Carer's Support Service is being undertaken. We have started working in partnership with carers to develop a future service model.
- Carer's contingency planning has progressed, supported by the Accelerated Reform Fund. This will support carers if they are suddenly unable to meet their caring obligations in a time of emergency.
- A review of our Carers' Strategy has started.
- In February 2025, we opened applications for grants to support carers facing costs arising from supporting adults recently discharged from hospital. The grant offers much needed support to carers looking after their loved ones.
- There was increased engagement with carers who receive support and advice on a range of wrap around services such as benefits, carers passports, dementia and cancer support.
- Local Area Coordinators continued to identify carers in the community and support them to access their community, to live active, independent lives.
- In Autumn 2024 the Leicester, Leicestershire, and Rutland partnership 'Connected Care Programme' was highly commended at the Health Service Journal Awards. The programme uses remote technology to reduce avoidable hospital admissions for care home residents, saving almost £1m in avoided hospital admission costs. The programme was also shortlisted in the Local Government Chronicle awards.
- There was a Comprehensive Infection Prevention and Control audit of care homes who contract with the Council with specialist support to make improvements to protect those at risk of harm.

3. Communities, Heritage and Libraries, Regulatory Services

Our work with communities aims for Leicestershire to have active and inclusive communities in which people support each other and participate in service design and delivery. Communities also need to be resilient; able to avoid, prepare for, respond to and recover from emergencies. We are working to ensure Council services are more accessible and inclusive and working with partners to increase community cohesion and tackle hate crime.

We are also working to ensure that our cultural and historical heritage are enjoyed and conserved and that people support each other through volunteering. We aim to protect consumers and promote a fair and safe trading environment through our Regulatory Services.

Participation in service design and delivery

Progress in 2024/25

- A Series of 'Parish Briefings' were held, covering topics such as the Councill's Medium Term Financial Strategy (MTFS), Environment & Transport, Local Nature Recovery Strategy (LNRS) and local government reorganisation
- There have been a range of public consultations through the year to engage with residents on a variety of topics, including Rights of Way, Adults Social Care Strategy, SEND and Inclusion Strategy and Local Transport Plan 4 (LTP4).
- We worked to improve the information on the website relating to people asking questions at Council committee meetings to make this clearer and provide more guidance for members of the public about how the process works. The website now includes a form where people can submit their questions to public meetings of the Council's overview and scrutiny committees.
- During the 2024/25 municipal year, 74 questions were submitted to overview and scrutiny meetings by Members and the public, an increase of 56 from the previous year.
- Work took place during the year to promote the County Council election
- Adult learning ran four engagement events during the academic year which provided the opportunity for communities to shape the curriculum offer.
- 1650 residents contributed to the co-produced activities in Communities and Wellbeing venues over the last 12 months.
- Ongoing support was provided to the Culture Leicestershire Community Connectors group. The group is made up of volunteers from different parts of the service (Charnwood Museum, Home Library service etc). This helped to provide insight and feedback on service wide activity and generate ideas and suggestions.
- There was co-production with volunteers of workshops as part of the Museum Collections Development Policy Review.
- We led the Suicide Prevention Lived Experience Network, which co-produced the refreshed Leicestershire, Leicester and Rutland (LLR) Suicide Prevention Strategy.

Cultural and historic heritage and libraries

Progress in 2024/25

- There were over 900,000 visits to our libraries and museums between April 2024 and March 2025.
- In September 2024, the 1620s House and Garden achieved its highest score to date (of 93%) from the VisitEngland team. Melton Carneige Museum also received its highest ever score of 94% in March 2025.
- Bosworth Battlefield Heritage Centre, 1620s House and Garden and Beaumanor Hall all also celebrated success at the Leicestershire Tourism and Hospitality Awards.
- In December 2024, Harborough Museum achieved a national award for its display and exhibition of the historic Hallaton Helmet.
- In February 2025 we launched a new free scheme to enable eligible people to experience the Council's unique art and museum collections from their own home. The project 'Culture to You' is being trialled in Oadby and Wigston with 26 clients and 10 new volunteers recruited to deliver to people's homes.
- There were over 2.5million library loans between April 2024 and March 2025
- 5 Culture Leicestershire websites have been improved and updated to meet accessibility guidance and support residents in accessing information.
- Learning for Independence programmes, designed to support adults with additional needs, make use of cultural/historical heritage resources at Melton Mowbray, Hinckley, Charnwood and Coalville. Projects and performances have helped learners develop self-advocacy, confidence and independence.
- A new section named 'Protecting Heritage' has been added to Leicestershire Highway Design Guide, asking developers to ensure that they have considered protection of heritage in their design and construction activities.
- We continued to promote Leicestershire cultural and heritage activities via the Leicestershire Communities website, social media platforms and established networks.

Volunteering

Progress in 2024/25

- The Leicestershire Lieutenancy promoted the King's Award for Voluntary Service which is the highest award given to local volunteer groups across the UK to recognise outstanding work done in their own communities.
- We procured and implemented a corporate volunteer management database to improve data security and consistency of our volunteer offer.
- A toolkit, checklist and training programme were developed to support the management of volunteers.
- We continued to support volunteering at a strategic and operational level through the Volunteering Operational Group (VOG), the Volunteer Managers Network and weekly drop-in sessions.

- There was continued growth in the number of Council volunteers and volunteering hours, as well as the variety of Council managed volunteer roles.
- The Leicestershire Lieutenancy ran a reservist event in June 2024, to coincide with Armed Forces week where a number of businesses were invited to discuss the benefit of businesses allowing their staff to be reservists.
- We supported Voluntary Community and Social Enterprise (VCSE) organisations to embed asset based and Friendly Connected Community approaches within their organisations.
- Local area coordinators (LACs), alongside partner organisations, supported a pilot work experience programme in Public Health via the Career Ready programme.
- In March 2025, the Chairmans Volunteer Event took place which celebrated the Council's volunteers.
- The Environment and Transport Parish Partnership Initiative continued to support parishes and residents to improve their area by enabling additional services such as sign cleaning, grass cutting and asset maintenance to be provided.
- There continues to be a range of services delivered through our volunteer programmes in Targeted Family Help, Youth and Justice Services and the Fostering Service for children in care, including the Independent Visitors Scheme.
- The Quorn Community Managed Library received the Kings Award for volunteering.
- The Community Managed Libraries (CML) network was maintained and there was renewed support agreements with CML groups.
- Culture Leicestershire benefitted from over 21,000 hours of volunteer support between April 2024 and March 2025.
- The Home Library Service took on an additional 26 clients and recruited 12 new volunteers.

Consumer Safety and Regulatory Services

Progress in 2024/25

- In the past year, Trading Standards officers conducted over 70 enforcement visits to Leicestershire retailers, seizing over 9,000 tobacco products. Enforcement typically results in prosecutions and premises closure orders. This year, a business proprietor involved in the distribution of illicit products was sentenced to eight months' imprisonment.
- Supported by central government resources, Trading Standards maintain an operational presence at East Midlands Airport, where we routinely inspect imported consignments to ensure compliance with UK regulations. Over the past year, nearly 1,100 shipments were intercepted by trading standards officers, resulting in 240,000 unsafe items being prevented from entering the UK market.
- The Litigation Team supported this by continuing to be involved in fire safety prosecutions to ensure compliance with fire safety legislation which protects the public, but which also helps to act as a deterrent to others with a view to driving up

safety standards generally. The Litigation Team also supports work undertaken by Trading Standards with the principal aim of ensuring that markets for consumers operate in a fair and lawful manner.

- Trading Standards continued to address the growing challenge of doorstep crime, responding to a noticeable rise in rogue traders targeting residents. Close collaboration with the police and other partner agencies is essential to reduce crime, educate potential victims, and enforce action against persistent or serious offenders. A recent Trading Standards investigation led to a rogue builder receiving a five-year prison sentence for fraudulent trading
- Our Trading Standards Service remain committed to proactive prevention, with a particular focus on supporting vulnerable residents. Their efforts include the installation of call blockers in homes to significantly reduce the volume of scam calls, helping to safeguard those most at risk.
- The Learning Disability Partnership Board delivered support and guidance to people with a learning disability including how to keep safe from scams and attended the Victim First event.

Customer Service, Community Cohesion and Hate Crime

Progress in 2024/25

- In November 2024, we agreed a new Customer Experience Strategy to ensure people can communicate with our services more quickly. Nearly half a million people have contact with the Council every month, with around 130,000 phone calls received monthly.
- We organised meetings of the Leicestershire Equalities Challenge Group of community representatives and co-ordinated the development and implementation of the Council's Equality, Diversity and Inclusion Strategy.
- In July 2025 we agreed a new approach to flying flags at County Hall to focus on the Union flag, County flag, St George's flag or Lord Lieutenant's flag, to celebrate values that unite us all.
- We organised a Leicestershire Faiths Seminar with a keynote speech from the Bishop of Loughborough.
- A total of 25 people received a Personal Honour during the year.
- We encouraged communities to apply for free road closures and host street parties to celebrate the 80th anniversary of VE Day in May 2025.
- In June 2025 we honoured the huge contribution made by current and former members of the armed forces, their families, reservists and adult cadet volunteers through a key Armed Forces Day event.
- We held an internal session for staff to highlight and promote methods of reporting Hate Crime and sharing best practice.
- Local Area Coordinators supported engagement events in Braunstone to support the recovery of the community after the death of Bhim Kohli.
- Over 4000 adults have engaged in learning activities across the county, engaging a broad demographic to learn about cultures, whilst embedding British fundamental values during the induction of all classes.

4.   Highways and Transport

We need our transport, and infrastructure to support the economy and enable housing and employment growth, whilst helping to reduce emissions. The ongoing forecast high population and housing growth will continue to place pressure on our highways and transport services and exacerbate funding challenges.

Major Schemes and Maintenance Supporting Growth

Progress in 2024/25

- Our Local Transport Plan 4 (LTP4) aims to provide a transport network that delivers economic prosperity and supports local, regional and international markets. We adopted the Core Document in July 2025 (stage 1). Work has begun on stage 2, which includes development of focused strategies and multi modal area investment plans.
- Major construction work continued on the north and east Melton Mowbray distributor road to reduce congestion and support new homes and employment growth in the town. The new road is expected to open in early 2026.
- The A511 major road network growth corridor scheme will make significant highway improvements to 9 locations between A42 junction 13 near Ashby-de-la-Zouch and the A50 Field Head roundabout.
- A programme of maintenance and improvement works is being delivered in the 2025/26 financial year that provides benefits for communities and supports growth. This includes Section 106 funding to deliver junction improvements identified in the Market Harborough Transport Strategy.
- Design work continues to progress on the Desford Crossroads junction improvements to reduce congestion, improve journey time reliability on the A47/B582 corridor and re-distribute traffic away.
- Temporary work began on the Zouch Bridge replacement scheme in July 2024 to accommodate Environment Agency "in river" working restrictions. The main construction programme began in February 2025 and is scheduled to complete in January 2027.
- In 2024/25 a total of £22m was invested in Highways Asset Maintenance including £18m on carriageways, £1.6m on footways and rights of way, £0.8m on bridge maintenance and strengthening, £1.2m on street lighting, £0.1m on flood alleviation and £0.3m on traffic signal renewal.
- In 2024/25 our highways teams were out across Leicestershire as part of a £3.3m summer maintenance programme of surface dressing covering more than 751,000m2 (around 70 miles) of road. The process sealed cracks, prevented potholes, restored road texture and will keep roads waterproof.
- In November 2024, 23 gritters were on standby to grit 1,300 miles of highway with 16,500 tonnes of salt stored in grit barns across the county. The team carried out 53 runs on 17 routes in 2024/25.
- In March 2025 five new 'hotbox' roadmenders were deployed to maintain Leicestershire's highways. They ensure good quality repairs are done effectively and efficiently. The Council completed 8,764 road repairs last year, an average of 168 jobs a week.

Public Transport

Progress in 2024/25

- Following a refresh of the Council's Passenger Transport Policy and Strategy in October 2023 and Bus Service Improvement Plan in September 2024, progress has been made with an extensive review of the county's passenger transport network. The receipt of £7m of Government Bus Grant Funding along with a range of Section 106 funding has provided an opportunity to reshape the network for Leicestershire's residents as part of this review.
- The review has seen extensive improvements to the network including the introduction of 11 new Digital Demand Responsive Transport services covering areas across Melton, Harborough and North and Southwest Leicestershire. We have launched a new FoxConnect app for flexible journey booking alongside a package of community-based support for passengers. Several new bus routes have started including town services across Melton, Harborough and Loughborough, new pilot services for shoppers, new journeys to access education, employment and medical care as well as additional evenings journeys for leisure purposes.
- In addition, Bus Fare promotions included free bus travel during the first month of operation of the new FoxConnect services, free youth travel during school holidays, festive free bus services and free travel for all for fixed periods on all supported services. We also launched new Leicestershire Buses branding and area bus information booklets with wide distribution to residents.
- Further support has been provided for park and ride services and enhancements to cross-boundary services in partnership with neighbouring authorities.
- Funding of £8.1 million was awarded for electric buses, following a successful Zero Emission Bus Regional Area (ZEBRA) bid. This was rolled out in partnership with two commercial bus operators. Progress has been made by the ZEBRA schemes which will see the introduction of 46 new electric buses by July 2026.
- In November 2024 new figures showed that 1 million miles had been clocked up since the electric Park and Ride buses launched in May 2021. The 10 electric buses operate on routes linking Birstall, Enderby and Meynell's Gorse with the city centre.

Active Travel, Cycling and Walking

Progress in 2024/25

- Work continued with Active Travel England to further the Council's commitment to active travel in Leicestershire, with associated walking and cycling facilities and behaviour change programmes. We have received £2.6m in funding from Active Travel England (ATE) since March 2024.
- Active Travel Fund monies were secured to deliver an active travel improvement at The Parade junction in Oadby. We carried out consultation on the proposal and have continued to work with ATE to explore options to revise the scheme in a way that maintains the benefits of the proposed scheme.

- Work has begun on a proposal for a £1m capital funding allocation, directed to Market Harborough to enhance existing Section 106 programmes.
- Active Travel 5 funding continues to focus on enhancing routes to schools, to encourage families to walk and wheel to school. Such improvements will have a positive impact on journeys to school that encourage active travel to schools and help reduce school gate congestion.
- In September 2024 and February 2025, the Council held local forums showcasing active and sustainable transport initiatives including local walking and cycling plans. This included a free course to allow people to have a go on an electric powered bike alongside a guide.
- In April 2025, the signalised junction at Hollier's Walk in Hinckley was upgraded to meet planning obligations associated with nearby developments. The project replaced outdated infrastructure and reconfigured the junction layout to improve traffic flow and provide enhanced, more accessible crossing facilities for both pedestrians and cyclists.
- The 'Betterpoints' regular driver campaign saw 100 drivers targeted with specific messaging and incentives. 52% of drivers changed behaviour, resulting in a 25% drop in single occupancy car journeys. The 'Betterpoints' general programme continues to run successfully with a total of 4,915 users. More than 930,000 active and sustainable journeys have been recorded, and approximately 586,000 active and sustainable journeys have directly replaced single occupancy car trips.
- The Leicestershire Highway Design Guide Review was developed in December 2024 and provides an Active Travel Matrix that helps designers to make decisions on suitable provision for development sites.

Road Safety

Progress in 2024/25

- The LLR Road Safety Partnership continued to deliver a programme of targeted road safety initiatives across the area. Social media campaigns as well as press and radio interviews focused on e-scooter use/legality, the Fatal4 (speeding, drink, and drug driving, driving whilst distracted, non-wearing of seatbelts) and educating drivers about vulnerable road users.
- Our Traffic and Safety Team developed and trialled the Road Safety Education programme, a series of road safety presentations and messages to a number of schools during Autumn 2024. After a review, this was rolled out to all schools in February 2025. The programme aims to provide young people with the skills they need to stay safe.
- Bikeability courses were delivered to 3,225 primary school children throughout the year to equip young riders with practical skills of how to cycle safely.
- The Driver Education Workshop team administered and delivered National Driver Offender Scheme (NDORS) courses to 40,000 clients.
- 'School Streets' were adopted at two schools in Leicestershire. The trial led to permanent schemes being introduced with 93% of parents saying that the scheme was positive, attendance improving and parents feeling confident to let their children walk to school independently.

5.   Environment, Flooding and Waste

We are working to ensure that nature and the local environment are valued, protected and enhanced, resources are used in an environmentally sustainable way, the economy and infrastructure are environmentally friendly and there is a stronger response to incidents of local flooding.

Environment

Progress in 2024/25

- Working in partnership with other local authorities, public bodies, environmental groups, farmers, landowners, and residents, we led the development of the Local Nature Recovery Strategy for Leicestershire, Leicester, and Rutland, which was launched in July 2025.
- Our first Biodiversity Duty Plan was produced, in compliance with the new strengthened biodiversity duty introduced through the Environment Act 2021. It sets out the current and future actions to meet the biodiversity duty.
- We continued to support the Charnwood Forest Landscape Partnership Scheme and its bid to become a UNESCO Global Geopark.
- Our partnership with local wildlife charity, Nature Spot, continues to boost biodiversity and wildlife by planting wildflowers on urban roadside verges across the County. The Wildlife Verge scheme now includes 79 verges across 60 parishes.
- We delivered the Communities Summit 2025, which focused on recognising the achievements of various local groups, champions and businesses in showcasing innovative approaches to supporting biodiversity and the environment.
- In January 2025 we secured £445,000 in grant funding from the Forestry Commission to support more tree planting including new tiny forests. As of July 2025, over 494,000 trees have been planted as part of our Tree for Every Person scheme.
- In November 2024, our project to restore a reedbed at a Leicestershire country park won a national 'Green Apple' environmental award. The reedbed provides a natural and sustainable water filtration system as well as enhancing the environment.
- A review of the Country Tree Preservation Orders (TPOs) in Northwest Leicestershire was completed, to make sure they were up to date and improve the efficiency of the TPO service.
- In September 2024, we opened our popular scheme, run in conjunction with the Woodland Trust, which offers free trees and hedges to landowners and farmers in a bid to encourage more planting across Leicestershire. Each free tree pack includes 50 native trees. In 2023 alone, we gave away 50,000 trees.
- In partnership with the Green Living Leicestershire Group, Leicestershire and Rutland Ornithological Society and others, the Natural England funded Swift Action for Swifts project (worth £60,000) was completed. The project installed

over 350 Swift boxes and 150 Swift callers. The aim of the project was to provide more homes for the birds and inform residents about the importance of Swifts, to increase their population.

- Working with the County Invasive and Non-Native Species (INNS) Local Action Group, we completed a project, funded by Natural England and DEFRA worth £17,000, to record invasive and non-native species as well as for controlling the spread of certain species such as Himalayan Balsam, Floating Pennywort, American Mink, and Japanese Knotweed.
- In November 2024, an environmental project to remove trees affected by ash dieback and allow the remaining trees to thrive commenced along the A511. A comprehensive replanting programme will replace the felled trees with native species.
- Work was completed to review our Tree Strategy to ensure it reflects the changes in national and local policy.
- The delivery of the Countryside Stewardship Woodland Improvement programme continued, having completed the second year of the grant.
- There was ongoing maintenance of the gardens at the 1620s House to promote indigenous plants and a variety of habitats.
- Old technology streetlights have been replaced with new energy efficient LED streetlights. There has also been a reduction in energy costs, energy consumption and carbon production through the street lighting dimming trial. In December 2024, the project was given the prestigious Highway Electrical Association award for Sustainable Project of the Year. Total emissions from street lighting in Leicestershire have reduced by 84% since 2008.
- Our Electric Vehicle Charging Strategy was adopted in September 2024. Its goals include promoting a healthy environment, improving air quality and helping to create better places.
- The Local Electric Vehicle Infrastructure (LEVI) pilot scheme progressed, with appointment of a charge point operator to deliver the project. The first batch of electric vehicle points are scheduled for installation.
- A pilot study was developed to investigate opportunities for electrification of the Councils fleet vehicles.
- In April 2025 community groups and organisations were invited to apply for funding to kickstart renewable energy and energy efficiency projects in their local areas. The Get Ready Community Energy Fund is part of the Greener Future Leicestershire project led by the County Council.
- Work was carried out with teams within the authority that drive high mileages to consider how business mileage can be reduced, saving the Council money and reducing emissions to improve air quality in communities.
- A heat decarbonisation plan has been completed for 62 County Council properties which have fossil fuelled heating systems.
- There was a successful application for £115,000 Phase 4 Public Sector Decarbonisation Scheme funding to install solar panels and air-source-heat pumps at 4 Family Hub properties.
- We acted as a key partner in the delivery of the Leicestershire Collaborate to Accelerate Net Zero (LCAN) Project. The project is delivering 4 key work

packages aimed at improving energy security locally, supporting communities to develop their own energy generation methods via renewables and helping businesses and residents to be energy efficient and save money.

- Our Warm Homes Service delivered a demonstrator project (Home Energy Retrofit Offer) funded by the Department for Energy Security and Net Zero to encourage engagement with government grant initiatives. The Service provided tailored home energy advice visits to 288 households and advice to 1,401 residents with a 97% satisfaction rate.
- Our Adult Learning Service delivered 902 courses that included content to encourage behaviours that help to protect the environment.
- We recruited further Environment Action Volunteers and expanded the scheme to include Sustainable Travel.

Waste

Progress in 2024/25

- Working in partnership with the district councils, the Leicestershire Resources and Waste Strategy was progressed which sets out how the Leicestershire Waste Partnership intends to manage municipal waste up to 2050. Work continues on implementing pledges in the strategy, including action to reduce waste and the amount of waste sent to landfill.
- A campaign to reduce contamination in recycling was delivered during 2024/25 utilising social media platforms and ensuring clear and consistent information to residents on what can be recycled. The Council also developed a video demonstrating the recycling sorting facility to increase awareness.
- We supported the national Recycle Week 2025 campaign with the theme of rescuing recyclable items from the rubbish bin.
- We ran a series of cross-cutting seasonal campaigns across the year associated with religious and cultural festivals such as Christmas, Easter, Ramadan, Diwali and Halloween focusing on a range of waste prevention behaviours.
- The provision of ReHome Zones was extended to all but one of the county's Household Waste Recycling Centres. Working with Alupro, (Aluminium Packaging Recycling Organisation) we delivered a 6-week social media campaign called #MetalMatters to encourage the recycling of metals at home and change recycling behaviour.
- An online waste prevention map was created where residents can find reuse, refill and repair services easily. Organisations are also encouraged to sign up if they offer services to help Leicestershire residents to reduce waste.
- We promoted campaigns to reduce food waste such as 'Love Food Hate Waste.' This included Food Waste Action Week 2025 with the theme of 'Buy Loose, Waste Less' encouraging people to only buy loose fruit and vegetables to prevent food waste.
- We continued to prepare for transfer and treatment of household food waste from April 2026, as part of the Simpler Recycling reforms.

- There has been increased direct engagement with Leicestershire residents, speaking to 3,973 people at 173 talks and roadshows and a series of composting workshops to support people in their home composting activities.

Flooding

Progress in 2024/25

- In July 2025 we decided to allocate £2m of extra money into tackling flooding, including expanding investment to undertake more investigations, find the causes of flooding, identify potential solutions and fund drainage repairs.
- Since the publication of the Local Flood Risk Management Strategy in November 2023 we have continued to support work with communities and partners to prevent and respond to flooding events.
- Work continued on building a new website for the Local Flood Risk Management Strategy to encourage and support community education around flood risk and how best to be prepared for severe storm events.
- January 2025 saw the worst flooding event in recent history in Leicestershire with over 700 properties flooded internally. Working with partners, we provided support to communities to get back to normal afterwards. Work included setting up rest centres, visiting flooded homes to support and signpost, and pumping water from flooded areas.
- A series of multi-agency flooding drop-in sessions were held in March and April 2025 across the most impacted areas. This provided the opportunity for people to report and discuss flooding impacts, hear about actions being taken and to learn about how to be prepared and more flood resilient. It also provided the opportunity to learn about which agency does what and explain the role of the Council as Lead Local Flood Authority (LLFA) and Highway Authority with respect to highway drainage. Further winter preparedness events are happening in autumn 2025.
- In our role as LLFA, we have continued to progress with formal investigations into flooding events throughout 2024 and the event in 2025 is triggering further investigations.
- Around £500,000 of Local Transport Grant has been allocated to projects in Long Whatton and Oakthorpe to help better protect residents from future flood risk. The LLFA was also successful in a bid to the Environment Agency and was awarded around £1m towards flood alleviation measures in Stoney Stanton.

6.   Children and Families

We work to ensure that all children and young people get the best start for life and have the opportunities they need to fulfil their potential, regardless of their circumstances. Children are best supported to grow within their own families, and this reflects an aspiration for families to be self-sufficient. We want every child to have access to good quality education and young people to aim high and reach their potential. In addition, that vulnerable children are identified and protected from harm and abuse.

Best start in life

Progress in 2024/25

- Since the introduction of the government's Expansion of Childcare programme for working parents, 4,095 two-year-olds and 3,911 children under two have accessed funded childcare places.
- More infants received a New Birth Visit within 14 days, and more infants received a 6–8-week review within 8 weeks, ensuring early identification of issues or concerns and early help support.
- Our Public Health service continued to commission Health Visitors who provide advice and support to parents, promote child development such as bonding and attachment; feeding; and protecting babies from harm by promoting the importance of immunisations. Health visitors assess and monitor growth and development and encourage the development of healthy lifestyles and good nutrition.
- The Healthy Tots programme has continued to support health and wellbeing recognition within early years settings
- The Oral Health Team has continued to deliver Occupational Health training and establish supervised toothbrushing in early years settings.
- There was continued delivery of the HENRY (health eating, nutrition in the really young) programme which has seen 6 programmes delivered within family hubs.
- Leicestershire's Maternity and Early Years Strategy Group created a plan aimed at supporting early communication in children from birth to two years old.
- We used two-year health review data to identify childcare providers where children missed milestones, aiming to target training in communication, language and physical touch.
- Training was organised by our Children and Family Services on behalf of the Department for Education, for the Early Years sector to support best practices in the development of two-year-olds.
- A 'Baby Fortnight' campaign was delivered with 138 families with children under two by encouraging participation in events and activities including messy play, sensory sessions and speech and language support.

- We continued to deliver the Bookstart offer in partnership with Booktrust, targeting vulnerable families.
- All libraries offered free weekly Wriggly Reader sessions to support early reader development.

Families are self-sufficient and resilient

Progress in 2024/2025

- We continued to support families to access services and improve their personal, family and household circumstances, for example, via the Household Support Fund, debt/money advice services, and access to furniture, white goods and other household essentials.
- Hundreds of local families received extra support for Christmas including food hampers, toys, and food vouchers through our Targeted Family Help service. We also opened up our wider Household Support Fund to enable eligible households to apply for an average of £200 for food and energy costs. The Family Help Service also runs Family Hubs across the County.
- Our Family Hub 'Start for Life' initiative offered a range of free sessions to parents and carers of babies and toddlers to help with early childhood development. Free stay and play sessions were run at more than 20 Family Hubs across the county.
- Our Community Delivery teams have supported access to services such as Citizens Advice, the Household Support Fund, and debt support, along with distribution of warm packs to those in crisis**.**
- Free holiday clubs and gym membership ran over Easter for eligible children, through the government funded Holiday Activities and Food programme, coordinated by the Council. Free holiday clubs and gym and swim memberships were also offered over the summer for eligible families at more than 90 venues across the county.
- Children and Family Service Targeted Help teams continued to provide support to families referred by partner organisations and offer phone advice, assistance and information on various parenting topics, with 10,764 contacts made with families during 2024/25.
- Information and Support Coordinators working in our 'front door' service supported 1,986 families with phone advice, support and signposting on issues including child behaviour and emotional well-being. In the locality teams, 257 families received support from a Family Wellbeing Worker.
- The Teen Health Service (ages 11–16) delivered early intervention and preventative initiatives, supporting healthier lifestyles and discouraging risk-taking behaviour through individual support, group interventions, school-based drop-in sessions, and resources available on the Teen Health website.
- Specialist staff in the Youth and Justice Service provided ongoing emotional support, mentoring, and group activities for young carers across the County and organised SEND groups for children with special educational needs and

disabilities, focusing on friendship, support and informal education to help develop life skills.

- A new Family Hubs website has been developed and serves as a universal self-help resource for families and professionals.
- Our Adult Learning Service worked with 9 Family Hubs and pathway groups across the county. 32 courses were delivered supporting 178 parents/carers and 251 children. There were 574 family learning enrolments in the 2024/25 academic year, with a range of courses including parent literacy and numeracy skills enabling them to support their children. These courses are targeted in areas of higher deprivation.
- Our Property Team have been active in dealing with loans to foster families to enable the adaptation of properties to ensure that there are sufficient places for children in the social care system.
- Our Independent Visitor scheme continued to support young people in care to make connections with a responsible adult and enjoy fun activities.

Access to good quality education

Progress in 2024/25

- A new School Places Strategy is being developed and will set out our approach to delivering school places for 2025 to 2030. This will be supported by a revised Leicestershire Planning Obligations Policy which will help ensure developer contributions are received from developers for children from approximately 52,000 homes expected to be delivered.
- There was a high level of success in meeting parent preferences for first time admissions into primary schools and phased transfer into secondary schools. 95% of primary allocations secured their first choice and 99% one of their top 3 preferences. 92% secured their first choice of secondary school, and 98% one of their top 3 preferences.
- Coalville Greenstone Primary School, the County's first forest school, opened in August 2025 with capacity for 420 pupils.
- There has been an expansion at four secondary schools providing 924 additional school places across Oadby Manor High, Hinckley Redmoor Academy, Burbage Hastings High and Shepshed Iveshead School.
- At the start of the academic year, Bowman Academy opened on the Shepshed Iveshead campus providing 64 Social, Emotional and Mental Health (SEMH) Special Educational Needs and Disabilities (SEND) places. In addition, new SEND provision for early years stage SEND children is being provided within mainstream primary schools, with 40 new places opening in 2025/26.
- In June 2025 we approved a new three-year SEND and Inclusion Strategy setting out how organisations representing education, health and social care will work together to improve support for children with special educational needs and disabilities. There has been a continued increase in applications, and improvement work has led to an improvement in issuing timeliness during 2025.

- Improved education attainment has remained a priority for the Council, with 91% of schools now rated good or outstanding, 6.5% higher than the national average.
- There are more pupils in good or better schools at the end of the 2024/25 academic year, and fewer pupils in Requires Improvement or Inadequate schools compared to the end of the 2023/24 academic year.
- Our Education Effectiveness Team have actively supported the education of County children who are disadvantaged through the development of a Pupil Premium Network to share expertise and good practice across schools.
- Tailored support, advice and resources were provided to Leicestershire schools through our Creative Learning Services, including a new SEND offer.
- In October 2024 Beaumanor Hall's education school activity programme was honoured with a learning outside the classroom quality badge. Activities offered include 'day in the life of a viking', 'Victorian day' and 'World War II experience'.

Young people are able to reach their full potential

Progress in 2024/25

- The Inclusion Service continues to provide advice and signposting to young people Not in Education, Employment, or Training (NEET) in Leicestershire. Those who are vulnerable can access direct support from an Education Officer to explore their next steps and secure a place in education or training. In August 2025, 44 vulnerable NEET young people were receiving support from the service.
- The Inclusion Service carried out preventative work with Year 11 pupils who are at risk of becoming NEET when they leave school. This is to ensure the majority of Year 11 pupils that receive support have a post 16 destination in place at the end of the academic year.
- The Lord Lieutenant's Young Person of the Year Award took place celebrating achievements including Young Person of Courage, Young Volunteer, Young Artist, and Young Leader. There was a total of 70 nomination for the awards which were held in May 2025.
- During the academic year, our Adult Learning Service supported 97 apprentices over a variety of subject areas.

Safeguarding

Progress in 2024/2025

- In 2025, our Children and Family Service launched focused guidance to support practice in response to Domestic Abuse. This supplements the established extended domestic abuse team offer of early contact to families to avoid escalation of conflict and to understand the impact of domestic abuse on children.
- The Leicestershire Safeguarding Partnership has developed additional safeguarding responses to children with complex health needs in the context of

parental neglect. This new procedure was endorsed by all partner agencies in July 2025 and will be launched in October 2025.
- Leicestershire's Family First Partnership was established to implement national social care reforms aimed at further enhancing the provision of support to children and families, including safeguarding vulnerable children.

Young people involved in and impacted by criminal behaviour

Progress in 2024/2025

- Our Youth Justice Service highlight that fewer children are entering the justice system and that custody rates are decreasing in Leicestershire. The service offers new pathways for child victims to receive help, aiming to reduce their risk of offending. A variety of restorative justice methods are available, including conferences, mediation, and regular updates for victims.
- Leicestershire's Diversion Offer, a collaboration between Leicestershire Police, Children's Social Care, the Council's Youth Justice teams, the Youth Court and the Crown Prosecution Service, continued to work on diverting children from criminal proceedings into support services, aiming to reduce re-offending and victim numbers.
- The Safer Returns Project continued to work with children reported missing in Leicestershire, exploring their circumstances, reducing repeat incidents, and supporting families and care providers through advice and empowerment sessions.
- The Children and Family Service Child Exploitation team continued to offer support to children affected by sexual and criminal exploitation. In 2024, there were 201 referrals for suspected child criminal exploitation and 161 for child sexual exploitation. Specialist child exploitation workers spend time building a positive working relationship with children.

7. Economy and Strategic Planning

We are working to use innovation and skills to build a productive, inclusive and sustainable economy at the cutting edge of science, technology and engineering. It is important to ensure that education and skills are aligned to employers' needs as this will drive economic growth and ensure people can get good jobs and make progress in their careers. With work to ensure fewer employers report skills shortages or gaps and to increase opportunities in the labour market. To support a flourishing economy, we need higher productivity rates facilitated by increased investment in research and development (R&D). There are also opportunities to capitalise on our prime location for international business. We also need housing and digital infrastructure to support the local population and economy.

Progress in 2024/25

Skills and Work

- In partnership with Leicester and Leicestershire Business and Skills Partnership and Leicester City Council we were awarded £3.2m Wave 6 Skills Bootcamp funding, to deliver a wide range of courses.
- In September 2024 it was announced that a new generation of students will be skilled up for careers in advanced manufacturing and clean energy through an investment of more than £2m by East Midlands Freeport. The Freeport is investing more than £2m in the Future Energy Skills Hub (FESH), with higher technical skills courses started in September 2025.
- Our Adult Learning Service continues to offer a huge catalogue of courses through GoLearn including free GCSE English and Maths for eligible residents.
- The Multiply Programme completed its third year providing people with the numeracy skills they need for everyday life, to allow them to be confident in things like budgeting, working out bills, helping with children's homework and improving job prospects. Nearly 7,500 people benefited from support with 98% reporting increased confidence with numbers.
- A range of local activities were highlighted during Number Confidence Week in November and a project celebration event in February recognising the hundreds of adults supported across Leicestershire.
- In March 2025, our Adult Learning Service was rated as 'Good' across all key areas in its latest Ofsted inspection. Inspectors praised the friendly and inclusive environment that helped learners feel welcome and valued. The service plays a crucial role in helping people gain new skills and enhance their career prospects.
- Referrals from the Work and Skills Leicestershire service have continued to progress into wider Adult Learning provision that supports employability, including CV writing and job searches.
- Our Adult Learning Service ran the Learning for Wellbeing programme, which supported 719 adults to develop and build confidence and improve their mental wellbeing, helping to remove barriers to employment and promote independence.
- We supported the Leicester, Leicestershire and Rutland Workwell and Connect to Work programmes.

- The Armed Forces Covenant programme has supported two Armed Forces Voices webinars. The Forces Family Employee network, which we co-ordinated and supported, was attended by over 40 members offering peer support, advice and opportunities.
- A Female Veterans Working Group was established to identify and address the needs of the group, including social, physical, employment issues.
- In February 2025 we were rated 'excellent' as a training provider for the work we do to support our 225 apprenticeships in varied roles from chefs and forest operatives to social workers and business analysts. The approach enables staff to upskill whilst they work and helps retain a valued workforce.
- The Inspired to Care offer and uptake was reviewed and promoted. The number of views on posts on social media has increased 172% and the number of visitors to the website increased by 112%. The Inspired to Care Team passed on 3,117 candidate leads to members, a rise of 74% on last year.
- Inspired to Care developed a Sector Work based Academy Programme (SWAP), which offers training and work experience to those seeking work. The first successful programme started in June 2025.

Strategic Planning

- The publication of the Leicestershire County Council Local Aggregate Assessment (LAA) in November 2024 forecasts demand for aggregates based on sales data and other relevant local information; analysis of aggregate supply options; and assessment of the balance between demand and supply.
- The fourth Leicestershire County Council Authority Monitoring Report (AMR) on the implementation of the Council's Minerals and Waste Local Plan reviewed whether the evidence, assumptions and targets within the plan remain relevant.
- We delivered 100% of county planning applications for major developments in the statutory timescales.
- We continue to input to the Members' Advisory Group and Strategic Planning Group to ensure that strategic planning matters, in particular strategic land use planning and transport planning, across the County, City and other neighbouring authorities are considered and addressed to enable housing and economic growth to come forward supported by key infrastructure. Most recently this has been through the preparation of updated joint evidence to inform future Statements of Common Ground.

Business Support and Economic Development

Progress in 2024/2025

- We continue to be a key partner in the Enterprise Zone Programme which supports Research and Development businesses on 3 sites in the County: Loughborough University Science and Enterprise Park, Charnwood Campus and MIRA Technology Park near Hinckley.

- In October 2024 progress on our Investing in Leicestershire Programme was noted, supporting economic growth in the county as well as income for the Council.
- The Freeport continued work to deliver tens of thousands of jobs and add billions to the regional economy by attracting inward investment at its three tax sites including the East Midlands Airport Gateway.
- In December 2024 the final phase of the Council's Airfield Business Park development got underway. The development, featuring sustainable construction methods including use of solar panels and electric car charging points, will help provide jobs and boost the local economy. The phase will see 10 new units and a coffee outlet drive-thru unit.
- Invest in Leicester, working in partnership with the public and private sector, has showcased major Leicestershire development sites at a key investment event, the UK's Real Estate Investment & Infrastructure Forum (UKREiiF) conference. This highly regarded event connects people, places and businesses to accelerate and unlock sustainable, inclusive and transformational investment.
- Working in partnership with the Team Leicester Network, Invest in Leicester Shire has secured sponsorship to deliver events and promotional activities to showcase Leicestershire as a great place to live and work.
- We launched a new look 'Visit Leicester/Leicestershire' website with the City Council as part of the Place Marketing joint working agreement.
- The Leicestershire Lieutenancy promoted the King's Award for Enterprise which is presented annually to businesses across the Country who have made outstanding progress in the categories of innovation, international trade, sustainable development or promoting opportunity through social mobility.
- Trading Standards officers continued to provide support to the Leicestershire economy, offering regulatory guidance to over 1,000 businesses. When initial advice does not lead to compliance, the service has been prepared to take enforcement measures, ensuring fair competition for all.
- We are working closely with Building Digital UK on the delivery of Project Gigabit in Leicestershire. Gigabit-capable broadband will be rolled out to 14,400 homes and businesses in the County with the potential for more premises to be included in the project. The rollout began in Summer 2024 and is expected to conclude in 2029.
- A partnership with the universities of Leicester, DeMontfort and Loughborough was launched to support free access to academic libraries for Leicestershire residents.

8.   Public Health and Wellbeing

We continue work to ensure that people live in a healthy environment and enjoy long lives in good health and with reduced health inequalities. That an increased proportion of residents have a healthy weight and that there is improved mental wellbeing and reduced prevalence of mental ill health.

Good health is a basic precondition for people to take an active role in family, community and work life. Health outcomes are influenced by a wide range of social, economic and environmental factors, known as 'wider determinants of health'. We are embedding a 'Health in all Policies' approach to systematically consider the health implications of all decisions.

Health Inequalities

Progress in 2024/25

- In January 2025 the Council secured £5.25m of funding, in partnership with local universities, to deliver health and wellbeing research that improves people's health and tackles health inequalities. The funding is from the National Institute for Health and Care Research (NIHR).
- Last year over 160 people each month across Leicestershire accessed stop smoking services for help and support to quit. The Smoke Free Generations initiative is targeting key groups and individuals including schools and pregnant women, to help reduce smoking and vaping.
- Quit Ready's enhanced stop smoking offer supports people with mental health conditions, pregnant women, young people, and routine and manual workers. Tailored pathways, workplace outreach, trauma-informed support, financial incentives, and flexible help empower people to quit smoking, tackle health inequalities, and live healthier lives.
- Through an integrated approach with our health partners (Learning Disability and Autism Collaborative and Learning Disability Partnership Board) work progressed to reduce health inequalities for people with a Learning Disability.
- In November 2024 a new partnership between the Council and Age UK Leicester Shire supported more people to claim pension credit, helping them to stay warm and well. The scheme uses some of the Government funded Household Support Fund.
- We supported the delivery of the Local Immunisation Street Team (LIST), which is a community-based immunisation initiative aimed at improving uptake of MMR and pertussis vaccines in areas with low coverage across Leicester, Leicestershire, and Rutland.
- In December 2024, we established a new Leicestershire Air Quality and Health Action Plan to 2028 setting out plans to improve health inequality linked to air quality.
- The Air Quality and Health Partnership action plan was renewed in 2024 and focuses on groups most at risk of harm from poor air quality, informed by a needs assessment advocating for focus on these groups when planning interventions

and programmes of work. An example is a multi-partner project around South Wigston schools and surrounding air quality.

- There was continued influence on wider policy work across the Council through the Health in all Policies (HiAP) wider determinants approach, including strategic health impact assessment.
- A Strategic Health Impact Assessment pilot focused on district and borough council Local Plans to enhance health outcomes and reduce negative health impacts. Our Public Health Service continued to provide support to all local planning authorities renewing their Local plans embedding considerations on food environments and active travel.
- In January 2025 our Healthy Workplaces programme signed up its 100th workplace to help keep employees' health a priority. Members receive health checks and training support.
- We developed the Leicestershire and Rutland Oral Health Steering Group and working groups to push forward the recommendations from the Joint Strategic Needs Assessment (JSNA), working alongside partners from across the health system.
- We worked to increase the uptake of those with Serious Mental Illness to have health checks, breast cancer screening and access to the Quit Ready programme.
- We re-procured the Long-Acting Reversible Contraception (LARC) service to ensure local community access to LARC for women of Leicestershire and Rutland.
- Making every contact count has continued to deliver Healthy Conversation Skills training working with University Hospitals of Leicester and Adult Social Care to embed the training.
- Community Delivery teams continue to support trauma informed approaches and utilise asset-based community development approaches to deliver work directly to communities that meets their needs and aspirations as well as promoting good health.
- We supported screening initiatives for our learning disability and autism (LDA) community to increase coverage and uptake. This supports our local Learning from Lives and Deaths of those with LDA Review.
- Our Warm Homes Service implemented the local authority Flexible Eligibility mechanism to widen access to national Energy Company Obligation funding, providing energy efficiency upgrades to low income and energy inefficient households. The wider criteria supports those with health conditions exacerbated by cold homes. This resulted in an additional 967 households being able to access funding in 2024/25.
- The Warm Homes Service delivered approximately £1.2m of capital works installing energy efficiency measures via Home Upgrade Grant (HUG) funding from the Department for Energy Security and Net Zero. This provided 145 measures across 108 properties.
- We developed the Whole Systems Approach for Healthy Weight, Food and Nutrition which is bringing system partners together to address unhealthy weight and supporting residents to access healthy, nutritious and sustainable food.

- We launched 'Going for Gold' - Leicestershire's bid to become a Gold Sustainable Food Place which showcases Leicestershire's innovation and commitment to ensuring access to healthy and sustainable food for residents.

Mental Wellbeing

Progress in 2024/25

- Over 79 organisations have now signed up across the county to be a Mental Health Friendly Place (MHFP) and over 170 people have received training via the programme – which includes MHFA awareness and suicide awareness training. The MHFP programmes offer low level mental health support, providing a safe space for people to seek support. In February 2025 we expanded a mental health initiative to offer dedicated help to football clubs to support adult males experiencing mental health challenges. Clubs receive mental health first aid awareness and suicide prevention training.
- The launch of the My Space My Game pilot project, developed in partnership with Leicestershire Football Association and the new Mental Health Friendly Clubs (MHFC) is specifically targeted towards men. The aim is to offer a safe space for men to be able to open up and start to 'normalise' conversations around mental health.
- In September 2024 the Council won two awards for its efforts in supporting employees in the workplace. The Menopause Friendly Employer of the Year Award and Best Peer to Peer Support Award for being a supportive workplace.
- 981 adults attended health and wellbeing programmes offered through our Adult Learning Service. These included: Learning for Confidence and Better Mental Health, Coping for Change and Five Ways to Wellbeing. 247 of the 981 adults attended programmes to support recovery and maintain positive mental health following poor mental health experiences.

Leicestershire County Council

Annual Performance Compendium

2025

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PART 1: Inequality in Funding and Fair Funding Campaign

PART 2: County Performance

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PART 1: Inequality in Funding and Fair Funding Campaign

Low funding remains the Council's Achilles heel and without a fairer system, local services have increasingly been cut to the bone and council tax increased to the maximum allowed under Government rules. The Council's financial position continues to be extremely challenging following over a decade of austerity, the longer term impact of Covid-19 and recent inflation and spending pressures, particularly around social care and special educational needs.

The local government funding system continues to be based on increasingly outdated cost drivers and assumptions, The impact of this over the years has been to allow London Boroughs in particular to receive levels of funding that has led to them being able to set lower Council Tax levels than other parts of the country. Rural areas have been the losers.

The list of county authorities with financial problems continues to grow - with some counties having moved to provide services only to the statutory minimum. The County Council being at the bottom of the funding league has major implications for the provision of services to the people of Leicestershire and for council tax levels.

There is also significant uncertainty and risk around future funding levels. The 2025 Spending Review did allow for an increase in local government funding, although the majority of headline increases will be funded by assumed council tax increases.

The Government is planning to implement Fair Funding and a Business Rates 'reset' from 2026/27. However, other long-promised reforms to Social Care and Special Educational Needs and Disabilities appear to be delayed in the medium term. All of these reforms are essential for the long-term sustainability of local government, although experience shows that badly implemented reforms can make the situation worse.

Extent of Funding Inequality

In terms of the scale of inequality, Leicestershire would be £645m better off if we had the same income per head as the highest funded authority, the London Borough of Camden. The Core Spending Power Charts (overleaf) set out the extent of current funding inequality. An analysis of funding by accountants PwC found that the more generous funding for London boroughs has allowed them to provide more services for their residents while maintaining some of the lowest council tax rates in the country. Given Camden's funding per head our budget would more than double. Even given the national average funding per head, Leicestershire would gain £172m each year and we would be looking to invest in services and not cut them. We have already taken over a quarter of a billion pounds (£290m) out of the budget. This is why we must succeed in securing fairer funding, so that we can fund statutory services on an equitable basis.

Lowest Funded County

Leicestershire remains the lowest-funded county council with greater risks to service delivery and improvement as a result. If we were funded at the same level as Surrey, we would be £136m per year better off. Some of the higher funded counties have

traditionally been the better performing ones, though even these are now reducing service standards. Leicestershire's low funded position means that the scope for further savings is severely limited compared to other authorities.

Without fairer funding the forecast position will make it increasingly difficult to maintain good delivery levels and target improvements in response to key local issues. The 2025/26 budget was only balanced after the planned use of £5m from reserves and delivery of the 2025-29 MTFS required savings of £176m to be made to 2028/29. The MTFS sets out £3m of savings, while a further £52m of savings are required from the Dedicated Schools Grant. A proposed major efficiency and service reviews are planned to identify savings to offset the £91m funding gap in 2028/29.

Fair Funding Campaign

We have campaigned to ensure that Leicestershire gets a fairer deal. We enlisted the support of other low funded authorities and their respective MPs into a campaign to highlight the unfairness of the current funding system. The current funding system is out of date, complex and unclear and based upon old systems which focus heavily on past levels of spending. County Councils have suffered most from the current outdated system of council funding, hence the Council's campaign for fairer funding.

The previous Government had accepted many of the arguments put forward and indicated a preference for a simpler system that recognises the relative need of areas, rather than just reflecting historic funding levels. Unfortunately, the reforms were postponed over a number of years. However, the new Government intends to implement a form of Fair Funding with effect from 2026/27, with a three-year settlement running to 2028/29. Early indications are that the County Council may gain some additional funding from the new formulae but there are some potential significant losses for some areas, including London and Metropolitan areas and the Government may make amendments accordingly which could lead to any potential gains being reduced or not materialising at all.

Impact of Cuts on Performance

The extent of service reductions made has already impacted most areas of service delivery and some areas of performance and any further cuts will put at risk other priority areas. The later sections of this report set out the current performance position and summarises current key Council risk areas. These pressures have been further exacerbated by the financial and service implications arising from the longer lasting demand impact of Covid-19 on residents, communities, services and the Council as well as demands arising from the recent cost-of-living crisis and inflation.

Authority	Funding 2025/26 per resident	Difference compared to Leicestershire per resident	Extra Funding for Leicestershire (£m) if funded at same level
Camden	£1,839	£879	£645m
Kensington and Chelsea	£1,786	£826	£606m
Islington	£1,744	£784	£575m
Hackney	£1,712	£752	£552m
Westminster	£1,663	£703	£516m
Blackpool	£1,621	£661	£485m
Southwark	£1,620	£660	£484m
Knowsley	£1,596	£636	£467m
Lambeth	£1,584	£624	£458m
Tower Hamlets	£1,512	£551	£405m
Lewisham	£1,506	£546	£401m
Liverpool	£1,504	£544	£399m
Haringey	£1,503	£542	£398m
Hammersmith and Fulham	£1,492	£532	£390m
South Tyneside	£1,489	£529	£388m
Gateshead	£1,451	£491	£360m
Hartlepool	£1,427	£467	£342m
Greenwich	£1,407	£447	£328m
Isle of Wight	£1,390	£430	£315m
Sunderland	£1,387	£427	£313m
Waltham Forest	£1,377	£417	£306m
Torbay	£1,374	£414	£304m
Brent	£1,361	£401	£295m
Croydon	£1,352	£392	£288m
Richmond upon Thames	£1,350	£390	£286m
Newham	£1,348	£388	£285m
Middlesbrough	£1,347	£387	£284m
Blackburn with Darwen	£1,344	£384	£282m
Redcar and Cleveland	£1,344	£384	£282m
Wirral	£1,340	£380	£279m
Wolverhampton	£1,332	£371	£273m
Barking and Dagenham	£1,331	£370	£272m
Enfield	£1,323	£363	£267m
Kingston upon Hull	£1,319	£359	£264m
North East Lincolnshire	£1,317	£357	£262m
Sefton	£1,310	£350	£257m
Salford	£1,309	£349	£256m
Halton	£1,308	£348	£255m
Newcastle upon Tyne	£1,296	£336	£246m
Birmingham	£1,295	£335	£246m
Westmorland and Furness	£1,290	£330	£242m
Rochdale	£1,289	£329	£241m
County Durham	£1,287	£327	£240m
Manchester	£1,286	£326	£240m
Kingston upon Thames	£1,284	£324	£238m
Sandwell	£1,282	£322	£236m
Walsall	£1,281	£321	£236m
St. Helens	£1,280	£320	£235m
East Sussex	£1,280	£320	£235m
Nottingham	£1,274	£314	£231m

Authority Type
- County
- Metropolitan District
- Unitary Authority
- Inner London Borough
- Outer London Borough

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Authority	Funding 2025/26 per resident	Difference compared to Leicestershire per resident	Extra Funding for Leicestershire (£m) if funded at same level
North Tyneside	£1,270	£310	£227m
Northumberland	£1,266	£306	£224m
Cumberland	£1,258	£298	£219m
Stoke-on-Trent	£1,256	£296	£217m
Sutton	£1,252	£292	£214m
Ealing	£1,245	£285	£209m
Sheffield	£1,244	£284	£209m
Brighton and Hove	£1,238	£278	£204m
Oldham	£1,233	£273	£200m
Tameside	£1,232	£272	£199m
Harrow	£1,223	£262	£193m
Herefordshire	£1,222	£262	£192m
Cornwall	£1,221	£261	£192m
Darlington	£1,221	£261	£192m
Rotherham	£1,220	£260	£191m
Dorset	£1,213	£253	£185m
Barnet	£1,208	£248	£182m
Merton	£1,201	£241	£177m
Doncaster	£1,198	£238	£174m
Barnsley	£1,197	£237	£174m
Bristol	£1,191	£231	£170m
Norfolk	£1,182	£222	£163m
Bexley	£1,181	£221	£162m
Devon	£1,179	£219	£161m
Havering	£1,176	£216	£159m
Plymouth	£1,170	£210	£154m
Calderdale	£1,163	£203	£149m
Rutland	£1,163	£203	£149m
Bolton	£1,158	£198	£146m
Bromley	£1,154	£194	£142m
Stockton-on-Tees	£1,151	£191	£140m
Leicester	£1,151	£191	£140m
Redbridge	£1,145	£185	£136m
Surrey	£1,145	£185	£136m
Coventry	£1,144	£184	£135m
Southend-on-Sea	£1,142	£182	£134m
Portsmouth	£1,141	£181	£133m
North Yorkshire	£1,141	£181	£133m
Bradford	£1,137	£177	£130m
Hounslow	£1,137	£177	£130m
Lancashire	£1,136	£176	£129m
Dudley	£1,134	£174	£127m
Wakefield	£1,130	£170	£125m
North Lincolnshire	£1,126	£166	£122m
East Riding of Yorkshire	£1,122	£162	£119m
Stockport	£1,122	£162	£119m
Shropshire	£1,121	£161	£118m
Nottinghamshire	£1,120	£160	£118m
Derby	£1,119	£159	£117m
Kent	£1,116	£156	£114m
Bury	£1,116	£155	£114m

Authority Type
- County
- Metropolitan District
- Unitary Authority
- Outer London Borough

	Funding 2025/26 per resident	Difference compared to Leicestershire per resident	Extra Funding for Leicestershire (£m) if funded at same level
Cheshire West and Chester	£1,112	£152	£112m
Derbyshire	£1,110	£150	£110m
Southampton	£1,109	£149	£109m
Wigan	£1,108	£147	£108m
Reading	£1,105	£144	£106m
Somerset	£1,101	£141	£103m
Kirklees	£1,097	£137	£101m
West Berkshire	£1,095	£135	£99m
Telford and Wrekin	£1,086	£126	£92m
Essex	£1,083	£123	£91m
Wandsworth	£1,082	£122	£90m
Leeds	£1,082	£122	£89m
Bedford	£1,079	£119	£87m
West Sussex	£1,077	£117	£86m
North Somerset	£1,077	£117	£86m
Bournemouth, Christchurch and Poole	£1,077	£117	£86m
Suffolk	£1,077	£117	£86m
Hillingdon	£1,069	£109	£80m
Lincolnshire	£1,068	£108	£79m
Buckinghamshire	£1,066	£106	£78m
Hertfordshire	£1,062	£102	£75m
Gloucestershire	£1,061	£101	£74m
Warwickshire	£1,060	£100	£74m
Oxfordshire	£1,059	£99	£73m
Cheshire East	£1,053	£93	£68m
Luton	£1,046	£86	£63m
Warrington	£1,043	£83	£61m
Peterborough	£1,042	£82	£60m
Worcestershire	£1,042	£82	£60m
Wokingham	£1,042	£82	£60m
Thurrock	£1,041	£81	£59m
Solihull	£1,039	£79	£58m
Medway	£1,035	£75	£55m
Wiltshire	£1,034	£74	£54m
Slough	£1,030	£70	£51m
Staffordshire	£1,028	£68	£50m
South Gloucestershire	£1,011	£51	£38m
Trafford	£1,007	£47	£34m
Cambridgeshire	£1,007	£47	£34m
Bracknell Forest	£1,003	£43	£32m
Hampshire	£1,000	£39	£29m
North Northamptonshire	£988	£28	£20m
Milton Keynes	£986	£26	£19m
Central Bedfordshire	£982	£22	£16m
Bath and North East Somerset	£980	£20	£15m
Leicestershire	£960	£0	£0m
Swindon	£957	-£3	-£2m
West Northamptonshire	£945	-£15	-£11m
York	£936	-£24	-£18m
Windsor and Maidenhead	£878	-£83	-£61m

Authority Type
- County
- Metropolitan District
- Unitary Authority
- Inner London Borough
- Outer London Borough

PART 2: County Performance: Benchmarking Results 2023/24

This annual report compendium uses performance indicators to compare our performance over time against targets and with other local authorities. Comparison or benchmarking helps to place Leicestershire's performance in context and to prompt questions such as 'why are other councils performing differently to us?' or 'why are other councils providing cheaper or more expensive services?'

The County Council compares itself with other English county areas in terms of spend per head and performance. We use a range of nationally published indicators linked to our improvement priorities, inspectorate datasets and national performance frameworks. Our sources include central government websites, the Office for National Statistics and NHS Digital.

Our comparative analysis draws on 256 performance indicators across our main priorities and areas of service delivery. Our approach looks at performance against each indicator and ranks all county areas with 1 being highest performing. We then group indicators by service or theme and create an average of these ranks as well as an overall position.

Overall Comparative Performance

The chart below shows Leicestershire's relative overall performance compared to the other counties over the past 13 years, excluding any consideration of funding/expenditure. Low comparative funding meant that near the start of this period Leicestershire had to move quickly to reduce some service levels. This had an impact on our overall pure comparative performance position. The Council was placed 5th in comparative terms during 2023/24.

Comparing Performance and Expenditure

The Fair Funding section of the report notes that Leicestershire is the lowest funded county in the country. It is therefore critical to review the Council's performance in the light of spend per head on different services. Our approach uses scatter charts to show the relationship between spend and performance. The vertical axes show rank of performance, with high performance to the top. The horizontal axes show rank of net expenditure per head, with low spend to the right. Therefore, authorities that are high performing and low spending would be in the top right quadrant, while those that are low performing and high spending would be to the bottom left as shown below.

	High		
Rank of performance	High performance / high spend	High performance / low spend	
	Low performance / high spend	Low performance / low spend	
	Low		
	High	**Rank of spend per head**	Low
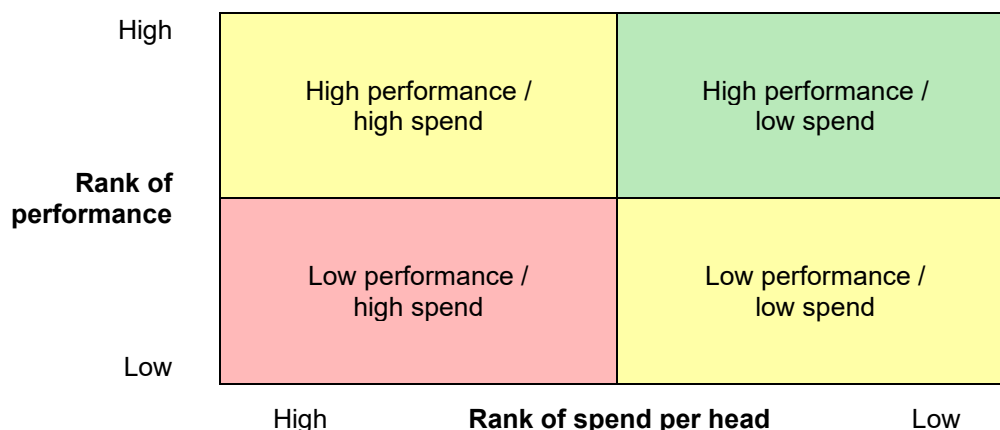
Overall Performance vs Expenditure

Looking at the overall position for 2023/24, Leicestershire is ranked 5th in performance terms compared to other counties and has the lowest core spending power per head. Overall and service performance are shown in charts over the following pages.

Lower Comparative Performing Areas 2023/24

Looking across 263 indicators for which quartile data is available for Leicestershire, 39 (15%) fall within the bottom quartile compared to other counties. These indicators are set out in the table below.

Service Area	Indicators
Adult Social Care	Adult Social Care – Delivery • Staff turnover (wider social care workforce - all sectors) • % of Care Homes rated good or outstanding Adult Social Care – Perceptions • 5 indicators covering social care users' perceptions of their: overall satisfaction with care and support, care related quality of life, social contact, and ease of finding information about service. • Carers' ease of finding information about services.

Service Area	Indicators
Public Health	**Health and Wider Determinants** • Air pollution: concentration and attributable mortality • HIV late diagnosis
Environment, Flooding & Waste	**Waste Management** • % municipal waste landfilled
Children and Families	**Children's Social Care** • Timeliness of child protection conferences and review of child protection cases • Child protection plans lasting 2 years or more • Re-referrals to children's social care • Looked after children's health checks, immunisations and offending **School Quality & Access - *Context*** • % secondary schools rated good or outstanding • Average points score per entry, best 3 'A' levels
Child Health and SEND	**Child Health** • % of children achieving a good level of development at 2-2.5 years • % of children achieving a good level of development at 5 years (FSM) • Baby's first feed breastmilk • Physically active children and young people • Infant mortality rate **Special Educational Needs and Disability (SEND)** • % new Education Health & Care Plans issued within 20 weeks (all)
Transport & Highways	**Transport and Highways** • Passenger journeys on local bus services per head of population
Economy - *Context*	**Economy** • % 3-year survival of new enterprises • % employees in knowledge-based industries

Looking back at last year's benchmarking exercise, the following bottom quartile indicators have shown a significant improvement in performance.

Indicators
Adult Social Care – Delivery • % of people using social care who receive self-directed support Adult Social Care – Perceptions • % of carers who report that they have been included or consulted in discussion about the person they care for • % of people who use services who feel safe
Children's Social Care • % of young people receiving a conviction in court who are sentenced to custody Health – Child • Low birth weight of term babies SEND • % of 19-year-olds qualified to Level 2 inc. Eng. & Maths - with statement/EHCP • % of 19-year-olds qualified to Level 3 - with statement/EHCP   SEND tribunal appeal rate
Health – Adult • % of physically active adults

Performance by Theme

Theme
Overall Performance

Comparator
◉ Revenue
○ Deprivation

How to Read This Chart
The chart is divided up into quadrants based upon average rank for all indicators (vertical axis) and net revenue expenditure per head (horizontal axis) for county councils. Authorities in the top right quadrant are high performing and low spending, while authorities in the bottom left are low performing and high spending. The 'Deprivation' comparator uses local authority 2019 Multiple Deprivation rank.
'Overall Performance' is the rank of average rank for <u>all</u> indicators, while 'LA Core Performance' only includes themes that are related to county council functions.

Blue dots represent county unitary authorities.

Performance by Theme

Theme
LA Core Performance

Comparator
⬤ Revenue
◯ Deprivation

How to Read This Chart
The chart is divided up into quadrants based upon average rank for all indicators (vertical axis) and net revenue expenditure per head (horizontal axis) for county councils. Authorities in the top right quadrant are high performing and low spending, while authorities in the bottom left are low performing and high spending. The 'Deprivation' comparator uses local authority 2019 Multiple Deprivation rank.
 'Overall Performance' is the rank of average rank for all indicators, while 'LA Core Performance' only includes themes that are related to county council functions.

Blue dots represent county unitary authorities.

Indicator Rank (High = better performing) — ---> High / Low <---

Revenue Rank (High = more revenue per head) — High <--- / ---> Low

Oxfordshire, Hertfordshire, North Yorkshire, Wiltshire, Dorset, Leicestershire, Surrey, Hampshire, Gloucestershire, Cambridgeshire, Worcestershire, Devon, Suffolk, Herefordshire, West Sussex, Northumberland, Buckinghamshire, Durham, Essex, Staffordshire, Cornwall, Shropshire, Warwickshire, Nottinghamshire, Norfolk, Lincolnshire, Somerset, Derbyshire, Lancashire, Kent, East Sussex, Average

Performance by Theme

Theme

Economy

Comparator

◉ Revenue
○ Deprivation

How to Read This Chart

The chart is divided up into quadrants based upon average rank for all indicators (vertical axis) and net revenue expenditure per head (horizontal axis) for county councils. Authorities in the top right quadrant are high performing and low spending, while authorities in the bottom left are low performing and high spending. The 'Deprivation' comparator uses local authority 2019 Multiple Deprivation rank.
 'Overall Performance' is the rank of average rank for all indicators, while 'LA Core Performance' only includes themes that are related to county council functions.

Blue dots represent county unitary authorities.

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Performance by Theme
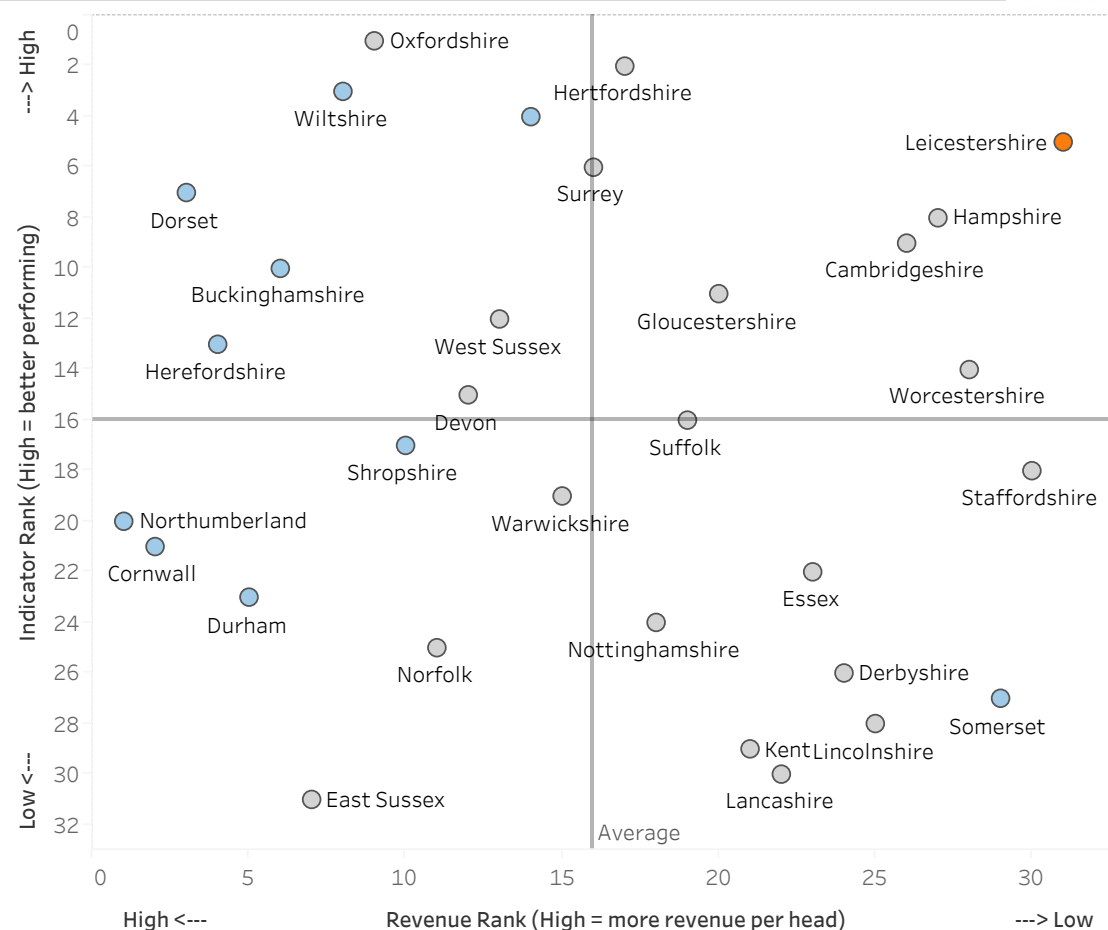
Theme
Transport & Highways

Comparator
⬤ Revenue
◯ Deprivation

How to Read This Chart
The chart is divided up into quadrants based upon average rank for all indicators (vertical axis) and net revenue expenditure per head (horizontal axis) for county councils. Authorities in the top right quadrant are high performing and low spending, while authorities in the bottom left are low performing and high spending. The 'Deprivation' comparator uses local authority 2019 Multiple Deprivation rank.
'Overall Performance' is the rank of average rank for all indicators, while 'LA Core Performance' only includes themes that are related to county council functions.

Blue dots represent county unitary authorities.

Chart — Indicator Rank (High = better performing) vs Revenue Rank (High = more revenue per head). Points: Durham, Dorset, Leicestershire, Oxfordshire, Hampshire, Suffolk, Devon, Hertfordshire, Norfolk, Northumberland, Nottinghamshire, Warwickshire, Gloucestershire, Wiltshire, Lancashire, Cornwall, Somerset, North Yorkshire, West Sussex, Derbyshire, Shropshire, Staffordshire, Surrey, Cambridgeshire, Buckinghamshire, Essex, Lincolnshire, East Sussex, Kent, Herefordshire.

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Performance by Theme

Theme

Adult Social Care - Perception
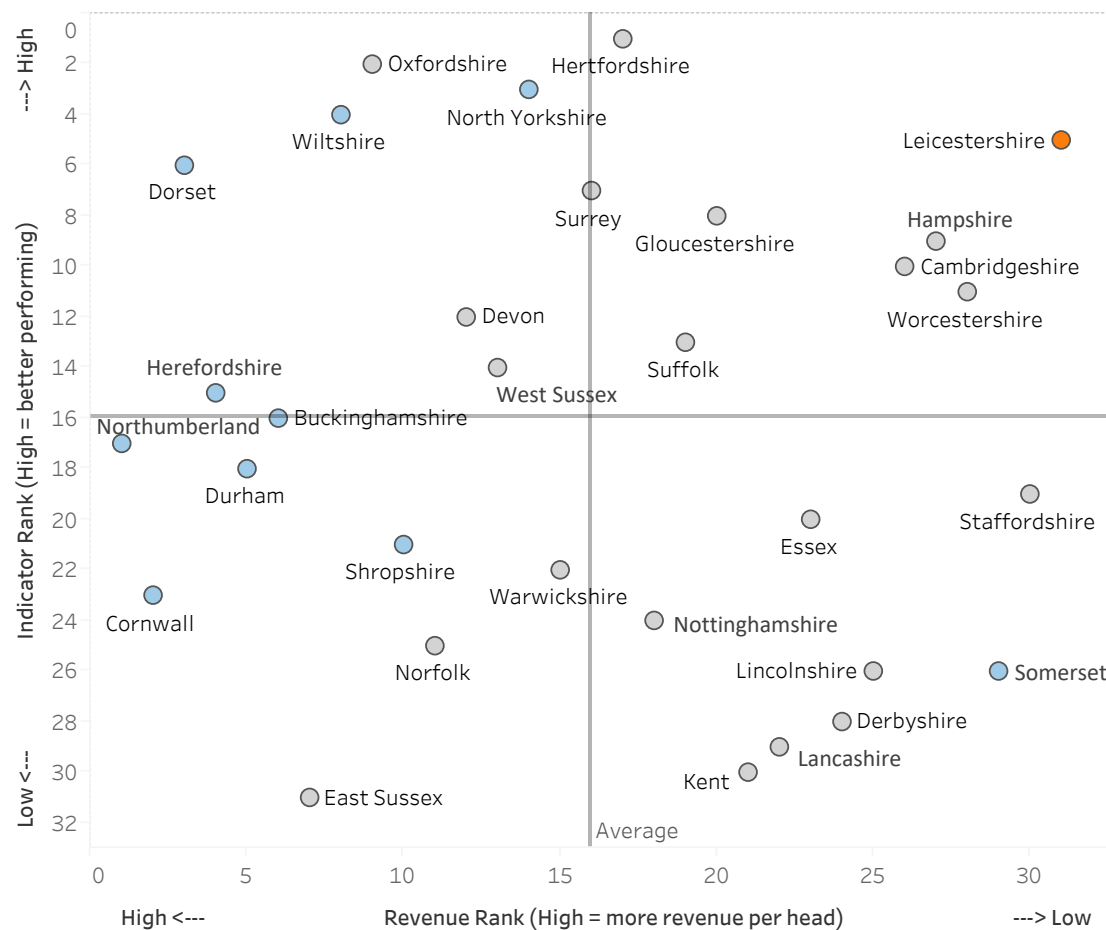
Comparator

- Revenue
- Deprivation

How to Read This Chart

The chart is divided up into quadrants based upon average rank for all indicators (vertical axis) and net revenue expenditure per head (horizontal axis) for county councils. Authorities in the top right quadrant are high performing and low spending, while authorities in the bottom left are low performing and high spending. The 'Deprivation' comparator uses local authority 2019 Multiple Deprivation rank. 'Overall Performance' is the rank of average rank for all indicators, while 'LA Core Performance' only includes themes that are related to county council functions.

Blue dots represent county unitary authorities.

Performance by Theme

Theme

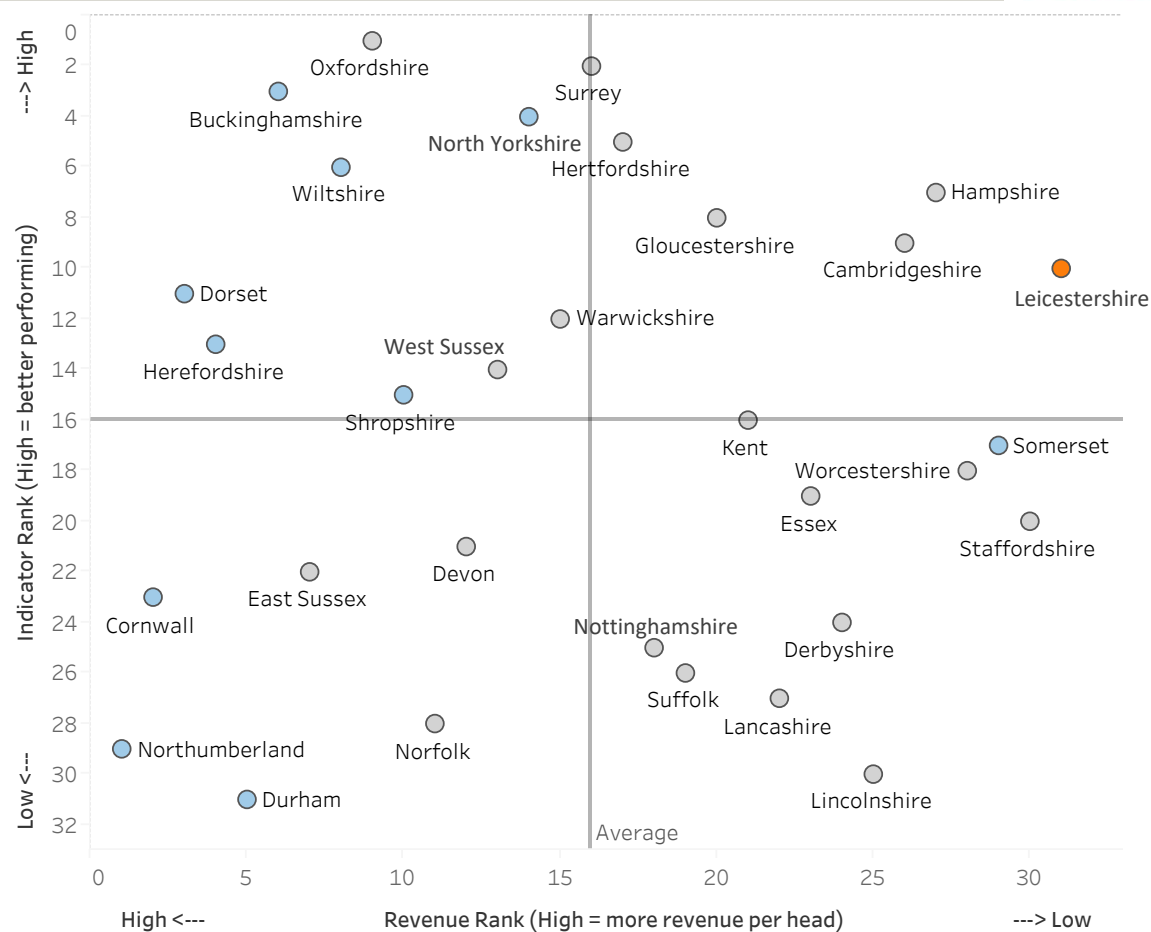Adult Social Care - Delivery

Comparator

◉ Revenue
○ Deprivation

How to Read This Chart

The chart is divided up into quadrants based upon average rank for all indicators (vertical axis) and net revenue expenditure per head (horizontal axis) for county councils. Authorities in the top right quadrant are high performing and low spending, while authorities in the bottom left are low performing and high spending. The 'Deprivation' comparator uses local authority 2019 Multiple Deprivation rank.
 'Overall Performance' is the rank of average rank for all indicators, while 'LA Core Performance' only includes themes that are related to county council functions.

Blue dots represent county unitary authorities.

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Performance by Theme
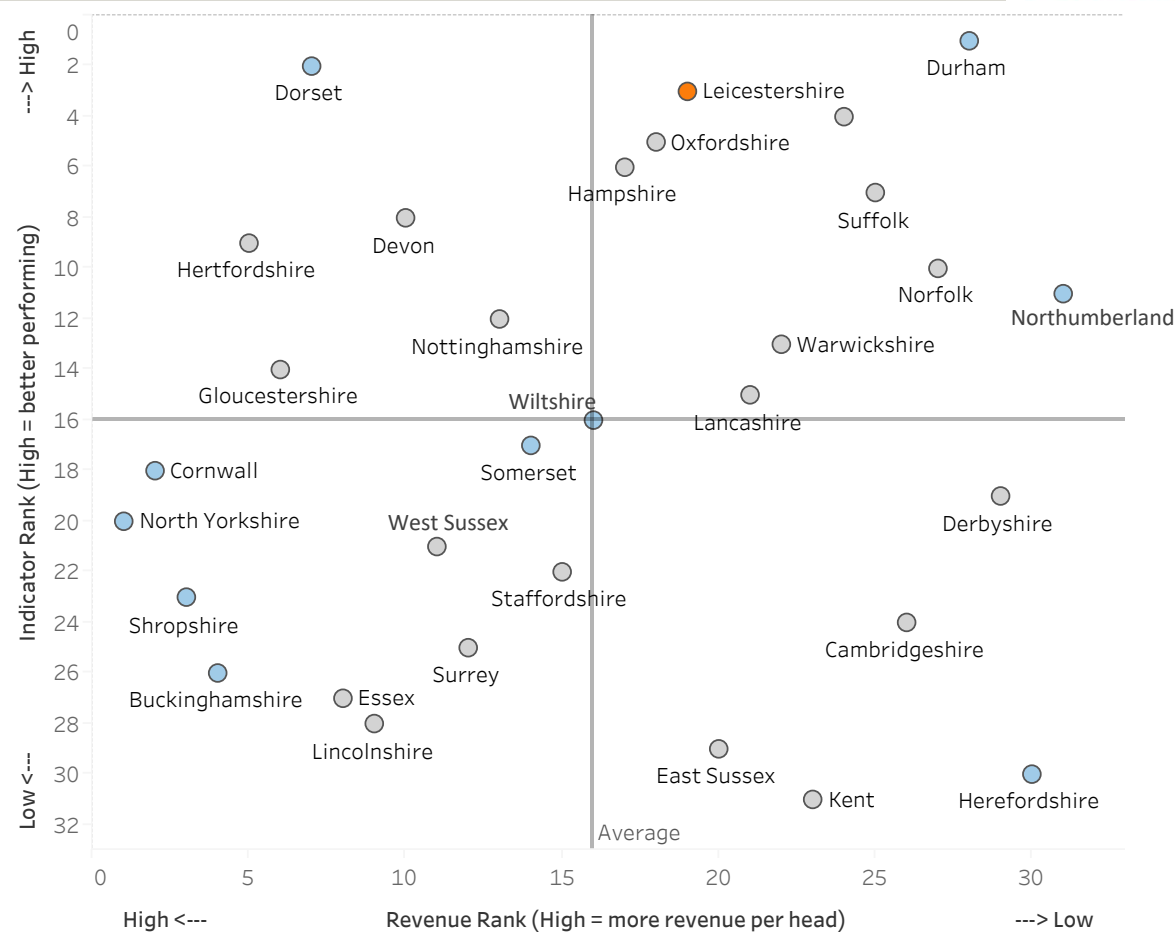
Theme
Health - Child

Comparator
- Revenue
- Deprivation

How to Read This Chart
The chart is divided up into quadrants based upon average rank for all indicators (vertical axis) and net revenue expenditure per head (horizontal axis) for county councils. Authorities in the top right quadrant are high performing and low spending, while authorities in the bottom left are low performing and high spending. The 'Deprivation' comparator uses local authority 2019 Multiple Deprivation rank.
'Overall Performance' is the rank of average rank for all indicators, while 'LA Core Performance' only includes themes that are related to county council functions.

Blue dots represent county unitary authorities.

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Performance by Theme
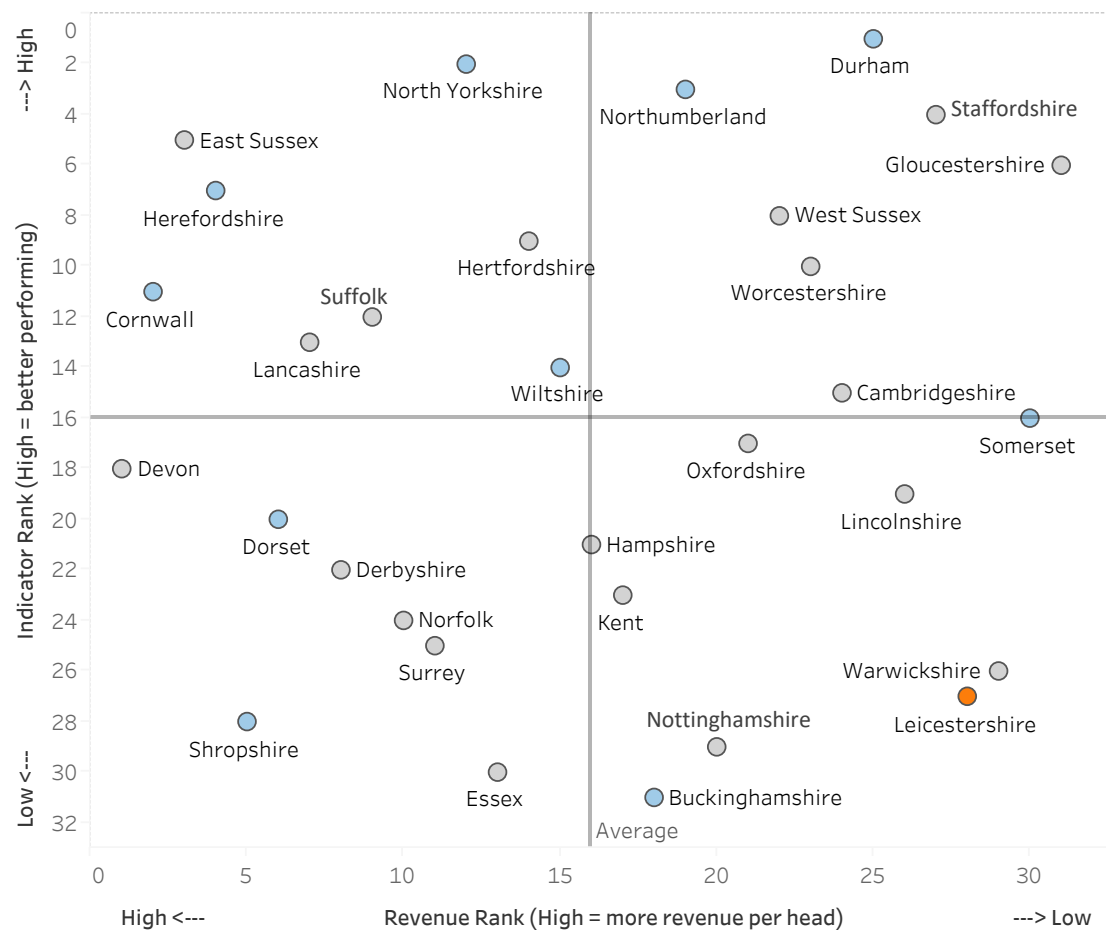
Theme
Health - Adult

Comparator
⬤ Revenue
◯ Deprivation

How to Read This Chart
The chart is divided up into quadrants based upon average rank for all indicators (vertical axis) and net revenue expenditure per head (horizontal axis) for county councils. Authorities in the top right quadrant are high performing and low spending, while authorities in the bottom left are low performing and high spending. The 'Deprivation' comparator uses local authority 2019 Multiple Deprivation rank.
 'Overall Performance' is the rank of average rank for all indicators, while 'LA Core Performance' only includes themes that are related to county council functions.

Blue dots represent county unitary authorities.

Leicestershire County Council

Performance by Theme
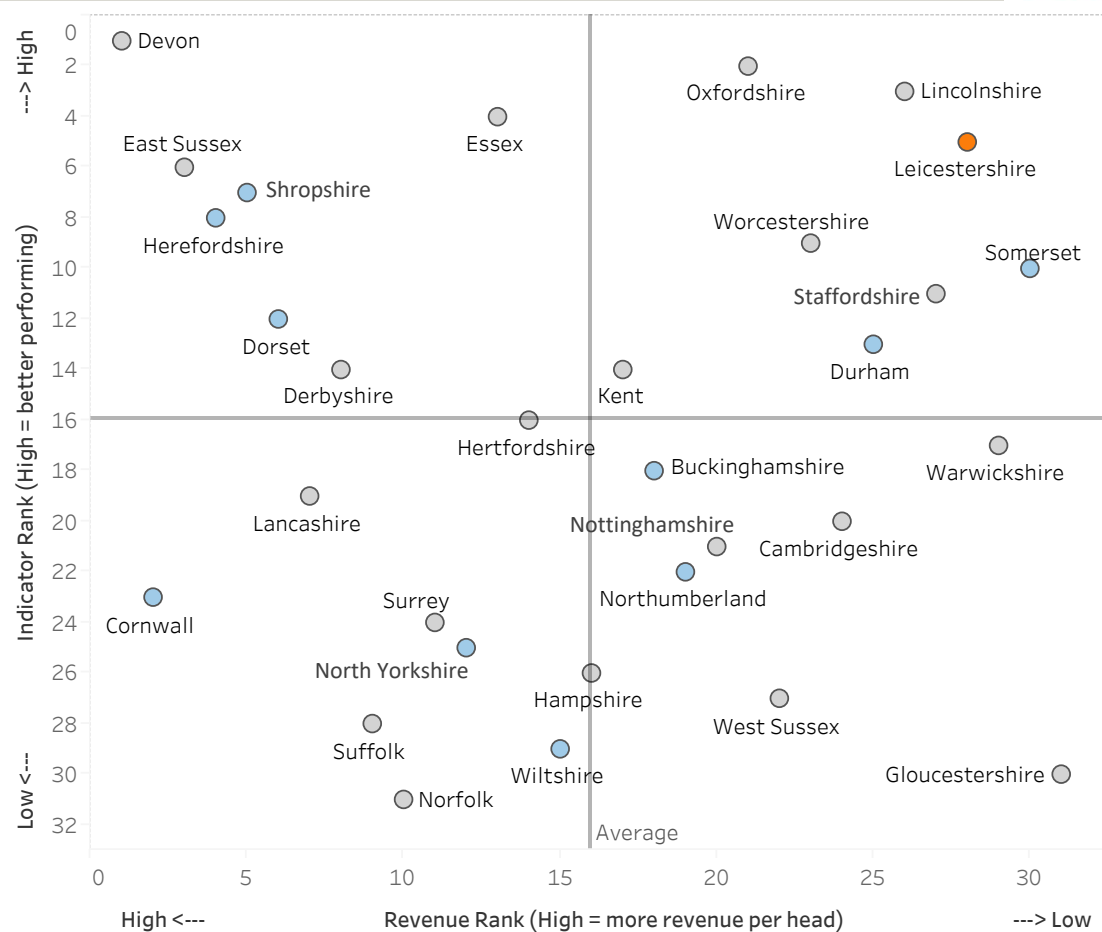
Theme
Children's Social Care

Comparator
⬤ Revenue
◯ Deprivation

How to Read This Chart
The chart is divided up into quadrants based upon average rank for all indicators (vertical axis) and net revenue expenditure per head (horizontal axis) for county councils. Authorities in the top right quadrant are high performing and low spending, while authorities in the bottom left are low performing and high spending. The 'Deprivation' comparator uses local authority 2019 Multiple Deprivation rank.
 'Overall Performance' is the rank of average rank for all indicators, while 'LA Core Performance' only includes themes that are related to county council functions.

Blue dots represent county unitary authorities.

Indicator Rank (High = better performing)

Revenue Rank (High = more revenue per head)

High <---   ---> Low

---> High   Low <---

Average

North Yorkshire
Lincolnshire
Norfolk
Hertfordshire
Wiltshire
Suffolk
Cornwall
Herefordshire
Nottinghamshire
Gloucestershire
Worcestershire
Lancashire
Leicestershire
Surrey
Shropshire
Durham
Essex
Cambridgeshire
Derbyshire
Staffordshire
West Sussex
Warwickshire
Kent
Oxfordshire
Dorset
East Sussex
Somerset
Northumberland
Hampshire
Devon
Buckinghamshire
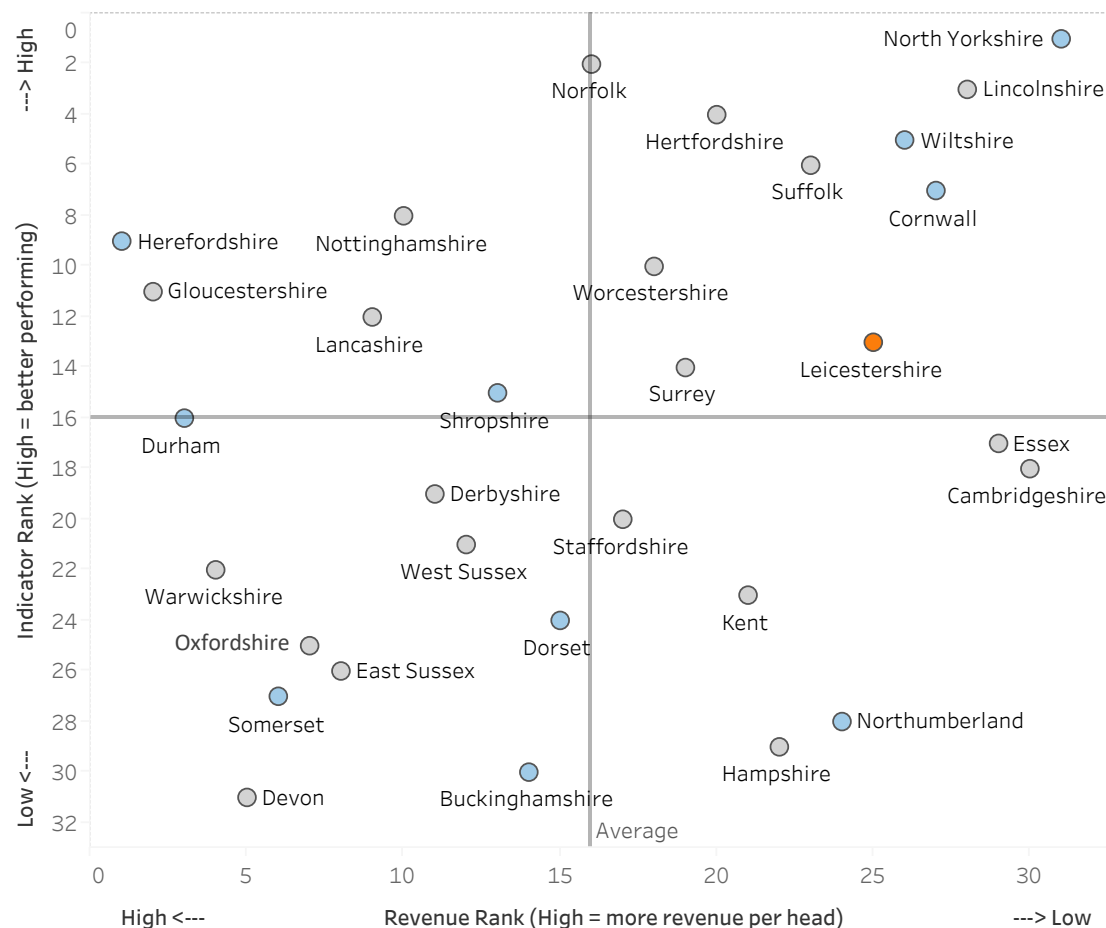
Performance by Theme
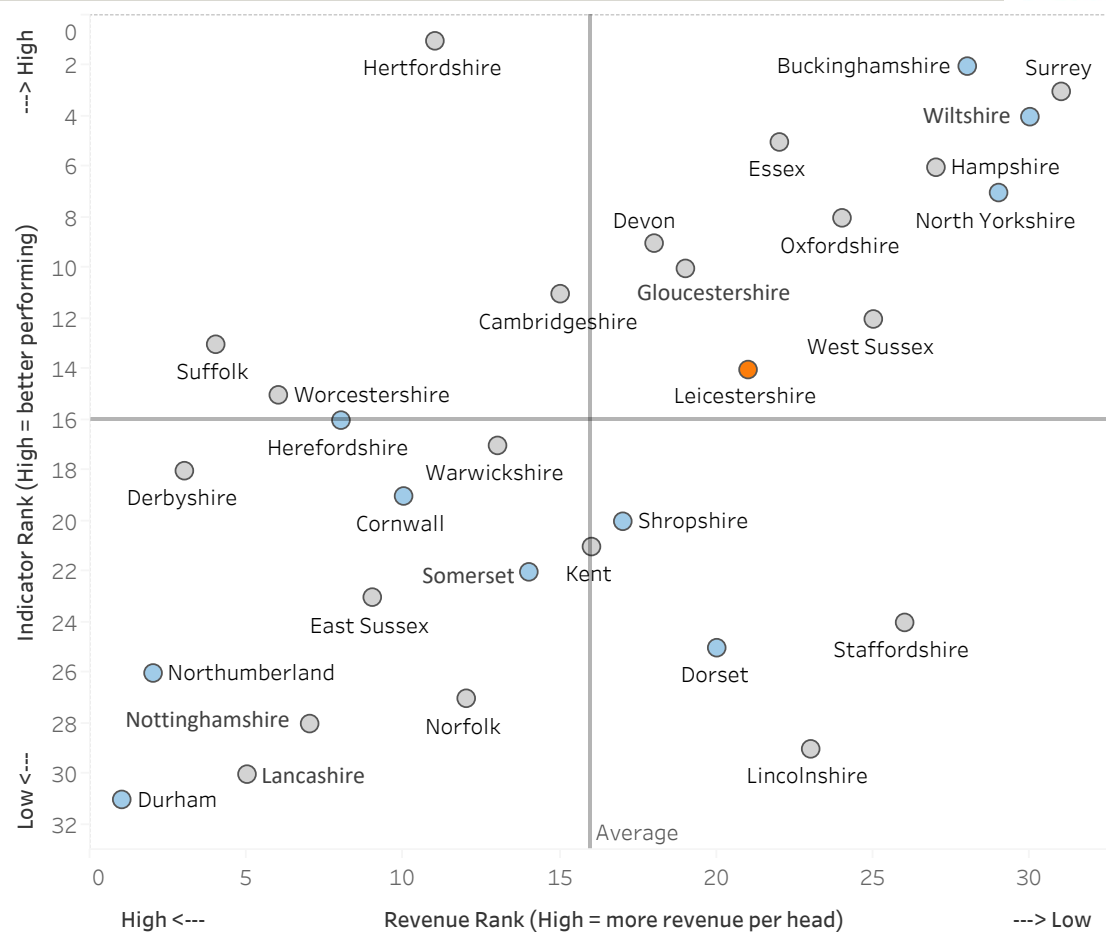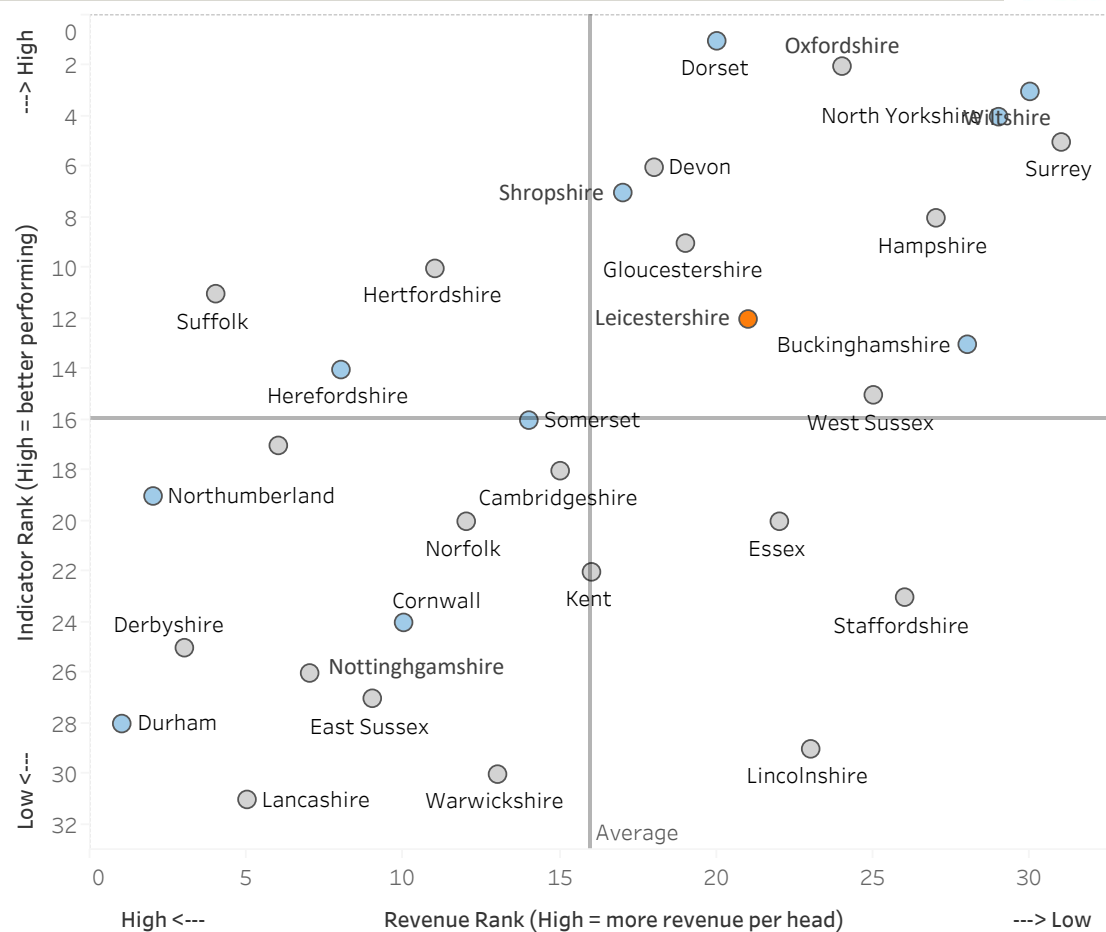
Theme

Environment & Waste

Comparator

● Revenue
○ Deprivation

How to Read This Chart

The chart is divided up into quadrants based upon average rank for all indicators (vertical axis) and net revenue expenditure per head (horizontal axis) for county councils. Authorities in the top right quadrant are high performing and low spending, while authorities in the bottom left are low performing and high spending. The 'Deprivation' comparator uses local authority 2019 Multiple Deprivation rank.
 'Overall Performance' is the rank of average rank for all indicators, while 'LA Core Performance' only includes themes that are related to county council functions.

Blue dots represent county unitary authorities.

Scatter plot: Indicator Rank (High = better performing) on vertical axis (0 at top to 32 at bottom, High at top, Low at bottom) vs Revenue Rank (High = more revenue per head) on horizontal axis (0 to 30, High at left, Low at right). Average lines cross near the centre.

Plotted points: Oxfordshire, Gloucestershire, Warwickshire, Buckinghamshire, Hertfordshire, Devon, Cambridgeshire, West Sussex, Wiltshire, Surrey, North Yorkshire, Herefordshire, Suffolk, Shropshire, Hampshire, Leicestershire, Kent, Northumberland, Dorset, Cornwall, East Sussex, Essex, Staffordshire, Durham, Lancashire, Norfolk, Lincolnshire, Somerset, Nottinghamshire, Derbyshire.

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Leicestershire Performance Data Dashboards 2024/25

Introduction

In order to measure our progress against our priority area we track a number of key performance measures for each of the outcomes. These are summarised in a set of dashboards with ratings that show how our performance compares with other areas where known, whether we have seen any improvement in performance since the previous year, and whether we have achieved any relevant targets. As well as this annual report, we also publish dashboards on our website on a quarterly basis so that our overall performance and progress is transparent.

Initial analysis of 2024/25 end of year data shows that of 160 metrics 73 improved, 34 showed no real change and 53 worsened. Direction of travel cannot be determined for 5 indicators, due to the absence of previous data or changes to indicator definitions.

Overview of Performance Improvement and Reduction

The paragraphs that follow review each dashboard, highlighting indicators that have shown improvement compared to the previous period, as well as those that have worsened.

Transport

This dashboard covers transport infrastructure including road condition, journey times, bus services and road safety. Looking at the 20 performance indicators, 5 display improvement compared to the previous period, 9 show a decline and 6 show no change. The 5 improving indicators cover use of local buses and satisfaction with local bus services, satisfaction with traffic levels and congestion, EV ownership and charge points. The 9 indicators displaying lower performance include park and ride journeys, satisfaction with cycle routes and facilities, rights of way and road safety, as well as average vehicle speeds, road casualties and numbers killed or seriously injured. The 6 indicators showing similar results cover satisfaction with the condition of highways, satisfaction with pavements and footpaths, satisfaction with road condition, and carbon emissions from transport.

Environment, Waste and Flooding

This dashboard covers environment, waste management, flooding and the Council's environmental impact. It includes 16 indicators, of which 9 show improvement compared to the previous period, 1 indicator shows a decline in performance and 5 have similar results. The 9 indicators showing improvement cover household waste recycling, use of landfill, recycling of internal waste from Council sites, tree planting, renewable energy generated by the Council, greenhouse gas emissions from all sources in Leicestershire, Council greenhouse gas emissions and staff business mileage. The indicator displaying lower performance covers waste produced from internal Council sites. The 5 indicators with similar results cover waste collected per household, Council environmental risks, staff perceptions of Council actions to reduce its environmental impact and Council land in better management for nature.

Health and Wellbeing

Child Health & Best Start in Life

This dashboard covers child health and early years services. Looking at the 12 indicators, 3 show an improvement compared to the previous period, while 6 deteriorated and 1 shows a similar result. Data was not available for 2 indicators. The 3 indicators that have improved cover smoking at the time of delivery, dental decay among 5-year-olds and take-up of free early education by 3 and 4-year-olds. The 6 indicators displaying lower performance cover take-up of free early education by 2-year-olds, excess weight, children's physical activity, chlamydia detection and under 18 conceptions. The indicator showing little change is % of early years providers assessed as good or outstanding. Data is awaited for good level of development (age 5) and pupils with social, emotional and mental health needs.

Adult Health

This dashboard covers adult health. Looking at the 20 indicators, 9 show an improvement compared to the previous period and 11 display a decline. The 9 indicators that have improved cover life expectancy, under 75 mortality from cancer, respiratory disease and causes considered preventable, opiate drug treatment, adult obesity, particulate air pollution and the fraction of mortality attributable to particulate air pollution. The 11 declining indicators cover healthy life expectancy, health inequalities, under 75 mortality from circulatory disease, smoking prevalence, alcohol related hospital admissions, non-opiate drug treatment, NHS Health Checks and physical activity.

Adult Social Care and Better Care Funds

The first dashboard covers work with health partners to reduce admissions to hospital and residential care, facilitate discharge from hospital and reablement. Looking at the 8 performance indicators, 4 display improvement compared to the previous period, 1 shows a decline in performance, 2 show similar results and data was not available for 1 indicator. The 4 indicators that have improved cover admissions to residential care of 18–64-year-olds, unplanned admissions for chronic ambulatory care-sensitive conditions, service users' access to information, and people discharged from hospital to their normal place of residence and people still at home 91 days later. The declining indicator is admissions to residential care of older people. The 2 indicators showing similar results are discharge from acute hospital to normal place of residence and people receiving reablement with no subsequent long-term service. No new data was available for carers access to information.

The second dashboard covers adult social care services including support for carers. Looking at the 18 indicators, 4 display an improvement, 8 display a decline in performance and 3 show no change. For 3 indicators there is no new data. The 4 indicators that have improved cover service users receiving self-directed support, carers receiving direct payments, care homes rated good or outstanding, and people with learning disabilities who live in their own home or with their family. The 8 declining indicators cover service users having control over their daily life, service users receiving support via direct payments, dementia diagnosis rate, overall satisfaction with social care support, home care providers rated good or outstanding, service users having as much social contact as they would like, service users who feel safe and safeguarding alerts received. The 3 indicators showing little change cover carers

receiving self-directed support, social care related quality of life, and safeguarding enquiries where the identified risk was reduced or removed. The 3 indicators with no new data cover overall satisfaction of carers with their care and support, carers reported quality of life and carers having as much social contact as they would like.

<u>Mental Health</u>

This dashboard covers mental health and wellbeing. Looking at the 5 indicators, 1 improved, 3 deteriorated and 1 had a similar result. The indicator showing improvement was excess under 75 mortality in adults with serious mental illness. The 3 declining indicators cover life satisfaction, happiness and suicide. The indicator with a similar result covered anxiety.

Children and Families

<u>Safeguarding Children & Families</u>

This dashboard covers Early Help services, child safeguarding and looked after children. Looking at the 17 indicators, 7 show improvement compared to the previous period, 3 display a decline in performance, 5 show similar performance to the previous period and data is awaited for 2 indicators. The 7 indicators showing improvement cover successful claims through the national Supporting Families programme, review of child protection cases, repeat child protection plans, looked after children's health checks, care leavers in education, employment or training, and timeliness of adoption. The 3 declining indicators cover timeliness of children's social care assessments, re-referrals to children's social care and looked after children's dental checks. The 5 indicators with similar performance cover early help assessments, stability of looked after children's placements, emotional health of looked after children, and care leavers in suitable accommodation. Data is awaited for 2 indicators covering child criminal and sexual exploitation.

<u>School and Academy Performance</u>

This dashboard covers school admissions and school quality. Looking at the 14 indicators, 3 show an improvement compared to the previous period, 2 show a similar result and comparable data is not available for 9 indicators. The 3 indicators that have improved cover school admissions and primary schools assessed as good or outstanding. The 2 indicators with similar performance cover secondary schools assessed as good or outstanding and special schools assessed as good or outstanding. Results for 2025 exams are awaited for 9 indicators.

<u>Community Safety</u>

This dashboard covers youth justice, domestic abuse and adult safeguarding. The dashboard contains 9 indicators, of which 6 show improved performance, 2 show lower performance compared to the previous period and 1 shows no change. The 6 indicators showing improvement cover first time entrants to youth justice, youth custody, reported hate incidents, domestic abuse, domestic violence with injury, and the number of safe accommodation spaces for domestic abuse victims. The 2 indicators showing lower performance cover reported anti-social behaviour and repeat domestic abuse conferences. The indicator with similar performance covered community cohesion.

Communities

This dashboard covers libraries, cohesion and volunteering. Looking at the 14 indicators, 8 show improvement compared to the previous period, 1 displays a decline in performance and 5 show similar performance. The 8 indicators showing improvement cover volunteering, library visits, total library issues, library e-downloads, tourism visitor days, and visits to heritage sites. The indicator with lower performance is children's library issues. The 5 indicators with similar results cover perception of residents' ability to influence council decisions, satisfaction with local area as a place to live, neighbourhood planning, community response planning, and the number of communities running their own library.

Strategic Planning and Economic Development

Growth and Investment

This dashboard provides a high-level overview of the Leicestershire economy. Looking at the 11 performance indicators, 8 show improvement compared to the previous period and 3 indicators show a decline in performance. The 8 indicators displaying an improvement cover economic growth, gross disposable household income (GDHI) per head, gigabit broadband, funding for new infrastructure, fuel poverty, and new business creation. The 3 indicators showing lower performance cover free school meals and new business survival.

Employment and Skills

This dashboard covers the skills of the local population, as well as employment and unemployment. Looking at the 11 performance indicators, 4 show improvement compared to the previous period, 4 show a decline and 3 show similar results. The 4 improving indicators cover the population qualified to RFQ 4 (degree) level, apprenticeship starts, unemployment rate, and average pay. The 4 indicators displaying lower performance cover the population qualified to RFQ level 2 and 3, employment rate, and economic inactivity rate. The 3 indicators showing similar results cover the achievement of level 2 qualifications by age 19, out of work benefit claimants, and young people not in education employment.

Strategic Planning for Housing

This dashboard covers the supply of new housing and affordable housing. Looking at the 5 indicators, 3 show an improvement compared to the previous period, 1 shows a decline and 1 shows a similar result. The 3 improving indicators cover affordable homes delivery, housing affordability, and energy efficiency ratings for existing homes. The indicator with lower performance is completion of new homes. The indicator with a similar result is energy efficiency ratings for new homes.

Leicestershire Wider Environment

This dashboard provides background information about the local environment in Leicestershire. Looking at the 5 indicators, 2 show an improvement compared to the previous period, 1 shows lower performance and data is not available for 2 indicators. The 2 indicators that have improved cover renewable electricity capacity and NO2 exceedances. The indicator showing lower performance is renewable electricity generation. There is no new data on river water quality.

Corporate and Enabling Services

This dashboard covers customer service, digital delivery and the Council workforce. Looking at the 13 indicators, 6 show improvement compared to the previous period, 3 display a decline in performance and 4 show similar results. The 6 indicators showing improvement cover media rating, call answering by the Customer Service Centre, complaints received, staff turnover, apprentices employed, and the gender pay gap. The 3 indicators showing lower performance cover compliments received, complaint response times, and health and safety RIDDOR incidents. The 4 indicators showing similar results cover perceptions of the Council doing a good job, trust in the Council, people feeling well informed about the Council, and people agreeing the Council treats all types of people fairly.

Explanation of Performance Indicator Dashboards

The performance dashboards set out year end results for a number of the performance indicators (PIs) that are used to help us monitor whether we are achieving our priorities. Many indicators relate to more than one service area, but in this report, each indicator has been assigned to just one area.

Where relevant, the performance sections show 2024/25 year-end outturn against performance targets (where applicable), together with comparative performance information where available and commentary. Where it is available, the dashboards indicate which quartile Leicestershire's performance falls into. The 1st quartile is defined as performance that falls within the top 25% of relevant comparators. The 4th quartile is defined as performance that falls within the bottom 25% of relevant comparators. Each dashboard uses different comparator groups, and these are explained at the bottom of each dashboard. Based on current comparative analysis, out of 136 indicators 39 are top quartile, 46 second quartile, 31 third quartile and 20 bottom quartile.

The polarity column indicates whether a high or low figure represents good performance. A red circle indicates a performance issue, whereas a green tick indicates exceptional performance. The direction of travel arrows indicate an improvement or deterioration in performance compared to the previous result. The arrows are indicative, and do not necessarily represent statistically significant change.

Value for Money & Council Spending

Description	Quartile position	Direction of Travel	End of Yr 2024/25	Target / Standard	End of Yr 2023/24	Polarity	Commentary
Finance & Value For Money							
Core Spending Power per head of population	4th (2025/26)	↑	£960	Fair Funding	£915	High	Leicestershire has the lowest core spending power per head of county councils nationally, which poses a risk to service delivery going forwards. Current funding system benefits certain classes of authority more, particularly London boroughs, who make up 8 of the 10 best funded authorities. Results are for 2024/25 and 2025/26.
Net expenditure per head of population	4th* (2024/25)	↑	£646	MTFS	£589	High	Small increase compared to previous year.
Education - expenditure per head of population	4th* (2024/25)	↑	£482	MTFS	£406	High	Small increase compared to previous year. Second lowest net spend per head on education of all counties.
Adult Social Care - expenditure per head of population	4th* (2024/25)	↑	£328	MTFS	£325	High	Increase compared to previous year. Lowest net spend per head on adult social care of all counties.
Children's Social Care - expenditure per head of population	4th* (2024/25)	↑	£188	MTFS	£171	High	Increase compared to previous year.
Public Health - expenditure per head of population	4th* (2024/25)	↑	£45	MTFS	£43	High	Small increase compared to previous year.
Highways & Transport - expenditure per head of population	2nd* (2024/25)	↑	£65	MTFS	£56	High	Increase compared to previous year.
Environment & Regulatory - expenditure per head of population	3rd* (2024/25)	↑	£51	MTFS	£50	High	Small Increase compared to previous year.
Culture - expenditure per head of population	4th* (2024/25)	↓	£11	MTFS	£12	High	Small decrease compared to previous year. Second lowest net spend per head on culture of all counties.
Efficiencies and other savings achieved	-	↑	£14.1m	£14.2m	£12.3m	High	Efficiencies and savings achieved during 2024/24 were very close to target.
% agree County Council provides value for money	✓ 1st/2nd (2024)	→	67.8%	-	66.7%	High	The result is similar to the previous year and is significantly better than the England average of 36% (LGA Survey). The results are from the Community Insight Survey of c.1100 residents during 2024/25.
% affected by service changes	● -	↓	27.4%	-	20.3%	Low	The result is higher (worse) than the previous year. The results are from the Community Insight Survey of c.1100 residents in 2024/25.
Leicestershire Traded Services operating profit	-	↑	-£0.35m	-£0.60m	-£2.2m	High	Losses during 2024/25 are largely due to reduced income from Beaumanor outdoor activity centre and Watermead country park car park following damage by thieves.

Notes: * Results and quartiles calculated using (revenue outturn) data for 2023/24 published in September 2025. Comparators are 31 county councils & county unitaries.

Highways & Transport

Description	Quartile position	Direction of Travel	End of Yr 2024/25	Target / Standard	End of Yr 2023/24	Polarity	Commentary
Leicestershire has the right infrastructure for sustainable growth							
Overall satisfaction with the condition of highways (NHT satisfaction survey) (%)	1st (2024)	→	21.6% (2024)	38%	21.8% (2023)	High	The Council was amongst the highest rated county councils for satisfaction with condition of highways in 2024. Low satisfaction levels are typical across the country.
% of principal (A class) road network where structural maintenance should be considered	2nd (2023/24)	→	3%	2%	3%	Low	Leicestershire continues to have above average maintained principal roads in the country. Severe weather events such as flooding and drought conditions increase the need for road maintenance.
% of non-principal (B & C class) road network where structural maintenance should be considered	1st (2023/24)	→	4%	4%	4%	Low	The condition for non-principal roads remains very good at 4% in 2024/25, meeting the target.
% of the unclassified road network where maintenance should be considered	2nd (2023/24)	→	12%	13%	12%	Low	The condition of unclassified roads remained the same as the previous year and met its target. Severe weather events such as flooding and drought conditions increase the need for road maintenance.
Overall satisfaction with local bus services (NHT satisfaction survey) (%)	3rd (2024)	↑	42.6% (2024)	56.3%	41.8% (2023)	High	Overall satisfaction with local bus services improved slightly to 42.6% in 2024 compared to the previous year.
Local bus passenger journeys originating in the authority area (millions)	4th (2023/24)	↑	10.9	10.0	10.5	High	Bus passenger journey numbers continued to increase over the year, up by 3% since the previous year. This increased significantly from a low of 3m during the Covid-19 pandemic. 2024/25 levels are similar to the long term average of 11m annual journeys since 2015. The quartile is based on the number of bus passenger journeys per head of population.
Number of park and ride journeys	-	↓	726,588	-	740,427	High	Journeys decreased by 2% since the previous year but is above the long term average of 666,612 journeys (since 2015/16). (Source local operators).
Overall satisfaction with cycle routes & facilities (NHT satisfaction survey) (%)	1st (2024)	↓	31.4% (2024)	38%	35.1% (2023)	High	Overall satisfaction with cycle routes & facilities (NHT survey) saw a 4 percentage point decline in performance since 2023.
Overall satisfaction with the Rights of Way network (NHT satisfaction survey) (%)	1st (2024)	↓	37.7% (2024)	52%	42.4% (2023)	High	Overall satisfaction with the Rights of Way network declined by 5 percentage points in performance since the previous year.
Overall satisfaction with the condition of pavements & footpaths (NHT satisfaction survey) (%)	1st (2024)	→	55.3% (2024)	65%	55.7% (2023)	High	The overall satisfaction with the condition of pavements remained similar to the previous year at 55% in 2024.
Overall satisfaction with traffic levels & congestion (NHT satisfaction survey) (%)	2nd (2024)	↑	29.7% (2024)	42%	27.4% (2023)	High	Overall satisfaction with traffic levels & congestion saw an improvement in performance in 2024 and Leicestershire performed above average when compared to other English County Councils.
Average vehicle speed - on locally managed 'A' roads (mph)	2nd (2024)	↓	29.5 (2024)	-	30.6 (2023)	High	The annual 'average vehicle speeds on locally managed 'A' roads' remained above average and within its expected range. Data is 1 year in arrears. (Source Department of Transport).

Highways & Transport

Description	Quartile position	Direction of Travel	End of Yr 2024/25	Target / Standard	End of Yr 2023/24	Polarity	Commentary
Electric vehicle charging location per 100,000 population	✓ 3rd (Jun 2024)	↑	73.5	-	59.1	High	Electric vehicle charging locations saw a significant 24% increase since the previous year.
Electric vehicle ownership - Ultra low emission vehicles (ULEVs) rate/10,000 population	✓ 2nd (Jun 2024)	↑	297.0	-	216.5	High	Electric vehicle ownership has increased by 37% since 2023/24, demonstrating a continued shift towards more sustainable transport.
Road Safety							
Road safety satisfaction (NHT satisfaction survey) (%)	1st (2024)	↓	44.8% (2024)	58%	49.7% (2023)	High	Satisfaction with road safety declined in performance (by 5 percentage points) since the previous year.
Total casualties on Leicestershire roads	1st (2024)	↓	943 (2024)	1022	916 (2023)	Low	There was a small increase in 'Total casualties on our roads' from 2023 to 2024. In recent years the Police have made it easier to report incidents online, which is likely to more accurately reflect incidents. The latest annual result performs better than the long term average of 1,135 casualties since 2015. (Source Police reports).
Number of people killed or seriously injured (KSIs) ●	1st (2024)	↓	286 (2024)	182	227 (2023)	Low	There was an increase in the number of KSIs from 2023 to 2024. In recent years the Police have made it easier to report incidents online, which is likely to more accurately reflect incidents. The results are higher than the long term average of 228 KSIs since 2015 (Source Police reports).
Total casualties involving road users, walking cycling & motorcyclists (excluding cars)	1st (2024)	↓	291 (2024)	269	268 (2023)	Low	Total casualties involving road users, walking, cycling & motorcyclists (excluding cars) increased from 2023 to 2024. In recent years the Police have made it easier to report incidents online, which is likely to more accurately reflect incidents. It performs better than the long term average of 316 casualties since 2015 (Source Police reports).
Number of people killed or seriously injured (KSI), walking cycling & motorcyclists (excluding cars) ●	1st (2024)	↓	128 (2024)	84	108 (2023)	Low	The number of people killed or seriously injured (KSIs), walking, cycling & motorcyclists (excluding cars) increased from 2023 to 2024. In recent years the Police have made it easier to report incidents online, which is likely to more accurately reflect incidents. This indicator performs worse than long term average of 106 KSIs since 2015 (Source Police reports).
<u>The economy and infrastructure are low carbon and environmentally friendly</u>							
Carbon emissions (estimates) from transport within LA influence (Kt)	2nd (2023)	→	1,147.0 (2023)	-	1,152.0 (2022)	Low	The most recent update for 'Carbon emissions (estimates) from transport within LA influence (Kt)' remained similar to the previous year. This performs above average compared to other English County Councils. This data is reported annually and is two years in arrears. (Source Department for Energy Security and Net Zero).

<u>**Notes:**</u> Comparators are the 31 county councils & county unitaries.

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Environment, Waste & Flooding

Description	Quartile position	Direction of Travel	End of Yr 2024/25	Target / Standard	End of Yr 2023/24	Polarity	Commentary
Waste Management							
% of household waste sent by local authorities across Leicestershire for reuse, recycling, composting etc.	3rd (2023/24)	↑	44.4%	45%	43.6%	High	This indicator improved slightly to 44.4% since the previous year.
Annual percentage of municipal waste sent to landfill	4th (2023/24)	↑	10.7%	10%	12.6%	Low	Waste sent to landfill decreased (improved) by 2 percentage points and remains close to its target.
Total household waste per household (kg)	3rd (2023/24)	→	961	Year on year decrease	960	Low	This indicator remained relatively static since the previous year.
Tonnes of waste produced from LCC sites	-	↓	275.2 (2023/24)	375.9 (2023/24)	250.0 (2022/23)	Low	Waste produced at County Council sites increased by 10% since the previous year. The 2024/25 results are currently being collated and will be presented to the Environment & Climate Change Scrutiny Committee in January 2026.
% waste recycled from LCC sites (non-operational)	-	↑	62% (2023/24)	70% (2023/24)	51.2% (2022/23)	High	The percentage of waste recycled from County Council sites has increased by 11 percentage points. 2024/25 results are currently being collated and will be presented to the Environment & Climate Change Scrutiny Committee in January 2026.
Total fly-tipping incidents per 1,000 population	2nd (2023/24)	↓	5.4 (2023/24)	-	4.8 (2022/23)	Low	Total fly tipping incidents increased slightly. Data is one year in arrears.
LCC Environmental risks managed	-	→	2 (2023/24)	0	2 (2022/23)	Low	The number of County Council environmental risks managed remained the same as the previous year at 2 for 2023/24. The low number of risks demonstrates good performance.
% of LCC staff who say LCC is doing enough to reduce its environmental impact (post-training survey)	-	→	89.3% (2023/24)	90%	89.8% (2022/23)	High	This result is similar to previous year, with a continued high number of Council staff saying that the Council is doing enough to reduce its environmental impact.
Nature and local environment							
Hectares of LCC land in better management for nature	-	→	3,730	3,625	3,736	High	This figure includes a combination of Council land including country parks, rural and urban highway verges, county farms and playing fields.
Percentage of suitable LCC land in better management for nature	-	→	97.7%	95%	97.5%	High	At the end of 2024/25, the position was similar to 2023/24.
Tree planting ✓	-	↑	437,284 (Mar 25)	210,000	398,920 (Mar 24)	High	By the end of March 2025, the result greatly exceeded the planting target for the year.

Environment, Waste & Flooding

Description	Quartile position	Direction of Travel	End of Yr 2024/25	Target / Standard	End of Yr 2023/24	Polarity	Commentary
The economy and infrastructure are low carbon and environmentally friendly							
Amount of renewable energy generated as a % of consumption	✓ -	↑	20.6%	34.0%	12.1%	High	The 'amount of renewable energy generated as a % of consumption' increased by 9 percentage points compared to the previous year. This improvement is likely due to a consistently high output from the County Hall biomass boiler over time.
Greenhouse gas emissions from all sources in Leicestershire (ktonnes CO2e)	2nd (2023)	↑	4,330 (2023)	4,272 (2023)	4,568 (2022)	Low	Greenhouse gas emissions from all sources in Leicestershire improved in performance by 5% since the previous year. Data is sourced from The Department of Energy Security and Net Zero, and is 2 years in arrears.
Greenhouse gas emissions from Leicestershire (all sources) per capita (tonnes CO2e)	3rd (2023)	↑	5.9 (2023)	6.1 (2023)	6.3 (2022)	Low	Greenhouse gas emissions from Leicestershire (all sources) per capita has improved in performance by 6% since the previous year. Data is sourced from The Department of Energy Security and Net Zero, and is 2 years in arrears.
Total LCC Greenhouse gas emissions	-	↑	9,351 (2023/24)	-	9,427 (2022/23)	Low	The Council's Greenhouse gas emissions have improved slightly to the previous year.
Total Business miles claimed ('000s of miles)	-	↑	4,686	5,291	4,809	Low	This indicator saw 3% improvement in performance since the previous year and met its target.
Notes: Comparators are 31 county councils & county unitaries.							

Child Health & Best Start in Life

Description		Quartile position	Direction of Travel	End of Yr 2024/25	End of Yr 2023/24	Polarity	Commentary
Smoking at time of delivery		3rd (Eng)	↑	8.0%	8.5%	Low	For latest year (2023/24 data) Leicestershire performs similarly to national average of 7.4%.
Percentage of 5 year olds with experience of visually obvious dental decay	✓	1st (Eng)	↑	17.0%	19.1%	Low	For latest year 2023/24 result is significantly better than the national average of 22.4%.
% of providers in early years assessed as good or outstanding		4th (2025) (Counties)	→	97.5%	97.7%	High	Similar to previous year.
% take-up of free early education by 2 year olds	●	4th (2025) (Counties)	↓	66.5%	71.2%	High	Data for Spring Term 2025 and 2024. Government extension of funded childcare hours has impacted the number of places available and the lower result reflects a national trend. To support parents to access funded entitlements the Council is working to ensure that children are taking up their entitlement via a range of initiatives including work with social care, pre-school settings, promotional postcards and a video.
% take-up of free early education by 3 & 4 year olds		4th (2025) (Counties)	↑	95.6%	89.8%	High	Data for Spring Term 2025 and 2024.
% Achieving Good Level of Development (early years)		2nd (2024) (Counties)	↑	70.2%	69.6%	High	Latest data is a provisional result for 2024/25.
Excess weight in primary school age children in Reception (Leics)		1st (Eng)	↓	19.9%	18.7%	Low	Leicestershire performs significantly better than the England average of 22.1% in 2023/24.
Excess weight in primary school age children in Year 6 (Leics)		1st (Eng)	↓	32.5%	31.9%	Low	Leicestershire performs significantly better than the England average of 35.8% in 2023/24.
% of physically active children and young people		3rd (Eng)	↓	45.1%	50.7%	High	Leicestershire performs similar to the England average of 47.8%, 2023/24.
Chlamydia detection (per 100,000 aged 15-24) (Females)		2nd (Eng)	↓	1564	1923	High	Latest data is 2024.
Under 18 conception (rate per 1,000 females aged 15-17) (Leics)		2nd (Eng)	↓	13.5	10.7	Low	Leicestershire's teenage pregnancy rate is lower than East Midlands and England rates. Data shown is for 2022.
% of school pupils with social, emotional and mental health needs		2nd (Eng)	-	-	3.1%	Low	The latest result (2022/23) is similar to the national average (3.3%).

Notes: Public Health Outcomes Framework (PHOF) benchmarks are compared to all single / upper tier authorities ('Eng.'), unless otherwise stated.

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Health & Wellbeing - Public Health

Description		Quartile position	Direction of Travel	End of Yr 2024/25	End of Yr 2023/24	Polarity	Commentary
Public Health							
Life Expectancy – Males (Leics)	✓	1st (Eng)	↑	80.2	80	High	Males in Leicestershire can expect to live over 1 year longer than the average for England. To reduce health inequalities we are tackling the wider determinants of health through a range of projects/activity. Latest data is for the period 2021-23.
Life Expectancy – Females (Leics)		2nd (Eng)	↑	83.7	83.6	High	Females in Leicestershire can expect to live 0.6 years longer than the average for England. Latest data is for the period 2021-23.
Healthy Life Expectancy – Males (Leics)		2nd (Eng)	↓	62.7	64	High	Males in Leicestershire can expect to live in good health for over a year longer than the average for England (61.5 years). Latest data is for the period 2021-23.
Healthy Life Expectancy – Females (Leics)		2nd (Eng)	↓	62.6	64.1	High	Females in Leicestershire can expect to live in good health for a half of a year longer than the average for England (61.9 years). Latest data is for the period 2021-23.
Slope Index of Inequalities – Males (Leics)		1st (Eng)	↓	6.3	6.2	Low	The gap in life expectancy at birth between the best-off and worst-off males in Leicestershire for 2021-23 is 6.3 years.
Slope Index of Inequalities – Females (Leics)		2nd (Eng)	↓	5.6	5.5	Low	The gap in life expectancy at birth between the best-off and worst-off females in Leicestershire for 2021-23 is 5.6 years.
Under 75 Mortality from cardiovascular disease (per 100,000 population)		1st (Eng)	↓	65.6	65.5	Low	A variety of work contributes to reducing cardiovascular diseases. For the latest year (2023) Leicestershire performs significantly better than the national average of 77.4 per 100,000 population.
Under 75 Cancer Mortality (per 100,000 population)		1st (Eng)	↑	110.4	113.6	Low	Various actions are being implemented to help people to adopt healthier lifestyles and become more aware of cancer risk factors. For the latest year (2023), the Leicestershire value is significantly better than the national average (120.8 per 100,000 population).
Under 75 Respiratory Disease Mortality (per 100,000 population)		1st (Eng)	↑	22.4	22.5	Low	Public health supports wider prevention programmes for respiratory disease. Latest data is for 2023. In 2023 Leicestershire performs significantly better than the national average of 33.7 per 100,000 population.

Health & Wellbeing - Public Health

Description	Quartile position	Direction of Travel	End of Yr 2024/25	End of Yr 2023/24	Polarity	Commentary
Under 75 mortality rate from causes considered preventable (per 100,000 population)	1st (Eng)	↑	125.7	131.8	Low	Deaths are considered preventable if, in the light of the understanding of the determinants of health at the time of death, all or most deaths from the underlying cause could mainly be avoided through effective public health interventions. Latest data is for 2023. In 2023 Leicestershire performed significantly better than the national average of 153.0 per 100,000 population.
Prevalence of smoking among persons aged 18 years and over	1st (Eng)	↓	9.5%	9.4%	Low	A new stop smoking service began in 2017. In 2023 the national average result was 11.6%.
Rate of hospital admissions for alcohol related causes (narrow) (per 100,000 pop - Leics) (new method)	2nd (Eng)	↓	503	467	Low	Leicestershire performed similar to the national average of 504 per 100,000 population in 2023/24.
% who successfully completed drug treatment (non-opiate)	2nd (Eng)	↓	28.7%	32.4%	High	Data shows completions in 2023 with no re-presentations up to 6 months.
% who successfully completed drug treatment (opiate)	2nd (Eng)	↑	6.4%	6.0%	High	As above
Cumulative percentage of the eligible population aged 40-74 offered an NHS Health Check who received an NHS Health Check	3rd (Eng)	↓	35.8%	42.2%	High	New health check service contract with the GPs agreed along with efforts to encourage pharmacies and GPs to work together to improve health check uptake. Latest data relates to the time period 2020/21 - 2024/25. Leicestershire performs worse than the national average of 38.9%.
% of adults classified as overweight or obese (Leics)	2nd (Eng)	↑	65.8%	65.9%	Low	Data sourced from Active Lives Survey. Latest data is for period 2023/24. Leicestershire value is similar than the England average (64.5%).
% of physically active adults	2nd (Eng)	↓	68.6%	70.1%	High	Latest data, 2023/24, is derived from the Active Lives Survey. Leicestershire value is similar to the England value of 67.4%.
% of physically inactive adults	2nd (Eng)	↓	20.8%	18.9%	Low	Latest data, 2022/23, is derived from the Active Lives Survey. Leicestershire value is similar to the England value of 22.0%.
Fraction of mortality attributable to particulate air pollution (new method)	3rd (Eng)	↑	5.7%	6.6%	Low	Latest data is for 2023.
Levels of air pollution – fine particulate matter (PM2.5)	4th (Eng)	↑	7.7	8.9	Low	As above

Notes: Public Health Outcomes Framework (PHOF) benchmarks are compared to all single / upper tier authorities. Direction of travel arrows are indicative, and do not necessarily represent statistically significant change.

Adult Social Care & Health

Description	Quartile position	Direction of Travel	End of Yr 2024/25	Target / Standard	End of Yr 2023/24	Polarity	Commentary
Unified Prevention, Information & Urgent Response							
Permanent admissions of older people to residential and nursing care homes per 100,000 pop (ASCOF 2C) (BCF)	2nd (2023/24)	↓	583.0	<560.0	566.0	Low	There was a increase in the number of people aged 65 or over permanently admitted to residential or nursing homes during 2024/25; 898 admissions compared to 867 admissions in 2023/24. Note: 2024/25 is a provisional figure, and may be updated after the NHSE publication of ASCOF data later in the year.
Permanent admissions to residential or nursing care of service users aged 18-64 per 100,000 pop (ASCOF 2B)	2nd (2023/24)	↑	13.3	<15.2	14.3	Low	The number of people aged 18-64 permanently admitted to residential or nursing homes during 2024/25 (58) was four lower than in the previous year (62). Note:2024/25 is a provisional figure, and may be updated after the NHSE publication of ASCOF data later in the year.
Unplanned admissions for chronic ambulatory care-sensitive conditions (BCF)	-	↑	780.5	650.6	803	Low	Reduced admissions for 2024/25.
% of people who use services who find it easy to find information about support (ASCOF 3C pt 1)	4th (2023/24)	↑	61.1%	66.4%	59.3%	High	Result derived from the adult social care survey. Performance in 2024/25 at 61.1% was sightly improved on the 59.3% recorded the last time this survey was undertaken in 2023/24, but below the national average of 66.4%.
% of carers who find it easy to find information about support (ASCOF 3C pt 2)	3rd (2023/24)	-	-	59.1%	56.1%	High	Derived from the biennial carers survey, performance was 56.1% in 2023/24. The survey will next be run in October 2025.
Improved Discharge & Reablement							
% of people discharged from acute hospital to their normal place of residence (BCF)	-	→	92.1%	93.0%	92.2%	High	BCF funding has supported the intermediate care model which has increased capacity in home care services ensuring more people go home. In turn discharging to bedded community care has helped to ensure as many people return home after a period of rest and recovery as possible.
% of people aged 65+ still at home 91 days after discharge from hospital into reablement/ rehabilitation services (ASCOF 2D 1 (BCF)) ✓	2nd (2023/24)	↑	90.7%	83.8%	88.1%	High	Performance in 2024/25 of 90.7% was above the previous year, and also above the England average of 83.8%. Note: 2024/25 is a provisional figure, and may be updated after the NHSE publication of ASCOF data later in the year.
% of people receiving reablement with no subsequent long-term service (ASCOF 2A) ✓	1st (2023/24)	→	88.7%	77.4%	89.6%	High	This indicator measures the proportion of people who had no need for ongoing services. Outturn in 2024/25 at 88.7% was very similar to the previous year, and well above national average. Note: 2024/25 is a provisional figure, and may be updated after the NHSE publication of ASCOF data later in the year.

Notes: ASCOF benchmarks are compared to all social services authorities. 'ASCOF' refers to the Department of Health Adult Social Care Outcomes Framework

Adult Social Care

Description		Quartile position	Direction of Travel	End of Yr 2024/25	Target / Standard	End of Yr 2023/24	Polarity	Commentary
Personalisation								
% of people who use services who have control over their daily life (ASCOF 1B)		3rd (2023/24)	↓	76.6%	77.6%	79.1%	High	This indicator is derived from the Annual Adult Social Care Survey. Performance in 2024/25 at 76.6% was 2.5% lower than the last time this survey was undertaken in 2023/24.
% of people using social care who receive self-directed support (national, ASCOF 3D pt 1A)	✓	3rd (2023/24)	↑	96.6%	92.2%	96.3%	High	The proportion of people in receipt of a personal budget in 24/25 was 0.3% higher compared to the previous year. Note: 24/25 is a provisional figure, and may be updated after the NHSE publication of ASCOF data later in the year.
% of carers receiving self-directed support (ASCOF 3D Pt 1B)	✓	1st (2023/24)	→	100.0%	89.7%	100.0%	High	100% of carers continued to be in receipt of a personal budget in 2024/25, reaching the required target. Note: 24/25 is a provisional figure, and may be updated after the NHSE publication of ASCOF data later in the year.
% of adults receiving support via direct payments (ASCOF 3D Pt 2A)		1st (2023/24)	↓	33.0%	25.5%	35.6%	High	33.0% of service users were receiving direct payments in 24/25, lower than the 35.6% result in 23/24. This is still above the national average and target of 25.5%. Note: 24/25 is a provisional figure, and may be updated after the NHSE publication of ASCOF data later in the year.
% of carers receiving direct payments (ASCOF 3D Pt 2B)	✓	3rd (2023/24)	↑	100.0%	77.4%	99.7%	High	The proportion of carers in receipt of a direct payment at 100% was higher than the previous year, and much greater than the target. Note: 24/25 is a provisional figure, and may be updated after the NHSE publication of ASCOF data later in the year.
Dementia								
Dementia diagnosis rate by GPs		4th (2025)	↓	61.5%	66.7%	62.8%	High	The indicator shows the rate of persons aged 65 and over with a recorded diagnosis of dementia compared to the number estimated to have dementia given the characteristics of the population and the age and sex specific prevalence rates. Latest data is for 2025.
Care Quality								
Overall satisfaction of people who use services with their care and support (ASCOF 1D)		3rd (2023/24)	↓	62.8%	65.4%	64.5%	High	This result is calculated from the adult social care survey. In 2024/25 it was 62.8%, 1.7% lower than the last time the survey was completed in 2023/24.
Overall satisfaction of carers with their care and support (ASCOF 1E)		2nd (2023/24)	-	N/A	36.3%	37.6%	High	The biennial carers survey is due to be completed again in 2025/26. LCC performance of 37.6% in 2023/24 was slightly higher than the England average (36.3%)

Adult Social Care

Description	Quartile position	Direction of Travel	End of Yr 2024/25	Target / Standard	End of Yr 2023/24	Polarity	Commentary
% of Care Homes rated good or outstanding	3rd (Aug 2025)	↑	81.3%	-	77.9%	High	This indicator is based on Care Quality Commission (CQC) data. As of August 2025, two providers were rated as inadequate, and 26 required improvement, out of 158 registered in Leicestershire.
% of Home Care Providers rated good or outstanding	3rd (Aug 2025)	↓	86.8%	-	88.2%	High	This indicator is based on Care Quality Commission (CQC) data. In August 2025, no Home Care providers were rated as inadequate, but 14 required improvement.
Social care related quality of life (ASCOF 1A)	3rd (2023/24)	→	18.6	19.1	18.8	High	This measure is drawn from a number of questions in the annual survey of service users including such topics as control over daily life, how time is spent and social contact. In the 2024/25 survey the outturn was on par with the previous year, and slightly lower than the 2022/23 national average of 19.1.
Carers reported quality of life (ASCOF 1C)	2nd (2023/24)	-	N/A	7.3	7.2	High	Similar to the indicator above, this is drawn from a number of questions in the carers survey including topics such as control over daily life, social participation and safety. This survey was not completed in 2024/25, but will be undertaken in 2025/26

People reach their potential

Description	Quartile position	Direction of Travel	End of Yr 2024/25	Target / Standard	End of Yr 2023/24	Polarity	Commentary
% of people with learning disabilities aged 18-64 who live in their own home or with their family (ASCOF 2E)	2nd (2023/24)	↑	87.2%	81.6%	85.3%	High	The proportion of people who live at home or with family; 2024/25 performance on this was 1.9 percentage points higher than the previous year. Note: 24/25 is a provisional figure, and may be updated after the NHSE publication of ASCOF data later in the year.
% of people who use services who had as much social contact as they would like (ASCOF 5A1)	3rd (2023/24)	↓	39.6%	45.6%	44.9%	High	This indicator is derived from the adult social care survey. Performance in 2024/25 was 5.3% points lower than the previous survey undertaken in 2023/24.
% of carers who had as much social contact as they would like (ASCOF 5A2)	4th (2023/24)	-	N/A	30.0%	25.4%	High	The biennial carers survey was not completed in 2024/25. Performance of 25.4% in 2023/24 was slightly lower than the latest England average (30%) although similar to the previous survey result.

Adult Social Care

Description	Quartile position	Direction of Travel	End of Yr 2024/25	Target / Standard	End of Yr 2023/24	Polarity	Commentary
Safeguarding Adults							
% of people who use services who say they feel safe (ASCOF 4A)	2nd (2023/24)	↓	66.8%	71.1%	72.2%	High	This indicator is derived from the adult social care survey. Performance in 2024/25 at 66.8% was lower than the 72.2% recorded the last time this survey was undertaken in 2023/24.
Number of safeguarding adults alerts received	-	↓	2,909	-	1,732	Low	In 2024/25 a total of 2,909 safeguarding alerts were received into Adult Social Care, considerably higher than the previous year.
% of safeguarding enquiries where the identified risk was reduced or removed (New indicator, ASCOF 4B)	-	→	95.1%	National data not yet avail	95.9%	High	In 2024/25, in 95.1% of Safeguarding enquiries, the identified risk was removed or reduced. This was very similar to the proportion in 23/24. No national comparison figures are available yet.
Notes: ASCOF benchmarks are compared to all social services authorities. 'ASCOF' refers to the Department of Health Adult Social Care Outcomes Framework.							

Mental Health

Description	Quartile position	Direction of Travel	End of Yr 2024/25	End of Yr 2023/24	Polarity	Commentary
Mental Health						
% of people with a low satisfaction score	3rd (Eng)	↓	6.0%	2.8%	Low	We are a key partner in the Leicester, Leicestershire and Rutland Mental Health workstream, with a range of interventions aimed at helping people avoid becoming ill - focus on building wellbeing and resilience. Latest data is for period 2022/23, the Leicestershire result is similar to the England average of 5.6%.
% of people with a low happiness score	3rd (Eng)	↓	8.8%	6.3%	Low	As above
% of people with a high anxiety score	3rd (Eng)	→	23.6%	23.6%	Low	As above
Suicide rate (per 100,000)	2nd (Eng)	↓	10.3	9.2	Low	Latest data is for period 2021-23.
Rate of excess under 75 mortality rate in adults with serious mental illness	2nd (Eng)	↑	382%	423%	Low	Latest data is for period 2021-23. Leicestershire result is similar to the England average.
Notes: Public Health Outcomes Framework (PHOF) benchmarks are compared to all single / upper tier authorities						

Children & Families

Description	Quartile position	Direction of Travel	End of Yr 2024/25	Target / Standard	End of Yr 2023/24	Polarity	Commentary
Supporting Families & Early Help							
Number of completed Early Help Assessments	-	→	1369	-	1381	-	Similar to previous year
Number of completed Early Help Assessments closed with reason 'outcomes met'	-	→	83%	-	82%	High	Similar to previous year
Percentage of successful family claims as part of the national Supporting Families programme, against annual allocation ✓	-	↑	100%	100%	50%	High	Supporting Families Programme ended as of the start of 2025/26.
Safeguarding Children							
Single assessments completed within 45 working days	1st (2023/24)	↓	83.5%	85%	90.8%	High	Comments to follow
% re-referrals to children's social care within 12 months	4th (2023/24)	↓	25.5%	22%	23.7%	Low	Comments to follow
Child protection cases which were reviewed within required timescales	4th (2023/24)	↑	84.4%	95%	83.4%	High	Comments to follow
Children becoming the subject of a Child Protection Plan for a second or subsequent time	3rd (2023/24)	↑	24.8%	21%	26.9%	Low	Comments to follow
Number of child sexual exploitation (CSE) referrals	-	↓	161	-	121	Low	Comments to follow
Number of child criminal exploitation (CCE) referrals	-	↓	201	-	153	Low	Comments to follow

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Children & Families

Description		Quartile position	Direction of Travel	End of Yr 2024/25	Target / Standard	End of Yr 2023/24	Polarity	Commentary
Looked After Children								
Stability of placements - children in care with 3 or more placements in year.	✓	1st (2023/24)	→	8.8%	9%	9.0%	Low	Comments to follow
% Looked after children receiving health checks		4th (2023/24)	↑	91.2%	90%	82.0%	High	Comments to follow
% Looked after children receiving dental checks		1st (2023/24)	↓	93.1%	90%	95.0%	High	Comments to follow
Emotional Health of looked after children - mean SDQ score		2nd (2023/24)	→	14.7	-	14.7	Low	Comments to follow
Care leavers aged 19, 20 and 21 in education, employment or training	✓	1st (2023/24)	↑	62.9%	50%	59.0%	High	Comments to follow
Care leavers aged 19, 20 and 21 in suitable accommodation	✓	1st (2023/24)	→	94.1%	80%	94.0%	High	Comments to follow
Total average time in days to place with prospective adopters		-	↑	590	-	642	Low	Comments to follow
% children who wait less than 14 months for adoption		-	↑	34%	-	24%	High	Comments to follow

Notes: Children's Social Care data is provisional - to be confirmed by DfE in winter 2024/25. A new data system was implemented during 2022/23 and this has affected in-year tracking of children's social care indicators. Comparators are 31 county councils & county unitaries.

Community Safety

Description	Quartile position	Direction of Travel	End of Yr 2024/25	Target / Standard	End of Yr 2023/24	Polarity	Commentary
Youth Justice							
Rate of first time entrants to the criminal justice system aged 10 - 17 ✓	1st (2024)	↑	91	-	94	Low	Rate per 100,000 of 10-17 population (Jan 24 - Dec 24)
Custody Rate	3rd (2023/24)	↑	0.04	-	0.06	Low	Rate per 1,000 of 10-17 population (Jan 24 - Dec 24)
Anti-social Behaviour							
Anti-social behaviour total (per 1,000 population)	-	↓	9.8	-	6.4	Low	Reported anti-social behaviour is higher than the previous year.
% agree people from different backgrounds get on well together	1st/2nd (2023/24)	→	90.6%	-	90.9%	High	The figure remained similar for 2024/25. We continue work to strengthen community cohesion, supporting communication with and across community groups. The results are from the Community Insight Survey of c.1100 residents during 2024/25.
Reported hate incidents (per 1,000 population)	-	↑	1.3	-	1.4	Low	We continue work to strengthen community cohesion, supporting communication with and across community groups.
Vulnerable People							
Reported domestic abuse incident rate (per 1,000 population)	3rd (2023/24)	↑	15.8	-	16.4	Low	Reported domestic crimes and incidents have slightly decreased compared to the previous year.
Domestic violence with injury rate (per 1,000 population)	-	↑	2.2	-	2.5	Low	There has been a small reduction in reported domestic violence with injury compared to the previous year.
% of domestic violence cases reviewed at MARAC that are repeat incidents	-	↓	40.8%	28%-40%	38.3%	Low	The figure of 40.8% covers July 2024 to June 2025.
Number of safe accommodation spaces for domestic abuse victims	-	↑	33	-	14	High	This now includes additional units funded by MHCLG grant and public health.

Notes: Comparators are 31 county councils & county unitaries, except where (Eng.) indicates that comparison is with all English local authority areas.

Communities, Libraries & Heritage

Description	Quartile position	Direction of Travel	End of Yr 2024/25	Target / Standard	End of Yr 2023/24	Polarity	Commentary
Communities							
% of respondents who had given some unpaid help in the last 12 months	✓	-	↑	59.3%	-	45.9%	High	Statistically significant increase compared to the previous year. The results are from the Community Insight Survey of c.1100 residents during 2024/25.
% of respondents agreeing that they can influence County Council decisions affecting their local area	-	→	20.4%	-	22.3%	High	Statistically similar result to the previous year. The results are from the Community Insight Survey of c.1100 residents during 2024/25.
% of respondents stating that they were satisfied with their local area as a place to live	✓	1st/2nd (2024)	→	92.4%	-	92.4%	High	Similar result to the previous year. The results are from the Community Insight Survey of c.1100 residents during 2024/25.
Number of Neighbourhood Plans adopted	-	→	72		72	High	A range of neighbourhood plans adopted.
Number of active Community Response Plans	-	→	62		62	High	Significant number of active Community Response plans in place.
Number of LCC volunteers managed	-	↑	1208	-	1200	High	The Council supports a wide range of volunteering opportunities to help services and volunteers.
Culture, libraries and heritage							
Library total visits (beam count)	✓	-	↑	765k	780k	615k	High	Visits continue to perform well with increased overall levels. We expect to maintain this level in 2025/26.
Library total issues	✓	-	↑	2,534k	2,420k	2,385k	High	Total issues continue to increase, supported by strong e-loans performance.
Library children's issues	-	↓	757k	845k	833k	High	Children's issues impacted in 2024/25 by works to Loughborough children's library and new Library Management System reporting. Expected to stabilise in 2025/26
Library total e-downloads	✓	-	↑	1,258k	1,027k	1,006k	High	E-downloads continue to increase, and increase expected to continue but at a more modest level, being driven by E-press and E-audio books.
Number of communities running their own library	-	→	34	-	34	High	34 Community Managed Libraries continue to support Leicestershire communities in a wide range of ways.
Number of volunteer hours - libraries & heritage	✓	-	↑	21.1k	20.0k	19.6k	High	Volunteering opportunities at libraries and heritage sites in 2024/25 were 8% higher than in the previous year.
Number of tourism visitor days (millions)	-	↑	25.4	-	24.6	High	Improvement compared to previous year. The tourism sector continues to recover from the Covid-19 pandemic. Data shown is for 2023 and 2024. The result for 2019 was 27.2 million.
Number of visits to heritage sites	✓	-	↑	140.2k	136.0k	134.1k	High	The number of visitors to heritage sites in 2024/25 at over 140,000 is 5% higher than the previous year. A number of sites have had strong ratings and awards.

Notes: Comparators are 31 county councils & county unitaries.

Enabling Services

Description	Quartile position	Direction of Travel	End of Yr 2024/25	Target / Standard	End of Yr 2023/24	Polarity	Commentary
Customer Services & Digital Delivery							
% think Leicestershire County Council doing a good job	-	→	49.1%	-	50.6%	High	The result is statistically similar to the previous year. The results are from the Community Insight Survey of c.1100 residents during 2024/25.
% that trusts the County Council	1st/2nd (2024)	→	64.6%	-	68.5%	High	As above.
% that feel well informed about the County Council	-	→	53.0%	-	55.7%	High	As above.
% of residents who agree the Council treats all types of people fairly	-	→	79.9%	-	79.5%	High	As above.
Media rating (points)	-	↑	4,890	4,200	4,079	High	The result is higher than the previous year and exceeds the target.
% calls to the Customer Service Centre answered	-	↑	79.5%	-	75.7%	High	Improvement compared to the previous year. A restructure has now moved Adult Social Care call answering into the Adults and Communities Department.
Number of complaints reported	-	↑	1,287	-	1,470	Low	The result shows a 12% decrease in complaints received compared to the previous year.
Number of compliments reported	-	↓	393	-	422	High	There was a 7% increase in the number of compliments compared to 2023/24. Libraries, Heritage and Museums receiving 57% of the total volume of compliments.
% Complaints responded to within 20 days	-	↓	71%	-	76%	High	The result is a slight decrease compared to last year. 44% of all complaints received a response within 10 working days.
People Strategy							
% annual staff turnover	-	↑	11%	10%	13%	N/A	Staff turnover has moved closer to the 10% target, possibly due to fewer vacancies in the wider job market.
Number of RIDDOR (Health & Safety) Incidents	-	↓	15	-	12	Low	The number of RIDDOR incidents has increased slightly during 2024/25.
Number of apprentices employed by Leicestershire County Council	-	↑	134	-	114	High	The result for 31 March 2025 is higher than the previous year.
% mean gender pay gap	3rd (2024)	↑	7%	-	9%	Low	The result is an improvement on last year. Data shown is for March 2023 and March 2024.
Notes: Comparators are 31 county councils & county unitaries.							

Strategic Planning & Economic Development

Description	Quartile position	Direction of Travel	End of Yr 2024/25	End of Yr 2023/24	Polarity	Commentary
Economy Context						
Productivity and competitiveness (total Gross Value Added at current prices) (Leics, & Rutland)	-	↑	£22.14bn	£21.57bn	High	The data shown is for 2023 and shows a rise of £0.57bn
Productivity and competitiveness (Gross Value Added to local economy per head) (Leics & Rutland)	2nd (2023)	↑	£29,360	£28,260	High	Data shown is 2023. This is a rise from the previous year of £740 per head
Gross Disposable Household Income per head	-	↑	£23,226	£21,388	High	Data shown is 2022 and 2023. This represents a rise of £1838 per head. Increase includes post-pandemic recovery.
Gross Disposable Household Income per head - growth over last 5 years	-	↑	17.9%	12.9%	High	Growth in GDHI over the previous 5 years rose by 5 percentage points. Increase includes post-pandemic recovery.
% of premises with gigabit-capable broadband	2nd (2025)	↑	87.5%	81.1%	High	Data shown is for September 2024 and September 2025.
Private sector funding secured to deliver infrastructure (Section 106) ✓	-	↑	£23.3m	£19.2m	High	2024/25 result is provisional data. Contributions relate mainly to residential developments, with significant stages of development being reached which trigger payments.
% of households in fuel poverty	2nd (2023)	↑	9.6%	12.5%	Low	The 2023 figure is 2.9% lower than in 2022.
% primary school pupils eligible for and claiming free school meals	1st (2025)	↓	17.2%	16.8%	Low	Rates continue to rise (i.e. worsen) and have increased steadily since 2018.
% secondary school pupils eligible for and claiming free school meals	1st (2025)	↓	19.4%	18.7%	Low	As above.
Businesses Invest and Flourish						
Number of new enterprises per 10,000 population	2nd (2023)	↑	46.2	44.8	High	The number of new enterprises rose between 2022 and 2023
3 year business survival rate	4th (2023)	↓	50.9%	52.8%	High	Results showed slightly lower survival rates for 2023 data

Notes: Comparators are 31 county councils & county unitaries.

Strategic Planning & Economic Development - Skills

Description	Quartile position	Direction of Travel	End of Yr 2024/25	End of Yr 2023/24	Polarity	Commentary
Skill Supply and Demand						
% achieving a Level 2 qualification by the age of 19	2nd (2023)	→	85.5%	85.8%	High	A similar figure to 2023
% of working age population with at least RFQ 2 level qualifications	1st/2nd (2024)	↓	90.7%	91.5%	High	Slightly lower than 2023 but Leicestershire remains higher than both East Midlands and Great Britain levels).
% of working age population with at least RFQ 3 level qualifications	1st/2nd (2024)	↓	70.4%	72.6%	High	Lower than 2023 but Leicestershire remains higher than both East Midlands and Great Britain levels.
% of working age population with at least RQF 4 level qualifications	3rd/4th (2024)	↑	44.6%	42.4%	High	An incerase of 2.2 percentage points. Leicestershire is higher than East Midlands levels but lower than Great Britian..
Number of apprenticeship starts (all employers in the county)	2nd (2023/24)	↑	4,460	4,340	High	There has been a small increase in apprenticeship starts after a small fall in 2023.
% Out-Of-Work Benefit Claimants (JSA & UC) ✓	1st (Aug 2025)	→	2.4%	2.5%	Low	The rate is similar to last year and remains lower than the regional and national averages.
Unemployment rate ✓	1st (Mar 2025)	↑	2.1%	2.3%	Low	The rate is slightly lower than 2023. The Leicestershire rate is lower than both regional and national levels.
Employment rate	2nd (Mar 2025)	↓	79.1%	81.6%	High	The rate is 2.5% lower than 2023 levels but continues to be higher than regional levels (74.9%) and national levels (75.4%).
Economic Inactivity rate	2nd (Mar 2025)	↓	19.1%	16.4%	Low	Economic inactivity has risen by 2.7%. This follows a fall in 2023. Leicestershire levels are lower than both East Midlands (21.8%) and Great Britian (21.5%).
% of 16 to 17 year olds who are not in education employment or training (NEET) ✓	1st (2025)	→	0.7%	0.8%	Low	The NEET level in Leicestershire has remained similar for 2024 and is below regional and national comparisons
Gross weekly pay - all full time workers	2nd (2024)	↑	£685	£668	High	Median gross weekly pay by residency has risen by £16.60 in the past year.

Notes: Comparators are 31 county councils & county unitaries.

Strategic Planning for Housing

Description	Quartile position	Direction of Travel	End of Yr 2024/25	Target / Standard	End of Yr 2023/24	Polarity	Commentary
Total new dwellings delivered	1st (2024/25)	↓	2,960	-	3,460	High	Quartile is new dwellings per 10,000 population (Source: Ministry of Housing, Communities, & Local Government).
Number of affordable homes delivered (gross)	3rd (2023/24)	↑	772	-	568	High	Results shown are for 2023/24 and 2022/23.
Housing affordability - ratio of median house price to median gross earnings (workplace based)	2nd (2024)	↑	8.01	-	8.57	Low	Affordability ratio has decreased (improved) since the previous year. The least affordable districts in Leicestershire are Harborough and Oadby & Wigston. Data is 2023 and 2024.
% domestic properties with Energy Performance Certificate rating C+ (existing)	3rd (2024/25)	↑	54.1%	-	51.2%	High	This indicator improved (2.9%) since the previous year. Comparative performance is in third quartile for 2024/25.
% domestic properties with Energy Performance Certificate rating C+ (new) ✓	1st (2024/25)	→	98.8%	-	98.8%	High	This indicator remained the same as previous year. It remains in the top quartile for 2024/25.

Notes: Comparators are 31 county councils & county unitaries.

School & Academy Performance

Description		Quartile position	Direction of Travel	End of Yr 2024/25	End of Yr 2023/24	Polarity	Commentary
Access to Good Quality Education							
% of pupils offered first choice primary school	✓	2nd (2025)	↑	95.4%	95.0%	High	3.6% of pupils were offered their second preference and 0.8% were offered their third preference primary school.
% of pupils offered first choice secondary school	✓	2nd (2025)	↑	92.0%	91.5%	High	Slight improvement on previous year. 5.7% of pupils were offered their second preference and 1.3% were offered their third preference secondary school.
% of primary schools assessed as good or outstanding		2nd (Aug 2024)	↑	90.7%	90.3%	High	Slight improvement on previous result. Latest result is for August 2024 due to change in Ofsted inspection ratings system. Previous result is for December 2023.
% of secondary schools assessed as good or outstanding		4th (Aug 2024)	→	77.80%	77.80%	High	Latest result is for August 2024 due to change in Ofsted inspection ratings system. Previous result is for December 2023.
Vulnerable Groups							
% of new Education, Health & Care Plans issued within 20 weeks (including exceptions)		4th (2024)	↓	4.3%	6.0%	High	The service has faced a continued increase in applications. Improvement plans have been implemented. Figures returned as per the SEN2 statutory returns and relate to calendar year. % issued within 20 weeks in September 2025 was 27%, which brings the current calendar year average to 12%. The average time to finalise was 24.7 weeks at the end of September, compared to 46.9 weeks in May 2025.
% of special schools assessed as good or outstanding	✓	1st (Aug 2024)	→	100%	100%	High	Latest result is for August 2024 due to change in Ofsted inspection ratings system. Previous result is for December 2023.
Average Attainment 8 score - Pupils with special educational needs (SEN statement / EHCP)		1st (2025)	↑	16.6	15.7	High	2025 results are provisional
Average Attainment 8 score - Pupils with special educational needs (SEN support)		2nd (2025)	↑	33.6	31.7	High	2025 results are provisional
Secondary school persistent absence rate		1st (2024)			23.6%	low	2025 results awaited

School & Academy Performance

Description	Quartile position	Direction of Travel	End of Yr 2024/25	End of Yr 2023/24	Polarity	Commentary
Key Stage 2						
Achievement of expected standard or above in Reading, Writing and Maths at Key Stage 2	1st (2025)	↑	62.8%	61.4%	High	2025 results are provisional
Key Stage 4 & 5						
Average Attainment 8 score (attainment in 8 subjects at GCSE level)	2nd (2025)	↑	46.2	45.9	High	2025 results are provisional
Average Attainment 8 score - pupils eligible for Free School Meals	2nd (2025)	↑	32.2	32.1	High	2025 results are provisional
Progress 8 (measure covering overall Key Stage 2-4 progress)	3rd (2024)			-0.10	High	No Progress 8 data will be available for 2025 and 2026, due to the absence of Key Stage 2 prior attainment in 2020 and 2021.
Average points score per entry at 'A' Level (or equiv.)	4th (2025)	↑	32.8	32.1	High	2025 results are provisional

Notes: Responsibility of schools and academies with support from Leicestershire Education Excellence Partnership (LEEP). Comparators are 31 county councils & county unitaries.

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Environment Context

Description	Quartile position	Direction of Travel	End of Yr 2024/25	Target / Standard	End of Yr 2023/24	Polarity	Commentary
Leicestershire rivers (excluding Leicester) are in good ecological status (%)	-	-	9.4% (2019)	-	0.67% (2016)	High	The latest data received from the Environment Agency (EA) is for 2019. The EA are legally obliged to publish a full set of data for every water body in England every six years and the next full set of results will next be available in 2026. Due to the EA adopting a change in methodology in 2019, the data for 2016 and 2019 are not comparable.
Leicestershire rivers (excluding Leicester) are in good chemical status (%)	-	-	0% (2019)	-	99.6% (2016)	High	Since 2019 the Environment Agency methodology for assessing river 'chemical status' became more rigorous and no rivers in Leicestershire have 'good chemical status.' Currently no surface water bodies nationally have met this latest criteria. This is the most up to date data from the Environment Agency currently available, with the next set of results available in 2026. Due to the EA adopting a change in methodology in 2019, the data for 2016 and 2019 are not comparable.
Renewable electricity generated in the area (MWh)	3rd (2024)	↓	378,213 (2024)	-	400,487 (2023)	High	Renewable electricity declined in performance by 5% since the previous year. Electricity from Photovoltaics has the greatest share of this, followed by Onshore wind. District locations generating the most renewable electricity are Harborough and Charnwood.
Renewable electricity capacity in the area (MW)	✓ 3rd (2024)	↑	461.6 (2024)	-	436.9 (2023)	High	Renewable electricity capacity in the area increased by approximately 6% when compared to the previous year. Electricity capacity is mainly from Photovoltaics. The Authority has limited influence on this.
NO2 exceedances for Leicestershire	-	↑	1 (2023)	-	3 (2022)	Low	This indicator is the number of times NO2 has exceeded 40 micrograms. According to the local District Councils Air Quality Annual Status Reports there was only one exceedance for 2023 an improvement on the previous year when there was 3. (One exceedance was in Blaby).

Notes: Comparators are 31 county councils & county unitaries.

PART 3: Risks and Risk Management

The Council has had many years of austerity budgets and also been impacted by the Covid-19 pandemic and its longer-term impact, cost of living crisis and inflation. The service environment continues to be extremely challenging with a number of known major risks over the next few years. Given the pressures, it is important that the Council has effective performance monitoring and risk management arrangements in place. In relation to risk management the Council has a good risk management process to help it to identify possible risks, score these in terms of likelihood and impact and take mitigating actions. Corporate high risks currently identified include: -

- If we fail to deliver the **MTFS** savings, have an unexpected loss in income and/or fail to control demand and cost pressures then this will put the Council's financial sustainability at risk with major implications for service delivery.

Children and Families

- **Child Social Care** - if the number and type of **high-cost social care placements** (e.g. external fostering, residential and 16+ supported accommodation) increases (especially in relation to behavioural and CSE issues) then there may be significant pressures on the Children's Social Care placement budget, which funds the care of vulnerable children.

- **SEN D** - If **demand** for and the complexity of Education Health and Care Plans (EHCP) continues to rise, and corrective action is not taken, there is a risk that the high needs deficit will continue to increase and create a significant burden on the Council.

- If **Special Educational Needs Assessments** are delayed and Education, Health and Care Plans are not issued on time with appropriate school placements for children identified, Transport Operations could be failing to provide a timely statutory service.

- If current **demand for EHC Needs Assessment** and updating of EHCPs after annual review exceeds available capacity of staff within SEND Services (particularly educational psychology and SEN Officer) then this leaves the Council vulnerable to complaints of maladministration with regards to statutory timescales. The situation is worsened by a lack of specialist placements which means that children with complex needs may not be placed in a timely way and hence may not receive the support to which they are entitled through their EHC Plan.

- If the immigration status of **refugees and asylum seekers** (including UASC) who arrive in the County is not resolved, then the Council will have to meet additional long-term funding in relation to its housing and care duties, with the biggest cost and staffing impacts on Children and Family Services.

- If **suitable placements** are unavailable for **UASC** (unaccompanied asylum-seeking children) who arrive in the County, then there will significant pressures meeting statutory duties for UASC as well as financial pressures in meeting their complex needs.

Adult Social Care

- If health and care partners fail to work together to address the impact of **system pressures** effectively, there is a risk of an unsustainable demand for care services and a risk to the quality of those services to meet need.
- If the Department fails to develop and maintain a stable, sustainable, and quality **social care market** to work with, then it may be unable to meet its statutory responsibilities.
- If there is a continuing **increase in demand** for assessments (care needs and financial) then it may not be met by existing capacity.

Environment

- If the **Ash dieback** disease causes shedding branches or falling trees, then there is a possible risk to life and disruption to the transport network.

- Waste - If there was a major issue which results in unplanned **waste site closure** (e.g., fire) then the Council may be unable to hold or dispose of waste.

- If there are significant changes/clarifications to legislation, policy or guidance then performance could be impacted and cost increases.

- If services do not take into account current and future **environmental changes** in their planning such as more flooding, they may be unable to respond adequately to the predicted impacts, leading to significantly higher financial implications and service disruption, as well as making future adaptation more costly.

Corporate Services

- **Cyber Security** - If the council does not effectively manage its exposure to cyber risk, then there is a substantial risk of a successful cyber-attack which could severely damage the Council's reputation and affect service delivery which might result in significant costs.

- **Procurement** – If there is an actual or perceived breach of procurement guidelines then there may be a challenge which results in a financial penalty.

- If suppliers of critical services do not have robust **business continuity** plans in place, then the Council may not be able to deliver services.

- If there is a failure to restore services or maintain services in a major disruption e.g. pandemic, power outage, cyber incident, etc then the Council is at risk of not being able to deliver identified critical services.

- **Sickness** – If sickness absence is not effectively managed then staff costs, service delivery and staff wellbeing will be impacted.

- **Recruitment** - If departments are unable to promptly recruit and retain staff with the right skills and values and in the numbers required to fill the roles needed, then the required/expected level and standard of service may not be delivered, and some services will be over reliant on the use of agency staff resulting in budget overspends and lower service delivery.

Economy

- **Infrastructure** – If developer contributions are not secured, are not sufficient to cover costs or are not spent efficiently then there could be a failure to pay for roads, schools and other essential infrastructure.

- If the East Midlands Gateway 2 application is approved without mitigating infrastructure, then this could impact the Council's services.

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REPORT OF THE CONSTITUTION COMMITTEE

A.   REVIEW AND REVISION OF THE CONSTITUTION

Introduction

1.   The purpose of this report is to recommend changes to the Constitution as part of this year's annual review.

Background

2.   Article 15 of the County Council's Constitution gives the Chief Executive a duty to monitor and review the operation of the Constitution to ensure that the aims and principles of the Constitution are given full effect. It requires that changes to the document should only be approved by the full County Council after consideration of the proposal by the Chief Executive and the Constitution Committee or, in the case of the Financial Procedure Rules and Contract Procedure Rules, the recommendations of the Corporate Governance Committee.

3.   In the case of everything except the Meeting Procedure Rules the final decision on changes can be made at a single meeting of the County Council. However, in the case of the Meeting Procedure Rules any motion to add, to vary or revoke Standing Orders must, having been proposed and seconded, stand adjourned without discussion to the next ordinary meeting of the Council. The proposed changes to the Standing Orders set out in this report cannot therefore take effect until after the County Council meeting in February 2026.

4.   The Constitution has been reviewed on an annual basis every year since it came into effect in June 2001. This report sets out the results of the latest review.

Key Changes

5.   Changes have been made to three areas of the Constitution, namely the Articles (Part 2), the Meeting Procedure Rules (Part 4A) and the Overview and Scrutiny Procedure Rules (Part 4E).

Articles

6.   Two changes have been made to the Articles in Part 2 of the Constitution. These are set out in Appendix A and relate to Article 6 (Overview and Scrutiny Committees) and Article 14 (Finance, Contracts and Legal Matters).

7.   A new Article 6.06 has been added to capture current practice regarding the appointment of the four Scrutiny Commissioners. Article 14 has been amended in light of recent case law. This is to make clear the current practice which allows the Director of Law and Governance to subdelegate their powers

in respect of instigating and defending cases in court. This is in line with the Council's general conditions of delegations contained in Section D, Part 3 of the Constitution.

<u>Meeting Procedure Rules ("the Rules")</u>

8. Amendments have been made to provide greater clarity regarding the Council's current, accepted processes and to ensure the Rules can be more easily navigated by officers and members.

9. The key amendments are summarised below, and the changes can be found in Appendix B highlighted in bold text.

(i) Most of the Rules apply to County Council meetings with some also applying to Executive and other Council committees and boards. To make it clearer which rules apply to which bodies, the procedures have been separated into two main parts, with the third section dealing with administrative matters relating to the interpretation, amendment and suspension of the Rules. The three new sections are as follows:

Section 1 - County Council Procedure Rules
Section 2 - Executive, Commission, board and committee Procedure Rules
Section 3 - Interpretation, amendment and suspension of Standing Orders

(ii) Subheadings have been introduced to make the document easier to navigate. The inclusion of subheadings and the separation of the Rules into three separate sections as outlined above, has resulted in some of the Rules being moved and renumbered. Such changes have not been highlighted in Appendix B if the Rule itself remains unchanged.

(iii) Standing Order 1 (Meetings of the County Council) – This has been amended to allow more time to hold the annual meeting in an election year (now anytime within 21 days of the election in line with the Local Government Act 1972). The rule also now includes the legal basis for calling extraordinary meetings and explicitly allows for the electronic delivery of the meeting summons which has been the Council's accepted practice for some years.

(iv) Standing Order 2 (Chairman and Vice Chairman) – This has been expanded to make clear how the Chairman and Vice Chairman are appointed, who can be appointed and sets out more clearly their authority to manage the meeting process. The Rule also now describes the broader civic role of the Chairman of the Council in line with the Council's Protocol for the Chairman. This makes clear the expectation that they will distance themselves from political activity during their term as Chairman.

(v)   Standing Order 3 (Quorum) – The rules have been made clearer to cover circumstances when a quorum might not be present at the start of a meeting. In line with accepted practice, a time limit of 15 minutes is now included to allow for a quorum to be established.

(vi)   Standing Order 6 (Minutes) – Replacing current paragraph (4) and the note at the bottom of this Standing Order, a new paragraph (1) has been added to make clear that the minutes of a previous meeting need only be confirmed at the next ordinary meeting (not at an extraordinary meeting).

(vii)   Standing Order 7 (Questions from Elected Members) – Current paragraph 7(2) has now been moved to Section 2 (Executive, Commission, board and committee Procedure Rules) of these rules, which relate to meetings of the Commission, boards and other committees. Minor changes have been made to confirm the process for providing replies to questions received late and supplementary questions which cannot be answered in a meeting. The scope of questions has also been expanded to make clear that questions which are defamatory, frivolous, offensive, vexatious, derogatory and unlawful will not be allowed. This is in line with other authorities' constitutions.

(viii)   Standing Order 8 (Position Statements) – A minor change has been made to delete paragraph (5), the ability for the Chairman of the Scrutiny Commission to make a Position Statement now being included in paragraph (1).

(ix)   Standing Order 9 (Procedure relating to reports to Council) – The process for submitting reports to Council has been simplified to make clear who is responsible for moving the recommendation set out in the report.

(x)   Standing Order 10 (Notices of Motion) – New paragraphs (2) and (3) have been added to acknowledge current practice allowing for motions to be received by email and that these can be submitted to the annual meeting. A new section relating to the 'scope' of motions has been added, making clear the types of motions that would not be considered acceptable and the process that will be followed if a notice of motion received were to be rejected by the Chairman. These provisions align with the constitutions of many other authorities.

(xi)   Standing Order 17 (Right to require motion in writing) – The title of this Standing Order has been changed from 'Motions and amendments generally' to make its purposes clearer. Paragraph (2) has been moved to form part of new Standing Order 19.

(xii)   Standing Order 19 (Proposing and seconding motions and amendments) – This is a new Standing Order which sets out more clearly the process for moving and seconding motions. The process in practice remains unchanged and paragraphs (1) and (2) have simply

been moved from other parts of the current constitution. Paragraph (3) has been updated to align with current procedures, specifying that any member proposing an amendment to a motion is limited to speaking once, and their remarks on the original motion should include the proposed amendment.

(xiii)   Standing Order 20 (Speeches) – This now incorporates all of current Standing Orders 19 (Length of speeches and conduct of members), 20 (Seconder's speech) and 21 (When a member may speak again) and has been retitled.

(xiv)   Standing Orders 24 (Closure Motions) – This is a new Standing Order which incorporates current Standing Order 24 (Next business etc), 25 (Adjournment of debate) and 26 (Closure). This has been simplified, however, in practical terms the process for dealing with these procedural matters remains unchanged.

(xv)   Standing Order 25 (Voting) – New paragraph (1) has been added to make clear the current practice that, unless otherwise stated, matters will be determined by a majority vote. New paragraph (5) sets out the accepted practice regarding the use of the Chairman's casting vote which will be unrestricted in line with the Local Government Act 1972. The process for carrying out a ballot has been included in new paragraph (6) which reflects the process already adopted and within the model constitution. The voting process when dealing with appointments by the Council has been incorporated into this Standing Order (previously Standing Order 27). The current Standing Order 28 (Appointments at the Annual meeting of the Council) remains unchanged but has been renumbered as Standing Order 26.

(xvi)   Current Standing Order 31 (Interests in Contracts and other matters) has been deleted as this duplicates the Members' Code of Conduct.

(xvii)   New Standing Order 28 (Application of Council Procedure Rules) lists those rules in Section 1 (County Council Procedure Rules) that will also apply, subject to any necessary modification, to meetings of the Commission, boards and committees. This should help navigate the rules when attending different meetings.

(xviii)   Standing Order 29 (Chairman and Vice Chairman) - A new paragraph (3) has been added to reflect the current process as set out in the Overview and Scrutiny Procedure Rules regarding the appointment of scrutiny committee chairmen, i.e. that they are appointed by full Council at each annual meeting.

(xix)   Standing Order 30 (Meetings) – New paragraphs (1) to (3) have been inserted to make clear the current process for setting and calling meetings.

(xx)   Standing Order 31 (Proceedings at Meetings) – New paragraphs (2) – (5) have been included to set out the process for appointing and notifying the Chief Executive of substitutes for meetings. As agreed by Group Leaders', this now includes a deadline for notice having to be provided by 5pm the day before a meeting. Paragraph (6) has been added to set out more clearly the current accepted practice for dealing with Urgent Items. Current Standing Order 33(3) regarding political groups requesting items be added to scrutiny agendas has been incorporated into this rule and a new rule added, which states such an item cannot be requested again for period of six months. New paragraph (9) which relates to requests by the Executive for Chief Officers to attend meetings, has been included to mirror the rule in paragraph 10 which applies to meetings of the Commission, boards and committees.

(xxi)   Standing Order 32 (Questions) – This now incorporate the rules relating to questions from elected members so far as these relate to non-Council meetings. A new paragraph (7) has been included to explain how questions which are rejected by the Chairman will be dealt with.

Overview and Scrutiny Procedure Rules

10. Some minor, correctional changes have been made to the Overview and Scrutiny Procedure Rules to reflect the changes set out above. The changes also correct some practical points regarding how the commissioners are appointed, agreement of job descriptions which is a matter for the Scrutiny Commissioners, and agreement of work programmes, which is a matter for individual scrutiny committees.

Resource Implications

10. None.

Equality Implications

11. There are no equalities implications arising from this report.

Human Rights Implications

12. There are no human rights implications arising from this report.

Consideration by the Constitution Committee

13. The Constitution Committee at its meeting on 24 November considered the proposed changes to the Constitution recommended as part of this year's annual review. The Committee supported the proposed changes subject the new Article 6.06 (Scrutiny Commissioners) being amended to read as follows:

*"The Council will appoint four Scrutiny Commissioners, two from the leading political group and one from each of the two main opposition groups, **with** the Chairman determined in accordance with paragraph 6.05 above."*

14. With the above amendment made, the decision of the Constitution Committee is reflected in the motion below.

(Motion to be moved: -

Motion 1

(a) That the proposed changes to the Constitution, as set out in Appendix A to this report, other than those which relate to Standing Orders (the Meeting Procedure Rules), be approved;

Motion 2 – Procedural Motion in accordance with Standing Order 36

(b) That the changes to Standing Orders (The Meeting Procedure Rules), as set out in Appendix B to this report, be approved."

(NOTE: Standing Order 36 requires that this procedural motion, having been moved and seconded, stands adjourned until the next ordinary meeting of the Council.)

24 November 2025   **Mr D Harrison CC**
                                                                                       Chairman of the
                                                                                       Constitution Committee

Background Papers

Report to the Constitution Committee on 24 November 2025, Review and Revision of the Constitution -
https://democracy.leics.gov.uk/ieListDocuments.aspx?CId=150&MId=8344&Ver=4

The Constitution of Leicestershire County Council -
https://democracy.leics.gov.uk/ieListDocuments.aspx?CId=1187&MId=7790&Ver=4&Info=1

Appendix

Appendix A – Proposed Changes to the Constitution 2025
Appendix B – Amended Meeting Procedure Rules

**PROPOSED AMENDMENTS TO THE CONSTITUTION
OF LEICESTERSHIRE COUNTY COUNCIL
NOVEMBER 2025**

ITEM	PROPOSED AMENDMENT	EXPLANATION
PART 2 - ARTICLES		
Article 4 – The full County Council	Amend Article 4.02(e) to read as follows: 'Agreeing and/or amending the terms of reference for committees, deciding on their composition and making appointments to them including the appointment of the Scrutiny Commissioners and Chairs of the overview and scrutiny committees in accordance with Article 6;'	To reflect changes made to Article 6 detailed below.
Article 5 – Chairing the County Council	Amend Article 5.01(b) to read as follows: 'distance themselves from the political arena and to preside over meetings of the County Council in a fair manner, ensuring its business can be carried out efficiently and with regard to the rights of all county councillors and the interests of the community;'	To reflect changes to Meeting procedure Rule 2(3) and current Protocol for the Chairman.
Article 6 – Overview and scrutiny committees	Add a new Article 6.06 as follows and renumber the remaining paragraphs:	To reflect the current process for the appointment of Scrutiny Commissioners which is undertaken by full Council.

	'Appointment of Scrutiny Commissioners The Council will appoint four Scrutiny Commissioners, two from the leading political group and one from each of the two main opposition groups, with the Chairman determined in accordance with paragraph 6.05 above.' Amend the second paragraph in current Article 6.06 (to be renumbered 6.07) to state as follows: 'Four Scrutiny Commissioners determined in accordance with paragraph 6.06 above.'	To reflect the addition of new Article 6.06 referred to above.
Article 14 – Finance, contracts and legal matters	Amend the first part of Article 14.03 as follows: 'Legal proceedings The Director of Law and Governance is authorised, and may authorise others, to do the following:…'	To reflect advice following recent case law.
PART 4A – MEETING PROCEDURE RULES		
	Replace the Meeting Procedure Rules with those set out in Appendix B.'	A number of changes made to provide greater clarity regarding the Council's current procedures and to make these easier for members and officers to navigate.
PART 4E – OVERVIEW AND SCRUTINY PROCEDURE RULES		
Rule 1 – The number and arrangements for overview and	Amend Rule 1, second sentence to refer to the 'Scrutiny Commissioners', in place of the 'Scrutiny	Correction to reflect current practice.

scrutiny committees	Commission'.	
Rule 2 – The Scrutiny Commission	Delete paragraph (3) and move to Rule 2A as detailed below.	Moved to Rule 2A (Scrutiny Commissioners) as approval of Chair and Deputy Chair job descriptions is currently a matter dealt with by the Scrutiny Commissioners.
Rule 2A – Scrutiny Commissioners	Amend the start of Rule 2A to read as follows: '1. The Scrutiny Commissioners will be appointed by Council in accordance with Article 6 of this Constitution. 2. The Scrutiny Commissioners will exercise the following responsibilities in relation to overview and scrutiny of the discharge of County Council functions, whilst recognising that scrutiny committees are encouraged to set their own relevant agendas: (a) agree job descriptions for the Scrutiny Commissioners and for the Chairmen, Deputy Chairmen and Spokespersons of the overview and scrutiny committees; (b) approve an annual ….'	To reflect changes made to Article 6 and the current practice regarding approval of job descriptions as detailed above.
Rule 3 – Membership of overview and scrutiny committees	Add new paragraph 1 and renumber as follows: '1. Membership of the Scrutiny Commission and other overview and scrutiny committees will be determined by full Council.	To reflect the Meeting Procedure Rules and the functions of the County Council.

Rule 6 – Chairmanship and meetings of the overview and scrutiny committees	Amend paragraph (a) to refer to Article 6.07. Add new paragraph (b) to read as follows: '(b) The appointment of chairmen of review panels will be a matter for the Scrutiny Commissioners to determine for those relating to County Council functions and for the Health Overview and Scrutiny Committee to determine for those relating to Health Service functions.' Delete the note at the bottom of this Rule.	To reflect the renumbered Article 6 outlined above. To reflect current practice regarding the process for establishing Review Panels. The note duplicates the updated Meeting Procedure Rules outlined above .
Rule 7 – Work programme	Amend to read as follows: 'The Scrutiny Commission and other overview and scrutiny committees will each be responsible for setting their own work programmes. In formulating their work programmes they shall take into account the wishes of members on that committee who are not members of the current political administration of the County Council.'	To reflect current practice – each scrutiny committee is responsible for its own work programming.

Part 4A - Meeting Procedure Rules

Section 1 – County Council Procedure Rules

STANDING ORDER 1
Meetings of the County Council

Annual Council Meetings

(1)   The annual meeting of the Council shall be held:-

(a)   in the year of the ordinary election of councillors to the Council, **within 21 days of** the election;

(b)   in any other year, on any Wednesday in May.

Ordinary Council Meetings

(2)   In addition to the annual meeting of the Council and any meetings convened by the Chairman or by members of the Council, meetings for the transaction of general business shall be held on such days as may be determined by the Council at its annual meeting on the recommendation of the Executive provided that a date so determined may be varied by the Executive.*

Extraordinary Council Meetings

(3)   An extraordinary meeting of the Council may be called at any time by:

(a)   the Council by resolution;

(b)   the Chairman of the Council;

(c)   the Monitoring Officer or the Head of Paid Service;

(d)   any five members of the Council if they have signed a requisition presented to the Chairman of the Council and the Chairman has refused to call a meeting or has failed to call a meeting within seven days of the presentation of the requisition.

Time and Place of meetings

(4)   Unless the Council otherwise determines, all meetings of the Council shall be held at 2.00 p.m. other than a meeting on a Saturday which shall be held at 10.00 a.m. provided that the time may be varied by the Chairman following consultation with Group Leaders.

Notice of and Summons to Meetings

(5)   The Chief Executive will give notice to the public of the time and place of any meeting in accordance with the Access to Information Procedure Rules. At least five clear days before a meeting, the Chief Executive will send a summons signed by him/her by electronic mail to every Member. The summons will give the date, time and place of each meeting and specify the business to be transacted and will be accompanied by such reports as are available.

[Note - In these Standing Orders "ordinary meeting" means a meeting described in paragraph (1) or (2) above other than a meeting convened by the Chairman or by members of the Council.]

STANDING ORDER 2
Chairman and Vice Chairman of the meeting

Election

(1)   The Chairman and Vice Chairman of the Council will be elected by the Council annually in accordance with Standing Order 25. The Chairman will, unless they resign or become disqualified, continue in office until their successor becomes entitled to act as Chairman.

(2)   Any Member of the Council will be eligible for appointment as Chairman or Vice-Chairman except for Members of the Cabinet and Cabinet Support Members.

(3)   The Chairman is elected by the whole County Council to perform the function of regulating and controlling the proceedings of Council meetings in a fair manner, ensuring that the rights of all Members, regardless of political opinion, are observed. The Chairman has a broader role in terms of engaging with the people of Leicestershire and promoting and enhancing the civic life of the County. Once elected, the Chairman must ensure that they distance themselves from the political arena during their term of office.

Chairing a meeting

(4)   Any power or duty of the Chairman in relation to the conduct of a meeting may be exercised by the person presiding at the meeting.

(5)   The Vice Chairman will preside at a meeting in the absence of the Chairman.

(6)   If both the Chairman and Vice Chairman are absent then, as the first item of business, one of the members present must be appointed to preside over the meeting subject to paragraph (7) below.

(7)   If the Chairman, or the Vice Chairman at a meeting from which the Chairman is absent, arrives after the meeting has started, they will preside over the meeting after any question under discussion on their arrival has been disposed of (not before).

STANDING ORDER 3
Quorum

(1)   The quorum of a meeting will be one quarter of the whole number of members.

(2)   If during any meeting of the Council the Chairman after counting the number of members present declares that there is not a quorum present the meeting shall stand adjourned. **Unless a quorum can be established within 15 minutes and the meeting resumed** consideration of any business not transacted shall be adjourned to a time fixed by the Chairman at the time the meeting is adjourned, or, if he or she does not fix a time, to the next ordinary meeting of the Council.

STANDING ORDER 4
Order of business

Except as otherwise provided by Standing Order 5 or as required in law, the order of business at ordinary meetings of the Council shall be:-

(1)   to choose a person to preside if the Chairman and Vice-Chairman are absent;

(2)   Chairman's announcements;

(3)   to receive the report of the Returning Officer;

(4)   to confirm the minutes of the last meeting of the Council;

(5)   to receive any declarations of interest;

(6)   to answer questions asked under Standing Order 7(Questions from elected members);

(7)   to dispose of business (if any) remaining from the last meeting;

(8)   to receive Position Statements under Standing Order 8 (Position Statements);

(9)   to consider reports of the Executive, the Scrutiny Commission (the "Commission"), the scrutiny committees, the Development Control and Regulatory Board, the Constitution Committee, the Corporate Governance Committee and the Local Pension Committee;

(10)   to agree a programme of ordinary meetings of the Council for the year;

(11)   to appoint the Leader and such Cabinet Support Members as the Council considers appropriate;

(12)   to determine the allocation of committee places to political groups to ensure so far as is practicable that the rules relating to political balance are met;

(13)   to appoint members of the Commission, boards and committees **and Chairmen of the scrutiny committees;**

(15)   to consider motions in the order in which notice has been received;

(16)   any other business, if any, specified in the summons.

[Note: Any in-year changes to membership of the Commission, boards or committees will be made via Council's delegation to the Chief Executive to make such changes. Any in-year changes to the chairing arrangements for scrutiny committees and any other board or committee will be made by the relevant committee.]

STANDING ORDER 5
Variation of order of business

(1)   Subject to paragraph (2) below, the order of business at a meeting may be varied:-

(a)   by the Chairman at his or her discretion; or

(b)   by a resolution passed at that meeting. A motion to vary the order of business shall be moved and seconded formally and put without discussion.

(2) Business falling under items (1), (3) and (4) of Standing Order 4 shall not be displaced.

STANDING ORDER 6
Minutes

(1) Minutes of the last Council meeting must be confirmed at the next ordinary meeting of the Council where possible. There is no requirement to sign the minutes of a previous ordinary meeting at an extraordinary meeting.

(2) Approval of the minutes of a previous meeting will be moved by the Chairman.

(3) No motion or discussion shall take place upon the minutes, except upon their accuracy, and any matter concerning their accuracy shall be raised by amendment.

(4) If no such matter is raised, or if it is raised then as soon as it has been disposed of, the Chairman shall sign the minutes.

STANDING ORDER 7
Questions from Elected Members

Questions with notice

(1) At a meeting of the Council a member may ask the Chairman of the Council, the Leader, any designated member of the Executive, or the Chairman of the Commission, a board or a committee, any question relating to the business of the Council or of the Executive or which relates to a matter affecting the County. The term "designated member" means any member of the Executive which the Executive from time to time may specify as such for the purposes of this Standing Order.

(2) The text of any question shall be submitted in writing to the Chief Executive not less than five clear days before the meeting at which the member proposes to ask the question subject to paragraph (3) of this Standing Order (urgent business).

(3) The chairman of the meeting may allow the asking of a question which has not been submitted as required by paragraph (2) above, if he or she considers that it relates to urgent business. The text of any such question shall, if possible, be delivered to the Chief Executive not later than 10.00 a.m. on the day before the meeting at which the question is to be asked. **In these circumstances, there is no guarantee that a full or written reply will be given at the meeting.**

(4) After a question has been replied to, the member who asked it may, if they are present at the meeting, ask one supplementary question for

the purpose of clarifying the reply which has been given. A member asking such a supplementary question shall confine himself or herself to the substance of the original question and shall not introduce any new matter which did not fall within the scope of his or her original question. **If an answer to a supplementary question cannot be provided at the time, a written response will be provided, where possible, within seven working days of the meeting.** In paragraphs (5) - (12) of this Standing Order, the word "question" shall include such a supplementary question.

(5)   Every question shall be put and answered without discussion.

(6)   No resolution shall be moved with reference to any question or reply to a question.

(7)   Questions asked in pursuance of the above paragraphs of this Standing Order shall be recorded in the minutes of the meeting, and the Chief Executive shall supply the questioner with a copy of the replies thereto within seven working days after the meeting.

Questions without notice

(8)   In addition to the right to put questions contained in the foregoing paragraphs, at a meeting of the Council any member may without notice ask the Leader, or the Chairman of the Commission, or the chairman of a board or a committee any question upon an item of the report of the body concerned then before the Council, provided that the question is put before the Council's consideration of that item is concluded.

Scope of Questions

(9)   If the Chairman of the meeting **following consultation with the Monitoring Officer** is of the opinion that the question is out of order, of a personal character, **defamatory, frivolous, offensive, vexatious, derogatory, unlawful**, or in the interests of the Council it is undesirable, he or she shall so inform the member and shall not allow the question to be put.

(10)   The Chairman's ruling on the rejection of a question will be final.

STANDING ORDER 8
Position Statements

(1)   One or more Position Statements may be presented to the Council by the Leader and any member of the Executive **and the Chairman of the Scrutiny Commission** in such form as the person presenting the Position Statement may determine.

(2)   A Position Statement may give rise to an informal discussion by the Council provided that, subject to paragraph (4), no motion or amendment shall be moved during that discussion.

(3)   The discussion of any Position Statement shall not exceed twenty minutes but the Chairman, at his or her discretion, may permit an extension of such length as he or she considers appropriate.

(4)   At the conclusion of any discussion of a Position Statement, a formal motion may be moved to the effect that a particular issue relevant to the Position Statement be referred to the Executive, the Commission, a board or a committee as the case may be, for consideration. Such a motion shall be moved and seconded formally and shall be put without discussion.

STANDING ORDER 9
Procedure relating to reports to Council

Signing a report to Full Council

(1)   **Any report presented to the Council by the Cabinet, the Commission, a board or committee must be signed either by the Leader (or appropriate Lead Member), or the Chairman of the Commission, board or committee, as the case may be.**

Motion to approve recommendations in report

(2)   **A report from the Cabinet, the Commission, or other board or committee will be taken as read subject to alterations or amendments in accordance with Standing Orders 15 and 16.**

(3)   **The Leader (or appropriate Lead Member), or the Chairman of the Commission, board or committee will move the recommendations within the report. Any other member may second the motion.**

(4)   **In the case of a report of the Cabinet, a motion may be moved by any Lead Member in the absence of, or at the request of, the Leader.**

(5)   **In the absence of the Chairman or Vice Chair of the Commission, board or committee, the Chairman of the Council may appoint some other member of that body to move the recommendations in its report. Preference will be given to the Vice Chairman when the member absent is the Chairman.**

(6)   **Where two or more bodies submit a joint report, the motions set out in that report will be moved by the Member whose signature to the report appears first.**

[Note: Rule 9(b) of the Overview and Scrutiny Procedure Rules in Part 4E of the Constitution provides that where an overview and scrutiny committee cannot agree on a final single report to the Council, then up to one minority report may be prepared and submitted with the majority report.]

STANDING ORDER 10
Notices of motion

Notice

(1)   Notice of every motion (other than a motion which under Standing Order 11 may be moved without notice) shall be in writing signed by the member(s) giving the notice and delivered to the Chief Executive at least eight clear days before the next meeting of the Council.

(2)   Delivery of a notice of motion can be by electronic means provided that the Chief Executive is satisfied it has been sent by the member(s) concerned.

(3)   Notices of motion may be submitted for consideration at the annual or ordinary meetings of the Council. The cannot be submitted for extraordinary meetings unless they relate to the subject matter of that extraordinary meeting.

Inclusion in the summons

(4)   The Chief Executive will date and number each notice of motion in the order in which it is received and make this available for inspection by every member of the Council.

(5)   **Motions received in accordance with this Standing Order** shall be inserted in the summons for every meeting of the Council in the order in which they have been received, unless the member(s) when giving the notice stated in writing that he or she proposes to move it at some later meeting, or has withdrawn it in writing.

Scope

(6)   Motions must be clear and concise and be about matters for which the Council has responsibility, or which affect the County or its residents and must not:

      (a)   be defamatory, frivolous, offensive, vexatious, derogatory, or unlawful;

      (b)   relate to applications for or objections to any non-determined planning application or any licence, notice or order issued, served or made by the Council;

     (c)   relate to individual staffing matters or the personal information of Members or Officers;

     (d)   raise any matter involving exempt or confidential;

     (e)   be considered by the Chairman to be out of order or otherwise inappropriate for the particular meeting or to undermine the purposes of the Constitution;

     (f)   fall within Standing Order 13.

(7)   Any notice of motion which would have the effect of materially increasing the expenditure or reducing the revenue of the Council, otherwise than in the form of a proposal that the matter be referred to the Executive for consideration and report, shall not be deemed to have been duly given for the purposes of this Standing Order.

(8)   Any notice of motion which would have the effect of reviewing or rescinding a decision of the Executive taken under delegated powers, otherwise than in the form of a proposal that the matter be referred to the Executive for consideration and report, shall not be deemed to have been duly given for the purposes of this Standing Order.

(9)   Any notice of motion which would have similar effect to a notice of motion which has already been lodged shall not be deemed to have been duly given for the purpose of this Standing Order, on the basis that any differences can be addressed at the meeting through an amendment to the accepted motion.

(10)   The Chairman's ruling, following consultation with the Monitoring Officer, on the rejection of a motion will be final.

(11)   Where a motion is rejected, the member(s) concerned will be advised as soon as possible giving reasons for the rejection. Where time permits, the member may submit an amended motion which will be considered afresh. For the avoidance of doubt, motions amended in this way must be delivered within the timescale referred to at paragraph (1) above.

Moving the motion

(12)   If a motion of which notice has been given and not withdrawn is not moved by the member(s) who gave notice of it, it may be moved by another member of the Council and if not so moved it shall, unless postponed by consent of the Council, be treated as abandoned and shall not be moved without fresh notice.

[Note: In Standing Order 10(8) the phrase "taken under delegated powers" is deemed to cover those matters which are the responsibility of the Executive not only as a matter of local choice but also as a consequence of the

operation of the Local Government Act 2000 and any statutory provisions made under that Act.]

STANDING ORDER 11
Motions and amendments which may be moved without notice

Motions and amendments relating to the following matters may be moved without notice:-

(1)   appointment of a chairman of the meeting at which the motion is made;

(2)   the approval of accuracy of the minutes;

(3)   that an item of business specified in the summons have precedence;

(4)   appointment of a body or the members thereof, occasioned by an item mentioned in the summons to the meeting;

(5)   adoption of reports and recommendations of the Executive, the Commission, a board or committee and any consequent resolution;

(6)   giving consent of the Council where the consent of the Council is required by these Standing Orders;

(7)   any of the motions listed in Standing Order 13 whether or not moved whilst another motion is under debate.

STANDING ORDER 12
Notice of Amendments

(1)   Notice of the intention to move an amendment to a motion included on the agenda for a meeting in accordance with Standing Order 10 shall be submitted in writing to the Chief Executive at least two days before the meeting.

(2)   Notice of the intention to move an amendment to a motion to secure the approval by Council of the recommendations in a report of the Executive, the Commission, a board or committee shall be submitted in writing to the Chief Executive at least two days before the meeting.

(3)   Details of the notices referred to in (1) and (2) above shall immediately upon receipt be shared with the Leader of the Council and the Opposition Group Leaders.

(4)   Details of the notices referred to in (1) and (2) above shall be disclosed to all members of the Council at 9.00am on the day before the meeting.

(5)   The Chairman of the Council, or the Vice Chairman in their absence, may use their discretion to waive the requirement to comply with the

provisions of this Standing Order. Unless there are exceptional circumstances, such requests should be made before the meeting.

(6)   Where a member who has proposed an amendment is unable to attend the meeting, they may nominate another member to move the amendment.

STANDING ORDER 13
Motions which may be moved during debate

When a motion is under debate no other motion shall be moved except the following:-

(1)   to amend the motion;

(2)   To withdraw a motion, amendment or report;

(3)   to adjourn the meeting;

(4)   to adjourn the debate;

(5)   to proceed to the next business;

(6)   that the proposition under discussion be put;

(7)   that a member be not further heard;

(8)   by the Chairman under Standing Order 20(10) (Speeches) "That the member named do leave the meeting";

(9)   to exclude the public;

(10)   that the subject of debate be referred to the Executive, the Scrutiny Commission a board or committee;

(11)   to extend the time limit for speeches;

(12)   that Standing Orders be suspended under Standing Order 36 (Suspension);

(13)   that leave be given to alter or withdraw a motion, amendment or report.

STANDING ORDER 14
Rescissions and previous decisions

(1)   No motion to rescind any resolution passed within the preceding six months and no motion to the same effect as one which has been rejected within that period shall be proposed unless at a meeting subsequent to the meeting at which such resolution or rejection was agreed a member moves for consent to propose his or her motion and

obtains a majority of those members present at the meeting, in which case notice of the motion shall be inserted in the summons for the next ordinary meeting of the Council.

(2)   This Standing Order shall not apply to a motion moved whilst there is before the Council a recommendation of the Executive, the Commission, a board or committee relating to the matter.

STANDING ORDER 15
Amendments to motions

(1)   Subject to Standing Order 10(8), an amendment shall be relevant to the motion and shall be either:-

  (a) to refer a subject of debate to the Executive, the Commission, a
      board or a committee for consideration or re-consideration;
  (b) to leave out words;
  (c) to leave out words and insert or add others;
  (d) to insert or add words;

  but such omission, insertion or addition of words shall not only have the effect of negativing a motion before the Council.

(2)   Only one amendment may be moved and discussed at a time and no further amendment shall be moved until the amendment under discussion has been disposed of; provided that the Chairman may permit two or more amendments to be discussed (but not voted on) together if he or she considers that this course would facilitate the proper conduct of the Council's business.

(3)   If an amendment is lost, other amendments may be moved on the original motion.

(4)   If an amendment is carried, the motion as amended shall take the place of the original motion and shall become the substantive motion upon which any further amendment may be moved.

(5)   After an amendment has been carried, the Chairman will ensure everyone is clear on what the substantive motion is before accepting any further amendments, or if there are none, put it to the vote.

STANDING ORDER 16
Alterations or withdrawal of motions or amendments

(1)   Subject to Standing Order 10(8), a proposer of a motion may, with the concurrence of the seconder and the consent of the Council, alter the motion if the alteration is such that it could properly be effected by an amendment of the motion. A proposer of an amendment may, with the like concurrence and consent, alter the amendment if the amendment

as altered could properly have been moved in that form as an amendment. The altered motion or amendment shall if required by the Chairman be reduced into writing and handed to him or her before the consent of the Council to the alteration is sought.

(2)   A proposer of a motion or of an amendment may, with the concurrence of the seconder and the consent of the Council, withdraw the motion or amendment which he or she has proposed, and no member shall speak upon it after the proposer has thus asked permission for its withdrawal, unless such permission shall have been refused.

(3)   The giving or refusal of the consent of the Council to the alteration or withdrawal of a motion or amendment shall be signified without discussion.

STANDING ORDER 17
Right to require motion in writing

Unless notice has already been given in accordance with Standing Orders 10 and 12 a motion or an amendment shall, if required by the Chairman, be put into writing and handed to the Chairman before it is further discussed or put to the meeting.

STANDING ORDER 18
Motions or questions affecting persons employed by the Council

If any **motion or** question arises at a meeting of the Council, the Executive, the Commission, a board or a committee as to the appointment, promotion, dismissal, salary, pension, conditions of service or the conduct of any person employed by the Council, such question shall not be the subject of discussion until the body concerned has decided whether or not the power of exclusion of the public shall be exercised.

STANDING ORDER 19
Proposing and seconding motions and amendments

(1)   A motion or amendment shall not be discussed unless it has been proposed and seconded.

(2)   A member may not propose or second a motion or an amendment on which they are disqualified from voting.

(3)   **A Member proposing an amendment will speak only once on the original motion, whilst moving the amendment.**

STANDING ORDER 20
Speeches

Content

(1)   A member shall direct his or her speech to the question under discussion (i.e. it shall be directly relevant to the matter under discussion) or to a point of order or a point of personal explanation or information for the meeting

Length of speeches

(2)   Except in the case of a speech given by a principal speaker which shall not exceed 10 minutes, no speech shall exceed 5 minutes without the consent of the Council, and upon a motion for extension of these time limits no discussion shall be allowed.

(3)   Any extension of time granted to speakers by the Council in pursuance of this Standing Order shall not exceed 10 minutes in the case of a principal speaker or 5 minutes in any other case but the Chairman, at his or her discretion, may permit a further extension if he or she considers that this would facilitate the conduct of the Council's business.

Conduct when speaking

(4)   A member shall not impute motives or use offensive expressions to or about any other member and shall act in accordance with the role of a County Councillor as set out in Article 2.03 of the Constitution.

(5)   A member when speaking shall stand and address the Chairman.

(6)   If two or more members rise, the Chairman shall call on one to speak, the other or others shall then sit.

(7)   While a member is speaking the other members shall remain seated, unless rising to a point of order or in personal explanation.

(8)   Whenever the Chairman rises during a debate a member then standing shall resume his or her seat and the Council shall be silent.

(9)   If any member in the opinion of the Chairman signified to the Council, misconduct himself or herself by persistently disregarding the ruling of the Chairman, or by behaving irregularly, improperly, or offensively, or by wilfully obstructing the business of the Council, or by tedious repetition or unbecoming language in his or her speech, the Chairman or any other member may move "That the member named be not further heard", and such motion if seconded shall be put and determined without discussion.

(10) If the member named continues his or her misconduct after a motion under the last previous paragraph has been carried, the Chairman shall either:-

    (a) move "That the member named do leave the meeting" (in which case the motion shall be put and determined without seconding or discussion); or

    (b) adjourn the meeting of the Council for such period as he or she in his or her discretion shall consider expedient.

Seconder's speech

(11) A member when seconding a motion or amendment may, if he or she then declares his or her intention to do so, reserve his or her speech until a later period of the debate.

When a member may speak again

(12) A member who has spoken on any motion shall not speak again whilst it is the subject of debate except:-

    (a) in exercise of the right of reply given by Standing Order 21;
    (b) on a point of order or by way of personal explanation or point for information for the Council in accordance with Standing Order 22;
    (c) to alter or withdraw a motion or amendment in accordance with Standing Order 16;
    (d) to propose or second any of the motions referred to in paragraphs (2) to (13) of Standing Order 13;
    (e) to second or to speak once on an amendment moved by another member;
    (f) if the motion has been amended since he or she last spoke, to move a further amendment.

(13) A member whose first speech was on an amendment moved by another member, may, after that amendment has been disposed of, speak again on the main issue or on any further amendment.

[Note: For the purposes of this Standing Order "principal speaker" shall be the member who moves the adoption of a report or of an item of a report of the Executive, the Commission, a board or a committee or who is designated as being an "appropriate spokesman" of the body concerned and is speaking on such a motion or any amendment to it or the member who moves a motion under Standing Order 10.
"Appropriate spokesman" has been defined by the Council as follows:

        reporting body: ***"appropriate spokesman"***

              Executive: *Leader of the Opposition or his or her nominee*

   Scrutiny Commission: *Leader or his or her nominee*

Scrutiny Committees:	*spokesmen of the two Groups to which the chairman of the Scrutiny Committee concerned does not belong*
Employment Committee:	*spokesmen of the two Groups to which the chairman of the Committee does not belong*
Development Control & Regulatory Board:	*spokesmen of the two Groups to which the chairman of the Board does not belong*
Constitution Committee:	*spokesmen of the two Groups to which the chairman of the Committee does not belong*
Local Pension Committee:	*spokesmen of the two Groups to which the chairman of the Committee does not belong]*
Corporate Governance Committee	*Spokesmen of the two Groups to which the Chairman of the Committee does not belong*

STANDING ORDER 21
Right of reply

(1)   The proposer of a motion shall have the right to reply to the debate:-

     (a) at the close of the debate on the motion;
     (b) at the close of the debate on an amendment to the motion;
     (c) before a motion to proceed to next business or that the Council adjourn or a motion or amendment to refer the subject of debate to a Committee is put;
     (d) after the closure is carried.

(2)   The proposer of an amendment shall not have the right of reply to either the debate on the amendment or to the debate on a substantive motion formed by the carrying of the amendment.

(3)   A member exercising a right of reply shall strictly confine himself or herself to answering previous speakers to whom he or she has not already had the opportunity of replying and shall not introduce any new matter.

(4)   After every reply to which this Standing Order applies a decision shall forthwith be taken upon the motion or amendment then under discussion.

STANDING ORDER 22
Points of *Order*

(1)   A member may rise on a point of order and shall be entitled to be heard forthwith. A point of order shall relate only to an alleged breach of a Standing Order or statutory provision and the member shall specify the Standing Order or statutory provision and the way in which he or she considers it has been broken.

(2) The ruling of the Chairman on a point of order shall not be open to discussion.

STANDING ORDER 23
Points of Personal Explanation or Information for the meeting

(1) A member may rise on a point of personal explanation or point for information for the Council and shall be heard forthwith.

(2) A point of personal explanation shall be confined to some material part of the former speech by him or her which may have been misunderstood in the present debate.

(3) A point of information for the meeting shall be confined to correcting a speaker developing their argument on incorrect facts or figures so as to avoid misleading the meeting.

(4) The ruling of the Chairman on a point of personal explanation or point of information for the Council shall not be open for discussion.

STANDING ORDER 24
Closure Motions

(1) **A member may move, without comment, the following motions at the end of a speech of another member:**

   (a) **to proceed to the next business;**

   (b) **that the proposition be now put;**

   (c) **to adjourn a debate;**

   (d) **to adjourn a meeting.**

(2) **If a motion to proceed to the next business is seconded and the Chairman thinks the item has been sufficiently discussed, they will give the mover of the original motion a right of reply and then put the procedural motion to the vote.**

(3) **If a motion that the proposition be now put is seconded and the Chairman thinks the item has been sufficiently discussed, they will put the procedural motion to the vote. If it is passed they will give the mover of the original motion a right of reply before putting their motion to the vote.**

(4) **If a motion to adjourn the debate or to adjourn the meeting is seconded and the Chairman thinks the item has not been sufficiently discussed and cannot reasonably be so discussed on that occasion, they will put the procedural motion to the vote without giving the mover of the original motion the right of reply.**

Unless otherwise proposed, the matter will be adjourned to the next ordinary meeting of the Council.

STANDING ORDER 25
Voting

Majority vote

(1) **Unless this Constitution or the law provides otherwise, any matter will be decided by a majority of those Members present and voting thereon at the meeting at the time the matter is put.**

(2) Every proposition shall, unless otherwise required by these Standing Orders or Statute, be determined by show of hands or, at the discretion of the Chairman, by voices, or, if there is no dissent, by the affirmation of the meeting.

(3) If an automatic system of recording votes is in operation, the Chairman shall have power to order votes to be given and counted in accordance with the system.

(4) In taking the votes on any proposition, those members only shall be entitled to vote who are present in the Council Chamber when the proposition is put from the Chairman.

Chairman's casting vote

(5) **If there is an equal number of votes for and against a proposition, the Chairman will have a second or casting vote. There will be no restriction on how the Chair chooses to exercise a casting vote.**

Ballots

(6) **A vote will take place by ballot if required by these Standing Orders or at the Chairman's discretion. A ballot will be conducted by the Chief Executive whose return will be final and conclusive. The Chairman will announce the numerical result of the ballot immediately the result is known.**

Recording of Votes

The Budget

(7) A vote on any proposition at a budget meeting which relates to the calculation of or the issuing of the precept shall be recorded in the minutes of the meeting so as to show whether each member present gave his or her vote for or against the proposition or abstained from voting.

Request for a recorded vote

(8)   After a proposition is put from the Chairman but before the vote is taken, any five members rising in their places may require that the voting shall be recorded in the minutes of the meeting so as to show whether each member present gave his or her vote for or against that proposition or abstained from voting.

Right to require individual vote be recorded

(9)   Where immediately after a vote is taken any member so requires, there shall be recorded in the minutes of the proceedings of that meeting whether that person cast his or her vote for the question or against the question or whether he or she abstained from voting.

Voting on appointments (Except at the Annual Meeting)

(10)   **Except for appointments made at the Annual Meeting (Standing Order 26),** every candidate nominated to represent the Council in any capacity or for any position to be filled by the Council must be openly proposed and seconded.

(11)   At the close of nominations the Chairman will state the names of the candidates duly proposed and seconded and the number of vacancies to be filled if the number is limited.

(12)   If the number of nominations do not exceed the number of vacancies or the number of vacancies is not limited the Chairman will immediately put the appointments (collectively or otherwise) to the vote. No amendment may be moved on such a motion.

(13)   If the number of nominations exceeds the number of vacancies there shall be a ballot of the members present at the meeting in which each member of the Council may vote for as many candidates as there are vacancies to be filled.

(14)   No candidate shall be appointed unless the number of votes cast in his or her favour exceeds half the number of persons voting.

(15)   If in any ballot there is not a clear majority of votes in favour of one person, then the name of the person with the least number of votes will be taken off the list and a new vote taken. The process will continue until there is a majority of votes for one person.

STANDING ORDER 26
Appointments at the Annual Meeting of the Council

At the Annual Meeting of the Council the procedure for the appointment of the Leader, Cabinet Support Members and those members of the Commission and of the boards and committees who are to be appointed

by the Council shall be as set out below, and Standing Orders 10 (Notices of Motion), 11 (Motions and amendments which may be moved without notice), 12 (Notice of amendments) and 25(10) – (15) (Voting on appointments) shall not apply for the purpose of such appointments:-

(a)   The Chairman of the Council shall invite proposals, each of which shall be in the form of a list of candidates nominated for all the vacancies to be filled; it shall not be in order to propose a list of nominations which does not deal with all the appointments which are to be made at the meeting.

(b)   No amendment may be moved in respect of any list of nominations.

(c)   The Chairman shall then put to the Council for decision the lists of nominations proposed and seconded. Each member shall have one vote only to be cast in favour of one list of nominations.

(d)   If there is more than one list of nominations there shall be a series of votes. After each vote, the list which has attracted the least number of votes shall be struck out and a further vote taken, and so on until one list receives a majority of the members of the Council present and voting.

(e)   The Chairman shall declare appointed those members named in the list of nominations which attract the majority of votes.

STANDING ORDER 27
General disturbances

(1)   If a member of the public interrupts the proceedings at any meeting the Chairman shall warn him or her. If he or she continues the interruption the Chairman shall order his or her removal from the room. In case of general disturbance in any part of the room open to the public the Chairman shall order that part to be cleared.

(3)   If, in the opinion of the Chairman, misconduct or obstruction renders the due and orderly dispatch of business impossible, the Chairman, in addition to any other power vested in him or her, may without the question being put suspend the meeting for a period not exceeding 30 minutes.

Section 2 – Executive, Commission, boards and Committee Procedure Rules

STANDING ORDER 28
Application of Council Procedure Rules

In addition to those Standing Orders set out in this Section, the following Council Procedure Rules set out in Section 1 above shall apply with any necessary modification, to meetings of the Executive, Commission, boards and committees:

2(4) – (7) (Chairman and Vice Chairman)
3(2) (Quorum)
5 (Variation to the Order of Business)
6 (Minutes)
11 (Motions and Amendments which may be moved without notice)
13 (Motions which may be moved during debate)
15 (Amendments to motions)
16 (Alterations or withdrawal of motions or amendments)
17 (Right to require motion in writing)
18 (Motions or questions affecting persons employed by the Council)
19 (Proposing and seconding motions and amendments)
21 (Right of reply)
22 (Points of Order)
23 (Points of Personal Explanation or Information for the meeting
24 (Closure Motions)
25 (Voting)
27 (General disturbances)

[Note: Notices of motion are not permitted at meetings of the Commission, boards or committees. Reference to 'motions' at meetings of the Commission, board or committees will mean 'recommendations'.]

STANDING ORDER 29
Chairman and Deputy Chairman

Executive

(1)	The Leader shall be appointed by Council and shall hold office in accordance with Article 7 of this Constitution. The Leader and Deputy Leader shall *ex-officio* respectively act as the chairman and deputy chairman of the Executive.

Commission, committees and boards

(2)	The Leader of the numerically largest opposition party shall be the Leader of the Opposition and shall ex-efficio act as the chairman of the Commission in accordance with Article 6 of this Constitution. The

deputy chairman of the Commission will be appointed by the Commission from amongst its members.

(4) The chairmen of the scrutiny committees will be appointed by Council in accordance with Rule 6 of the Overview and Scrutiny Procedure Rules (Part 4E). The deputy chairmen of these committees shall be appointed by each committee from amongst its members.

(4) Except where otherwise agreed by the Council, each board or committee shall appoint its chairman and deputy chairman from amongst its members.

(5) The deputy chairman of the Commission and the chairman and deputy chairman of a board or committee shall hold office until:

(a) he or she resigns;
(b) he or she is suspended by the Group (although he or she may resume office at the end of the period of suspension);
(c) he or she is no longer a county councillor;
(d) he or she is removed from office by the appointing body; or
(e) the meeting of the appointing body next following the Annual Meeting of the Council after his or her appointment.

(6) The appointment of the deputy chairman of the Commission and the chairman and deputy chairman of a board or committee shall be conducted in the same way as an appointment is required to be made by the Council under Standing Order 25 (Voting).

STANDING ORDER 30
Meetings

Executive

(1) The Leader will decide upon the schedule of meetings of the Executive in accordance with the Executive Procedure Rules (Part 4D).

Commission, boards or committees

(2) The time and place of all meetings of the Commission, boards or committees for each year will be determined on an annual basis by the Chief Executive.

Special meetings

(3) The Leader (or in their absence, the Deputy Leader) may call a special meeting of the Cabinet at any time.

(4) The Leader of the Opposition as chairman of the Commission, or the chairman of a board or a committee or the Chairman of the Council may cause a special meeting of the body concerned to be called at any time. In the absence of the chairman of the body concerned the deputy chairman may exercise the powers conferred on the chairman by this Standing Order.

(5) A special meeting of the Executive, the Commission, a board or a committee or subcommittee shall be called on the request of at least one quarter of the whole number of members of the body concerned by notice in writing signed by them and given to the Chief Executive and specifying the business for which the meeting is to be called.

STANDING ORDER 31
Proceedings at meetings

Quorum

(1) The quorum of the Executive, Commission, board or committee, unless a special quorum is otherwise prescribed, shall be at least one quarter of the whole number of the body concerned, provided that in no case shall a quorum be less than three members.

Substitute Members

(2) Except as prohibited by law or a bodies specific Terms of Reference, substitute members may attend meetings of the Commission, boards or committees.

(3) Substitute members will have all the powers and duties of any ordinary member of the Commission, board or committee when attending a meeting.

(4) Substitute members may attend meetings in that capacity:

(a) To take the place of the ordinary member for whom they are the designated substitute;
(b) Where the ordinary member will be absent for the whole of the meeting; and
(c) After notifying the Chief Executive by 5pm the day before the relevant meeting.

(5) Any substitution properly made will be announced at the beginning of the meeting, and the original member for whom the substitution is taking place cannot resume membership of the Commission, board or committee until after the conclusion of the meeting for which substitution has occurred.

Urgent Business

(6) **Business cannot be dealt with at a meeting of the Executive, Commission, boards or committees unless it is included on the agenda or unless the chairman has agreed that it is urgent and cannot wait until the next meeting. The chairman must give the reasons for urgency, which must be recorded in the minutes for the meeting.**

Items requested by a political group

(7) In relation to meetings of the Commission and other scrutiny committees, a political group may give notice in writing to the Chief Executive delivered at least eight clear days before the next meeting that they wish the item of business specified in the notice to be included in the agenda for consideration at that meeting. Such notice shall include an explanation of the reasons underlying the request and the purpose to be achieved.

(8) **A political group raising an item under this Standing Order will be precluded from raising the matter again for a period of six months from the date it is considered by the Commission or committee concerned unless there has been a material change in circumstances.**

Attendance required by others

(9) **In relation to meetings of the Executive, Executive members may require a chief officer to attend a meeting to provide information or answers questions, and it is the duty of those officers to attend if so required.**

(10) In relation to meetings of the Commission, boards and committees the body concerned may, by resolution, require a relevant member of the Executive or chief officer to attend a meeting to provide information or answer questions and it is the duty of those persons to attend if so required.

[Note: Further rules regarding the attendance of others at meetings of the Commission and other scrutiny committees are set out in the Overview and Scrutiny Procedure Rules (Part 4E)]

Observing and speaking at meetings

(11) Any Council member may attend as an observer at decision-making meetings of the Executive, including meetings or items of business from which the public has been excluded. If given permission by the chairman of the meeting, a member attending as an observer may speak (but not vote) on any matter.

(12)   Any Council member may attend as an observer at meetings of the Commission, boards or committees, except those meetings which the County Council may from time to time determine for the purposes of this Standing Order (see note below), including meetings or items of business from which the public has been excluded. If given permission by the chairman of the meeting, a member attending as an observer may speak (but not vote) on any matter.

Confidential information

(13)   Subject to the provisions of Section 100 of the Local Government Act 1972, all reports and all documents marked as "confidential" or "not for publication" shall be treated as confidential until they become public in the ordinary course of the Council's business.

Subcommittees

(14)   No act of a subcommittee shall have effect until approved by the appointing board or committee except to the extent that the board or committee has itself power to act without the approval of the Council and the power so to act has been conferred upon the subcommittee.

[Note: The County Council has determined the following meetings for the purposes of paragraph (5) above:

Adoption Panel;
Appointment Committee (Chief Officer);
Approval of Premises Panel (Civil Marriages);
Complaints Panel (School Curriculum and Religious Education);
County Council Employment Panel;
Disputes Panel;
Fostering Panel;
Guardianship Panel;
Member Conduct Panel;
Representations Panel (Independent providers of adult social care)]

STANDING ORDER 32
Questions

[Note: This Standing Order does not apply to meetings of the Executive.]

Questions from Members

(1)   At ordinary meetings of the Commission, boards or committees, any member of the Council may ask the chairman of that body questions on any matter in relation to which the body concerned has delegated or advisory functions. The time for dealing with such questions will immediately follow the item on the agenda for answering questions from electors.

(2)   Any question submitted under paragraph (1) shall be submitted in writing to the Chief Executive not less than five clear days **(including weekends and bank holidays)** before the meeting at which the member proposes to ask the question.

(3)   The chairman of the meeting may allow the asking of a question which has not been submitted as required by paragraph (1) above, if he or she considers that it relates to urgent business. The text of any such question shall, if possible, be delivered to the Chief Executive not later than 10.00 a.m. on the day before the meeting at which the question is to be asked.

Questions from electors

(4)   At any ordinary meeting of the Commission, boards or committees to which the press and public are admitted, any elector registered within the County may, subject to this Standing Order, ask the chairman of that body any question on any matter in relation to which it has powers and duties.

(5)   Any question submitted under paragraph (4) shall be submitted in writing to the Chief Executive not less than five clear days **(including weekends and bank holidays)** before the meeting at which the member or elector proposes to ask the question.

Scope of questions

(6)   The Chief Executive may decline to accept a proposed question if in his or her opinion it is:

   (a) not relevant to the functions of the body concerned;
   (b) is offensive, frivolous, defamatory, vexatious or unlawful;
   (c) is substantially similar to a question which has been put at a meeting in the past six months; or
   (d) requires the disclosure of confidential or exempt information;
   (e) considered by the chairman to be inappropriate for the particular meeting.

(7)   Where a question is declined, the questioner will be advised of the reasons for that. Time permitting, the questioner will be given an opportunity to submit an amended question that will be considered afresh. For the avoidance of doubt, questions amended in this way must be delivered within the timescale referred to in paragraph 13.3 above

Putting and answering questions

(8)   Questions shall be put and answered in the order in which they were received and accepted by the Chief Executive.

(9)   The period allowed for the putting and answering of questions shall be ten minutes, commencing immediately following the confirmation of the minutes of the previous meeting, but it shall be open to any member of the body concerned to move an extension of this period should there be questions remaining unanswered. Such a motion shall be moved and seconded formally and be put without discussion.

Supplementary questions

(10)   After a question has been replied to, the elector who asked it may, if they are present at the meeting, ask one supplementary question for the purpose of clarifying the reply which has been given. An elector asking such a supplementary question shall comply with paragraph (3) above and confine himself or herself to the substance of the original question, and shall not introduce any new matter which did not fall within the scope of his or her original question. If the chairman of the meeting is of the opinion that the supplementary question is out of order, or of a personal character, or in the interests of the Council it is undesirable, he or she shall so inform the elector and shall not allow the question to be put. In paragraphs (11) – (14) of this Standing Order, the word "question" shall include such a supplementary question.

No discussion or decisions

(11)   Questions and supplementary questions and replies thereto shall be put and answered without discussion.

(12)   **No decision can be made arising from a question except that** a member of the body concerned may propose that the subject matter of the question be placed on the agenda of the next ordinary meeting of the body concerned. Such a motion shall be moved and seconded formally and be put without discussion.

Record of questions

(13)   Questions asked under this Procedure Rule will be recorded in the minutes of the meeting.

(14)   The Chief Executive will supply the questioner with a copy of the replies to their questions as soon as reasonably practicable after the meeting.

STANDING ORDER 33
Petitions

[Note: This Standing Order should be considered alongside the Petitions Scheme set out in Part 10 of the Council's Constitution.]

(1)   Petitions may be presented at meetings of the Commission, a board or committee, **but not the Executive,** in accordance with the conditions

set out in the Petitions Scheme at Part 10 of this Constitution.

(2)   The Commission, board or committee shall receive only such petitions as have been lodged with the Chief Executive eight clear days before the meeting and are presented by a person who resides, studies or works in the County and/or is a recipient of County Council services and is associated with the petition. Petitions can also be presented by an elected member on behalf of such a person or can be considered in their absence. This Standing Order shall not apply to meetings of the Council or the Executive, subject to paragraphs (5) and (6) below.

(3)   Every petition shall be couched in proper language and be relevant to some question over which the Council or the Commission or board or committee concerned have authority, or which otherwise affects the County and shall involve a call for action. Signatories should record their name, address (and email address for electronic petitions) and date they signed the petition, and any residential, work or study addresses. The Chief Executive shall have the right to refuse to accept any petition which is considered to be frivolous, vexatious, discriminatory or otherwise inappropriate.

(4)   If the petitioner is present and wishes to do so, he or she may speak but only to the extent of formally repeating the wording of the petition and stating the number of signatories to it. The Commission, board or committee shall then debate the question raised by the petition at that meeting.

(5)   Nothing in this Standing Order will prevent a petition being presented elsewhere provided that it relates to a matter which is already before the body concerned.

(6)   Where a petition attracts significant support from the local community, defined as being signed by at least 10,000 persons living, working or studying in the Authority's area, it will be considered at a meeting of the full County Council.

(7)   Where a body considering a petition believes that a wider debate can be justified, it may report to a meeting of the full County Council, regardless of the number of signatories to that petition.

(8)   If the petition organiser feels unhappy with the way their petition was handled he/she can request that the Council review the steps taken in response to the petition. The petition organiser should contact Democratic Services and provide an explanation of the reasons why the way the petition has been dealt with is not considered to be adequate. The Council will consider the request and respond accordingly within 10 working days.

Section 3 – Interpretation, amendment and Suspension of Standing Orders

STANDING ORDER 34
Interpretation

The ruling of the Chairman as to the construction or application of any of these Standing Orders, or as to any proceedings of the Council, shall not be challenged at any meeting of the Council.

STANDING ORDER 35
Variation and revocation

So far as permitted in law, any motion to add to, vary or revoke these Standing Orders shall when proposed and seconded stand adjourned without discussion to the next ordinary meeting of the Council.

STANDING ORDER 36
Suspension

(1)   Subject to paragraph (2) of this Standing Order, any of the preceding Standing Orders may be suspended so far as regards any business at the meeting where its suspension is moved.

(2)   A motion to suspend any of the preceding Standing Orders shall not be moved without notice unless there shall be present at least one-half of the whole number of the members of the Council.

[end of Meeting Procedure Rules]

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REPORT OF THE APPOINTMENT COMMITTEE

A.   APPOINTMENT OF CHIEF EXECUTIVE AND HEAD OF PAID SERVICE

Introduction

1.   The purpose of this report is to seek approval for the appointment of Jane Moore to the role of Chief Executive and Head of Paid Services with remuneration at Grade 22, spinal column point 71 of the Leicestershire County Council Salary Scale 2025-36

Background

2.   This role has arisen following the decision of the County Council's current Chief Executive, John Sinnott, to retire.

3.   Under Section 4 of the Local Government and Housing Act 1989 (as amended) the Council has a legal duty to appoint one of its officers as Head of Paid Service. Under the County Council's Constitution this role is performed by the Chief Executive. The Local Authorities (Standing Orders) (England) Regulations 2001 and the Council's Constitution require the full Council to approve the appointment of the Chief Executive.

4.   The Council also has a statutory duty to appoint an Electoral Registration Officer and Returning Officer in accordance with Section 5(7) of the Local Government and Housing Act 1989 and Sections 8, 35 and 52 of the Representation of the People Act 1983 respectively. The new Chief Executive will be appointed to these positions as well.

5.   In accordance with the County Council's Officer Employment Procedure Rules, a politically balanced subcommittee, containing at least one member of the Cabinet, was established to undertake the recruitment. The subcommittee comprised the following members:

   Mr D Harrison CC (Chairman of the Appointment Committee)
   Mr K Crook CC
   Mr J Poland CC
   Mr M Mullaney CC
   Mrs D Taylor CC

6.   The Appointment Committee met in September to agree the process for recruiting a Chief Executive. At that meeting, the Committee agreed that the position of Chief Executive would be advertised as a permanent role, recognising the need to appoint an individual would provide stability to the organisation during a significant leadership change and period of longer term uncertainty caused by local government reorganisation.

7. The role was advertised externally with the support of Starfish Search, recruitment consultants, and a thorough and comprehensive recruitment process was carried out.

8. A subsequent meeting of the Appointment Committee took place on 29 October for the longlisting of candidates. All longlisted candidates were invited to participate in preliminary technical interviews. A recommendation was then made to the Appointment Committee on 10 November and the Committee determined which candidates were shortlisted for interview.

9. Interviews took place on 19 and 20 November. This was a thorough process which involved meeting with four panels as follows:
    External Stakeholders
    Chief Officers
    Staff
    Appointment Committee members (informal discussion on 19 November, formal interview on 20 November)

10. The Appointment Committee put forward Jane Moore, current Director of Children and Family Services, as the preferred candidate to be the Council's new Chief Executive.

11. One of Jane's key achievements has been successfully leading children's services to its Outstanding Ofsted rating last year. She will bring this experience and ambition to her leadership of the whole council.

12. The Officer Employment Procedure Rules require that the appointment of the Head of Paid Services has to be made by the full County Council following the recommendation from the Appointment Committee.

Consultation

13. The Officer Employment Procedure Rules require the Chief Executive to give all executive members the opportunity to object to the proposed recommendation before an offer of appointment can be made. All members of the Cabinet have been notified and no objections were received.

Resource Implications

14. The Chief Executive's salary will be met from existing resources.

Equality Implications

15. There are no equality and implications arising from the recommendations in this report.

Human Rights Implications

16. There are no human rights implications arising from the recommendations in this report.

(Motion to be moved: -

(a)That Jane Moore be appointed Chief Executive and Head of Paid Service with effect from 4 December 2025, with remuneration at Grade 22, spinal column point 71, of the Leicestershire County Council Salary Scale 2025-26;

(b)That Jane Moore be appointed as Electoral Registration Officer and Returning Officer with effect from 4 December 2025.)

20 November 2025   **Mr D Harrison CC**
Chairman of the
Appointment Committee

Background Papers

The County Council's Constitution

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