

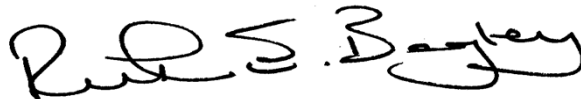
Date of despatch: Monday, 19 September 2016

To the Members of Slough Borough Council

Dear Councillor,

You are summoned to attend a Meeting of the Council of this Borough which will be held in the Venue at The Curve - William Street, Slough, Berkshire, SL1 1XY on **Tuesday, 27th September, 2016 at 7.00 pm**, when the business in the Agenda below is proposed to be transacted.

Yours faithfully



RUTH BAGLEY
Chief Executive

**PLEASE NOTE THE MEETING WILL BE HELD AT THE CURVE,
WILLIAM STREET, SLOUGH.**

PRAYERS

AGENDA

Apologies for Absence

PAGE

1. Declarations of Interest

All Members who believe they have a Disclosable Pecuniary or other Pecuniary or non pecuniary Interest in any matter to be considered at the meeting must declare that interest and, having regard to the circumstances described in Section 3 paragraphs 3.25 – 3.27 of the Councillors' Code of Conduct, leave the meeting while the matter is discussed, save for exercising any right to speak in accordance with Paragraph 3.28 of the Code.

The Mayor will ask Members to confirm that they do not have a declarable interest. All Members making a declaration will be required to complete a Declaration of Interests at Meetings form detailing the nature of their interest.

- | | | |
|----|--|-------|
| 2. | To approve as a correct record the Minutes of the Council held on 26 July 2016 | 1 - 4 |
| 3. | To receive the Mayor's Communications. | |

Public Questions

- | | | |
|----|---|--|
| 4. | Questions from Electors under Procedure Rule 9. | |
|----|---|--|

Recommendations of Cabinet and Committees

[Notification of Amendments required by 10 a.m. on Monday 26 September 2016]

- | | | |
|----|---|---------|
| 5. | Recommendations of the Cabinet from its meeting held on 5th September 2016 | 5 - 14 |
| | <ul style="list-style-type: none">• Provision of a Temporary Ice Facility. | |
| 6. | Recommendations of the Slough Wellbeing Board from its meeting held on 20th July 2016 | 15 - 36 |
| | <ul style="list-style-type: none">• Refresh of Slough Joint Wellbeing Strategy 2016-2020. | |

Officer Reports

- | | | |
|-----|--|--------------------|
| 7. | Statutory Report of the Council's Monitoring Officer Section 5 Local Government and Housing Act 1989 - Report on proposed unlawful re-designation of the Monitoring Officer role | 37 - 78 |
| 8. | Appointment of Monitoring Officer | 79 - 80 |
| 9. | Parliamentary Constituency Boundary Review | 81 - 84 |
| 10. | Review of Constitution and Related Matters | (REPORT TO FOLLOW) |

Motions

- | | | |
|-----|--|---------|
| 11. | To consider Motions submitted under procedure Rule 14. | 85 - 86 |
|-----|--|---------|

Member Questions

- | | | |
|-----|---|--|
| 12. | To note Questions from Members under Procedure Rule 10 (as tabled). | |
|-----|---|--|

MINUTES OF COUNCIL PROCEEDINGS

At a Meeting of the Council for the Borough of Slough held at the Flexi Hall, The Centre, Farnham Road, Slough, SL1 4UT on Tuesday, 26th July, 2016 at 7.00 pm

Present:- The Worshipful the Mayor (Councillor Arvind Dhaliwal), in the chair; Councillors Ajaib, Anderson, Bains, Bal, Bedi, Brooker, Carter, Chaudhry, Cheema, Chohan, Coad, Dar, Davis, Amarpreet Dhaliwal, M Holledge, N Holledge, Hussain, Matloob, Morris, Munawar, Nazir, Pantelic, Parmar, Plenty, Qaseem, Rana, A Sandhu, R Sandhu, Sarfraz, Shah, Sharif, Smith, Sohal, Strutton, Swindlehurst, Usmani and Wright.

Apologies for Absence:- Councillors Chahal, Mann, Rasib and Sadiq.

12. Declarations of Interest

Councillor Bal declared that his daughter worked at Slough Borough Council.

13. To approve as a correct record the Minutes of the Council held on 17th May 2016 and 6 June 2016

Resolved - That the Minutes of the Council meetings held on 17th May 2016 and 6th June 2016 be approved as a correct record.

14. To receive the Mayor's Communications.

The Mayor announced that the Civic Service would take place on Sunday, 2nd October at St Mary's Church, Slough commencing at 11.00am and invitation details would be sent out in due course.

Members were informed that local police officer DCI Nikki Pierce had been recognised nationally for her services. DCI Pierce had received the Officer of the Year Award as part of the National British Association for Women in Policing annual awards. Commissioner for Regulation and Consumer Protection, Councillor Sohal, commended DCI Pierce for her outstanding performance, community engagement and leadership over the years.

15. Questions from Electors under Procedure Rule 9.

The Mayor advised that a question had been received from a resident, a copy of which had been tabled. The questioner was in attendance and following a response to his question, asked a supplementary question. A copy of the question and reply would be forwarded to the questioner. It was agreed that parking options at The Curve would be explored and forwarded to the Commissioner for Housing and Urban Renewal.

16. Recommendations of the Cabinet from its meetings held on 27th June 2016 and 18 July 2016

'A' - Old Library Site Development Options

It was moved by Councillor Munawar,
Seconded by Councillor Hussain,

“That the Council develops two hotels and a restaurant on the Old Library site, at an estimated cost of £30.5m (borrowing cost £55m) for the hotels and £1.7m (borrowing cost £3m) for the restaurant.”

The recommendation was put to the vote and carried by 30 votes to 4 votes with 2 abstentions.

(Councillor Brooker was not present in the meeting at the time when the vote was taken)

Resolved – That the Council develops two hotels and a restaurant on the Old Library site, at an estimated cost of £30.5m (borrowing cost £55m) for the hotels and £1.7m (borrowing cost £3m) for the restaurant.

'B' - Statutory Service Plans

It was moved by Councillor Sohal,
Seconded by Councillor Munawar,

“That the Statutory Service Plans in relation to the Food Safety, Health & Safety and Trading Standards Services be endorsed.”

The recommendation was put to the vote and carried unanimously.

Resolved – That the Statutory Service Plans in relation to the Food Safety, Health & Safety and Trading Standards Services be endorsed.

17. Appointment of Section 151 Officer

It was moved by Councillor Munawar,
Seconded by Councillor Hussain,

“That Stephen Fitzgerald, the interim Assistant Director of Finance and Audit, be confirmed as the Council’s Section 151 Officer with effect from the 11th July 2016.”

The recommendation was put to the vote and carried unanimously.

Resolved - That Stephen Fitzgerald, the interim Assistant Director of Finance and Audit, be confirmed as the Council’s Section 151 Officer with effect from the 11th July 2016.

18. Appointments to Corporate Parenting Panel and Outside Bodies

It was moved by Councillor Munawar, as an amendment,
Seconded by Councillor Hussain,

- “(a) That the terms of reference for the Corporate Parenting Panel be amended to exclude the Chair of the Education and Children’s Services Scrutiny Panel and the Council’s representatives on the Slough Children’s Services Trust Board from sitting on the Corporate Parenting Panel.
- (b) That Councillors Bedi and Carter be appointed to the Corporate Parenting Panel.
- (c) That Councillors Ajaib, Munawar and A.Sandhu be nominated to the Board of Development Initiative Slough Housing Ltd (DISH)
- (d) That Councillor Pantelic be appointed to Berkshire Healthcare NHS Foundation Trust and Frimley Health NHS Foundation Trust for the municipal year 2016/17.”

The recommendations were put to the vote and carried unanimously.

(Councillor Anderson was not present in the meeting at the time when the vote was taken)

Resolved –

- (a) That the terms of reference for the Corporate Parenting Panel be amended to exclude the Chair of the Education and Children’s Services Scrutiny Panel and the Council’s representatives on the Slough Children’s Services Trust Board from sitting on the Corporate Parenting Panel.
- (b) That Councillors Bedi and Carter be appointed to the Corporate Parenting Panel.
- (c) That Councillors Ajaib, Munawar and A.Sandhu be nominated to the Board of Development Initiative Slough Housing Ltd (DISH)
- (d) That Councillor Pantelic be appointed to Berkshire Healthcare NHS Foundation Trust and Frimley Health NHS Foundation Trust for the municipal year 2016/17.

19. To consider Motions submitted under procedure Rule 14.

Safer Slough Partnership

It was moved by Councillor Bains,
Seconded by Councillor Amarpreet Dhaliwal,

“This Council resolves to work with Thames Valley Police through the Safer Slough Partnership to prioritise its response to counter the increase in serious

Council - 26.07.16

sex crimes around the town and to reduce the fear of sexual assault across the Borough.”

The motion was put to the vote and carried unanimously.

Resolved – That this Council work with Thames Valley Police through the Safer Slough Partnership to prioritise its response to counter the increase in serious sex crimes around the town and to reduce the fear of sexual assault across the Borough.

20. To note Questions from Members under Procedure Rule 10 (as tabled).

None.

Chair

(Note: The Meeting opened at 7.00 pm and closed at 8.03 pm)

SLOUGH BOROUGH COUNCIL

REPORT TO: Council **DATE:** 27th September 2016

CONTACT OFFICER: Nick Pontone, Senior Democratic Services Officer
(For All Enquiries) (01753) 875120

WARD(S): All

**PART I
FOR DECISION****RECOMMENDATIONS OF THE CABINET FROM ITS MEETING HELD ON 5TH
SEPTEMBER 2016 – PROVISION OF A TEMPORARY ICE FACILITY****1 Purpose of Report**

To consider the recommendation from the Cabinet from its Special meeting held on 5th September 2016 regarding the provision of a temporary ice facility whilst Slough Ice Arena is closed for its improvement works.

The matter is being referred to Council as the proposed expenditure is outside of the approved Financial Framework.

2 Recommendation

The Council is requested to resolve that the provision of a temporary ice facility on the Montem site at a cost of £336,000 be agreed.

3a Slough Joint Wellbeing Strategy Priorities

All the actions within Slough's five year leisure strategy will contribute towards achieving the overarching vision of the Slough Joint Wellbeing Strategy and will make significant contributions specifically to the health, wellbeing and safer Slough themes.

- **Health and Wellbeing.** Cabinet in July 2014 approved a strategy for leisure, with the overarching aim to "enhance the health and wellbeing of Slough residents by ensuring leisure activity is adopted as a habit for life for all – more people, more active, more often". The link between physical activity and overall health indicators is clear, particularly for obesity, diabetes and heart disease, which are high priorities for Slough.
- **Safer Slough.** The opportunity to participate in shared leisure activities makes a positive contribution to community cohesion and interaction for all members of the varied and diverse community in Slough.
- **Regeneration and environment.** Leisure facilities contribute to the quality of the environment of the town. They provide opportunities to regenerate specific sites and local communities.

Cross-Cutting themes:

Good leisure facilities can improve the image of the town, making Slough a destination for sport and physical activity for local residents who will take a pride in the promotion of their use.

Slough's leisure strategy and improved leisure facilities contribute towards addressing key priorities as set out in the JSNA including childhood obesity, positive activities for young people and cardio vascular disease.

3b **Five Year Plan Outcomes**

- Slough will be the premier location in the south east for businesses of all sizes to locate, start, grow, and stay – good quality, accessible leisure facilities are attractive to employers to ensure a healthy workforce which is imperative for a businesses success.
- There will be more homes in the borough, with quality improving across all tenures to support our ambition for Slough – the future development of leisure facilities on chosen sites in the town will compliment planned housing developments and assist the organisational aim of maximising the value of assets.
- Slough will be one of the safest places in the Thames Valley – leisure activity can be used as a diversionary activity for young people who could be at risk of anti-social behaviour.
- More people will take responsibility and manage their own health, care and support needs – accessible leisure opportunities in the right location will enhance the health and wellbeing of all individuals living in Slough.
- Children and young people in Slough will be healthy, resilient and have positive life chances – improved leisure facilities will provide children and young people with wider opportunities for participation in sport and physical activity which results in greater physical and mental wellbeing. The proximity of the proposed new facilities to educational establishments will maximise use and allow the Council to realise corporate aims.
- The Council's income and the value of its assets will be maximised through capital development and improvements to its leisure facilities.

4 **Other Implications**

(a) Financial

- i. It will cost the Council £336K to make available a temporary ice provision during the closure of Slough Ice Arena. A breakdown of these costs are detailed in sections 5.7 of this report. These costs are based on a twelve month period for the closure of Slough Ice Arena.
- ii. As stated in the report to Cabinet in July 2016, the Council's 2016-17 revenue budget does not have contingency for these additional costs. Therefore, these funds would need to come from new in-year savings made from across Council services or from the General Fund reserve.

(b) Risk Management

Project	Risk	Mitigating action	Opportunities
Ice Arena redevelopment and temporary ice provision	Financial – the temporary rink does not offer value for money Costs continue to increase	Full financial obligations will be confirmed prior to commencement of any scheme	The new facility will contribute to more people being physically active, which is a key priority for the Council. Temporary facility operated by a third party
	Planning - Delay to submission and determination of planning application Planning conditions not met within time for the Ice Arena refurbishment closure	Submission of the planning application as soon as possible. Project Manager to ensure early engagement with Planning and that conditions for compliance are monitored	
	Health and Safety	Fully addressed for temporary facilities as they are developed. Operational risks will be considered and developed to respond to the specific risk and will be passed onto the operator to manage.	
	Building Control - Delay to submission and determination of building control application	Building Control to approve and sign off development proposals	
	Equalities issues – the temporary facilities fail to meet the needs of all	The availability of a temporary facility will help to mitigate the effects of the temporary closure of the ice	Continued access to quality facilities will contribute to increasing levels of activity by all users including

		Area. It will enable a broad community programme to remain available to meet the needs of all.	those with special or specific needs EIA completed
	Community support – Objections to planned proposals	Communications strategy in place	
	Communications – The proposed temporary developments receive adverse publicity	Proactive approach with provider and users of the temporary facility.	
	Financial (capital) – Costs become inflated and the scheme is unaffordable	Proposals offer a cost effective option and identify appropriate contingency. Agree fixed price contract and measures to prevent potential scope creep	Look at other funding opportunities.
	Financial (revenue) – the temporary facility operates at a loss	Risk rests with the Operator	Transfer responsibility for the management of the temporary facility to a third party.
	Timetable for delivery – Key deadlines are not met	Project management in place to monitor critical path with slippage reported early. Provide a back-up plan for any unforeseen delays	
	Capital programme overruns	The contract for the temporary facility will have flexibility to extend provision if required.	Opportunities for value management if required.

	Project Capacity – Adequate resources are not in place	Allocate sufficient resources to the management of the programme	Utilise expertise in house and with development partners to ensure the project is delivered on time.
--	--	--	--

(c) Human Rights Act and Other Legal Implications

There are no Human Rights implications in regard to this report.

Local authorities have a range of powers to deliver cultural services which includes both recreation and sport. The provision of leisure services is however discretionary and as such local authorities do not have to provide these services.

A range of commercial contract issues will require resolution to enable the provision of the temporary ice arena to go ahead. Heads of terms for the temporary facility are required to be produced.

The temporary Ice Arena will require planning consent. A planning application was submitted on 17th August 2016 and will be presented to the Planning Committee on 5th October for approval.

(d) Equalities Impact Assessment

The Council is attempting to mitigate the impact of the period of temporary closure and an EIA has been completed.

(e) Workforce

The delivery of the temporary ice scheme will require specialist roles including dedicated project management and these will be met in-house within the council.

(f) Property

See section 5.5

(g) Carbon Emissions and Energy Costs

The temporary ice provision will be energy efficient but will increase CO2 overall.

5. Supporting Information

5.1 In January 2016 Cabinet agreed to undertake improvement works to Slough Ice Arena which required the building to close for a minimum of nine months for the works to be undertaken at a cost of £7.7 million.

5.2 In light of the costs associated with a temporary facility, a decision to not provide any temporary ice provision was agreed initially. However, not providing a temporary ice provision has raised concerns with user groups and residents alike and the Council has listened to those concerns.

5.3 In July 2016 Cabinet was asked to consider a proposal for a temporary rink, which detailed estimated costs of £632K for the provision of a facility, following an ice provider contacting the council with a proposal. At this meeting Cabinet asked officers to undertake further work to confirm final costs of the scheme presented.

5.4 This work has now been completed and the final costs are detailed below in section 5.7.

5.5 The temporary ice proposal includes a fully enclosed and secure ice rink (20m x 50m), complete with the following:

- Full operations and management, including staffing
- Rink suitable for all ice activity, including ice hockey
- Seating for up to 300 spectators
- Reception
- Changing area
- Toilets
- Skate hire

5.6 The Council will be required to provide the following components:

- The site – an area of Montem car park to the rear of Montem Leisure Centre
- Temporary car park – a grassed area to be converted to a temporary car park on the current Montem Recreation site, capacity for 125 cars.
- Planning permission – a planning application was submitted on 17th August 2016
- Civil / enabling works for the site - including lighting, road widening and reconfiguration
- Connections for utilities – electricity and water
- CCTV – extra CCTV cameras covering the temporary site
- Contribution to costs of utilities

5.7 A breakdown of costs are detailed in the table below

ITEM	COSTS ££
Temporary car park	75,000
Utilities – enabling works	40,000
Utilities – running costs	120,000
Planning application	11,000
CCTV	10,000
Highways – lighting/ road widening	47,000
Contingency @10%	33,000
TOTAL	336,000

5.8 Timescales

Estimated timescales are detailed in the table below

	DURATION	START DATE	COMPLETION
Contract with operator	12 months	September 2016	December 2017
Planning	12 weeks	17 th August 2016	November 2016
Pre-construction	6 weeks	* 19 th September 2016	October 2016
Highways and transport works	4 weeks	* October 2016	November 2016
Temporary rink construction	4 weeks	* October 2016	November 2016
Ice Arena refurbishment	9 – 12 months	November 2016	November 2017
Temporary rink decommission	4 weeks	November 2017	January 2018

* Subject to planning

5.9 The temporary car parking proposals necessitate road widening schemes to be actioned to enable access for all vehicles. Coaches and larger vehicles will be required to park up and drop off at the front of the leisure centre only and will need to find an alternative waiting location. Additional disabled parking bays will be made available, adjacent to the temporary provision.

6 **Comments of Other Committees**

The Overview & Scrutiny Committee considered the provision of a temporary ice rink at its meeting on 14th July 2016 and recommended that the Cabinet "...explore the procurement of a full sized temporary Ice Rink to meet the needs of all users, for the duration of the refurbishment of the current Ice Rink." The Cabinet endorsed this recommendation at its meeting on 18th July 2016 and asked Officers to further investigate the costs, risks and community benefits of providing a temporary facility.

The Cabinet was presented with the outcomes of this work at its meeting on 5th September, and it was agreed to recommend approval of a temporary facility at a cost of £336,000 to Council.

7 **Conclusion**

The Council's aspirations for the development and improvement of Slough Ice Arena requires the facility to close for a minimum period of nine / twelve months to enable the works to be completed. The closure of the facility has received much opposition from current users, who have requested a temporary facility to be provided.

Council officers have been approached by an ice provider with a proposal for a temporary ice scheme to cover the period of this closure at an estimated cost to the Council of £336,000, which includes a 10% contingency sum.

The provision of a temporary ice scheme will ensure that current users, a high percentage of young people who are resident in Slough, will be able to continue to skate, despite the temporary closure of the permanent facility. Continuity of service provision is an important area to consider for the successful re-opening of the facility in the autumn 2017.

8 **Appendices Attached**

A - Temporary ice rink structure

9 **Background Papers**

'1' Leisure Strategy Cabinet Report – January 2016

Temporary Ice Rink Structure



This page is intentionally left blank

SLOUGH BOROUGH COUNCIL

REPORT TO: Council **DATE:** 27th September 2016

CONTACT OFFICER: Nick Pontone, Senior Democratic Services Officer
(For All Enquiries) (01753) 875120

WARD(S): All

PART I
FOR DECISION**RECOMMENDATION OF THE SLOUGH WELLBEING BOARD FROM ITS MEETING HELD ON 20TH JULY 2016 - REFRESH OF SLOUGH JOINT WELLBEING STRATEGY****1 Purpose of Report**

To consider the recommendation of the Slough Wellbeing Board from its meeting on 20th July 2016 to approve the refreshed Slough Joint Wellbeing Strategy (SJWS). The Cabinet will consider endorsement of the draft strategy at its meeting on 19th September 2016 and any amendments or comments will be reported to Council.

The SJWS is part of the Policy Framework and therefore requires the approval of full Council.

2 Recommendation

The Council is requested to resolve that the Slough Joint Wellbeing Strategy 2016-20, as attached at Appendix A to the report, be approved.

3. The Slough Joint Wellbeing Strategy, the JSNA and the Five Year Plan**3a. Slough Joint Wellbeing Strategy Priorities**

Slough's current Wellbeing Strategy 2013 – 2016 expires shortly. This report explains the work undertaken by the Slough Wellbeing Board with partners to develop a new Strategy and priorities for the period 2016 – 2020.

3b. Joint Strategic Needs Assessment (JSNA)

The new Wellbeing Strategy is informed by evidence of need contained in the Joint Strategic Needs Assessment and the Slough Story.

3c. Council's Five Year Plan Outcomes

The draft Wellbeing Strategy's contributes to the eight Five Year Plan outcomes in particular outcomes 1 to 6.

4. Other Implications

(a) Financial - There are no financial implications associated with the proposed actions.

- (b) Risk Management - There are no identified risks associated with the proposed actions.
- (c) Human Rights Act and Other Legal Implications - There are no direct legal implications. The specific activity in the Strategy and other plans may have legal implications which will be brought to the attention of the Council's Cabinet separately. There are no Human Rights Act Implications.
- (d) Equalities Impact Assessment - There is no requirement to complete an Equalities Impact Assessment (EIA) in relation to this report. EIAs will however be completed on individual aspects of any actions produced to sit underneath the Strategy, as required.

5. **Supporting Information**

- 5.1 It is the statutory responsibility of Health and Wellbeing Boards to publish a Health and Wellbeing Strategy and a Joint Strategy Needs Assessment (JSNA). Slough's current Joint Wellbeing Strategy is for 2013 to 2016.
- 5.2 In January 2016 the Wellbeing Board launched a programme of activity to review and refresh the Strategy and priorities. This included -
 - An analysis of need through the Joint Strategic Needs Assessment
 - Updating the Slough Story
 - A workshop with partners in January 2016
 - Discussion at the Slough Wellbeing Board
 - Two consultation surveys
- 5.3 The outcome of this activity has informed the new Strategy. As well as reviewing the priorities for the Board we have also reviewed our governance and partnership ways of working. The new Strategy therefore explains the role of the Board and how it has set itself an ambition to set the vision and strategic direction for partnership working in Slough. There is a diagram and quick guide to the key partnerships working in the borough.

6. **Comments of Other Committees**

- 6.1 The Outcomes report from January's development workshop was shared with the Health Scrutiny Panel, representatives from each of the Wellbeing Board's existing subgroups and other partners. All of the subsequent comments received have been taken into account in the development of the refreshed strategy.
- 6.2 The Wellbeing Board agreed to recommend the Strategy to Council at its meeting on 20 July. Cabinet will consider the strategy at its meeting on 19th September 2016. Any comments raised will be reported at the Council meeting.
- 6.3 Health Scrutiny Panel reviewed the Strategy at its meeting on 1 September and had no substantive comments on the draft. They have asked for some specific aspects related to housing to be brought to a future meeting and this will be done in the wider context of developing the Council's Housing Strategy.

7. **Conclusion**

- 7.1 The refreshed Strategy will set the vision and direction for partnership working for the next four years. The document has been designed to focus on four priorities where we can make a difference over the coming year. It is recommended that progress against this is reviewed annually and we check whether we should shift our focus onto different priorities for the next year.
- 7.2 A partnership conference has been arranged for the morning of Thursday 22 September 2016 at the Curve. This will bring together a wide range of representatives from across the network of partners working in Slough.
- 7.3 The conference is being designed to
- a) Launch the Strategy – including actions we can all take to collectively deliver the four priorities;
 - b) Promote awareness of the wide range of partnerships and agencies operating in Slough – this is important as one of the key issues we are often asked for help with is signposting to the most appropriate place for advice to support.

8. **Appendices**

A: Draft Slough Joint Wellbeing Strategy 2016-2020

9. **Background Papers**

None.

This page is intentionally left blank

Appendix A

DRAFT SLOUGH WELLBEING STRATEGY 2016-2020 AUGUST 2016

Contents	Page
1. FOREWORD	2
2. INTRODUCTION	3
3. OUR PRIORITIES	5
1: Protecting vulnerable children	6
2: Increasing life expectancy by focussing on inequalities	8
3: Improving mental health and wellbeing	10
4: Housing	12
4. DELIVERY – How the Wellbeing Board works with the key partnership groups in Slough	14
APPENDIX 1: Statutory responsibilities of the Slough Wellbeing Board	17

Contact information

For any queries relating to this Strategy or the Slough Wellbeing Board's work, please contact:

Policy Team, Slough Borough Council, St Martins Place, Slough, SL1 3UF

Tel 01753 875560

Email policy1@slough.gov.uk

Website <http://www.slough.gov.uk/council/strategies-plans-and-policies/slough-joint-wellbeing-strategy.aspx>

1. FOREWORD

Our consistent vision is to make Slough a place where

“People are proud to live, where diversity is celebrated and where residents can lead safe, fulfilling, prosperous and healthy lives.”

We have a fantastic community and set of agencies working to achieve this vision. The Slough Wellbeing Board is at the heart of a network of partnerships, constantly looking for ways to improve people’s lives by working better together.

Since forming in 2013, we have concentrated on being able to achieve locally the nationally set criteria for partnership working – to reduce health inequalities; to improve wellbeing by tackling the wider determinants of health; and to drive collaboration, integration of local services and joint commissioning.

The refresh of this Strategy has provided an opportunity for the Slough Wellbeing Board to reset its ways of working and ensure greater focus on priorities where it can make a difference. In Slough we have sought to go beyond the statutory requirements and use our partnership to set strategic direction.

The Wellbeing Board is a genuine partnership drawn from representatives across the public, private and voluntary sectors. What we all have in common is the people of Slough – whether as residents, customers, service users or patients we are all working with the same population.

In a climate of ongoing austerity and change the case for partnership working has never been stronger. We will continue to look for opportunities to work together wherever possible to achieve the best outcomes for the people of Slough.

This Strategy sets out our vision for the next four years. We have highlighted four key priorities where we believe we can begin to make a real difference over the year ahead. We will review this on an annual basis to ensure that our collective partnership remains focussed on achieving the right outcomes for Slough.

Slough is a unique place and people who live or work here are passionate about both the community and the place. I am delighted to be in a position as chair of the Wellbeing Board where I can support the ambitions of our partners to realise the best outcomes for Slough and I look forward to working with you.

Chair of the Slough Wellbeing Board

2. INTRODUCTION

Purpose of the Strategy

This is the second Joint Wellbeing Strategy for Slough which is our overarching plan to improve the wellbeing of residents and reduce health inequalities across the borough.

It has been developed by the Slough Wellbeing Board, a partnership which is made up of agencies across the public, private and voluntary sectors.

The Slough Wellbeing Board

Every local authority is required to have a Health and Wellbeing Board as a committee of the local authority. However, the task of improving wellbeing is not something that local authorities can do alone and therefore the Board includes partner agencies operating in the borough.

In Slough we have made a deliberate decision to widen membership beyond the statutory requirements. We have also called our overarching partnership the Slough Wellbeing Board rather than a Health and Wellbeing Board – this is more than a symbolic gesture; it focuses our attention on being able to tackle the wider determinants of health to improve wellbeing rather than being constrained by operational health issues.

The Wellbeing Board consists of senior representatives from:

- Slough Borough Council
- NHS
- Slough Clinical Commissioning Group
- Healthwatch Slough
- Thames Valley Police
- Royal Berkshire Fire and Rescue Service
- Slough CVS
- Business sector

The Board has a set of statutory responsibilities which are set out at Appendix 1.

The approach we have taken in Slough to include a wider range of agencies and sectors alongside those who commission health and social care services means that we can meet the need to jointly commission and integrate services while also being able to act as the strategic partnership for the borough. In broad terms our aims are to:

- Improve health and wellbeing
- Reduce gaps in life expectancy across Slough
- Focus on the wider determinants of health such as education and training, housing, the economy and employment and
- Commission better, more integrated and efficient health and social care services.

The Board is committed to being able to give the public a voice in shaping health and wellbeing services in Slough. Over the year ahead we will look for ways in which we can build on how we currently engage with people as individual agencies and look for opportunities to coordinate this.

How the Strategy was developed

The strategy was developed following consultation with partner agencies during 2016. A workshop was held in January which brought together representatives of the key partnerships operating across the borough. The priorities for the year ahead were tested in an online consultation and survey. The Wellbeing Board has shaped the strategy and priorities to reflect the responses received.

The Joint Strategic Needs Assessment [\[insert link\]](#) and Slough Story [\[insert link\]](#) provide the evidence base that informs the needs of the population of Slough. A summary of the key issues facing Slough that this Strategy seeks to address are set out below.

Slough's total population in 2015 was estimated to be 144,734 which comprises 40,561 children (those aged less than 18) as well as 91,255 of 'working age' (those aged 18 to 64) and 13,918 'older people' (aged 65 or above). Our population is therefore young, dynamic and growing.

Our location, excellent transport links to London and the rest of the South East and proximity to Heathrow airport have helped us become the third most productive town in the UK, with a £9 billion economy. We are ranked sixth in the country for the number of business start-ups and are attracting new business at a faster rate than anywhere else in the UK. There were approximately 87,000 jobs in Slough in 2013.

We have a long history of ethnic and cultural diversity that has created a place that is truly unique and valued by those who live and work here. 45% of our population is white or white British, 40% is Asian or Asian British and 15 % Black or black British, mixed race or other.

We have a number of neighbourhoods that include households facing multiple challenges, for example, with no adults in employment, low incomes, children living in poverty and poor quality housing. These factors can lead to inequalities in health and wellbeing.

Life expectancy varies between wards with men expected to live on average until 78.6 while women are expected to live until 82.9. The number of older people in the borough is increasing and people will live longer but with poorer health. Around 19,000 adults in Slough have a limiting long term illness or disability and around 3,000 are economically inactive due to a long term sickness. 62% of Slough's adults are excessively overweight and 25% are obese. Diabetes, cardiovascular disease, strokes, chronic respiratory disease and cancer are the biggest causes of death in Slough and account for much of the inequalities in life expectancy within the borough.

3. OUR PRIORITIES

The Strategy is focussed on four key priorities to improve the health and wellbeing of the people in Slough:

1. Protecting vulnerable children
2. Increasing life expectancy by focusing on inequalities
3. Improving mental health and wellbeing
4. Housing

These priorities have been selected on the basis that as there is no single agency or group already addressing them we can all make a difference. We have deliberately set out not to duplicate activity already taking place. So, for example, we did not select tackling crime as a priority as this is something that the Safer Slough Partnership is leading on and effectively coordinating a multi-agency and community approach already.

The priorities are cross-cutting in nature in that they are relevant to us all and we also have the opportunity to directly or indirectly improve outcomes in these areas through the work that we do. Often strategies can fail because they are trying to tackle everything at once against a vision that may sound laudable but is ultimately insufficiently focussed on where real difference can be achieved.

For each of the four priorities the Strategy explains why this is a priority; our ambitions and what we will do to achieve this. The Wellbeing Board will look for every opportunity to raise awareness of its work and that of the wider partnership so that we can collectively make a real difference in these areas over the year ahead. That should give us the momentum needed to ensure that progress continues in the future.

We will review this approach annually and check whether there is a need to focus on a different set of priorities for the next year.

The Wellbeing Board has adopted five key principles that underpin our approach to delivery of the Strategy – we will:

- Focus on prevention, early intervention and health promotion
- Provide opportunities for individual and community empowerment and volunteering
- Promote a culture of self care and personal responsibility
- Achieve more for less by making the very best use of resources.
- Engage in an on-going dialogue with our residents, communities and patients.

Priority 1: Protecting vulnerable children

What the evidence tells us

Safeguarding children is everyone's responsibility. We all have an important role to play to promote their welfare and protect them from harm.

Vulnerable children who are at risk from abuse or neglect are far more likely to have serious and long-lasting problems in terms of their physical and mental wellbeing. Whilst education for the vast majority of Slough's children and young people is extremely good, the educational performance of our looked after children at GCSE is poor:

Since 1 October 2015, the Slough Children's Service Trust has been responsible for safeguarding and providing services for children in need. There were 3,829 children in need in Slough in 2014/15.

Our ambitions

Clearly we want all children to be safe and protected from abuse and neglect.

All children should have the opportunity to achieve the best in life.

More young people should be able to leave education with the qualifications and skills they need to fulfil their aspirations.

We will work to ensure that Slough's Children's services are rated by Ofsted as 'good'.

What we will do

We will work with partners to develop effective safeguarding arrangements that contribute to the vision of the Slough Children's Service Trust, which is to ensure that 'children in Slough are safe, secure and successful.'

As a network of partners operating across the borough, we will raise awareness of safeguarding issues for the protection of our children and young people. The promotion of the welfare of children should be embedded as an objective in our partners' strategies and plans.

We will ensure that we raise awareness of the early signs of danger and how children can seek help and support for a range of risks. These include internet safety; child sexual exploitation, grooming and exploitative relationships; and Female Genital Mutilation.

We will put in place transparent governance arrangements and clear lines of accountability between local bodies that have a duty to safeguard children and promote their wellbeing. We will work with the key agencies responsible for children including the Trust, local authority and Slough's Local Safeguarding Children's Board to ensure our processes are robust.

As a wider partnership we will work to ensure that all looked after children receive a good education and a universal health offer. This will include ensuring that the Council's Education Strategy sets out how to improve the educational attainment and skills of all our children and young people.

As residents and communities we can also help by reporting any concerns about the welfare of children and young people to the appropriate authorities.

DRAFT

Priority 2: Increasing life expectancy by focussing on inequalities

What the evidence tells us

There is a wealth of evidence that points to how life expectancy can be increased by improving inequalities. The Joint Strategic Needs Assessment is the primary source of information about the specific factors in Slough.

There are large disparities between the most and least deprived parts of the borough: the life expectancy gap is 8 years lower for men and 6 lower for women from the most to least deprived parts of the borough.

The number of people with long term conditions is increasing – the main health problems and causes of death in Slough include cardiovascular disease, stroke, obesity, diabetes, cancer and chronic obstructive pulmonary disease.

These can be tackled by changes in lifestyle, increasing rates of physical activity, improving diet, drinking less alcohol and stopping smoking.

Our ambitions

This priority is not just about people living longer but is intended to increase people's healthy life expectancy. In other words, it is about improving people's quality of life as they get older.

Tackling this priority cannot start early enough in people's lives and our ambitions are to make Slough a healthy place to live so that every resident enjoys lasting good health.

We therefore want to prevent people from developing long term conditions in the first place. This means we want a borough that enables people who want to make the healthy choice the easy choice – whether that be eating well, being more active, quitting smoking or reducing drinking. We want people to be more informed about what constitutes a healthy lifestyle and to be aware of the support available to help them achieve this.

If people can start to take a more proactive role in managing their own health and wellbeing we can ensure that resources are targeted to those people and carers who need it most. We need to ensure that people are taking up immunisations, early screening and health checks. We want people and communities, including employers, to play a greater role in supporting each other to live longer and healthier lives.

What we will do

We will develop a Prevention Strategy for the borough that sets out the Local Authority and the Clinical Commissioning Group's plans for meeting the future health prevention needs of Slough's residents. As a partnership we will ensure that we are able to effectively signpost people to help and support available to enable them to do more for themselves. For example the Slough Health.org website will be updated to

publicise and promote a range of activities open to residents. The work covered by the Sport and Physical Activity Strategy is a further example of how we are working to improve health and wellbeing.

The Better Care Fund is a key driver for greater integration of health and social care services in Slough. This is important if we are to make the best use of scarce resources. The Frimley Sustainable Transformation Plan will bring about a genuine and sustainable transformation in patient experience and local health outcomes.

We will work with the voluntary and community sector to make the most of capacity in the community. The Council's Adult Social Care team have developed an Asset Based Community Development project to support people to source their own support and care from community assets and live independently for as long as possible.

The Council is developing a new Local Plan which sets out a vision for the borough in 20 years time and the land use plan to facilitate delivery. This provides the opportunity to ensure that we are using this to design in opportunities for people to lead active and healthier lifestyles.

Priority 3: Improving mental health and wellbeing

What the evidence tells us

On average, 1 in 4 people will have a mental health problem at some point in their lives. Good mental health is increasingly being recognised as being as important as good physical health.

We know that mental health is not just a problem for adults but is becoming more of a concern among young people who are struggling to cope with the pressures of everyday life. Mental health covers a spectrum from mild anxiety through to stress and depression. This has implications for people's physical health and can therefore contribute to long term conditions that the first priority in this strategy is seeking to tackle. People with long term mental health problems are also at increased risk of social exclusion, worklessness, poor housing, isolation and poverty. In extreme cases mental health and depression can lead people to suicide.

Despite high levels of mental illness in Slough, a large proportion of residents do not seek help.

Our ambitions

We need to use our collective networks to promote the support available and opportunities that would positively impact on mental health and wellbeing.

We want our children and young people to be emotionally and mentally resilient and have a positive outlook on life. Mental health services need to be centred on the person - wrapped around an individual, their family and their carer's needs. To improve services so that they are flexible and integrated requires a 'whole system' approach that enables people with mental ill health to be supported in the community to live independently and lead fulfilling lives.

We want people to feel able to seek help and not be afraid of doing this. Crucially therefore we need to end the stigma surrounding mental health.

Our ambitions are to ensure that all people in society have good mental health and wellbeing – from children and young people to adults and older people.

What we will do

We will coordinate across agencies the various initiatives and support available so that we can all better publicise, promote and signpost people to get the help they need. These include the new online counselling service for young people at www.KOOTH.com and the mentalhealth4life website <http://mentalhealthforlife.org>.

We will train professionals working with children and young people in mental health first aid so they can identify the triggers earlier and prevent issues escalating. A new Adult Mental Strategy will underpin our approach to improving mental health.

A mental health triage pilot for East Berkshire is being developed to provide better and more effective early intervention for those in crisis.

We will not treat mental health as a separate issue but instead we will embed means by which we can promote good mental health in our plans and strategies. We will also look for opportunities to run campaigns to tackle the stigma associated with mental health.

As well as doing everything we can to prevent people developing mental health problems in the first place, we will also ensure that we have joined up approaches between agencies so that those people with problems can recover. People need to be able to feel they are in control of their lives and tackling this issue is an important means by which we can all help to achieve this.

DRAFT

Priority 4: Housing

What the evidence tells us

The links between housing and wellbeing are well documented – where people live can have a significant impact on the quality of their lives. There are strong evidential links between the quality of someone's home and their life chances – including educational attainment for children and young people, employment prospects, social participation and sense of belonging to a local community.

On top of these issues there are strong links between the quality of housing and physical health. Damp, mouldy and cold housing increases the risk of respiratory conditions such as asthma. Around 1,400 households do not have central heating and cold housing is a major factor in excess winter deaths. Fuel poverty is a rising concern.

In Slough 20% of households in Slough are overcrowded compared to 8% across England. 28% of the borough's private rented housing and 34% of its privately owned sector are categorised as 'non decent'. The combination of rapidly increasing property prices and low incomes means that some people are unable to move into larger, better quality housing. People who are homeless, living in temporary accommodation or move around a lot may not be registered with a local GP or be known to local health services. This makes monitoring the health of people difficult and can put them at added risk.

Our ambitions

We want to see a mix of housing in terms of tenure and size that meets the needs of the current and future population. We need better quality housing – not just Council owned housing, but across the privately rented and owned sectors too.

We want an increase in the number of new homes that are built and that are affordable as well. This means looking at the way we design housing and considering how we can accommodate the number of homes needed to meet the projected increase in our population. We need to look at the opportunities offered to incorporate housing within regeneration projects such as those planned in and around the town centre.

Our ambitions to tackle the wider determinants of health and wellbeing associated with housing include being able to support more people to live independently in their own homes and in their community. We want to be able to reduce inequalities between neighbourhoods so that Slough is a healthy place to live.

What we will do

The Council is leading an important piece of work to review its Housing Strategy for the borough. This will ensure that our plans reflect local demand both now and in the future. The Housing Strategy is being developed alongside the borough's Local Plan. This will set out the vision for the borough in 20 years and provide the

planning policy framework for new housing in appropriate locations across the borough. Planning can also be used to design out crime in new developments.

The local authority will use the findings from its stock condition survey to inform its repairs, maintenance and investment programmes. We will work with private landlords and their tenants to improve the quality of private rented accommodation in Slough.

Working in partnership is key to the achievement of the ambitions under this priority. We will need to work closely with registered providers to deliver much needed affordable homes in the borough and with private sector landlords to secure access to properties for local people and to prevent homelessness.

We need to be able to work together as agencies operating in Slough to identify people who are vulnerable or at risk and provide them with help and signposting to support. We can also help to restore people's pride in their environment and neighbourhood, while building a stronger and more resilient community.

4. DELIVERY - How the Wellbeing Board works with the key partnership groups in Slough

Alongside the work to refresh the Wellbeing Strategy the Wellbeing Board has also reviewed its role.

The Board has sought to ensure it is able to play a more strategic role so that it can have genuine influence and set direction. To achieve this it requires an effective partnership network to undertake operational delivery and 'heavy lifting'. The Board will seek to better coordinate activity and ensure greater clarity of accountability and ownership of agendas across and between the wider partnership and the Wellbeing Board.

We have looked at the wider partnership network and made recommendations to ensure that we are maximising the resources and capacity of our whole system for the benefit of Slough.

We will set Terms of Reference that enable closer partnership working but are proportionate in terms of governance and reporting requirements. If we over-process the partnership in Slough we will stifle innovation and creativity. A number of groups already have clear governance and accountability arrangements and it would not be appropriate to suggest that they are all responsible to the Wellbeing Board. However the new arrangements are intended to better map the extent of activity so that it can be coordinated more effectively.

The Board will retain its status as a serviced Committee of the Council and be able to fulfil statutory requirements of a Health & Wellbeing Board.

The diagram below shows how the Wellbeing Board will act to 'hold the ring' for the partnership network, coordinating activity to make the best use of resources in achieving common outcomes.

Diagram summarising key partnership groups in Slough



*The Place & Regeneration agenda will be covered by Slough Urban Renewal; Transport Forums; Housing

Quick guide to key partnership sub groups and strategies

Partnership	Key sub groups	Key strategies
Health and Adult Social Care Partnership Delivery Group	<ol style="list-style-type: none"> 1) Autism Partnership 2) Carers Partnership Board 3) Learning Disability Partnership Board 4) Mental Health Board 5) Dementia Partnership Board 6) Older People's Partnership Board 7) BCF Programme Board 8) VCS Steering Group 	<ul style="list-style-type: none"> • 5 Year Plan • Autism Strategy • Carers Strategy • Learning Disabilities Plan • Commissioning Strategy for Adult Social Care • Sustainable Transformation Plan • Slough CCG Plan • Voluntary and Community Strategy • Prevention Strategy
Children and Young People's Partnership [currently being reviewed]	<ol style="list-style-type: none"> 1) Health Sub-Group 2) Early Help Sub-Group 3) Achieving Sub-Group 	<ul style="list-style-type: none"> • Children and Young People's Plan 2015 /16 • CAMHS Strategy • Joint Ofsted Delivery plan
Local Safeguarding Children's Board [statutory] Slough Safeguarding Adults Board [statutory]	<ol style="list-style-type: none"> 1) Child Sexual Exploitation and Trafficking Strategic Sub-Group 2) Serious Case Review Sub-Group 3) Female Genital Mutilation Sub-Group 4) Pan Berkshire groups 	<ul style="list-style-type: none"> • SLSCB Business Plan • Slough Safeguarding Board Strategic Business Plan • Annual Safeguarding Reports • Joint Ofsted Delivery plan
Safer Slough Partnership [statutory]	<ol style="list-style-type: none"> 1) Drug and Alcohol Action Team 2) Domestic Abuse Operation Group 3) Strategic Child Sexual Exploitation Group 	<ul style="list-style-type: none"> • 5 Year Plan • Community Cohesion Strategy • Annual Safer Slough Partnership Strategic Assessment • Domestic Abuse Strategy • Counter-Terrorism Strategy • National Prevent Strategy
Strategic Skills & Employment Group		<ul style="list-style-type: none"> • 5 Year Plan • Thames Valley Local Enterprise Partnership's Strategic Economic Plan for Berkshire
The Place & Regeneration agenda will be covered by Slough Urban Renewal; Transport Forums; Housing	<ol style="list-style-type: none"> 1) Slough Urban Renewal 2) Slough Regeneration Partnership 3) Berkshire Strategic Transport Forum 4) Heathrow Strategic Partnership 5) HS2 Assurance Working Group 6) Local Transport Board 7) SEGRO Partnership Group 8) Slough Business Community Partnership 	<ul style="list-style-type: none"> • 5 Year Plan • Local Development Plan • Local Transport Plan • Housing Strategy • Centre of Slough Strategy • Asset Management Plan • Economic Development Plan • Air Quality Management Plan • Carbon Management Plan

APPENDIX 1:

Statutory responsibilities of the Slough Wellbeing Board as set out in the Health and Social Care Act 2012

- To prepare and publish a Joint Strategic Needs Assessment (JSNA) for Slough.
- To prepare and publish a Joint Health and Wellbeing Strategy (JHWS) for Slough.
- To give its opinion to the Slough Clinical Commissioning Group (the CCG) as to whether their Commissioning Plans adequately reflect the current JSNA and JHWS.
- To comment on the sections of the CCG's Annual Report which describe the extent of the CCG's contribution to the delivery of the JHWS.
- To give its opinion, as requested by the NHS Commissioning Board, on the CCG's level of engagement with the Board, and on the JSNA and the JHWS.
- To encourage persons who arrange for the provision of health and/or social care services in the area to work in an integrated manner for the purpose of advancing the health and wellbeing of the area.
- To work with partners to identify opportunities for future joint commissioning.
- To lead on the signing off of the Better Care Fund Plan (BCF).
- To publish and maintain a Pharmaceutical Needs Assessment (PNA).
- To give its opinion to the Council on whether it is discharging its duty to have regard to any JSNA and JHWS prepared in the exercise of its functions.
- To exercise any Council function which the Council delegates to it.
- To ensure that strategic issues arising from Slough's Adult Safeguarding Board and Local Safeguarding Children's Board inform the work of the Board.
- To receive the annual reports from the Slough's Adult Safeguarding Board and Local Safeguarding Children's Board and ensure that partners respond to issues pertinent to the Board.

This page is intentionally left blank

STATUTORY REPORT OF SLOUGH BOROUGH COUNCIL'S MONITORING OFFICER

SECTION 5 OF THE LOCAL GOVERNMENT AND HOUSING ACT 1989

REPORT ON PROPOSED UNLAWFUL RE-DESIGNATION OF THE MONITORING OFFICER ROLE

1. INTRODUCTION

- 1.1. Section 5 of the Local Government & Housing Act 1989 (the 'Act') requires Slough Borough Council (the 'Council') to appoint an Officer to act as the Council's Monitoring Officer. By virtue of paragraphs 44 and 44A of Part I of Schedule 1 to the Local Authorities (Functions and Responsibilities) (England) Regulations 2000/2853, the designation (including the appointment and removal) of the Monitoring Officer is not an Executive (Cabinet) Function. Therefore, any proposed appointment or removal of an Officer to act as the Council's Monitoring Officer is reserved only for the consideration of and decision by Full Council.

- 1.2. At the Full Council meeting on 24th November 2015, the Council elected to designate the role of Monitoring Officer to the Assistant Director, Procurement and Commercial Services, in accordance with the requirement of the Council's Constitution. It is therefore evident that any motion to remove the incumbent designation and re-designate the role of Monitoring Officer to another Officer of the Council is to be decided by Full Council, subject to the correct procedural process being followed in accordance with the Council's Constitution and relevant statutory provision(s).

- 1.3. The Act provides that it is the personal duty of the Monitoring Officer to report formally via a Section 5 Statutory Report to the Council on any proposal, decision or omission by the Council which has given rise to, or is likely to, or would, give rise to, the contravention of any enactment, rule of law or statutory code of practice. This responsibility cannot be delegated to the Council's Deputy Monitoring Officer unless the Monitoring Officer is unable to act due to being absent or ill (section 5(7) of the Act). This means that although the Monitoring Officer may be affected personally by a proposed unlawful action, the Monitoring Officer is nevertheless obliged personally to report to Members and the Monitoring Officer cannot delegate it to the deputy. This is the situation which currently arises.

In any event the Leader of the Council proposes that the Monitoring Officer's deputy be designated as Monitoring Officer in the place of the Monitoring Officer, so the deputy is also personally affected. In order to minimise any personal conflict, the Monitoring Officer has sought external advice on the Leader of the Council's actions which is reflected in this Section 5 Statutory Report at Section 6. **The Monitoring Officer is also not in any way seeking to prevent any proper and lawful scrutiny of his actions or the alleged concerns of the Leader of the Council, but merely seeks to ensure that the Council adopts a lawful approach in doing so, by following the correct procedural rules set out within statutory and constitutional provisions.**

- 1.4. In preparing a Section 5 Statutory Report, the Monitoring Officer must formally consult with the Chief Executive, as Head of the Paid Service, and the Assistant Director of Finance, as S151 Officer. As soon as practicable after completion of the report a copy must be sent to each Member of the Council by the Council's Monitoring Officer. The views of the Interim Head of Paid Service and the Interim S151 Officer are set out below at Sections 9 and 10 respectively of this Section 5 Statutory Report.
- 1.5. All Members of the Council are required by the Act to formally consider the Section 5 Statutory Report at a meeting of the Full Council, which must be held not more than 21 days after copies of the Section 5 Statutory Report have been first sent to them. **In the meantime the Council must ensure that implementation of the proposal which is the subject of the report be suspended until the end of the first business day after the day on which consideration of the report is concluded (sections 5(5)(b) and (6) of the Act).**
- 1.6. Whilst the Section 5 Statutory Report itself is not binding on the Council, should Members decline to follow its recommendations, this could lead to the following consequences:
 - 1.6.1. Individual Members may be in breach of the Councillor Code of Conduct;
 - 1.6.2. The Council's external Auditor could exercise his powers to issue a public interest report and/or declare any expenditure on implementing the decision to be unlawful and/or bring legal proceedings pursuant to its powers under the Local Audit and Accountability Act 2014 (Please see Section 7 of this Section Statutory Report);
 - 1.6.3. Legal proceedings for judicial review could be brought against the Council; and/or
 - 1.6.4. The Secretary of State could exercise his reserve powers under the Local Government Act 1999, as amended, to intervene in the running of the local authority.
- 1.7. This Section 5 Statutory Report presents to Full Council concerns of the Monitoring Officer in relation to the Leader and the Executive (Cabinet) in relation to the Leader individually and the Executive collectively acting 'ultra vires'; i.e. beyond their legal powers afforded to them by either legislation and/or the Council's Constitution and the Council's budget and policy framework.
- 1.8. This Section 5 Statutory Report highlights the proposal promoted by the Leader of the Council that the Council re-designates the Monitoring Officer role. The Council may only do this if it does so for lawful reasons. If it does so without any valid reasons or for improper purposes then this will be unlawful and, therefore, in breach of a rule of law. As set out in this Section 5 Statutory Report, the Leader of the Council has previously purported to re-designate the role acting beyond his powers (ultra vires). The Leader of the Council has, it seems, retracted his attempt to unlawfully re-designate the role after being challenged (as set out in this Section 5 Statutory Report and annexes).

- 1.9. Full Council does have power to re-designate the role of Monitoring Officer. However, this must be done for valid reasons. At this stage despite requesting further information from the Leader of the Council about the reasons for asking Full Council to re-designate the role, no lawful reasons have been advanced. The only reasons that have been suggested are those initially referred to by the Leader of the Council; namely the manner in which the Monitoring Officer dealt with a whistleblowing allegation. These allegations have not been particularised or formally investigated. The Monitoring Officer has had no opportunity to fully respond to these allegations. The allegations amount at most, to disciplinary matters, and even if they are disciplinary matters, they are disciplinary matters which are not being considered through the Council's disciplinary procedures nor through applying the Local Authorities (Standing Orders) Regulations 2001 as amended.
- 1.10. In the absence of any proper reasons having been given, it appears that the proposal to re-designate the Monitoring Officer role is being proposed as a disciplinary action without following disciplinary processes, as a means of avoiding the statutory protection provided by the 2001 Regulations and/or as a means of seeking to legitimise the Leader of the Council's attempted ultra vires actions. These are not lawful reasons and absent any further proper justification, any such re-designation would amount to an action in breach of a rule of law.
- 1.11. The Leader of the Council sought to act beyond his powers (ultra vires) by advising the Monitoring Officer in both his individual capacity as Leader of the Council and on behalf of the Executive, that the Leader of the Council has made a decision to remove the Monitoring Officer's designation from the Assistant Director of Procurement and Commercial Services.
- 1.12. The rationale of the Leader of the Council to take the aforementioned decision as per 1.10 and 1.11 of this Section 5 Statutory Report is that the Monitoring Officer has failed to maintain standards of integrity and public confidence and also because the Leader of the Council is not satisfied that the Monitoring Officer has fulfilled his duties in this regard, which the Leader of the Council alleges has placed the reputation of both the Monitoring Officer and the Council at risk.
- 1.13. Despite attempts by the Monitoring Officer to meet with the Leader of the Council to be afforded a clear rationale and to seek evidence to substantiate the Leader of the Council's concerns and allegations, the Leader of the Council has refused to meet and therefore an opportunity to seek to resolve matters informally has not been afforded to the Monitoring Officer; which does not accord with the transparency and fairness principles that the Council seeks to promote.
- 1.14. Additionally, the Monitoring Officer has made considerable attempts to seek clarification from the Leader of the Council in terms of the statutory and constitutional provisions that the Leader of the Council has relied upon to make his decision to remove the Monitoring Officer. Unfortunately the Leader of the Council has failed to justify the rationale for both taking the decision to remove the Monitoring Officer and also the

statutory and constitutional provisions that afford the Leader of the Council the authority to do so.

- 1.15. Furthermore, the Leader of the Council has failed to act upon guidance from the Monitoring Officer in terms of decision taken and proposed by the Leader of the Council. This guidance from the Monitoring Officer has clearly outlined the unlawfulness of the Leader of the Council's proposed decision and also provided the Leader of the Council an opportunity to retract from his decision so as to prevent him acting unlawfully and also to prevent the Monitoring Officer having to report the matter of unlawfulness to Full Council as per this Section 5 Statutory Report.

This guidance from the Monitoring Officer has also outlined the statutory and constitutional process which the Leader of the Council and the Council must follow if there are serious concerns about the conduct of the Monitoring Officer; this being the Statutory Officer's Disciplinary Process. **Unfortunately, the Leader of the Council has refused to accept or act upon the guidance of the Monitoring Officer and therefore both his actions and any proposed actions continue to be unlawful.** The relevant legal provisions are set out in Sections 4 and 5 of this Section 5 Statutory Report and in the Monitoring Officer's emails to the Leader of the Council as set out in Section 5 of this Section 5 Statutory Report and the associated Annexes 2 - 13.

- 1.16. Regretfully, after consultations with the interim Chief Executive, as the interim Head of Paid Service, the interim Assistant Director of Finance, as the interim S151 Officer, the Council's Internal and External Auditors, and after receiving legal advice from Weightmans LLP and Counsel opinion from Peter Oldham QC; the Monitoring Officer has concluded that in all the circumstances it is incumbent upon him as the Council's statutory Monitoring Officer, to make a formal Section 5 Statutory Report to all Members of the Council setting out the legal position and his concerns.

2. COUNCILLOR CODE OF CONDUCT

- 2.1. Part 5.1 of the Council's Constitution prescribes the code of conduct for all Councillors when conducting the business of the Council and/or acting as a representative of the Council. The Councillor Code of Conduct also prescribes in Section 1.6 the 7 principles of public life which Councillors must comply with in the discharge of their duties.
- 2.2. These 7 principles of public life include (1) being Selfless, (2), maintaining integrity, **(3) acting objectively, whereby their decisions are made impartially, fairly and on merit of each case, using the best evidence and without discrimination or bias**, (4) being accountable, **(5) maintaining openness, whereby Councillors must act and take decisions in an open and transparent manner**, (6) being honest, and (7) providing effective leadership and demonstrating these principles in their own behaviour.
- 2.3. Section 2 of the Councillor Code of Conduct outlines how Members are to maintain effective relationships with others and prescribes key behavioural requirements including:

- 2.3.1. Treating others with respect;
 - 2.3.2. **Having a duty to uphold the law**, including the general law against discrimination;
 - 2.3.3. **Never taking any action which would cause significant damage to the reputation and integrity of the Council as a whole**, or its Members generally;
 - 2.3.4. **Not undertaking any act or omission that would undermine the Council's duty to promote and maintain high standards of conduct of Members**; and
 - 2.3.5. When reaching decisions on any matter, **Members must have regard to any relevant advice provided to them by the Council's Chief Finance Officer (S151 Officer) and / or the Monitoring Officer.**
- 2.4. In relation to 2.3 (2.3.1 – 2.3.5) above, the Leader of the Council and the Executive have failed to adhere to the aforementioned requirements of the Councillor Code of Conduct as there has been a failure to adhere to the law, despite guidance from the Monitoring Officer. This potential contravention could cause significant damage to the reputation and integrity of the Council as a whole and could undermine the Council's duty to promote and maintain high standards of conduct of Members.

3. MONITORING OFFICER PROTOCOL

- 3.1. The conduct requirements prescribed for Members as outlined in Section 2 of this Section Statutory Report are further reinforced within Part 5.6 of the Council's Constitution, entitled 'Monitoring Officer Protocol'.
- 3.2. Paragraph 1.2 of Part 5.6 of the Council's Constitution reinforces that the Monitoring Officer's ability to discharge his statutory duty requires Members and Officers to:
 - 3.2.1. **Comply with statute and common law** (including any relevant Code of Conduct which forms part of the Ethical Framework Section of the Council's Constitution).
 - 3.2.2. **Comply with any statutory guidance and other guidance/advice issued by the Audit & Corporate Governance Committee and the Monitoring Officer** from time to time.
 - 3.2.3. **Not do anything that would bring the Council or their offices into disrepute.**
 - 3.2.4. **Make lawful and proportionate/reasonable decisions.**
- 3.3. The Leader of the Council and the Executive have failed to adhere to Section 3.2 (3.2.1-3.2.4) of this report, thus the Monitoring Officer Protocol is invoked as there has been a failure to adhere to the law, despite formal guidance from the Monitoring Officer.

4. STATUTORY DISCIPLINARY PROCESS FOR STATUTORY OFFICERS

- 4.1. The Monitoring Officer post has a specific statutory whistleblowing role. As a result it is recognised that the person in that role will often need to “speak truth unto power” and that this could result in circumstances where Monitoring Officers are placed in a position which could create conflict with politicians and other senior officers. As a result of this crucial and difficult role in ensuring the governance within local authorities, the Monitoring Officer is afforded a degree of statutory protection from arbitrary and capricious dismissal.
- 4.2. The Local Authorities (Standing Orders) Regulations 2001 (as amended), provide that local authorities must incorporate certain standing orders in to their constitution which apply when disciplinary action is to be taken against the Monitoring Officer. The effect of this is that the Monitoring Officer may only be dismissed by a decision of Full Council and prior to any such dismissal there must be consultation with a panel of independent persons constituted for that purpose.
- 4.3. The protection referred to in paragraph 4.2 above is in addition to the protection afforded under general employment law and the Council’s disciplinary procedures.
- 4.4. The Council has a Disciplinary Procedure for the Chief Executive (Head of Paid Service), the Assistant Director of Finance (S151 Officer) and the Monitoring Officer. This procedure was approved by Full Council on 24th November 2015, at the same meeting where the Monitoring Officer role was designated by Full Council to the Assistant Director of Procurement and Commercial Services. Please refer to Annex 1 of this Section 5 Statutory Report which outlines both the Full Council decision and the procedure.

The approved Annex 1 report and procedure make it clear that the procedure must be applied where any action is being taken against the Monitoring Officer as any disciplinary action. Although details of the specific concerns relied upon by the Leader of the Council have not been provided it is clear from the correspondence that the concerns relate to conduct. Therefore, any action to be taken by the Council must comply with this procedure. Any action to remove the Monitoring Officer from his post in any other way would be unlawful.

- 4.5. If it were possible for a local authority to simply remove the statutory protection by re-designating a post it would completely undermine the purpose of the Local Authorities (Standing Orders) Regulations 2001 (as amended) and make it totally ineffective.
- 4.6. Additionally, the Council’s general disciplinary policy clearly states that **Managers must deal with disciplinary matters in line with natural justice principles** (paragraph 2.2 of the Council’s general disciplinary policy). Additionally, this policy also clearly outlines that **employees have a right to be informed of the allegations during an investigation and for them to be provided an opportunity to state their case and have this taken into account at a disciplinary hearing before any disciplinary action is considered** (paragraph 2.3 of the Council’s general disciplinary policy). Whilst these are general principles, it is concerning

that the allegations against the Monitoring Officer have not been clarified, nor has the Monitoring Officer been permitted an opportunity to state his case as part of an investigation. **Therefore, the Council is acting in contravention of its own HR policies and procedures.**

5. CHRONOLOGY OF EVENTS

- 5.1. This section provides a chronology of events which have resulted in the Monitoring Officer being required to discharge his statutory duty under the Act and issue a formal Section 5 Statutory Report to all Members of the Council setting out the legal position and his concerns.
- 5.2. **Initial email from the Leader of the Council** – On 25th August 2016, the Leader of the Council wrote to the Monitoring Officer, formally advising that he had concerns relating to a serious breach and failure on the part of the Monitoring Officer regarding the management of an investigation by the Monitoring Officer. In this email the Leader of the Council alleged that the Monitoring Officer had failed to maintain standards of integrity and public confidence and was also not satisfied that the Monitoring Officer had fulfilled his duties in this regard, which the Leader of the Council alleges had placed the reputation of both the Monitoring Officer and the Council at risk. The Leader of the Council concluded the email by advising the Monitoring Officer that he had solely taken the decision to ‘remove’ the role of Monitoring Officer and that the duties would be undertaken by the Deputy Monitoring Officer. This email exchange is provided as Annex 2 to this Section 5 Statutory Report.
- 5.3. **Monitoring Officer’s response** – On 25th August 2016, the Monitoring Officer responded to the Leader of the Council’s formal email (5.2 above and Annex 2), outlining concerns about the process by which the Leader of the Council had arrived at his decision and also requesting clarification in terms of the concerns that the Leader of the Council alleged in terms of unsatisfactory conduct, serious breach and failure to maintain integrity. The Monitoring Officer also advised the Leader of the Council of the correct process to follow to investigate alleged concerns, which if were founded, could result in the dismissal of the Monitoring Officer; this being the statutory officers’ disciplinary process. The Monitoring Officer also raised concerns about a failure to follow the correct HR policies and procedures and sought clarification from the Leader of the Council in terms of adherence; particularly in relation to the disciplinary and dignity at work policies and procedures. This email exchange is provided as Annex 3 to this Section 5 Statutory Report.
- 5.4. **Leader of the Council’s response** – On 26th August 2016, the Leader of the Council wrote to the Monitoring Officer completely ignoring the concerns and queries of the Monitoring Officer (as per 5.3 above and Annex 3) outlining that the decision had been taken after discussion with Cabinet. This email exchange is provided as Annex 4 to this Section 5 Statutory Report.
- 5.5. **Monitoring Officer’s response** – On 30th August 2016, the Monitoring Officer wrote to the Leader of the Council once again outlining the need to clarify concerns and also to outline

that the Leader of the Council needed to follow the correct constitutional and statutory processes in order to address those concerns. The Monitoring Officer also advised that as concerns and queries remained unanswered and outstanding, he would continue as the Monitoring Officer until the correct constitutional and statutory processes were followed. This email exchange is provided as Annex 5 to this Section 5 Statutory Report.

- 5.6. **Leader of the Council's response – Management Instruction** – On 30th August 2016, the Leader of the Council wrote to the Monitoring Officer and once again ignored the concerns and queries of the Monitoring Officer and reiterated his response as per Annex 5. This email exchange is provided as Annex 6 to this Section 5 Statutory Report. **It is a matter of significant concern that the Leader of the Council suggests in his email (Annex 6) that he is able to issue a “management instruction” to an Officer of the Council.** In accordance with the Council's Constitution and adopted policies and procedures, the Head of Paid Service is responsible for the management of staff of the Council not the Leader of the Council. Paragraph 14.5 of Part 5.4 of the Council's Constitution entitled 'Member Officer Relations Code' makes it clear that members should only be involved in staff disciplinary (misconduct or capability) issues save in very limited defined circumstances which do not apply here.
- 5.7. **Monitoring Officer's response** – On 30th August 2016, the Monitoring Officer wrote to the Leader of the Council once again outlining that all queries and concerns remained outstanding. In the absence of clarification, the Monitoring Officer sought to understand the Leader of the Council's *management instruction* and outlined the correct process that the Leader of the Council should seek to take to address his concerns in a lawful manner, including undertaking an investigation via the statutory officer's disciplinary panel. This email exchange is provided as Annex 7 to this Section 5 Statutory Report.
- 5.8. **Leader of the Council's response** – On 31st August 2016, the Leader of the Council wrote to the Monitoring Officer once again failing to address the concerns and queries, outlining that suspension or disciplinary action would not be taken and asking the Monitoring Officer to respect the Leader of the Council's decision. This email exchange is provided as Annex 8 to this Section 5 Statutory Report.
- 5.9. **Monitoring Officer's response - FORMAL MONITORING OFFICER GUIDANCE** – The Monitoring Officer wrote to the Leader of the Council on 02nd September 2016 and after continuously having requests for clarification dismissed, provided formal guidance in the capacity of Monitoring Officer. This included clear guidance that the Leader of the Council and the Executive were acting unlawfully and outlining the clear process for investigating, disciplining and removing the Monitoring Officer, subject to concerns being substantiated. The Monitoring Officer also afforded the Leader of the Council an opportunity to retract his unlawful actions to prevent the need for the Monitoring Officer to issue a formal Section 5 Statutory Report to all Members of the Council setting out the legal position and his concerns. This email exchange is provided as Annex 9 to this Section 5 Statutory Report.
- 5.10. **Leader of the Council's response** – The Leader of the Council wrote to the Monitoring Officer on 06th September 2016, refusing to accept the Monitoring Officer's

guidance or unlawfulness of his actions and proposed actions. The Leader of the Council did however accept that Full Council had appointed the Monitoring Officer and therefore Full Council would consider re-designation on 27th September 2016. This email exchange is provided as Annex 10 to this Section 5 Statutory Report.

- 5.11. **Monitoring Officer's response** – The Monitoring Officer wrote to the Leader of the Council on 08th September 2016 once again outlining the unlawful actions of the Leader of the Council and reaffirming his position as the Council's Monitoring Officer. The Monitoring Officer also reiterated his concerns about unlawfulness including unlawful dismissal and the Leader of the Council's attempts to avoid adherence to statutory and constitutional provisions in an attempt to remove the Monitoring Officer. The Monitoring Officer also sought clarification once again in terms of the matters upon which the Leader of the Council was seeking to take a motion for re-designation of the Monitoring Officer role to Full Council on 27th September 2016. This email exchange is provided as Annex 11 to this Section 5 Statutory Report.
- 5.12. **Interim Head of Paid Service's response** – The interim Head of Paid Service wrote to the Monitoring Officer on behalf of the Leader of the Council on 09th September 2016 reconfirming that the Monitoring Officer's guidance to the Leader of the Council was not accepted, that the Monitoring Officer was still the Monitoring Officer until Full Council re-designated the role and that normal Full Council processes would be followed. Once again, the queries and concerns raised to the Leader of the Council by the Monitoring Officer; particularly in respects to the legal basis for re-designation remained unanswered and the leader of the Council once again refused to accept the formal guidance of the Monitoring Officer in respects to unlawfulness. This email exchange is provided as Annex 12 to this Section 5 Statutory Report.
- 5.13. **Monitoring Officer's response** – The Monitoring Officer wrote to the interim Head of Paid Service and the Leader of the Council on 09th September 2016 advising that as queries and concerns remained outstanding and the Leader of the Council had refused to both accept or act upon the Monitoring Officer's guidance to prevent unlawfulness, the Monitoring Officer would be issuing a formal Section 5 Statutory Report to all Members of the Council setting out the legal position and his concerns. This email exchange is provided as Annex 13 to this Section 5 Statutory Report.
- 5.14. The Monitoring Officer wrote to the Interim Head of Paid Service and the Interim S151 Officer on 09th September 2016 to outline his concerns relating to unlawfulness and the Leader of the Council and the Executive acting 'ultra vires'. The Monitoring Officer also set out the grounds for and his intention to issue a formal Section 5 Statutory Report to all Members of the Council setting out the legal position and his concerns. The Monitoring Officer also outlined the need for all three statutory officers to meet and for both the interim Head of Paid Service and the interim S151 Officer to input with statutory comments into the report. This email exchange is provided as Annex 14 to this Section 5 Statutory Report.

6. FORMAL LEGAL ADVICE

- 6.1. Section 5 (1) (b) of the Act requires the Council to provide the Monitoring Officer with such resources as, in his opinion, are required to perform his duties under the Act. This is also reflected in Paragraph 2.1 (c) of Part 5.6 of the Council's Constitution. The Monitoring Officer has sought external legal advice on the matters raised in this report from Weightmans LLP, a firm which specialises in local government advice and governance. Weightmans have reviewed the report and commented on its contents. Weightmans advice is that the proposed action is unlawful for the reasons now set out.
- 6.2. The purported action of the Leader of the Council and Cabinet to re-designate the Monitoring Officer was plainly beyond his powers as a result of paragraphs 44 and 44A of Part I of Schedule 1 to the Local Authorities (Functions and Responsibilities) (England) Regulations 2000/2853. The Leader of the Council appears to accept that the action which he sought to take was beyond his powers. However, he has now suggested that such a re-designation should be made by Full Council and the Head of Paid Service has indicated that he will report to Council recommending that such a re-designation be made.
- 6.3. No indication has been given by the Leader of the Council or the Head of Paid Service as to the reasons which will be suggested to Full Council to justify such a re-designation. The only reasons referred to are those initially mentioned by the Leader of the Council that there were concerns about the way in which a whistleblowing allegation was initially investigated. The Monitoring Officer has requested more information about the reasons for the proposed action and has requested meetings with the Leader of the Council. However, despite these requests information has not been forthcoming and the Leader of the Council has declined to meet with the Monitoring Officer.
- 6.4. In the absence of any further information it appears that the Council proposes to consider removing the Monitoring Officer designation:-
 - 6.4.1. With no justification and therefore irrationally; and/or
 - 6.4.2. So as to legitimise the ultra vires decision made by the Leader of the Council, and therefore unlawfully and for an improper purpose; and/or
 - 6.4.3. For disciplinary reasons which have not been investigated and which are not being dealt with through applicable disciplinary procedures and principles and for this reason also irrationally, if not also in breach of those procedures.
- 6.5. If Council were to make a decision in this manner, Weightmans' advice is that it appears that the Council is being asked to make a decision which would be, or would be likely to be, in breach of a rule of law and as a result it is appropriate that the Monitoring Officer prepare a Section 5 Statutory Report under section 5 of the Act.

6.6. Formal guidance from Weightmans LLP is set out at Annex 15 to this Section 5 Statutory Report.

6.7. Advice has also been sought from Peter Oldham QC, who is a senior and experienced barrister and who is also an expert on local government law. His advice is as per 6.7.1:

6.7.1. You have asked for my advice as to whether it would be lawful for the Monitoring Officer to write a report under section 5 of the Local Government and Housing Act 1989 in the circumstances described to me.

Absent further information as to why the Council is proposing to consider removing his designation as Monitoring Officer, in my view he would be acting within his discretion as Monitoring Officer in deciding that the proposed removal would be in breach of a rule or law, or would be likely to be in breach, on the basis that:-

(1) There was no rational basis on which the Council should do so;

(2) It was acting so as to put into effect a wish of the Leader so that the Council was not properly exercising its role under the Local Authorities (Functions and Responsibilities)(England) Regulations 2000 of determining whether to remove the designation;

(3) It was doing so as a result of a disciplinary allegation which should have been dealt with either fairly, in public law terms, or in accordance with the Council's disciplinary procedures, and which has not been.

7. EXTERNAL AUDITOR

7.1. The Council's appointed External Auditor has been consulted and has commented as follows:

7.2. I have noted the report that you have written for the attention of the full Council with regards to the re-designation of monitoring officer role. I intend to request the minutes of the full Council meeting at which your report is raised after which I will be considering whether the matters raised warrant further investigation in line with my duties and powers under the Local Audit and Accountability Act 2014.

8. INTERNAL AUDITOR

8.1. The Council's appointed Internal Auditor has been consulted and has commented as follows:

8.2. We can confirm that we have received and read the STATUTORY REPORT OF SLOUGH BOROUGH COUNCIL'S MONITORING OFFICER SECTION 5 OF THE LOCAL GOVERNMENT AND HOUSING ACT 1989 REPORT ON PROPOSED UNLAWFUL RE-DESIGNATION OF THE

MONITORING OFFICER ROLE. We do not believe it is a requirement within the Council's constitution for the Council's Internal Auditors to comment on a report of this nature. Furthermore, we have not been formally commissioned to undertake any work in relation to this issue and we therefore have no further comment to add at this stage. If our professional advice is required at any stage we would of course be happy to discuss this further.

9. HEAD OF PAID SERVICE

9.1. As required by the Local Government and Housing Act 1989 the Chief Executive as Head of the Paid Service has been formally consulted in relation to this issue and has made the following observations:

9.2. The Interim Head of Paid Service has confirmed that he has no comments to add.

10. ASSISTANT DIRECTOR OF FINANCE (S151 OFFICER)

10.1. As required by the Local Government and Housing Act 1989 the Assistant Director of Finance (S151 Officer) has been formally consulted in relation to this issue and has made the following observations:

10.2. The Interim Assistant Director of Finance (S151 Officer) has confirmed that he has no comments to make at this stage.

11. SUMMARY

11.1. The Leader of the Council individually and the Executive (Cabinet) collectively have purported to act unlawfully in attempting to re-designate the Monitoring Officer role when such a decision is reserved to Full Council.

11.2. In relation to Section 11.1 above, the Leader of the Council individually and the Executive (Cabinet) collectively have failed to follow the guidance of the Monitoring Officer in retracting from their unlawful position and thus their purported decision remains unlawful and they have contravened the Council's Constitution.

11.3. It seems from the comments made by the Leader of the Council is his correspondence that the reason for seeking to re-designate the role of Monitoring Officer is a result of (unspecified) concerns about the conduct and/or capability of the current post holder. Any attempt to remove the current post holder from the role of Monitoring Officer as a result of concerns over conduct/capability must be done pursuant to the Council's agreed policy and procedure for taking such action against any of the statutory officers. Any attempt to do so in any other way would be unlawful.

12. RECOMMENDATION

- 12.1. That the Council confirms that the Assistant Director, Procurement and Commercial Services remain the designated Monitoring Officer of the Council.
- 12.2. That the Council notes the legal advice which has been received by the Monitoring Officer from Weightmans LLP and Peter Oldham QC.
- 12.3. That the Council notes that the implementation of any proposal which is the subject of this report is suspended until the end of the first business day after the day on which consideration of the report is concluded by virtue of sections 5(5)(b) and (6) of the Act.

Gurpreet Anand – Slough Borough Council's Statutory Monitoring Officer – 19th September 2016.

ANNEX 1

SLOUGH BOROUGH COUNCIL

REPORT TO: Council **DATE:** 24th November 2015

CONTACT OFFICER: [REDACTED]
[REDACTED]
[REDACTED]

(For all Enquiries) (01753) 875213

WARD(S): ALL

PART I

FOR DECISION

**ARRANGEMENTS FOR THE DISMISSAL OF THE HEAD OF PAID SERVICE,
MONITORING OFFICER AND CHIEF FINANCE OFFICER**

1. Purpose of Report

To advise Members of Regulations which came into force on 11 May 2015 and which introduce new arrangements for dealing with the disciplinary cases involving the Head of Paid Service, the Chief Finance Officer and the Monitoring Officer ("the relevant officers").

2. Recommendation(s)/Proposed Action

The Council is requested to resolve:

- a) That the provisions set out in Schedule 3 to the Local Authorities (Standing Orders) (England) Regulations 2001 as amended by the Local Authorities (Standing Orders) (England) (Amendment) Regulations 2015 ("the amended regulations") be incorporated into Part 4.7 of the Council's Constitution (the Officer Employment Procedure Rules).
- b) That in accordance with the amended Regulations, a committee be established under section 102(4) of the Local Government Act 1972 for the purposes of advising the Council on matters relating to the dismissal of the Council's Head of Paid Service, Chief Finance Officer and Monitoring Officer. Such panel to be known as the Statutory Officers' Disciplinary Panel ("The Panel"). It's terms of reference are set out in Appendix 1. The Panel will be convened as required.
- c) That the membership of the Panel comprise of three independent persons (as defined in the amended Regulations), who have accepted an invitation to be considered for appointment to the panel issued in accordance with the amended Regulations.
- d) That the Monitoring Officer be authorised to issue invitations to relevant independent persons for consideration for appointment to the Panel and to appoint relevant Independent Persons to the Panel.

e) That the Monitoring Officer be authorised to make any further amendments to the Constitution to ensure that it is compliant with the amended Regulations and any other Regulations relating to the appointment and dismissal of the relevant officers.

3 Other Implications

(a) Financial

There are no significant financial implications.

(b) Risk Management

The process is compliant with the Regulations which mitigates any risk.

(c) Human Rights Act and Other Legal Implications

The recommendations take into account the requirements of the Human Rights Act.

It is not necessary for a committee appointed under section 102(4) of the Local Government Act 1972 to include elected members.

The Regulations do not require an investigation to be carried out, although Council must take into account any investigation which has taken place. In order for the Council to show that a dismissal is fair it must be able to show that a reasonable investigation has been carried out and therefore the terms of reference incorporate provision for investigation.

Another element of showing that a dismissal is fair is a right of appeal. The Regulations make this problematic as the decision is effectively to be taken by full Council and there is therefore no 'higher' body to consider an appeal. However, if as proposed the officer has the opportunity to make representations to the Statutory Officers Disciplinary Panel and then to full Council, this effectively gives the officer the two stage process which is required for a fair procedure.

(d) Equalities Impact Assessment

No Assessment has been carried out, but all relevant officers will be treated in accordance with equalities principles.

(e) Workforce

The recommendations comply with the provisions of the Statutory Regulations.

4. Supporting Information

4.1 The Local Authorities (Standing Orders) (England) Regulations 2001 set out provisions in relation to the disciplining and dismissal of the head of paid service, monitoring officer and chief finance officer ('the relevant officers'). In particular, up until recent changes, they provided for the appointment of a designated independent person (DIP) to investigate allegations made against these officers and to provide a binding recommendation in respect of any disciplinary action to be taken against them.

4.2 The Local Authorities (Standing Orders) (England) (Amendment) Regulations 2015 amend the 2001 Regulations to remove the requirement of a DIP and to make the following provisions which must be adopted by the Council:

- 1) Only full Council may approve the dismissal of a relevant officer;
- 2) A panel must be set up under the provisions of s.102(4) of the Local Government Act 1972 at least 20 working days before the meeting of full Council with the function of advising the authority on matters relating to the dismissal of relevant officers;
- 3) The 'independent persons' appointed for the purposes connected with standards complaints against members must be invited to be on the Panel with a view to appointing at least two such persons;
- 4) Before voting on dismissal, full Council must take into account:
 - a. Any advice, views or recommendations of the Panel;
 - b. The conclusion of any investigation into the proposed dismissal; and
 - c. Any representations from the relevant officer.

4.3 The requirement to go through the process set out in 2 to 4 above applies where disciplinary action is to be taken against the relevant officer. This process is not required for dismissal by reason of redundancy, expiry of a fixed term contract and permanent ill-health.

4.4 The legislation does not deal with action short of dismissal.

The Statutory Officers' Disciplinary Panel

4.5 The Panel will be convened as and when required.

4.6 The membership of the Panel will comprise of three independent persons appointed under Section 28(7) of the Localism Act 2011.

4.7 The terms of reference of the Panel are attached at Appendix 1.

Contractual Issues

4.8 Procedures are incorporated into individual contracts of employment by way of the JNC for Chief Executives and JNC for Chief Officers collective agreements. Therefore, these procedures still have to be followed.

4.9 Any future legislative changes, or changes to JNC terms and conditions of employment, will be incorporated, as applicable, into the contract/s of the relevant officer.

5. Appendices Attached

Appendix 1 - Terms of Reference

6. Background Papers

None.

Appendix 1

Terms of Reference of Statutory Officers' Disciplinary Panel

The Panel has the following powers in respect of matters which might lead to the dismissal of, or disciplinary action against the Chief Finance Officer, Monitoring Officer or Head of Paid Service except in relation to matters concerning redundancy, the expiry of a fixed term contract or permanent ill health:

1. To arrange for the investigation of the matter;
2. To consider the investigation report and representations (including in person) by the relevant officer;
3. To make recommendations to Council in relation to the dismissal of the relevant officer.

Membership

The Panel shall consist of 3 independent persons appointed by the Council under Section 28 of the Localism Act 2011 who will be invited to a Panel meeting as and when required. The quorum of the Panel shall be 2 independent persons.

For the purposes of this Panel an independent person is one appointed under Section 28(7) of the Localism Act 2011.

ANNEX 2

From: Munawar Sohail

Sent: 25 August 2016 16:27

To: Anand Gurpreet

Cc: Parkin Roger; Walker Linda

Subject: Regarding MO

Dear Gupreet

As you are aware, the Council appointed an External Investigator to address the concerns regarding the appointment of [REDACTED] to the permanent position of HR Director. I am aware that you were interviewed by the appointed investigator as part of this process.

The outcome of that investigation will be taken forward with others involved in the appointment itself but the purpose of this email is to inform you that one of the conclusions from that investigation is there was a failure on your part to investigate satisfactorily the original whistleblowing complaint of 4th July 2016 which was sent to you. The concerns go beyond delay in investigating but there appear to have been failures to deal with a potentially serious breach of processes involving senior officers in the Council and/or to deal with the matter formally and in a more appropriate way.

Your role as Monitoring Officer puts you at the heart of maintaining standards of integrity and public confidence ; in light of these concerns, I am not satisfied that you have fulfilled your duties in this regard and this puts both you and the reputation of the Council at risk.

This email is to confirm that I am removing the role of Monitoring Officer from you and these duties will now be undertaken by your Deputy.

Regards

Cllr Sohail Munawar

Leader of the Council

Tel: 0778 994 1543 or 0780 960 5905

St Martins Place

Slough, Berkshire

SL1 3UF

Email: Sohail.munawar@slough.gov.uk

Sent with Good (www.good.com)

ANNEX 3

From: Anand Gurpreet
Sent: 25 August 2016 20:28
To: Munawar Sohail
Cc: Parkin Roger; Walker Linda
Subject: RE: Regarding MO
Importance: High

Dear Councillor Munawar

I must express both my astonishment and disappointment in receiving your email.

I would like clarify the following:

1. I was on annual leave from 24.06.16 – 11.07.16.
2. The whistleblowing complaint was received on 04.07.16 whilst I was on leave and was forwarded to the Deputy Monitoring Officer on 04.07.16 by my MSO to have the matter considered in my absence.
3. The matter was brought to the attention of the Chief Executive [REDACTED] by the Deputy Monitoring Officer and [REDACTED] advised the Deputy Monitoring Officer to await until my return from leave and to discuss the matter with me.
4. I met [REDACTED] for a statutory officers catch up meeting on 12.07.16 at which point she alerted me to the whistleblowing matter and advised me that she had asked the Deputy Monitoring Officer to await my return and wanted me to discuss the matter with the Deputy Monitoring Officer and commence the investigation accordingly.
5. The Deputy Monitoring Officer emailed me the whistleblowing complaint on 12.07.16. **Having just returned from leave, this was the first time that I had seen the whistleblowing complaint.**
6. I wrote to the whistleblower on 13.07.16 advising that I had received the complaint and would be managing the investigation in line with the council's whistleblowing policy.
7. I met the [REDACTED] against whom the complaint had been made, on 13.07.16 to discuss the complaint and advised that I would be formally writing to her to commence an investigation of the complaint. The [REDACTED] verbally advised me that the process had conformed to HR policies and procedures but I advised that I would need to see evidence of this as part of the formal investigation.
8. I wrote to the [REDACTED] on 13.07.16 outlining the basis of the complaint and advising about the nature of the complaint. I also advised the [REDACTED] that as Monitoring Officer, I have a specific duty to ensure that the Council, its officers and its Councillors, maintain the highest standards of conduct and I also have a specific duty to report on any matters which I believe amount to maladministration or which may be illegal, thus I would be conducting the investigation. I also sought assurances in relation to the nature of the complaint through raising a series of questions with the aim of understanding if the complaint was valid and if any rules had not been complied with.
9. The [REDACTED] responded to my request for information on 13.07.16 and provided email evidence of the process that had been followed.
10. I responded to the [REDACTED] on 18.07.16 that I was satisfied that based on the evidence that had been presented both in email form and during our conversation on 13.07.16 but I advised that there was still a need for her to answer my questions as posed on

13.07.16 and provide me with the appropriate assurances before I could conclude the matter.

11. The [REDACTED] responded to me on 20.07.16 by providing answers to my questions and advised me that in her opinion the action taken by her were fair and transparent and she would advise others to take similar action in similar circumstances; albeit she would leave it to my judgement to decide.
12. Between 18.07.16 and 20.07.16, whilst I was awaiting a response from the [REDACTED] [REDACTED] in terms of assurance, I took time to once again review all of the evidence presented to me, at which point I realised that there were two attachment emails within other attachment emails which I inadvertently missed during my initial review. However, as I had not formally stated that the case was closed post my initial review; rather I had still sought detailed assurance from the [REDACTED] there was no way that missing information initially was an issue. In fact, the manner in which information was provided to me was concerning (i.e. one email with numerous email attachments which also had numerous email attachments) and thus was a key reason for me not closing the case initially and seeking further assurance and answers to my initial questions in order to enable me to make an informed decision.
13. I wrote to the [REDACTED] on 20.07.16 outlining my concerns about her inability to provide me with the necessary assurance in relation to the whistleblowing complaint; particularly in the context of failure to adhere to HR policies and procedures and the employee code of conduct. As this was an employment and process/procedure related matter, as Monitoring Officer and in response to the whistleblowing allegation, I believed in the first instance the matter should be passed onto the Acting Head of Paid Service with a recommendation that a detailed and independent investigation was undertaken into this matter.
14. The Acting Head of Paid Service wrote to me on 22.07.16 thanking me and advising that he would be commissioning an independent investigator.

Based on the chronology of the above please can you advise me how I failed to investigate the matter of the original whistleblowing complaint satisfactorily? I am particularly interested to understand how my actions were unsatisfactory considering I dealt with the matter in 7 working days; i.e. from being made aware of the matter after returning from leave on 12.07.16 to concluding that a serious breach had occurred and recommending a formal investigation on 20.07.16. If anything the delay was from the [REDACTED] in responding to my questions and in providing me with the required assurance.

Based on the above chronology and the in depth nature of my questions, my assurances sought and my overall investigation, I would welcome clarity and evidence as to how there appears to have been failures to deal with a potentially serious breach of processes involving senior officers in the Council and/or to deal with the matter formally and in a more appropriate way. If this has been identified as an issue as part of the formal investigation into the [REDACTED] please can I be advised why at the conclusion of this investigation I have not been questioned on the outcome and also not been presented with evidence for me to consider and respond. I believe this unfair practice, discrimination and victimisation and a contravention of the Council's Dignity at Work procedure.

Also, if you truly consider there to have been a delay in investigating the matter, I would question and welcome your views on why the Chief Executive [REDACTED] decided to not act on 04.07.16 and awaited my return to speak to me on 12.07.16. Surely if the matter was so serious then the Head of Paid Service/Chief Executive should have alerted you as leader to the matter and should have acted promptly and also considered how to manage the overall situation including how to deal with the

██████████ pending an investigation. Therefore, I believe any delays and serious breaches are the result of inaction and the decisions taken by the Chief Executive ██████████ between 04.07.16 (date of complaint received) and 12.07.16 (date of complaint being brought to my attention). This for me seriously brings into question the judgement of the Chief Executive ██████████ ██████████ in terms of what constitutes a serious matter; particularly as the ██████████ ██████████ reports to her.

You are correct that as Monitoring Officer I am at the heart of maintaining standards of integrity and public confidence; I believe that I have fulfilled this requirement throughout my tenure thus far and have many examples of how I have met the requirements of the role, which I am happy to share with you. In fact many members including yourself have praised me as Monitoring Officer as has the Chief Executive ██████████. Since becoming Monitoring Officer I have met regularly with ██████████ ██████████ as a fellow statutory officer and also the previous leader and yourself as leader on a regular basis. During this time and in all the meeting with ██████████ the previous leader and yourself as current leader, no issues have ever been brought to my attention nor has any such evidence been presented which could suggest that I was not fulfilling my role effectively as Monitoring Officer. During this time I have also received support from the Deputy Monitoring Officer and have always kept her abreast of all matters and she has praised me on many occasions for fulfilling this role effectively; thus your concerns do not accord with the effective manner in which I have to date discharged my statutory duty.

I would welcome further clarity and evidence in terms what are the concerns that have led to dissatisfaction with me in terms of fulfilling my duties as Monitoring Officer and I would welcome clarity and evidence as to how I have put the Council's reputation at risk; something which I have worked hard to ensure is not put at risk and which I can evidence accordingly to you. I am also not sure how I can be blamed by you for putting the reputation of the Council at risk; particularly as the complaint related to a staffing matter; responsibility for which resides primarily with the Head of Paid Service, in which case I would suggest that by not acting between 04.07.16 (date of complaint received) and 12.07.16 (date of complaint being brought to my attention), the Chief Executive ██████████ ██████████ has put the reputation of the Council at risk.

As I understand it, you are alleging that I have committed as serious breach as Monitoring Officer; i.e. misconduct in my role. Also, as I understand it, you are alleging that I not fulfilled the duties and responsibilities of my role; i.e. capability. As I understand it by removing the role of Monitoring Officer from me on the basis of the aforementioned allegations of serious breach (misconduct) and not fulfilling duties (capability), you are in effect dismissing me as Monitoring Officer. Please can you confirm that this is your position?

Can I please remind you that as a Statutory Officer there is a process and procedure for removing me as Monitoring Officer which if you allege misconduct and capability then the Council is required to convene a panel and an investigation must be led by the Council's independent person. This is a requirement of the Council's constitution and if you are in fact dismissing me without following due process then this is a contravention of the Council's constitution, is unfair, not transparent and is in itself bringing the Council's reputation into disrepute and placing the Council at risk.

Can I also remind you that by Full Council appointing me as Monitoring Officer, my contract of employment was subsequently varied to include Monitoring Officer duties and as such if you are removing me from the role of Monitoring Officer, you are in fact making amendments to my contract of employment without falling due process or affording me due consideration, justification or consultation in line with the Council's constitution and HR policies and procedures. In effect I have been unfairly dismissed from my role.

Please can you clarify your position in terms of whether you are removing me (i.e. dismissing me) from the role of Monitoring Officer on the basis of capability and competency without affording me the correct process or whether you are suspending me (which as I understand it is a neutral act) pending a formal investigation into your concerns.

If the former, please can you advise me of which aspect of the Council's constitution, HR policies and procedures and legislation relating to removing an individual from the post of Monitoring Officer is being relied upon as grounds for the decision you have taken. If the latter, please can you advise how due process will be followed hereon in terms of adhering to the disciplinary policy and process for statutory officers, which requires me to be remunerated whilst I am suspended from the role of Monitoring Officer.

Due to the seriousness of the matter I would welcome a prompt response by Tuesday 30.08.16 in relation to my points above. I can then accordingly consider next steps including whether I need to seek external representation in relation to this matter.

I am committed to continuing to deliver in my role as Monitoring Officer, a role which I pride and take very seriously and also I am committed to meeting with you and the acting Head of Paid Service to discuss this matter further and provide any further clarity.

All that I desire is to be able to work as Assistant Director and Monitoring Officer by being afforded the appropriate respect and courtesy as per the Council's Dignity at Work policy and also being managed accordingly where there are concerns through the appropriate HR policies and procedures. I would also like to be afforded the opportunity to be treated fairly and consistently in a manner which accords to your vision as per yesterday's communication to all staff of the Council being on journey of openness, transparency and excellence in everything we do.

Kind Regards

Gurpreet Anand, LL.M Procurement Law, MBA Strategic Procurement, MCIPS

Assistant Director, Procurement and Commercial Services, (Monitoring Officer)

Slough Borough Council
St Martins Place
51 Bath Road
Slough
Berkshire
SL1 3UF

Telephone: 01753 875844

Email: gurpreet.anand@slough.gov.uk

ANNEX 4

From: Munawar Sohail
Sent: 26 August 2016 11:41
To: Anand Gurpreet
Cc: Parkin Roger; Walker Linda
Subject: Regarding MO

Dear Gurpreet

I understand there are other related actions being taken against others and until those matters are resolved, it would be inappropriate for me to make any further comment other than those made in my email to you. I would be grateful if you could respect the decision that has been taken.

I would repeat that the issue does not simply relate to any delay and therefore to protect both you and the Council, the decision after discussion with Cabinet, has been taken to simply remove that role from you. Doing this, does not mean that the Council is taking any disciplinary action against you as a result of concerns that have lead to this decision being made.

Regards,

Cllr Sohail Munawar
Leader of the Council

Tel: 0778 994 1543 or 0780 960 5905
St Martins Place
Slough, Berkshire
SL1 3UF
Email: Sohail.munawar@ slough.gov.uk

Sent with Good (www.good.com)

ANNEX 5

From: Anand Gurpreet
Sent: 30 August 2016 09:52
To: Munawar Sohail
Cc: Parkin Roger; Walker Linda
Subject: RE: Regarding MO
Importance: High

Dear Councillor Munawar

Thank you for your email below.

I wish to emphasise my absolute respect of your role and position as Leader of the Council.

As you are aware, the circumstances that could give rise to the termination of a Monitoring Officer's role is enshrined in law. The processes and procedures that are required to be followed prior to arriving at any such decision to terminate a Monitoring Officer's role are similarly set out in law.

Further, there is a duty on the Council to show that any termination of a Monitoring Officer's role is fair and has been carried out in compliance with inter alia, the Local Authorities (standing orders) {England} Regulations 2001 as amended by the Local Authorities (standing orders) England Amendment Regulations (2015); the Council's Constitution; the Local Government Act 1972 and the Human Rights Act.

I also believe that a Monitoring Officer's rights to make representations in response to any proposed termination of said role is also enshrined in inter alia, the Council's Constitution, the Council's HR policies and procedures, the Human Rights Act and an individual's contract of employment.

Consequently, I am afraid your response below has not addressed my queries to your unilateral proposal to remove the role of a monitoring officer from my remit as set out in my email of 25th August 2016 (attached herewith) for ease of reference.

Whilst these queries, consequential processes and procedures required to be followed by the Council on one hand and the response/representations required by me on the other hand remain outstanding, I wish to state in certain terms that I am unable to relinquish my role of Monitoring Officer to another member of the Council or to an external party.

I shall therefore continue in this role and will undertake the duties required of me as per my contract of employment and as per the statutory responsibilities and duties required from me and entrusted to me by Full Council and the Council's constitution.

I am still hoping we can formally meet to work a resolution to this matter but I am concerned that the approach that you have taken does not afford me the opportunity to understand the alleged concerns and/or allegations against me and does not afford me the opportunity to respond accordingly.

I am committed to undertaking my duties in a manner that maintains the highest standards and conduct as required of me, of Councillors and of Officers.

I am also committed to reporting actions that may amount to maladministration or unlawfulness so as to enable the Council to take all required and necessary actions in a manner that protects me,

Officers and Councillors and which do not bring the esteemed reputation of the Council into disrepute. To achieve these commitments, I will also continue to work with and instruct the Deputy Monitoring Officer and where the facts of a particular matter requires, delegate to her, either partially or wholly, as appropriate.

Kind Regards

Gurpreet Anand, LLM Procurement Law, MBA Strategic Procurement, MCIPS

Assistant Director, Procurement and Commercial Services, (Monitoring Officer)

Slough Borough Council
St Martins Place
51 Bath Road
Slough
Berkshire
SL1 3UF

Telephone: 01753 875844

Email: gurpreet.anand@slough.gov.uk

ANNEX 6

From: Munawar Sohail
Sent: 30 August 2016 10:34
To: Anand Gurpreet
Cc: Parkin Roger; Walker Linda
Subject: Management instructions

Dear Gurpreet,

Thank you for your email. However I would repeat the contents of my email to you of Friday.

"I understand there are other related actions being taken against others and until those matters are resolved, it would be inappropriate for me to make any further comment other than those made in my email to you. I would be grateful if you could respect the decision that has been taken.

I would repeat that the issue does not simply relate to any delay and therefore to protect both you and the Council, the decision after discussion with Cabinet, has been taken to simply remove that role from you. Doing this, does not mean that the Council is taking any disciplinary action against you as a result of concerns that have lead to this decision being made."

Regards,

Cllr Sohail Munawar
Leader of the Council

Tel: 0778 994 1543 or 0780 960 5905
St Martins Place
Slough, Berkshire
SL1 3UF
Email: Sohail.munawar@ slough.gov.uk

Sent with Good (www.good.com)

ANNEX 7

From: Anand Gurpreet
Sent: 30 August 2016 19:23
To: Munawar Sohail
Cc: Parkin Roger; Walker Linda
Subject: RE: Management instructions
Importance: High

Dear Councillor Munawar

Thankyou for your email below.

I note that all of my queries and concerns raised in my earlier emails relating to this matter (attached herewith for ease of reference) remain outstanding.

Subject to your responses and in the absence of any clarity on this matter, I can only outline my understanding of the action taken against me through your "*management instruction*".

Subject to formal confirmation from you to the contrary, my understanding of your "*management instruction*" is as follows:

1. Through your proposal to remove the Monitoring Officer remit from me, I am in effect being "*suspended*" (neutral act), pending a formal investigation into the concerns that you have about the alleged serious failures and breaches on my part.
2. The Council will undertake a formal, fair and transparent investigation in line with applicable constitutional and statutory provisions and HR rules into the alleged concerns that have arisen out of the [REDACTED] investigation. As part of this new investigation against me, I will be afforded the opportunity to understand the allegations and concerns against me relating to serious breaches and serious failures and I will be afforded the opportunity to respond accordingly.
3. The Council will continue to remunerate me as Monitoring Officer whilst I am suspended and until the outcome of the aforementioned investigation results in (a) a recommendation to remove me as Monitoring Officer in accordance with the applicable constitutional and statutory provisions and HR rules; or (b) the suspension is lifted and the role of Monitoring Officer is added back to my remit.

Finally, I remain committed to formally meeting with you to resolve this matter positively and I look forward to hearing from you by return email.

Kind Regards

Gurpreet Anand, LLM Procurement Law, MBA Strategic Procurement, MCIPS

Assistant Director, Procurement and Commercial Services, (Monitoring Officer)

Slough Borough Council

St Martins Place

51 Bath Road

Slough

Berkshire

SL1 3UF

Telephone: 01753 875844

Email: gurpreet.anand@slough.gov.uk

ANNEX 8

From: Munawar Sohail
Sent: 31 August 2016 10:31
To: Anand Gurpreet
Cc: Parkin Roger; Walker Linda
Subject: RE: Management instructions

Dear Gurpreet,

Thank you for your email. As I have confirmed in my previous emails I and cabinet feels in light of all the circumstances I have set out , for the MO role, this role should be removed from you. This does not amount to suspension or any other disciplinary action.

My reference management instruction is to be clear that the MO role only has been removed. I would be grateful if you could respect the decision.

Regards,

Cllr Sohail Munawar
Leader of the Council

Tel: 0778 994 1543 or 0780 960 5905
St Martins Place
Slough, Berkshire
SL1 3UF
Email: Sohail.munawar@ slough.gov.uk

Sent with Good (www.good.com)

ANNEX 9

From: Anand Gurpreet
Sent: 02 September 2016 23:58
To: Munawar Sohail
Cc: Parkin Roger; Walker Linda
Subject: FORMAL MONITORING OFFICER GUIDANCE

Dear Councillor Munawar

Thankyou for your email below.

I note once again that all of my queries and concerns raised in my earlier emails relating to this matter remain outstanding, despite repeated requests to you for clarification.

I also note once again that all my repeated requests to you for us to meet to discuss this matter have been ignored by you.

Therefore, in light of the above, and in order to fulfil my statutory duty as the council's Monitoring Officer, including but not limited to preventing unlawfulness and maladministration, please find below formal guidance to you in my capacity of the council's Monitoring Officer:

As I have indicated in my previous emails you have no grounds for taking the action which you are purporting to.

I have acted entirely reasonably and competently in dealing with this matter.

However, in any event you are seeking to act outside of your powers. As you will no doubt be aware the designation of the Monitoring Officer is not an executive function by virtue of paragraphs 44 and 44A of part I of Schedule 1 to the Local Authorities (Functions and Responsibilities) (England) Regulations 2000/2853.

This means that only Full Council can remove me as the Council's Monitoring Officer and even then it would have to have proper grounds for doing so.

As leader of the council you only have power to take executive decisions within the Council's constitution and its budget and policy framework.

The action which you are purporting to take is beyond your legal powers, outside of the Council's constitution and also outside of the budget and policy framework. It is also entirely unreasonable, unfair and unjustified.

If you do not withdraw your purported removal of me as Monitoring Officer with immediate effect then I will have no option but to report to Full Council pursuant to my duty under section 5 of the

Local Government and Housing Act 1989 advising Full Council that you are attempting to act in contravention of an enactment (the Local Government and Housing Act 1989 and the 2000 Regulations). I may also bring judicial review proceedings as a result of your attempted unlawful action.

If I do not receive confirmation by 5pm on Tuesday 6th September 2016 that your purported removal of me as Monitoring Officer is withdrawn I will begin taking these steps.

Kind Regards

Gurpreet Anand, LL.M Procurement Law, MBA Strategic Procurement, MCIPS

Assistant Director, Procurement and Commercial Services, (Monitoring Officer)

Slough Borough Council
St Martins Place
51 Bath Road
Slough
Berkshire
SL1 3UF

Telephone: 01753 875844

Email: gurpreet.anand@slough.gov.uk

ANNEX 10

From: Munawar Sohail
Sent: 06 September 2016 16:14
To: Anand Gurpreet
Cc: Parkin Roger; Walker Linda
Subject: Regarding MO

Dear Gurpreet,

Thank you for your email of 2nd September.

I do not consider that the Local Authority (Standing Order) Regulations 2001 apply as they provide for the dismissal of or of taking disciplinary action against certain officers including the Monitoring Officer. This is not the case in this instance as it merely relates to your designation as Monitoring Officer. Under the Local Government and Housing Act 1989 a Local Authority has a duty to 'designate one of their officers (to be known as "the Monitoring Officer") as the officer responsible for the duties imposed by this section'. You were designated as Monitoring Officer at the Council meeting on 24th November 2015 with effect from the following day. The Council, at any time, is at liberty to designate a different officer for this role. Full Council will therefore consider this matter on 27th September.

Regards

Cllr Sohail Munawar
Leader of the Council

Tel: 0778 994 1543 or 0780 960 5905
St Martins Place
Slough, Berkshire
SL1 3UF
Email: Sohail.munawar@ slough.gov.uk

Sent with Good (www.good.com)

ANNEX 11

From: Anand Gurpreet
Sent: 08 September 2016 08:06
To: Munawar Sohail
Cc: Parkin Roger; Walker Linda
Subject: RE: Regarding MO
Importance: High

Dear Councillor Munawar

Thank you for your email of 6th September 2016.

Whilst your email does not explicitly state this, it is clear from its contents that you now accept that you and the Cabinet do not have the power to remove me from my role as Monitoring Officer and that such a decision can only be made by Full Council. It also follows that I am still the Council's Monitoring Officer and will remain such until such time as a lawful decision is made to remove me from that role. **Please confirm that this is the case by return.**

Your email suggests that Full Council will consider this matter at its meeting on 27th September 2016. You do not indicate how the matter will be put before Full Council, who will present any report or information and on what basis any recommendation for re designating the role will be made.

You have previously indicated that there are reasons for re designating the role. These reasons have not been formally put or explained to me nor have they been investigated.

The Monitoring Officer role is statutory with a duty to blow the whistle if a Council is acting unlawfully or proposes to do so. The role is afforded protection via the Local Authorities (Standing Orders) Regulations 2001, as amended, because of this. It is clear from your emails that you are seeking to remove me from my role as Monitoring Officer because of unspecified concerns about my credibility/competence in that role. It is clearly a disciplinary action, albeit one without even any pretence of following due process.

The Monitoring Officer responsibilities are a significant part of my role and any attempt to remove them from me will amount a de facto dismissal which will be unlawful. The statutory protection is in place to prevent the very actions which you are seeking to take and to ensure that Monitoring Officers can only be removed following a fair process and not for **political reasons**. A Council cannot seek to avoid the statutory protection by saying that it is not taking disciplinary action but simply re designating the role. If it were able to do so it would entirely frustrate the purpose of the legislation.

Please confirm by return:

- 1) that you accept that you as Leader of the Council have no power to remove me as Monitoring Officer and this can only be done by Full Council;
- 2) that I remain the Council's Monitoring Officer;
- 3) the process which you say will be followed to put the issue of the position of the Monitoring Officer on the agenda for the next Full Council meeting.

My position remains as set out in my previous email. There are no grounds for removing me as Monitoring Officer. If the Council does wish to remove me as Monitoring Officer it must follow due process as set out in legislation, the Council's Constitution and the Council's disciplinary procedures. If I do not receive confirmation from you by return that the Council either will be taking no action to remove me as Monitoring Officer or will follow a proper process then I will begin the process to issue a report pursuant to section 5 of the Local Government and Housing Act 1989 for consideration by Full Council as soon as possible and no later than 27th September. I may also commence judicial review proceedings against the Council.

I look forward to your urgent response.

Kind Regards

Gurpreet Anand, LL.M Procurement Law, MBA Strategic Procurement, MCIPS

Assistant Director, Procurement and Commercial Services, (Monitoring Officer)

Slough Borough Council
St Martins Place
51 Bath Road
Slough
Berkshire
SL1 3UF

Telephone: 01753 875844

Email: gurpreet.anand@slough.gov.uk

ANNEX 12

From: Parkin Roger
Sent: 09 September 2016 15:32
To: Anand Gurpreet
Cc: Munawar Sohail; Walker Linda
Subject: FW: Regarding MO
Importance: High

Dear Gurpreet

The leader has passed your email of 8th September to me for response, given that I am your line manager and the interim Head of paid Services for SBC.

I understand that the leader has already set out the reasons why the Council considers that the 2001 Regulations do not apply.

I can confirm that a report will be put to full Council in my name which will recommend that Article 12 be amended so that your post is no longer designated as Monitoring Officer. Reasons will be set out in that report. The Council will follow the normal processes in relation to the agenda and report for the meeting. I can confirm that you will remain as Monitoring Officer for the time-being and this will only cease should full Council decide to change the designation.

Kind Regards

Roger

Roger Parkin

Strategic Director Customer & Community Services

Slough Borough Council

Tel 01753 875207

Fax 01753 875058

www.slough.gov.uk

Please don't print this email unless you really need to- think of the environment.

ANNEX 13

From: Anand Gurpreet
Sent: 09 September 2016 19:02
To: Parkin Roger
Cc: Munawar Sohail; Walker Linda
Subject: RE: Regarding MO

Dear Roger

Thank-you for your email

My position remains as set out in my previous email. There are no grounds for removing me as Monitoring Officer. If the Council does wish to remove me as Monitoring Officer it must follow due process as set out in legislation, the Council's Constitution and the Council's disciplinary procedures. The Council must also outline clear rationale with evidence to substantiate my removal as monitoring officer and must afford me an opportunity to respond accordingly to ensure natural justice; which unfortunately has not happened despite numerous requests to the Leader.

Thank-you for confirming and accepting that I am the Council's monitoring officer; something which the leader has failed to formally confirm against the backdrop of his unlawful decision to attempt to remove me as monitoring officer.

As the Leader has not addressed my concerns as Monitoring Officer, which include acting beyond powers afforded by statutory and constitutional provisions, I am left with no alternative other than to discharge my statutory duty and make Full Council aware of my concerns of unlawfulness.

I will therefore now begin the process to issue a report pursuant to section 5 of the Local Government and Housing Act 1989 for consideration by Full Council as soon as possible and no later than 27th September. I may also commence judicial review proceedings against the Council.

Kind Regards

Gurpreet Anand, LL.M Procurement Law, MBA Strategic Procurement, MCIPS

Assistant Director, Procurement and Commercial Services, (Monitoring Officer)

Slough Borough Council
St Martins Place
51 Bath Road
Slough

Berkshire
SL1 3UF

Telephone: 01753 875844

Email: gurpreet.anand@slough.gov.uk

ANNEX 14

From: Anand Gurpreet
Sent: 09 September 2016 19:08
To: Parkin Roger; Fitzgerald Stephen
Cc: Walker Linda
Subject: SECTION 5 STATUTORY MONITORING OFFICER REPORT FOR FULL COUNCIL 27.09.16

Dear both

I am writing to you both in your respective capacities of interim head of paid service and interim S151 Officer.

As you are both aware, I have a statutory duty as the council's Monitoring Officer to report certain matters of concern to Full Council, including but not limited to, matters relating to unlawfulness and maladministration.

The Leader and the Executive (Cabinet) have acted 'ultra vires'; i.e. beyond their legal powers afforded by either legislation and/or the Council's Constitution, through attempting to remove the designation of Monitoring Officer from me. This is unlawful as the designation or removal of the monitoring officer is not an executive function by virtue of paragraphs 44 and 44A of part I of Schedule 1 to the Local Authorities (Functions and Responsibilities) (England) Regulations 2000/2853.

This means that only full council can remove me as the Council's Monitoring Officer and even then it would have to have proper grounds for doing so. The Leader and the Cabinet only have power to take executive decisions within the Council's constitution and its budget and policy framework. The action which the leader and cabinet have taken and/or are purporting to take is beyond their legal powers, outside of the Council's constitution and also outside of the budget and policy framework. It is also entirely unreasonable, unfair and unjustified as I have not been afforded any robust justification or evidence to substantiate the decision, nor have I been provided with any opportunity to respond; thus a contravention of natural justice.

I have provided the Leader with opportunities to retract both his and the Executive's unlawful position and I have also made requests to meet but unfortunately I have not received any confirmation in either regard.

Therefore, I am left with no alternative other than to report to Full Council pursuant to my duty under section 5 of the Local Government and Housing Act 1989 advising Full Council that the actions that the leader and the executive have taken and / or are attempting to take are in contravention of an enactment (the Local Government and Housing Act 1989 and the 2000 Regulations) and thus unlawful.

I shall be reporting to Full Council on 27.09.16 and in readiness for this I am duty bound to consult with you both in your respective statutory capacities. I have pencilled in for us to meet on 15.09.16 for us to discuss this matter in more detail and I also aim to provide you with a copy of my proposed report by 14.09.16 for you to consider and to also provide comments in your respective statutory capacities.

If possible, it would be helpful to meet sooner and therefore please advise in this regard. I would be most grateful if you could return any comments to me by 5pm on 16.09.16 so that I can meet the deadline prescribed by the Council's democratic process. Should comments not be provided within

the prescribed timescales, I shall submit the report noting that an opportunity was provided to statutory officers but no response was forthcoming. Therefore, it is imperative that we collectively meet sooner than 15.09.16 and most definitely no later than 15.09.16.

Please can I remind you that the contents of this email, any matters we discuss in this regard and the report I present to you for consultation, are strictly private and confidential and must not be discussed with anyone else; particularly as I have a statutory duty to report to all members collectively and any prior dissemination of any information I present to you, including this email, could lead to me being hindered, prejudiced and frustrated in discharging my statutory duty.

Dear Linda - please note as my deputy MO

Kind Regards

Gurpreet Anand, LLM Procurement Law, MBA Strategic Procurement, MCIPS

Assistant Director, Procurement and Commercial Services, (Monitoring Officer)

Slough Borough Council
St Martins Place
51 Bath Road
Slough
Berkshire
SL1 3UF

Telephone: 01753 875844

Email: gurpreet.anand@slough.gov.uk

ANNEX 15 – WEIGHTMANS LLP FORMAL LEGAL ADVICE

We have been asked to advise the Monitoring Officer of Slough Borough Council (“the Council”) on whether he should prepare a report pursuant to section 5 of the Local Government and Housing Act 1989 (“the Act”).

The Monitoring Officer initially sought advice on the Leader of the Council’s purported decision to remove him from the Monitoring Officer and appoint the Deputy Monitoring Officer as the Council’s Monitoring Officer.

We advised that the designation of the Monitoring Officer is a function which may not be exercised by the executive by virtue of the paragraphs 44 and 44A of part I of Schedule 1 to the Local Authorities (Functions and Responsibilities) (England) Regulations 2000/2853.

The Monitoring Officer advised the Leader of the Council of the legal position and the Leader of the Council appears to have accepted that he was seeking to act beyond his powers because he has indicated that full council would consider “the matter” (the designation of the Monitoring Officer) on 27 September 2016.

The Monitoring Officer sought clarification of the process which would be followed to report the matter to full Council. The Leader of the Council did not respond but an email was sent to the Monitoring Officer by the Acting Head of Paid Service indicating that a report would be put to full council in his name and that reasons for a proposed re-designation would be set out in that report.

The only “reasons” which have been advanced so far for the proposal to re-designate the Monitoring Officer role were “concerns” about the way in which the Monitoring Officer dealt with an initial investigation into a whistleblowing complaint. We understand that these “concerns” have not been explained, they have not been put to the Monitoring Officer, they have not been investigated, he has not had any opportunity to make representations on those concerns and they have not been deemed to be sufficiently serious to warrant instigating disciplinary procedures.

All local authority decisions must be made in accordance with the law. As public bodies local authorities must make decisions based on sound reasons, taking into account relevant considerations and not for improper purposes.

The Monitoring Officer role is provided additional protection as a result of the Local Authorities (Standing Orders) Regulations 2001, as amended. This provides that where an authority seeks to dismiss any of the three statutory officers the decision must be taken by full council and a panel comprising of at least two independent persons must be convened prior to any council decision.

This additional protection reflects the fact that the Monitoring Officer role is particularly vulnerable to capricious or unjustified action as a result of the statutory whistleblowing responsibilities which are integral to the role.

If an authority could simply obviate the protection afforded by the Regulations by re-designating the role it would frustrate the purpose of the legislation and make it ineffective. The only reasons thus far advanced for the proposal are clearly disciplinary in nature and absent any proper reason for proposing the re-designation the Council appears to be seeking to avoid the requirements of the

Regulations and its own disciplinary processes. This would amount to an improper purpose and make any such decision unlawful and amenable to challenge by way of judicial review. It also appears to be simply an attempt to give effect to the unlawful decision of the Leader of the Council.

In our view on the basis of the information currently available, absent any proper, justifiable reasons for proposing the re-designation of the role of Monitoring Officer any decision would be unlawful and as a result in breach of a rule of law.

The Monitoring Officer has a duty under section 5 of the Act to prepare a report if it appears to him that any proposal is likely to give rise to a breach of a rule of law. This duty is personal to the Monitoring Officer and he may only delegate it to a deputy where he is unable to owing to absence or illness (section 5 (7)).

In our opinion, on the basis of the information currently available to the Monitoring Officer, it is likely that the proposal to re-designate the Monitoring Officer would breach a rule of law and, as a result, his duty under section 5 is engaged.

SLOUGH BOROUGH COUNCIL

REPORT TO: Council **DATE:** 27th September 2016

CONTACT OFFICER: Roger Parkin, Interim Chief Executive
(For all enquiries) (01753) 875207

WARD(S): All

PART I
FOR DECISION**APPOINTMENT OF MONITORING OFFICER****1 Purpose of Report**

This report seeks the appointment of the Council's Monitoring Officer.

2 Recommendation

The Council is requested to resolve:

- (a) That Linda Walker be appointed as the Council's Monitoring Officer with effect from 29th September 2016.
- (b) That Article 12 of the Councils Constitution be amended accordingly.

3 Slough Joint Wellbeing Strategy Priorities

The Monitoring Officer, along with the Head of Paid Service and the Section 151 Officer combine to form the Council's Statutory Officer functions. These roles are key to ensuring lawfulness, fairness, probity and general good governance that support the council in achieving its aims. It is important that they work effectively together yet maintain appropriate independence and that the roles are undertaken by adequately skilled and experienced staff supported by appropriate resources.

4 Other Implications**(a) Financial**

None.

(b) Human Rights Act and Other Legal Implications

The appointment of a Monitoring Officer is a statutory requirement under Section 5, Local Government & Housing Act 1989.

5 Supporting Information

- 5.1 In light of a number of issues that have arisen recently, the Council would be better served by a Monitoring Officer who is a Lawyer. The Council is requested to appoint Linda Walker as the Council's Monitoring Officer from 29th September 2016 until further notice.

- 5.2 The Council's Monitoring Officer has a number of functions which are defined within the Council's constitution. These include; ensuring lawfulness and fairness of decision making, supporting the Audit and Corporate Governance Committee, receiving reports, conducting investigations, ensuring access to information, advising whether executive decisions are within the budget and policy framework and maintaining the Constitution.
- 5.3 The Council has the right to designate and appoint the Monitoring Officer.
- 5.4 The Council is requested to appoint Linda Walker as she has a track record working in local government legal services both within local authorities and in the private sector. She was appointed by the Council as Interim Monitoring Officer on 22nd September 2015 until 25th November 2015, and is currently the Councils Deputy Monitoring Officer.
- 5.5 This proposal/appointment will require Article 12 of the Councils Constitution to be amended accordingly.

6 **Background Papers**

None.

SLOUGH BOROUGH COUNCIL

REPORT TO: Council **DATE:** 27th September 2016

CONTACT OFFICER: Catherine Meek
Returning Officer

(For all enquiries) (01753) 875011

WARD(S): All

PART I
FOR DECISION**PARLIAMENTARY CONSTITUENCY BOUNDARY REVIEW****1 Purpose of Report**

To advise the Council of the commencement of the Parliamentary Boundary Review being undertaken by the Boundary Commission for England (BCE).

2 Recommendation

The Council is requested to Resolve:

- (a) That the commencement of the BCE's review of Parliamentary constituency boundaries be noted.
- (b) That a cross party working group comprising the Leader and four other members (3 Labour Group members and 1 Conservative Group member) together with relevant officers be established to consider and make recommendations to the Council meeting on 29th November 2016 on the BCE's initial proposals.

3 Other Implications**(a) Financial**

There are no financial or risk management implications as the report is administrative in nature.

(b) Human Rights Act and Other Legal Implications

There are no Human Rights Act Implications associated with this report.

4 Supporting Information**PARLIAMENTARY CONSTITUENCY BOUNDARY REVIEW**

- 4.1 The Boundary Commission for England (BCE) published initial proposals for new constituency boundaries in England on Tuesday 13th September 2016. This publication marks the start of a 12 week period of consultation on the BCE's initial proposals ending on Monday 5th December 2016.

4.2 The BCE's proposals are available on the Commission's website and the Commission has an interactive consultation website at www.bce2018.org.uk . The initial proposals for the Berkshire Sub Region are set out at Appendix A. The review concludes in 2018 and the timeline for the Review is set out below.

TIMELINE FOR THE REVIEW

4.3 The review will take place over approximately two and a half years, with final recommendations submitted to Parliament in September 2018.

- Initial proposals for new boundaries on 13 September 2016, which began twelve weeks of public consultation, including holding public hearings in each region of England.
- All feedback from the initial consultation will then be published in early 2017, followed by a four week consultation period during which the public are invited to comment on that feedback.
- The Commission will then review all comments from the initial and secondary consultation to revise the proposed boundaries. In late 2017/early 2018.
- There will be a third period of consultation lasting eight weeks, where the public will be invited to comment on the revised proposals.
- After looking at whether any more changes need to be made, in September 2018 the Commission will make final recommendations in a report published and presented to the Parliament.

4.4 It is proposed that a cross party working group comprising the Leader and four other members (three labour Group members and one Conservative Group member) with relevant officers be established to consider and make recommendations to the Council on the BCE's initial proposals for Slough Constituency.

5 Appendices

A - Parliamentary Boundary Review – Initial Proposals for the South East

6 Background Papers

None.

Extract of the Boundary Commission for England (BCE) report on the initial proposals for new constituency boundaries in the South East region

Initial proposals for the Berkshire sub-region

- 30** There are currently eight constituencies in this county. We are proposing no change to the number of constituencies. Of the existing constituencies, four (Bracknell, Maidenhead, Slough, and Wokingham) have electorates within 5% of the electoral quota. Of the remaining four constituencies, Newbury is over the 5% electoral quota and Reading East, Windsor, and Reading West are all below the 5% electoral quota.
- 31** In order to reduce the large electorate in the Newbury constituency, we propose transferring the West Berkshire Borough ward of Aldermaston to the Wokingham constituency. In order to ensure the Reading East and Reading West constituencies are within 5% of the electoral quota, we propose to transfer the Wokingham Borough ward of Maiden Erlegh to the Reading East constituency and the ward of Mapledurham from the Reading East constituency to the Reading West constituency.
- 32** To increase the number of electors in the Windsor constituency, we propose transferring the Chalvey ward to it from the Slough constituency. We did consider whether other wards in Slough Borough could be included in the Windsor constituency in order to ensure it met the electoral quota. However, we identified that including other wards would result in the Slough constituency being detached or require the inclusion of multiple wards. We considered whether a ward from Buckinghamshire county could be included in the Windsor constituency but were of the view that crossing the county boundary was not necessary.
- 33** We propose to keep unaltered the constituencies of Bracknell and Maidenhead, both of which are within 5% of the electoral quota.

This page is intentionally left blank

SLOUGH BOROUGH COUNCIL

REPORT TO: Council **DATE:** 27th September, 2016

CONTACT OFFICER: Shabana Kauser
(For all enquiries) Senior Democratic Services Officer
 (01753) 787503

WARD(S): All

PART I
FOR DECISION**MOTIONS SUBMITTED TO COUNCIL UNDER PROCEDURE RULE 14**

The following motions have been received in accordance with Council Procedure Rule 14:-

A) Senior Management Structure

(Moved by Councillor Wright, seconded by Councillor Morris)

“This Council resolves to urgently review the structure of the senior management team at Slough Borough Council. The high number of “interim” directors and vacancies delivers no value for money for taxpayers and has led to a deterioration in some areas of service delivery. A review into a new senior management structure is needed that will drive permanent employment into key senior posts and deliver value for money, transparency, stability and quality services is critically required within the next 12 weeks.”

B) Parliamentary Constituency Boundary Review

(Moved by Councillor Munawar, seconded by Councillor Sharif)

“This Council opposes the Boundary Commissions transfer of Chalvey from the Slough to the Windsor parliamentary constituency and the Council therefore resolves to submit a formal response opposing these plans to the Boundary Commissions public consultation.”

This page is intentionally left blank