

## MINUTES OF COUNCIL PROCEEDINGS

At a Meeting of the Council for the Borough of Slough held at the Council Chamber - Observatory House, 25 Windsor Road, SL1 2EL on Thursday, 21st July, 2022 at 7.00 pm

**Present:-** The Worshipful the Mayor (D.Parmar), in the chair; Councillors Ajaib, Akbar, Ali, Anderson, Bal, Bains, Basra, M. Bedi, P. Bedi, Begum, Brooker, Carter, Cheema, Dar, Gahir, Gill, Grewal, Hulme, Kaur, Kelly, M. Malik, Mann, Matloob, Minhas, Mohammad, Muvvala, Nazir, Pantelic, S. Parmar, Qaseem, Sabah, Sandhu, Smith, Strutton, Swindlehurst and Wright

**Apologies for Absence:-** Councillors Akram, J. Davis, R. Davis, Hussain and S. Malik

### 13. **Declarations of Interest**

Councillor Bal declared that his daughters worked at the Council.

Councillor Gill declared that her niece worked at the Council.

Both Councillors remained and participated in the meeting.

### 14. **To approve as a correct record the Minutes of the Council held on 19th May 2022**

**Resolved** – That the minutes of the annual meeting held on 19<sup>th</sup> May 2022 be approved as a correct record.

### 15. **To receive the Mayor's Communications.**

The Mayor welcomed Reverend Scott Lamb from St. Mary's Church, Chalvey to the meeting and thanked him for officiating the prayers on behalf of Father Darcy.

Members were informed that, in addition to supporting Slough Foodbank this year, the Mayor had also chosen Thames Hospice as his charity.

The Mayor presented former Mayor, Councillor Nazir, with his Past Mayor's badge.

### 16. **Questions from Electors under Procedure Rule 9.**

Three elector questions had been received. Two of the electors were present and asked supplementary questions. A written copy of the replies would be sent to the electors following the meeting.

### 17. **Recommendations of the Employment and Appeals Committee from its meetings held on 14th June and 12th July 2022**

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### A) Finance Department Restructure

It was moved by Councillor Ali,  
Seconded by Councillor Swindlehurst,

- a) "That a new chief officer role of Executive Director of Finance and Commercial be approved.
- b) That two new deputy chief officer roles with remuneration of potentially over £100,000 to replace the one Associate Director – Finance and Commercial be approved and delegate authority to the Monitoring Officer to amend Article 12, Part 3.6 and Part 7 of the Constitution accordingly."

The recommendations were put to the vote and carried with 35 votes for and 2 abstentions.

#### **Resolved -**

- a) That a new chief officer role of Executive Director of Finance and Commercial be approved.
- b) That two new deputy chief officer roles with remuneration of potentially over £100,000 to replace the one Associate Director – Finance and Commercial be approved and delegate authority to the Monitoring Officer to amend Article 12, Part 3.6 and Part 7 of the Constitution accordingly.

### B) New Management Structure

It was moved by Councillor Ali,  
Seconded by Councillor Swindlehurst,

1. "The proposed new structure be noted.
2. To approve:
  - a. A new chief officer structure as set out in Appendix 1 of the report, to include an additional chief officer;
  - b. A new deputy chief officer structure as set out in Appendix 1 of the report, to include changes to existing Associate Director (AD) service responsibilities and the creation of new deputy chief officer roles, including a Chief Digital and Information Officer at a top salary range of over £100,000.
  - c. Delegated authority to the Monitoring Officer to amend Article 12, Part 3.6 and Part 7 of the Constitution to reflect the changes.
3. Delegate authority to the Chief Executive to undertake consultation of the proposed structure and agree the final details for the ED and AD roles, including the services to be managed under each."

The recommendations were put to the vote and carried with 35 votes for and 2 abstentions.

#### **Resolved -**

1. That the proposed new structure be noted.

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2. That -

- a. A new chief officer structure as set out in Appendix 1 of the report, to include an additional chief officer be approved;
  - b. A new deputy chief officer structure as set out in Appendix 1 of the report, to include changes to existing Associate Director (AD) service responsibilities and the creation of new deputy chief officer roles, including a Chief Digital and Information Officer at a top salary range of over £100,000 be approved.
  - c. Delegate authority to the Monitoring Officer to amend Article 12, Part 3.6 and Part 7 of the Constitution to reflect the changes.
3. Delegate authority to the Chief Executive to undertake consultation of the proposed structure and agree the final details for the ED and AD roles, including the services to be managed under each.

C) Pay Policy Statement Update 2022/23

It was moved by Councillor Ali,  
Seconded by Councillor Swindlehurst,

“That the revised Pay Policy Statement 2022/23, as attached at Appendix A of the report, be approved”.

The recommendation was put to the vote and carried with 35 votes for and 2 abstentions.

**Resolved** - That the revised Pay Policy Statement 2022/23, as attached at Appendix A of the report, be approved.

**18. Recommendation of Cabinet from its meeting held on 18th July 2022**

Financial Action Plan Update

It was moved by Councillor Anderson,  
Seconded by Councillor Swindlehurst,

- a) “That Council notes the progress and issues arising from the continued work to respond to the serious financial challenges and the recommendations made by external agencies.
- b) That Council notes the progress and current position on the Financial Action Plan.”

The recommendations were put to the vote and carried with 35 votes for and 2 abstentions.

**Resolved** -

- a) That Council notes the progress and issues arising from the continued work to respond to the serious financial challenges and the recommendations made by external agencies.

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- b) That Council notes the progress and current position on the Financial Action Plan.

**19. Recommendations of the Standards Committee from its meeting held on 19th July 2022**

a) Councillors Code of Conduct and Standards Committee Terms of Reference

It was moved by Councillor Mann,  
Seconded by Councillor Swindlehurst,

“That the Constitution’s Article 9A and Part 5.1 Councillors’ Code of Conduct are amended as set out in Appendix 1 and 3.”

The recommendation was put to the vote and carried with 35 votes for and 2 abstentions.

**Resolved** - That the Constitution’s Article 9A and Part 5.1 Councillors’ Code of Conduct are amended as set out in Appendix 1 and 3 to the report.

b) Confidential Whistleblowing Code

It was moved by Councillor Mann,  
Seconded by Councillor Swindlehurst,

“That minor changes to the Confidential Whistleblowing Code as set out in the Appendix to the report be approved.”

The recommendation was put to the vote and carried with 35 votes for and 2 abstentions.

**20. Constitutional Changes to Executive Decision Making**

It was moved by Councillor Swindlehurst,  
Seconded by Councillor Mann

1. “That the amendments to the Constitution as set out in the appendices be adopted, namely:
  - a. Part 3.5 Responsibility for Executive Functions
  - b. Part 4.4 Executive Procedure Rules
2. That the amendments to the Constitution will come into effect on the day following the Council meeting.”

The recommendations were put to the vote and carried with 35 votes for and 2 abstentions.

**Resolved** -

1. That the amendments to the Constitution as set out in the appendices be adopted, namely:
  - a. Part 3.5 Responsibility for Executive Functions
  - b. Part 4.4 Executive Procedure Rules

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2. That the amendments to the Constitution will come into effect on the day following the Council meeting.

### **21. Update on Electoral Review of Slough Borough Council's Warding Arrangements**

It was moved by Councillor Swindlehurst,  
Seconded by Councillor Hulme,

- (a) "That the draft Council response to the Local Government Boundary Commission for England's second phase of consultation as set out in Appendices B to E be approved.
- (b) That the scope of the Working Group be extended to include the forthcoming polling district and place review."

The recommendations were put to the vote and carried with 35 votes for and 2 abstentions.

#### **Resolved -**

- (a) That the draft Council response to the Local Government Boundary Commission for England's second phase of consultation as set out in Appendices B to E be approved.
- (b) That the scope of the Working Group be extended to include the forthcoming polling district and place review.

### **22. Appointments to Vacancies on Committees, Panels and Outside Bodies**

It was moved by Councillor Swindlehurst,  
Seconded by Councillor Mann,

"That the following changes to Committees, Panels and Outside Bodies be approved with immediate effect:

- a) Corporate Parenting Panel – Councillor Anderson to replace Councillor S Malik.
- b) Foster Panel – Councillor Brooker to replace Councillor S Malik.
- c) Outside body – Slough Urban Renewal – Councillor Matloob to be nominated to the vacant position on the SUR Board.

The recommendations were put to the vote and carried with 34 votes for and 2 abstentions.

**Resolved -** That the following appointments be made to Committees, Panels and Outside Bodies with immediate effect:

- a) Corporate Parenting Panel – Councillor Anderson.
- b) Foster Panel – Councillor Brooker.
- c) Outside Body – Slough Urban Renewal – Councillor Matloob.

**23. To consider Motions submitted under procedure Rule 14.**

**Standing Up for Responsible Tax Conduct**

It was moved by Councillor Swindlehurst,  
Seconded by Councillor Hulme,

“This Council believes that tax enables local authorities to provide services from education, health, and social care, to flood defence, roads, policing and defence. It also helps to counter financial inequalities and rebalance distorted economies. As recipients of significant public funding, local authorities should take the lead in the promotion of exemplary tax conduct; be that by ensuring contractors are paying their proper share of tax, or by refusing to go along with offshore tax dodging when buying land and property.

Subject to any relevant statutory requirements or limitations, this Council therefore resolves:

1. To approve the Councils for Fair Tax Declaration.
2. To lead by example and demonstrate good practice in our tax conduct, right across our activities.
3. To ensure contractors implement IR35 robustly and pay a fair share of employment taxes.
4. Not to use offshore vehicles for the purchase of land and property, especially where this leads to reduced payments of stamp duty.
5. To undertake due diligence to ensure that not-for-profit structures are not being used inappropriately as an artificial device to reduce the payment of tax and business rates.
6. To promote Fair Tax Mark certification for any business in which we have a significant stake and where corporation tax is due.
7. To support Fair Tax Week events in the area, and celebrate the tax contribution made by responsible businesses who say what they pay with pride.
8. To support calls for urgent reform of UK procurement law to enable local authorities to better penalise poor tax conduct and reward good tax conduct through their procurement policies.”

The motion was put to the vote and carried with 35 votes for and 2 abstentions.

**Resolved -**

This Council believes that tax enables local authorities to provide services from education, health, and social care, to flood defence, roads, policing and defence. It also helps to counter financial inequalities and rebalance distorted economies. As recipients of significant public funding, local authorities should take the lead in the promotion of exemplary tax conduct; be that by ensuring contractors are paying their proper share of tax, or by refusing to go along with offshore tax dodging when buying land and property.

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4. Not to use offshore vehicles for the purchase of land and property, especially where this leads to reduced payments of stamp duty.
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7. To support Fair Tax Week events in the area, and celebrate the tax contribution made by responsible businesses who say what they pay with pride.
8. To support calls for urgent reform of UK procurement law to enable local authorities to better penalise poor tax conduct and reward good tax conduct through their procurement policies.

## **24. To note Questions from Members under Procedure Rule 10**

A Member question had been received within the relevant timeframe. The question and reply were noted.

Chair

(Note: The Meeting opened at 7.00 pm and closed at 8.46 pm)