

Agenda

Council

Annual Council


Summons

A meeting of the City Council will be held to transact the business set out below on

Date: **Wednesday 20 May 2026**

Time: **5.00 pm**

Place: **Council Chamber - Oxford Town Hall**



Proper Officer

Members of the public can attend to observe this meeting and:

- may register in advance to speak to the meeting in accordance with the [public speaking rules](#)
- may record all or part of the meeting in accordance with the Council's [protocol](#)

Information about speaking and recording is set out in the agenda and on the [website](#)

Please contact the Committee Services Officer to register to speak; to discuss recording the meeting; or with any other queries.

This meeting can be viewed live or afterwards on the council's [YouTube channel](#).

For further information please contact:

Jonathan Malton, Committee and Member Services Manager,

📞 01865 602767

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All public papers are available from the calendar link to this meeting once published

Membership of Council

Councillors: Membership 48: Quorum 12.

Lord Mayor Councillor Louise Upton

Deputy Lord Mayor Councillor Mike Rowley

Sheriff Councillor Andrew Gant

Members	Councillor Mohammed Altaf-Khan	Councillor Katherine Miles
	Councillor Lubna Arshad	Councillor Dr Max Morris
	Councillor Mohammed Azad	Councillor Lois Muddiman
	Councillor Ahalya Bala	Councillor Edward Mundy
	Councillor Susan Brown	Councillor Chewe Munkonge
	Councillor Nigel Chapman	Councillor Simon Ottino
	Councillor Mary Clarkson	Councillor Alex Powell
	Councillor Tiago Corais	Councillor Susanna Pressel
	Councillor Alfie Davis	Councillor Asima Qayyum
	Councillor Sushila Dhall	Councillor Anna Railton
	Councillor Lizzy Diggins	Councillor Rosie Rawle
	Councillor Trish Elphinstone	Councillor Dr Dianne Regisford
	Councillor Laurence Fouweather	Councillor Kate Robinson
	Councillor James Fry	Councillor Anne Stares
	Councillor Stephen Goddard	Councillor Linda Smith
	Councillor Judith Harley	Councillor Roz Smith
	Councillor David Henwood	Councillor Dr Christopher Smowton
	Councillor Chris Jarvis	Councillor James Taylor
	Councillor Theodore Jupp	Councillor James Thorniley
	Councillor Emily Kerr	Councillor Elizabeth Turkson Wood
	Councillor Siobhan Lancaster	Councillor Ed Turner
	Councillor Mark Lygo	Councillor Ian Yeatman
	Councillor Sajjad Malik	

Apologies will be reported at the meeting.

Agenda

The business to be transacted is set out below

Pages

Minute's silence and tributes

To hear tributes and observe a minute's silence in memory of former Lord Mayors or serving councillors or serving senior officers who have died.

1 Election of Lord Mayor for the Council Year 2026/2027

Council is recommended to resolve to elect a Lord Mayor to the start of the Annual Council meeting in May 2026.

2 Appointment of Deputy Lord Mayor for the Council Year 2026/2027

Council is recommended to resolve to appoint a Deputy Lord Mayor to the start of the Annual Council meeting in May 2026.

3 Appointment of Sheriff for the Council Year 2026/2027

Council is recommended to resolve to appoint a Sheriff to the start of the Annual Council meeting in May 2026.

4 Apologies for absence

5 Declarations of interest

6 Announcements

Announcements by:

1. The Lord Mayor
2. The Sheriff
3. The Leader of the Council (who may with the permission of the Lord Mayor invite other councillors to make announcements)
4. The Chief Executive, Chief Finance Officer, Monitoring Officer
5. The City Rector

7 Appointment of the Leader of the Council

Council is asked to elect a Leader of Council in accordance with the Council's executive arrangements as set out in the Constitution for a term of office beginning immediately and ending at the annual Council meeting immediately following the end of their current term of office.

8 Report of the Leader of the Council

Council will receive and note a report from the Leader on:

1. The appointment of the Deputy Leader of the Council;
2. The appointment of up to 8 additional members of the Cabinet;
3. The responsibilities of the Leader, Deputy Leader, and other Cabinet Members;
4. The Council's representative and their substitute on the Oxfordshire Joint Leaders Committee;
5. The appointment of Members to the Shareholder and Joint Venture Groups which has responsibility for acting as shareholder of the Council's companies and for safeguarding and furthering the Council's interests and investments in its companies and joint ventures.
6. The Executive Scheme of Delegation as set out in Section 4 of the Council's Constitution dated 26 January 2026 (and agreed by Council on 26 January 2026); and
7. Any other matters.

9 Appointment to Council Committees 2026/2027

9 - 16

The Director of Law, Governance and Strategy has submitted a report asking Council to appoint committees and the members serving on those committees for the Council year 2026-2027 in accordance with the provisions of the Local Government and Housing Act 1989 (Section 15) and other relevant legislation.

Appendices 2 and 3 will be circulated in the Briefing Note published before the meeting, and any outstanding nominations to committee seats may be announced, or agreed, as appropriate at the meeting.

Recommendation: Council is recommended to:

1. **Approve** the structure of the Council committees, as defined within the Council's Constitution and set out in Appendix 1: Committee Structure 2026-2027;
2. **Approve** the methods, calculations and conventions used in determining political representation on committees as outlined in the report and shown in Appendix 2: Political Proportionalities on Council Committees 2026-2027;

3. **Appoint** to committee seats in accordance with the requirements of political proportionality and the nominations made by political groups, as shown in Appendix 3: Committee Nominations 2026-2027;
4. **Agree** to appoint Councillor David Newman of Blackbird Leys Parish Council as the co-opted, non-voting member of the Standards Committee representing the four Parish Councils in Oxford until May 2027;
5. **Agree** that all members of Council will form the pool of members able to observe on appeals and some grievances panels in accordance with the Council's policies;
6. **Appoint** one non-executive member to the Joint Oxfordshire Health Overview and Scrutiny Committee, as shown in Appendix 3: Committee Nominations 2026-2027.

Appendices 2 and 3 will be published as part of the Briefing Note.

10 Constitution Update - May 2026

17 - 40

The Director of Law, Governance and Strategy has submitted a report asking Council to approve amendments to the Constitution, including updated delegations to approve Ward Member Budget spend applications

Recommendation: Council is recommended to:

1. **Approve** the changes to the Constitution, as listed in Appendix 1;
2. **Delegate** authority to the Director of Law, Governance and Strategy (Monitoring Officer) to make any other consequential amendments to the Constitution to reflect the changes in appendix 1 to the extent that they have not been identified in the above, provided such changes are purely required as a direct consequence.

Updates and additional information to supplement this agenda are published in the Council Briefing Note.

Additional information, councillors' questions, public addresses and amendments to motions are published in a supplementary briefing note. The agenda and briefing note should be read together.

The Briefing Note is published as a supplement to the agenda. It is available on the Friday before the meeting and can be accessed along with the agenda on the council's website.

Information for those attending

Recording and reporting on meetings held in public

Members of public and press can record, or report in other ways, the parts of the meeting open to the public. You are not required to indicate in advance but it helps if you notify the Committee and Member Services Officer prior to the meeting so that they can inform the Chair and direct you to the best place to record.

The Council asks Councillors and members of the press and public recording the meeting:

- To follow the protocol which can be found on the Council's [website](#)
- Not to disturb or disrupt the meeting
- Not to edit the recording in a way that could lead to misinterpretation of the proceedings. This includes not editing an image or views expressed in a way that may ridicule or show a lack of respect towards those being recorded.
- To avoid recording members of the public present, even inadvertently, unless they are addressing the meeting.

Please be aware that you may be recorded during your speech and any follow-up. If you are attending please be aware that recordings may take place and that you may be inadvertently included in these.

The Chair of the meeting has absolute discretion to suspend or terminate any activities that in his or her opinion are disruptive.

Councillors declaring interests

General duty

You must declare any disclosable pecuniary interests when the meeting reaches the item on the agenda headed "Declarations of Interest" or as soon as it becomes apparent to you.

What is a disclosable pecuniary interest?

Disclosable pecuniary interests relate to your* employment; sponsorship (ie payment for expenses incurred by you in carrying out your duties as a councillor or towards your election expenses); contracts; land in the Council's area; licenses for land in the Council's area; corporate tenancies; and securities. These declarations must be recorded in each councillor's Register of Interests which is publicly available on the Council's website.

Declaring an interest

Where any matter disclosed in your Register of Interests is being considered at a meeting, you must declare that you have an interest. You should also disclose the nature as well as the existence of the interest. If you have a disclosable pecuniary interest, after having declared it at the meeting you must not participate in discussion or voting on the item and must withdraw from the meeting whilst the matter is discussed.

Members' Code of Conduct and public perception

Even if you do not have a disclosable pecuniary interest in a matter, the Members' Code of Conduct says that a member "must serve only the public interest and must never improperly confer an advantage or disadvantage on any person including yourself" and that "you must not place yourself in situations where your honesty and integrity may be questioned". The matter of interests must be viewed within the context of the Code as a whole and regard should continue to be paid to the perception of the public.

Members Code – Other Registrable Interests

Where a matter arises at a meeting which directly relates to the financial interest or wellbeing** of one of your Other Registrable Interests*** then you must declare an

interest. You must not participate in discussion or voting on the item and you must withdraw from the meeting whilst the matter is discussed.

Members Code – Non Registrable Interests

Where a matter arises at a meeting which **directly relates** to your financial interest or wellbeing (and does not fall under disclosable pecuniary interests), or the financial interest or wellbeing of a relative or close associate, you must declare the interest.

Where a matter arises at a meeting which affects your own financial interest or wellbeing, a financial interest or wellbeing of a relative or close associate or a financial interest or wellbeing of a body included under Other Registrable Interests, then you must declare the interest.

You must not take part in any discussion or vote on the matter and must not remain in the room, if you answer in the affirmative to this test:

“Where a matter affects the financial interest or well-being:

- a. to a greater extent than it affects the financial interests of the majority of inhabitants of the ward affected by the decision and;
- b. a reasonable member of the public knowing all the facts would believe that it would affect your view of the wider public interest You may speak on the matter only if members of the public are also allowed to speak at the meeting.”

Otherwise, you may stay in the room, take part in the discussion and vote.

*Disclosable pecuniary interests that must be declared are not only those of the member her or himself but also those member’s spouse, civil partner or person they are living with as husband or wife or as if they were civil partners.

** Wellbeing can be described as a condition of contentedness, healthiness and happiness; anything that could be said to affect a person’s quality of life, either positively or negatively, is likely to affect their wellbeing.

*** Other Registrable Interests: a) any unpaid directorships b) any Body of which you are a member or are in a position of general control or management and to which you are nominated or appointed by your authority c) any Body (i) exercising functions of a public nature (ii) directed to charitable purposes or (iii) one of whose principal purposes includes the influence of public opinion or policy (including any political party or trade union) of which you are a member or in a position of general control or management.

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To: Annual Council
Date: 20 May 2026
Report of: Director of Law, Governance and Strategy (Monitoring Officer)
Title of Report: Appointment of Committees for the Council Year 2026/2027

Summary and Recommendations	
Decision being taken:	For Full Council to appoint committees and the members serving on those committees for the Council year 2026-27, as required by the Local Government and Housing Act 1989 (Section 15)
Key decision:	No
Cabinet Member:	N/A
Corporate Priority:	A Well-Run Council.
Policy Framework:	None.

Recommendation(s): That Council resolves to:	
1.	Approve the structure of the Council committees, as defined within the Council's Constitution and set out in <i>Appendix 1: Committee Structure 2026-2027</i> ;
2.	Approve the methods, calculations and conventions used in determining political representation on the Council's committees as outlined in the report and shown in <i>Appendix 2: Political Proportionalities on Council Committees 2026-2027</i> ;
3.	Appoint to committee seats in accordance with the requirements of political proportionality and the nominations made by political groups, as shown in <i>Appendix 3: Committee Nominations 2026-2027</i> ;
4.	Agree to appoint Councillor David Newman of Blackbird Leys Parish Council as the co-opted, non-voting member of the Standards Committee representing the four Parish Councils in Oxford until May 2027;
5.	Agree that all members of the Council will form the pool of members able to observe on appeals and some grievances panels in accordance with the Council's policies; and

6. **Appoint** one non-executive member to the Joint Oxfordshire Health Overview and Scrutiny Committee, as shown in *Appendix 3: Committee Nominations 2026-2027*.

Information Exempt from Publication	
N/A	N/A

Appendix No.	Appendix Title	Exempt from Publication
Appendix 1	Committee Structure 2026-2027	No
Appendix 2	Political Proportionalities on Committees 2026-2027	No
Appendix 3	Committee Nominations 2026-2027	No

Introduction and background

1. This report invites Annual Council to appoint non-executive committees for the 2026-2027 council year in accordance with the Council procedures set out in the Constitution (Part 11.1 (i) and (j)).
2. The committee structure that Full Council is asked to approve is attached as Appendix 1. There are no changes to the committee structure from last year. The programme of committee meeting dates was agreed by Full Council on 26 January 2026.
3. The Local Government and Housing Act 1989 (Section 15) (“the Act”) provides a statutory basis for the allocation of committee seats to political groups based on principles of political proportionality. To enable this the Council has to provide for:
 - Political Groups to be formed and Group Leaders elected.
 - Seats on committees to be allocated to political groups in accordance with the requirements of the Act.
4. The political balance of the Council and its committees have been reviewed in accordance with the provisions of the Act. Appendix 2 (to be circulated in the Council Briefing Note) shows the political proportionalities on the committees the Council is asked to appoint to.
5. Appendix 3 (to be circulated in the Council Briefing Note) shows the nominations to the seats on committees.

Political Groups

6. Individual members are required to indicate a wish to be a member of a particular political group (or cease to be a member of a political group). Political groups comprise two or more members who have indicated that they wish to be a member of that group by signing a notice to the Proper Officer, Director of Law, Governance

and Strategy. The group secretaries of established groups will normally hold and coordinate the submission of these notices (commonly known as political group forms).

7. Each notice must include the name of the Group Leader and may include the name of the Deputy Group Leader.
8. Once political groups have been formed, changes to the membership and leadership of groups can be made by notice to the Director of Law, Governance and Strategy. A change of group leader must be notified by a majority of group members.

Political balance calculations

9. The Full Council has a duty to appoint to most committees using the principles of political proportionality as set out in the Act. These principles should be read hierarchically:
 - Where there is more than one political group, all seats must not be allocated to the same group.
 - The majority of seats must be allocated to the group with the majority on the Council.
 - When considering all seats available for allocation the total of those given to each group should match their representation on the Council overall.
 - The number of seats allocated to groups on each individual committee should match their representation on the Council overall.
10. Applying these principles may not result in a precise mathematical allocation of seats. In these cases, the allocations will be rounded up at 0.5 and above.
11. In the event that achieving political proportionality on all committees results in an overall over-allocation of seats to a particular group, the group with the over-allocation will be asked which seat(s) they wish to relinquish. Any such seats will then be reallocated to group(s) with an overall under-allocation of seats. This process may involve some discussion between political groups.
12. Non-grouped independent members are not treated as political groups but do affect overall proportionality. As such they should be offered any seats that remain unallocated once all groups have received their full proportional allocation of seats.
13. Appendix 2 shows the number of committee seats allocated to political groups for the 2026/2027 council year on the basis of the methods, calculations and conventions described in paragraphs 8-12. A total of 85 committee seats are included in political balance calculations.
14. The requirements of political proportionality do not apply to the Licensing and Gambling Acts Committee, but the convention is that Full Council will apply the same principles when appointing to this committee. For simplicity, Full Council has agreed that political groups will be encouraged to nominate the same members to both licensing committees.

Appointments to Council Committees

15. Appendix 3 shows the nominations to committee seats made by political groups, in accordance with the seat allocations shown in Appendix 2. Full Council is recommended to appoint the nominated members to committees as set out in Appendix 3.
16. There is a standing item on Full Council agendas to enable political groups to propose any changes to their committee appointments, should they wish to do so.

Appeals and grievances

17. The Council's HR policies require that should an appeal be received against a decision to dismiss an employee, then a hearing should be observed by an elected member. The same applies to certain appeals within the Council's grievance procedure. A pool of members is required, and Full Council is recommended to agree, as in previous years, that this pool consists of all members of the Council.

Appointment to the Joint Oxfordshire Health Overview and Scrutiny Committee

18. Oxfordshire County Council invites the Council to appoint one non-executive member to sit on the Joint Oxfordshire Health Overview and Scrutiny Committee, which delivers the health scrutiny function for Oxfordshire. The member nominated by the controlling political group will be named in Appendix 3. Meetings have been scheduled on the following dates (all 10.00am):
 - 11 June 2026
 - 10 September 2026
 - 26 November 2026
 - 4 February 2027
 - 15 April 2027

Appointments to Scrutiny Working Groups and Review Groups

19. The Scrutiny Committee may establish informal standing working groups or review groups (otherwise known as 'task and finish' groups) and appoint members to them, normally one member from each political group on the Council. Membership of these bodies will be cross-party and can be drawn from all non-executive members, but the principles of political proportionality do not strictly apply. Nominations to these bodies will be handled separately, once those bodies have been established by the Scrutiny Committee at its first meeting on 9 June 2026.

Parish Council representative on the Standards Committee

20. The Council may appoint members of committees who are not members of the local authority. Such persons may be appointed because they can offer specialist knowledge, expertise or enthusiasm in the work of the committee or

because they represent sections of the local community that are relevant to the work of the committee.

21. The Council's Standards Committee membership provides for one co-opted (non-voting) member to represent the four Parish Councils in Oxford.
22. The Parish Councils may agree jointly on a single nominee, or they may submit individual nominations from each Parish Council. There are no rules concerning the qualifications, but common sense suggests that:
 - The appointment would be for the duration of the representative's term of office on the Parish Council; this is to provide a degree of consistency and continuity.
 - The appointment should not be for a dual-hatted City and Parish Councillor.
23. Only one Parish Council submitted a nomination, with no objections from the remaining Parish Councils:
 - Councillor David Newman, Blackbird Leys Parish Council
24. The Standards Committee on 17 March 2026 voted to recommend Councillor David Newman to the Committee for the forthcoming municipal year. Councillor Newman has been a member of the Parish Council since May 2023.

Alternative Options Considered

25. Full Council could choose not to agree the proposed political proportionality and committee nominations; however, this would not be appropriate. The political groups of the Council have been consulted on the political proportionality proposals and the relevant allocations to each of the Council's committees.
26. Full Council could choose not to appoint Councillor David Newman to the Standards Committee; however, it would be against the decision to recommend him taken by the committee in March 2026.
27. It would also leave the Parish Councils without a representative at the first meeting of the Standards Committee of the new municipal year in June 2026 and would also be against the wishes of the Standards Committee.

Implications of Local Government Reorganisation

28. There are no implications from the proposed Local Government Reorganisation (LGR) arising from this report. The committee allocations process is an annual requirement for all local authorities and any changes in response to LGR will be implemented following updates to legislation.

Financial implications

29. There are no financial issues to consider and the recommendations in this report do not have any financial impacts.

Legal issues

30. The legal issues including the Council's duty to appoint to committees in accordance with the provisions of S15 of the Local Government and Housing Act 1989 are contained within the report.

Level of risk

31. The risk of the Full Council not approving the recommendations is low as it is a legal requirement for all local authorities to approve the political proportionality of its committees following an election or change in the political groups which form part of the Council. The appointment to committees is set annually in May and the political groups are involved in allocating the seats to their members.

Equalities impact

32. No equalities issues have been identified in relation to this report. Political proportionality of the Council's committees ensures there is a balance of the political groups across all the committees established by the Full Council.

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Background Papers: None

Appendix 1: Committee Structure 2026/2027

Body	Number of seats	In political balance calculation?	Notes
Council	48	No	Formed by election.
Cabinet	10	No	Appointed by the Leader of the Council. Must have 3-10 members including the Leader and Deputy Leader(s).
Licensing and Gambling Acts Committee	15	Yes	For appointment by Council Political groups are invited to nominate the same members to the Licensing and Gambling Acts Committee and the General Purposes Licensing Committee.
General Purposes Licensing Committee	15	Yes	For appointment by Council Political groups are invited to nominate the same members to the Licensing and Gambling Acts Committee and the General Purposes Licensing Committee.
Appointments Committee	5	Yes	For appointment by Council Must include a member of Cabinet.
Audit and Governance Committee	7	Yes	For appointment by Council Chair must not be a member of Cabinet.
Investigation and Disciplinary Committee	4	Yes	For appointment by Council Must include a member of Cabinet.
Planning Committee	11	Yes	For appointment by Council Council may not appoint a member to more than one planning Committee.
Planning Review Committee	9	Yes	For appointment by Council Council may not appoint a member to more than one planning Committee.
Scrutiny Committee	12	Yes	For appointment by Council Cabinet members cannot be members of the Scrutiny Committee.
Standards Committee	7	Yes	For appointment by Council

85 seats included in political balance calculation

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To: Annual Council
Date: 20 May 2026
Report of: Director of Law, Governance and Strategy (Monitoring Officer)
Title of Report: Updates to Constitution – May 2026

Summary and Recommendations	
Decision being taken:	To seek approval for amendments to be made to the Constitution, including updated delegations to approve Ward Member Budget spend applications
Key decision:	No
Cabinet Member:	N/A
Corporate Priority:	A Well-Run Council.
Policy Framework:	None.

Recommendation(s): That Council resolves to:
<ol style="list-style-type: none"> 1. Approve the changes to the Constitution, as listed in Appendix 1; and 2. Delegate authority to the Director of Law, Governance and Strategy (Monitoring Officer) to make any other consequential amendments to the Constitution to reflect the changes in appendix 1 to the extent that they have not been identified in the above, provided such changes are purely required as a direct consequence.

Information Exempt from Publication	
N/A	N/A

Appendix No.	Appendix Title	Exempt from Publication
Appendix 1	List of proposed amendments to the Constitution	No

Introduction and background

1. The Constitution forms a key part of the Council's governance framework, setting rules, principles and procedures to enable the Council to take decisions and do its work effectively.
2. The Constitution is reviewed annually to ensure that it continues to properly reflect the law and meet the needs of the Council. This report sets out the changes required since the previous update in January 2026 and to note the other amendments which have been made under the Monitoring Officer's delegated authority.
3. The list of proposed amendments resulting from the latest review are attached at Appendix 1 and summarised below.

Updates to the way in which Ward Member Budget applications are determined

4. Following a review by the Scrutiny Committee and approval by Cabinet in April 2026, Part 4 (Who carries out executive responsibilities) has been updated with new delegations to officers to determine Ward Member Budget applications and councillor Community Infrastructure Applications, including the relevant consultees in line with the updated procedures.
5. Updates for this have been made to Parts 4.4 (delegation to Officers) and 4.7 (Ward member decisions) of the Constitution.

Updates to the Whistleblowing Policy

6. The Whistleblowing Policy at Part 25 has been updated to reflect the correct routes for whistleblowing complaints following changes to the Council's Corporate Leadership Team.
7. There has also been a general review of the policy to ensure it is up to date and fit for purpose.

Other Changes

8. An update at Part 7, Role of decision taking committees, to the responsibilities of the Audit and Governance Committee to include the approval of the Annual Internal Audit Plan. This is to align with the Accounts and Audit Regulations 2015 and best practice guidance from the Chartered Institute of Public Finance and Accountancy (CIPFA) under the Global Internal Audit Standards (GIAS).
9. Updates to the table at Part 5.16 (Other Council Responsibilities) and Part 9.3 (Role of Head of Paid Service) to delegate authority to the Chief Executive (Head of Paid Service) to approve amendments to any HR policies following any legislative changes without the requirement to be approved by Full Council. New HR policies will continue to be subject to approval by the full Council.
10. The reference to the application of the Common Seal of the Council at Part 21.3 has been updated to include either a physical or digital seal.

Other Changes made under the Monitoring Officer's Delegated Authority

11. The Monitoring Officer has delegated authority to make amendments to the Constitution to change the Constitution if it is to put right clerical mistakes or to make it follow the law. The Monitoring Officer can also change Part 4 (who carries out executive responsibilities) and Part 6 (roles of Cabinet members) to reflect the wishes of the Leader. The Monitoring Officer may also change Part 3 Annex 1 to reflect amendments agreed by Cabinet. The following amendments have been made:-
12. The removal of the duty to help in European parliamentary elections, as per the European Parliamentary Elections Act 1978, Paragraph 4(3) and 4(4) of Schedule 1. This was originally part of Part 5 of the Constitution, Who Carries out Council responsibilities.
13. The general dispensations for all elected and co-opted members of the Council have been updated to remain in force for a period of a further four years from 1 October 2026 to 30 September 2030, as per Part 22, Members' Code of Conduct. This is following approval at Standards Committee in March 2026.
14. Part 26 (Councillors' Allowances) has been updated following the updates to the Councillors Allowances to be in line with the Pay Policy Statement approved by the Full Council in March 2026.

Alternative Options Considered

15. Full Council could decide not to implement the proposed amendments set out in Appendix 1; however, this would be considered to be inappropriate as the proposals reflect changes agreed by the Cabinet which has recommended an update to the Constitution.

Implications of Local Government Reorganisation

16. There are no implications from the proposed Local Government Reorganisation arising from this report.

Financial implications

17. There are no financial implications arising from the recommendations contained in this report.

Legal issues

18. A local authority is under a duty to prepare and keep up to date its Constitution under section 9P of the Local Government Act 2000 as amended. The Constitution must contain:
 - the Council's standing orders/procedure rules;
 - the Council's members' code of conduct;
 - such information as the Secretary of State may direct; and
 - such other information (if any) as the authority considers appropriate.

19. A Constitution Direction was issued by the Secretary of State in December 2000 that required around 80 matters to be included within constitutions, covering members' allowances schemes, details of procedures for meetings, details of joint arrangements with other local authorities and a description of the rights of inhabitants of the area, amongst other things.
20. All other legal issues arising from the recommendations are contained in body of this report.

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Service area or department	Law, Governance and Strategy
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Background Papers:	
1	Section 9P Local Government Act 2000
2	Report to Council Constitutional Amendments July 25 - FINAL.pdf
3	Report to Council OxCityCouncil Cabinet report

Appendix 1 – List of Proposed Amendments to the Constitution

Part 4 Who carries out executive responsibilities

Part	Current	Change	Reason
4.4 Delegation to Officers	All executive functions except the ones in Part 4.5, 4.6, and 4.7 and any executive functions delegated to the Shareholder and Joint Venture Group (see Part 3 Annex 1) are delegated to the officers in the senior management structure (Part 9.1 and Part 9: Annex 1).	All executive functions except the ones in Part 4.5, and 4.6 and any executive functions delegated to the Shareholder and Joint Venture Group (see Part 3 Annex 1) are delegated to the officers in the senior management structure (Part 9.1 and Part 9: Annex 1).	Following approval at Cabinet in April 2025, this allows Ward Member Budget spend and Neighbourhood Community Infrastructure Levy applications to be delegated to officers, which was already standard practice for approving Ward Member Budget spend application and neighbourhood CIL decisions.
4.4 Delegation to Officers	<i>New</i>	Details of the following decisions taken by officers under delegated powers will be published on the Council website <ul style="list-style-type: none"> a. Any Ward Member Budget and Community Infrastructure Levy application decisions 	To ensure transparency and to be in line with other delegated decisions from Cabinet, a requirement in the Constitution to publish all ward member decisions
4.7 (d) Ward Member Spend	Any spend must be approved by the Monitoring Officer and the Chief Finance Officer.	Any WMB spend must be approved by the Director of Communities and Citizens' Services, following consultation with the Director of Law, Governance and Strategy (Monitoring Officer), the Group Finance Director	An updated process for approving Ward Member Budget spend application decisions

		(Section 151 Officer) and the Director of Planning and Assets.	
4.7 (e) Ward Member Spend <i>New</i>	Any spend must be approved by the Monitoring Officer and the Chief Finance Officer. CIL allocations must also be approved by the Director of Planning and Regulation.	Any CIL spend must be approved by the Director of Planning and Regulation following consultation with the Director of Law, Governance and Strategy (Monitoring Officer), the Group Finance Director (Section 151 Officer) and the Director of Planning and Assets where appropriate.	An updated process for approving councillor neighbourhood Community Infrastructure Levy applications

Part 5 Who carries out Council responsibilities?

Part	Current	Change	Reason
5.15 Other Council Responsibilities	Power to appoint staff and to set their terms and conditions (including procedures for dismissing them); Local Government Act 1972, Section 112 Subject to the Employment Rules (Part 20) Appointments Committee appoints Deputy Chief Executives and Directors and any chief officer any deputy chief officers as defined in legislation. It also recommends to Council appointments of the Chief Executive and designation of Head of Paid Service, Chief	Power to appoint staff and to set their terms and conditions (including procedures for dismissing them); Local Government Act 1972, Section 112 Subject to the Employment Rules (Part 20) Appointments Committee appoints Deputy Chief Executives and Directors and any chief officer any deputy chief officers as defined in legislation. It also recommends to Council appointments of the Chief Executive and designation of Head of Paid Service, Chief Finance (Group Finance Director) Officer and Monitoring Officer (Director of Law, Governance and Strategy).	To give the Chief Executive delegated authority to amend any HR policy or procedure to be in line with the law instead of approval being required from the Full Council. All new policies will continue to be subject to approval by the Full Council.

	<p>Finance (Group Finance Director) Officer and Monitoring Officer (Director of Law, Governance and Strategy).</p> <p>The Chief Executive, or any Deputy Chief Executive or can appoint Service Directors and put in place arrangements for staffing including redesign, restructures and allocation of responsibilities. The Deputy Chief Executives and Directors can only make such arrangements <i>subject to budget approval</i> in relation to their own areas of responsibility.</p> <p>Service Directors appoint everyone else (except Chief Executive appoints where a contract for personal services is used)</p> <p>Council sets collective terms and conditions, to include the Disciplinary Policy, other than pay which is delegated to the Chief Executive to implement in respect of all staff, other than the Chief Executive's own pay and that of any Deputy Chief Executive and Directors, in</p>	<p>The Chief Executive, or any Deputy Chief Executive or can appoint Service Directors and put in place arrangements for staffing including redesign, restructures and allocation of responsibilities. The Deputy Chief Executives and Directors can only make such arrangements <i>subject to budget approval</i> in relation to their own areas of responsibility.</p> <p>Service Directors appoint everyone else (except Chief Executive appoints where a contract for personal services is used)</p> <p>Council sets collective terms and conditions, to include the Disciplinary Policy, other than pay which is delegated to the Chief Executive to implement in respect of all staff, other than the Chief Executive's own pay and that of any Deputy Chief Executive and Directors, in accordance with national or local pay award/review schemes.</p> <p>Deciding upon the salary of the Chief Executive, Assistant Chief Executives and Executive Directors is the responsibility of the Appointments Committee other than the Chief Executive, Monitoring Officer and</p>	
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	<p>accordance with national or local pay award/review schemes.</p> <p>Deciding upon the salary of the Chief Executive, Assistant Chief Executives and Executive Directors is the responsibility of the Appointments Committee other than the Chief Executive, Monitoring Officer and Chief Finance Officer, for who it must make recommendations to Council.</p> <p>The Chief Executive, Deputy Chief Executives, Executive Directors and Service Directors may manage their staff and take any disciplinary action necessary in accordance with the Disciplinary Policy and Procedure subject to the Employment Rules.</p>	<p>Chief Finance Officer, for who it must make recommendations to Council.</p> <p>The Chief Executive, Deputy Chief Executives, Executive Directors and Service Directors may manage their staff and take any disciplinary action necessary in accordance with the Disciplinary Policy and Procedure subject to the Employment Rules.</p> <p>The Chief Executive shall have delegated authority to amend any HR policy or procedure otherwise reserved to Council where there is a requirement to make changes to comply with the law.</p>	
5.16 Other Council responsibilities	Section 23 – Duty to help in European parliamentary elections; European Parliamentary Elections Act 1978, Paragraph 4(3) and 4(4) of Schedule 1; Returning Officer	<i>Removed</i>	As the United Kingdom is no longer part of the European Union, the Council is no longer required to partake in the European parliamentary elections.

Part 7 Role of decision taking committees

Part	Current	Change	Reason
7.5 (b) Audit and Risk	<i>New</i>	Approving the Council's Internal Audit Plan	To ensure the Council complies with the Internal Audit Plan, as specified by the Accounts and Audit Regulations 2015

Part 9 Role of Officers

Part	Current	Change	Reason
9.3 Role of Head of Pay Service	<i>New</i>	The Head of Paid Service can approve amendments to any HR policies, which are otherwise reserved to Full Council, to the extent required from to reflect legislative changes without the requirement to have such changes approved by Full Council where they are required due to the change in law.	To give the Chief Executive delegated authority to amend any HR policy or procedure to be in line with the law instead of approval being required from the Full Council. All new policies will continue to be subject to approval by the Full Council.

Part 21 Legal rules

Part	Current	Change	Reason
21.3 Common Seal of the Council	The common seal of the Council will be kept by the Director of Law, Governance and Strategy. It will be attested by the Director of Law, Governance and Strategy or a	The common seal of the Council will be kept by the Director of Law, Governance and Strategy. It will be attested by the Director of Law,	To allow the use of the Council's Common Seal to be physical or digital.

	<p>senior officer nominated by her or him.</p> <p>The Council will keep a book recording when the common seal is used. The book will be signed by the officer who attests the seal.</p> <p>The Council chooses not to make Tree Preservation Orders under seal. They are signed and then issued.</p>	<p>Governance and Strategy or a senior officer nominated by her or him.</p> <p>The Council will keep a book recording when the common seal is used. The book will be signed by the officer who attests the seal.</p> <p>The Council chooses not to make Tree Preservation Orders under seal. They are signed and then issued.</p> <p>The Common Seal of the Council can be either physical or digital.</p>	
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Part 22 Members Code of Conduct

Part	Current	Change	Reason
22.5 (e) Declaring Interests	Under section 33 of the Localism Act 2011 the following dispensations were granted for four years from 1 October 2022	Under section 33 of the Localism Act 2011 the following dispensations were granted for four years from 1 October 2026	Following approval at Standards Committee in March 2026 to extend the general dispensations for all Members for a further four years.

Part 23 Whistleblowing Policy

Part	Current	Change	Reason
25.1 Introduction	In this Policy 'Whistleblowing' means the reporting by staff of suspected misconduct, illegal acts or failure to act within the Council.	In this Policy 'Whistleblowing' means the reporting by staff, contractors or consultants of suspected misconduct, illegal acts or failure to act within the Council.	To more accurately reflect the purpose of the Council's Whistleblowing Policy

	<p>The aim of this Policy is to encourage employees and others who have serious concerns about any aspects of the Council's work, to come forward and voice those concerns.</p> <p>This Policy intends to:</p> <ul style="list-style-type: none"> • Encourage staff to report suspected wrongdoing as soon as possible, in the knowledge that their concerns will be taken seriously and investigated as appropriate, and that their confidentiality will be respected, as far as possible. • Encourage and enable staff to raise concerns within the Council rather than ignoring a problem or blowing the whistle externally. • Provide staff with guidance as to how to raise those concerns. • Reassure staff that they should be able to raise genuine concerns 	<p>The aim of this Policy is to encourage individuals to whom it applies, and who have serious concerns about any aspects of the Council's work, to come forward and voice those concerns.</p> <p>This Policy intends to:</p> <ul style="list-style-type: none"> • Encourage the reporting of suspected wrongdoing as soon as possible, in the knowledge that concerns will be taken seriously and investigated as appropriate, and that their confidentiality will be respected, as far as possible. • Encourage and enable individuals to raise concerns within the Council rather than ignoring a problem or blowing the whistle externally. • Provide guidance as to how to raise those concerns. • Reassure individuals that they should be able to raise genuine concerns without fear of reprisals, victimisation, subsequent discrimination, disadvantage or dismissal, even if they turn out to be mistaken, provided the disclosure is made in the public interest. 	
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	<p>without fear of reprisals, victimisation, subsequent discrimination, disadvantage or dismissal, even if they turn out to be mistaken, provided the disclosure is made in the public interest.</p> <p>The Council is committed to conducting business with honesty and integrity and expects all staff to maintain high standards of conduct, in accordance with the Council's Employee Code of Conduct. However, all organisations face the risk of things going wrong from time to time, or of unknowingly harbouring illegal or unethical conduct. A culture of openness and accountability is essential in order to prevent such situations occurring or to address them when they do occur</p> <p>Staff are often the first to realise that there may be something seriously wrong within an organisation. It is not disloyal to colleagues or the</p>	<p>The Council is committed to conducting business with honesty and integrity, and expects all staff to maintain high standards of conduct, in accordance with the Council's Employee Code of Conduct. However, all organisations face the risk of things going wrong from time to time, or of unknowingly harbouring illegal or unethical conduct. A culture of openness and accountability is essential in order to prevent such situations occurring or to address them when they do occur</p> <p>Staff, contractors and consultants are often the first to realise that there may be something seriously wrong within an organisation. It is not disloyal to colleagues or the Council to speak up. The Council is committed to achieving the highest possible standards of service and the highest possible ethical standards in public life and in all of its practices. To help achieve these standards it encourages freedom of speech.</p>	
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	<p>Council to speak up. The Council is committed to achieving the highest possible standards of service and the highest possible ethical standards in public life and in all of its practices. To help achieve these standards it encourages freedom of speech.</p>		
25.2 What is Whistleblowing	<p>Any serious concerns that staff, have about service provision or the conduct of officers of the Council, or others acting on behalf of the Council, that make them feel uncomfortable in terms of known standards, are not in keeping with the Constitution or Council policies fall below established standards of practice or are improper behaviour, should be reported.</p> <p>This may relate to:</p> <ul style="list-style-type: none"> • Criminal activity; • Miscarriages of justice; • Racial, sexual, disability or other discrimination; • Danger to health and safety; 	<p>Any serious concerns that staff, contractors or consultants have about service provision or the conduct of officers of the Council, or others acting on behalf of the Council, that:</p> <ul style="list-style-type: none"> • make them feel uncomfortable in terms of known standards, • are not in keeping with the Constitution or Council policies • fall below established standards of practice or are improper behaviour, <p>should be reported.</p> <p>This may relate to:</p> <ul style="list-style-type: none"> • Criminal activity; • Miscarriages of justice; • Racial, sexual, disability or other discrimination; • Danger to health and safety; • Damage to the environment; 	To more accurately reflect the definition of whistleblowing

	<ul style="list-style-type: none"> • Damage to the environment; • Failure to comply with any legal, or professional, obligation or regulatory requirements; • Unauthorised use of public funds or other assets; • Bribery; • Financial fraud or mismanagement; • Negligence; • Breach of our internal policies and procedures, including the Council's Employee Code of Conduct; • Conduct likely to damage our reputation; • Unauthorised disclosure of confidential information; • The deliberate concealment of any of the above matters. <p>A whistleblower is a person who raises a genuine concern relating to any of the above, where he/she honestly and reasonably believes it to be in</p>	<ul style="list-style-type: none"> • Failure to comply with any legal, or professional, obligation or regulatory requirements; • Unauthorised use of public funds or other assets; • Bribery; • Financial fraud or mismanagement; • Negligence; • Breach of our internal policies and procedures, including the Council's Employee Code of Conduct; • Conduct likely to damage our reputation; • Unauthorised disclosure of confidential information; • The deliberate concealment of any of the above matters <p>A whistleblower is a person who raises a genuine concern relating to any of the above, where he/she honestly and reasonably believes it to be in the public interest to raise the concern. If a staff member is uncertain whether something is within the scope of this Policy, they should seek advice from the Monitoring Officer (Director of Law, Governance and Strategy).</p> <p>This Policy does not form part of any employee's contract of employment, and it may be amended at any time.</p>	
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	<p>the public interest to raise the concern.</p> <p>This policy should not be used for complaints relating to an individual's own personal circumstances, such as the way they have been treated at work. In those cases, the Grievance Procedure should be used.</p> <p>If a staff member is uncertain whether something is within the scope of this Policy, they should seek advice from the Monitoring Officer.</p> <p>This Policy does not form part of any employee's contract of employment, and it may be amended at any time.</p> <p>If an individual member of the public has a concern about services provided to him/her, it should be raised through the Council's complaints procedure.</p> <p>Complaints of misconduct by Councillors are dealt with under a separate procedure and should be referred to the Council's Monitoring Officer.</p>		
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25.3 What is not covered by the Policy	<i>New</i>	<p>This Policy should not be used for:</p> <ul style="list-style-type: none"> • complaints relating to an individual's own personal circumstances, such as the way they have been treated at work. In those cases, the Grievance Procedure should be used. • Concerns or complaints any individual member of the public has about services provide to them. This should be raised through the Council's complaints process. • Concerns or complaints of misconduct of elected members, which should be referred to the Council's Monitoring Officer and dealt with under the Code of Conduct. <p>In some instances, there may be matters which concern multiple of the above and, in such circumstances, the polices will be applied as fits the circumstances provided that all legal requirements are met by the Council in doing so.</p>	A new provision clearly setting out what is not covered by the Whistleblowing Policy
25.12 How do members of staff below the whistle (a) Saying that the whistle blowing	The whistle blower should wherever possible make it clear from the start that they	The whistle blower should wherever possible make it clear from the start that they want to use the whistle blowing procedure. Though it will ultimately be a decision based on the	An updated procedure for the use of the Whistleblowing Policy.

<p>procedure is being used</p>	<p>want to use the whistle blowing procedure.</p>	<p>contents of the complaint as to what policy applied to it where there are overlaps with other policies and processes of the Council as outlined in 25.3. In such cases a written explanation will be provided as to which policy applies to what elements and why.</p>	
<p>25.12 How do members of staff below the whistle (b) Putting concerns in writing</p>	<p>Whistleblowers should wherever possible put their concerns in writing, giving as much detail and including relevant dates. Whistleblowers are not expected to prove that their allegations are true, but they need to show that there are reasons for raising their concern and it was made in the public interest. If a whistleblower does not feel they can put their concerns in writing, they can be interviewed instead (25.10(c)).</p>	<p>Whistleblowers should wherever possible put their concerns in writing, giving as much detail and including relevant dates. Whistleblowers are not expected to prove that their allegations are true, but they need to show that there are reasons for raising their concern and it was made in the public interest. If a whistleblower does not feel they can put their concerns in writing, they can be interviewed instead (25.10(c)). Where possible any information or evidence in support of the complaint should be provided with the concerns.</p>	<p>Expanded provision now includes the requirement of evidence when using the Whistleblowing Policy.</p>
<p>25.12 How do members of staff below the whistle (c) Who should whistle blowers go to with their allegations</p>	<p>It is hoped that in many cases staff will be able to raise any concerns with their Service Director. They may be able to agree a way of resolving concerns quickly and effective mannerly.</p>	<p>In the first instance concerns should be raised with the relevant line manager or Service Director who may be able to agree a way of resolving concerns in a quick and effective manner. Where the matter is more serious, or staff feel that their line manager or Service Director has not addressed the</p>	<p>The list of officers for who whistleblowers go to, this has been updated following changes to the Council's Corporate Leadership Team.</p>

	<p>Where the matter is more serious, or staff feel that their line manager or Service Director has not addressed the concern or if they prefer not to raise it with them for any reason, they should contact one of the following:</p> <ul style="list-style-type: none"> • the Chief Executive • the Monitoring Officer • the Group Finance Director • the Investigations Manager, or the Director of Communities and Citizens' Services <p>If the whistleblower suspects fraud or corruption, they can also go to the Council's internal auditors, BDO, or to the Council's appointed external auditors who are currently Ernst and Young, LLP.</p> <p>Chief Executive – Caroline Green – cgreen@oxford.gov.uk Monitoring Officer – Emma Jackman – ejackman@oxford.gov.uk Group Finance Director – Nigel</p>	<p>concern or if they prefer not to raise it with them for any reason, they should contact one of the following:</p> <ul style="list-style-type: none"> • the Chief Executive • the Monitoring Officer (Director of Law, Governance and Strategy) • the Group Finance Director. <p>If the whistleblower suspects fraud or corruption, they can also go to the Council's internal auditors, BDO, or to the Council's appointed external auditors who are currently Ernst and Young, LLP.</p> <p>Chief Executive – Caroline Green – cgreen@oxford.gov.uk Monitoring Officer – Emma Jackman – ejackman@oxford.gov.uk Group Finance Director – Alistar Rush – arush@oxford.gov.uk</p> <p>Internal Auditors – Yasmin Ahmed, BDO – Yasmin.ahmed@bdo.co.uk</p> <p>External Auditors – Adrian Balmer, Ernst and Young – abalmer@uk.ey.com</p>	
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	<p>Kennedy – nkennedy@oxford.gov.uk</p> <p>Director of Communities and Citizens' Services – Helen Bishop – hbishop@oxford.gov.uk</p> <p>Investigations Manager – Scott Warner – swarner2@oxford.gov.uk</p> <p>Internal Auditors – Yasmin Ahmed, BDO – Yasmin.ahmed@bdo.co.uk</p> <p>External Auditors – Adrian Balmer, Ernst and Young – abalmer@uk.ey.com</p>		
<p>25.13 How will the Council respond to whistleblowing? (a) Notification of allegation <i>Now</i> (a) Notification of allegation and preliminary investigations</p>	<p>Upon receipt of an allegation under this Policy the person receiving the allegation must immediately notify in writing the Monitoring Officer and the Group Finance Director and the Director for Communities and Citizen Services (unless the allegation relates to one or more of them) of the nature of the disclosure made.</p>	<p>Upon receipt of an allegation under this Policy the person receiving the allegation must immediately notify in writing the Monitoring Officer and the Group Finance Director (unless the allegation relates to one or more of them) of the nature of the disclosure made.</p> <p>The officers will carry out initial enquires and, where required, preliminary investigations, in order to determine next steps. This may include an initial discussion with the person making the complaint.</p>	<p>Updated to reflect how the Council will respond to an allegation to include a preliminary investigation.</p>

<p>25.13 How will the Council respond to whistleblowing? (b) Appointment of an officer to investigate</p>	<p>The person receiving the complaint will agree, in consultation with the Monitoring Officer, the Group Finance Director and the Director for Communities and Citizens' Services how (unless the allegation relates to one or more of them) the allegation will be investigated and write to the whistleblower within 10 working days. The letter should:</p> <ul style="list-style-type: none"> • acknowledge that the whistleblower has used the Whistleblowing Policy • say how their concern will be dealt with and how long they think this will take • tell them whether any initial enquiries have been made • say what further action will be taken (or say why no further action will be taken) • Tell them they have the right to bring someone with them to any meetings they have to attend about the allegation. 	<p><i>Remove</i></p>	<p>This has been amalgamated into Part 25.13 (c)</p>
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<p>25.13 How will the Council respond to whistleblowing? (b) Interviews <i>Formally (c)</i></p>	<p>If the whistleblower has not put their concerns in writing, they may be interviewed. The whistleblower may bring a colleague of Union representative to any meetings held under this Policy. The companion must respect the confidentiality of the disclosure and any subsequent investigation. A summary of the interview will be made which should be signed by the person conducting the interview and the whistle blower.</p>	<p>Where there is a need, either in the preliminary investigation or full investigation where initiated, the whistle-blower may be invited to an interview. The whistleblower may bring a colleague of Union representative to any meetings held under this Policy. The companion must respect the confidentiality of the disclosure and any subsequent investigation. A summary of the interview will be made which should be signed by the person conducting the interview and the whistle blower.</p>	<p>An updated section to explain the purpose of the interview as part of an investigation.</p>
<p>25.13 How will the Council respond to whistleblowing? (c) Appointment of an officer to investigate</p>	<p><i>New</i></p>	<p>Where it is considered that further investigation is required, the person receiving the complaint will agree, in consultation with the Monitoring Officer and the Group Finance Director how (unless the allegation relates to one or more of them) the allegation will be investigated and write to the whistleblower within 10 working days. The letter should:</p> <ul style="list-style-type: none"> • acknowledge that the whistleblower has used the Whistleblowing Policy 	<p>This new section includes 25.13 (c) and further details of the whistleblowing process.</p>

		<ul style="list-style-type: none"> • say how their concern will be dealt with and how long they think this will take • tell them whether any initial enquiries have been made • say what further action will be taken (or say why no further action will be taken) • Tell them they have the right to bring someone with them to any meetings they have to attend about the allegation. 	
25.13 How will the Council respond to whistleblowing? (d) Further action	<p>After preliminary investigation the Council will take further action if the investigation officer decides it would be in the public interest to do so. Further action may include:</p> <ul style="list-style-type: none"> • Arranging an investigation by management or internal auditors • Arranging a disciplinary process • Referring allegations to the police • Referring allegations to the external auditor 	<p>Where a full investigation is required the Council will take such further action as is necessary to fully investigate the matter. Further action may include:</p> <ul style="list-style-type: none"> • Arranging an investigation by management or internal auditors • Arranging a disciplinary process • Referring allegations to the police • Referring allegations to the external auditor • Arranging an independent inquiry if the allegations are very serious or complicated 	An update to the procedure for further action following a full investigation

	<ul style="list-style-type: none"> • Arranging an independent inquiry if the allegations are very serious or complicated 		
25.17 How to respond to a whistleblowing concern – Flow chart	Designated Officers will write to complainant within 10 working days of receiving complaint	Designated Officers will write to complainant within 10 working days of receiving complaint to confirm its conclusions and any actions proposed.	The flow chart has been updated to be in line with the changes above.

Part 26 Councillors' Allowances

Part	Current	Change	Reason
26.1 Basic allowance	Each councillor gets a basic allowance of £6,001 p.a.	Each councillor gets a basic allowance of £6,211.68 p.a.	Updated with the 2026-2027 uplift in line with the Council's Pay Policy Statement
26.3 Special responsibility allowances	Table for 2025-2026 allowances	Table for 2026-2027 allowances	Updated with the 2026-2027 uplift in line with the Council's Pay Policy Statement

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