

Lynne Ridsdale
Chief Executive

Our Ref C/CA
Date 13 January 2026
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TO: All Members of Council

Councillors : A Arif, S Arif, N Bayley, R Bernstein, D Berry, C Birchmore, C Boles, A Booth, R Brown, C Cummins, D Duncalfe, U Farooq, E FitzGerald, N Frith, I Gartside, R Gold, D Green, J Grimshaw, S Haroon, J Harris, M Hayes, J Hook, K Hussain, B Ibrahim, J Lancaster, G Marsden, L McBriar, G McGill, C Morris, E Moss, E O'Brien, T Pilkington, A Quinn, D Quinn, T Rafiq, M Rahimov, I Rizvi, M Rubinstein, J Rydeheard, L Ryder, K Simpson, L Smith, M Smith, J Southworth, G Staples-Jones, T Tariq, S Thorpe, D Vernon, S Walmsley, M Walsh and Y Wright

Dear Member/Colleague

Council

You are invited to attend a meeting of Council which will be held as follows:-

Date:	Wednesday, 21 January 2026
Place:	Council Chamber - Town Hall
Time:	7.00 pm
Briefing Facilities:	If Members require briefing on any particular item on the Agenda, the appropriate Director/Senior Officer originating the related report should be contacted.
Notes:	

AGENDA

The Agenda for the meeting is attached.

The Agenda and Reports are available on the Council's Intranet for Councillors and Officers and also on the Council's Website at www.bury.gov.uk

Yours sincerely



Chief Executive

(Note: Members are reminded that under Section 106 of the Local Government Finance Act 1992, if a Member of a Local Authority has not paid Council Tax for at least two months and, even if an arrangement has been entered into to pay arrears, then at any meeting where consideration is given to matters relating to, or which might affect the calculation of Council Tax, that Member must declare the fact that he/she is in arrears and must not vote on the matter).

AGENDA

1 APOLOGIES FOR ABSENCE

2 DECLARATIONS OF INTEREST

Members of the Council are requested to declare any interests which they have in any items or issues before the Council for determination.

3 MAYORAL COMMUNICATIONS AND ANNOUNCEMENTS

To receive communications from the Mayor and any announcements by the Leader of the Council or the Chief Executive on matters of interest to the Council.

4 MINUTES (Pages 11 - 16)

Minutes attached.

5 PUBLIC QUESTION TIME (Pages 17 - 22)

To answer questions from members of the public, notice of which has been given, on any matter relevant to the Council or its services to the community. Up to 30 minutes will be set aside for this purpose. If time permits, further questions will be invited from members of the public present.

6 RECOMMENDATIONS OF CABINET AND COUNCIL COMMITTEES

Committee/Date	Subject	Recommendation
Employment Panel – 24 November 2025	Workforce Policy Review	To approve 1. A revised Code of Conduct, which is part of the Council's Constitution 2. A refreshed Facilities Time Agreement, which forms Appendix K of Local Conditions of Service 3. A revised Capability Procedure 4. An updated Grievance Procedure 5. Revisions to appeals and hearing procedures 6. An updated Social Media Policy 7. An updated Chief Officer Job Evaluation Scheme and Guidance document
Standards Committee – 26 November 2025	Public Participation Guidance	To recommend finalised guidance on public participation to Council
Democratic Arrangements Forum – 30 October 2025	Constitutional Changes	It was agreed that the constitution be amended to state: The ruling group and the main opposition group for Bury Council would each be guaranteed one motion per meeting.

		<p>The remaining groups would alternate for the third motion.</p> <p>The constitution is amended to limit the number of written questions with the order of questions to be politically proportionate and limited to ruling group 6, opposition group 5 and all other groups 4.</p> <p>The suggested constitutional changes regarding motions and questions be taken to January Council with a proposal to adopt them from March 2026 full Council.</p>
Cabinet – 15 January 2026	Council Tax Support Scheme	<p>Decision: Cabinet:</p> <ol style="list-style-type: none"> 1. approved presentation of the new Council Tax Support scheme at Full Council on 21st January in order to seek Full Council approval for adoption and implementation in April 2026. 2. Request that Full Council approve the adoption and implementation of the new Council Tax Support Scheme from 1st April 2026.

a WORKFORCE POLICIES (Pages 23 - 60)

Report attached.

b PUBLIC PARTICIPATION GUIDANCE (Pages 61 - 74)

c Council Tax Support Scheme 2026 (Pages 75 - 128)

Report of the Deputy Leader and Cabinet Member for Finance and Transformation is attached.

7 LEADER' STATEMENT AND CABINET QUESTION TIME (Pages 129 - 162)

To receive a report from the Leader of the Council on the work of the Cabinet and to answer written questions from Members of the Council to the Leader, Cabinet Members and Chair of a Committee on any matter in relation to which the Council has powers or duties which affect the Borough, provided the necessary written notice has been given. (30 minutes)

A member may ask a verbal question of the Leader, any Member of the Cabinet or Chair of a Committee about any matter on the Council agenda and which the Council has powers or duties or which affects the Borough. Only one verbal question per Councillor. (15 minutes)

8 **COMBINED AUTHORITY REPORT AND QUESTIONS TO THE COUNCIL'S
COMBINED AUTHORITY REPRESENTATIVES** (Pages 163 - 182)

(A) A combined authority update report is attached, for information
(B) Questions (if any) on the work of the Combined Authority to be asked by
Members of the Council for which the necessary notice has been given in
accordance with Council Procedure Rules.

9 **NOTICES OF MOTION** (Pages 183 - 190)

The following Notices of Motion have been received: -

(i) Reintroduction of live streaming for committee meetings

In the names of Councillors Carol Birchmore, Cllr Donald Berry, Cllr Andrea Booth, Cllr Des Duncalfe, Cllr Glyn Marsden, Cllr Ken Simpson, Cllr Mike Smith and Cllr Mary Walsh.

Voter turnout in the last election varied significantly by ward from 50% in North Manor down to 27% in Radcliffe East. There were 4 wards with under 30% turnout.

Does it matter if there is a low turnout?

As you are aware local governments in England play an important role, especially Unitary Authorities. They deliver local services from finance to education, transport, road maintenance, social housing, waste management, and much more. However, some people know that their local Council collects the bins and maintain roads but they think that councils do little else for them.

What impacts on a low turnout?

Voter apathy i.e. a lack of interest in the political processes, including elections and political efficacy relating to an individual's belief regarding their ability to impact on an election's result can impact on turnout.

It feels like many residents have lost trust in politicians and the political system both at a local and national level. Recent opinion polls report widespread low satisfaction levels with regards to the way the country and local councils are being run. It is our job as councillors to look at ways we can improve trust.

Lack of trust in the system

Claims made by people, particularly on social media, of the Council acting on behalf of developers rather than residents and other disinformation can further damage residents' perceived perception of the democratic system. Such claims are particularly prevalent in relation to planning decisions, awarding of contracts and purchasing decisions. It is therefore important that residents can view democracy in action and openly observe the way decisions are made.

Residents can attend council and committee meetings however, many are not aware that is the case. On some occasions, the number of people admitted to the public gallery has been limited, which has further eroded confidence in a democratic and open system.

For some residents caring responsibilities, disabilities or poor health means that they are unable to attend meetings in person.

Up until the end of 2023 Bury Council streamed the following meetings:

- Full Council

- Cabinet
- Overview and Scrutiny
- Planning
- Children and Young People Scrutiny
- Health Scrutiny

However, since 2024 only Full Council and Cabinet meetings can be viewed online. For some residents this feels like there is a lack of transparency, and can further perpetuate disinformation rumors.

The reason given for reducing the number of meetings was down to cost relating to the suitability of the council chamber.

It is important to consider whether this is standard practice in councils, particularly in relation to Greater Manchester. An internet search provides the following information about each of the GM councils: Stockport, Manchester, Trafford and Bolton stream all meetings and Oldham streams Full Council, Cabinet and planning.

Many councils use a YouTube channel for streaming and have a less structured approach to delivery. This does not really impact on the viewing experience since the most important thing is that viewers can hear what has been said and the discussions that take place.

The Council resolves to:

- Re-look at costs of re-introducing live streaming some of the meetings including planning, overview and scrutiny and audit
- Investigate ways of reducing the cost of streaming meetings including having discussions with other councils about more cost effective streaming methods

(ii) Children receiving the best possible start in life

Members are asked to consider a notice of motion in the names of A Arif, Bayley, Boles, Cummins, Farooq, Fitzgerald, Frith, Gold, Green, Grimshaw, Haroon, Hayes, Hook, Ibrahim, McGill, Morris, Moss, O'Brien, Pilkington, Quinn Alan, Quinn Deborah, Rafiq, Rahimov, Rizvi, Rubinstein, Ryder, Smith Lucy, Southworth, Staples-Jones Gareth, Tariq, Thorpe, Walmsley.

This Council is committed to ensuring that every child receives the best possible start in life. We believe that all children should have the opportunity to be healthy, to learn effectively at school, and to make the most of their potential.

Providing this foundation is not only the right thing to do for every child - it is essential for the wellbeing of our communities and the strength of our economy. By investing early, we reduce the need for future interventions, support families to thrive, and create a skilled workforce that attracts economic investment and drives long-term prosperity.

This council recognises the work we have already achieved in giving children the best start in life with

- Award winning school attendance programme
- New parenting app and parenting classes
- Providing free school meals during the holiday seasons
- An extensive universal offer for children aged 0-5 and their parents

- Sessions for children aged 0-5 years with SEND, additional needs or emerging SEND and their families
- The development of a robust Speech and Language Pathway that is multi agency led and delivered
- Improved the Healthy Child Program with over 90% of children now attending their 2 ½ year health check
- Established community-based Midwifery antenatal and postnatal care in neighbourhoods through our children's centres and Family Hub

Furthermore, this council recognises the commitment of the Labour Government to ensure every child gets their best start in life:

- The National Wrap around Childcare programme
- Expanded Early Years entitlements to support working parents and families
- New school breakfast clubs
- Increased early years pupil premium per pupil to a record level
- Extending entitlement for free school meals
- Better health services for Looked after children and care leavers
- Support to increase School-Based Nursery (SBN) Provision

This council resolves to work with partners within the NHS, VCFA, Schools, Early Years settings and parents and wider Team Bury to deliver by 2028:

- An increase in the outcomes achieved in the statutory measure for school readiness working towards our 5 year plan for an increase in learning development target of nearly 10%
- Rollout of physical buildings for Best Start Family Hub delivery in Chesham Fold, Radcliffe and Whitefield
- A physical development and Personal, Social, emotional and well being pathway for children aged 0-5 years
- Early identification of need and support including those children with special educational needs, by launching our newly coproduced SEND and inclusion pathways for both Early Years practitioners and parents.

(iii) Improving Road and Pavement Conditions Across Bury

Motion in the name of Councillor Arif, Councillor Brown, Councillor Gartside, Councillor Harris, Councillor Hussain.

This Council notes the increasing number of concerns raised by residents across Bury borough regarding the condition of roads and pavements, including potholes, surface deterioration, and uneven footways in both residential areas and town centres.

This Council recognises that poorly maintained highways affect road safety, accessibility for pedestrians and disabled residents, public transport reliability, and the daily lives of motorists, cyclists, and businesses throughout Bury.

This Council acknowledges that residents in a number of local areas have reported repeated temporary repairs and a lack of clarity about when permanent repairs will be carried out.

This Council welcomes the work undertaken by council officers to maintain the borough's highways but recognises the need for greater transparency and clearer communication with councillors and residents.

This Council therefore resolves to request that the Cabinet Member for Highways provides councillors with:

1. A ward-by-ward summary of planned road and pavement repairs across Bury for the remainder of the current municipal year;
2. An explanation of how reports of potholes and pavement defects are assessed, prioritised, and scheduled for permanent repair; and
3. Information on how residents can be kept better informed about timescales and outcomes following the reporting of highway defects.

(iv) Culvert Maintenance and Flood Resilience

Motion in the name of Councillors Bernstein, Lancaster, McBriar and Vernon.

Culverts across the Borough of Bury play a critical role in managing surface water, directing watercourses, and reducing the risk of localised flooding. Recent years have seen increasing incidents of heavy rainfall and extreme weather patterns, placing additional pressure on the borough's drainage infrastructure.

It is acknowledged that the Capital funded investment into the Flood Defences around the Borough (eg Dumers Lane in Radcliffe) have proved beneficial however, many communities continue to experience flooding concerns linked to blockages, silt build-up, and inconsistent maintenance cycles of local culverts. Residents regularly report uncertainty over when specific culverts were last inspected or cleared, making it difficult to identify risk levels or take preventative action.

Bury Council has a statutory responsibility as Lead Local Flood Authority (LLFA) to manage and mitigate flood risk, and ensuring clear, proactive and timely maintenance of culverts is essential for community resilience and public safety.

This Council Believes:

- That regular and transparent maintenance of culverts is vital to prevent flooding, protect homes and businesses, and ensure infrastructure readiness before periods of high rainfall.
- That residents should have confidence that drainage assets across the borough are being proactively managed, with clear records available.
- That establishing a routine annual summer clearance of all culverts would reduce emergency call-outs, lower repair costs, and increase winter preparedness.

This Council Resolves:

- To undertake and publish a full audit of all culverts within the Borough of Bury, including their location, condition, ownership status, and most recent inspection or maintenance date.
- To introduce a standardised annual maintenance cycle, ensuring that each culvert is inspected and cleared during the summer months, ahead of the winter rainfall season.
- To develop a publicly accessible maintenance schedule so residents and councillors can clearly see when culverts in their area were last inspected and when they are next due.
- To request that the relevant Cabinet Member and officers work with the Environment Agency, United Utilities and local communities to identify high-risk sites and prioritise them for early action within the annual cycle.

- a **Amendment to the Conservative Group Notice of Motion** (Pages 191 - 192)
- b **Together for Bury Alteration to their Notice of Motion** (Pages 193 - 194)

10 COUNCIL MOTION TRACKER (Pages 195 - 202)

A report setting out progress in respect of Motions passed at the last meeting of Council is attached for information.

11 SCRUTINY REVIEW REPORTS AND SPECIFIC ITEMS "CALLED IN" BY SCRUTINY COMMITTEES

12 QUESTIONS ON THE WORK OF OUTSIDE BODIES OR PARTNERSHIPS

Questions on the work of Outside Bodies or partnerships on which the Council is represented to be asked by Members of the Council (if any).