

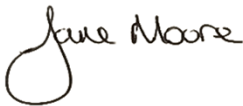


DATE: 5 May 2026  
MY REF: RW/CCouncil  
PLEASE ASK FOR: Mrs. R. Whitelaw  
DIRECT DIALLING: (0116) 305 6098  
E-MAIL: [rosemary.whitelaw@leics.gov.uk](mailto:rosemary.whitelaw@leics.gov.uk)

Dear Sir/Madam

I summon you to the MEETING of the LEICESTERSHIRE COUNTY COUNCIL to be held at COUNTY HALL, GLENFIELD on WEDNESDAY, 13 MAY 2026 at 2.30 p.m. for the transaction of the business set out in the agenda below.

Yours faithfully



**Chief Executive**

### AGENDA

1. To elect a Chairman
2. To elect a Vice Chairman
3. Chairman's Announcements.
4. To receive the report of the Returning Officer. (Pages 5 - 6)
5. To confirm the minutes of the meeting of the Council held on 18 February 2026. (Pages 7 - 34)
6. To receive declarations by members of interests in respect of items on this agenda.
7. To answer questions asked under Standing Order 7(1)(2) and (5).
8. To receive position statements under Standing Order 8.



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

9. Reports of the Cabinet.
  - (a) Youth Justice Plan 2026 - 2027. (Pages 35 - 70)
  - (b) Dates of Council meetings 2026/27 and 2027/28. (Pages 71 - 72)
10. Report of the Constitution Committee
  - (a) Review and Revision of the Constitution. (Pages 73 - 136)
11. To make appointments in accordance with item 11 of Standing Order 4:
  - (a) To appoint the Leader (and to note the members which the Leader proposes to appointment to the Cabinet);
  - (b) To appointment such Cabinet Support Members as the Council considers appropriate.
12. Political Balance and appointment in accordance with items 12 and 13 of Standing Order 4;
  - (a) Political Balance and allocation of Committee Seats - Report of the Monitoring Officer; (Pages 137 - 140)
  - (b) To appoint members of the Scrutiny Commission, Boards and Committees.
13. To consider the following notices of motion:
  - (a) Northern Ireland Troubles: Legacy, Accountability and Veterans - Mr. V. Richichi CC
    - (a) This Council notes that:
      1. The Northern Ireland Troubles (Legacy and Reconciliation) Act 2023 was enacted to address the legacy of the Troubles but was subsequently found by the courts to be incompatible with Convention rights under the Human Rights Act 1998, particularly in relation to its conditional immunity provisions and restrictions on access to justice.
      2. In response to those judgments, Parliament has approved the Northern Ireland Troubles (Legacy and Reconciliation) Act 2023 (Remedial) Order 2025, which removes the conditional immunity scheme from statute and lifts the statutory bar on new Troubles-related civil claims.
      3. The UK Government has introduced the Northern Ireland Troubles Bill, which is currently before

Parliament, to repeal and replace the 2023 Act in full and to establish a reformed framework for addressing legacy matters, including new investigatory and information-recovery arrangements.

4. Ministers have indicated that the Bill will be subject to substantial amendment during its Parliamentary passage, including amendments intended to strengthen safeguards for Operation Banner veterans who engage with legacy processes.

(b) This Council further believes that:

1. Legal certainty and fairness are essential to maintaining public confidence in the handling of legacy issues arising from the Troubles.
2. It is vital that any new legacy framework both:
  - protects the rights of victims and survivors to truth, information, and accountability, and
  - avoids the creation of renewed uncertainty, repeated investigations, or disproportionate adversarial processes for veterans and their families many decades after events occurred.
3. A durable and credible approach to legacy can command public confidence only if it is rights-compliant, proportionate, and developed with the meaningful involvement of victims' groups, Northern Ireland political parties, and representatives of the Armed Forces community.

(c) This Council therefore resolves to:

1. Write to the Secretary of State for Northern Ireland urging that the Northern Ireland Troubles Bill, as it proceeds through Parliament, delivers:
  - a balanced and rights-compliant legacy framework,
  - clear, statutory safeguards for veterans engaging with legacy mechanisms, and
  - non-adversarial processes that prioritise truth-recovery and information where criminal prosecution is neither realistic nor proportionate.
2. Write to the leaders of the main political parties represented in the House of Lords emphasising the importance of careful scrutiny of the Bill and its proposed amendments, particularly in relation to human rights compliance, veterans' protections, and long-term legal certainty.
3. Reaffirm this Council's commitment to the Armed Forces Covenant, including its responsibility to support those who have served and their families.

(b) Church Lane Bus Route (Whitwick) - Mr J Boam CC

(a) This Council notes that:

1. Arriva's Service 12 has operated along Church Lane, Whitwick since August 2025 as part of its commercial bus network.
2. While the service provides connectivity and is used by a number of passengers, some local residents have raised concerns regarding the operation of the service along Church Lane.
3. The Council has previously engaged with residents and the operator in relation to the routing and operation of the service.

(b) This Council believes that it is appropriate, where residents have raised ongoing concerns, for the Council to keep matters under review and ensure that engagement with the bus operator remains constructive and informed by evidence.

- (c) This Council resolves to request the Director of Environment and Transport to provide a written report to the Growth, Highways, Transport and Waste Overview and Scrutiny Committee within six months, setting out:
- Engagement undertaken with the bus operator in relation to the operation of Service 12 on Church Lane;
  - A review of the operation of the service, including consideration of relevant factors such as safety, punctuality and passenger usage; and
  - Any observations or recommendations arising from that review, within the Council's powers.

**COUNTY OF LEICESTERSHIRE****REPORT OF THE RETURNING OFFICER****ELECTION OF COUNTY COUNCILLOR FOR THE NARBOROUGH  
AND WHETSTONE ELECTORAL DIVISION – 16<sup>TH</sup> APRIL 2026**

To report that the person elected was as follows:

<b><u>Name</u></b>	<b><u>Description</u></b>
Dee North	Reform UK

**Jane Moore**  
**Returning Officer**

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**MINUTES OF THE MEETING OF THE LEICESTERSHIRE COUNTY COUNCIL  
HELD AT COUNTY HALL, GLENFIELD ON WEDNESDAY, 18 FEBRUARY  
2026**

**PRESENT**

Mr. P. Harrison CC (in the Chair)

Mr. C. Abbott CC, Mr. R. Bailey CC, Dr. J. Bloxham CC, Mr. J. Boam CC, Mr. M. Bools 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. B. Lovegrove 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. B. Piper CC, Mr J. Poland CC, Mr. C. Pugsley CC, Mr. V. Richichi CC, Mr. K. Robinson CC, Mrs B. Seaton CC, Mr. C. A. Smith CC, Mr. M. Squires CC, Mrs D. Taylor CC, Mr. A. Tilbury CC and Mr. C. Whitford CC

**49. CHAIRMAN'S ANNOUNCEMENTS.**

**Covid Day of Reflection**

Sunday 8<sup>th</sup> March would be the Covid Day of Reflection across the UK. This year marked six years since the pandemic began.

The Covid Day of Reflection gave the opportunity to remember those who had lost their lives since the pandemic began and to honour the tireless work and acts of kindness shown during this unprecedented time.

The Chairman thanked all staff across the County Council, the NHS, the emergency services and in communities who supported people during the pandemic. It was a time where many staff and communities worked together in ways never seen before to protect, support and help Leicestershire residents.

**Volunteers Award Evening**

On Tuesday 17<sup>th</sup> March the Chairman would be hosting a Volunteer Awards Evening at County Hall. He was looking forward to the event, which would allow him to say thank you and celebrate the work of volunteers in Leicestershire.

**50. MINUTES.**

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

“That the minutes of the meeting of the Council held on 3<sup>rd</sup> December 2025,

copies of which have been circulated to members, be taken as read, confirmed and signed.”

## **51. 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 who were members of district councils declared an other registrable interest in relation to the Medium Term Financial Strategy 2026/27 to 2029/30.

## **52. BUDGET REPORT OF THE CABINET:**

### **(a) Medium Term Financial Strategy 2026/27 - 2029/30.**

It was moved by Mr Fowler and seconded by Mr Harrison:

- “(a) That subject to the items below, and following changes arising from the Local Government Finance Settlement, approval be given to the Medium Term Financial Strategy (MTFS) which incorporates the recommended net revenue budget for 2026/27 totalling £616.1m as set out in the revised Appendices A, B and E of this report and includes the growth and savings for that year as set out in the revised Appendix C;
- (b) That the revised Appendices A, B, C and E be approved to reflect the changes in Revenue Support Grant, which reduces the use of reserves in 2026/27 and reduces the funding gap in 2027/28, and the allocation of £2.5m in the Service Investment Fund, as set out earlier in this supplementary report;
- (c) That approval be given to the projected provisional revenue budgets for 2027/28, 2028/29 and 2029/30, set out in revised Appendix B to the report, including the growth and savings for those years as set out in revised Appendix C, allowing the undertaking of preliminary work, including business case development, engagement and equality and human rights impact assessments, as may be necessary to achieve the savings specified for those years including savings under development, set out in Appendix D;
- (d) That each Chief Officer, in consultation with the Director of Corporate Resources and following consultation with the relevant Cabinet Lead Member(s), undertake preparatory work as considered appropriate to develop proposals and associated investment required to reduce the financial gap in all four years of the MTFS, to enable the Cabinet, subject to scrutiny processes, to consider a new multi-year transformation programme;
- (e) That approval be given to the early achievement of savings that are included in the MTFS, as may be necessary, along with associated investment costs, subject to the Director of Corporate Resources agreeing to funding being available;

- (f) That the level of the General Fund and earmarked reserves as set out in the revised Appendix K, to reflect the updates for the High Needs Deficit cover as set out earlier in this report, be noted and the planned use of those earmarked reserves as indicated in that appendix be approved;
- (g) That the risk assessment at paragraph 140 and the Director of Corporate Resources assurance statement at paragraph 155 be noted;
- (h) That the recommended Council Tax increase of 2.99% for 2026/27 and the resulting precept be approved;
- (i) That the Chief Executive be authorised to issue the necessary precepts to billing authorities in accordance with (g) above and the tax base notified by the District Councils, and to take any other action which may be necessary to give effect to the precepts;
- (j) That approval be given to the 2026/27 to 2029/30 capital programme, totalling £501m, as set out in Appendix F;
- (k) That the Director of Corporate Resources following consultation with the Cabinet Lead Member for Resources be authorised to approve new capital schemes and revenue spend to save schemes, including revenue costs associated with their delivery, shown as future developments in the capital programme, to be funded from funding available;
- (l) That the financial indicators required under the Prudential Code included in Appendix N, Annex 2 be noted and that the following limits be approved:

	2026/2 7 £m	2027/2 8 £m	2028/2 9 £m	2029/3 0 £m
Operational boundary for external debt				
i) Borrowing	194	200	225	255
ii) Other long term liabilities	1	1	1	1
TOTAL	195	201	226	256
Authorised limit for external debt				
i) Borrowing	204	210	235	265
ii) Other long term liabilities	1	1	1	1
TOTAL	205	211	236	266

- (m) That the Director of Corporate Resources be authorised to effect movement within the authorised limit for external debt between borrowing and other long-term liabilities;
- (n) That the following borrowing limits be approved for the period 2026/27 to 2029/30:
- (i) Maturity of borrowing:

	<u>Upper Limit</u>	<u>Lower Limit</u>
	%	%
Under 12 months	30	0
12 months and within 24 months	30	0
24 months and within 5 years	50	0
5 years and within 10 years	70	0
10 years and above	100	25

- (ii) An upper limit for principal sums invested for periods longer than 364 days is 25% of the portfolio.
- (o) That the Director of Corporate Resources be authorised to enter into such loans or undertake such arrangements as necessary to finance the capital programme, subject to the prudential limits in Appendix N;
- (p) That the Treasury Management Strategy Statement and the Annual Investment Strategy for 2026/27, as set out in Appendix N, be approved including:
- (i) The Treasury Management Policy Statement, Appendix N; Annex 4;
- (ii) The Annual Statement of the Annual Minimum Revenue Provision as set out in Appendix N, Annex 1;
- (q) That the Capital Strategy (Appendix G), Investing in Leicestershire Programme Strategy (Appendix H), Risk Management Policy and Strategy (Appendix I), Earmarked Reserves Policy (Appendix J) and Insurance Policy (Appendix L) be approved;
- (r) That it be noted that the Leicester and Leicestershire Business Rate Pool has been revoked for 2026/27;
- (s) That the Leicestershire School Funding Formula is subject to capping and scaling and continues to reflect the National Funding Formula for 2026/27;
- (t) That delegated authority be given to the Director of Children and Family Services, following consultation with the Cabinet Lead Member for Children and Family Services, to agree *the funding rates for early years providers for 2026/27.*

An amendment was moved by Mrs Taylor and seconded by Mr King:

- “1. That paragraph (a), (b), (e), (f) and (i) of the motion be amended to read as follows:
- (a) That subject to the items below, approval be given to the Medium Term Financial Strategy (MTFS) which incorporates the recommended net revenue budget for 2026/27 totalling £616.1m as set out in the amended Appendices A, B and E of this report and includes the growth and savings for that year as set out in Appendix C, as amended by paragraph (a) (i) and (ii) below;

- (b) That approval be given to the projected provisional revenue budgets for 2027/28, 2028/29 and 2029/30, set out in the amended Appendix B to the report, including the growth and savings for those years as set out in Appendix C, allowing the undertaking of preliminary work, including business case development, engagement and equality and human rights impact assessments, as may be necessary to achieve the savings specified for those years including savings under development, set out in Appendix D, as amended by paragraph (a) (i) and (ii) below;
- (e) That the level of the General Fund and earmarked reserves as set out in the amended Appendix K be noted and the planned use of those earmarked reserves as indicated in that appendix be approved, as amended by paragraph (a) (i) and (ii) below;
- (f) That the risk assessment at paragraph 140 and the Director of Corporate Resources assurance statement at paragraph 155 be noted, as amended by paragraph (a) (iii) below;
- (i) That approval be given to the 2026/27 to 2029/30 capital programme, totalling £501m, as set out in Appendix F, as amended by paragraph (a) (i) and (ii) below;
2. That the following be added after paragraph (a) of the motion:-
- (a) (i) That the list of growth and savings proposals as set out in Appendix C; the Capital Programme as set out in Appendix F and the Earmarked Reserves as set out in Appendix K of the report be amended as follows:

	2026/27 £000s	2027/28 £000s	2028/29 £000s	2030/31 £000s
<b>TABLE A</b>				
<u>Additional Service Growth</u>				
NEW Parking Enforcement – Feasibility and Model Development	20	0	0	0
Full investigation into establishing a centralised Parking Enforcement Model coordinated by Leicestershire County Council. This funding will support: <ul style="list-style-type: none"> <li>• A feasibility study assessing operational, financial, and legal implications of moving to a centralised enforcement model.</li> <li>• An options appraisal comparing the current approach to an alternative centrally led approach</li> <li>• Engagement with districts and key partners on governance, accountability, and implementation requirements.</li> <li>• Identification of potential efficiencies, income generation, and improvements in consistency and compliance.</li> </ul> A centralised enforcement approach may provide improved consistency, more effective use of technology, streamlined administration, more				

coverage, extended operation, and potential cost efficiencies. This initial investment enables the Council to fully assess the model before making any long-term budgetary commitments.

### TABLE B

NEW Development of a Residents' App for Highways Reporting	10	0	0	0
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Investigation into a Residents' Mobile App that enables the public to easily report potholes and other highway issues whilst on the go.

This funding will support investigation of:

- Scoping and estimated uptake of a user-friendly mobile App (iOS and Android).
- Integration with existing highways reporting systems to streamline workflows and reduce duplication.
- Improved GPS-based reporting to enhance accuracy and speed of defect identification.
- Accessibility and compliance requirements.

A dedicated App will improve public reporting, enhance real-time visibility of highways defects, and reduce delays in identifying and triaging potholes and other issues. The investment will support digital transformation and improve customer experience.

### TABLE C

NEW Investment in Innovative Technology for Road Maintenance (Automated Road Inspection)	50	0	0	0
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Explore and pilot innovative automated highway technology to drive efficiencies across highway services such as improving the accuracy, efficiency, and speed of identifying defects on the highway and the wider network.

This funding will support:

- A feasibility study into a wide range of potential new technology that could improve efficiency such as automated road-inspection tools (e.g., AI-enabled cameras, sensor-based systems, dashboard-mounted scanning equipment).
- Trials of suitable technologies to assess accuracy in detecting potholes, cracking, surface wear, and other defects on the wider network.
- Evaluation of integration with existing asset-management systems.
- Cost-benefit analysis comparing automated inspection with current manual survey methods.
- Engagement with technology providers and neighbouring authorities to identify best practice.

Automated road-inspection technology offers the potential to:

- Improve the consistency and reliability of condition assessments;
- Identify defects earlier, preventing deterioration;
- Reduce manual workload;

- Provide real-time data to support proactive maintenance planning. This investment will allow the Council to explore innovative, data-driven approaches to maintaining the highway network and ensure the most efficient use of future maintenance budgets
- Potential long-term savings include more efficient highway services such as reduced manual inspection costs and earlier identification of defects, preventing more expensive repairs.

**TABLE D**

NEW Councillor Grit Bin Funding Pot	30	0	0	0
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Each County Councillor may apply for funding from this pot to install grit bins within their division, subject to meeting the Council's existing location and eligibility criteria for grit bin placement.

This fund will support:

- The purchase and installation of new grit bins.
- Initial stocking of new grit bins
- Improved winter resilience at local, community-identified priority locations.

Providing a dedicated funding pot gives councillors flexibility to address local winter safety needs, supports community resilience, and ensures that grit bins are installed only where they meet the Council's established criteria, ensuring fairness and consistency across the county.

Currently Parish/town or district councils can apply for a grit bin and pay for the installation

**TABLE E**

NEW Additional Resources for Gulley Cleaning to Prevent Flooding	400	0	0	0
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To strengthen the Highways Gulley Cleaning Programme and drainage works, in order to reduce surface-water flooding, improve drainage performance, and enhance winter and storm resilience.

This additional funding will support:

- Targeted interventions in areas with repeated resident reports or known historic flooding issues.
- Improved mapping and data capture to support proactive drainage maintenance.
- Repairing culverts
- Addressing other defects arising from surveys

Flooding is one of the most frequent causes of highway disruption and resident complaints. Increasing investment in proactive gulley maintenance and drainage repairs reduces emergency callouts, protects road surfaces, improves road safety, and provides visible, community-focused benefits.

This funding will allow the Council to act ahead of severe weather events and manage drainage assets more effectively.

**Additional Capital Expenditure****TABLE F**

Increased Funding for Footpath Maintenance to Prevent Trips and Falls	3,000	0	0	0
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To significantly enhance the Footpath Maintenance Programme, with a focus on preventing trips, falls, injuries, and mobility barriers for residents.

This investment will support:

- Accelerated repairs to damaged, uneven, or deteriorating footways across the county.
- Targeted upgrades in areas with high pedestrian use, including routes near schools, care homes, community centres, and health facilities.
- Reduced backlog of reported defects, improving safety and accessibility for all users, including older residents and those with mobility impairments.
- Proactive maintenance to prevent more costly structural failures caused by weathering, tree-root intrusion, and drainage issues.

Improved monitoring and prioritisation processes to ensure timely intervention in high-risk locations.

Whilst this is a capital enhancement, it is expected to reduce future revenue pressures by lowering reactive maintenance costs and claims relating to slips, trips, and falls.

Footpath condition is one of the most frequent and visible concerns raised by residents. Poorly maintained footways present a direct safety risk, particularly for older people, wheelchair users, visually impaired residents, and families with pushchairs.

Strengthening footpath maintenance:

- Reduces avoidable injuries;
- Improves community confidence;
- Supports active travel ambitions;
- Enhances the overall appearance and usability of local streets.

A £3 million investment provides a substantial uplift that will deliver noticeable improvements countywide.

#### Other Changes

Bank & Other interest				
<b>TABLE A</b>	0.4	0.7	1.2	1.2
<b>TABLE B</b>	0.2	0.4	0.6	0.6
<b>TABLE C</b>	0.9	1.8	3.0	3.0
<b>TABLE D</b>	0.5	1.1	1.8	1.8
<b>TABLE E</b>	7.0	14.0	24.0	24.0
<b>TABLE F</b>	52.5	105.0	180.0	180.0

liLP reduction below removes the requirement to repay borrowing through MRP, but the interest implications from a reduction in cash balances needs to be reflected, as the balances would only be spent if the expected return justified it.

Assumes mid-year expenditure for 2026/27, reduction in cash balances for first 2-years (3.5%) and borrowing for years 3&4 (6%).

<b>Total Cost Increase</b>	3,571.5	123.0	210.6	210.6
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(a) (ii) that the Total Cost Increase above be met from

	<b>2026/27</b>	<b>2027/28</b>	<b>2028/29</b>	<b>2030/31</b>
	<b>£000s</b>	<b>£000s</b>	<b>£000s</b>	<b>£000s</b>
<b>Reduced Capital Expenditure</b>				
Investing in Leicestershire Programme	(3,510)	0	0	0
<b>TABLE A</b>	(20)	0	0	0
<b>TABLE B</b>	(10)	0	0	0
<b>TABLE C</b>	(50)	0	0	0

<b>TABLE D</b>	(30)	0	0	0
<b>TABLE E</b>	(400)	0	0	0
<b>TABLE F</b>	(3,000)	0	0	0
A one-off allocation to be drawn from the unallocated reserves in the 'Investing in Leicestershire Programme' (liLP) fund for invest to save projects.				
<u>Increased Savings/Income</u>				
<b>TABLE E</b>				
NEW Removal of Chairman's Council Lunch Allowance	(1.5)	(1.5)	(1.5)	(1.5)
The removal of this allowance provides a modest but appropriate saving, reflecting a commitment to directing funds towards frontline priorities and ensuring public money is spent where it delivers the greatest value for residents				
NEW Removal of Printed Copies of Leicestershire Matters and Transition to Digital-Only Publication	(60.0)	(120.0)	(120.0)	(120.0)
<b>TABLE A</b>	(0.4)	0	0	0
<b>TABLE B</b>	(0.2)	0	0	0
<b>TABLE C</b>	(0.9)	(1.4)	0	0
<b>TABLE D</b>	(0.5)	(1.1)	0	0
<b>TABLE E</b>	(5.5)	(12.5)	(12.5)	(12.5)
<b>TABLE F</b>	(52.5)	(105.0)	(107.5)	(107.5)
This change reflects: <ul style="list-style-type: none"> <li>the increasing shift towards digital communication across the sector,</li> <li>the need to prioritise essential services during a period of severe financial pressure, and</li> <li>the Council's environmental and carbon reduction commitments.</li> </ul> A digital-only model will allow continued communication with residents at significantly lower cost, using the Council's website, email bulletins, and social media channels.				
<b>Total Cost Reduction</b>	(3,571.5)	(121.5)	(121.5)	(121.5)

#### Summary

	<b>2026/27 £000s</b>	<b>2027/28 £000s</b>	<b>2028/29 £000s</b>	<b>2030/31 £000s</b>
<b>Total Cost Increase</b>	3,571.5	123.0	210.6	210.6
<b>Total Cost Reduction</b>	(3,571.5)	(121.5)	(121.5)	(121.5)
<b>Net Change Total</b>	0.0	1.5	89.1	89.1
<b>TABLE A</b>	0.0	0.7	1.2	1.2
<b>TABLE B</b>	0.0	0.4	0.6	0.6
<b>TABLE C</b>	0.0	0.4	3.0	3.0
<b>TABLE D</b>	0.0	0.0	1.8	1.8
<b>TABLE E</b>	0.0	0.0	10.0	10.0
<b>TABLE F</b>	0.0	0.0	72.5	72.5
<b>Revised Budget Gap</b>	15,372	34,152	57,243	84,628

- (a) (iii) that the following changes are made to the "Robustness of Estimates and Adequacy of Reserves" section of the budget report

<b>Robustness of Estimates and Adequacy of Reserves</b>
---------------------------------------------------------

<p>The proposed expenditure increases are small investigations or “cash-capped” investments, so do not alter my view of the robustness of estimates contained in the Council report.</p>
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<p>However, with significant activity already being planned for next year it will be important to prioritise to ensure value for money. The service would benefit from flexibility in the timing of spending the £3million for footpaths maintenance, for example to ensure that it can be co-ordinated with other jobs and accommodate weather conditions.</p>
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<p>The shortfall in funding of the proposals has a small detrimental impact on the long-term financial position of the County Council, increasing the savings requirement. My recommendation will always be that whilst a financial gap is present discretionary expenditure should be minimised.</p>
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<p>However, the position is still better than before the settlement, so my view on the robustness of estimates is unchanged.</p>
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- (a) (iv) that the Revenue Budget Summaries in Appendix A, B and E also be amended to reflect the above changes.”

The Chairman indicated that a named vote would be recorded, as required by Government Regulations. At the request of Mrs Taylor, there would be a named vote recorded for each of the six proposals being put forward in the amendment.

The vote was recorded as follows:

**Table A – Parking Enforcement – Feasibility and Model Development**

For the amendment

Mr Bailey, Mrs Bottomley, Mr Bradshaw, Mr Chapman, Ms Gray, Mr Grimley, Mr King, Mr Lovegrove, Mr Melen, Mr Miah, Mr. O’Shea, Mr Orson, Mr Page, Mrs Page, Mr Poland, Mrs Seaton, Mr Smith, Mrs Taylor.

Against the amendment

Mr Abbott, Dr Bloxham, Mr Boam, Miss Butler, Mr Charlesworth, Mr Cooke, Mr Crook, Mrs Danks, Mr England, Mr Fowler, Mr Hamilton-Gray, Mr D Harrison, Mr P Harrison, Mr Innes, Mrs Knight, Mr McDonald, Mr Morris, Mr Piper, Mr Pugsley, Mr Richichi, Mr Robinson, Mr Squires, Mr Tilbury, Mr Whitford.

Abstentions

Mr Bools, Mr Bray, Mrs Broadley, Mr Durrani, Mr Galton, Mr Gamble, Dr Hill, Mr Holt, Mr Mullaney, Mrs Pendlebury.

The proposal set out in Table A was not carried, with 18 members voting for the amendment and 24 voting against. 10 members abstained.

**Table B – Development of a Residents’ App for Highways Reporting**

For the amendment

Mr Bailey, Mrs Bottomley, Mr Bradshaw, Mr Chapman, Ms Gray, Mr Grimley, Mr King, Mr Lovegrove, Mr Melen, Mr Miah, Mr. O'Shea, Mr Orson, Mr Page, Mrs Page, Mr Poland, Mrs Seaton, Mr Smith, Mrs Taylor.

Against the amendment

Mr Abbott, Dr Bloxham, Mr Boam, Miss Butler, Mr Charlesworth, Mr Cooke, Mr Crook, Mrs Danks, Mr Durrani, Mr England, Mr Fowler, Mr Hamilton-Gray, Mr D Harrison, Mr P Harrison, Mr Innes, Mrs Knight, Mr McDonald, Mr Morris, Mr Piper, Mr Pugsley, Mr Richichi, Mr Robinson, Mr Squires, Mr Tilbury, Mr Whitford.

Abstentions

Mr Bools, Mr Bray, Mrs Broadley, Mr Galton, Mr Gamble, Dr Hill, Mr Holt, Mr Mullaney, Mrs Pendlebury.

The proposal set out in Table B was not carried, with 18 members voting for the amendment and 25 voting against. 9 members abstained.

### **Table C – Investment in Innovative Technology for Road Maintenance (Automated Road Inspection)**

For the amendment

Mr Bailey, Mrs Bottomley, Mr Bradshaw, Mr Chapman, Ms Gray, Mr Grimley, Mr King, Mr Lovegrove, Mr Melen, Mr Miah, Mr. O'Shea, Mr Orson, Mr Page, Mrs Page, Mr Poland, Mrs Seaton, Mr Smith, Mrs Taylor.

Against the amendment

Mr Abbott, Dr Bloxham, Mr Boam, Miss Butler, Mr Charlesworth, Mr Cooke, Mr Crook, Mrs Danks, Mr England, Mr Fowler, Mr Hamilton-Gray, Mr D Harrison, Mr P Harrison, Mr Innes, Mrs Knight, Mr McDonald, Mr Morris, Mr Piper, Mr Pugsley, Mr Richichi, Mr Robinson, Mr Squires, Mr Tilbury, Mr Whitford.

Abstentions

Mr Bools, Mr Bray, Mrs Broadley, Mr Durrani, Mr Galton, Mr Gamble, Dr Hill, Mr Holt, Mr Mullaney, Mrs Pendlebury.

The proposal set out in Table C was not carried, with 18 members voting for the amendment and 24 voting against. 10 members abstained.

### **Table D – Councillor Grit Bin Funding Put**

For the amendment

Mr Bailey, Mrs Bottomley, Mr Bradshaw, Mr Chapman, Mr Charlesworth, Ms Gray, Mr Grimley, Mr King, Mr Lovegrove, Mr Melen, Mr Miah, Mr. O'Shea,

Mr Orson, Mr Page, Mrs Page, Mr Poland, Mrs Seaton, Mr Smith, Mrs Taylor.

Against the amendment

Mr Abbott, Dr Bloxham, Mr Boam, Miss Butler, Mr Cooke, Mr Crook, Mrs Danks, Mr England, Mr Fowler, Mr Hamilton-Gray, Mr D Harrison, Mr P Harrison, Mr Innes, Mrs Knight, Mr McDonald, Mr Morris, Mr Piper, Mr Pugsley, Mr Richichi, Mr Robinson, Mr Squires, Mr Tilbury, Mr Whitford.

Abstentions

Mr Bools, Mr Bray, Mrs Broadley, Mr Durrani, Mr Galton, Mr Gamble, Dr Hill, Mr Holt, Mr Mullaney, Mrs Pendlebury.

The proposal set out in Table D was not carried, with 19 members voting for the amendment and 23 voting against. 10 members abstained.

**Table E – Additional Resources for Gulley Cleaning to Prevent Flooding**

For the amendment

Mr Bailey, Mrs Bottomley, Mr Bradshaw, Mr Chapman, Mr Charlesworth, Ms Gray, Mr Grimley, Mr King, Mr Lovegrove, Mr Melen, Mr Miah, Mr. O’Shea, Mr Orson, Mr Page, Mrs Page, Mr Poland, Mrs Seaton, Mr Smith, Mrs Taylor.

Against the amendment

Mr Abbott, Dr Bloxham, Mr Boam, Miss Butler, Mr Cooke, Mr Crook, Mrs Danks, Mr England, Mr Fowler, Mr Hamilton-Gray, Mr D Harrison, Mr P Harrison, Mr Innes, Mrs Knight, Mr McDonald, Mr Morris, Mr Piper, Mr Pugsley, Mr Richichi, Mr Robinson, Mr Squires, Mr Tilbury, Mr Whitford.

Abstentions

Mr Bools, Mr Bray, Mrs Broadley, Mr Durrani, Mr Galton, Mr Gamble, Dr Hill, Mr Holt, Mr Mullaney, Mrs Pendlebury.

The proposal set out in Table E was not carried, with 19 members voting for the amendment and 23 voting against. 10 members abstained.

**Table F – Increased Funding for Footpath Maintenance to Prevent Trips and Falls**

For the amendment

Mr Bailey, Mrs Bottomley, Mr Bradshaw, Mr Chapman, Mr Charlesworth, Ms Gray, Mr Grimley, Mr King, Mr Lovegrove, Mr Melen, Mr Miah, Mr. O’Shea, Mr Orson, Mr Page, Mrs Page, Mr Poland, Mrs Seaton, Mr Smith, Mrs Taylor.

Against the amendment

Mr Abbott, Dr Bloxham, Mr Boam, Miss Butler, Mr Cooke, Mr Crook, Mrs Danks, Mr England, Mr Fowler, Mr Hamilton-Gray, Mr D Harrison, Mr P

Harrison, Mr Innes, Mrs Knight, Mr McDonald, Mr Morris, Mr Piper, Mr Pugsley, Mr Richichi, Mr Robinson, Mr Squires, Mr Tilbury, Mr Whitford.

### Abstentions

Mr Bools, Mr Bray, Mrs Broadley, Mr Durrani, Mr Galton, Mr Gamble, Dr Hill, Mr Holt, Mr Mullaney, Mrs Pendlebury.

The proposal set out in Table F was not carried, with 19 members voting for the amendment and 23 voting against. 10 members abstained.

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

“That the meeting be adjourned for 30 minutes.”

*[The meeting adjourned at 3.10pm. The adjournment was subsequently extended by the Chairman with the consent of the Council and the meeting reconvened at 4.10pm]*

Mr Mullaney then sought and obtained the consent of the Council to move an altered amendment.

It was moved by Mr Mullaney and seconded by Mr Galton:

- “1. That paragraphs (a), (b), (e), (f) and (i) of the motion be amended to read as follows:
  - “(a) That subject to the items below, approval be given to the Medium Term Financial Strategy (MTFS) which incorporates the recommended net revenue budget for 2026/27 totalling £616.1m as set out in the amended Appendices A, B and E of this report and includes the growth and savings for that year as set out in Appendix C, as amended by paragraph (a) (i) and (ii) below;”
  - “(b) That approval be given to the projected provisional revenue budgets for 2027/28, 2028/29 and 2029/30, set out in the amended Appendix B to the report, including the growth and savings for those years as set out in Appendix C, allowing the undertaking of preliminary work, including business case development, engagement and equality and human rights impact assessments, as may be necessary to achieve the savings specified for those years including savings under development, set out in Appendix D, as amended by paragraph (a) (i) and (ii) below;
  - “(e) That the level of the General Fund and earmarked reserves as set out in the amended Appendix K be noted and the planned use of those earmarked reserves as indicated in that appendix be approved;
  - “(f) That the risk assessment at paragraph 140 and the Director of Corporate Resources assurance statement at paragraph 155 be noted, as amended by paragraph (a) (iii) below;”

- (i) That approval be given to the 2026/27 to 2029/30 capital programme, totalling £501m, as set out in Appendix F;

2. That the following be added after paragraph (a) of the motion:-

- “(a) (i) That the list of growth and savings proposals as set out in Appendix C be amended as follows:

	2026/27 £000s	2027/28 £000s	2028/29 £000s	2030/31 £000s
<b>Additional Service Growth</b>				
NEW Additional investment in public bus subsidies	120	120	0	0
NEW Additional environmental maintenance	300	300	0	0
1 x Weed spraying county wide - £60,000 for 2-years 1 x Visibility grass cut (urban and rural) - £80,000 for 2-years £160,000 additional footpath maintenance for 2-years				
NEW Grit Bin 50% discount	5	5		
Discount applies to the purchase, installation and initial provision of grit. For parish and district councils. Applications open from county councillors. For requests to be eligible they would need to meet the Council's established criteria and be made by parish/town or district councils. A partial discount ensures that bin requests are focused on the locations most in need.				
<b>Total Cost Increase</b>	425	425	0	0

- “(a) (ii) that the Total Cost Increase above be met from

	2026/27 £000s	2027/28 £000s	2028/29 £000s	2030/31 £000s
<b>Increased Savings/Income</b>				
<b>Other Changes (Finance to Complete)</b>				
Budget – Service Investment Fund	(425)	(425)		
<b>Total Cost Reduction</b>	(425)	(425)		

### Summary

	2026/27 £000s	2027/28 £000s	2028/29 £000s	2030/31 £000s
<b>Total Cost Increase</b>	425	425		
<b>Total Cost Reduction</b>	(425)	(425)		
<b>Net Change</b>	0	0	0	0
<b>Revised Budget Gap</b>	No Change	No Change	No Change	No Change

“(a) (iii) that the following changes are made to the “Robustness of Estimates and Adequacy of Reserves” section of the budget report

<u>Robustness of Estimates and Adequacy of Reserves</u>
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<p>The proposed expenditure increases are funded by redirection of existing budgets and there is no change to the budget gap or reserve balances over the 4-year period. On this basis the amendments do not alter my view of the robustness of estimates contained in the Council report.</p>
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<p>My recommendation will always be that whilst a financial gap is present discretionary expenditure should be minimised, and any savings should be directed to reduce the use of reserves needed to balance the budget.</p>
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<p>However, the position is still better than before the settlement, so my view on the robustness of estimates and level of reserves is unchanged.</p>
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“(a) (iv) that the Revenue Budget Summaries in Appendix A, B and E also be amended to reflect the above changes.”

The Chairman indicated that a named vote would be recorded, as required by Government Regulations.

The vote was recorded as follows:

For the amendment

Mr Abbott, Mr Bailey, Dr Bloxham, Mr Boam, Mr Bools, 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 Gamble, Ms Gray, Mr Grimley, Mr Hamilton-Gray, Mr D Harrison, Mr P Harrison, Dr Hill, Mr Holt, Mr Innes, Mr King, Mrs Knight, Mr Lovegrove, Mr McDonald, Mr Melen, Mr Miah, Mr Morris, Mr Mullaney, Mr O’Shea, Mr Orson, Mr Page, Mrs Page, Mrs Pendlebury, Mr Piper, Mr Poland, Mr Pugsley, Mr Richichi, Mr Robinson, Mrs Seaton, Mr Smith, Mr Squires, Mrs Taylor, Mr Tilbury, Mr Whitford.

The amendment was carried, with 52 members voting for the amendment and no members voting against.

The substantive motion, as set out below, was then put to the vote.

“(a) That subject to the items below, and following changes arising from the Local Government Finance Settlement, approval be given to the Medium Term Financial Strategy (MTFS) which incorporates the recommended net revenue budget for 2026/27 totalling £616.1m as set out in the revised Appendices A, B and E of this report and includes the growth and savings for that year as set out in the revised Appendix C, as amended by paragraph (a) (i) and (ii) below;

(i) That the list of growth and savings proposals as set out in Appendix C be amended as follows:

	2026/27 £000s	2027/28 £000s	2028/29 £000s	2029/30 £000s
<b>Additional Service Growth</b>				
NEW Additional investment in public bus subsidies	120	120	0	0
NEW Additional environmental maintenance	300	300	0	0
1 x Weed spraying county wide - £60,000 for 2-years 1 x Visibility grass cut (urban and rural) - £80,000 for 2-years £160,000 additional footpath maintenance for 2-years				
NEW Grit Bin 50% discount	5	5		
Discount applies to the purchase, installation and initial provision of grit. For parish and district councils. Applications open from county councillors. For requests to be eligible they would need to meet the Council's established criteria and be made by parish/town or district councils. A partial discount ensures that bin requests are focused on the locations most in need.				
<b>Total Cost Increase</b>	425	425	0	0

(ii) that the Total Cost Increase above be met from the Service Investment Fund;

(iii) that the following addition is made to the "Robustness of Estimates and Adequacy of Reserves" section of the budget report:

Robustness of Estimates and Adequacy of Reserves

The expenditure increases are funded by redirection of existing budgets and there is no change to the budget gap or reserve balances over the 4-year period. On this basis the amendments do not alter my view of the robustness of estimates contained in the Council report.  
My recommendation will always be that whilst a financial gap is present discretionary expenditure should be minimised, and any savings should be directed to reduce the use of reserves needed to balance the budget. However, the position is still better than before the settlement, so my view on the robustness of estimates and level of reserves is unchanged.

- (b) That it be noted that the revised Appendices A, B, C and E reflect the changes in Revenue Support Grant, which reduces the use of reserves in 2026/27 and reduces the funding gap in 2027/28, and the allocation of £2.5m in the Service Investment Fund, as set out earlier in this supplementary report and as amended by paragraphs (a) (i) and (ii) above;
- (c) That approval be given to the projected provisional revenue budgets for 2027/28, 2028/29 and 2029/30, set out in revised Appendix B to the report, including the growth and savings for those years as set out in

revised Appendix C, allowing the undertaking of preliminary work, including business case development, engagement and equality and human rights impact assessments, as may be necessary to achieve the savings specified for those years including savings under development, set out in Appendix D, as amended by paragraph (a) (i) and (ii) above;

- (d) That each Chief Officer, in consultation with the Director of Corporate Resources and following consultation with the relevant Cabinet Lead Member(s), undertake preparatory work as considered appropriate to develop proposals and associated investment required to reduce the financial gap in all four years of the MTFs, to enable the Cabinet, subject to scrutiny processes, to consider a new multi-year transformation programme;
- (e) That approval be given to the early achievement of savings that are included in the MTFs, as may be necessary, along with associated investment costs, subject to the Director of Corporate Resources agreeing to funding being available;
- (f) That the level of the General Fund and earmarked reserves as set out in the revised Appendix K, to reflect the updates for the High Needs Deficit cover as set out earlier in this report, be noted and the planned use of those earmarked reserves as indicated in that appendix be approved;
- (g) That the risk assessment at paragraph 140 and the Director of Corporate Resources assurance statement at paragraph 155 be noted, as amended by paragraph (a) (iii) above;
- (h) That the recommended Council Tax increase of 2.99% for 2026/27 and the resulting precept be approved;
- (i) That the Chief Executive be authorised to issue the necessary precepts to billing authorities in accordance with (g) above and the tax base notified by the District Councils, and to take any other action which may be necessary to give effect to the precepts;
- (j) That approval be given to the 2026/27 to 2029/30 capital programme, totalling £501m, as set out in Appendix F;
- (k) That the Director of Corporate Resources following consultation with the Cabinet Lead Member for Resources be authorised to approve new capital schemes and revenue spend to save schemes, including revenue costs associated with their delivery, shown as future developments in the capital programme, to be funded from funding available;
- (l) That the financial indicators required under the Prudential Code included in Appendix N, Annex 2 be noted and that the following limits be approved:

	2026/27 £m	2027/28 £m	2028/29 £m	2029/30 £m
Operational boundary for external debt				
i) Borrowing	194	200	225	255
ii) Other long term liabilities	1	1	1	1
TOTAL	195	201	226	256
Authorised limit for external debt				
i) Borrowing	204	210	235	265
ii) Other long term liabilities	1	1	1	1
TOTAL	205	211	236	266

(m) That the Director of Corporate Resources be authorised to effect movement within the authorised limit for external debt between borrowing and other long-term liabilities;

(n) That the following borrowing limits be approved for the period 2026/27 to 2029/30:

(i) Maturity of borrowing:

	Upper Limit	Lower Limit
	%	%
Under 12 months	30	0
12 months and within 24 months	30	0
24 months and within 5 years	50	0
5 years and within 10 years	70	0
10 years and above	100	25

(ii) An upper limit for principal sums invested for periods longer than 364 days is 25% of the portfolio.

(o) That the Director of Corporate Resources be authorised to enter into such loans or undertake such arrangements as necessary to finance the capital programme, subject to the prudential limits in Appendix N;

(p) That the Treasury Management Strategy Statement and the Annual Investment Strategy for 2026/27, as set out in Appendix N, be approved including:

(iii) The Treasury Management Policy Statement, Appendix N; Annex 4;

(iv) The Annual Statement of the Annual Minimum Revenue Provision as set out in Appendix N, Annex 1;

(q) That the Capital Strategy (Appendix G), Investing in Leicestershire Programme Strategy (Appendix H), Risk Management Policy and Strategy (Appendix I), Earmarked Reserves Policy (Appendix J) and Insurance Policy (Appendix L) be approved;

- (r) That it be noted that the Leicester and Leicestershire Business Rate Pool has been revoked for 2026/27;
- (s) That the Leicestershire School Funding Formula is subject to capping and scaling and continues to reflect the National Funding Formula for 2026/27;
- (t) That delegated authority be given to the Director of Children and Family Services, following consultation with the Cabinet Lead Member for Children and Family Services, to agree the funding rates for early years providers for 2026/27."

The Chairman indicated that a named vote would be recorded, as required by Government Regulations.

The vote was recorded as follows:

For the substantive motion

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

Abstentions

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

The substantive motion was carried, with 39 members voting for the motion and 13 members abstaining.

**53. CHANGE TO THE ORDER OF BUSINESS.**

The Chairman sought and obtained the consent of the Council to vary the order of business from that set out on the agenda.

**54. TO CONSIDER THE FOLLOWING NOTICE OF MOTION:**

**(a) SEND Nurseries.**

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

- (a) That this County Council believes that the four pre-school nurseries currently supported by this County Council that serve children with Special Educational Needs in the County should continue to be supported;
- (b) That the Menphys Nurseries in Wigston and Sketchley Hill in Burbage

and the Oasis nursery in Melton Mowbray and the Lift Beacon in Loughborough provide essential educational support to some of the most vulnerable young children in Leicestershire;

- (c) That many parents have expressed their anguish at the news that the nurseries could close. They offer specialist focused teaching and expert care. To close them would mean the loss of an essential service in the County;
- (d) That this County Council believes that the four nurseries should continue to remain open and urges the County Council Cabinet to listen to the residents of Leicestershire and this Council and keep the nurseries open.”

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:

For the motion

Mr Bailey, Mr Bools, Mrs Bottomley, Mr Bradshaw, Mr Bray, Mrs Broadley, Mr Chapman, Mr Charlesworth, Mr Durrani, Mr Galton, Mr Gamble, Ms Gray, Mr Grimley, Dr Hill, Mr Holt, Mr King, Mr Lovegrove, Mr Melen, Mr Miah, Mr Mullaney, Mr O’Shea, Mr Orson, Mr Page, Mrs Page, Mrs Pendlebury, Mr Poland, Mrs Seaton, Mr Smith, Mrs Taylor

Abstentions

Mr Abbott, Dr Bloxham, Mr Boam, Mr Cooke, Mr Crook, Mrs Danks, Mr England, Mr Fowler, Mr Hamilton-Gray, Mr D Harrison, Mr P Harrison, Mr Innes, Mrs Knight, Mr Morris, Mr Piper, Mr Pugsley, Mr Richichi, Mr Robinson, Mr Squires, Mr Tilbury.

The motion was carried, with 29 voting in favour and 20 abstentions.

**55. QUESTIONS ASKED UNDER STANDING ORDER 7(1)(2) AND (5).**

There were no questions asked under Standing Order 7(1) (2) and (5).

**56. REPORT OF THE CONSTITUTION COMMITTEE.**

**(a) Review of Standing Orders (Meeting Procedure Rules).**

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

“That the changes to Standing Orders (The Meeting Procedure Rules), as set out in the Appendix to the report, be approved.”

**57. POSITION STATEMENTS UNDER STANDING ORDER 8.**

The Leader gave a position statement on the following matters:

- One million trees;
- Flooding prevention initiatives;
- Melton Mowbray Distributor Road;
- Rural Strategy;
- Local Government Reorganisation;
- Rejoining the LGA and CCN;
- Partnership working;
- Efficiency review.

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

**58. REPORT OF THE EMPLOYMENT COMMITTEE.****(a) Pay Policy Statement.**

It was moved by Mr Fowler, seconded by Mr Innes and carried unanimously:

“That the County Council’s Pay Policy Statement 2026/27, as set out in the Appendix to the report of the Employment Committee, be approved.”

**59. REPORT OF THE CORPORATE GOVERNANCE COMMITTEE.****(a) Changes to the Contract Procedure Rules.**

It was moved by Mr Bray, seconded by Mr Miah, and carried unanimously:

“That the revised Contract Procedure Rules, as set out in the Appendix to the report, be approved.”

2.00 pm – 7.00 pm  
18 February 2026

CHAIRMAN

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**COUNTY COUNCIL MEETING – 18<sup>TH</sup> FEBRUARY 2026**  
**POSITION STATEMENT FROM THE LEADER OF THE COUNCIL**

### **One Million Trees**

Today, I am proud to announce that the Council is increasing its tree-planting ambition. Building on the existing pledge to plant 700,000 trees, we are now setting a new goal: to plant one million trees across Leicestershire by 2032.

Leicestershire is one of the least wooded areas in the country, with only around 6% woodland cover—significantly below the national average of 10% for England. This is something we are determined to change.

As one of the county's major landowners, Leicestershire County Council has been working hard to identify areas across our own landholdings where new trees, woodlands and hedgerows can be planted. This forms a key part of our commitment to protect and enhance our natural environment for generations to come.

We will continue to work closely with our valued partners, including the National Forest, the Woodland Trust, district councils and local community groups, to help us reach this milestone. Thanks to these partnerships, and the dedication of volunteers and residents, we have already made significant progress. By December 2025, 494,240 trees had been planted through joint efforts across the county.

This new target will be delivered through our Tree Management Strategy, ensuring that we create and maintain a healthy, diverse and resilient tree population. This strategy also equips us to respond to the increasing challenges posed by diseases such as ash dieback.

Together, we can grow a greener future for Leicestershire. I encourage residents, landowners and community groups to join us in this vital effort. Every tree planted brings us closer to a more sustainable, biodiverse and resilient county.

### **Flooding Prevention Initiatives**

In response to the increasing number of flood events that have devastated communities across Leicestershire over the last couple of years, we allocated an additional £2 million towards flood mitigation initiatives and to adapting services to mitigate the impacts of severe weather events.

Part of that funding has gone towards purchasing stock of an alternative to traditional sandbags and on 5 February, we hosted a demonstration session at County Hall which was attended by over 45 parish councils all of whom were given a volume of stock to hand out to their communities. This was very positively received and will go some way to help reduce flood water entry to properties in Leicestershire. More will be handed out to communities in due course. We are also planning further spring public drop-in sessions to hand more out and offer more opportunities for the public to meet the responsible agencies and learn how they can Be Flood Ready.

In January, applications for our Community Flood Recovery Grant were opened. This funding aims to build on local resilience and reduce flood risk through practical support to communities. We are aware that at least 10 communities impacted by Storm Henk and 6 January 2025 flood event are seeking to submit bids for this funding. We would encourage other communities to apply for grant funding where they have a specific initiative that could help minimise their flood risk.

In addition, we will spend just over £3m this and next financial year on a programme of local flood risk management schemes across the County which also draws in national flood funding. The largest scheme in 2026/27 is Stoney Stanton, which includes highway drainage improvements, watercourse improvements, and Sustainable urban Drainage Assets (SuDS) at Manorfield Primary School.

We are also in the progress of delivering SuDS for school initiatives in two schools who have been flooded previously. Both schemes are funded by the Department of Education with great engagement from the schools involved.

£1.3m of the additional £2m we allocated to flooding is being spent on our highway drainage assets over the next three years including:

- a) Proactive culvert maintenance – we are introducing a proactive programme, where the current approach is reactive, and undertake high priority repairs and or replacements.
- b) We will start a project to develop a system of management for SuDS on the Highway as they become more commonly adopted.
- c) An increased gully emptying trial will commence, introducing a 40-month cycle for priority 3 gullies rather than solely inspections.
- d) Further mapping of underground drainage assets will be carried out to improve the Council's ability to investigate issues and plan maintenance activities.

Some key facts and figures to note on our flood related work:

- We have assisted 157 homeowners from across Leicestershire in obtaining national property flood resilience repair grants totalling over £759,000 following Storms Henk and Babet.
- We used Local Transport Grant funding to deliver a flood scheme for Oakthorpe this year and have allocated over £400,000 to develop and deliver seven projects in the coming financial year.
- Our Highways Drainage team are on target to clean the 89,560 gullies programmed for routine gully cleansing as well as cleaning over 2,000 more gullies in respond to customer enquiries.
- We have recut 51,428 rural drainage grips across the County.

- We are on target to re-map the underground drainage assets at eight village locations and complete six pipe re-lining schemes which provides a cost-effective solution to repair damaged pipes that can extend pipe life by 50+ years.

In addition to the extensive work being carried out by our Flood and Highways teams, I am pleased to announce I have asked the Lead Member for Environment and Transport and the Director of Environment and Transport to undertake a review of how the Council and key partners approach flood prevention and mitigation work. The objective will be to identify improvements that could be made to the approach in Leicestershire for responses to flooding and how we support our communities in dealing with the significant challenges they face.

### **Melton Mowbray Distributor Road**

Work on the £134m North East Melton Mowbray Distributor Road (NE MMDR) began on site with advanced works in February 2023. Three years later, we are now nearing completion of the 7.1km new road. The NE MMDR will be key to improving access as well as reducing congestion and pollution in the town by diverting significant levels of through traffic and HGVs from the town centre. It is a key element of the Local Plan which incorporates significant levels of growth, including over 6,000 dwellings and 3,400 jobs.

The NE MMDR is now in the final phase of construction. All six roundabouts have been completed, and all four major bridges are in place, including the 47-metre new railway bridge, a major engineering achievement in itself. We are currently working towards completion with final earthworks, landscaping, surfacing, safety barriers and signage underway.

The aim is to have completed the road and hold an opening event in late spring 2026; the weather is currently the main determining factor on exact dates. Details of the opening event will be announced in the coming weeks. Recently, we held a press “open day” to give an advance look at the scheme. We will also be carrying out a public vote to choose the name for the new road.

We look forward to the opening of the new road shortly and seeing it benefit the people of Melton and travelling public in Leicestershire.

### **Rural Strategy**

As part of our commitment to farming and Leicestershire’s rural economy a review of our Rural Estate Strategy is reaching its final stages. The strategy seeks to create a Rural Estate that provides valuable opportunities for people to start farming on their own account, supports the rural economy and communities and makes an increasing contribution to the Council’s wider objectives.

In developing the strategy, we have engaged in a comprehensive consultation process involving our own farm tenants and industry stakeholders including the National Farmers Union, together with the people of Leicestershire. I would personally like to thank them all for the valuable contribution they have made to the shaping of the final strategy which will be considered by Cabinet in April with the aim of adoption later this spring.

## **Local Government Reorganisation**

The Government has now formally launched its consultation on proposals for Local Government Reorganisation across Leicester, Leicestershire and Rutland. This marks an important moment for our area, giving residents, partners and stakeholders the opportunity to have their say on the future structure of local government.

Our proposal, submitted to the Government following extensive planning and engagement, sets out a clear, evidence-based case for creating a more efficient, resilient and community-focused model. It prioritises putting residents first, empowering local communities, reinvesting in frontline services and ensuring long-term financial sustainability. It also reflects strong cross-party support and the valuable scrutiny input received to date.

Over the coming weeks, we will continue to engage proactively with partners, MPs, parish councils, businesses, staff and residents to ensure the consultation is widely understood and accessible. Work is already underway to coordinate communications activity across the county and support stakeholders to share their views. At the same time, we will prepare the Council's formal response ahead of Cabinet consideration in March, supported by further member briefings and scrutiny oversight.

I encourage everyone to take part in the consultation and help shape the future of local government in our area. This is a significant opportunity to secure a modern, effective structure that strengthens local services and delivers better outcomes for all our communities.

## **Rejoining the LGA and CCN**

I'm pleased to announce that we are now engaging fully with the Local Government Association (LGA) and County Councils Network (CCN). This represents an important step in strengthening Leicestershire's voice nationally and ensuring we are fully represented in the debates shaping local government.

It will enable stronger collaboration, better access to intelligence and support, and a more influential platform from which to represent our residents and our workforce. With major national policy changes underway, this is the right time to rebuild these connections and ensure we are at the table where the future of local government is being shaped.

## **Partnership Working**

As Leader of the Council, I am committed to strengthening the partnerships that sit at the heart of successful local government. Our ability to deliver high-quality services, support economic growth, and respond to the needs of our residents depends on effective, respectful and collaborative relationships both with the business community, universities, health colleagues, district and parish councils.

We will work closely with businesses to ensure that Leicestershire remains a place where investment, innovation and economic growth can flourish. I am planning a

breakfast meeting with key local businesses where I can hear directly from local employers about the challenges and opportunities ahead and demonstrate our commitment to supporting the wider prosperity of Leicestershire.

With numerous partnership bodies operating across the county, effective collaboration requires openness, aligned priorities and a shared willingness to work together in the interests of residents. The current complexity in local structures only reinforces the need for a clearer, more coordinated approach that helps partners engage confidently and consistently with local government.

Parish councils also play a vital role in representing local identity and shaping neighbourhood priorities. Strengthening our dialogue with them will be key to improving community-level decision making and ensuring local voices remain central in our shared work.

By approaching these relationships with transparency, mutual respect and a shared sense of purpose, we can build a more unified, resilient and prosperous Leicestershire

### **Efficiency Review**

Our Efficiency Review is now well underway. Working in partnership with Newton, we are carrying out a thorough, evidence-based assessment of how we operate and the outcomes we focus on delivering for the people of Leicestershire. This work will help us identify opportunities to enhance services, improve lives, increase efficiency, and address the financial pressures we face. The review is focussed broadly on four themes:

1. **Managing demand and improving lives** for the people we support through service excellence
2. Increasing **value for money and financial sustainability**
3. Innovating to further improve lives and value for money – focussed on **prevention and commissioning**
4. Operating more **efficiently** and setting up LCC to be **fit for the future**

The review will conclude in spring, and once we have a view of all opportunities in these areas and what it will take to deliver them, the next step will be to develop a single, integrated programme of change and improvement.

I will be able to share specifics about the opportunities being identified and the expected impact of the solutions that we are working to develop in the spring. The evidence is still being developed and tested and we want to make sure it is robust before finalising anything.

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## **REPORT OF THE CABINET**

### **A. YOUTH JUSTICE STRATEGIC PLAN 2026 TO 2027**

#### **Introduction**

1. The purpose of this report is to seek the Council's approval for the Leicestershire Youth Justice Strategic Plan 2026-27. The Plan is attached as Appendix A to this report.
2. The County Council has a statutory duty under section 40 of the Crime and Disorder Act 1998 to produce a Youth Justice Plan which reflects on the progress of the previous plan (2023-26) and sets the strategic priorities for the forthcoming period.

#### **Background**

3. There is a statutory requirement under section 40 of the Crime and Disorder Act 1998 for the County Council to produce a Youth Justice Plan which is linked to releasing the Youth Justice Grant from the Ministry of Justice.
4. The Youth Justice Strategic Plan has previously covered a 3-year period. In March 2026, the Ministry of Justice announced the first of a number of reforms to the youth justice sector over the coming year and it felt appropriate to understand the impact of these prior to considering a further multi-year plan. This can be considered from 2027.

#### **Youth Justice Partnership Board**

5. Guidance stipulates that the Youth and Justice Partnership Board should govern and own the process of producing the Youth Justice Plan. The Board, which meets quarterly, is the statutory body which oversees the performance of the Service as defined by the Crime and Disorder Act 1998. Members include officers from the Council, Probation Service, Leicestershire Police, the Integrated Care Board, and the Office of the Police and Crime Commissioner. The Board is accountable for the performance and delivery of Youth Justice provision across Leicestershire.
6. The quality of services delivered to children and victims and the strength of the Youth and Justice Partnership Board are independently scrutinised by His Majesty's Inspectorate of Probation.

#### **Changes to Youth Justice**

7. The new Youth Justice Strategic Plan is a one-year plan due to a number of changes expected, for example -

- Several Youth Justice reforms are due to be announced during 2026 by the Government. In February 2026 it was announced that several statutory functions would move from the Youth Justice Board into the Ministry of Justice.
- An announcement in March 2026 by the Parliamentary Under-Secretary of State, Jake Richards, which focused on reforms to keep children out of prison. An opportunity for partnership work with neighbouring Youth Justice Services to strengthen the offer of alternatives to custody has been presented; this is in its infancy and will be managed through the Youth and Justice Partnership Board.
- Further tightening to crime-related legislation are expected to be announced over the coming year, details of which are awaited. Knife Crime legislation introduced on 1 April 2026 places greater responsibility on Youth Justice Services to identify/manage knife related risks, strengthen prevention and diversion activity, and work with partners to reduce access to weapons and prevent serious violence.
- The impact of Local Government Reorganisation is unknown.

### **The Youth Justice Plan 2026-27**

8. The Youth and Justice Service in Leicestershire has continued to perform strongly, with a low level of First Time Entrants compared with regional and national comparators, low longer-term reoffending, and very low use of remand and custody, whilst remaining compliant with all statutory returns to the Youth Justice Board.
9. In 2026/27, the Youth and Justice Partnership will focus on five priorities: improving education, employment and training outcomes, strengthening children's health and wellbeing, improving support for victims, strengthening prevention pathways for children at risk of entering the criminal justice system, and ensuring a coordinated response for children at the highest risk of harm, exploitation and/or serious violence. Delivery against these priorities will be coordinated through the Youth and Justice Partnership Board with performance monitored through agreed partnership measures and regular reporting.
10. Statutory responsibilities have been placed upon Youth Justice Services and the Police in relation to new knife-crime legislation and the Partnership is fully compliant with these in line with the implementation date of 1 April 2026.
11. Across all priorities, the Youth and Justice Partnership Board will maintain a commitment on reducing groups of children who are disproportionately represented within the youth justice system such as looked after children, girls, Black, Asian and multi-ethnic children for example. This is achieved by sharing partnership data and appropriate challenging agencies and their approaches.

## **Consultation**

12. There is a requirement that the Plan be agreed by the statutory partners of the Youth and Justice Partnership. The Chair of the Youth and Justice Management Board is the only signatory required on the Plan. Consultation with Youth and Justice Management Board members commenced on 2 December 2025 to identify the key priorities and concluded when the Plan was ratified by the Board on 6 March 2026.
13. There is no formal requirement for children to be consulted on the Youth Justice Plan due to its strategic nature. However, the workforce, children, parents and carers have contributed to the development of this plan.
14. There is no requirement for a public consultation exercise.

## **Comments of the Scrutiny Commission**

15. The Scrutiny Commission, in its capacity as the designated Crime and Disorder Committee, considered the Youth Justice Strategic Plan at its meeting on 22 April 2026. Arising from discussion the following points were made:
  - i) The Plan was a statutory requirement, supported by longstanding partnership arrangements in Leicestershire and Rutland including oversight by Youth and Justice Partnership Board.
  - ii) The Plan was underpinned by a 'child first' approach, recognising that those who came into contact with the youth justice system were often children with unmet needs, vulnerabilities, and safeguarding concerns.
  - iii) Continued emphasis was placed on prevention, early intervention, diversion and safeguarding, alongside strengthening work to improve outcomes for victims, reduce unnecessary escalation/criminalisation, and ensure a coordinated partnership response.
  - iv) Uncertainty around national reforms had resulted in a single-year Plan, allowing for further review. Funding, which at present was stable, was unaffected by this approach.
  - v) Members raised concerns about the lack of clear performance and benchmarking information and suggested the inclusion of more detailed data. The Director advised that Leicestershire had very low numbers of first-time entrants and remands, and that there were challenges with national data definitions and reporting systems, which gave mixed data that was not entirely helpful. Local cohort tracking work was seeking to improve insight and would feature in the next report to the Commission.
  - vi) Members asked about action to address the racial disproportionality of those entering the youth justice system, noting this was a national issue that required a multi-agency approach. The Director advised that partnership work was underway to address this. The useful role of local

leisure/community facilities and threats to these due to lack of funding was also raised by members.

- vii) The use of a deferred prosecution approach in some instances was noted. This enabled assessment and targeted intervention, such as mental health support, avoiding disproportionate, long-term consequences.
- viii) Strengthened links with SEND leadership and wider Early Help and Inclusion services were noted, including specific work such as speech and language therapy now being offered.
- ix) Members commented on the importance of earlier support, notably for primary-aged children and their families. The Director said that the Youth Justice Service was required to target children aged 10 (the age of criminal responsibility) to 19 but linked closely with the Council's local youth work offer and family support/ Early Help teams. The Service dealt primarily with those aged around 14 years.

16. The Commission noted the Plan and resolved that its comments be submitted for consideration by the Cabinet and Council.

### **Resource Implications**

17. The Youth Justice Service is funded through the Youth Justice Grant, of which the Youth Justice Plan is a condition for release of the finances, along with a partnership pooled budget.
18. The financial position of the Youth Justice Service is managed through the Youth and Justice Partnership Board through quarterly reporting which is overseen by a Business Partner.
19. The core Youth Justice Grant is released in conjunction with oversight from the Director of Corporate Resources.
20. The financial position of the core Youth Justice funding has been stable with the Service managing within its budget. The Youth and Justice Partnership Board receives a full financial report on the position of the pooled budget each quarter. The budget for 2025-26 is shown in the table below.

Agency	Staffing Costs	Payments in kind	Other delegated funds	Total
Youth Justice Board			604,659	604,659
Local Authority			1,032,461	1,032,461
Police				0
Police and Crime Commissioner	91,847		77,934	169,781
Probation	73,764		37,806	111,570
Health	70,945		47,588	118,533
Welsh Government				0
Other			75,645	75,645
<b>Total</b>	<b>236,556</b>	<b>0</b>	<b>1,876,093</b>	<b>2,112,649</b>

21. The strategic partnership also provides staffing in-kind as part of its contribution and this equates to a full-time seconded Probation Officer, two warranted Police Constables and access to an Adverse Childhood Experiences Team from the Children and Adolescent Mental Health Services. Public Health supports a Youth Justice Health Lead post. The Team is further supported by a young people's substance misuse offer from Turning Point. All these specialist workers are fully embedded within the Service and support the direct delivery of interventions with children whilst retaining positive relationships with their parent organisation.
22. In terms of the 2026-27 budget, the Ministry of Justice (previously the Youth Justice Board) has yet to confirm the grant allocation, and this is expected to be announced in late April. Heads of Youth Justice have been advised that the grant will be a three-year settlement, for the first time. Confirmation has also been received of additional three-year funding for prevention work, but the amount is not yet confirmed. Partner contributions remain the same. The budget should remain relatively similar to 2025-26. A multi-year settlement does provide the opportunity to plan the service and establishment better.
23. The Director of Corporate Resources has been consulted on this report.

### **Equality Implications**

24. Inequality is inherent within in the criminal justice system and there is substantive research to support this. To this end, an Equality Impact Assessment has been completed to support this Plan and is attached as Appendix B. The Youth Justice Strategic Plan 2026-27 sets out its intentions to address inequalities for children.

### **Human Rights Implications**

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

### **Consideration by the Cabinet**

26. The Cabinet at its meeting on 28 April 2026 considered the Youth Justice Strategic Plan 2026 to 2027 together with comments from the Scrutiny Commission and resolved:
  - a) That the comments of the Scrutiny Commission be noted;
  - b) That the County Council at its meeting on 13 May 2026 be recommended to approve the Youth Justice Strategic Plan 2026-2027.

**(Motion to be moved:-**

**That the Youth Justice Strategic Plan 2026-2027 be approved.)**

**28 April 2026**

**Mr. D. Harrison CC  
Leader of the Council**

**Background Papers**

Report to the Scrutiny Commission on 22 April 2026 "Draft Youth Justice Strategic Plan 2026-2027" -

<https://democracy.leics.gov.uk/ieListDocuments.aspx?CId=137&MId=8538>

Leicestershire County Council Strategic Plan 2022-2026

<https://www.leicestershire.gov.uk/sites/default/files/2025-01/LCC-Strategic-Plan.pdf>

**Appendices**

Appendix A - Youth Justice Strategic Plan 2026-27

Appendix B - Equalities Impact Assessment

# **Youth Justice Plan 2026/27**

## **Leicestershire Youth and Justice Service**

### **Leicestershire County Council**

## **Foreword from the Chair of the Board**

Welcome to our annual Youth Justice Strategy for 2026/27.

It is with great pride and a strong sense of shared purpose that we introduce the Leicestershire Youth Justice Strategy for 2026/27. This strategy reflects the collaborative efforts of our partners, the voices of children and families, and our commitment to building a safer, fairer community for all.

This strategy builds upon the achievements realised under the Leicestershire Youth Justice Plan 2023/26 and establishes both ongoing and new priorities for the forthcoming year. These priorities have been developed collaboratively with members of the Leicestershire Youth Justice Partnership Board, ensuring clear strategic leadership, direction, and robust governance of the plan. Key partners involved in this process include Leicestershire Police, the Office of the Police and Crime Commissioner, the Violence Reduction Network, the Integrated Care Board, Public Health, the Youth Justice Service, Probation, Children's Social Care, and Education.

The engagement of the workforce has played an important role in the development of this plan, with valuable feedback from young people, parents and carers participating in our evaluation project helping to shape strategic priorities and focus areas for children.

In addition to enabling the Youth Justice Service to fulfil its statutory responsibilities and achieve its principal objectives, this strategy also underpins the efforts of the Leicestershire Youth and Justice Partnership Board (YJPB) towards its established strategic goals. The annual strategy is complemented by a collection of service and project plans, each providing greater detail on the specific actions we will undertake to realise the overarching ambitions set out within this strategy within the Board and across the wider partnership.

Sharon Cooke

Chair of the Leicestershire Youth Justice Partnership Board

Interim Director of Children and Family Services - Leicestershire County Council

### **Aims of the Youth Justice System**

The youth justice system aims to prevent children from entering the criminal justice system, reduce reoffending, and ensure custody is used only when necessary. These aims reflect a clear commitment to safeguarding children's welfare and supporting safer communities by addressing the underlying factors that contribute to offending and ensuring responses remain proportionate, child-centred, and aligned with national expectations.

### **Governance, leadership and partnership arrangements**

The Youth Justice Service in Leicestershire meets all the statutory requirements of a Youth Justice Service set out in the Crime and Disorder Act 1998. The service has seconded staff from Police, Probation and Health. Financial contributions are made by all statutory partners in line with national and local agreements.

The service has access to CAMHS Adverse Childhood Experiences Team, Turning Point (substance misuse), Liaison and Diversion and Care Navigators who sit within the wider Health partnership. The Service is integrated into Children and Families Services at Leicestershire County Council and has full access to Children's Social Care and Education Services.

Alongside multi-agency teams, the service contracts with external providers to support the delivery of essential statutory functions, such as appropriate adult services (The Appropriate Adult Service) and speech and language therapy. Rutland County Council commissions the service to fulfil statutory responsibilities related to youth justice and prevention initiatives.

The activities of the Youth and Justice Service are monitored and directed by the Leicestershire Youth and Justice Partnership Board, which is chaired by the Director for Children and Families Services, who provides independent oversight and scrutiny to the Board. The Board are provided with quarterly national and local data which is scrutinised. The Service continues to perform well; having a low number of children who are First Time Entrants into the Criminal Justice System and low numbers of children remanded or sentenced to custody.

In addition to its statutory partners, Leicestershire Youth and Justice Partnership Board benefits from having representatives from Education Services, the Office of the Police and Crime Commissioner (OPCC), Turning Point, Youth Magistrate and a representative from the Voluntary Sector, along with the Youth Justice Board. The

Partnership Board meets on a quarterly basis with good attendance from all key partners who are represented at the appropriate senior level.

The Youth and Justice Service is part of Children and Family Services at Leicestershire County Council (see appendix 1). Appendix 2 outlines the service structure and its range, while appendix 3 details staff by ethnicity and gender, where disclosed.

The Head of Youth Justice role oversees both strategic and operational aspects of Youth Justice within the Local Authority. They are accountable to the Youth and Justice Management Board, as well as various Partnership Boards. As Head of Youth Justice, they fully coordinate board activities with members and the Chair. Their additional duties include managing youth work, supporting young carers, handling cases involving low or medium risk missing children, leading youth voices, overseeing grants and funded projects related to the Service, addressing anti-social behavior, and serving as a MAPPA Panel Member for all under-18s in the county. The current post-holder also serves as the regional representative for the Association of YOT Managers.

The development of Board Members and staff is overseen through a structured training plan that prioritises child-centered practice, incorporates insights from quality assurance activities, and includes targeted training initiatives to promote consistent and high-quality standards and builds a confident and skilled workforce.

### **Progress and Priorities – 2025/26**

Over the past year four priority areas were given focus and activity was driven across the partnership.

#### **1. Ensuring children are receiving a high-quality personalised and meaningful service.**

In 2025/26, the Leicestershire Youth Justice Service organised a series of training sessions aimed at enhancing Child First practice among managers, practitioners, and volunteers. These sessions centered on the four foundational principles of child-first practice: recognising children as children, fostering pro-social identity, engaging collaboratively with children, and minimising stigma. This framework emphasises addressing the developmental needs of children ahead of their offending behaviour to achieve improved outcomes for children, victims, and communities. This represents an ongoing cultural evolution within the service and broader sector towards more trauma-informed and relationship-focused methodologies.

Within the Service, anyone under 18 is referred to as a child when speaking with professionals. Records are written directly to the child, using plain English, free of acronyms, and focused on analysis, so children can understand their journey, actions

taken, reasons, and outcomes. The Service uses communication passports to detail how a child prefers to be addressed and communicate, key information for adults, and the child's needs. Initially launched in collaboration with Youth Magistrates, communication passports are now standard at induction for every child. Practitioners introduce themselves through staff biographies, helping children learn about those supporting them. This approach is expanding to include details about projects and venues across the Service. Each child's Youth Justice record should feature either their photo or an image they select to bring that child to life. This is part of the journey around purposeful practice.

There has been a focus on improving the quality of assessments and interventions as part of child-first practice. In relation to assessments, this is ensuring that the assessment reflects the lived experiences of the child and portrays a rounded view of their life including the factors that contribute to their offending, the protective factors within their lives and a balance with the risks and vulnerabilities within their lives, within communities and towards victims. The intervention plan for the child should focus on addressing the needs identified within their assessment and prioritising the safety of victims, communities and the child.

The journey around improvement has been supported by quality assurance work, improvement cycle meetings and moderation meetings across the management team. This is overseen by the Youth and Justice Management Board. This work will continue to develop into the future with a focus on achieving consistency and adaptability across the workforce.

## **2. Improving health outcomes for children who are working with the Youth and Justice Service**

Many children in the YJS have unmet health and wellbeing needs such as mental health and wellbeing worries, learning needs, substance misuse and neurodiversity, all of which are structural drivers of offending related behaviour. Addressing these needs is a crucial component in supporting children to live healthy lives.

Public Health at Leicestershire County Council have funded a Youth Justice Health Lead post to strengthen health outcomes for children, following detailed Health Needs Assessment. The role has focused on sourcing training and support for the workforce around health, for example around condom distribution, substance misuse training and specialist autism training. The Youth Justice Health Lead has connected the Service with the Liaison and Diversion Team, the introduction of Care Navigator information into the service upon every allocation and has been a specialist point of contact for involvement with the CAMHS ACES Team. This role is involved in engaging in panels

focused on supporting children who are assessed as posing a high risk and providing a view on health-related support and advice that could be provided.

Over the last year, progress has been made with the Nature4Nurture Project; a wellbeing project for children linked to gardening and sustainability. The project deliberately creates a quiet, reflective safe space which contributes positively to emotional regulation and mental wellness. Children have expressed feelings of pride in their efforts in nurturing the plans and the spaces, have appreciated learning to care and then giving back to the community when gifting their produce.

Work has been undertaken in collaboration with girls to develop a structured, therapeutic and empowering groupwork programme called 'EmpowerHer'. The focus of the programme is on emotional and mental health, healthy relationships, improving self-esteem and developing identity. Each session has an activity to help with empowerment and self-regulation such as cooking, mindfulness and creativity. The programme has a partnership focus with contributions during sessions from CAMHS, Everyone Active and Turning Point. The girls who have attended the group have shared that they have learnt to manage their emotions, feel calmer through learning new activities and share feeling safe in the group. A programme has also been developed for and with boys which provides a safe space where they can explore identity, emotions and understand masculinity and during this year this has run once so far, with positive feedback.

This year has focused on securing funding for speech and language therapy (SALT), and the commissioning process has commenced for a three-year programme. Joint working and strengthening relationship work has been undertaken between Youth and Justice and SEND services and developing data around Education, Health and Care Plans (EHCP). 80% of the children involved with Youth Justice have speech, language and communication needs. These actions will continue into 2026/27.

### **3. Ensuring victims are receiving high-quality and personalised service**

Significant developments have happened during 2025/26 in relation to the work that the Service undertaken with Victims. This is to ensure that the Service is compliant with statutory responsibility with the Victim's Code and in line with the focus on victims by His Majesty's Inspectorate of Probation (HMIP).

The main development has been an investment in creating a Restorative Approaches Team which includes the Volunteer Development Officer, Restorative Approaches Coordinator and a new Restorative Approaches Worker Youth Worker Post. The Team is led by a Senior Youth Worker.

The Team have created a full victim offer for child victims and a referral pathway to support services for both adult victims and child victims for ongoing support. The victim

impact statement (VIS) has been redesigned to enable the victim to express emotional impact, describe the ongoing effects for them, identify what they need to feel safer and enable their voice to be better represented in decision making. This document, and the screening tool, help identify the ongoing support needs for victims and gain consent for referrals to onward services where appropriate.

The data element of understanding the demographics of the victims engaged in the Service has taken a considerable amount of work. This has involved the reconfiguration of Core+, our case management system, and the building of tableau dashboards, which present the data extracted from Core+. Partnership work is underway with the Police to improve the process around gaining consent from the Leicestershire Police and improved demographic data for victims. Wider partnership work has commenced around the offer to victims across Leicestershire, including practice sharing opportunities.

This is an area of practice that will continue to be developed to ensure that the best services are provided to victims.

#### **4. Developing the process and offer around out of court and diversion**

During 2025/26, considerable work has been undertaken in collaboration with Leicestershire Police to avoid the unnecessary criminalisation of children, where appropriate.

A significant change was the introduction of a Leicestershire Joint Decision and Resolution Panel (JDRP), from the previous panel which was a collaboration with a neighboring Youth Justice Service. The JDRP is jointly held with the Police and attendance is secured from Children's Social Care and the Restorative Approaches Team, on behalf of victims. The JDRP is held weekly to ensure the timely hearing of children who meet the criteria. All children who are heard at the JDRP have a full YJB approved assessment completed with them and the allocated practitioner attends panel to introduce their child and provide a brief overview of their assessment findings and plan of work.

In collaboration with Leicestershire Police, the Panel can utilise Outcome 22 as part of a Deferred Caution Scheme (DCS), this means that if a child engages with intervention well, their agreed outcome is resulted as no further action (NFA). During 2025/26, a Deferred Prosecution Scheme (DPS) was introduced enabling children who had committed low level driving offences to receive intervention and for their offences to be categorised as no further where they engaged well in sessions. Prior to this development, children would have attended Court and received penalty points and a fine with no statutory involvement with Youth Justice Services. This outcome would mean that children were classified as First Time Entrants (FTE) in the criminal justice

system and research identifies that children who are FTEs are more likely to have increased contact with the CJS, have their education, employment and future opportunities impacted negatively and face increased stigma and labelling.

During this year, the Service has been involved in the Whole Area Model Pilot which is a Youth Endowment Fund project focused on developing consistency and rigor around this area of work, including measuring impact. This Project and area of focus will continue into 2026/27.

In relation to performance for 2025/26, when compared to the national average, Leicestershire Youth Justice Service (YJS) consistently performs well against the three main performance indicators, having a lower number of first-time entrants, a lower reoffending rate taking over the long term and a lower number of custodial sentences and remands. Risks, issues and performance are monitored quarterly by the Youth and Justice Partnership Board.

The YJS is compliant with all statutory returns to the Youth Justice Board (YJB).

### **Voice of children, parents and carers**

The Service recognises that building strong relationships helps children develop resilience and reach their potential. Feedback from all interventions consistently shows that relationship building is a valued strength among children, parents, and carers. Voice work and participation work within the Service is underpinned by the Lundy Model of Participation.

During 2025/26, new processes were introduced to capture voice and feedback more consistently and a forum developed to evaluate the impact of the feedback received.

### **Children have commented:**

“My worker helped improve things at school”

“I had someone to listen to me”

“They helped with my anger”

“Eco-map helped me know which people support me”

“Get to talk about everything”

“My Dad says I’ve grown up”

“My worker put a police marker on me so the police were aware I had a learning disability”

“Its helped me think about my actions”

“I needed help and help was there and I was supported through it all”

“Helped me find my own place”

“Helping me know what options I have for after school and getting me on a college course”

“Silver lining”

“So I didn’t get a charge and a chance for education”

“It’s Improved my mental wellbeing and my family noticed this”

“Listened and cared. Provided me with easy-to-understand education and I was able to reflect. The support my worker provided means I am prepared for the future and have a deeper understanding.”

“I felt comfortable with the team, and they helped me with everything”

“She treated me like an adult and respected my thoughts”

“Talked about relationships with parents and friends. Talked about my emotions. What makes a good healthy relationship. How my mental health impacts on me. Help with education. I identified my insecurities and how I can work towards being a better version of myself.”

**Parents and carers have commented:**

“Made my daughter feel confident and able to talk again”

“The support brought us closer”

“Supported our child through a time that he needed it and we appreciate that thanks”

“Just reflecting as a family and looking how to deal with difficult situations in a different manor”

“Giving us knowledge and supportive tools to prevent another situation from happening.”

“I think this is a good service to help children learn from any mistakes they might make and give them better options rather than just punishment this will help guide them in the right direction.”

“My daughter’s worker has made my daughter think about her future and want a better life for herself and helped guide her back on to the right path.”

“His worker was personable and genuinely caring about our circumstances and difficulties. She worked quickly to understand my son and used appropriate methods to engage him in often sensitive conversations.”

“Understanding his needs and getting the assessment and support he needed”

“All of my son’s workers have gone above and beyond”

“Just wanted to say a huge thank you to my son’s worker for her support. She is a real credit to the service. We really valued her sessions with my son. From the first meeting it was so easy to see just how passionate she is in supporting young people and their families. We valued her commitment and her input. We couldn’t think of a more suitable person to have worked with our child. The worker made my son and us, feel listened to and heard.”

During 2026/27, the Service will be developing the feedback and evaluation offer to include 3 and 6 monthly follow up calls where parents and carers have provided consent.

### **Priorities and Developments for 2026/27**

This year the partnership has chosen to focus on the five key priority areas:

➤ **Improving education, employment and training outcomes for children involved in Youth and Justice.**

This year the partnership will drive robust oversight and scrutiny around educational performance of the children engaged in Youth Justice. Consideration will be given to data that is available across the partnership to help improve outcomes for children. The Board will ensure that practitioners and children have access to timely specialist support based on the needs of children. During 2026/27, a project will be undertaken considering the feasibility of developing a social enterprise focused on supporting children in to education, training and employment.

➤ **Strengthening the support for children concerning their health and wellbeing involved within the Youth and Justice Service.**

This year, the partnership will assess health needs to measure progress and set future priorities. Board Members will ensure children in diversion programs have the same access to health services as those in police custody or court. In 2026/27, the

Service will introduce a social prescribing model for youth justice participants and seek ongoing funding.

- **Improve support for victims in Youth and Justice Service through coordinated partnerships, better access to tailored resources, and regular evaluations to meet their specific needs.**

This year, the partnership will focus on driving improvement around consent rates for victims and improved data sharing to support the Board confidence that the offer for victims meets their needs. The Board will understand the voice of victims and use this insight to inform service and strategic delivery, ensuring that feedback and lived experiences directly shape support pathways.

- **Ensure children who are at risk of entering the criminal justice system have appropriate pathways to support.**

The Youth and Justice Partnership Board will ensure that there are robust pathways and offers in place for children who are at risk of contact with the youth justice system with a focus on prevention. The partnership will work with the Violence Reduction Network to embed Young Futures Prevention Panels as part of this approach. During 2026/27, the Service will develop a triage process for all children who have had contact with Leicestershire Police. There will be an increased focus on the vulnerabilities which propel children into the youth justice system, such as anti-social behaviour and the Service response to this.

- **Ensure a coordinated partnership response to children at the highest risk of harm and exploitation, and/or serious violence.**

The Partnership Board will oversee compliance with the new knife crime duties placed on Youth Justice and the partners during 2026/27. The Board will ensure that the services available to children work operate a joined up and child first approach to reducing harm both strategically and operationally. This will focus on prevention offers of support and early identification. The Partnership will be fully compliant with the new knife crime legislation when it is launched on 1<sup>st</sup> April 2026, and Board will monitor compliance and record any reasoning against any cases that depart from the guidance.

Throughout the five priorities and all other business covered by the Partnership Board, Members will focus on reducing the over-representation and disproportionality of children in the Youth Justice System by strengthening partnership data to ensure fair

and equitable responses across all agencies and challenge, where this is not happening.

### **Appendices**

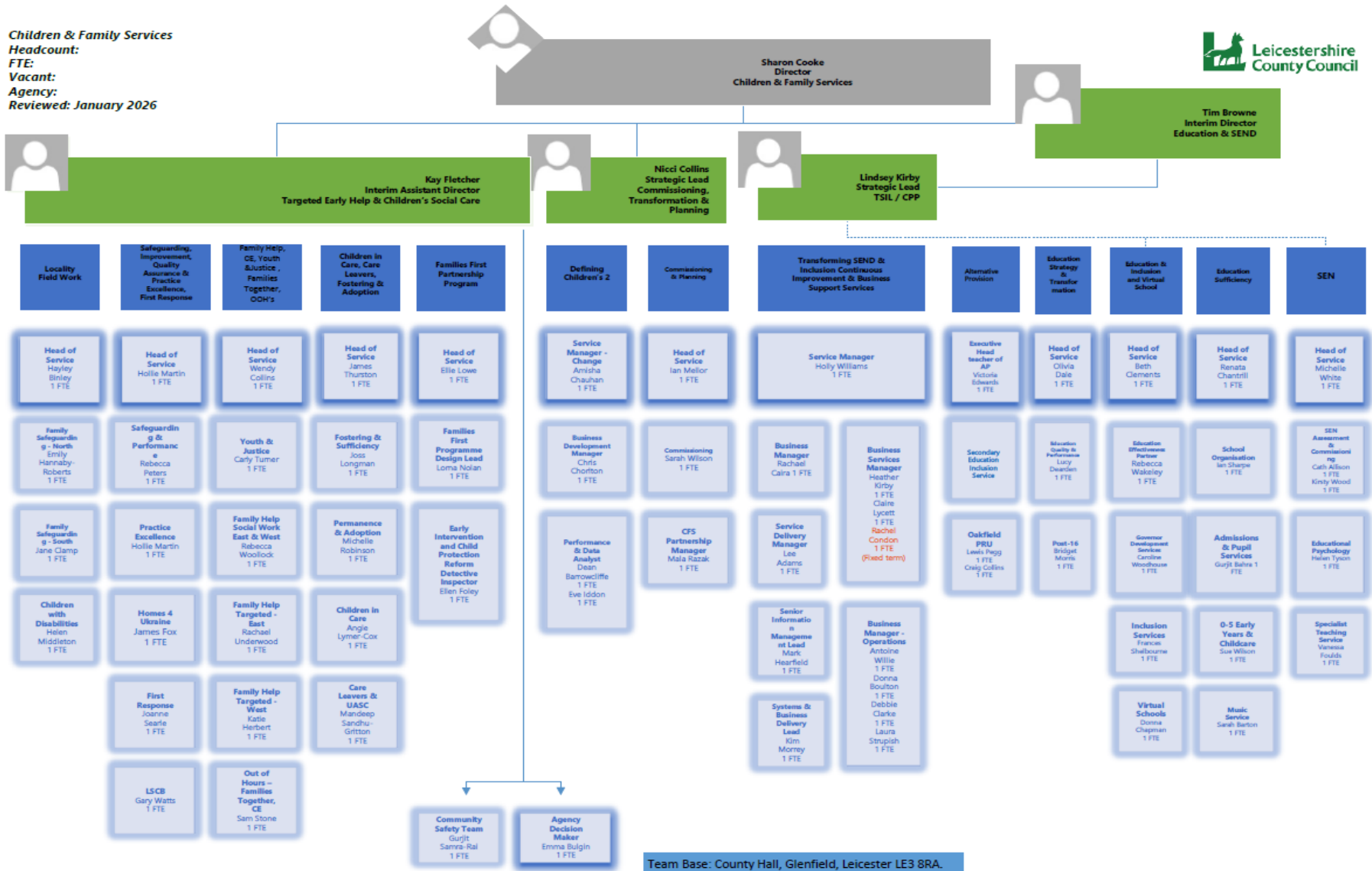
Appendix 1: Departmental Structure

Appendix 2: Youth and Justice Service Structure

Appendix 3: Breakdown of Youth and Justice Service by role and demographics

# Appendix 1: Departmental Structure

**Children & Family Services**  
**Headcount:**  
**FTE:**  
**Vacant:**  
**Agency:**  
**Reviewed: January 2026**

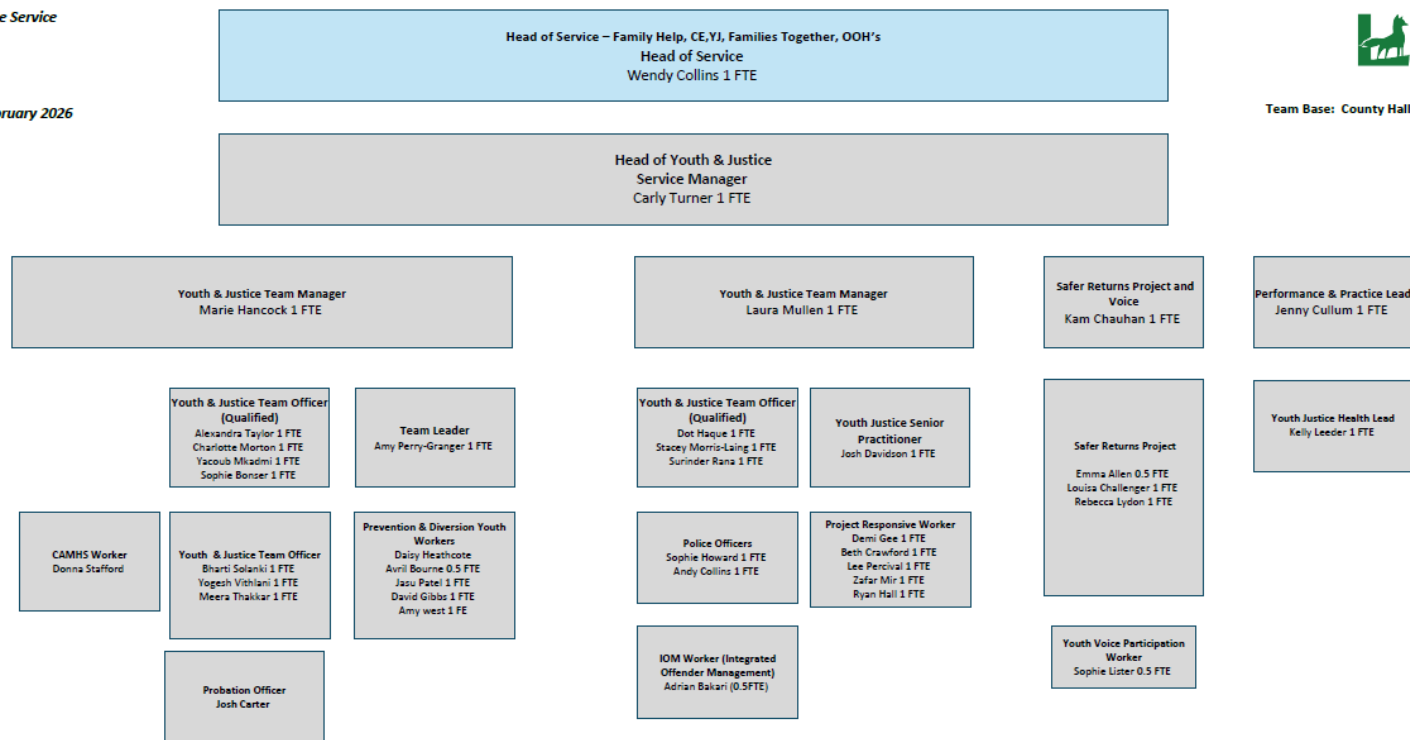


## Appendix 2: Youth and Justice Service Structure

**Youth & Justice Service**  
**Headcount:**  
**FTE:**  
**Vacant:**  
**Agency:**  
**Reviewed: February 2026**  
**Page 2 of 2**



Team Base: County Hall, Glenfield LE3 8RF.

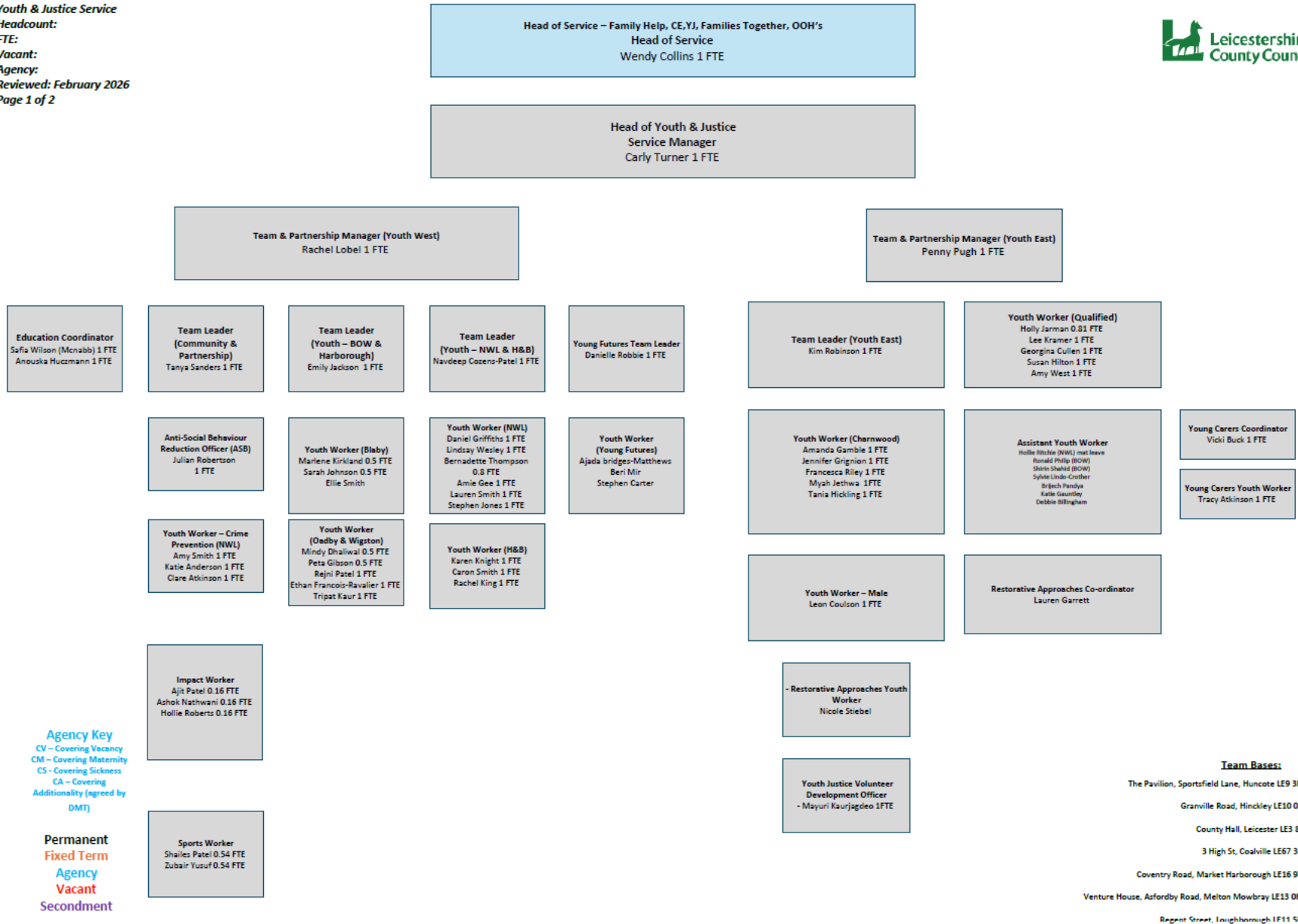


**Agency Key**  
 CV – Covering Vacancy  
 CM – Covering Maternity  
 CS - Covering Sickness  
 CA – Covering  
 Additionality (agreed by  
 DMT)

Permanent  
 Fixed Term  
 Agency  
 Vacant  
 Secondment

**Team Bases:**

- The Pavilion, Sportsfield Lane, Huncote LE9 3BN.
- Granville Road, Hinckley LE10 0PP.
- County Hall Leicester LE3 8RA
- 3 High St, Coalville LE67 3EA.
- Coventry Road, Market Harborough LE16 9BX.
- Venture House, Asfordby Road, Melton Mowbray LE13 0HN.
- Regent Street, Loughborough LE11 5BA.



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**Agency Key**  
 CV – Covering Vacancy  
 CM – Covering Maternity  
 CS – Covering Sickness  
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 Additionality (agreed by DMT)

**Permanent**  
**Fixed Term**  
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**Team Bases:**  
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 Venture House, Asfordby Road, Melton Mowbray LE13 0HN.  
 Regent Street, Loughborough LE11 5RA

### Appendix 3: Breakdown of Youth and Justice Service by role and demographics

Type of Contract	Strategic Manager (PT)	Strategic Manager (FT)	Operational Manager (PT)	Operational Manager (FT)	Practitioners (PT)	Practitioners (FT)	Administration (PT)	Administration (FT)	Sessional	Students/trainees	Referral Order Panel Volunteer	Other Volunteer	Total
Permanent		1		4	12.1	65					0	0	82.1
Fixed-term											0	0	0
Outsourced											0	0	0
Temporary											0	0	0
Vacant					6.51	5					0	0	11.51
Seconded Children's Services						1					0	0	1
Seconded Probation						1					0	0	1
Seconded Police						2					0	0	2
Seconded Health (Substance misuse)											0	0	0
Seconded Health (Mental health)						1					0	0	1
Seconded Health (Physical health)											0	0	0
Seconded Health (Speech/language)											0	0	0
Other/Unspecified Seconded Health						1					0	0	1
Seconded Education											0	0	0
Seconded Connexions											0	0	0
Seconded Other											0	0	0
<b>Total</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>4</b>	<b>18.61</b>	<b>76</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>99.61</b>
Disabled (self-classified)	0	0	0	0	0	0	0	0	0	0	0	0	0

Ethnicity	Managers Strategic		Managers Operational		Practitioners		Administrative		Sessional		Student		Referral Order Panel Volunteer		Other Volunteer		Total		
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	
Asian					5	12												5	12
Black				1	2	3												2	4
Mixed					1													1	0
White		1		3	11	56												11	60
Any other ethnic group																		0	0
Not known													15		29	16		44	16
<b>Total</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>4</b>	<b>19</b>	<b>71</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>15</b>	<b>0</b>	<b>29</b>	<b>16</b>	<b>63</b>	<b>92</b>	
Welsh Speakers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

# Equality Impact Assessment Form

Before completing this form, please refer to [the supporting guidance document](#)

The purpose of this form is to aid the Council in meeting the requirements of the Public Sector Equality Duty contained in the Equality Act 2010. This requires the Council to have “due regard” of the impact of its actions on the need to eliminate unlawful discrimination, advance equality of opportunity and foster good relations between persons who share a relevant protected characteristic and those who do not.

The assessment is used to identify and record any concerns and potential risks. The following actions can then be taken to address these issues.

- Remove risks: abandon the proposed policy or practice
- Mitigate risks – amend the proposed policy or practice so that risks are reduced
- Justify policy or practice in terms of other objectives

Once the EIA has been approved by the Senior Responsible Officer, please ensure that a copy is placed on the SharePoint folder: “Equalities Board, EIAs”

<b>1- Policy details</b>	
<b>Name of policy</b>	Youth Justice Plan 2026–27
<b>Department and service</b>	Children and Family Services – Youth and Justice Service
<b>Who has been involved in completing the Equality Impact Assessment?</b>	Strategic Manager (Youth Justice), in consultation with the Youth and Justice Partnership Board, Youth Justice Service managers, and partner agencies including Police, Health, Education and the Voluntary Sector.
<b>Contact numbers</b>	0116 305 0030
<b>Date of completion</b>	March 2026

## 2- Objectives and background of policy or practice change

Use this section to describe the policy or practice change

What is the purpose, expected outcomes and rationale?

Include the background information and context

### What is the proposal?

### What change and impact is intended by the proposal?

The Youth Justice Plan 2026–27 sets out the strategic priorities and partnership commitments for the delivery of youth justice services in Leicestershire. The Plan moves to an annual cycle to reflect the pace of national youth justice reform and increased assurance requirements, while strengthening a Child First, preventative and trauma-informed approach.

The Plan prioritises:

- Prevention and diversion for children at risk of entering the criminal justice system
- Reducing reoffending and unnecessary criminalisation
- Strengthening responses to serious violence, exploitation and vulnerability
- Improving access to health, wellbeing and education, including social prescribing
- Enhancing the offer and voice of victims

A core intended impact is to reduce inequality and disproportionality by ensuring that services are responsive to the needs of children who experience multiple and intersecting disadvantages, and that partnership responses do not exacerbate existing inequalities.

This plan is a renewal of the three-year plan from 2023-2026. It is a one-year plan due to a period of reform announcements that are being made by the Ministry of Justice in relation to Youth Justice, and particularly the Youth Justice Board, who currently provide our governance.

**What is the rationale for this proposal?**

Children known to the youth justice system are disproportionately affected by adverse childhood experiences, unmet health needs, special educational needs, exploitation, and social inequality. The Plan recognises that these vulnerabilities are not evenly distributed across the population and that some groups of children are more likely to experience criminalisation and poorer outcomes.

The rationale is therefore to embed equality, prevention and inclusion at a strategic level, ensuring that:

- Pathways into the system are minimised
- Responses are proportionate and tailored
- Services are accessible, culturally competent and trauma-informed
- Partnership governance actively scrutinises inequality and impact

This approach aligns with statutory duties under the Crime and Disorder Act 1998 and the Public Sector Equality Duty.

**3- Evidence gathered on equality implications - Data and engagement**

What evidence about potential equality impacts is already available?

This could come from research, service analysis, questionnaires, and engagement with protected characteristics groups

**What equalities information or data has been gathered so far?**

**What does it show?**

The Youth Justice Plan draws on:

- Service performance and assurance data reported to the Youth Justice Partnership Board
- Evidence of vulnerabilities linked to youth justice involvement, including exploitation, anti-social behaviour and health needs
- Learning from prevention, diversion and victim work
- National and local expectations around Child First practice and disproportionality

The evidence highlights that children entering or known to the youth justice system often face multiple disadvantages, reinforcing the need for early intervention, coordinated support and equality-focused service design.

### **Inequalities and disproportionality in Youth Justice System**

Evidence nationally and locally indicates that contact with the youth justice system is not evenly distributed across the child population. Some groups of children experience a higher likelihood of being stopped, reported, criminalised, prosecuted and receiving more intensive statutory intervention, and may also experience poorer outcomes (for example, higher rates of remand, custodial sentences, breach and reoffending). These differences can arise from structural inequality, cumulative disadvantage, unmet need, and the way services and decision-making thresholds operate across the partnership.

- **Race and ethnicity:** children from some ethnic minority backgrounds can be disproportionately represented at key points (police contact, out-of-court disposals, court outcomes and remand). This may also intersect with place, deprivation and perceptions of risk.
- **Disability, neurodiversity and mental health:** children with SEND, speech/language needs, learning disability, autism/ADHD and mental ill-health may face barriers to understanding processes, communicating effectively and complying with conditions, increasing risk of escalation or breach.
- **Sex and gendered pathways:** boys and girls can have different routes into offending and different patterns of harm. Girls known to youth justice services are more likely to have experienced exploitation, trauma and domestic abuse, and may have needs that are missed within generic provision.
- **Care experience and safeguarding vulnerability:** children looked after or with care experience are over-represented in youth justice and are more likely to experience instability, exploitation, missing episodes and criminalisation linked to placement context.

	<ul style="list-style-type: none"> <li>• <b>Socio-economic disadvantage:</b> deprivation, exclusion from school, unmet health needs, and limited access to positive activities are associated with higher risk of entry to the youth justice system and reduced ability to access support.</li> </ul> <p>The Youth Justice Plan 2026–27 responds to these inequalities by strengthening prevention and diversion, promoting Child First and trauma-informed practice, and requiring partnership scrutiny of decision-making and outcomes.</p> <p>The Partnership Board will use assurance and performance reporting to monitor disproportionality (including intersections between protected characteristics and vulnerability factors), review the effectiveness of diversion and intervention pathways, and agree actions where differences cannot be explained by need or risk. This EIA will be kept under review as delivery progresses and as new intelligence or feedback from children, families and communities is gathered.</p> <p>The Youth and Justice Partnership Board are provided with a comprehensive performance report which includes a full breakdown of the demographics of the children who are supported through the service. We are in the process of developing this further to show trends.</p>
<p><b>What engagement has been undertaken so far?</b></p> <p><b>What does it show?</b></p>	<p>Engagement has included:</p> <ul style="list-style-type: none"> <li>• Feedback from children and families through evaluation activity</li> <li>• Input from victims to inform improvements to the victim offer</li> <li>• Multi-agency collaboration through the Youth and Justice Partnership Board</li> <li>• Access to children’s records based on their interaction with the service detailing their needs.</li> </ul> <p>This engagement demonstrates the importance of listening to lived experience and ensuring that services are shaped by the voices of those most affected by the youth justice system.</p>

The Youth Justice Plan does not require any public consultation.

#### 4- Benefits, concerns and mitigating action

Please specify if any individuals or community groups who identify with any of the '[protected characteristics](#)' may *potentially* be affected by the policy and describe any benefits and concerns including any barriers. Use this section to demonstrate how risks would be mitigated for each affected group. If a group will not be affected by the proposal please state so.

Group	What are the benefits of the proposal for those from the following groups?	What are the concerns identified and how will these affect those from the following groups?	How will the known concerns be mitigated?
Age	The Plan is specifically designed for children and young people, prioritising prevention, diversion and developmentally appropriate responses.	<p>Children aged 15-17 are most likely to be represented within the Service.</p> <p>The Service has a statutory obligation to work with some children as they transition into young adulthood and with others who will be have a considered transition to the Young Adults Team in Probation.</p>	<p>Ensure that children have access to early help and prevention services, such as Teen Health who are based within schools.</p> <p>Close working relationships with Leicestershire Probation utilising the dedicated Senior Probation Officer SPOC and the seconded Probation Officer within Youth Justice.</p>

		<p>Risk of younger children being drawn into formal processes where early help may be more appropriate.</p>	<p>Strengthened triage, diversion pathways and prevention panels to ensure proportionate responses. Engagement with District Councils Joint Action Groups to identify children engaging in Anti-Social Behaviour and an offer of support at this early stage.</p>
<p><b>Disability</b></p>	<p>There is a high prevalence of children with the Youth Justice System with disabilities, specifically SEND needs. . The benefit of the plan is to ensure that the health and education needs of children are understood, addressed and support is in place for children to achieve their potential and have ambition.</p>	<p>Children with SEND or neurodiversity may experience barriers to engagement or understanding processes.</p> <p>Require improved access to health support, including mental health and neurodevelopmental needs, and a trauma-informed approach.</p>	<p>Partnership working with Health, Education and specialist services, and use of tailored interventions.</p> <p>Strategic representation on the Youth and Justice Partnership Board from Education Leads and Health Leads.</p> <p>During 2026-27 a specialist Speech and Language Therapy (SALT) provision will be implemented to work across the YJS children and the partnership to improve support and understanding around communication needs.</p> <p>All children who require support from the Youth and Justice Service</p>

			<p>have a Communication Passport completed with them so that their needs are better understood.</p> <p>Currently exploring opportunities to ensure access to health services when diverted away from Court and police custody.</p>
<b>Race</b>	<p>Black, Asian and multi-ethnic children and adults are over-represented in the Criminal Justice System as a whole. It is likely that this group of children will face multiple disadvantages and intersectionality.</p> <p>The Plan is set to address disproportionality by race as a key thread across priorities and within the partnership, Child First principles and prevention activity aim to reduce unnecessary criminalisation and escalation of children.</p>	<p>Risk of racial disproportionality in contact with policing and youth justice pathways. This group of children are at more risk of entering into youth justice and the prison estate.</p>	<p>Ongoing scrutiny through partnership governance structure and rigor of quarterly data.</p> <p>Development of a disproportionality action plan supported by the Race Equity Lead from the Youth Endowment Fund.</p>
<b>Sex</b>	<p>The plan recognises the need for differing pathways and vulnerabilities for boys and girls, including exploitation and victimisation.</p>	<p>The over-representation of girls in YJS is a concern. Work has identified that girls are likely to have higher levels of trauma and vulnerability</p>	<p>Strategic work across LLR is underway concerning girls and women in CJS.</p>

		and are likely to have experienced victimisation.	#EmpowerHer has been developed in collaboration with girls to offer practical support and emotional wellbeing.  Work has been undertaken on developing a pathway for boys to address positive relationships and talking openly about mental health and emotional wellbeing.
<b>Gender Reassignment</b>	The Plan recognises the need to support young people to safely explore their identity.	Whilst evidence is limited, it is understood that children who are exploring their identity can become vulnerable and may display risk taking behaviour.	All children who require support from the Youth and Justice Service have a Communication Passport completed with them so that their needs are better understood, including their identity.  Improved data collection.  Developing pathways of support.
<b>Marriage and Civil Partnership</b>	No direct impact identified, improvements to partner services will support all children and young people in YJS.	None identified.	Not required.
<b>Sexual Orientation</b>	The Plan recognises the need to support young people to safely explore their identity.	Whilst evidence is limited, it is understood that children who are exploring their identity can become	All children who require support from the Youth and Justice Service have a Communication Passport

		vulnerable and may display risk taking behaviour.	<p>completed with them so that their needs are better understood, including their identity.</p> <p>Improved data collection.</p> <p>Developing pathways of support.</p>
<b>Pregnancy and Maternity</b>	No direct impact identified, improvements to partner services will support all children and young people in YJS.	None identified.	Not required.
<b>Religion or Belief</b>	The Plan recognises the need to support young people to safely explore their culture and identity.	Whilst evidence is limited, it is understood that children who are exploring their culture and identity can become vulnerable to negative influences.	<p>All children who require support from the Youth and Justice Service have a Communication Passport completed with them so that their needs are better understood, including their identity.</p> <p>Improved data collection.</p> <p>Developing pathways of support.</p>

<b>Armed Forces (including veterans)</b>	No direct impact identified, improvements to partner services will support all children and young people in YJS.	None identified.	Not required.
<b>People with lived care experience</b>	The plan acknowledges that children with lived care experience can be over-represented within the Criminal Justice System.	Children who have lived care experience have a higher vulnerability to criminalisation and exploitation.	Strong relationships with the Children in Care Service and Care Leavers Service.  Data reported quarterly to the Youth and Justice Partnership Board who scrutinise data and will respond to any over-representation.
<b>Other groups: e.g., rural isolation, deprivation, health inequality, carers, asylum seeker and refugee communities, looked after children, deprived or disadvantaged communities</b>	No additional direct impacts identified, improvements to partner services will support all children and young people within Youth Justice.  Above addresses children with care experience and care leavers.	None identified currently.	Robust performance monitoring through the Youth and Justice Partnership Board around cohort data and any response needed.

<b>5- Action Plan</b>			
Produce a framework to outline how identified risks/concerns identified in section 4 will be mitigated.			
<b>What action is planned?</b>	<b>Who is responsible for the action?</b>	<b>Timescale</b>	<b>Expected outcome</b>
Monitor equality impacts through Partnership Board reporting	Youth and Justice Partnership Board	Ongoing 2026–27	Improved oversight of disproportionality and equality impact and robust plans in place that show positive outcomes.
Embed Child First and trauma-informed practice across delivery	Youth Justice Service Management Team	Ongoing 2026–27	More equitable and proportionate outcomes for children
Strengthen prevention and diversion pathways for vulnerable groups	Multi-agency partners	Ongoing 2026–27	Reduced escalation and unnecessary criminalisation
Improve access to health and wellbeing support including social prescribing	Health partners and Youth Justice Service	Ongoing 2026–27	Reduction in unmet health needs and inequality

<b>6- Approval Process</b>	
<b>Departmental Equalities Group</b>	14/04/2026
<b>Corporate Policy Team</b>	Please set out comments from the Corporate Policy Team
<b>Sign off by the Senior Responsible Officer for the Project.</b>	

## REPORT OF THE CABINET

### B. DATES OF COUNCIL MEETINGS IN 2027/28 AND 2028/29

#### Introduction

1. The purpose of this report is to recommend that the County Council agrees dates for Council meetings for the next two municipal years.

#### Background

2. Standing Order 1(2) requires that in addition to the Annual Meeting of the Council and any meetings convened by the Chairman or members of the Council, meetings of the Council for the transaction of general business shall be held on such days as may be determined by the Council on the recommendation of the Cabinet. Dates for the 2027/28 municipal year have been included in order to provide members with advance notice of future meetings, although it is recognised that Local Government Reorganisation may have an effect on this timetable.

#### Equality Implications

3. There are no equality implications arising from this report.

#### Human Rights Implications

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

#### Consideration by the Cabinet

5. The Cabinet at its meeting on 28 April 2026 considered the Dates Of Council Meetings In 2027/28 and 2028/29 and resolved

That the County Council be recommended to hold meetings on the following dates during the next two municipal years:-

Wednesday 17 February 2027 (to consider the budget)

Wednesday 12 May 2027 (Annual Meeting)

Wednesday 7 July 2027

Wednesday 29 September 2027

Wednesday 1 December 2027

Wednesday 16 February 2028 (to consider the budget)

Wednesday 17 May 2028 (Annual Meeting)

Wednesday 5 July 2028

Wednesday 27 September 2028

Wednesday 6 December 2028

**(Motion to be moved:**

**That the County Council be recommended to hold meetings on the following dates during the next two municipal years:**

**Wednesday 17 February 2027 (to consider the budget)**

**Wednesday 12 May 2027 (Annual Meeting)**

**Wednesday 7 July 2027**

**Wednesday 29 September 2027**

**Wednesday 1 December 2027**

**Wednesday 16 February 2028 (to consider the budget)**

**Wednesday 17 May 2028 (Annual Meeting)**

**Wednesday 5 July 2028**

**Wednesday 27 September 2028**

**Wednesday 6 December 2028.)**

28 April 2026

**Mr. D. Harrison CC  
Leader of the Council**

### **Background Papers**

Report to the County Council on 14 May 2025 "Dates of Council Meetings 2025/26 and 2026/27" -

<https://democracy.leicestershire.gov.uk/ieListDocuments.aspx?CIId=134&MIId=7392>

## 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 a mid-year 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. The last annual review of the Constitution was presented to the Constitution Committee in November 2025. A mid-year review has been conducted to address additional changes required.

#### Proposed Amendments

4. It is proposed that changes are made to the following areas of the Constitution:
  - Articles (Part 2),
  - Responsibility for Functions (Part 3)
  - Meeting Procedure Rules (Part 4A)
  - Overview and Scrutiny Procedure Rules (Part 4E)
  - Protocol on Member / Officer Relations (Part 5C)
  - Members' Allowance Scheme (Part 6)

Full details and the reasons for the changes are set out in the Appendix attached. A summary of the key amendments is set out below.

#### Articles

5. Potential to rotate Chairmanship of the Scrutiny Commission (Article 6.05) – This is to allow for the annual rotation of the chairmanship between the Leaders of the two main opposition groups, effective from the annual meeting of the County Council. Unless it is otherwise agreed, the Leader of the largest opposition group will chair in the first year following an election. This proposed change has been similarly reflected in the Meeting Procedure Rules (Standing Order 29) which also states that the Deputy Chairman will automatically be

the Leader of the main opposition group who is not currently serving as Chairman. The Overview and Scrutiny Procedure Rules (Rule 6) have also been updated to reflect this proposed change.

6. Renaming of overview and scrutiny committees (Article 6.07; Schedule 3 Table A) – The titles of committees have been updated to reflect recent departmental changes. The terms of reference for the Committees set out in Table A of Schedule 3 have also been amended to align each committee with the responsibilities that now fall within its relevant departments remit. The related changes in the titles of Departments and Chief Officer titles are captured in the revised Table C (Annex 2).
7. Review and Revision of the Constitution (Article 15) – This sets out an updated framework for monitoring and reviewing the Constitution, including a clearer duty on the Chief Legal Officer and Monitoring Officer to keep the Constitution up to date. This includes authority to make certain consequential/minor amendments such as typographical corrections, updating obsolete references/terms of reference, updating delegations following restructures, and updating references to replaced legislation.

#### Responsibility for Functions

8. Corporate Governance Committee – The terms of reference for this committee have been amended to remove reference to ‘standards of conduct by members and co-opted members. This is to enable the transfer of these functions to the new Constitution and Ethics Committee. The Corporate Governance Committee will also now take on responsibility for approving the Council’s Annual Governance Statement (currently within the remit of the Constitution Committee).
9. Replacement of the Constitution Committee – References to the Constitution Committee are to be removed and replaced to establish a new Constitution and Ethics Committee with revised terms of reference, combining the existing constitution-related remit of the Constitution Committee with responsibility for promoting and maintaining high standards of conduct for members and co-opted members (previously the responsibility of the Corporate Governance Committee). This will include oversight of the Code of Conduct/protocol updates, complaint-handling procedures, training and monitoring, and the selection of Independent Persons that support the complaints process.

#### Meeting Procedure Rules

10. Standing Order 1 (Meetings of the County Council) - Provisions have been added regarding members standing on the Chairman’s entry/exit, commencement with prayers, allocated seating when meetings are webcast, and public/press filming and live reporting rules.

11. Standing Order 4 (Order of business) – This now includes provision for the receipt of statutory officer reports as appropriate.
12. Standing Order 7 and 32 (Questions from elected members and the public) – Questions which the Chairman (after consultation with the Monitoring Officer) may disallow have been expanded, to provide a clearer scope and improve consistency with other provisions (namely Position Statements and Notices of Motion). Questions which relate, for example to staffing, complaints and investigations on conduct matters and exempt/confidential information content could be disallowed.
13. Standing Order 8 (Position Statements) – This Standing Order has been replaced with updated rules, including limits on the number of position statements that will be permitted at each meeting, reiterating current practice regarding publication requirements and time limits, and sets out discussion arrangements and a defined scope and grounds for disallowing a statement (aligned with questions and motions as detailed above and below).
14. Standing Order 10 (Notices of Motion) – Greater clarity on the scope of restrictions on Notices of Motion has been included to align with the question/position statement scope limitations. This will help support consistency in the application of these rules in respect of all such matters.
15. Standing Order 14 (Rescissions) – This Standing Order has been amended to restrict the re-running of substantially similar motions within six months, subject to specified exceptions, including the moving of a motion seeking a vote of no confidence in the Leader which can be made at any time.
16. Standing Order 35 (Variation and revocation) – It is proposed that this Standing Order is deleted so that changes proposed to the Meeting Procedure Rules can be implemented with immediate effect. This is on the basis that all changes to the Constitution first need to be considered either by the new Constitution and Ethics Committee, Employment Committee or Corporate Governance Committee and will only be brought to full Council for approval if recommended by those committees.

#### Overview and Scrutiny Procedure Rules

17. The Overview and Scrutiny Procedure Rules have been tidied up and corrections made to delete duplication. Rule 2 has been strengthened to reiterate the explicit function for the Scrutiny Commissioners to oversee the work of other scrutiny committees and review panels.
18. Rule 14 (Call-in procedure) has been revised to make clear those matters which can be referred on to full Council following a call-in (i.e. Cabinet decisions considered to fall outside the Budget or Policy Framework). This is in line with guidance from the Centre for Governance and Scrutiny and the

arrangements adopted by other authorities. It also now aligns better with the Council's existing Budget and Policy Framework Procedure Rules.

#### Protocol on Member/Officer Relations

19. The updated Protocol places greater emphasis on senior Members and Officers modelling the behaviours and standards set out in the Protocol and clarifies the requirement for training.
20. The section regarding 'Relationships between Members and Officers' has been strengthened around professional conduct in communications. It tightens expectations for both Members and Officers.
21. The Protocol now includes a clearer route for raising and resolving Member-officer conduct concerns, encouraging early, informal resolution while setting out formal escalation steps for both officers and Members (including safeguards against retaliation and interference with standards or HR processes).
22. Attached to the Protocol is a Statutory Officers Protocol that sets shared expectations, early involvement and access arrangements, escalation and dispute resolution pathways, and role-specific appendices for the Head of Paid Service, Monitoring Officer and Chief Financial Officer. Ongoing review and maintenance arrangements are also stated to keep the protocol current and consistent with legislation and good practice.

#### Members' Allowances Scheme

23. A new paragraph has been added to reflect new Regulations which again permit members to join the Local Government Pension Scheme if they so wish.

#### Resource Implications

24. None.

#### Equality Implications

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

#### Human Rights Implications

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

#### Consideration by the Constitution Committee

27. The Constitution Committee at its meeting on 28 April considered the proposed changes to the Constitution. The Committee supported the proposed changes although a vote was taken on the change to Article 6.05 and one member voted against this particular proposal raising concerns that

the rotation of the Chairman of the Scrutiny Commission would introduce uncertainty and weaken scrutiny processes which currently worked effectively at the County Council.

**(Motion to be moved: -**

**That the proposed changes to the Constitution, as set out in the Appendix to this report be approved.)**

28 April 2026

**Mr D Harrison CC  
Chairman of the  
Constitution Committee**

### **Background Papers**

Report to the Constitution Committee on 28 April 2026, Review and Revision of the Constitution -

<https://democracy.leics.gov.uk/ieListDocuments.aspx?CId=150&MId=8551&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 – Proposed Changes to the Constitution 2026

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**PROPOSED AMENDMENTS TO THE CONSTITUTION  
OF LEICESTERSHIRE COUNTY COUNCIL  
MAY 2026**

<b><u>ITEM</u></b>	<b><u>PROPOSED AMENDMENT</u></b>	<b><u>EXPLANATION</u></b>
<b><u>PART 2 - ARTICLES</u></b>		
Article 6 – Overview and scrutiny committees	Amend Article 6.05 to read as follows:  “Chairmanship of the Scrutiny Commission shall rotate between the Leaders of the two main opposition groups on an annual basis, effective from the annual meeting of the Council. Unless agreement is reached otherwise, the Leader of the largest opposition group will take the chair for the first year following the election with rotation applying in subsequent years.”	To allow for the rotation of the Chairmanship of the Scrutiny Commission between the two main opposition political groups.

	<p>Amend Article 6.07 to rename the Overview and Scrutiny Committee's as follows:</p> <p>The Chairman of the Adults and Cultural Services Overview and Scrutiny Committee</p> <p>The Chairman of the Children and Families Overview and Scrutiny Committee</p> <p>The Chairman of the Growth, Highways, Transport and Waste Overview and Scrutiny Committee</p> <p>The Chairman of the Environment, Flooding and Climate Change Overview and Scrutiny Committee</p> <p>The Chairman of the Health and Communities Overview and Scrutiny Committee</p>	<p>To reflect recent departmental changes made by the Chief Executive and revised Overview and Scrutiny terms of reference to align these.</p>
<p>Article 12.03 – Functions of the Monitoring Officer</p>	<p>Amend paragraph (a) to read “The Monitoring Officer will monitor and maintain an up-to-date version of the Constitution....”</p>	<p>To reflect the changes being made to Article 15 below.</p>

<p>Article 13 – Decision-making</p>	<p>Amend Article 13.02 to read as follows:</p> <p>All decisions of the County Council will be made in accordance with the following principles:</p> <ul style="list-style-type: none"> <li>(a) proportionality (i.e. the action should be proportionate to the desired outcome);</li> <li>(b) due consultation and engagement;</li> <li>(c) the taking of professional advice;</li> <li>(d) respect for human rights;</li> <li>(e) a presumption in favour of openness and transparency;</li> <li>(f) clarity of aims and desired outcomes; and</li> <li>(g) an explanation of the options considered and the reasons for decisions</li> </ul>	<p>To reflect recent guidance from the Local Government Association.</p>
<p>Article 15 – Review and Revision of the Constitution</p>	<p>Replace Article 15 with the following:</p> <p><b>15.01 Duty to Monitor and Review the Constitution</b></p> <ul style="list-style-type: none"> <li>(a) The Chief Legal Officer and Monitoring Officer will monitor the operation of the Constitution on a regular basis to ensure that the aims and principles are given full effect.</li> <li>(b) The Chief Legal Officer and Monitoring Officer will make recommendations as to changes required to the Constitution to ensure it is up to date and remains fit for purpose. In undertaking this task the Chief Legal Officer and Monitoring Officer may: <ul style="list-style-type: none"> <li>(i) observe meetings of different parts of the</li> </ul> </li> </ul>	<p>To enable the Chief Legal Officer and Monitoring Officer to make minor amendments to the Constitution as detailed.</p>

	<p>member and officer structure;</p> <p>(ii) undertake an audit trail of a sample of decisions;</p> <p>(iii) record and analyse issues raised with him or her by members, officers, the public and other relevant stakeholders; and</p> <p>(iv) compare practices in the County Council with those in other comparable authorities, or national examples of best practice.</p> <p><b>15.01 Changes to the Constitution</b></p> <p>(a) The Chief Legal Officer and Monitoring Officer is authorised to make consequential changes to the Constitution including (but not limited to):</p> <ul style="list-style-type: none"> <li>- Typographical or grammatical errors to delete or update any obsolete terms of reference;</li> <li>- To correct obvious errors or better give effect to the clear intention of the constitution;</li> <li>- Update the Council’s Scheme of Delegation where responsibility for a function is moved from one officer to another e.g. following a restructure;</li> <li>- To reflect changes in responsibilities of members of the Executive as determined by the Leader of the Council; and</li> <li>- To update references to legislation where</li> </ul>	
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	<p>an Act of Parliament is replaced by another Act in substantially similar terms, or to reflect changes which are require by new legislation which the Council is required to implement.</p> <p>(b) Subject to paragraph (a) above, changes to the Constitution will only be approved by the full Council following a recommendation made by the Chief Executive and/or Chief Legal Officer and Monitoring Officer and which has first been approved by the Constitution and Ethics Committee and/or Corporate Governance Committee and/or Employment Committee as appropriate.</p>	
Schedule 3, Table A – Overview and Scrutiny Committees	Replace Table A with that set out in Annex 1 attached.	To align Overview and Scrutiny terms of reference with recent departmental changes made by the Chief Executive.
Schedule 3, Table C – Chief Officers	Replace Table C with that set out in Annex 2 attached.	To reflect recent departmental changes made by the Chief Executive.
<b><u>PART 3 – RESPONSIBILITY FOR FUNCTIONS</u></b>		
Section B – Responsibility for “County Council” Functions	<p>Delete from paragraph 3 of the Corporate Governance Committee Terms of Reference the following wording”</p> <p>‘standards of conduct by members and co-opted members’</p>	Standards matters to be transferred to the proposed new Constitution and Ethics Committee.

	<p>Delete all reference to the Constitution Committee and replace with the Constitution and Ethics Committee with the following terms of reference:</p> <ol style="list-style-type: none"> <li>1. The Constitution Committee shall not have power to appoint subcommittees, save in relation to members' allowances.</li> <li>2. The extent to which the non-executive powers within the Committee's remit have been delegated to chief officers, either by the full County Council or by the Committee (or by any of the bodies previously charged with the functions now within its remit), will be found: <ol style="list-style-type: none"> <li>(a) in the general scheme of delegation to heads of departments which appears in Section D of this Part; and</li> <li>(b) in the record of specific delegations maintained by the Chief Executive for public inspection at County Hall and which constitutes Part 9 of this Constitution.</li> </ol> </li> <li>3. Subject to the delegations described in paragraph 2, the functions delegated to the Committee shall be: <ol style="list-style-type: none"> <li>(a) <b>Elections.</b> Those functions relating to elections which are specified in Schedule 1 to the Functions Regulations and which are relevant to a county council.</li> <li>(b) <b>Names and status.</b> Those functions relating to the name and status of areas and individuals which are specified in Schedule 1 to the Functions Regulations and which are relevant to a county council.</li> </ol> </li> </ol>	<p>To replace the Constitution Committee with a new Constitution and Ethics Committee that will now have responsibility for all matters relating to the standards of conduct of members and co-opted members along with those responsibilities previously delegated to the Constitution Committee.</p>
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	<p>(c) <b>Bills.</b> Advising the Council on the promotion or opposition of local or personal Bills which are specified in Schedule 1 to the Functions Regulations and which are relevant to a county council.</p> <p>(d) <b>Appointments.</b> Making and revoking appointments, except where the full County Council, the Cabinet, the Corporate Governance Committee or other board or committee has such responsibility.</p> <p>(e) <b>Members' Allowances Scheme.</b> Advising the County Council on the Members' Allowances Scheme <i>[Note: approval of the scheme cannot be delegated by the County Council to a committee].</i></p> <p>(f) <b>Members' Services.</b> Approving the arrangements for providing appropriate support services to meet the needs of elected members.</p> <p>(g) <b>Constitution.</b> Oversee the operation of the Council's Constitution and to make recommendations to the County Council on changes and improvements to the Constitution except for those which fall within the remit of the Corporate Governance Committee and the Employment Committee.</p> <p>(h) <b>Member and Co-opted Member Conduct.</b> Overseeing and approving the Council's functions relating to the promotion and maintenance of high standards of conduct for members and co-opted members of the County Council including:</p>	
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	<ul style="list-style-type: none"> <li>(i) Making recommendations to the County Council regarding amendments to the Members' Code of Conduct and the Member/Officer Protocol;</li> <li>(ii) Approving the Council's procedure for handling Member Conduct Complaints. <i>(See also delegation to the Chief Legal Officer and Monitoring Officer.)</i></li> <li>(iii) Approving training to be provided to Members on the Code of Conduct;</li> <li>(iv) Monitoring the operation of the Code of Conduct</li> <li>(v) Select and recommend to the County Council persons for appointment as an Independent Person.</li> <li>(i) <b>Dispensations and Exemptions.</b> Approving the granting of a dispensation to any member in respect of any statutory and non-statutory disclosable interests and agreeing to exempt members from vacation of office for failure to attend meetings.</li> <li>(j) <b>Charitable Trustee.</b> Those functions relating to the Council's role as a Charitable Trustee where the Council has been identified as a trustee of a charity or trust or the recipient of a bequest and holds property or assets on trust, including consideration of matters where there is a conflict or potential conflict between the Council's interests and those of the Charitable Trust or bequest.</li> </ul>	
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	Remove approval of the Annual Governance Statement from the current Constitution Committee and allocate this function to the Corporate Governance Committee to be captured within its specific terms of reference.	To reflect the transfer of responsibility for the approval of the Annual Governance Statement to the Corporate Governance Committee.
Schedule D – General scheme of delegation to Chief Officers	Amend paragraph 8 to read:  “Any proper officer function or delegation to the Chief Executive may in his/her absence be exercised by the Director of Corporate Resources (Deputy Chief Executive).  Amend paragraph 22 to read:  “The Chief Executive has authorised the Director of Corporate Resources (Deputy Chief Executive) to act in his/her absence.”	To reflect the Chief Executive’s change in officer structure and related sub-delegations.
<b><u>PART 4A – MEETING PROCEDURE RULES</u></b>		
Standing Order 1 – Meetings of the County Council	Add new paragraphs (6) to (8) as below –  <u>Procedure for meetings</u>  “(6) Before the start and end of each meeting, members and officers will stand whilst the Chairman enters and leaves the chamber. The meeting will also commence with prayers.  (7) Meetings of the Council may be broadcast live	To provide for the standing of all members at the start and end of each meeting on the entrance of the Chairman, the seating of members in their allocated place, and to set out the rules regarding the filming/recording of meetings live.

	<p>and made available to the public for viewing on the Council's website. When a meeting is webcast, members will sit in their allocated seat.</p> <p>(8) Members of the public and press shall be entitled to film, record and report proceedings of any meetings (which they are permitted to attend) as they happen using any electronic method available (including X, Blogs and Facebook). This right does not extend to live oral reporting or commentary of meetings.”</p>	
Standing Order 4 – Order of business	To include new paragraph (8) to read “to consider reports of statutory officers as appropriate” and renumber later paragraphs.	To provide for the receipt of statutory reports in line with good practice.
Standing Order 7 – Questions from Elected Members	<p>Amend paragraph (9) to read as follows:</p> <p>(9) The Chairman of the meeting, following consultation with the Monitoring Officer, shall not allow the question to be put if he or she is of the view that it:</p> <p>(a) Contains personal remarks about an identifiable member or officer or language that is defamatory, frivolous, offensive, vexatious, derogatory, or unlawful;</p> <p>(b) Relates to applications for or objections to any non-determined planning application or any licence, notice or order issued, served or made by the Council;</p>	To provide a clear scope for questions that can be asked by elected Members which also aligns with the scope for notices of motion and position statements, ensuring greater consistency.

	<ul style="list-style-type: none"> <li>(c) Relates to individual staffing matters or the personal information of Members or Officers;</li> <li>(d) Relates to complaints, investigations or conduct matters concerning identifiable members or officers;</li> <li>(e) Raises any matter involving exempt or confidential information or compromises legal or commercial confidentiality;</li> <li>(f) Is out of order or otherwise inappropriate for the particular meeting or to undermine the purposes of the Constitution.”</li> </ul>	
<p>Standing Order 8 – Position Statements</p>	<p>Amend Standing Order 8 to read as follows:</p> <ul style="list-style-type: none"> <li>(1) No more than two Position Statements may be presented to the Council by the Leader and any member of the Executive. The Chairman of the Scrutiny Commission may also present a Position Statement. There will be no more than three Position Statements in total at any one meeting..</li> <li>(2) Position Statements must be made in writing and published on the County Council’s website at least two hours before the start of the Council meeting.</li> </ul>	<p>To reflect the changes agreed to the making of position statements by Group Leaders and to provide a clear scope regarding position statements which aligns with the scope of Questions from members and notices of motion, ensuring greater consistency</p>

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|  | <p>(3) The presentation of a Position Statement shall be limited to five minutes.</p> <p>(4) A Position Statement may give rise to an informal discussion by the Council provided that, subject to paragraph (6), no motion or amendment shall be moved during that discussion. Members are permitted to speak once for a maximum of two minutes, with the Leaders of the Opposition Groups being invited to speak last. Debate is to be limited to the content of the Position Statement. The presenter of the Position Statement will have a right of reply.</p> <p>(5) Discussion of any Position Statement shall not exceed thirty minutes but the Chairman, at his or her discretion, may permit an extension of such length as he or she considers appropriate.</p> <p>(6) 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.</p> |  |
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Scope of Position Statements

- (7) A Position Statement should inform the Council of current events, issues and policy developments which are relevant to the role of the member presenting the Position Statement.
- (8) The Chairman of the meeting, following consultation with the Monitoring Officer, shall not allow a Position Statement to be presented or shall direct the member to cease speaking if he or she is of the view that the Position Statement:
  - (a) contains personal remarks about an identifiable member or officer or language that is defamatory, frivolous, offensive, vexatious, derogatory, or unlawful;
  - (b) relates 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) relates to individual staffing matters or the personal information of Members or Officers;
  - (d) relates to complaints, investigations or conduct matters concerning identifiable members or officers;

	<ul style="list-style-type: none"> <li>(e) raises any matter involving exempt or confidential information or compromises legal or commercial confidentiality;</li> <li>(f) is out of order or otherwise inappropriate for the particular meeting or to undermine the purposes of the Constitution.”</li> </ul>	
<p>Standing Order 10 – Notices of Motion</p>	<p>Amend paragraph (6) to read as follows:</p> <ul style="list-style-type: none"> <li>(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: <ul style="list-style-type: none"> <li>(a) contain personal remarks about an identifiable member or officer or language that is defamatory, frivolous, offensive, vexatious, derogatory, or unlawful;</li> <li>(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;</li> <li>(c) relate to individual staffing matters or the personal information of Members or Officers;</li> </ul> </li> </ul>	<p>To provide a clear scope of Notices of Motion which also align with the scope for questions and position statements, to ensure greater consistency.</p>

	<ul style="list-style-type: none"> <li>(d) relate to complaints, investigations or conduct matters concerning identifiable members or officers;</li> <li>(e) raise any matter involving exempt or confidential or compromise legal or commercial confidentiality;</li> <li>(f) 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;</li> <li>(g) fall within Standing Order 13 (Motions which may be moved during debate) or Standing Order 14 (Recissions).</li> </ul>	
Standing Order 14 - Recissions	<p>Amend Standing Order to read as follows:</p> <ul style="list-style-type: none"> <li>(1) Subject to paragraph (2) below, no motion substantially similar to a motion passed or rejected within the preceding six months shall be proposed unless a member seeks consent to propose such a 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.</li> <li>(2) This Standing Order shall not apply to a motion moved whilst there is before the Council a</li> </ul>	To avoid unnecessary duplication on matters which have already been considered by the full County Council within the preceding six months.

	<p>recommendation of the Executive, the Commission, a board or committee relating to the matter. A motion seeking a vote of no confidence in the Leader can be made at any time and is not subject to this Standing Order.</p>	
<p>Standing Order 29 – Chairman and Deputy Chairman</p>	<p>Amend paragraph (2) to read as follows:</p> <p>“Chairmanship of the Scrutiny Commission shall, unless agreement is reached otherwise, rotate between the Leaders of the two main opposition groups on an annual basis, in accordance with Article 6 of this Constitution. The deputy chairman of the Commission will be the Leader of the main opposition group who is not currently serving as Chairman.”</p>	<p>To reflect the proposed change outlined above to Article 6.</p>
<p>Standing Order 30 – Meetings</p>	<p>Amend paragraph (4) to remove the words ‘Leader of the Opposition as’</p>	<p>As above.</p>
<p>Standing Order 32 – Questions</p>	<p>Amend paragraph (6) to read as follows:</p> <p>(6) The Chief Executive may decline to accept a proposed question if in his or her opinion it is:</p> <p>(a) not relevant to the functions of the body concerned;</p> <p>(b) contains personal remarks about an identifiable member or officer or language that is defamatory, frivolous, offensive , vexatious, derogatory or unlawful;</p>	<p>To mirror the scope limitations on questions from elected members, notices of position and position statements for consistency.</p>

	<ul style="list-style-type: none"> <li>(c) is substantially similar to a question which has been put at a meeting in the past six months;</li> <li>(d) relates to individual staffing matters or the personal information of Members or Officers;</li> <li>(e) relates to complaints, investigations or conduct matters concerning identifiable members or officers;</li> <li>(f) requires the disclosure of confidential or exempt information or compromises legal or commercial confidentiality;</li> <li>(g) contains campaigning or electoral content unrelated to the scope of the question;</li> <li>(h) considered by the chairman to be inappropriate for the particular meeting.</li> </ul>	
Standing Order 33 – Petitions	Amend paragraph (3) to read “Every petition shall be couched in proper language, must not be substantially similar to a petition which has been presented in the past six months, but must be relevant.....”	To reflect the limitation already set out within the Pensions Scheme.
Standing Order 35 – Variation and revocation	Delete Standing Order	

**PART 4E – OVERVIEW AND SCRUTINY PROCEDURE RULES**

Rule 2 – The Scrutiny Commission	Delete.	Duplicates the terms of reference set out in the Articles (Part 2) and Rule 2A.
Rule 2A – The Scrutiny Commissioners	<p>Re-number to Rule 2 and add new paragraph 2(c) as follows and re-number:</p> <p>“to oversee the work of all other overview and scrutiny committees and scrutiny review panels;”</p>	Correction to reflect current practice.
Rule 6 – Chairmanship and meetings of the overview and scrutiny committees	<p>Amend paragraph (a) to read as follows:</p> <p>“The appointment of the Chairman of the Scrutiny Commission and the Chairmen of the other standing overview and scrutiny committees will be made by the Council in accordance with Article 6 of this Constitution.”</p> <p>Delete paragraph (b)</p>	<p>To reflect changes to Article 6 (Part 2) detailed above.</p> <p>Correction to reflect current practice - the appointment of Chairmen of review panels is a matter for each review panel.</p>
Rule 8 – Policy Review and Development	Amend paragraph (d) to refer to the ‘Scrutiny Commissioners’ in place of the ‘Scrutiny Commission’.	Correction as this is the responsibility of the Commissioners.
Rule 12 – Members and Officers giving account	Amend paragraph (a) to refer to the Head of Paid Service and/or “any Director or Assistant Director” and ‘senior’ employees of NHS bodies and relevant health service providers.	To reflect good practice and the expectation that only high-level officers will attend scrutiny meetings to answer questions or give an account.

<p>Rule 14 – Call-in</p>	<p>Amend to read as follows –</p> <p>(a) Call-in should only be used in exceptional circumstances. To ensure that call-in is not abused, nor causes unreasonable delay, it will only apply to Key Decisions and will also be subject to the conditions described in this Rule.</p> <p>(b) When a decision is made by the Executive, an individual member of the Executive or a committee of the Executive, or a Key Decision is made by an officer with delegated authority from the Executive or an area committee or under joint arrangements, the decision shall be published, including where possible by electronic means, and shall be available at County Hall normally within 2 days of being made. Chairmen of all overview and scrutiny committees will be sent copies of the records of all such decisions within the same timescale, by the person responsible for publishing the decision.</p> <p>(c) Notification of decisions will bear the date on which it is published and will specify that a Key Decision will come into force, and may then be implemented, on the expiry of 5 working days after the publication of the decision, unless it has been called in under this Rule. Those decisions which are Key Decisions but which will require further consideration by the Executive at a later stage prior to implementation, may be proceeded with immediately (as in the case for example of a</p>	<p>To reflect guidance from the Centre for Governance and Scrutiny and to provide clarity around those matters that can be referred to the full County Council in line with the Budget and Policy Framework Procedure Rules.</p>
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	<p>decision to proceed with consultation on a proposal). Those decisions which are not Key Decisions are not subject to call in under this Rule and may be implemented immediately.</p> <p>(d) During that period, the Chief Executive shall call-in a relevant Key Decision for scrutiny by a relevant overview and scrutiny committee only if so requested in writing by any four members of the Council, at least two of which must be members of the Scrutiny Commission. The written request shall include a cogent explanation of the reasons for the call-in.</p> <p>(e) The call-in notice can be withdrawn at any time in writing by the four members who originally invoked the call-in procedure.</p> <p>(f) The Chief Executive shall notify the decision-taker (where the decision was taken by the Executive, the Leader) of the call-in.</p> <p>(g) Where there is a meeting of the relevant overview and scrutiny committee within 10 working days of the call-in, the matter will be included on the agenda for that meeting. Where no such meeting is scheduled, the Chief Executive shall call a meeting of the relevant overview and scrutiny committee within that time frame, where possible after consultation with the chairman of the committee.</p>	
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	<p>(h) Having considered the call-in, the overview and scrutiny committee may either:</p> <ul style="list-style-type: none"><li>(i) refer it back to the decision-making person or body for reconsideration, setting out in writing the nature of its concerns and any alternative recommendations. This will normally be considered at the decision-making body's next scheduled meeting;</li><li>(ii) if it considers that the decision is outside the Council's Budget or Policy Framework, refer the matter to the full County Council after seeking the advice of the Monitoring Officer and/or Chief Financial Officer; or</li><li>(iii) decide to take no further action, in which case the original decision will be effective immediately.</li></ul> <p>(i) If referred back to the decision-making person or body, he/she/it will then reconsider the decision within a further 10 working days, amending the decision or not, before adopting a final decision. Once a decision has been reconsidered by the decision-making person or body it may not be the subject of further call-in.</p> <p>(j) If referred to the full County Council, the Budget and Policy Framework Procedure Rules (Part 4C of this Constitution) will apply.</p>	
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	<p>(k) If following a call-in, the overview and scrutiny committee does not meet in the period set out above, the decision shall take effect on the date of the overview and scrutiny meeting, or the expiry of the 10 day period referred to in (h) above, whichever is the earlier.</p> <p>(l) Where an Executive decision has been taken by an area committee then the right of call-in shall extend to any other area committee which resolves to refer a decision which has been made but not implemented to a relevant overview and scrutiny committee for consideration in accordance with these provisions. An area committee may only request the Chief Executive to call-in the decision if it is of the opinion that the decision will have an adverse effect on the area to which it relates. All other provisions relating to call in shall apply as if the call in had been exercised by members of a relevant overview and scrutiny committee.</p>	
<b>PART 5C – PROTOCOL ON MEMBER / OFFICER RELATIONS</b>		
	<p>Replace Part 5C in its entirety with the new Protocol attached as Annex 3 (changes shown in bold).</p>	<p>To append the statutory officer protocol and set out a new process for raising and resolving Member/Officer conduct concerns.</p>

**PART 6 – MEMBERS ALLOWANCES SCHEME**

	<p><u>Pensions</u></p> <p>17. All Members of the County Council who satisfy the requirements laid down in the Local Government Pension Scheme (Amendment) (Elected Member Pensions) Regulations 2026 shall be entitled to join the Local Government Pension Scheme. The Allowances treated as amounts in respect of which pensions shall be payable shall be in accordance these Regulations.</p> <p>18. This provision shall be effective from 1 May 2026.</p>	<p>To reflect the introduction of new Regulations from 1 May 2026 to allow elected members to join the LGPS.</p>
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**SCHEDULE 3  
TABLES**

**TABLE A**

**Overview and scrutiny committees (Article 6.01)**

[Note:

- *Articles 2.03(b) of this Constitution states that all County Councillors will act in the capacity to which they are elected to the County Council and not speak on behalf of any other local authority whilst they are acting as a County Councillor. This applies when overview and scrutiny committees consider matters which also affect district councils, for example growth and associated infrastructure items.*
- *Neither the Scrutiny Commission nor any of the other overview and scrutiny committees or subcommittees are empowered to take decisions or exercise any responsibilities of the Executive or County Council or Health Service bodies. The general role and specific functions are described in Article 6 and for the purposes of that Article the Scrutiny Commission is regarded as an overview and scrutiny committee for those matters which come within its scope.]*

<b>Committee</b>	<b>Scope</b>
<b>Scrutiny Commission</b>	<ol style="list-style-type: none"> <li>1. The executive functions of the County Council in respect of the Corporate Resources Department (but not limited to) :-               <ol style="list-style-type: none"> <li>(i) The Budget (the revenue budget and capital programme)</li> <li>(ii) Strategic and Operational Property including property energy efficiency and the Investing in Leicestershire Programme</li> <li>(iii) Information and Communications Technology (ICT)</li> <li>(iv) Leicestershire Traded Services and Customer Services</li> <li>(v) Corporate Transformation and Ways of Working</li> <li>(vi) Corporate Performance, complaints and compliments.</li> </ol> </li> <li>2. Any functions which are not specifically within the scope of any other overview and scrutiny committee.</li> <li>3. To act as the Crime and Disorder Committee in accordance with Section 19 of Part 3 of the Police and Justice Act 2006 and work with the Police and Crime Panel to scrutinise the delivery of effectiveness of measures aimed at reducing crime and disorder.</li> <li>4. To monitor the performance and activities of: -               <ol style="list-style-type: none"> <li>(a) The Leicester and Leicestershire Business and Skills Partnership;</li> </ol> </li> </ol>

Committee	Scope
	<p>(b) Any other partnerships that are associated with the executive functions outlined above and not within the scope of any other overview and scrutiny committee.</p> <p><i>[Note: The scope of the Scrutiny Commission will not extend to exercising functions relating to the scrutiny of:</i></p> <ul style="list-style-type: none"> <li>• <i>Operational Transformation within service departments which will be a matter for each of the service related overview and scrutiny committee;</i></li> <li>• <i>the National Health Service in the County, which will be a matter for the designated scrutiny committee.)</i></li> </ul> <p><i>See Rule 2A of the Overview and Scrutiny Procedure Rules (Part 4E) for the functions of the Scrutiny Commissioners.]</i></p>
<p><b>Children and Families</b></p>	<ol style="list-style-type: none"> <li>1. The executive functions of the County Council in respect of Children and Family Services including Unaccompanied Asylum Seeking Children.</li> <li>2. To monitor the performance and activities of any partnerships that are associated with the executive functions outlined in 1. above.</li> </ol>
<p><b>Adults and Cultural Services</b></p>	<ol style="list-style-type: none"> <li>1. The executive functions of the County Council in respect of the Adults and Cultural Services Department.</li> <li>2. To monitor the performance and activities of any partnerships that are associated with the executive functions outlined in 1. above.</li> </ol>
<p><b>Growth, Highways Transport and Waste</b></p>	<ol style="list-style-type: none"> <li>1. The executive functions of the County Council in respect of Strategic Planning, Growth and associated infrastructure, Highways, Transport and Waste Management within the Growth, Environment and Transport Department.</li> <li>2. To monitor the performance and activities of any partnerships that are associated with the executive functions outlined in 1. above.</li> </ol>
<p><b>Environment, Flooding and Climate Change</b></p>	<ol style="list-style-type: none"> <li>1. The executive functions of the County Council in respect of the Council's Environment Agenda including Forestry, Climate Change, and Flooding Risk.</li> <li>2. To monitor the performance and activities of the Flood Risk Management Board in accordance with Section 9FH of Schedule 2 of the Localism Act 2011.</li> <li>3. To monitor the performance and activities of any partnerships that are associated with the executive functions</li> </ol>

Committee	Scope
	outlined in 1. and 2. above.
<b>Health and Communities</b>	<ol style="list-style-type: none"> <li>1. The executive functions of the County Council in relation to the Public Health, Communities, Law and Governance Department including homelessness and asylum (not including unaccompanied asylum seeking children).</li> <li>2. To monitor the performance of the Health and Wellbeing Board in respect of the executive functions outlined in 1. above and any other partnerships as appropriate that are associated with those functions.</li> <li>3. Health Service Functions as follows:- <ol style="list-style-type: none"> <li>(a) The exercise by health bodies of functions which affect the area of the County Council;</li> <li>(b) Arrangements for responding to consultation by local health bodies for substantial development of the health service or substantial variation in the provision of such services save where these are dealt with through a joint committee with other Social Services authorities.</li> </ol> </li> </ol>

*[Note: Article 6.09 makes provision for the County Council to establish a joint committee with other Social Services authorities, to scrutinise any health issue or consultation which has an area larger than the County Council where it considers it necessary or is required to do so.]*

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## TABLE C

**Chief officers** (Article 12.01)

Post	Functions and areas of responsibility
Chief Executive	<ol style="list-style-type: none"> <li>1. Head of the Paid Service.</li> <li>2. Leading the Corporate Management Team (CMT).</li> <li>3. Overall corporate management and operational responsibility (including overall management responsibility for all officers).</li> <li>4. Provision of professional advice to all parties in the decision-making process.</li> <li>5. Responsibility for a system of record keeping for all of the County Council's decisions.</li> <li>6. Representing the County Council on partnership and external bodies (as required by statute or the County Council).</li> </ol>
Director of Corporate Resources (Deputy Chief Executive)	<ol style="list-style-type: none"> <li>1. Act in the Chief Executive's absence.</li> <li>2. Oversight of the operation of the finance function and work of the Chief Financial Officer.</li> <li>3. Contribution to corporate management through participation in CMT.</li> <li>4. Provision of professional advice in connection with and managing the effective provision of services for:- <ol style="list-style-type: none"> <li>(a) Corporate Strategy for Transformation.</li> <li>(b) Human Resources.</li> <li>(c) Business Intelligence</li> <li>(d) Strategic and Operational Property</li> <li>(e) Information Communications and Technology (ICT).</li> <li>(f) Public Relations and Communications.</li> </ol> </li> </ol>

Post	Functions and areas of responsibility
Chief Legal Officer and Monitoring Officer	<ol style="list-style-type: none"> <li>1. Provision of professional legal and governance advice.</li> <li>2. Provision of democratic governance and advice and support to Members.</li> <li>3. Provision of advice on ethical standards and the Code of Conduct for Members.</li> <li>4. Monitoring and Reviewing the Constitution.</li> <li>5. Contribution to corporate management through participation in CMT.</li> </ol>
Director of Children and Family Services	<ol style="list-style-type: none"> <li>1. Provision of professional advice in connection with and managing the effective provision of children and family services (including unaccompanied asylum seeking children), youth justice and domestic abuse.</li> <li>2. Contribution to corporate management through participation in CMT.</li> </ol>
Director of Adults and Cultural Services	<ol style="list-style-type: none"> <li>1. Provision of professional advice in connection with and managing the effective provision of:- <ul style="list-style-type: none"> <li>(a) Adult Social Care Services.</li> <li>(b) Libraries Service.</li> <li>(c) Heritage and Arts (including Beaumanor Hall and Park and the Century Theatre's heritage and visitor experience).</li> <li>(d) Country Parks</li> </ul> </li> <li>2. Contribution to corporate management through participation in CMT.</li> <li>3. Liaison with the NHS.</li> </ol>
Director of Growth, Environment and Transport	<ol style="list-style-type: none"> <li>1. Provision of professional advice in connection with and managing the effective provision of services for:- <ul style="list-style-type: none"> <li>(a) Highways.</li> <li>(b) Transportation.</li> <li>(c) Waste Management.</li> <li>(d) Environmental Management.</li> <li>(e) Planning, Heritage and Natural Environment.</li> <li>(f) Strategic Planning and Growth.</li> <li>(g) Forestry.</li> </ul> </li> </ol>

Post	Functions and areas of responsibility
	<p>(h) Foundation Strategic Authority and Spatial Development Strategy Lead</p> <p>2. Contribution to corporate management through participation in CMT.</p>
<p>Director of Public Health, Communities, Law and Governance</p>	<p>1. Provision of professional advice in connection with and managing the effective provision of services for:-</p> <ul style="list-style-type: none"> <li>(a) Health and public health.</li> <li>(b) Liaison with the NHS.</li> <li>(c) Strategy.</li> <li>(d) Regulatory Services and Trading Standards.</li> <li>(e) Multi-agency Traveller Unit.</li> <li>(f) Homelessness</li> <li>(g) Asylum (not including unaccompanied asylum seeking children)</li> <li>(h) Community Safety, Serious Organised Crime, Prevent.</li> <li>(i) Communities and Economic Strategies, and related partnerships.</li> <li>(j) Emergency Management.</li> </ul> <p>2. Managing the effective provision of services for:-</p> <ul style="list-style-type: none"> <li>(a) Legal Services</li> <li>(b) Governance and Members Services</li> </ul> <p>3. Contribution to corporate management through participation in CMT.</p>

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Annex 3

## **Part 5 C**

# Protocol on Member / Officer Relations

## ***Part 5C - Protocol on Member/Officer Relations***

1. [Principles](#)
2. [Role of Members and Officers](#)
3. [Relationship between Members and Officers](#)
4. [Information and the Political Perspective](#)
5. [Relationship between the Cabinet and Overview and Scrutiny](#)
6. [Decisions under Delegated Powers](#)
7. [Keeping Members Informed of Matters affecting their Electoral Division](#)
8. [Guidance to Elected Members on providing advice and support to Officers](#)
9. [Process for Raising and Resolving Member–Officer Conduct Concerns](#)

Annex - [Statutory Officers Protocol](#)

## Purpose

1. The purpose of this protocol is to define the respective roles of members and officers and to provide guidance on what the relationship between those roles should be.
2. **The protocol is intended to support effective working relationships and promote high standards of behaviour. It sits alongside the Members' Code of Conduct, Planning Code of Good Practice and the Officers' Code of Conduct and reflects the principles and objectives that underpin those Codes.**

## Principles

3. The fundamental principles underpinning this protocol are:
  - (a) The County Council is a democratically elected local authority delivering a range of services to the people of Leicestershire.
  - (b) The County Council is a single entity, a statutory corporate body. This relates to both the officer structure and the different areas of activity (Cabinet, Regulatory and Overview and Scrutiny) that members can be involved in.
  - (c) In everything they do, elected members and officers of the County Council are obliged to act within the law and in compliance with relevant standards and codes of conduct.
  - (d) All elected members of the County Council are ultimately accountable to the people of Leicestershire through the ballot box for their actions as County Councillors.
  - (e) The Political Administration of the day, whether single or joint, is ultimately politically accountable for the effectiveness and delivery of its policies and plans which have been approved by the County Council and will, therefore, have an interest in ensuring that services are delivered by the officers in accordance with those approved policies and plans.
  - (f) The officers serve the whole County Council as a single statutory corporate body.
  - (g) The Head of Paid Service (Chief Executive), Monitoring Officer, Chief Financial Officer (Section 151 Officer) and Scrutiny Officer are all statutory roles with responsibilities as set out in the Articles of this Constitution. A Statutory Officers Protocol which establishes shared expectations and appended role protocols for each Statutory Officer is attached and forms part of this Protocol.

- (h) The officers will provide adequate support to all elected members in their local or representational role.
  - (i) Dealings between elected members and officers should be based on mutual trust and respect.
  - (j) **Senior members, including the Leader and Group Leaders, and senior officers, including the Chief Executive and Directors, are expected to actively model the behaviours and standards set out in this protocol. Through their conduct, they have a key role in reinforcing clear roles, mutual respect and constructive working relationships, and in promoting a culture where this protocol is understood and applied in practice.**
- 4. **The effective operation of this protocol depends on a shared understanding of the respective roles, responsibilities and standards of behaviour expected of members and officers.**
  - 5. **Appropriate training, guidance and induction will be provided to elected members and officers to support awareness of this protocol and the standards of conduct that underpin it, and this protocol will be referenced as part of member induction and relevant development activity.**

### **Role of Members and Officers**

- 6. Members and officers are both servants of the public and indispensable to one another, although their responsibilities are distinct. Members are responsible to the electorate and serve only so long as their term of office lasts. Officers are responsible to the Council as a whole, and they are accountable to the Chief Executive. Their role is to give advice to members (individually and collectively) and to carry out the Council's work as determined by the Cabinet and full Council under the direction of the Chief Executive and the Council's Corporate Management Team.
- 7. Members should not get involved in the day to day operational management of services, although this does not preclude Members from raising constituency related operational issues. Equally, officers should not get involved in politics.
- 8. Members will take decisions in their role as members of the Cabinet and other decision-making bodies detailed in the Constitution, including the full Council. They will do this in the light of appropriate professional advice from officers, which will ensure that all decisions comply with the law and relevant standards or codes of conduct. Officers have the right to have their advice recorded, so that elected members are fully aware of the implications of their decisions.

9. The advice given by officers will aim to serve the interests of the County Council as a whole. It should be fearless, factual, honest, objective and politically neutral. Officers must be alert to issues which are, or are likely to be, contentious or politically sensitive. Officers must be aware of the implications for the Council and its members, and for the community as a whole.

### **Relationships between Members and Officers**

10. The relationship between members and officers should be one of mutual trust and respect. Members and officers should behave courteously to each other and neither party should seek to take advantage of their position. Close personal familiarity between individual members and officers can harm professional relationships and prove embarrassing to other members and officers. Situations should be avoided that could give rise to the suspicion or appearance of any improper conduct, or the perception that a member and an officer treat one another differently from others due to the nature of a personal relationship between them. Officers are required to declare any close personal relationships with members in the same way as they would declare a relationship with another employee.
11. **Dealings between elected members and officers should at all times reflect the Council's commitment to dignity, respect and fairness at work in their interactions with one another. Behaviour which undermines professional dignity, respect or courtesy is incompatible with the principles of this protocol and the shared objective of promoting high standards of behaviour across the Council.**
12. Members should not raise matters relating to the conduct or capability of officers, either individually or collectively, at meetings held in public or in the press. Officers have no means of responding to such criticism in public. If Members feel that they have not been treated with proper respect and courtesy or have any concern about the conduct or capability of an officer **they should raise it using the process outlined at paragraph 51 of this protocol.**
13. Members will not publish any material which **criticises, disparages or undermines officers, either directly or indirectly, including through anonymised references or comments which could reasonably identify an individual or group of officers, including through their agents or political groups. This applies equally to communications and interactions conducted through digital and online channels, including email, messaging platforms and social media.**
14. **Officers must maintain professional and politically neutral conduct in all communications with elected members and should avoid conduct and communications, including online discussion,**

**which could reasonably give rise to perceptions of partiality, impropriety or political alignment.**

15. Members should respect the confidence of officers and, when information is shared with them, should not share it more widely, especially with the press, parish councils or members of the public, without seeking the consent of the relevant Head of Service or Assistant Director beforehand. More details of how to engage with the media are set out in the Media Relations Protocol.

### **Information and the political perspective**

16. For the proper functioning of the County Council as a whole, officers will normally be permitted to share information freely between themselves, irrespective of whether the officer's role is connected with the Cabinet, Overview and Scrutiny or the regulatory aspects of the County Council. Where the information has been supplied/received subject to a request for party political confidentiality, an officer will only be permitted to share that information with other officers if they believe that to be necessary - for example for the purpose of verifying the legality, financial probity or procedural regularity of any proposed course of action disclosed by that information. The request for party political confidentiality will be confirmed to, and honoured by, any officers with whom the information is shared.
17. Appropriate and regular liaison between elected members and officers connected with the Executive and Overview and Scrutiny aspects of the County Council should avoid the relationship between Scrutiny and the Executive becoming adversarial and polarised. This liaison, combined with the politically balanced nature of Overview and Scrutiny, should reduce the number of occasions on which it is necessary for information to be supplied by elected members to officers on a party political confidential basis at Executive/Overview and Scrutiny level.
18. On request and where appropriate, officers will provide a briefing on a policy matter or individual topic to a particular political group, provided that the same offer is **also** made to the other political groups. There will be times when officers consider it more appropriate to brief all members at the same; this will be discussed with the political group making the request. **For the avoidance of doubt, this section does not apply to Cabinet Briefings (a confidential weekly meeting between Cabinet Members and Chief Officers) or to other Executive-only briefings convened to support the discharge of Executive functions.**
19. Where information is supplied to officers on a party political confidential basis, the officers will respect that confidentiality unless the officers believe that the proposed course of action appears to be in conflict with the law, or any relevant standards or codes of conduct, or would amount to an abuse of the processes of the County Council.

20. Where party political confidentiality would be maintained in accordance with the preceding paragraph, the officers may, nonetheless, seek to persuade the elected members requesting the confidentiality to agree to that information being shared with the other political groups on the grounds that it would assist the more effective functioning of the County Council; however, in the absence of any such agreement to waive the confidentiality, the officers would continue to respect it.
21. Where there is a change in Political Administration, the officers will act in relation to the new Administration and Opposition party or parties in the same way as they did for the old; and will continue to respect any continuing party political confidentiality.

### **Relationship between the Cabinet and Overview and Scrutiny**

22. Given the nature and purpose of the County Council and the respective roles of elected members and officers, it is accepted that the officers, while remaining politically neutral, will inevitably give advice on a wider range of issues and on a more regular basis to the Cabinet. For their part, Cabinet members will continue to respect the political neutrality of the officers and accept that officers are obliged to respond positively to any requests from Overview and Scrutiny for appropriate information and advice relevant to the issue being considered by Overview and Scrutiny. When a committee requests it, the Executive will provide an appropriate Lead Member to attend an overview and scrutiny meeting to explain an Executive's decision and the reasons for it.

### **Decisions under delegated powers**

23. No executive powers will, as a matter of policy, be delegated to individual members, either as the Leader or as a member of the Cabinet. Although neither the Leader nor individual members of the Cabinet will have any personal delegated executive powers, they may, nevertheless, develop, a personal special interest in specific areas of County Council activity. The term "Lead Member", rather than "Portfolio Holder", is used to describe members with any such special interest, to avoid creating any misleading impression that the member concerned does have personal delegated powers. The Leader may decide that there should be more than one Lead Member for any particular area of special interest.
24. The role of a Lead Member will include:
  - (a) Providing a leadership role in their particular area, demonstrating familiarity and understanding of their brief.
  - (b) providing a point of reference for a chief officer who wishes to sound out the elected member perspective before taking an executive decision under powers delegated to that chief officer.

- (c) Providing a better-informed elected member perspective and opinion on any relevant proposals before (or likely to come before) the Cabinet.
- (d) Appearing, as appropriate, before any relevant overview and scrutiny committee on behalf of the Executive.
- (e) Making position statements or responding to questions on the relevant area of activity, on behalf of the Executive, at any meeting of the County Council.
- (f) Speaking to the media to publicise and explain relevant decisions made at and policy proposals emerging from meetings of the Cabinet.

The role of the Lead Member for Children's Services is a statutory role and as such holds political accountability for all local authority children's services, including education and social care.

- 25. Where a chief officer decides (rather than volunteers) to consult a Lead Member before exercising his or her delegated powers, both will understand, and accept, that the final decision (and the responsibility which goes with it) remains with the chief officer; and that the process of reference to a Lead Member is not intended to operate as a delegation of power to the Lead Member.
- 26. The same principles apply where authority to take a decision has been specifically delegated to a chief officer "after consultation with" one or more elected members, whether Lead Member or local member or both. Although the process of consultation is required by the specific delegation of authority, this does not change the fact that the process is still one of consultation with, not specific approval by, the member(s) concerned. If the consultation process was handled as if it was one of specific approval, then that could reasonably be regarded as tantamount to *de facto* personal delegation to the member concerned.
- 27. Since consultation alone is involved, a chief officer can, theoretically, decide to proceed with his or her proposed course of action even in the face of some degree of objection from the member(s) consulted. However, **in some circumstances it may be prudent for** the chief officer to decline to exercise the delegated authority and refer the decision back to the body which conferred the authority on the chief officer.
- 28. In implementing any process of consultation, if the view of the Lead Member is not in conformity with the professional view of the chief officer and the difference of view is material and cannot be reconciled, then the chief officer should consider:
  - (g) seeking advice from the Chief Executive, Monitoring Officer or Chief Financial Officer as appropriate; and
  - (h) referring the issue to a meeting of the Cabinet or the body which conferred the delegated power -

to protect the interests of the Lead Member, the chief officer and, ultimately, the County Council.

29. Chief officers should be careful about the methods they use to record, for internal purposes, that the process of consultation has taken place and its result. There should be mutual trust and understanding between chief officers and Lead Members - a degree of trust which should be sufficient **so that** a formalised process whereby a chief officer expects Lead Members to sign written confirmation that they have read and understood the relevant material supplied to them and that they agree its content **is usually inappropriate**.

### **Keeping Members informed of matters affecting their electoral division**

30. To enable members to carry out their representative and divisional role effectively, they should be fully informed as early as possible about matters affecting their division, especially where it can be anticipated that members will become involved, for example in the case of the likelihood of complaints. Residents expect their County Council representative(s) to be aware of all the activities which they may believe are in some way the responsibility of the County Council. This arrangement does not extend to individual service-related complaints.
31. Members have an important role to play in representing the County Council in their electoral division by responding to the concerns of their constituents.
32. Members must be invited to any event that has been organised in their electoral division, which is relevant to their role as a County Councillor, for example the opening of a new facility from which County Council services are being delivered. If the facility or the service provides services to adjoining electoral divisions the additional members should also be invited.
33. Whenever a public meeting is organised by the Council to consider an issue, all the members representing the electoral division(s) affected should be invited to attend the meeting as a matter of course.
34. If a member intends to arrange a public meeting on a matter concerning some aspect of the Council's work, they should inform the relevant officer(s).
35. Similarly, whenever the Council undertakes any form of consultative exercise, the relevant member(s) should be notified immediately prior to the outset of the exercise.
36. Where a report to the Cabinet, Scrutiny or Regulatory Body includes a sensitive issue affecting one or more electoral divisions, report authors

must draw this to the attention of the relevant member(s) concerned, whether or not they are a member of that body. This does not apply to reports considered by informal panels or working parties.

37. Members may attend as observers at meetings of the Cabinet, Overview and Scrutiny Committee and Regulatory Bodies (Standing Order 34), including those parts of the meetings from which the public has been excluded. Subject to the consent of the Chairman a member so attending may speak (but not vote) on any matter. Representations may also be made by members in writing, particularly if they are not able to attend the meeting.
38. Where Members have notified that they have a particular interest in a matter to be considered by the Cabinet or some other body, but they are not the local member, officers are still expected to provide them with the relevant information. Care must be taken on matters on which a member has an interest, as defined in the Member Code of Conduct. Members have a common law right to inspect documents and attend meetings if they can demonstrate a “need to know” for the purposes of their duties as a Councillor (if in doubt seek advice from the Monitoring Officer).
39. Further circumstances where it would be appropriate to notify individual members include, for example:
  - An issue arising from the exercise of a Chief Officer delegated power relating to their division;
  - An approach being made to a Chief Officer by the press for comments on a particular matter relating to their division;
  - A partnership body, which includes the County Council; proposing to take action on a matter relating to their division
  - A Freedom of Information request covering a controversial issue relating to their division;
  - Where officers have received significant complaints from residents in their division, likely to lead to adverse media coverage (excluding individual service-related complaints);
  - A potentially controversial operational matter that will have a significant impact on the community in their division such as major road works, changes in opening hours, closure of a facility etc;
  - Where a major incident has taken place.

In most cases notification via a short e-mail or simple phone call is all that is required.

40. There may be times when, in addition to the local member(s), it would be appropriate for the officer concerned to notify other members, for example the Leader, Deputy Leader or Cabinet Lead Member.

## Guidance to Elected Members on providing advice and support to Officers

### Constituent Issues

41. A member may be asked for advice and support by an officer who is one of their constituents. Officers are entitled to seek such assistance in the same way as any other member of the public. However, members should be aware of the Officer Employment Procedure Rules in Part 4 of this constitution and be careful not to prejudice the County Council's position in relation to disciplinary procedures or employment matters in respect of an officer. A member approached for help in such circumstances should first seek advice from the Monitoring Officer.

### Employment Issues

42. A member should generally treat officers as they would a member of the public in relation to the personal receipt of council services and deal with the issue accordingly.
43. Although employees are not encouraged to do so, elected members may occasionally find themselves being approached by employees on matters relating to their personal circumstances as a member of the Council's staff.
44. This puts the elected member in some difficulty because they will potentially have a conflict of interest. On the one hand the member may well want to offer assistance to the employee, particularly if they reside in their electoral division. On the other hand, as a member of the County Council, all elected members have responsibilities as "the employer".
45. It is advised in such circumstances that the member concerned should limit their role to the following:-
  - listening to the nature of the issue;
  - offering advice about where the employee can get assistance and support e.g. trade union, HR staff, manager, website;
  - pointing to the various mechanisms which the Authority has in place for resolving issues and disputes with groups of employees and individuals. (These are explained below);
  - satisfying themselves that the Council's procedures (including the Whistleblowing Procedure where appropriate) are being followed correctly in that case and receiving details of the outcome. If there is concern that this may not be the case the member should seek advice from a relevant officer (i.e. Monitoring Officer, Head of Democratic Services, Head of Law or Head of People Services).

46. Beyond the above, it would not be wise for an elected member to pursue any particular case on behalf of the employee. To do so could prejudice any procedures which are already underway and would not be in the Council's or public's interests.
47. There are a number of policies and procedures available for employees to raise individual issues in relation to their employment, in line with the Employee Code of Conduct which forms Part 5B of this Constitution.
48. The Whistleblowing Procedure is available to raise issues of bad practice, possible fraud or corruption or other matters which seem to be against the interests of the public, the Council or its staff.

### **Process for Raising and Resolving Member–Officer Conduct Concerns**

49. **Wherever possible, concerns should be raised early and addressed informally and constructively, recognising that not all issues require formal escalation.**

#### Procedure for Officers to raise concerns about Members

50. Where a member of staff has a concern about the conduct, behaviour, or interactions of an elected member, and where it is not appropriate or comfortable to resolve the matter directly with the member concerned, the following escalation route will apply:
  - (a) Discussion  
The staff member may raise the issue in confidence with their Director or, if preferred, with the Chief Executive or the Monitoring Officer. No member shall be involved at this stage.
  - (b) Confidential Management Meeting  
Upon receiving such a concern, the Chief Executive, relevant Director and Monitoring Officer will discuss the matter with the staff member to understand the issue, provide support, and assess whether informal resolution may be appropriate.
  - (c) Engagement with the Relevant Group Leader  
Where the concern relates to an elected member's behaviour, and where informal resolution appears possible, the Chief Executive or Monitoring Officer may, with the staff member's agreement, raise the matter with the Leader of the relevant political group.  
This engagement is intended to support early, constructive resolution and uphold positive member–officer relations, while maintaining the impartiality and safety of officers.
  - (d) Protection of Officers  
Officers must be able to raise such concerns without fear of criticism, retaliation or political pressure. Members must respect that

such concerns are handled through senior management and the Monitoring Officer, not directly with the staff member.

(e) No Interference with Formal Processes

Where the matter may amount to a potential breach of the Members' Code of Conduct, and informal resolution under this procedure is not considered appropriate, the Monitoring Officer will advise whether it should instead be considered under the formal Code of Conduct complaints process, in which case members must not seek to influence or interfere with the investigation.

(f) Record and Follow-Up

A confidential note of the concern and action taken will be kept by the Monitoring Officer, who will ensure appropriate follow-up and support for the staff member, and, where relevant, engage with the group leader or member involved to reinforce expected standards.

Procedure for Members to Raise Concerns About Officers

51. Where an elected member has a concern about the conduct, behaviour, or interactions of an officer, which has not been **possible or is not appropriate** to resolve directly with that officer, the following escalation route will apply:
- (a) Where a member considers that they have not been treated with proper respect or courtesy by an officer, they should raise the concern without delay with the officer's line manager or relevant Director.
  - (b) If, after consideration by the relevant manager or Director, the concern remains unresolved, the member may escalate the issue to the Chief Executive. The Chief Executive will determine whether the matter indicates a potential breach of the Officers' Code of Conduct or other standards expected of employees under the Constitution. The Chief Executive will also decide what further action is appropriate, which may include formal management action, referral to HR processes, or other steps necessary to preserve the integrity of member-officer relations.
  - (c) At every stage of this process, members should refrain from engaging directly with the officer in a way that could be perceived as undue pressure or interference in employment matters. Equally, officers will be expected to cooperate fully and professionally with any enquiries arising from such concerns. This approach ensures that concerns are dealt with promptly, fairly and in accordance with established governance and employment frameworks.

**Review and Maintenance of the Protocol**

- 52. This protocol will be kept under review to ensure it remains effective, up to date and consistent with relevant legislation, codes of conduct and national good practice. Any proposed changes will be considered in accordance with the Council's constitutional arrangements.**

**[end of Protocol on Member/Officer Relations]**

## STATUTORY OFFICERS PROTOCOL

*This Protocol forms part of the Member/Officer Relations protocol and is intended to sit alongside Article 12 of the Constitution, the Members' Code of Conduct, Employee Code of Conduct and the Council's procedure rules. It establishes shared expectations and appended role protocols for each Statutory Officer.*

### 1. Status and Purpose

1.1 This Protocol forms part of the Council's Constitution. It sets out how the Council, its Members, and its officers will support and work with the Council's Statutory Officers so they can discharge their statutory and professional responsibilities effectively. Nothing in this Protocol is intended to fetter the statutory or professional judgement of a Statutory Officer, or to prevent the exercise of any statutory reporting power or duty.

1.2 The Council recognises the importance of the 'golden triangle'—the Head of Paid Service, the Monitoring Officer and the Chief Finance Officer—working collaboratively to support lawful decision-making, effective governance and financial resilience in the public interest.

1.3 The Protocol:

- (a) establishes shared principles for Member/officer relationships involving Statutory Officers;
- (b) sets minimum working arrangements, access rights and resourcing expectations;
- (c) provides routes for early advice, issue escalation and dispute resolution; and
- (d) appends role-specific protocols for the Chief Executive/Head of Paid Service, the Monitoring Officer and the Chief Finance Officer (s151 Officer).

### 2. Scope, Definitions and Interpretation

2.1 "Statutory Officers" for the purposes of this Protocol are:

- (a) the Head of Paid Service (the Chief Executive), designated under section 4 of the Local Government and Housing Act 1989;
- (b) the Monitoring Officer, designated under section 5 of the Local Government and Housing Act 1989; and
- (c) the Chief Finance Officer (the "s151 Officer"), responsible for the proper administration of the Council's financial affairs under section 151 of the Local Government Act 1972.

2.2 References in this Protocol to “Members” include the Leader, Cabinet Members, Committee Chairs and all elected Members of the Council.

2.3 This Protocol is to be read alongside: the Members’ Code of Conduct; the Employee Code of Conduct; the Member/Officer Relations Protocol; the Council’s decision-making, financial and contract procedure rules; and any statutory guidance and professional standards applicable to Statutory Officers.

### **3. Core Principles**

3.1 The Council, Members and officers will:

- (a) promote a culture of legality, high ethical standards, good governance and effective financial management;
- (b) engage Statutory Officers early in the development of proposals and decisions with legal, constitutional, ethical, governance or financial implications;
- (c) respect the impartiality and independence of Statutory Officers and avoid placing inappropriate pressure upon them;
- (d) ensure Statutory Officers have timely access to information, reports, meetings and decision-makers so they can provide advice and, where necessary, discharge statutory reporting duties;
- (e) act with mutual respect, trust, honesty and courtesy in all dealings;
- (f) handle disagreements constructively and resolve tensions swiftly; and
- (g) avoid any conduct that could bring the Council into disrepute or undermine Member/officer relationships.

3.2 Statutory Officers will:

- (a) provide professional, impartial advice to support lawful and effective decision-making;
- (b) seek, where possible, to resolve issues informally and constructively at an early stage, including by identifying lawful alternative courses of action; and
- (c) escalate matters formally only where necessary to discharge their statutory or professional duties.

### **4. Working Arrangements – Access, Information and Early Involvement**

4.1 The Council will ensure each Statutory Officer has:

- (a) sufficient staff, accommodation, training and other resources to discharge their statutory duties;

(b) prompt access to the Leader, Cabinet, Committee Chairs and the Corporate Management Team (CMT);

(c) advance notice of and access to agendas, reports and minutes for meetings and key officer decision-making forums where issues relevant to their responsibilities may arise; and

(d) unimpeded access to relevant records, information and officers necessary for them to carry out their functions, subject to lawful restrictions, including timely cooperation and explanation where requested, and subject to lawful restrictions (including data protection, legal professional privilege and exempt/confidential information requirements).

4.2 Directors and other senior officers must ensure Statutory Officers (or their nominated deputies) are consulted at an early stage on:

(a) new policy or service delivery models;

(b) significant governance or constitutional changes;

(c) procurement and contract models that create significant legal/financial risk;

(d) partnerships, companies, trusts and other bodies where the Council's risk exposure may be material; and

(e) reports and decisions that may be (or be perceived to be) unlawful, procedurally defective, unethical or financially unsustainable. Where Statutory Officer advice is material to the decision, reports should fairly summarise that advice (and any material residual risks), and identify mitigations and lawful alternatives considered.

4.3 Appropriate deputising arrangements will be maintained and kept under review so that statutory functions can be discharged during absence, vacancies or peaks in demand.

## **5. Statutory Officers' Co-ordination**

5.1 The Statutory Officers will meet regularly (or ensure appropriate regular liaison) to consider corporate governance, legality, standards and financial resilience issues and to co-ordinate advice to Members and CMT.

5.2 Where a matter engages more than one statutory remit (e.g. legality and financial sustainability), the Statutory Officers will co-ordinate advice and escalation wherever practicable, while preserving their separate statutory duties.

## **6. Escalation, Dispute Resolution and Protecting Statutory Roles**

6.1 Where a Statutory Officer raises a concern, the relevant Director and report author must respond promptly and constructively and must not

progress a proposal in a way that frustrates the Statutory Officer's ability to discharge statutory duties. In these circumstances the report should not be finalised until the relevant statutory officer input is obtained (or the report explicitly records that it was not provided and why).

6.2 If disagreement remains, escalation should normally follow this route:

- (a) report author/Director and Statutory Officer discussion;
- (b) CMT discussion;
- (c) discussion with the Leader (and relevant Cabinet Member/Committee Chair as appropriate); and
- (d) if necessary, formal written advice appended to the report and/or statutory reporting routes.

6.3 No Member or officer shall threaten, attempt to coerce or disadvantage a Statutory Officer (or their staff) for raising concerns or for performing statutory functions.

## **7. Conflicts of Interest and Independent Advice**

7.1 Where a Statutory Officer has a conflict (actual or perceived) in relation to a matter these should be declared as early as possible and the Council will ensure alternative arrangements are made (e.g. deputy officer or independent external support) so the statutory function can be discharged.

7.2 The Council will meet reasonable costs of independent professional advice required by a Statutory Officer to discharge their statutory responsibilities

7.3 Where a Statutory Officer has previously provided material advice or otherwise been materially involved in a matter, and it later becomes contentious such that an actual or perceived conflict of interest may reasonably arise, the Council will ensure alternative arrangements are made (for example, by referral to a nominated deputy or by obtaining independent external support) so that the relevant statutory function can be discharged, and confidence in the independence of that function is maintained.

## **8. Training and Awareness**

8.1 The Council will support regular training and briefings for Members and relevant officers on:

- (a) statutory officer roles and escalation routes;
- (b) decision-making, probity, ethical standards and financial management; and
- (c) lessons learned from governance, audit and standards findings.

## 9. Monitoring, Review and Breach

9.1 Each Statutory Officer will keep this Protocol and their appended role protocol under review.

9.2 The Statutory Officers will provide assurance updates to the Corporate Governance Committee or other relevant oversight committee as required and will bring forward proposed amendments in the light of issues arising.

9.3 Alleged breaches:

(a) by Members may be handled under the Members' Code of Conduct and/or referred to Group Leaders/Whips and/or conduct arrangements as appropriate; and

(b) by officers may be referred to the Chief Executive and/or relevant Director and may be dealt with under HR procedures.

## Appendix A – Chief Executive / Head of Paid Service Protocol

### 1. Purpose and Status

1.1 This Protocol sets expectations for the working relationship between the Chief Executive (as Head of Paid Service) and:

(a) the Leader;

(b) the Cabinet; and

(c) Committee Chairs and

(d) all Members.

### 2. Shared Principles

2.1 Dealings will be conducted with mutual respect, trust, honesty and courtesy.

2.2 The Chief Executive will serve the Council as a whole, irrespective of political affiliation, and will demonstrate political sensitivity and an ability to interpret democratic will.

2.3. The Chief Executive will provide frank, impartial advice to all Members.

2.4 The Leader, Cabinet Members or any Member will not place inappropriate pressure on the Chief Executive. Any tensions will be addressed early and resolved swiftly and amicably wherever practicable.

### 3. Roles and Responsibilities – Summary

3.1 The Leader and Cabinet and Members (collectively) will provide democratic leadership, set policy direction and make decisions within the

Constitution, and respect the distinction between political decision-making and officer management responsibilities.

3.2 The Chief Executive (as Head of Paid Service) has overall corporate management and strategic responsibility for the Council's delivery of services; provides professional and impartial advice across decision-making; is accountable to the Council for implementation of strategies and decisions; and discharges Head of Paid Service responsibilities, including reporting on co-ordination of functions and staffing matters as required by law.

#### **4. Relationship with the Leader**

4.1 A successful working relationship between the Leader of the Council and the Chief Executive is critical to the Council's success, the achievement of its policies and strategies, and its relationships with partners. It is central to the Council's good governance and reputation and should set the tone for constructive Member/officer relations throughout the authority.

#### **Regular Liaison and Communication**

4.2 The Leader and Chief Executive will maintain regular scheduled liaison (weekly or as agreed), supplemented by informal contact as needed.

4.3 The Chief Executive supports all groups and will also maintain appropriate liaison with the Cabinet collectively, chairs of scrutiny and key committees, and opposition group leaders (in an impartial manner) to support effective governance.

#### **5. Advice, Briefings and Early Engagement**

5.1 The Chief Executive will ensure the Leader, Cabinet and Members receive timely advice and information to enable informed decisions.

5.2 Members will have regard to professional advice, including advice on legality, governance, risk, affordability and deliverability.

5.3 Major, sensitive or high-risk issues should be flagged early so that options and mitigations can be developed.

#### **6. Management of Officers and Access to Staff**

6.1 Members have no line management responsibility for officers. Concerns about officer performance or conduct should be raised with the Chief Executive (or with the appropriate Statutory Officer where relevant).

6.2 The Chief Executive is responsible for the organisation, management and conduct of the officer workforce and for ensuring officers support the Council's agreed priorities and decision-making.

## **7. Working with Political Groups**

7.1 The Chief Executive (and officers) will not be drawn into party political business.

7.2 Officer attendance at political group meetings may occur only where it is permitted by the Council's Member/Officer Relations Protocol and where it supports the Council's business (e.g. to brief on Council policy, not party matters).

## **8. Public Communications and Media**

8.1 The Leader is the Council's principal political spokesperson. The Chief Executive may speak on managerial, operational and corporate matters and will support the Leader in communicating agreed Council policy.

8.2 Public statements will be handled professionally, consistently and in accordance with applicable communications protocols.

## **9. Dispute Resolution and Escalation**

9.1 If a serious disagreement arises between a member(s) and the Chief Executive:

- (a) it should be discussed privately at the earliest stage;
- (b) if unresolved, it should be escalated to a meeting involving the Leader and the Chief Executive (and, if helpful, another Statutory Officer); and
- (c) where necessary, the matter may be referred to the Council's established governance routes.

9.2 The Chief Executive will frequently be involved at an early stage in advising on or shaping proposals, particularly where issues are major, sensitive or high risk. Where the Chief Executive has previously provided material advice or otherwise been materially involved in a matter, and the matter later becomes contentious such that an actual or perceived conflict of interest may reasonably arise (for example, where the matter involves allegations about senior officer conduct, employment processes, or the discharge of statutory roles), the Council will ensure alternative arrangements are made so that the relevant process can be progressed independently and with appropriate confidence. Such arrangements may include referral to an appropriate nominated deputy, or the use of independent external support, as appropriate to the circumstance. In such cases, the Chief Executive will take steps to ensure that decision-making, investigation or dispute resolution is handled by an officer (or external adviser) who has not been materially involved in the earlier advice, save where this is impracticable and the reasons are recorded.

## **10. Review**

10.1 The Chief Executive will review this Protocol periodically and may recommend amendments to the Council.

## **Appendix B – Monitoring Officer Protocol**

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

1.1 This Protocol explains the role of the Monitoring Officer and the arrangements in place for ensuring the role is carried out effectively.

1.2 The effectiveness of the Monitoring Officer depends on excellent working relationships with Members and officers, a strong flow of information and access to debate at the earliest stage.

### **2. Statutory Context and Functions**

2.1 The Monitoring Officer is designated under section 5 of the Local Government and Housing Act 1989.

2.2 The Monitoring Officer's core functions include:

- (a) reporting on contravention of law or maladministration ("reportable incidents");
- (b) functions relating to Members' conduct and ethical standards; and
- (c) responsibilities as proper officer and other constitutional functions.

2.3 The Monitoring Officer may not also be the Head of Paid Service.

### **3. Working Arrangements – Discharge of Functions**

3.1 The Monitoring Officer will:

- (a) meet regularly with the Head of Paid Service and the Chief Finance Officer;
- (b) maintain liaison with Internal Audit and External Audit;
- (c) keep the Council updated on relevant legal developments; and
- (d) promote lawful and ethical decision-making and high standards of governance.

3.2 Directors and senior officers will ensure the Monitoring Officer (or deputy) is consulted early on proposals with significant legal, constitutional, procedural or ethical implications and is informed of emerging issues of concern.

### **4. Resolving Potential Reportable Incidents**

4.1 The Monitoring Officer will seek to resolve potential reportable incidents by avoiding illegality/procedural defects and/or identifying lawful alternative means of achieving the Council's objectives.

4.2 A statutory report will normally be made only if the matter cannot be resolved through advice and corrective action, or the Monitoring Officer considers the seriousness requires formal reporting.

## **5. Rights of Access and Information**

5.1 To discharge functions effectively, the Monitoring Officer will be a member of the Council's Corporate Management Team and also has the right:

- (a) to receive advance notice of any relevant meetings of the Council and to attend and speak;
- (c) to access documents and information held by/on behalf of the Council (subject to law) and require explanations;
- (d) to report to the Council and its committees; and
- (e) to access the Head of Paid Service and the Chief Finance Officer.

## **6. Referral to Police, Auditors and Regulators**

6.1 After consultation with the Head of Paid Service and the Chief Finance Officer, the Monitoring Officer may notify the Police, the external auditor and/or regulators of concerns and provide information to assist their statutory functions.

## **7. Obtaining Independent Legal Advice**

7.1 The Monitoring Officer may obtain legal advice (internal or external) at the Council's expense where reasonably required in relation to a potential reportable incident or other governance matter.

## **8. Conflicts**

8.1 Where the Monitoring Officer has an actual or perceived conflict, the Head of Paid Service will be consulted and the matter may be referred to the Deputy Monitoring Officer and/or an external Monitoring Officer from another authority, as appropriate.

8.2 The Monitoring Officer will often be involved at an early stage in advising on proposals so as to avoid reportable incidents and to identify lawful alternatives. Where the Monitoring Officer (or Deputy Monitoring Officer) has previously given material advice or otherwise been materially involved in a matter, and the matter later becomes contentious such that an actual or perceived conflict of interest could reasonably arise, the Monitoring Officer will consult the Head of Paid Service and ensure that the statutory function is discharged through alternative arrangements. This may include referral to the Deputy Monitoring Officer and/or an independent external Monitoring Officer from another authority, as appropriate, so as to maintain confidence in the independence of the statutory function. This includes circumstances where the Monitoring Officer has previously advised a Member or officer on the subject matter of a later complaint or investigation, or has been otherwise involved such that their continued involvement could reasonably be said to undermine confidence in the fairness or independence of the process.

## **9. Insurance and Indemnity**

9.1 The Chief Finance Officer will ensure adequate insurance and indemnity arrangements are maintained to protect the Council and support the proper discharge of the Monitoring Officer function.

## **10. Breach and Sanctions**

10.1 Alleged breaches by Members may be addressed under the Members' Code of Conduct and standards arrangements. Alleged breaches by officers may be referred to the relevant Director and/or Chief Executive and addressed under HR procedures.

## **11. Monitoring and Review**

11.1 The Monitoring Officer will review this Protocol periodically and may recommend amendments to the Council.

### **Appendix C – Chief Finance Officer (s151) Protocol**

#### **1. Introduction**

1.1 The Chief Finance Officer (“CFO”/ “s151 Officer”) is the statutory officer responsible for the proper administration of the Council’s financial affairs.

1.2 This Protocol sets out how the Council will support the CFO to discharge statutory responsibilities and professional duties, including providing timely advice on financial sustainability, governance and risk.

#### **2. Statutory and Professional Framework**

2.1 Section 151 of the Local Government Act 1972 requires the Council to make arrangements for the proper administration of its financial affairs and to secure that one of its officers has responsibility for the administration of those affairs.

2.2 The CFO has a fiduciary duty to local taxpayers and the public interest and is expected to exercise professional judgement and independence.

2.3 Where it appears that expenditure is unlawful or a balanced budget cannot be achieved/maintained, the CFO has statutory reporting duties, including those under section 114 of the Local Government Finance Act 1988.

2.4 The Council expects the CFO role and arrangements to align with CIPFA’s Statement on the Role of the Chief Financial Officer in Local Government, including the “five principles” for the CFO role in public service organisations.

#### **3. CIPFA “Five Principles” – Expectations for the Council**

3.1 The Council will ensure:

- (a) the CFO is a key member of the Council's leadership arrangements, supporting strategy and sustainable delivery in the public interest;
- (b) the CFO is actively involved in, and can influence, all material business decisions so risks and implications are fully considered;
- (c) the CFO leads and promotes good financial management across the organisation so public money is safeguarded and used appropriately, economically, efficiently and effectively;
- (d) the CFO leads and directs a finance function resourced to be fit for purpose; and
- (e) the CFO is professionally qualified and suitably experienced.

#### **4. Working Arrangements – Resources**

4.1 The CFO will advise the Council where resources are insufficient to discharge statutory functions; ensure appropriate deputising arrangements; and, where conflicted, ensure suitable independent arrangements are put in place.

#### **5. Working Arrangements – Access to Information and Meetings**

5.1 To discharge statutory responsibilities, the CFO will be alerted promptly to emerging issues around financial management, accounts, audit, proposed expenditure, funding risk or matters likely to lead to loss, deficit or unplanned liabilities.

5.2 The CFO will receive advance notice of relevant meetings and delegated decisions and has the right to attend and be heard at meetings of the Council, Cabinet and relevant committees on matters with financial implications.

5.3 The CFO will have access to CMT meetings, agendas and reports, and the right to attend and speak on matters with financial implications.

5.4 The CFO will have access (subject to law) to information and officers necessary to carry out fiduciary and statutory functions.

#### **6. Working Arrangements – Relationships and Liaison**

6.1 The CFO will maintain close liaison with the Head of Paid Service and the Monitoring Officer and will support joined-up corporate governance and risk management.

6.2 The CFO will maintain effective working relationships with Internal Audit and External Audit to support assurance and early warning.

#### **7. Advice and Recording**

7.1 The CFO (or deputy) is available to advise Members and officers on financial powers and duties, affordability, sustainability, value for money and financial risk.

7.2 The CFO will ensure appropriate recording of advice given on material matters.

7.3 The Chief Finance Officer will often provide early advice on affordability, financial sustainability, value for money and financial risk to support lawful and effective decision-making. Where the Chief Finance Officer (or deputy) has previously provided material advice or otherwise been materially involved in a matter, and the matter later becomes contentious such that an actual or perceived conflict of interest may reasonably arise, the Council will ensure that appropriate alternative arrangements are put in place so the statutory function can be discharged independently. Such arrangements may include the use of a nominated deputy with appropriate authority, and/or independent external support, as appropriate to the circumstances. Where alternative arrangements are adopted under this paragraph, the reasons for doing so should be recorded, together with the arrangements put in place to ensure continuity of the Council's statutory financial assurance and reporting functions.

## **8. Section 114 and Early Escalation**

8.1 If the CFO considers a section 114 report may be required, the CFO will engage early with the Head of Paid Service and Monitoring Officer, inform the Leader and Cabinet as appropriate to enable corrective action, and liaise with the external auditor as appropriate.

8.2 The Council recognises issuing a statutory report is a serious step and expects early engagement, transparency (as lawful), and prompt action planning to restore balance.

## **9. Member and Officer Responsibilities**

9.1 Members and officers must comply with the law and the Constitution, take account of the CFO's advice on affordability and risk, notify the CFO promptly of significant budget pressures and governance concerns, and ensure the CFO is involved at the earliest stages of material business decisions.

## **10. Monitoring and Review**

10.1 The CFO will review this Protocol periodically and may recommend amendments. Assurance updates will be provided to the Corporate Governance Committee in accordance with paragraph 9.2 of the main Protocol.

## **11. Breach and Sanctions**

11.1 Alleged breaches by officers may be referred to the relevant Director and/or the Chief Executive and addressed under HR procedures. Concerns about Member conduct will be addressed under the Members' Code of Conduct and related standards arrangements.

**[end of Part 5C]**

## JOINT REPORT OF THE CHIEF EXECUTIVE AND MONITORING OFFICER

### A. POLITICAL BALANCE AND ALLOCATION OF COMMITTEE SEATS

#### Introduction

1. The purpose of this report is to present the Council's political balance following the results of the by election held on 16 April and seek agreement to the allocation of seats on those committees subject to political balance arrangements.

#### Background

2. Section 15 of the Local Government and Housing Act 1989 requires the County Council, at its Annual meeting, to review the allocation of seats on its committees between political groups and to apply the political balance rules which are set out in paragraph 5 below. Political balance rules have been disapplied for Cabinet and the Health and Wellbeing Board as these are not categorised as '*ordinary committees*' applying the relevant legislation, so these are not included.
3. The Local Government and Housing Act 1989 specifies that political groups comprise 2 or more members. However, the County Council's convention is that all members are allocated seats on a proportional basis. This approach exceeds the minimum statutory requirement but is permitted by Section 15 of the Local Government and Housing Act 1989 by local agreement.

#### Composition of the County Council

4. Following the by election on 16 April 2026, the composition of the County Council is as follows:

Political Group	Number of Seats	Proportion of Seats
Reform	24	43.64%
Conservative	15	27.27%
Liberal Democrat	11	20%
Labour	2	3.64%
Green	1	1.82%
Independent	1	1.82%
Restore Britain	1	1.82%
Total	55	100%

### **Committee Size and Allocation of Seats**

5. In order to reconstitute the Council's committees in accordance with the committee structure set out in the Council's Constitution as currently drafted, the Council must determine the number of members to serve on each committee and the allocation of committee places between the political groups.
6. In accordance with the legislation, the Council is under a duty to apply the following principles to the allocation of seats as far as is reasonably practicable:
  - (a) that not all the seats on the body are allocated to the same political group;
  - (b) that the majority of the seats on the body is allocated to a particular political group if the number of persons belonging to that group is a majority of the authority's membership;
  - (c) subject to paragraphs (a) and (b) above, that the number of seats on the ordinary committees of a relevant authority which are allocated to each political group bears the same proportion to the total of all the seats on the ordinary committees of that authority as is borne by the number of members of that group to the membership of the authority; and
  - (d) subject to paragraphs (a) to (c) above, that the number of the seats on the body which are allocated to each political group bears the same proportion to the number of all the seats on that body as is borne by the number of members of that group to the membership of the authority.
7. At the time of writing this report the allocation of seats between the political groups is still subject to discussion. A supplementary report setting out committee size and allocation of seats will be circulated to members of the Council as soon as agreement has been reached.

### **Membership of Committees**

8. The lists setting out membership of the Scrutiny Commission, Boards and Committees (including the naming of Spokesmen/Spokespersons) is the subject of a separate agenda item and will be attached to the Order Paper and tabled on the day of the Council meeting.

### **Resource Implications**

9. There are no resources implications arising from the recommendations in this report.

### **Equality Implications**

10. There are no discernible equality implications arising from the recommendations in this report.

**Human Rights Implications**

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

**(Motion to be moved: -**

**(a) That the Council's political balance following the results of the by election held on 16 April 2026 be noted;**

**(b) That the allocation of seats on those committees subject to political balance arrangements be approved.)**

**Background Papers**

The Constitution of the County Council

<https://democracy.leics.gov.uk/ieListDocuments.aspx?CId=1187&MId=8155&Ver=4&Info=1>

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