



**HARTLEPOOL
BOROUGH COUNCIL**

COUNCIL

20 August 2025



Civic Centre
HARTLEPOOL

12 August 2025

Councillors Allen, Bailey-Fleet, Boddy, Buchan, Clayton, Cook, Cranney, Creevy, Darby, Dodds, Doyle, Dunbar, Feeney, Hall, Hargreaves, Harrison, Holbrook, Jorgeson, Leedham, Lindridge, Little, Male, Martin-Wells, Moore, Morley, Napper, Nelson, Oliver, Reeve, Riddle, Roy, Scarborough, Smith, Thompson, Wallace and Young

Madam or Sir

You are hereby summoned to attend the COUNCIL meeting to be held on WEDNESDAY, 20 August 2025 at 6.30 pm in the Civic Centre, Hartlepool to consider the subjects set out in the attached agenda.

Yours faithfully

D McGuckin
Managing Director

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COUNCIL AGENDA



Wednesday 20 August 2025

at 6.30 pm

**in the Council Chamber,
Civic Centre, Hartlepool**

- (1) To receive apologies from absent Members;
- (2) To receive any declarations of interest from Members;
- (3) To deal with any business required by statute to be done before any other business;
- (4) To approve the minutes of the last meeting of the Council held on 17 July 2025 as the correct record;
- (5) To answer questions from Members of the Council on the minutes of the last meeting of Council;
- (6) To deal with any business required by statute to be done;
 - (a) Members' Allowances – *Independent Remuneration Panel*
- (7) To receive any announcements from the Chair, or the Head of Paid Service;
 - (a) Senior Leadership Restructure – *Managing Director/Head of Paid Service*
- (8) To dispose of business (if any) remaining from the last meeting and to receive the report of any Committee to which such business was referred for consideration;
- (9) To consider reports from the Council's Committees and to receive questions and answers on any of those reports;
 - (a) Periodic Review of the Council's Constitution 2025/26 – *Constitution Committee*

CIVIC CENTRE EVACUATION AND ASSEMBLY PROCEDURE

In the event of a fire alarm or a bomb alarm, please leave by the nearest emergency exit as directed by Council Officers. A Fire Alarm is a continuous ringing. A Bomb Alarm is a continuous tone. The Assembly Point for everyone is Victory Square by the Cenotaph. If the meeting has to be evacuated, please proceed to the Assembly Point so that you can be safely accounted for.

- (10) To consider any other business specified in the summons to the meeting, and to receive questions and answers on any of those items;
- (11) To consider reports from the Policy Committees:
- (a) proposals in relation to the Council's approved budget and policy framework
 - (b) proposals for departures from the approved budget and policy framework
- (12) To consider motions in the order in which notice has been received;

(1) **Motion to Full Council: Tackling Illicit Tobacco and Strengthening Closure Powers**

Council notes:

- The increasing prevalence of illicit tobacco and illegal vaping products, often sold through informal retail outlets, back-room shops, or private dwellings, poses a serious risk to public health, undermines legitimate businesses, and is linked to organised criminal networks.
- Local authorities, through their Trading Standards and enforcement teams, work tirelessly to investigate and prosecute such activity, often with limited resources.
- The Anti-social Behaviour, Crime and Policing Act 2014 provides a mechanism for Closure Orders, but the process is slow, court-reliant, and orders typically last for just three months, with a possible extension to six — far too short to be a meaningful deterrent.
- Organised crime groups are known to quickly relocate their activity down the street, operating in a new premises days after the original one is closed. This severely limits the effectiveness of current enforcement tools and places an unreasonable burden on already stretched local teams.

Council believes:

- The current closure regime does not provide local authorities with the powers needed to robustly and proactively disrupt repeat, organised illegal tobacco and vape operations.
- Closure powers should reflect the persistent, adaptive, and harmful nature of these criminal activities, and local authorities should be empowered to act swiftly and decisively.
- Stronger powers would both protect communities and uphold the law, while deterring repeat offending.

Council therefore resolves to:

- Write to the Secretary of State for Levelling Up, Housing and Communities, and the Home Secretary, urging them to bring forward legislative changes to:



- * - Extend the maximum duration of Closure Orders for illicit tobacco-related activity to 12 months;
- * - Allow Closure Orders to be made not just on premises, but also on individuals or business entities, restricting their ability to operate in retail settings;
- * - Introduce automatic prohibition on reopening in the same locality following a closure for repeat offenders;
- * - Consider creating a new administrative closure power for Trading Standards where large volumes of illicit tobacco or vapes are discovered;
- * - Include illicit tobacco and vape sales in the statutory definition of anti-social behaviour, allowing use of a wider range of enforcement tools.
- Write to the Local Government Association (LGA) to request its support in lobbying government for stronger closure and enforcement powers to tackle the sale of illegal tobacco and vapes, and to share best practice across councils.
- Support local multi-agency enforcement, including improved data sharing and collaboration between Trading Standards, Licensing, Police, and Housing teams to identify and disrupt illicit sales quickly.

Signed by: Councillors Allen, Bailey-Fleet, Boddy, Cook Creevy, Dodds, Dunbar, Hall, Hargeaves, Harrison, Holbrook, Jorgeson, Male, Morley, Nelson, Oliver, Riddle, Scarborough, Thompson and Wallace

(2) **Motion to Full Council: Tees Valley Energy Recovery Facility (TVERF)**

This meeting of Hartlepool Borough Council is requested to express and examine serious concerns regarding the future of the Tees Valley Energy Recovery Facility (TVERF), in light of:

- Increasing political uncertainty among partner authorities;
- Widespread environmental objections and public concern;
- The risk that the underlying technology is already outdated;
- Reports that some councils involved may now be reconsidering their commitment.

Council therefore resolves to:

1. To request a comprehensive report from the Managing Director detailing:
 - a. The current status of the TVERF scheme;
 - b. Any updated financial, legal, or contractual implications;
 - c. Specific concerns raised by partner authorities;
 - d. The potential collapse of the scheme if any single council withdraws
2. To acknowledge that Councillors in this Council previously supported and voted for the incinerator, but that significant economic, technological and environmental concerns have been



raised and therefore, it is reasonable and responsible to now reassess our position in light of those developments.

3. To seek clarity on any renegotiation or exit provisions available to Hartlepool Borough Council should the project no longer be viable or aligned with our environmental and financial responsibilities.

Signed by: Councillors Buchan, Cranney, Darby, Doyle, Little, Napper, Smith and Young

(3) Motion to Full Council: Council Tax

This Council notes:

That since 2021, Hartlepool Labour repeatedly voted against Council Tax increases, creating a clear public perception that a Council Tax freeze would be delivered under a Labour-led Council. This impression was reinforced through campaign materials, public statements, and national messaging from Labour figures, including Sir Keir Starmer's assertion that "not a penny more will people need to spend on council tax."

That, despite these consistent signals, Council Tax was increased by 4.99% in 2025—comprised of a 2.99% core rise and a 2% adult social care precept.

That Labour councillors and the local MP were elected on the strength of what many residents interpreted as a firm position against any Council Tax rise.

That Labour are now pledging a freeze for 2026, claiming this is deliverable due to their efforts in "fixing the Council's finances." This raises serious questions about what changed between February and May 2025 to enable such a reversal.

This Council therefore believes:

That residents have a fundamental right to hold elected officials accountable for perceived and implied commitments, especially where public messaging strongly led residents to expect a freeze.

That if the Council's financial position has been stabilised as claimed, residents are entitled to fair restitution for the 2025 increase.

That rebuilding trust requires not only promises for the future but corrective action on broken or misleading commitments of the past.

This Council therefore resolves to:

Request a full and transparent report from the Chair of Finance and Corporate Affairs, and relevant officers, to be presented no later than the next full Council meeting, outlining:

- The specific actions taken since May 2024 to stabilise Council finances.
- Any independent verification or audit findings confirming these improvements.



- A detailed financial plan showing how a Council Tax freeze in 2026 is achievable without adversely impacting services or reserves.

Call on the ruling Labour Group to honour the spirit of their previous position by rebating the full 2025 Council Tax increase, including the social care precept, as follows:

- Rebate 2.99% of the total increase during the current financial year (2025/26).
- Rebate the remaining 2% (the adult social care precept) during the following financial year (2026/27).

Signed by: Councillors Buchan, Cranney, Martin-Wells, Smith and Young

- (13) To receive the Managing Director's report and to pass such resolutions thereon as may be deemed necessary;
- (14) To receive questions from and provide answers to the public in relation to matters of which notice has been given under Rule 9;
- (15) To answer questions of Members of the Council under Rule 10;
 - a) Questions to the Chairs about recent decisions of Council Committees and Forums without notice under Council Procedure Rule 10.1
 - b) Questions on notice to the Chair of any Committee or Forum under Council Procedure Rule 10.2
 - c) Questions on notice to the Council representatives on the Police and Crime Panel and Cleveland Fire Authority
 - d) Minutes of the meetings held by the Cleveland Police and Crime Panel on 4 February and 20 June 2025

FOR INFORMATION

Date of next meeting – Thursday 2 October 2025 at 6.30 pm in the Civic Centre, Hartlepool



ITEM (4)

**Minutes of the Council
meeting held on 17 July 2025**

COUNCIL

MINUTES OF PROCEEDINGS

17 July 2025

The meeting commenced at 6.30pm pm in the Civic Centre

The Ceremonial Mayor (Councillor Thompson) presiding:

COUNCILLORS:

Allen	Bailey-Fleet	Boddy
Buchan	Cook	Cranney
Creevy	Darby	Dodds
Doyle	Dunbar	Feeney
Hall	Hargreaves	Harrison
Holbrook	Jorgeson	Lindridge
Little	Male	Martin-Wells
Moore	Napper	Nelson
Oliver	Reeve	Riddle
Roy	Smith	Wallace

Officers: Denise McGuckin, Managing Director
Hayley Martin, Director of Legal, Governance and Human Resources
Steve Hilton, Senior Public Relations Officer
Claire Mcpartlin, Democratic Services and Legal Support Officer
Jo Stubbs, Principal Democratic Services and Legal Support Officer

13. CHAIR'S ANNOUNCEMENT

Members observed a minutes silence in remembrance of former Councillor Jean Robinson.

The Chair welcomed Councillor Doyle following his recent election.

14. APOLOGIES FOR ABSENT MEMBERS

Councillors Clayton, Leedham, Morley, Scarborough and Young

15. DECLARATIONS OF INTEREST FROM MEMBERS

None

16. BUSINESS REQUIRED BY STATUTE TO BE DONE BEFORE ANY OTHER BUSINESS
None

17. MINUTES OF PROCEEDINGS

The minutes of the Council meetings held on 8 May 2025 and 20 May 2025 having been laid before the Council.

RESOLVED: - That the minutes be confirmed

18. QUESTIONS FROM MEMBERS OF THE COUNCIL ON THE MINUTES OF THE PREVIOUS MEETING OF THE COUNCIL

None

19. BUSINESS REQUIRED BY STATUTE

None.

20. ANNOUNCEMENTS

None

21. TO DISPOSE OF BUSINESS (IF ANY) REMAINING FROM THE LAST MEETING AND TO RECEIVE THE REPORT OF ANY COMMITTEE TO WHICH SUCH BUSINESS WAS REFERRED FOR CONSIDERATION.

None

22. TO RECEIVE REPORTS FROM THE COUNCIL'S COMMITTEES

None

23. TO CONSIDER ANY OTHER BUSINESS SPECIFIED IN THE SUMMONS OF THE MEETING

None

24. REPORT FROM THE POLICY COMMITTEES

None

25. MOTIONS ON NOTICE

One motion had been received as follows:

Council Motion: Demand for Accountability on Broken Council Tax Freeze Pledge and Rebate of 2025 Increase

This Council notes:

- That in the lead-up to the 2024 local and parliamentary elections, Hartlepool Labour made a previous manifesto pledges and a commitment to freeze Council Tax in 2025. We would refer to Labours voting record, campaigns in 2023 and 2024 along with national government promises, including Sir Keir Starmer stressing *‘not a penny more will people need to spend on council tax’*.
That, despite this pledge, Council Tax was increased by 4.99% in 2025—comprised of a 2.99% core rise and a 2% adult social care precept.
That Labour councillors and the local MP were elected on the strength of this now-broken promise.
That Labour are now pledging a freeze for 2026, claiming this is deliverable due to their efforts in *“fixing the Council’s finances”*. How did this change occur between February 2025 and May 2025?

This Council therefore believes:

- That residents have a fundamental right to hold elected officials accountable for unmet manifesto commitments and in this case, they have suggested they have fixed the finances within a matter of a few months.
That if the Council’s financial position has been stabilised as claimed, residents are entitled to fair restitution for the 2025 increase.
That rebuilding trust requires not only promises for the future but corrective action on promises already broken.

This Council therefore resolves to:

1. Request a full and transparent report from the Chair of Finance and Corporate Affairs, and relevant officers, to be presented no later than the next full Council meeting, outlining:
 - a. The specific actions taken since May 2024 to stabilise Council finances.
 - b. Any independent verification or audit findings confirming these improvements.
 - c. A detailed financial plan showing how a Council Tax freeze in 2026 is achievable without adversely impacting services or reserves.
2. Call on the ruling Labour Group to honour their 2024 pledge by rebating the full 2025 Council Tax increase, including the social care precept, as

follows:

- a. Rebate 2.99% of the total increase during the current financial year (2025/26).
- b. Rebate the remaining 2% (the adult social care precept) during the following financial year (2026/27).
- c. Proceed with the announced Council Tax freeze for 2026 in full.

(For clarity: This motion considers the adult social care precept as part of the overall Council Tax burden borne by residents, and therefore within scope for rebate.)

3. Ensure that all financial reports, assessments, and communications related to these actions are made fully accessible and open to public scrutiny.
Recommend that all serving Councillors voluntarily opt out of receiving any rebate, to demonstrate integrity and ensure residents understand the motion is not motivated by personal benefit.

By taking these steps, this Council can begin to restore public confidence and demonstrate a commitment to fairness, transparency, and democratic accountability.

Signed by: Councillors Cranney, Young, Martin-Wells, Smith and Buchan

Councillor Harrison moved under section 12 of part 4 of the constitution that this motion be moved to the Managing Director for reconsideration on the grounds that it was full of dishonesty and not fit or competent to be heard in this Chamber.

Seconded by Councillor Wallace

RESOLVED: That the motion be referred to the Managing Director

MANAGING DIRECTOR'S REPORT

26. COUNCIL COMMITTEES AND OUTSIDE BODY VACANCIES

Council was asked to consider the following vacancies and note the following appointments as agreed by the Director of Legal, Governance and Human Resources to Council Committees and Outside Bodies:

Vacancies

Appointment Panel – An Independent vacancy remains.

Audit and Governance Committee – An Independent vacancy remains

Constitution Committee – Councillor Darby has resigned which leaves an Independent/Reform vacancy.

Standing Advisory Council for Religious Education (Term of office 2024-2028) (1 vacancy)

National Association of Councillors:

- English Region (1 vacancy)
- General Management Committee (1 vacancy)

Furness Seaman's Pension Fund (4 year term of office until 2029) (2 vacancies)

Appointments

Adult and Community Based Services Committee – Councillor Young has been appointed to the Conservative vacancy.

Licensing Committee – Councillor Reeve has been appointed to the Conservative vacancy.

Audit and Governance Committee – Councillor Reeve has been appointed to the Conservative vacancy.

Police and Crime Panel – Councillor Darby has resigned with Councillor Young appointed to the Conservative vacancy.

RESOLVED

- i. That Councillor Boddy be appointed to Appointments Panel
- ii. That Councillor Male be appointed to Audit and Governance Committee
- iii. That Councillor Napper be appointed to Constitution Committee
- iv. That Councillor Little be appointed to the Standing Advisory Council for Religious Education
- v. That Councillor Young's appointment to Adult and Community Based Services Committee be noted
- vi. That Councillor Reeve's appointment to Licensing Committee be noted
- vii. That Councillor Reeve's appointment to Audit and Governance Committee be noted
- viii. That Councillor Young's appointment to Police and Crime Panel be noted
- ix. That vacancies on the National Association of Councillors (English Region and General Management Committee) be noted

27. JOINT CRUSTACEAN DEATHS WORKING GROUP – FINAL REPORT

The final report of the Joint Crustacean Death Working Group was presented to members.

RESOLVED: That the conclusions and recommendations of the report be endorsed and that the town's MP be asked to invite the Minister to visit Hartlepool

28. COUNCIL MEETINGS

It was proposed to hold an additional Council meeting on Wednesday 20 August at 6.30pm

RESOLVED: That a Council meeting be scheduled for Wednesday 20 August at 6.30pm

29. PUBLIC QUESTION

None

30. QUESTIONS FROM MEMBERS OF THE COUNCIL

- a) Questions to the Chairs about recent decisions of Council Committees and Forums without notice under Council Procedure Rule 10.1

None

- b) Questions on notice to the Chair of any Committee or Forum under Council Procedure Rule 10.2

None

- c) Questions on notice to the Council representatives on the Police and Crime Panel and Cleveland Fire Authority

None

- d) The minutes of the meeting held by the Cleveland Fire Authority on 28 March 2025 were noted

The meeting concluded at 6.45pm

CEREMONIAL MAYOR

ITEM 6(a)

Members' Allowances – Report of the Independent Remuneration Panel



Report of: Independent Remuneration Panel

Subject: MEMBERS' ALLOWANCES

1. **COUNCIL PLAN PRIORITY**

Hartlepool will be a place:
- that is ambitious, fit for purpose and reflects the diversity of its community.

2. **PURPOSE OF THE REPORT**

- 2.1 To enable Members to consider the Independent Remuneration Panel (IRP) recommendations regarding proposed changes to the Basic and Special Responsibility Allowances payable from 8th May 2025.

3. **BACKGROUND**

- 3.1 Councils are required to have an Independent Remuneration Panel (IRP) to recommend a Basic Allowance payable to all Members and Special Responsibility Allowances (SRAs) paid for positions with additional responsibility. A copy of the Members Allowances Scheme (the 'Scheme') is included in Part 6 of the Constitution.
- 3.2 Council can either approve IRP recommendations or set allowances below the level recommended. Council cannot exceed IRP recommendations.
- 3.3 The previous IRP report was considered by Council on the 22nd February 2024, where the following was agreed:

The basic allowance be frozen for one year, with effect from the 1st April 2024 and that the payment of SRA's be suspended from the same date. The proposed future increases in allowances be rejected and, should the Labour Group be in control of the Council following the May 2024 elections, the IRP would be informed of a further review of the allowances scheme with the aim of reducing the costs of the scheme even further.

4. **REVIEW OF THE BASIC ALLOWANCE**

- 4.1 The basic allowance is payable to all Elected Members and the following activities fall within its scope:

- All formal meetings of the Authority, a Committee of the Authority, and all other duties undertaken on behalf of the Authority.
 - Meetings with Officers.
 - Meetings with constituents.
 - Personal research.
 - Informal meetings with other Elected Members.
 - Meetings of organisations outside the approved list (Part 7 of the Constitution refers).
 - Political group meetings; and
 - Ward Surgeries.
- 4.2 The current rate of Basic Allowance, of £8,330 per annum, had remained unchanged since 2020/21 and was frozen again in 2024/25.
- 4.3 In accordance with previous practice, the Panel considered the level of Basic Allowance paid by the other 11 North East Council's when reviewing the Hartlepool Basic Allowance. The Panels analysis involved comparing the basic allowances paid by individual authorities and the population per councillor based on figures held by the Department for Levelling Up, Housing and Communities. Comparative data considered by the Panel is set out in Table 1 below.

Table 1 - Summary of Basic Allowances paid by Northeast Councils

Authority	Basic Allowance	Number of residents per councillor	Number of councillors
Middlesbrough	£7,608	2154 (as at 2023)	46 + 1 Mayor
Hartlepool	£8,330	2649	36
Darlington	£9,228	2164	50
Stockton	£9,300	3518	56
Redcar and Cleveland	£10,527	1814	59
Average Tees Valley Allowance	£8,999	2460	49
Sunderland	£8,369	3832	75
South Tyneside	£8,463	2125 (as at 2023)	54
Newcastle	£10,218	2388	78
North Tyneside	£10,829	3529	60
Gateshead	£12,715	2996	66
Northumberland	£13,329	4785	67
Durham	£13,965	3991	98
Average Northeast Allowance	£11,127	3378	71

- 4.4 The Panel noted that the average Basic Allowance in the Tees Valley is £8,999, Hartlepool's Basic Allowance is lower than the average and is the 2nd lowest Basic Allowance in the Northeast. With due regard to this, and the unanimous Full Council view on the 14th July 2022 that allowances should be frozen, the Panel explored three options.

- Option 1 – Freeze allowances in accordance with the wishes of Full Council previously expressed.
- Option 2 – Increase/Reduce Basic Allowance
- Option 3 – an alternative proposal for the Basic Allowance

4.5 In undertaking its review, the IRP was of the view that:

- The Basic Allowance needed to be set at a level that could broaden the range of people who in future would consider standing to become a Councillor.
- A reduction in the basic allowance could act to deter suitable individuals from becoming Councillors in the future, when compared to the level of responsibilities and time required to fulfil the role. The same concern was expressed in relation to SRA's and the impact it could have on the filling of senior roles and committee positions.

4.6 The IRP supported the adoption of Option 2 for the increase in the basic allowance and consideration given to the potential to increase the allowance in line with the staff pay award for 2025/6. Whilst the level of the staff pay award for 2025/6 was not yet known, the IRP noted that 3% had been set aside in the Councils budget to fund the potential pay award for staff. **On this basis, the IRP recommendation to Council is that the basic allowance paid to Hartlepool Borough Council Councillors be increased by 3%, from £8330, to £8580 with effect from 8th May 2025** The panel to meet again in 12 months the further review the level of basic allowance.

5. REVIEW OF SPECIAL RESPONSIBILITY ALLOWANCES (SRA'S)

- 5.1 Special Responsibility Allowances are paid to a number of Councillors who hold positions that have varying degrees of additional duties. These allowances are paid in addition to the Basic Allowance and the IRP has previously determined to set SRA's as a proportion of the Basic Allowance. Only one SRA can be received by an individual Councillor, even if they hold more than one position with a Special Responsibility Allowance.
- 5.2 The payment of SRA's had been suspended by Council on the 22nd February 2024, with effect from the 1st April 2024. Prior to this SRA's had been paid as detailed in Table 2 below.

Table 2 – SRA's Payable to Various Post Holders

Position	£
Leader of Council/Chair of Finance and Policy Committee	24,990
Chair of Council	8,330
Chair of Children's Services Committee	8,330
Chair of Adult Services Committee	8,330
Chair of Economic Growth and Regeneration Committee	8,330
Chair of Neighbourhood Services Committee	8,330
Chair of Planning Committee	8,330
Chair of Audit and Governance Committee	8,330
Chair of Licensing Committee	4,998
*Group Leader	4,998

*This SRA is allocated in proportion with number of Councillors in each political group.

- 5.3 With due regard to the Full Council recommendation, on the 22nd February 2024, that the payment of SRA's be suspended, the Panel considered the following options:

Option 1: lifting of the suspension of SRA's and recommence at:

- Previous level, as outlined in Table 2 above; or
- An increased/reduced level. The Labour Group proposal being the reintroduction of SRA's, at 50% of the previous SRA's, with the addition of an allowance for the Deputy Leader, as detailed below.

Previous SRA Structure

Position	
Leader	£24,990
Chair	£8,330
Chair CJC	£8,330
Chair ACS	£8,330
Chair DNR	£8,330
Chair Plan	£8,330
Chair A&G	£8,330
Chair Licensing	£4,998
Group Leader*	£4,998

Total
£84,876

Proposed SRA Structure

Position	
Leader	£12,450
Deputy Leader	£6,225
Chair	£4,165
Chair CJC	£4,165
Chair ACS	£4,165
Chair DNR	£4,165
Chair EG	£4,165
Chair Plan	£4,165
Chair A&G	£4,165
Chair Licensing	£2,499
Group Leader*	£2,499

Total
£52,828

*Amount dependant on number of Cllrs in each group

Option 2 – continue the suspension of Special Responsibility Allowance.

- 5.4 The IRP supported Option 1, as detailed in section 5.3, and recommend the reintroduction of SRA's, with effect from 8th May 2025, as outlined below.

Leader	£12,450
Deputy Leader	£6,225
Chair	£4,165
Chair CJC	£4,165
Chair ACS	£4,165
Chair DNR	£4,165
Chair EG	£4,165
Chair Plan	£4,165
Chair A&G	£4,165
Chair Licensing	£2,499
Group Leader*	£2,499

- 5.5 To assist in consideration of the options for payment of special responsibility allowances, a comparison of allowances paid by neighbouring local authorities is provided in Table 3.

Table 3 – SRA's (Tees Valley Comparison)

Authority	Special Responsibility	Allowance
Hartlepool	Leader of Council	£24,990
	Committee Chair	£8,330
Darlington	Leader of Council	£26,561
	Deputy Leader	£15,937
	Committee Chair	£10,624
	Committee Vice Chair	£2,656
	Mayor	£12,246
	Deputy Mayor	£1,008
Middlesbrough	Chair of Overview and Scrutiny Board	£11,190
	Chair of Licensing Committee	£8,393
	Chair of Planning and Development Committee	£8,393
	Chair of Council	£5,595
	Chair of Scrutiny Panels	£5,595
	Chair of Standards Committee	£2,798
	Chair of Staff Appeals Committee	£2,798
	Chair of Teesside Pension Fund Committee	£2,798
	Mayor	£55,958
	Deputy Mayor and Executive Member	£19,518
Stockton	Leader of Council	£25,000
	Deputy Leader	£13,750
	Cabinet Member	£11,250
	Committee Chair	£6,250
	Committee Vice Chair	£3,125
Redcar and Cleveland	Leader of Council	£23,223
	Deputy Leader	£12,428
	Cabinet Member	£10,658
	Chair of Scrutiny and Improvement Committee (x5)	£3,141
	Vice Chair of Scrutiny and Improvement Committee (x5)	£1,084
	Chair of Regulatory Committee	£5,322
	Vice Chair of Regulatory Committee	£2,181
	Chair of Employment, Health and Safety Committee	£3,143
	Vice Chair of Employment, Health and Safety Committee	£1,084
	Chair of Governance Committee	£2,322
	Vice Chair of Governance Committee	£683
	Mayor	£14,198
	Deputy Mayor	£3,552

6. RISK IMPLICATIONS

- 6.1 The Panel was concerned that a reduction in allowances could act to deter suitable individuals from becoming Councillors in the future, when compared to the level of responsibilities and time required to fulfil the role. The same concern was expressed in relation to SRA's and the impact it could have on the filling of senior roles and committee positions.

7. FINANCIAL CONSIDERATIONS

- 7.1 The IRP reviewed the current SRA's, the Council's current financial position and potential financial implications of various options, as detailed in **Tables 4 and 5** below.

Table 4 – Cost to the Council (where all members accept their allowances in full)

Position	£
Basic Responsibility Allowances	299,880
Special Responsibility Allowances	93,296
Total Cost	393,176

Table 5 – Potential options to increase the basic allowance (summary of potential increases to the basis allowance)

Position	0%	1%	2%	3%	5%	10%
Basic Allowance	£8,330	£8,413	£8,497	£8,580	£8,747	£9,163
Cost to Authority	£299,880	£302,868	£305,892	£308,880	£314,892	£329,868

- 7.2 It was noted that following the decision to suspend the Special Responsibility Allowances, the budget saving was used to support the overall budget position in 2024/25 on an on-going basis.
- 7.3 Any recommendation to increase basic allowances by 3% and to lift the suspension would result in a cost of £61,828. This could be accommodated within the overall budget by utilising expenses and non-allowances budgets, which are historically underspent year on year.

8. LEGAL CONSIDERATIONS

- 8.1 The Councils are required to have an Independent Remuneration Panel (IRP) to recommend a Basic Allowance payable to all Members and Special Responsibility Allowances (SRAs) paid for positions with additional responsibility.

9. OTHER CONSIDERATIONS / IMPLICATIONS

SINGLE IMPACT ASSESSMENT	There are no equality and diversity or child and family considerations arising from this report.
STAFF CONSIDERATIONS	There are no staff considerations arising from this report.
ASSET MANAGEMENT CONSIDERATIONS	There are no asset management considerations arising from this report.
ENVIRONMENT, SUSTAINABILITY AND CLIMATE CHANGE CONSIDERATIONS	There are no environment, sustainability and climate change management considerations arising from this report.
CONSULTATION	No consultations have been undertaken.

10. RECOMMENDATIONS

10.1 It is recommended that the Council considers the following recommendations from the IRP:-

- i) That the Basic Allowance paid to Hartlepool Borough Council Councillors be increased by 3%, to £8580, with effect from 8th May 2025.
- ii) That the payment of Special Responsibility Allowances be reintroduced, with effect from 8th May 2025, at the rates detailed below.

Leader	£12,450
Deputy Leader	£6,225
Chair	£4,165
Chair CJC	£4,165
Chair ACS	£4,165
Chair DNR	£4,165
Chair EG	£4,165
Chair Plan	£4,165
Chair A&G	£4,165
Chair Licensing	£2,499
Group Leader*	£2,499

- iii) That the IRP meet again in 12 months to further review the level of allowances.

11. REASONS FOR RECOMMENDATIONS

11.1 To enable Council to set Basic and Special Responsibility Allowances payable from 8th May 2025.

12. BACKGROUND PAPERS

Part 6 of the Constitution.

13. CONTACT OFFICERS

Hayley Martin - Director of Legal, Governance and Human Resources
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 (01429) 523003

James Magog - Director of Finance, IT and Digital
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 (01429) 523093

ITEM 7(a)

Senior Leadership Restructure – Report of the Head of Paid Service

COUNCIL**20 August 2025**

Report of: Managing Director /Head of Paid Service

Subject: SENIOR LEADERSHIP RESTRUCTURE

Decision Type: Key Decision

1. COUNCIL PLAN PRIORITY

Hartlepool will be a place:
Where people live healthier, safe and independent lives.
That is connected, sustainable, clean and green.
This is welcoming with an inclusive and growing economy providing opportunities for all.
With a Council that is ambitious, fit for purpose and reflects the diversity of its community.

2. PURPOSE OF REPORT

- 2.1 To make recommendations to all Members in respect of the Senior Leadership structure of the Council.

3. CONTEXT

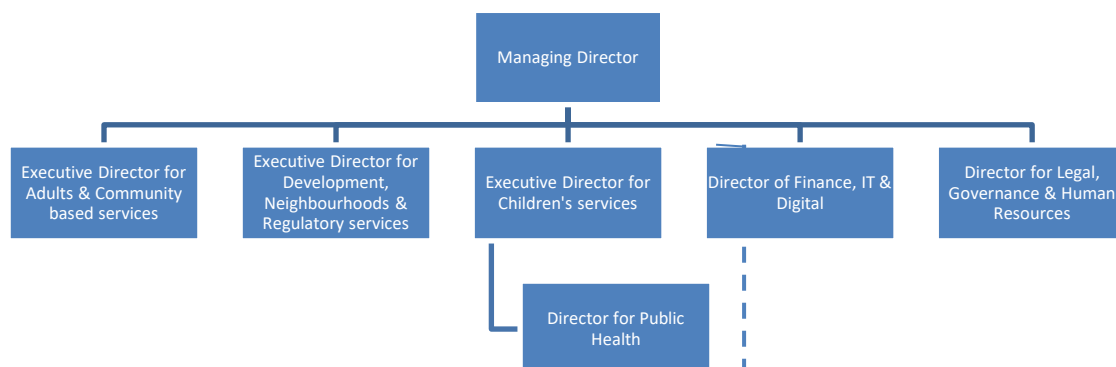
- 3.1 The Council's organisational structure is designed to provide the appropriate managerial capacity and resilience to deliver the breadth and complexity of services provided by a unitary authority. These are the same issues faced by much larger unitary local authorities, many of which do not face the same socio-economic challenges and financial constraints as Hartlepool.
- 3.2 The challenges that the authority faces continue to be significant and complex. The landscape which the Council continues to operate in is evolving and the financial, social and economic challenges we face continue to place increasing demands on our services. Despite these

challenges the Council has been on a significant journey of improvement and transformation over the past five years, all our services are now judged good or outstanding and we have delivered significant regeneration in key areas.

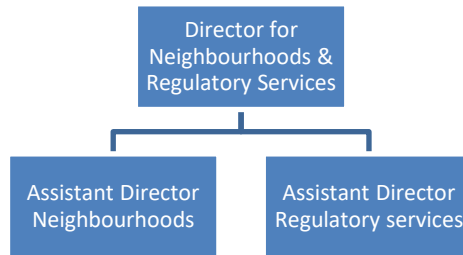
- 3.3 The Council continues to be ambitious in the revitalisation of Hartlepool following years of historic underinvestment and industrial decline. Our regeneration schemes are on a scale that is about shifting mindsets, restoring pride, unlocking opportunity and delivering the infrastructure communities need to thrive. The introduction of the Hartlepool Board which will primarily deliver the government's Plan for Neighbourhood programme, has the potential to develop and represent anchor organisations and the communities of Hartlepool.
- 3.4 Local government is experiencing recruitment issues across many professions and skills, particularly experienced managers who are leaving the workforce. Hartlepool Borough Council (HBC) is no different, therefore we need to think about what makes HBC attractive compared to other local authorities in the region, how do we retain skilled staff in a competing market and prepare the organisation for the next generation. The Council will need to review its current pay model to ensure we competitive with other local authorities within the region.

4.0 **PROPOSAL FOR RECONFIGURING THE SENIOR LEADERSHIP TEAM**

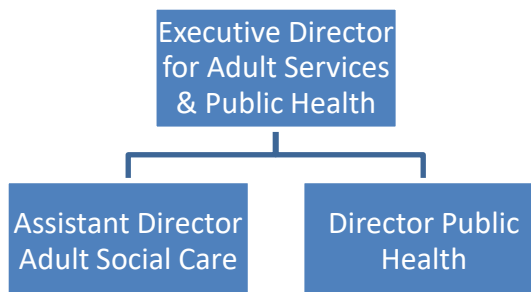
- 4.1 The organisational structure has evolved in an ad hoc way overtime leading to large portfolios for many senior officers, with some conflicting priorities. We are now ready to deliver the next phase of revitalising Hartlepool and need to ensure that we are effectively organised for this. Therefore, we must ask ourselves whether the Council has sufficient senior capacity in the right place with the right skills to drive forward the Council's priorities as set out in our Council Plan 2030 to deliver on our vision for the whole borough whilst also continuing to deliver across ambitious plans already in place.
- 4.2 The current Executive Leadership Team (ELT) structure of the Council is outlined below:



- 4.3 Members are fully aware of the recent resignations of Chief officers across the Council for many different reasons, and this provides me, as Head of Paid Service an opportunity to review and design a revised structure to deliver the diverse and complex services provided by a unitary authority.
- 4.4 Following consultation with ELT regarding various options it is proposed to reorganise functions to ensure that the Council can invest in our neighbourhoods, support local communities to be cohesive, confident and inclusive, and work with partners to provide decent, safe, secure and affordable homes; whilst at the same time ensuring we continue to provide high quality social care systems that support children and young people, families and adults that are person centred, and cares for an aging society.
- 4.5 One of the Councils main priorities is housing. We need to develop along with partners good quality housing stock that contributes towards lifting individuals and families out of poverty. Sadly, we are seeing an increase in homelessness and as we live longer the adaptation of homes is an increasing pressure as the housing stock isn't fully fit for purpose. As a Council we were one of the first to start rebuilding Council houses, and this programme must continue. I am therefore proposing to transfer housing services that are currently managed by the Director for Public Health as they were in children's services to a new division called Housing & Growth and instigate a full review of housing services across the authority which could result in the reconfiguration of other related housing services. This review will conclude no later than five months following appointments panel.
- 4.6 The proposed structure seeks to create the best fit between functional areas that enables better join up in achieving the Council plan 2030 priorities. The structure deletes the current Directorate for Development, Neighbourhoods and Regulatory services and transfers Preventative community-based services from its current directorate, in Adult Services, to a new directorate. I propose to introduce two new directorates, (i) Neighbourhoods & Regulatory Services and (ii) Housing, Growth & Communities
- 4.7 **Appendix 1** of this report, provides detail of which services are in each department and below I provide organograms showing Chief Officers within each Directorate:-

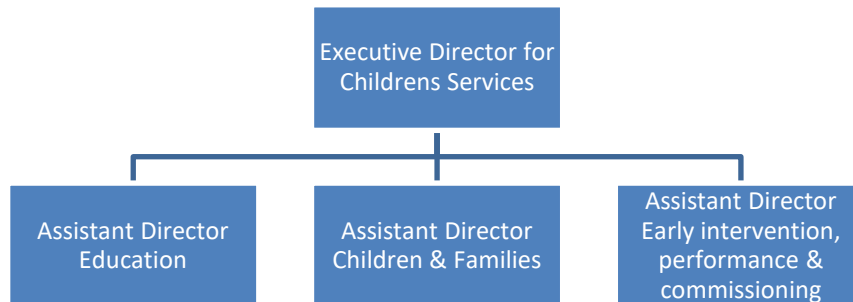
Neighbourhoods & Regulatory Services (new department)**Housing, Growth and Communities (new department)****Adult Services & Public Health**

There is a natural symbiosis between Adult services and Public Health and following the resignation of the Director of Public Health, I am taking the opportunity merge these two important areas, the department will be called Adult Services & Public Health. With the transfer of Assistant Director for Preventive Community Based Services, we will need to ensure the management and development of Community Hubs is considered across both departments.



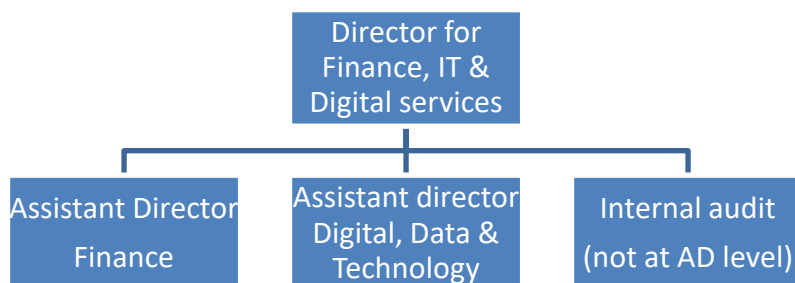
Children's Services

A new Director of Children Services has been recruited and will arrive late September. It may be there are changes to be made within this department, however it makes sense to wait for the new Director to be in post before making any changes.



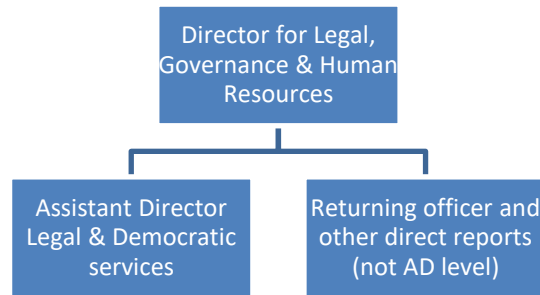
Finance, IT & Digital Services

I am also taking the opportunity to redesignate the two Assistant Director roles, transfer some services within this directorate and from other departments. This involves the transfer of Procurement and Social value from the Department of Development, Neighbourhoods & Regulatory Services (DDNR) to the Assistant Director for Finance, who will also take on the Revenues & Benefits services. Strategic data & intelligence will also transfer from DDNR to the Assistant Director for Digital, Data and Technology, so as to align data intelligence with the transformation agenda.



Legal, Governance & Human Resources

I will relinquish the role of Returning officer to the Director for Legal, Governance and HR, and I am proposing that all Department PA / admin support is centralised and comes under the management of the Director for Legal, Governance and Human Resources.



- 4.8 At a recent Constitution Committee members decided to revert the title of Managing Director to Chief Executive it therefore makes sense to introduce this change as part of the restructure. I am also proposing to introduce an Office of the Chief Executive and take personal responsibility for Corporate Policy and Affairs and Communications and Marketing.
- 4.9 This restructure will impact on the Council's current governance structure and therefore if approved a subsequent report will be taken to the Constitution Committee seeking the transfer of services to the appropriate committees, ensuring Councillors, Directors and Assistant Directors only serve one Committee.
- 4.10 The aim of the recommended changes is to ensure that the Council has a Senior Leadership team clearly focused on the Council's priorities and challenges and is joined up in delivering excellent and consistent services. Alternative options have been considered, including stay as we currently are, introducing a separate directorate for Public Health and Housing and various other options in between, and based on my best advice as Head of Paid Service the structure I am proposing will ensure the authorities functions are properly designed and coordinated to deliver on our priorities.

5. STAFFING AND FINANCIAL IMPLICATIONS OF PROPOSED CHANGES

- 5.1 The proposed restructure will involve the following changes .

	Addition/Redesignate Deletion/ Regrade/ Additional responsibility	Current/ Proposed Pay Band
Executive Director of Development, Neighbourhoods & Regulatory Services	Delete	Executive Director Band
Assistant Director Development and Growth	Delete	Band A
Director of Neighbourhoods and Regulatory Services	Add	Director Band

Director of Housing, Growth & Communities	Add	Director Band
Assistant Director Housing and Growth	Add	Band B*
Assistant Director Corporate and Financial Services becomes Assistant Director Finance	Redesignate (Change of Title) and Regrade	Band B*
Managing Director becomes Chief Executive	Redesignate (Change of Title)	No change
Executive Director A&CB Services becomes Exec Director for Adult Services and Public Health	Redesignate (Change of Title)	No change
Assistant Chief Solicitor becomes Assistant Director of Legal & Governance	Redesignate (Change of Title)	No change
Assistant Director Customer Services and IT becomes Assistant Director Digital, Data and Technology	Redesignate (Change of Title)	No change
Director of Public Health**	Redesignate to Adult Services Department	No change
Director of Finance, IT and Digital	Increased responsibility	No change
Director of Legal, Governance & HR	Increased responsibility	No change
Executive Director of Children's Services	n/a	No change

* anticipated grading, subject to Job evaluation.

** Recruitment of new DPH to be considered as part of this report following resignation.

- 5.3 During this current financial year, vacancies within senior management have been kept open unless there has been a statutory requirement to fill them i.e. Director of Children's Services. Consequently, we are currently accruing savings in excess of £20,000 a month.
- 5.4 The proposed structure will cost between £125,000 and £150,000 dependent on confirmed grading, inclusive of on-costs and at top of grade. The top of grade cost and will take up to four years to materialise, assuming post holders remain in post. Based on reasonable recruitment timelines, a saving in excess of £100,000 will be achieved during the current year, given the hold on vacancies. If approved, budgets will be amended accordingly and the MTFS updated.
- 5.5 Members are asked to approve the inclusion of the chief officer pay scale between Director and Executive Director scale which is attached at **Appendix 2**. This includes an extension to Director grade to ensure greater comparability with other Tees Valley councils.

- 5.6 The appointment of, and the determination of the terms and conditions of Directors and Chief officers is the responsibility of the Councils appointments panel, however with the number of vacancies at the senior leadership level I have chosen to seek Council approval regarding the Senior leadership structure to speed up the process. If approved an appointments panel will be set up asap to start the process of recruiting new Directors.

6. CONSULTATION

- 6.1 I have had an informal meeting with the Hartlepool Joint Trade Unions representatives who have been provided with a copy of this report and asked for written comments in advance of your meeting which will be circulated as soon as possible after they are received. Consultation has also been undertaken with the Executive Leadership Team. Formal consultation will need to be taken with the officers affected if this proposal is agreed. .

7. OTHER CONSIDERATIONS

Risk Implications	It should be noted that with any change in structure there is a potential risk to service delivery and in respect of organisational knowledge. The limited proposals to change I have recommended is my best advice.
Legal Implications	Employment law implications connected with these restructuring proposals have been considered through consultation which has already taken place with the affected employees.
Staff Considerations	Potential staffing implications are set out in table 5.1.
Child and Poverty Impact	The proposal does not impact on our strategic focus on tackling child and family poverty. This is particularly important in the current financial climate.
Equality and Diversity Considerations	The Council's recruitment and selection arrangements comply with all relevant equality and diversity legislation.
Subsidy Control	Not applicable
Asset Management Considerations	Not applicable
Environment, Sustainability and Climate Change Considerations	Not applicable

8. RECOMMENDATIONS

8.1 That Council:

- (a) Approves the redistribution of services between the Chief Officers identified in section 4 of this report including changes in responsibilities and the grading of the posts.
- (b) Approves the pay scale for Chief Officers as set out in **appendix 2** and delegate to the Managing Director/ Head of Paid Service authority to amend the pay policy with the updated pay scales
- (c) Note if these proposals are approved an Appointments Panel will need to be convened to agree arrangements for appointing those posts covered in table 5.1.

9. REASONS FOR RECOMMENDATIONS

- 9.1 To enable Members to consider the proposed changes to the Council's Senior Leadership structure to ensure the Council retains the appropriate managerial capacity and resilience to deliver the next phase of challenges facing the Council.

10. BACKGROUND PAPERS

N/A

12. CONTACT OFFICER

Denise McGuckin
 Managing Director
 01429 523001
Denise.mcguckin@hartlepool.gov.uk

Sign Off:-

Managing Director	Date: 6 August 2025
Director of Finance, IT and Digital	Date: 6 August 2025
Director of Legal, Governance and HR	Date: 6 August 2025

CHIEF EXECUTIVE												
PLACE		POTENTIAL		PEOPLE					ORGANISATION			
DIRECTOR NEIGHBOURHOODS & REGULATORY SERVICES		DIRECTOR OF HOUSING, GROWTH AND COMMUNITIES		EXECUTIVE DIRECTOR OF ADULT SERVICES & PUBLIC HEALTH		EXECUTIVE DIRECTOR OF CHILDREN'S SERVICES			DIRECTOR OF FINANCE, IT & DIGITAL SERVICES		DIRECTOR OF LEGAL, GOVERNANCE & HR	
AD NEIGHBOURHOODS	AD REGULATORY SERVICES	AD PREVENTATIVE & COMMUNITY BASED SERVICES	AD HOUSING & GROWTH	AD ADULT SOCIAL CARE	DPH also to report MD DIRECTOR OF PUBLIC HEALTH	AD EARLY INTERVENTION, PERFORMANCE & COMMISSIONING	AD EDUCATION	AD CHILDREN & FAMILIES	*direct reports AD FINANCE	AD DIGITAL, DATA & TECHNOLOGY	AD LEGAL & DEMOCRATIC SERVICES	* direct reports
Environmental Services (operational maintenance of parks, open spaces, beaches, Cems & Creds) Waste collection, Recycling & Disposal Engineering & Building Design Highways & Strategic Transport Construction & Building Maintenance Planning & Building Control Passenger Transport Fleet Transport Estates & Asset Management Housing Revenue Account (HRA) Valuations Strategic Regeneration / capital programme Sustainability Climate change & Net Zero	Community Safety & ASB CCTV Safer Hartlepool Partnership Environmental Health Trading Standards licensing Housing standards & Selective licensing Public protection Emergency Planing & Civil contingencies Health, Safety & Risk Business Continuity Car parking Facilities Management/ school meals and Bld cleaning Security Contract	Heritage & Countryside Parks & Opens Spaces incl. Beaches (strategic) Cems & Creds - client role Allotments Events Leisure, Sport & Recreation Summerhill & Carlton Town Hall Theatre & Borough Ball Neighbourhood Regeneration plan * Community Hubs libraries Volunteering learning & Skills	Economic Development Business Support Inward Investment HEC, BIS & Newburn Bridge Ind. Estate Housing Needs Housing Advice & homelessness Housing Strategy Housing Partnerships Refugee & Asylum seekers local welfare support	Adult Social Care Direct Care & Support service OT & Special needs housing 18-25 learning disability service Carers support Financial Assessments Adult Safeguarding Commissioning & Performance Tees Safeguarding Adults Board * Community Hubs	Public Health Substance Misuse Sexual Health Immunisation screening JSNA Health Interface Intervention programmes Commissioning & contracts	Childrens Social Care Early Intervention & Prevention Child Protection & Safeguarding Spcial Educational Needs & Disabilities Quality Assurance & Performance Youth Provision HAF Domestic Abuse H&S Safeguarding Children partnership	School Improvement Early Years PRU Virtual school Governor service Admissions	Childrens Centres 0-19 Health Visitor & School Nursing Family Hubs Childrens Hub MACE Hub CIN & CP Social work CIOC & Care Leavers Adoption & Fostering ChildrensHomes Youth Offending Service	Corporate Finance & Accountancy Revenues & Benefits Payroll Accounts Payable and Receivable Insurance Systems Support Procurement & Social Value *Internal Audit OFFICE OF CHIEF EXECUTIVE Communications & Marketing Website/Intranet Central Printing Graphic design & branding Media Corporate Strategy Stratgic Planning & Performance Consultation and Engagement Diversity and Inclusion and Intelligence Customer Behaviour	Customer & DigitalServices Registrars CICT & cyber security Transformation & Change Strategic Data & intelligence	Legal Services Governance & Democratic Services Member Services Elections Statutory Scrutiny school appeals	*Human Resources *Workforce development *TU relations *Job evaluation *MD & Statutory Officer support All dept support & admin Returning Officer
* Management and development to be considered across both departments.												

ITEM 7(a) - APPENDIX 2

Post	Director Restructure 2025 (using 2024 payscales)
Band D Chief Officer	£63,967.00
	£65,319.00
	£66,671.00
Band C Chief Officers	£70,005.00
	£73,240.00
	£76,477.00
	£79,715.00
Band B Chief Officers	£82,951.00
	£86,186.00
	£89,423.00
Band A Chief Officers	£92,658.00
	£95,895.00
	£99,132.00
Director 1	£105,558.00
	£108,500.00
	£112,000.00
	£115,000.00
Director 2	£119,466.00
	£121,814.00
	£124,161.00
	£126,513.00
	£128,859.00
	£131,207.00

ITEM 9(a)

**Periodic Review of the
Council's Constitution 2025/26 –
Report of the Constitution
Committee**



Report of: Constitution Committee

Subject: FURTHER PERIODIC REVIEW OF THE COUNCIL'S CONSTITUTION

1. CONSERVATION AREAS – REPLACEMENT OF WINDOWS AND DOORS

- 1.1 This report follows Full Council's consideration on 28 November 2024 of a request to debate the Conservation Area Management Plans that had been approved by the Adult and Community Based Services Committee on 7 November 2024. Council agreed that the Planning Delegation Scheme be amended to include that any planning application received in conservation areas for replacement windows and/or doors be automatically called into Planning Committee. Given this was an amendment to the Council's Constitution, Council referred the issue to Constitution Committee for further consideration.
- 1.2 Current applications relating to replacement windows/doors are dealt with in line with normal planning applications. In line with the Constitution, Members can call them in to Committee as required but if the decision is in line with policy and has not reached the threshold of objections for reporting to Committee, it would be an Officer decision in consultation with the Chair of Planning Committee.
- 1.3 Members of the Committee considered that a consistent and simplified approach to requests to replace windows and doors in Conservation Areas should be implemented. It was therefore suggested that all applications for replacement windows and doors should be submitted to Planning Committee for full consideration.
- 1.4 In view of the recent decision to re-establish an Advisory Panel in relation to planning considerations in Conservation areas, it was also suggested that the above suggestion, if approved, be reviewed in six months' time to ascertain how it has been operating and if any links can be established with the Advisory Panel.

RECOMMENDATION

- 1.5 That Full Council considers the recommendations of the Constitution Committee to automatically refer all applications for replacement windows

and doors in Conservation Areas to Planning Committee for full consideration.

- 1.6 That Full Council delegate authority to the Director of Legal, Governance and Human Resources to make the necessary changes to the Constitution arising from the agreed changes.

2. LOCAL JOINT CONSULTATIVE COMMITTEE MEMBERSHIP

- 2.1 A request has been received for Members to consider increasing the Trade Union Membership on the Local Joint Consultative Committee to five to allow for a GMB representative to be included in the membership.
- 2.2 The LJCC membership is currently as follows:

3. REPRESENTATION

The LJCC shall comprise of:

Four (maximum) Elected Member representatives to be appointed at the Annual Meeting of Council for the Municipal year. Such representatives must not be members of the Council's Finance and Policy or Appeals Committee. With the exception that either the Leader or Deputy Leader of the Council and the Leader of the largest opposition group may attend each meeting with full speaking (but not voting) rights.

Four (maximum) HBC Trade Union representatives appointed by the HJTUC.

Four (maximum) HBC officer representatives appointed by the Managing Director.

- 2.3 Members noted that the membership of the LJCC had been previously agreed at 4 Elected Members, 4 Trade Union Representatives and 4 Officers to ensure equality. It was noted that the current Trade Union representation included the Joint Secretary of Trade Unions who represents all Trade Unions. With this in mind, Members proposed that the membership remain as above with the Trade Unions utilising their membership however is best for them.

RECOMMENDATION

- 2.4 That Full Council considers the recommendations of the Committee that the membership of the Local Joint Consultative Committee remain at 12 as follows:

- 4 – Elected Members
- 4 – Trade Union Representatives
- 4 – Officers

- 2.5 That Full Council delegate authority to the Director of Legal, Governance and Human Resources to make the necessary changes to the Constitution arising from the agreed changes.

ITEM (15)(d)

**Minutes of the meetings of the Cleveland
Police and Crime Panel held on
4 February and 20 June 2025**

Cleveland Police and Crime Panel

A meeting of the Cleveland Police and Crime Panel was held on Tuesday, 4 February 2025.

Present: Councillor Tony Riordan (Chair), Councillor Norma Stephenson OBE (Deputy Chair), Councillor Peter Chaney, Mayor Chris Cooke, Councillor John Coulson, Councillor Graham Cutler, Councillor Rob Darby, Councillor Chris Jones, Mr Paul McGrath, Councillor Karen Oliver, Mr Luigi Salvati and Councillor Janet Thompson

Officers: Steven Newton (Governance Director (Monitoring Officer)) and Alison Pearson (Governance Manager)

Also In attendance: Matthew Storey (Office of the Police and Crime Commissioner), Lisa Oldroyd (Office of the Police and Crime Commissioner), Chief Constable Mark Webster (Cleveland Police) and Michael Porter (Office of the Police and Crime Commissioner)

Apologies: Councillor Ian Morrish and Councillor Paul Rowling

PCP 42/24 Declarations of Interest

There were no interests declared.

PCP 43/24 Minutes of the meetings held on the following dates 12 November 2024 and attendance matrix

Consideration was given to the minutes of the meeting held on 12 November 2024 and the attendance matrix for 2024-25.

RESOLVED that the minutes of the meeting held on 12 November 2024 be agreed as a correct record subject to the removal of Cllr Paul Rowling from this list of those present and his apologies being noted. The attendance matrix be also amended accordingly.

PCP 44/24 Appointment of Non-Political Independent Members

The Panel considered a report seeking approval for the reappointment of both Non-Political Independent Members to the Police and Crime Panel under the provisions within the Police Reform and Social Responsibility Act 2011.

RESOLVED

Mr Paul McGrath and Mr Luigi Salvati be reappointed to the Panel for a further term as Non-Political Independent Members, with their terms of office expiring 1 February 2029, and the Home Secretary be notified accordingly.

PCP 45/24 Precept Proposals

The Panel considered a report from the Commissioner regarding the proposed

precept for the financial year 2025/26. The proposal was to set the Band D Police Element of the Council Tax within Cleveland for 2025/26 at £317.73 representing an increase of £14, or 4.61%, over the 2024/25 level.

The Commissioner indicated that he had considered the following in making his proposal for the 2024/25 precept:

- The views of the public of Cleveland
- The financial impact on the people of Cleveland and the current financial environment
- The financial needs of the organisation as currently projected both for 2025/26 and in the future
- The limits imposed by the Government on a precept increase before a referendum would be triggered in Cleveland

The Commissioner had also discussed his proposals with the Chief Constable and engaged and consulted with the public on the options available to him.

The Panel noted that the Provisional Police Funding Settlement 2025/26 had been announced on 17 December 2025 in a written statement by the Minister for Crime, Policing and Fire. This stated that funding available nationally to PCCs would increase by up to an additional £987m in 2025/26, assuming full take up of local flexibility to increase council tax by the maximum amount which was £14.

The Chief Constable, Mark Webster, gave a presentation to the Panel covering progress made by the force in the preceding 12 months, key constraints and a forward look, including the following:

- The launch of Matrix had had an excellent impact, and in recent weeks, notably, the removal of 215 vehicles from the roads as part of an operation tackling drug crime
- Improved wellbeing support for officers
- Neighbourhood resource had been increased by 20%
- Recognition for the Force's more pro-active work, with a particular example being the response to the summer riots
- A reduction in crime levels against previous long-term trends
- An increase in the complexity of crime relating to domestic violence, mental health issues, cyber-crime
- Limitations of current funding formula
- Anticipated publication of the most recent HMICFRS assessment (PEEL)

The Panel had regard to the detailed information contained within the Commissioner's report in relation to the overall funding position, and specifically how this related to Cleveland. In determining the budget strategy and LTFP for Cleveland in 2025/26, it was noted that the following future funding and planning assumptions had been made:

- Precept increases of £12 per annum throughout future years of the plan

- Government Grant increase of 2% per annum
- Tax Base increases of 1.4% in 26/27 and beyond
- Pensions Grant continued at current level
- Pay Awards were 2.5%, (25/26), then 2% thereafter
- Additional funding was provided to continue the Uplift Programme in future years
- Additional funding was provided to deliver the Neighbourhood Policing Guarantee
- General Reserves were projected to be just under £6m throughout the plan. This would be around 3% of Net Budget Requirement

The Panel considered the report that had been prepared by the Task and Finish Panel and thanked the Members for their time in looking at the budget strategy and precept proposals in greater depth.

The Task and Finish Panel had recommended that, assuming no significant change from the currently stated position, the Police and Crime Commissioner's proposal to increase the precept element of the Council Tax within Cleveland for 2025/26 by £14 (Band D equivalent) be supported.

Alongside this recommendation, the Task and Finish Panel had made three further recommendations, namely:

- (1) The Police and Crime Panel receive further information on how the force, and others, were lobbying government to review the formula so that Cleveland Police received the funding it deserved.
- (2) The Police and Crime Panel be kept informed of the position regarding the special grant funding for the Historical Investigation Unit recognising that in the absence of this grant, the resource requirement for this would need to come from elsewhere within the budget, creating a significant pressure.
- (3) The analysis of the consultation responses be shared with the Police and Crime Panel.

The Panel welcomed the information shared by the Commissioner in relation to these recommendations, as summarised below:

Making representations on the funding formula – in addition to formal correspondence, discussions had taken place with the Minister of State for Crime, Police and Fire during a recent visit to the area, and every opportunity was taken to continue to highlight the impact of current formula on more grant-dependent, deprived and urban areas resulting in funding allocations not matching need. Work on an alternative approach appeared to have been undertaken but not yet implemented, however, as part of the final settlement and increased allocation of funding to support the Neighbourhood Policing Guarantee had been provided which was a positive step towards bridging the funding gap in the absence of the introduction of any new funding formula.

Special Grant Funding for the Historical Investigation Unit – the PCC had written

to the Home Office and was expecting the bid to be considered imminently.

The analysis of the consultation responses – following completion of the public consultation exercise, analysis had been undertaken which showed that 55% of respondents had indicated they would be willing to pay at least £14 per year for policing in the Cleveland area and that anti-social behaviour was the key concern area for residents.

RESOLVED

Having considered all the information available to it and discussed the funding assumptions and associated issues in detail, including the Task and Finish Panel's recommendations, the Commissioner's proposal to set the Band D Police Element of the Council Tax within Cleveland for 2025/26 at £317.73 representing an increase of £14, or 4.61%, over the 2024/25 level be supported.

**PCP
46/24**

Commissioner's Quarterly Performance Report

The Commissioner presented his Police and Crime Plan Performance Summary report which covered the Quarter 3 period of 2024/25. In presenting his report he highlighted the recent introduction of a full time Fraud Financial Advocate funded utilising funding from the Proceeds of Crime Act, the Commissioner and the four force wide local authorities. The role would help recover cash for victims and prevent further victimisation.

He also acknowledged the good work of the White Ribbon Campaign, in particular the recent '16 Days of Activism' to end violence against women and girls.

RESOLVED that the report be noted.

**PCP
47/24**

Commissioner's Scrutiny Programme

Consideration was given to a report that provided an update on the Police and Crime Commissioner's scrutiny programme which had included the Police Race Action Plan (PRAP) and stalking as scrutiny review topics since the Panel's last meeting.

The commissioner had been assured by the evidence submitted by the Force in relation to both topics.

RESOLVED that the report be noted.

**PCP
48/24**

Decisions of the Commissioner

The Police and Crime Commissioner made all decisions unless specifically delegated within the Scheme of Consent/Delegation. All decisions demonstrated that they were soundly based on relevant information and that the decision-making process was open and transparent.

In addition, a forward plan was included and published on the OPCC's website which included items requiring a decision in the future. This was attached to the

report.

Each decision made by the Commissioner was recorded on a decision record form with supporting background information appended. Once approved it was published on the OPCC's website.

Decisions relating to private/confidential matters would be recorded; although, it may be appropriate that full details were not published.

Decisions made since the last meeting of the Police and Crime Panel were attached to the report.

RESOLVED that the report be noted.

**PCP
49/24** **Members' Questions to the Commissioner**

Question 1 – the following question had been submitted by Councillor John Coulson for response by the Commissioner:

“HMICFRS recently reported and graded the force as inadequate in certain areas around child safety, children at risk, abuse, safeguarding, sexual exploitation, the potential of criminals being involved, and so on.

Can the Commissioner please advise the panel what scrutiny process he has undertaken in these areas prior to the report and what scrutiny process and actions he will undertake in light of the report?”

The Commissioner responded that he was unable to comment on scrutiny processes prior to the report as these would have pre-dated his term of office, however, since the report, he had instigated fortnightly meeting with the responsible officer. There had been a comprehensive response from the force who had begun addressing concerns whilst inspectors were still on site. A deep dive into the topic was also scheduled next in the Commissioner's scrutiny programme.

**PCP
50/24** **Public Questions**

There were no questions from members of the public.

**PCP
51/24** **Forward Plan**

Members reviewed the Forward Plan for the Panel 2024-25 and 25-26.

RESOLVED that the Forward Plan 2024-25 and 25-26 be noted.

**PCP
52/24** **Exclusion of the Press and Public.**

RESOLVED that under Section 100A(4) of the Local Government Act 1972 the public be excluded from the meeting for the following items of business on the grounds that they involved the likely disclosure of exempt information as defined in paragraphs 1 and 2 of Part 1 of Schedule 12A of the Act.

**PCP
53/24**

*** Complaint Update**

The Panel considered a report of the Monitoring Officer providing information on a new complaint matter.

RESOLVED

1. The matter met the definition of a complaint for the purposes of the Regulations and should be formally recorded;
2. Cleveland Police and Crime Panel was the correct panel for dealing with the complaint;
3. This matter did not require referral to the IOPC and would, therefore, fall to be addressed by way of informal resolution in line with The Elected Local Policing Bodies (Complaints and Misconduct) Regulations 2012.
4. The complaint record should be sent to the Police and Crime Commissioner and the Complainant, and their comments be invited.
5. The Complaint was not to be delegated to the Complaints Sub-Committee.

Cleveland Police and Crime Panel

A meeting of the Cleveland Police and Crime Panel was held on Friday, 20 June 2025.

Present: Councillor Tony Riordan (Chair), Councillor Norma Stephenson OBE (Deputy Chair), Councillor Ian Blades, Councillor Peter Chaney, Mayor Chris Cooke, Councillor John Coulson, Councillor Graham Cutler, Councillor Chris Jones, Councillor Karen Oliver, Councillor Mike Young and Mr Luigi Salvati

Officers: Steven Newton (Governance Director (Monitoring Officer)) and Alison Pearson (Governance Manager), Jane Garnett (Head of Human Resources

Also In attendance: Matthew Storey (Office of the Police and Crime Commissioner) and Lisa Oldroyd (Office of the Police and Crime Commissioner)

Apologies: Councillor Paul Rowling

PCP 1/25 **Appointment of Chair for 2025/26**

It was moved by Councillor John Coulson and seconded by Councillor Graham Cutler that Councillor Tony Riordan be appointed Chair of the Panel for the municipal year 2025-26.

A vote took place and it was **RESOLVED** that Councillor Tony Riordan be appointed Chair of the Panel for the municipal year 2025-26.

PCP 2/25 **Appointment of Deputy Chair for 2025/26**

It was moved by Councillor Janet Thompson and seconded by Councillor Paul Rowling that Councillor Norma Stephenson OBE be appointed Vice Chair of the panel for the municipal year 2024-25.

A vote took place and it was **RESOLVED** that Councillor Norma Stephenson OBE be appointed Vice Chair of the panel for the municipal year 2024-25.

PCP 3/25 **Welcome by the Chair**

The Chair welcomed all parties to the meeting.

PCP 4/25 **Declarations of Interest**

There were no interests declared.

PCP 5/25 **Confirmation Hearing Purpose and Procedure**

The Chair explained the purpose of the meeting was to hold a confirmation hearing before making a report and recommendation to the Commissioner in relation to his proposed appointment of the Chief Constable of Cleveland Police.

The confirmation hearing was held in accordance with the requirements under Schedule 8 of the Police Reform and Social Responsibility Act 2011 (Appointment of Chief Constables).

The hearing was a meeting of the Panel at which the proposed candidate was requested to appear for the purpose of answering questions relating to the proposed appointment.

The procedure to be followed was explained, and it was indicated that following the questioning session, the Panel would go into closed session in order to consider its decision and agree its recommendations to the Commissioner.

The Panel's decision would be communicated to the Commissioner in writing as soon as possible and at the latest by the next working day following the hearing, and a copy of the communication would be provided to the candidate.

The Panel's report would normally be embargoed until a period of five days had elapsed following the hearing.

RESOLVED that the Confirmation Hearing Purpose and Procedure be noted.

**PCP
6/25**

Key Documents/Information associated with the appointment:

A report from the Commissioner proposing the appointment Mrs Victoria Fuller as the new Chief Constable of Cleveland Police was considered by the Panel. The report set out the recruitment process and provided details in respect of the criteria used to assess the candidate's suitability, how the candidate satisfied those criteria and the terms and conditions of the appointment.

The Panel was also provided with a report from the Independent Member of the Selection Panel.

RESOLVED that the key documents and information be noted.

**PCP
7/25**

Questioning of the Candidate

To enable them to evaluate the candidate's suitability for the role, Panel members asked questions of the candidate relating to her skills, knowledge, plans and experience as applicable to the role.

Questions were agreed in advance at a pre-meeting of the Panel in accordance with Home Office Guidance on Confirmation Hearings and were focused around the issues of professional competence and personal independence. They covered a range of topics including building confidence with communities, partnership working, creating a positive workforce culture, neighbourhood policing, tackling both urban and rural crime, delivering continuous improvement and commitment to the role.

When responses had been provided to all of the Panel Members' questions, the Candidate was given an opportunity to clarify any points and ask questions. The hearing then concluded and the Panel went into closed session to consider

its report and recommendations.

**PCP
8/25** **Exclusion of the Press and Public.**

RESOLVED that under Section 100A(4) of the Local Government Act 1972 the public be excluded from the meeting for the following items of business on the grounds that they involved the likely disclosure of exempt information as defined in paragraph 1 of Part 1 of Schedule 12A of the Act.

**PCP
9/25** ***Closed Session for the Panel to Consider its Recommendations**

On the basis of the information provided by the Commissioner and the discussions held in the Confirmation Hearing, Members of the Panel unanimously agreed that Mrs Victoria Fuller appeared competent to carry out the role of Chief Constable of Cleveland Police and unanimously supported her appointment as proposed by the Commissioner.

The Panel considered the guidance in relation to delaying publication of their decision for five working days and felt it was in the interests of all parties to confirm their approval of the proposed appointment as soon as possible. Consequently, the Panel agreed that the embargo on publishing the report could be reduced if agreed with the Police and Crime Commissioner.

RESOLVED that the proposed candidate, Mrs Victoria Fuller, be recommended to be appointed to the position of Chief Constable of Cleveland Police.