

Lynne Ridsdale
Chief Executive

<i>Our Ref</i>	C/CA
<i>Date</i>	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 <ol style="list-style-type: none">1. A revised Code of Conduct, which is part of the Council's Constitution2. A refreshed Facilities Time Agreement, which forms Appendix K of Local Conditions of Service3. A revised Capability Procedure4. An updated Grievance Procedure5. Revisions to appeals and hearing procedures6. An updated Social Media Policy7. 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).

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Minutes of: **COUNCIL**

Date of Meeting: 12 November 2025

Present: The Worshipful the Mayor (Councillor N Bayley, in the Chair)
Councillors A Arif, S Arif, 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, A Quinn, D Quinn, T Rafiq, M Rahimov,
I Rizvi, M Rubinstein, J Rydeheard, L Ryder, K Simpson,
M Smith, J Southworth, G Staples-Jones, T Tariq, S Thorpe,
D Vernon, S Walmsley, M Walsh and Y Wright

**Apologies for
Absence** T Pilkington and L Smith

Public Attendance: 9 members of the public attended the meeting.

C. 26 APOLOGIES FOR ABSENCE
C. 27 DECLARATIONS OF INTEREST

There were no declarations of interest made at the meeting.

C. 28 MAYORAL COMMUNICATIONS AND ANNOUNCEMENTS

The Mayor as Bury's first citizen updated Members of the Council on work undertaken since the last meeting.

C. 29 MINUTES

The minutes of the meeting held on 17 September 2025 were approved as correct record and signed by the Mayor.

C. 30 PUBLIC QUESTION TIME

Notice had been received of the following questions:

Questioner	Topic	Responding
Carol Bernstein	Watling Street, Bury West	Councillor A Quinn
Duncan Holland	IX Wireless	Councillor O'Brien
Andrew Luxton	Investment in Tottington	Councillor O'Brien
Martyn West	Hawkeswater Underpass	Councillor O'Brien
Steve Middleton	Road safety outside schools	Councillor A Quinn
Richard Garland	Single sex space provision	Councillor Walmsley

Questions without notice:

Questioner	Topic	Responding
Emma Leigh	Silent protests regarding SEND	Councillor O'Brien

C. 31
a

RECOMMENDATIONS OF CABINET AND COUNCIL COMMITTEES SCHOOLS FINANCE TEAM PHASED REDUCTION

It was moved by Councillor Thorpe and seconded by Councillor O'Brien and on being put, with 48 Members voting for, the Mayor abstaining; that, Council, approves:

- Agree the deletions of the following posts within the schools finance team through accepting voluntary early retirement applications, support the payment of voluntary early retirement and capital costs associated
- Schools finance officer proposed end date 31 October 2025.
- Senior schools finance officer proposed end date 30 June 2026

b

FREEDOM OF THE BOROUGH

It was moved by Councillor O'Brien and seconded by Councillor M Smith and on being put, with 48 Members voting for, and 1 member abstaining; that, Council, approves:

- both nominations be progressed and a ceremony to be arranged for January 2026

c

LICENSING ACT 2003 - REVIEW OF THE STATEMENT OF LICENSING POLICY

It was moved by Councillor Morris and seconded by Councillor Rafiq and on being put, with 48 Members voting for, and the Mayor abstaining; that, Council, approves:

- It is recommended that the attached draft statement of licensing policy be accepted without amendment. Widespread consultation has not revealed any major problems with the existing policy.

C. 32

LEADER' STATEMENT AND CABINET QUESTION TIME

(a) Written question (Notice given)

The Leader of the Council, Councillor E O'Brien, made a statement on the work undertaken by him since the date of the last Council meeting.

The Leader and the relevant Cabinet Members answered questions raised by Councillors on the following issues:

	Questioner	Cabinet Member	Topic
1	Cllr Harris	Cllr A Quinn	Watling Street
2	Cllr Lancaster	Cllr A Quinn	Road safety issues at St Gabriels School
3	Cllr Birchmore	Cllr Southworth	Out of area placements and travel expenses
4	Cllr Boles	Cllr Cummins	Garages at Hawk Close
5	Cllr D Quinn	Cllr Walmsley	Community fund
6	Cllr Gartside	Cllr A Quinn	Grit bins

7	Cllr Bernstein	Cllr A Quinn	Traffic lights at Park Lane/ Higher Lane
8	Cllr Birchmore	Cllr O'Brien	Criteria for the GM Brownfield Housing fund allocation
9	Cllr Farooq	Cllr O'Brien	Opposition of the Northern Gateway
10	Cllr Moss	Cllr Walmsley	Actions taken since the terrorist attack at Heaton Park synagogue
11	Cllr S Arif	Cllr A Quinn	Drainage and flooding issues
12	Cllr Vernon	Cllr O'Brien	Defending the Places for Everyone judicial review
13	Cllr Berry	Cllr Gold	Staff wages and overtime
14	Cllr Rubenstein	Cllr O'Brien	Pride in Place funding
15	Cllr Rizvi	Cllr Morris	Supporting business to sign up to the GM Good Employment Charter
16	Cllr Hussain	Cllr A Quinn	Highways department
17	Cllr M Smith	Cllr O'Brien	Pride of Place funding
18	Cllr A Arif	Cllr Southworth	Best Start in Life Family Hubs
19	Cllr Haroon	Cllr A Quinn	Milltown St Bridge
20	Cllr Wright	Cllr A Quinn	Junction by Carmelo's restaurant in Tottington

b) Verbal Questions

The Leader received verbal questions from the following:

	Questioner	Cabinet Member	Topic
1	Cllr M Smith	Cllr O'Brien	Housing targets
2	Cllr S Arif	Cllr O'Brien	Support and help for market traders
3	Cllr Bernstein	Cllr O'Brien	Places for Everyone
4	Cllr Southworth	Cllr Morris	Town of culture
5	Cllr Staples-Jones	Cllr O'Brien	Reform UK
6	Cllr Green	Cllr O'Brien	Councillor casework

C. 33

COMBINED AUTHORITY REPORT AND QUESTIONS TO THE COUNCIL'S COMBINED AUTHORITY REPRESENTATIVES

The Council received a report on the work of the Combined Authorities. The following questions had been received in accordance with Council Procedure Rules:

	Questioner	Cabinet Member	Topic
1	Cllr Hayes	Cllr A Quinn	Returns from GM waste
2	Cllr Ibrahim	Cllr Walmsley	Suspensions of police officers
3	Cllr Gartside	Cllr O'Brien	Capital and revenue funding allocated to Bury
4	Cllr Vernon	Cllr Walmsley	Fraud protection programme (operation wage)

5	Cllr Hook	Cllr Thorpe	Current position of GMPF
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Due to the lack of time to answer questions 6 to 9 inclusive, the Mayor gave an undertaking that copies of those questions and responses will be circulated to all Councillors. The Mayor also gave an undertaking to make these available on the Council Web Site.

C. 34 NOTICES OF MOTION

(i) Pride in Place Programme

Council considered a motion in the names of Bernstein, Lancaster, McBriar and Vernon

The motion was moved by Councillor Vernon and seconded by Councillor McBriar and on being put; with 39 members voting for; 1 member voting against and the Mayor and 8 members abstaining, the Mayor declared the motion carried.

(ii) Affordable Housing

Council considered a motion in the names of Birchmore, Berry, Booth, Duncalfe, Marsden, Simpson, M Smith, and Walsh

The motion was moved by Councillor Birchmore and seconded by Councillor M Smith and on being put; with 48 members voting for; and the Mayor abstaining, the Mayor declared the motion carried.

(iii) Community Cohesion

Council considered a 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, A Quinn, D Quinn, Rafiq, Rahimov, Rizvi, Rubinstein, Ryder, L Smith, Southworth, Staples-Jones, Tariq, Thorpe, Walmsley

The motion was moved by Councillor Walmsley and seconded by Councillor Rubenstein and on being put; with 49 members voting for, the Mayor declared the motion carried.

(iv) Armed Forces

Council considered a motion in the names of S Arif, Brown, Gartside, Harris, Hussain

The motion was moved by Councillor Harris and seconded by Councillor S Arif and on being put; with 49 members voting for; the Mayor declared the motion carried.

C. 35 COUNCIL MOTION TRACKER

Attached for information only.

C. 36 SCRUTINY REVIEW REPORTS AND SPECIFIC ITEMS "CALLED IN" BY SCRUTINY COMMITTEES

There were no scrutiny review reports and specific items "called in" by scrutiny committees.

C. 37 QUESTIONS ON THE WORK OF OUTSIDE BODIES OR PARTNERSHIPS

There were no questions on the work of outside bodies or partnerships.

THE WORSHIPFUL THE MAYOR

(Notes: The meeting ended at 10.43pm)

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Public Questions

	Questioner/ Respondent	Question
1	Andrew Riley	<p>Why did the council not carry out the works to Market Street while the road was closed for tunnel repairs last year? Surely this would have made both financial and logistical sense. Closing the parking along Market Street for coaches visiting the supposed "Jewel in the crown" of Bury after closing it last year will impact stall holders like myself.</p> <p>Supplementary question: Who was responsible for allowing this to happen and has anything been done to ensure this sort of mess won't happen again.</p>
	Councillor Quinn	<p>The Market Street Bridge scheme and the Active Travel scheme are separate projects with different funding, approvals and constraints.</p> <p>Concurrent delivery of both projects was not feasible due to the nature of the projects and as maintaining safe, continuous access to the college during term time is essential.</p> <p>The bridge works were urgent and safety-critical, so we programmed delivery in advance of the Active Travel scheme.</p> <p>The bridge works were completed on 19 October 2025. With Christmas approaching, we felt it was important to reopen Market Street to support businesses and town centre trading during the festive period and scheduled the Active Travel scheme to commence immediately thereafter.</p> <p>The coach drop off and pick up area on Murray Road is unaffected by the construction works will remain operational throughout. Coach parking has been provided Wellington Road.</p>

2	Andrew Luxton	<p>Can the leader of the council please contact highways and see if there is anything they can do to rectify the almost non existent road markings and rapidly deteriorating road surface along a good proportion of Chapel Street Tottington?</p> <p>The safety marking and the statutory junction and road marking are almost gone. The join in the middle of the road is rutting and the surface is quickly braking apart from Holcombe road to the bust stops on Chapel Street causing many pot holes that are merging.</p>
	Councillor Alan Quinn	<p><i>Officers are aware of the condition of this section of Chapel Street and are considering its inclusion in the 2026/27 resurfacing programme, subject to available funding.</i></p>
3	Charlotte Hunt	<p>Can I ask the Leader what plans exist in the Ramsbottom town plan to make key streets such as Manchester Road, Bolton Street, Kay Brown and Bridge street safer for pedestrians and residents?</p> <p>There are concerns regarding speeding, blocked gully's which have led to a build up of leaves of the path, signage for HGVs being inappropriate and of course pot holes.</p> <p>It should be noted that Litter picking Ramsbottom and the team of volunteers work tirelessly to keep our street clean they among many resident's have highlighted these issue.</p>
	Councillor Alan Quinn	<p><i>Thank you for your question, and I would like to thank the questioner and volunteers of Ramsbottom for their efforts in keeping the streets of this wonderful town clean.</i></p> <p><i>I would also like to thank our Ramsbottom councillors, who have been working tirelessly to advocate for their area, and have made the needs of their residents clear to officers and myself throughout the process of planning for Ramsbottom.</i></p> <p><i>Through our Highway Investment Strategy, we were able to resurface Crow Lane in Ramsbottom town centre in 2024, further contributing to the long term improvement of local infrastructure.</i></p> <p><i>Our proposals for Ramsbottom, funded through our £2.3m CRSTS allocation, include improvements on Bolton Street, Kay Brow and Bridge Street. We intend to share our revised plans for Ramsbottom with the public in February/March of this year.</i></p>

		<i>The overall aim of the programme is to enhance safety and connectivity for all highway users, with a particular emphasis on creating better, safer routes for pedestrians and cyclists.</i>
4	Steve Middleton	<p>In light of ongoing budget challenges, will the Council commit to investigating the use of cost-effective AI-driven solutions to improve efficiency and reduce costs, as outlined in a recent proposal by Bury Independents? Other authorities are already leveraging cost-effective AI to streamline processes and deliver savings without cutting essential services. Can Bury Council confirm whether it will explore similar opportunities and report back on potential benefits and risks?</p> <p>The council already leverages Microsoft products and could introduce a Microsoft Copilot AI pilot scheme to try it out at relatively low cost.</p>
	Councillor Thorpe	<p>Bury Council is a forwarding thinking organisation committed to using AI where it is applicable to illicit cost savings and efficiency gains.</p> <p>We are so forward thinking that the questioner may have missed the fact we have been using Microsoft Co-Pilot and Magic notes for well over a year now!</p> <p>We are continuing to review the opportunities AI will give us to save money, balancing that with the cost of AI implementation and real world savings.</p> <p>We're also a member of a central office for AI which works pan-GM on looking at opportunities for at scale AI implementations.</p> <p>Each technology is investigated on by its merit, and inline with data protection and ethical considerations and we can report back when these technologies are introduced and the expected return of investment whether that be in efficiency or direct cost.</p> <p>We remain committed to investigating, trialling and where appropriate, integrating the latest technologies to improve our service to residents.</p>

5	Richard Garland	<p>The bus lane here runs for around 150yds northbound between the Police Station and Morrisons. It is too short to serve any useful purpose, is completely abstract and doesn't seem to achieve anything. It causes rush hour congestion through Whitefield causing an increase in traffic fumes and particulate pollution whilst the lane itself lies empty. When not in operation during the day drivers are reluctant to use it as the one further towards Bury is an all day bus lane. The lane also causes difficulty for emergency vehicles leaving Whitefield Police Station going northbound and faced with a wall of traffic in the outside lane northbound. Please could consideration be given to a review of its effectiveness and the potential benefits of having it removed and better traffic flow at peak times on this arterial route.</p>
	Councillor A Quinn	<p>I recognise there has been some disruption in this area unconnected to the bus lane, as works to improve the road have been ongoing, which has contributed to higher-than-average traffic congestion.</p> <p>The bus lane still serves a purpose, as TFGM regularly reviews the bus lanes across the conurbation, and removes bus lanes where they impact the good flow of services or have a detrimental impact on the surrounding area. This bus lane continues in place as it provides a benefit to bus journey times.</p> <p>Even limited stretches of dedicated bus priority can remove key points of delay, helping services run more punctually and making public transport a more attractive option for residents, commuters, and visitors. This in turn supports wider goals around reducing congestion, improving air quality, and encouraging sustainable travel.</p> <p>However, we will ask TFGM to review this bus lane in the near future, to ensure it is still providing positive benefits for the area and to transport in our borough</p>
6	Luke Broadfoot – not attending	<p>The Drinkwater Park project where I live is dragging on and on, and shows no sign of concluding. Myself, my neighbours and other residents have seen significant impact on our lives, with our water shut off and discoloured several times in the last year. We have had little to no information on what the project is, and what the timeline is for its completion.</p> <p>Please can the relevant Councillor give a detailed timeline for the expected conclusion of the project, and look into</p>

		what can be done to limit day to day impact on nearby residents?
	Councillor Quinn	<p>Thank you for your question</p> <p>Drinkwater Park is leased by the Forestry Commission, and does not fall under the control of Bury Council</p> <p>However, as a courtesy our officers have investigated the matter and can share that United Utilities are performing works to construct a new sewer, linking the wastewater processing facilities at Clifton and Prestwich.</p> <p>Flows are currently being managed above ground by means of an overpumping set up throughout Drinkwater Park to maintain the flow of sewerage, which is checked and maintained throughout the day by United Utilities</p> <p>This project will complete in December 2026.</p> <p>In regard to your issues with water quality - the works should not impact on clean water supply, and United Utilities are investigating the matter, and I would urge you to contact them through their normal channels</p>
7	Mike Hankins	<p>Bury Council's current contract with Six Town Housing was due to expire on January 31st 2026, however, this council has extended the contract by a further twelve months in order to complete the winding down process. Can clarity be given as to how much money the contract extension will cost?</p>
	Councillor Cummins	<p>Six Town Housing LTD are a separate legal entity to the Council following the transfer of the housing stock to the Council Six Town Housing LTD hold a small number of homes the company receives landlord services from Bury Housing Services under the SLA. As per the report the value of the SLA was £100,850 2025-26. Six Town Housing LTD and Bury Council will negotiate a revised price for the services which will reflect increase staff costs from Bury Council.</p>
8	Julie Southworth	<p>Following two recent road traffic accidents at the Summerseat Village end of Bass Lane, where the same resident's property was severely damaged, could we please have an inspection of the junction to see how safety improvements can be made?</p>

	Councillor A Quinn	<p><i>We introduced a 20mph speed limit on Bass Lane in 2015, accompanied by a range of road safety measures including warning signs, dummy speed cushions and enhanced road markings. These interventions were designed to reduce vehicle speeds and improve overall safety for all road users.</i></p> <p><i>Our records show that only one slight injury collision has been reported on Bass Lane in the past five years. This low number strongly indicates that the road is operating safely and that the measures implemented have been effective.</i></p> <p><i>However, once full details of the latest incidents are received, officers will carry out a further inspection of Bass Lane. If additional safety improvements are deemed necessary, we will seek to implement them where appropriate, subject to the availability of funding.</i></p>
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Unis Classification Open	Item No.
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Meeting:	Corporate JCC
Meeting date:	17th December 2025
Title of report:	Workforce Policy Review
Report by:	Cllr. Richard Gold, Cabinet Member for Customer Service, Communications & Corporate Affairs
Decision Type:	Council
Ward(s) to which report relates	All

EXECUTIVE SUMMARY

A key component of the Council's HR improvement and modernisation programme is the review of core HR systems, processes and policies to ensure they are fit for purpose, reflective of modern HR practice and align with the organisational culture described by the LET'S values.

This report sets out proposals for a number of new, changed, reviewed and replaced policies. Trade Union colleagues have been fully engaged in this work.

Changes are proposed in the following areas:

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

RECOMMENDATION(S)

That Corporate JCC endorse the proposed changes which were approved by Employment Panel on 24th November 2025.

Subject to this we propose that the documents are published on the Council's intranet pages and communicated to staff.

KEY CONSIDERATIONS

1. Code of Conduct

Background

The Employee Code of Conduct sets out the standards, values, and expectations for all employees of Bury Council. It ensures that staff act with honesty, transparency, impartiality, and respect in all dealings with the public, elected members, partners, and colleagues.

The current Code was last fully published in 2019, with a minor amendment in November 2024. This 2025 update represents a significant revision to reflect best practice, statutory guidance, and the Council's values. It consolidates and replaces several standalone documents, including:

- Additional Employment – Employee Declaration Form
- Declaration of Intent – Consultation
- Gifts and Hospitality Policy
- Working with Close Relatives

The updated Code forms part of employees' contractual terms and conditions. Breaches may lead to disciplinary action, up to and including dismissal.

Policy Headlines

The proposed Code of Conduct covers:

- **Scope:** Applies to all Bury Council employees, agency workers, and volunteers (except locally managed schools).
- **Core Principles:** Based on the Nolan Principles – Selflessness, Integrity, Objectivity, Accountability, Openness, Honesty, and Leadership.
- **Political Neutrality:** Employees must act impartially and avoid political bias in their work.
- **Disclosure of Information:** Clear rules on confidentiality, data protection, and lawful sharing of information.
- **Relationships:** Guidance on professional boundaries with councillors, contractors, and service users.
- **Additional Employment:** Employees must declare secondary employment to avoid conflicts of interest and comply with Working Time Regulations.
- **Consultation:** Reinforces commitment to meaningful engagement with trade unions and staff.
- **Gifts, Hospitality & Conflicts of Interest:** Mandatory declaration of offers and interests; strict limits on acceptance of gifts and hospitality.
- **Related Party Transactions:** Annual declaration for senior officers to ensure financial transparency.
- **Use of Council Resources:** Prohibits misuse of property, finances, and intellectual property.
- **Recruitment & Employment Decisions:** Emphasises fairness, equality, and avoidance of nepotism.
- **Conduct Outside Work:** Employees must uphold Council values and avoid behaviour that could damage its reputation.
- **Safeguarding:** Mandatory responsibility for protecting children and vulnerable adults.
- **Equality, Diversity & Inclusion:** Zero tolerance for discrimination; commitment to additional inclusion characteristics.

- **Whistleblowing & Raising Concerns:** Clear routes for reporting wrongdoing or malpractice.
- **Health & Safety:** Reinforces legal duties and personal responsibility for safety.
- **Environmental Responsibility:** Supports Council's carbon-neutral target by 2038.
- **Leadership:** Sets expectations for managers and leaders to model ethical behaviour.
- **Disciplinary & Grievance:** Breaches may lead to disciplinary action; grievances handled under Council procedure.

2. Facilities Time Agreement

Background

The Facilities Time Agreement forms Appendix K of Local Conditions of Service. It is an agreement between Bury Council and the Bury Branch of Unison, which sets out the facilities time arrangements for trade union representatives who are employed by the Council. It also acts as a guide for managing arrangements for time off for trade union duties and activities and for the recording and publishing of required data.

It aims to support effective industrial relations by enabling trade union representatives to carry out their duties efficiently while balancing the operational needs of the Council.

The agreement was last reviewed in July 2018.

Policy Headlines

In agreement with Unison and Legal, the document has been:

- Generally reviewed and the language updated
- Amended to clarify the circumstances in which employees can take time off for trade union duties and activities, and what they are entitled to

3. Capability Procedure

Background

The capability policy had been in place for many years and with the structural changes across the council it became extremely difficult to operationalise.

Policy Headlines

The proposed policy is a significant rewrite, taking into account best practice and guidance, plus feedback from managers. The key changes include:

- The formal stages of the procedure will be conducted as meetings rather than hearings and led by the employees' line manager
- A hearing will be conducted at stage 4, by a Senior Manager who will have the opportunity to review and ensure all appropriate support has been provided to the employee.
- There is scope for a discussion to take place regarding redeployment at any stage of the procedure rather than just the latter stage.
- There are 4 formal stages to the procedure instead of 3.

4. Grievance Resolution Procedure

Background

The Grievance Procedure was last updated in November 2024, but further changes have been necessitated to clarify challenges that managers and staff members have faced when using it.

Policy Headlines

The main changes to the document are to clearly structure the procedure. There are now 3 clear stages for someone who has concerns about a matter:

- Stage 1 is the discussion with the staff members line manager, or managers manager which was previously termed informal.
- Stage 2, is where there is a more formal meeting and potentially an investigation into the matters.
- Stage 3 is the appeal.

5. Appeals and Hearing Procedures

Background

The Council currently has the following policies and procedures relating to hearings and appeals:

- Employment Appeal Procedure – last updated August 2017
- Hearing Procedure – last updated January 2016
- Local Conditions of Service Section 7: Official Conduct – last updated April 2017.

These documents cover hearings and appeals relating to the Disciplinary Procedure, Grievance Procedure, Capability Procedure and Managing Attendance Policy.

Since they were developed, an appeals process has been incorporated into the Disciplinary Procedure (July 2024), Grievance Procedure (July 2024) and Managing Attendance Policy (September 2024), and via this report it is proposed that the same happens to the Capability Procedure.

Policy Headlines

It is therefore proposed that:

- The current Employment Appeal Form is retained unchanged as it ensures that appellants provide all the information we need.
- The separate Employment Appeal Procedure and Hearing Procedure be withdrawn – as all of the relevant points are covered in the individual procedures.
- The Local Conditions of Service (section 7) would be amended to reflect this
- The following wording, based on Employment Panel guidance, is added into the Appeals section of the Disciplinary Procedure, Grievance Procedure, Capability Procedure and Managing Attendance Policy:
 - *Following acknowledgement of receipt of the appeal, the Chair of the Appeal Panel plus their HR representative **may** agree in advance with the appellant and their representative whether the appeal:*
 - *Hears all of the evidence and submissions made to the original hearing (appeal based on findings being unfair)*
 - *Focuses on the issues surrounding the decision (appeal based on the penalty being unfair) – there is no reconsidering all of the evidence, but the management representative may briefly summarise the case.*

- *Focuses on any new evidence (as this is the reason for the appeal) – it may be considered alongside all the other evidence or may be the main focus – the management representative may briefly summarise the case.*
- *Focuses on the issues surrounding the procedure (appeal based on procedure not being used correctly) – management representative may briefly summarise the case.*
- *The Chair of the Appeal Panel may request for the Employee to provide further information regarding the reason for their appeal, if insufficient information is provided within their 'Employment Appeal Form'. The appeal hearing date will not be set until such information has been provided.*

These changes have been discussed fully with the trade union and Legal.

6. **Social Media Policy**

Background

This policy provides a framework for the responsible use of social media by council employees, elected members, contractors, and volunteers. It aims to:

- Promote effective, lawful, and respectful communication.
- Protect the council's reputation and integrity.
- Ensure compliance with legal obligations and best practice.

The Policy was last reviewed in August 2016.

Policy Headlines

The principles within this policy remain the same, however it has needed a comprehensive review to reflect developments in technology, changes to data protection legislation and to Council documents and practices.

It has been written in association with members of the Communications, Information Governance and DDAT teams.

7. **Chief Officer Job Evaluation Scheme and Guidance**

Background

- In Spring 2023, the Council began to use the LGA Scheme to evaluate Chief Officer jobs rather than the Hay Group job evaluation scheme.
- In order to implement this change, the LGA were commissioned to independently re-evaluate 50% of the roles that had originally been scored under Hay, using the LGA scheme. They all came out at the same grade. Therefore, the change was made to the LGA scheme for all Chief Officer posts with effect from May 2023 without any employees' grades being affected.
- The November 2024 Equal Pay Audit noted that the job evaluation processes would benefit from being more robustly formalised, particularly regarding appeals and defining the scheme boundaries between roles that are graded under the Council's NJC scheme and the LGA one.
- In March 2025, the Employment Panel agreed to move to a 5 band pay structure, with generic job descriptions at each level. This was to be achieved with support from the LGA.

Proposed Changes

- A new Chief Officer job evaluation scheme and process document has been developed to formalise and update all elements, including local conventions, appeals and a process for defining scheme boundaries.
- A new 5 grade pay structure has been developed, moving from this original model:

Grade	Min JE Points	Max JE Points
Band H	1350	-
<i>Band G</i>	<i>1220</i>	<i>1349</i>
Band F	1100	1219
<i>Band E</i>	<i>990</i>	<i>1099</i>
Band D	890	989
<i>Band C</i>	<i>800</i>	<i>889</i>
Band B	720	799
Band A	650	719

To this proposed pay scale:

Grade	Min JE Points	Max JE Points
Band E (former H)	1311	-
Band D (former F)	1066	1310
Band C (former D)	866	1065
Band B	720	865
Band A	650	719

This has been achieved by reducing from 8 grades to 5 and then applying a 70/30 split when sharing out the scoring range of the abolished grades. This is on the basis that we see significant increases in responsibility when moving between the more senior grade levels, with boundaries reset based on LGA advice.

- Generic job descriptions have been developed for the following levels:
 Band C = Assistant Director
 Band D = Director
 Band E = Executive Director

These have been developed based upon advice from the LGA and they have moderated the scores. The generic JDs can be used for all new roles. Existing Chief Officers will remain on their current JDs. No Chief Officers will require an amendment to their grade or salary when implemented.

- Plans now need to be developed to consider all 'Head of' roles in the Council. There are currently 40 staff with this job title across Grade 17 (1), SM1 (11), SM2 (11), CO Band A (13) and CO Band B (4). The aim is to create 2 generic 'Head of level posts at CO Band A and CO Band B, and stop using that in the title of roles below Chief Officer grade. The impact on staff needs to be fully explored, and will be subject to consultation.

COMMUNITY IMPACT/LINKS WITH COMMUNITY STRATEGY

A modern and effective employee policy framework is essential to ensuring the effective operation of the organisation and, in turn the delivery of our commitment to the Community Strategy.

EQUALITY IMPACT AND CONSIDERATIONS

Under section 149 of the Equality Act 2010, the ‘general duty’ on public authorities is set out as follows:

A public authority must, in the exercise of its functions, have due regard to the need to -

- (a) eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under this Act;*
- (b) advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;*
- (c) foster good relations between persons who share a relevant protected characteristic and persons who do not share it.*

The public sector equality duty (specific duty) requires us to consider how we can positively contribute to the advancement of equality and good relations, and demonstrate that we are paying ‘due regard’ in our decision making in the design of policies and in the delivery of services.

Equality Analysis	Please provide a written explanation of the outcome(s) of either conducting an initial or full EA.
Where appropriate, Equality Impact Assessments have been carried out in relation to the proposed changes and are appended. No negative impacts have been identified.	

ASSESSMENT OF RISK

The following risks apply to the decision:

Risk / opportunity	Mitigation
Trade Union objection to policy changes	Prior discussions have taken place with Unison

CONSULTATION

All of the above proposed changes have been shared with the Trade Unions, and where appropriate there have been consultations with HR colleagues, managers, the EDI Manager and the Legal Team.

LEGAL IMPLICATIONS

These policy changes have been drafted in line with all applicable legislation and guidance. Appropriate EqlAs have been drafted and are appended for Members consideration.

FINANCIAL IMPLICATIONS

None. The policy changes update and simplify the current policies and bring these in line with best practice. There are no direct financial impacts.

REPORT AUTHOR AND CONTACT DETAILS

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Background papers:

Appendix 1a: Code of Conduct
Appendix 1b: Code of Conduct EqlA
Appendix 2a: Facilities Time Agreement
Appendix 2b: Facilities Time Agreement EqlA
Appendix 3a: Capability Procedure
Appendix 3b: Capability Procedure EqlA
Appendix 4a: Grievance Resolution Procedure
Appendix 4b: Grievance Resolution Procedure EqlA
Appendix 5: Local Conditions of Service section 7 – Official Conduct
Appendix 6a: Social Media Policy
Appendix 6b: Social Media Policy EqlA
Appendix 7: Chief Officer Job Evaluation Scheme and Guidance

Employee Code of Conduct

December 2025

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1. Introduction

- 1.1 This Code of Conduct outlines the standards, values and expectations for all Bury Council employees. It ensures that all staff operate with honesty, transparency, impartiality and respect for the public, elected members, partners and colleagues. It reflects best practice, statutory guidance and the values of public service.
- 1.2 Employees are expected to conduct themselves with integrity, impartiality and professionalism at all times. This Code forms part of employees' contractual terms and conditions and breaches may lead to disciplinary action, up to and including dismissal.
- 1.3 Employees must report to their immediate supervisor, or the Chief Officer responsible for HR, any impropriety or breach of procedure.

2. Scope

- 2.1 This Code applies to all individuals working on behalf of Bury Council, including permanent and temporary employees, agency workers, and volunteers. The only exception is employees based in locally managed schools, where separate governance and conduct arrangements apply.

3. Core Principles

- 3.1 As employees of Bury Council, we are expected to uphold and model the highest standards of ethical behaviour in all aspects of our work. These standards are not just aspirational; they are essential to maintaining the trust and confidence of the public we serve. Our conduct must reflect the values of local government and support the delivery of inclusive, transparent and accountable services.

The foundation of these expectations lies in the Seven Principles of Public Life, also known as the Nolan Principles. All employees of Bury Council must act in accordance with these principles:

1. Selflessness – Employees should act solely in the public interest. Employees' decisions and actions must benefit the community, not themselves or those they are personally connected to.

2. Integrity – Employees must avoid placing themselves under any obligation to people or organisations that might try to inappropriately influence their work. Do not act or take decisions in order to gain financial or other material benefits for themselves, their family, or friends.

3. Objectivity – Employees must act and make decisions impartially, fairly and on merit. This means using evidence, policies and procedures to guide their judgement, especially when dealing with appointments, procurement, or grant-making.

4. Accountability – Employees are accountable to the public for their decisions and actions. They must be prepared to submit themselves to scrutiny necessary to ensure this accountability.

5. Openness – Employees must act and take decisions in an open and transparent manner. Information should not be withheld from the public unless there are clear and lawful reasons for doing so.

6. Honesty – Employees must be truthful and declare any private interests that relate to their public duties. Resolve any conflicts of interest in a way that protects the public interest.

7. Leadership – Employees must exhibit these principles in their own behaviour. Employees should actively promote and robustly support these principles and be willing to challenge poor behaviour wherever it occurs.

Bury Council expects all staff to live these principles through everyday conduct. They form the ethical foundation that underpins our decision-making and the quality of the services we deliver to residents and communities.

4. Political Neutrality

- 4.1 Employees represent the authority as a whole. Therefore, they must act impartially in supporting all councillors, not just those of the controlling group, and ensure the individual rights of all councillors are respected.
- 4.2 Subject to the authority's conventions, employees may also be required to advise political groups. They must do so in ways which do not compromise their political neutrality.
- 4.3 Employees, whether or not politically restricted, must follow every lawful expressed policy of the authority and must not allow their own personal or political opinions to interfere with their work.
- 4.4 Should the authority decide to appoint political assistants in accordance with the Local Government and Housing Act 1989 these employees would be exempt from the standards set in paragraphs 4.1 to 4.3.

5. Disclosure of Information

- 5.1 Bury Council is committed to making its decision-making processes open, transparent, and accountable. To meet legal obligations, the Council must

share certain types of information with Elected Members, auditors, government departments, service users, and the public. Additionally, where appropriate, the Council may choose to share other information to further support transparency and public trust.

- 5.2 Employees must understand which information is publicly accessible and which is confidential, and act accordingly. If employees are unsure about the status of any information, employees should seek guidance from their line manager or supervisor.
- 5.3 No employee shall communicate to the public the proceedings of any 'closed' Committee or meeting associated with the business of any Committee, nor the content of any document relating to the authority, unless required by law or expressly authorised by the Chief Executive to do so. Employees making unauthorised communications shall render themselves liable to disciplinary action.
- 5.4 All information accessed in the course of your duties must be treated with the appropriate level of confidentiality. Personal information relating to individuals must not be disclosed unless:
 - The individual has given explicit consent, or
 - Disclosure is required or permitted by law.

Employees must comply with Bury Council's policies on confidentiality, information governance, and information security. It is their responsibility to understand and follow these procedures.

Information should only be shared in response to formal requests. While Freedom of Information (FOI) requests must be made in writing, Subject Access Requests (SARs) can be made verbally. Employees must ensure they handle all requests appropriately and in line with Council policies and relevant legislation.

- 5.5 Employees must not disclose any information that is considered commercially sensitive. This includes information relating to contracts, tenders, or business dealings. Employees must follow all Council policies and procedures regarding the handling of such information, particularly in relation to competitive tendering and procurement processes.
- 5.6 Under no circumstances should employees use information obtained through their role at Bury Council for personal gain or to benefit others with whom they have a personal or financial relationship.
- 5.7 must not use any information obtained during their employment for personal gain or to benefit others. This includes refraining from sharing such information with individuals who might misuse it. If an employee receives personal information from a councillor - such as details about their marital or domestic arrangements - that is not related to Council business, this information must be treated as sensitive personal data. It should not be

disclosed without the councillor's explicit consent, unless required or permitted by law.

6. Relationships

- 6.1 **Councillors** - Employees are accountable to the authority through its senior managers. Many provide advice to councillors and senior managers, and all are responsible for delivering the Council's work. Mutual respect between employees and councillors is essential for effective local government.

Close personal relationships between employees and individual councillors should be avoided, as they may compromise - or appear to compromise - an employee's ability to act impartially. This can undermine trust and confidence in the integrity of the Council's decision-making.

- 6.2 **The Local Community and Service Users** - Employees should always remember their responsibilities to the community they serve and ensure courteous, efficient and impartial service delivery to all groups and individuals within that community as defined by the policies of the authority.

- 6.3 **Contractors** - Employees must declare any business or personal relationships with external contractors or potential contractors. These declarations should be made to their immediate supervisor and reported to both the Monitoring Officer and the Chief Officer responsible for HR. All such declarations will be recorded in an electronic register, overseen by the Chief Executive, and made available for inspection by Members of the Council.

Contracts and orders must be awarded fairly, based on merit and through open competition. Employees must not show preferential treatment to businesses run by friends, partners, relatives, or other close associates. Likewise, no part of the local community should be unfairly disadvantaged in the tendering process.

These requirements form part of the Council's wider approach to declarations of interest. Employees must also report any relevant relationships between suppliers or contractors and their close family members, to ensure transparency and prevent conflicts of interest.

Employees who engage or supervise contractors or have any other official relationship with contractors and have previously had or currently have a relationship in a private or domestic capacity with contractors, should declare that relationship to their immediate supervisor and recorded in the designated electronic register for that purpose by the Chief Executive

7. Additional Employment

- 7.1 Employees must be aware of their contractual obligations and ensure that any additional employment or business activity does not conflict with the interests of Bury Council. While the Council does not seek to unreasonably restrict outside employment, any secondary work must not:

- Interfere with employees' ability to perform their Council duties effectively,
- Create a conflict of interest, or
- Bring the Council into disrepute.

A conflict of interest arises when an employee's personal, financial, or professional interests could compromise - or be perceived to compromise - their impartiality or ability to act in the best interests of the Council. Examples include:

- Working for an organisation that provides services to or competes with the Council.
- Holding financial interests (e.g., shares or ownership) in businesses that contract with the Council.
- Accepting roles that could influence impartial decision-making, procurement, or grant allocation.
- Undertaking work that uses confidential Council information for personal gain.
- Engaging in outside employment that overlaps with Council responsibilities or creates reputational risk

If employees are unsure whether outside work may present a conflict, they should discuss the matter with their line manager.

- 7.2 In accordance with [Local Conditions of Service – Section 7](#), employees in posts graded above NJC Grade 9 (or equivalent) are required to devote their full-time service to the Council. These employees must declare any additional employment and obtain authorisation before undertaking such work.

- 7.3 The Council encourages all employees, regardless of grade or role, to declare any additional working hours undertaken outside of their employment with the organisation. This includes any second jobs or freelance work. Providing this information is essential to ensure compliance with the Working Time Regulations and to support the Council's duty of care under health and safety legislation. If an employee's total working hours exceed 48 hours per week, the Council reserves the right to request a reduction in hours to safeguard the employee's health and wellbeing.

8. Declaration of Intent – Consultation

- 8.1 The Council recognises the importance of effective consultation with trade unions in addressing significant matters that impact employees and the

efficient delivery of public services. It acknowledges that joint consultation fosters positive industrial relations, encourages union cooperation, and promotes a collaborative working environment. This approach is essential for making the best use of our human resources and must be embedded within the Council's corporate decision-making processes.

- 8.2 Consultation is already a regular and valued part of the Council's operations. Both Chief Officers and Elected Members are committed to engaging with employees and seeking their views to support successful and sustainable change. Further information regarding this is contained within Appendix A – Consultation Toolkit.
- 8.3 Building on this foundation, the Council is committed to making consultation an integral part of the management process. It is expected that all staff and managers recognise consultation as a fundamental element of good management practice.
- 8.4 Consultation goes beyond simply sharing information. It involves actively seeking the views of trade unions as representatives of the workforce and giving genuine consideration to those views. This requires a willingness from management to delay final decisions where appropriate and to respond constructively to union input.
- 8.5 To strengthen consultation at the departmental level, the Council will:
 - Establish departmental consultative arrangements where they do not currently exist.
 - Place greater emphasis on the quality and outcomes of both formal and informal consultative meetings.
- 8.6 The Council reaffirms its commitment to using the Staff Joint Consultative Committee (JCC) as the appropriate forum for negotiation and consultation on matters affecting multiple departments or involving significant staffing implications.

9. Corruption

- 9.1 Employees must be aware that it is a serious criminal offence for them corruptly to receive or give any gift, loan, fee, reward or advantage for doing, or not doing, anything or showing favour, or disfavour, to any person in their official capacity. If employees become subject to a police investigation, arrest, and/or charge with this offence it is for the employee to demonstrate that any such rewards have not been corruptly obtained.
- 9.2 Rewards corruptly obtained will put employees' jobs at risk and are punishable by up to seven years' imprisonment. The Council may seek to recover from individuals (including claiming on pensions).

10. Declarations of Gifts, Hospitality and Conflicts of Interest

- 10.1 The Council is committed to transparency, integrity, and the highest standards of public service. It is essential that all decisions made by the Council are in the public interest and free from undue influence or bias. Employees must act, and be seen to act, in a way that upholds public confidence.
- 10.2 In accordance with Section 117 of the Local Government Act 1972, employees must declare in writing any direct or indirect financial interest they have in any existing or proposed Council contracts. A breach of this requirement constitutes a criminal offence and may result in prosecution and a fine.
- 10.3 Employees are required to declare any:
- Offers of gifts or hospitality
 - Personal interests (financial or non-financial)
 - Relationships or affiliations that may conflict with their role
 - Secondary employment
- 10.4 Declarations must be made using the Council's online declaration form available via the intranet.
- 10.5 The key principles are:
- Employees must not accept gifts, hospitality, or favours that could compromise or be perceived to compromise their impartiality or integrity.
 - All offers, whether accepted or declined must be declared within 5 working days.
 - Failure to declare interests, gifts, or hospitality in line with this policy may result in disciplinary action.

Gifts

- 10.6 The acceptance of gifts by employees from persons who have, or may seek to have, dealings with the Council would be viewed by the public as suspicious and would make the employee concerned and the council extremely vulnerable to criticism.
- 10.7 An employee should, therefore, tactfully refuse any personal gift which is offered to them or a close relative by, or indirectly attributable to any person or body who has, or may have, dealings of any kind whatsoever with the council or, who has applied, or may apply, to the council for any planning or other kind of decision.
- 10.8 When determining whether a conflict of interest exists, employees must consider whether any private or personal interest could reasonably be perceived as compromising, or appearing to compromise, their ability to exercise objective judgment in the performance of their duties.

- 10.9 Gifts should not normally be accepted. The only exceptions are items of trivial or token value, typically up to a maximum of £25.00, such as promotional merchandise (e.g., office stationery, mouse mats) or inexpensive seasonal gifts (e.g., calendars, diaries). These items should be suitable for use or display in the workplace. Alcoholic gifts must always be refused.
- 10.10 Under the provisions of Section 117 of the Local Government Act 1972, employees are forbidden under the colour of their office and employment to accept any fee or reward other than their proper remuneration and any person who contravenes this provision would be liable, on summary conviction, to a fine.
- 10.11 In the event of an employee receiving a gift without warning, which does not fall into any of the exceptions mentioned above, this should immediately be reported to their Head of Service who will be responsible for deciding whether the gift should be returned

Wills

- 10.12 If any employee becomes aware that they have been included as the beneficiary in the will of a client, for whom the council offers or used to offer a service where there is a connection with the employee's work, the employee must inform their Head of Service as soon as possible who will liaise with HR

Hospitality

- 10.13 Employees should only accept offers of hospitality if there is a genuine need to share information or represent the council in the community. Offers to attend purely social or sporting functions should be accepted only when these are part of the life of the community or where the council should be seen to be represented.
- 10.14 When hospitality is declined this should be done courteously but firmly explaining the procedures and standards operating within the council around this.
- 10.15 Hospitality must be authorised and recorded in line with this policy. Employees should be particularly sensitive when accepting hospitality as to its timing in relation to decisions which the council may be taking affecting those providing the hospitality.
- 10.16 Acceptance by employees of hospitality through attendance at relevant conferences and courses is acceptable where it is clear the hospitality is corporate rather than personal, where the council gives consent in advance and where the council is satisfied that any purchasing decisions are not compromised.
- 10.17 Where visits to inspect equipment etc are required, employees should ensure that the council meets the cost of such visits to avoid jeopardising the integrity of subsequent purchasing decisions.

- 10.18 Employees must tactfully refuse offers of hospitality where any suggestion of improper influence would be inferred. Special caution is necessary where hospitality is offered by a person or body having or seeking business with, or a decision from the council, particularly where the offer is to an individual employee.
- 10.19 There should be no cause for concern if the offer is made by another non-commercial public body, for example another Council within Greater Manchester.
- 10.20 Hospitality should only be accepted where it is on a scale appropriate to the circumstances, reasonably incidental to the occasion and not extravagant and where it is apparent that no cause could reasonably arise for adverse criticism about the acceptance of hospitality.

Sponsorship – Giving and Receiving

- 10.21 Where an outside organisation wishes to sponsor a local government activity, whether by invitation, tender, negotiation or voluntarily, the basic conventions concerning acceptance of gifts or hospitality apply. Particular care must be taken when dealing with contractors or potential contractors.
- 10.22 Where the Council sponsors an event or service, employees and their partners, spouses, or relatives must not benefit directly from such sponsorship without full disclosure of the interest to their manager. Similarly, where the Council provides support in the community through sponsorship, grant aid, financial assistance, or other means, employees must ensure that impartial advice is given and that no conflict of interest arises.
- If the Council intends to sponsor an event or service, legal advice should be sought, as a formal agreement will likely need to be drafted (e.g., contracts relating to sponsorship). Heads of Service should ensure that appropriate impartial advice is provided in line with circumstances, and consult Legal Services when required.
- 10.23 Employees should disclose any sponsorship arrangement in line with this policy.

Personal interests / Conflict of Interest

- 10.24 Should employees or their close relatives have a personal interest (financial or non-financial including a relationship with contractors of bodies doing business/in receipt of a service/application with the Council) in any matter under consideration by the council or any application to the council where an employee they must declare this to their manager and record it as a potential conflict of interest in accordance with this policy as soon as they become aware of the matter.

- 10.25 Employees must not be directly involved in the processing of any matter or application in which they or any close relative has a personal interest.
- 10.26 Employees must declare in accordance with this policy any membership of an organisation not open to the public without formal membership and commitment of allegiance and which has secrecy rules, membership or conduct

11. Officer Requirement to Declare Related Party Transactions

To ensure transparency and good financial management, Bury Council asks certain employees to complete a Related Party Declaration each year. This is a legal requirement under the Local Government and Housing Act 1989 and helps with preparing the Council's annual financial accounts according to national rules.

Why this matters

The purpose of the declaration is to identify any relationships or transactions involving employees, their close family, or household members that could influence — or appear to influence — the Council's financial decisions. These are known as related party transactions, and they must be disclosed to ensure our accounts remain fair, transparent, and credible.

Who needs to complete this

Senior officers, including Executive Directors, Directors, and those in positions of financial or operational influence, are required to complete the declaration annually — even if there are no related party interests to report.

What is a 'related party'?

A related party is any individual or organisation that employees, their close family, or household members:

- Control or significantly influence (e.g. own a major shareholding, manage, or hold a key decision-making role); or
- Receive financial benefit from due to a relationship with the Council.

This includes:

- Businesses in which employees or a close relative of an employee have a significant interest (generally considered over 20% ownership or control).
- Voluntary or community organisations employees are involved with that receive Council funding.
- Individuals in an employee's household who work for or receive payments from organisations funded by the Council.

Examples include:

- An employee, or a family member of an employee, owns a company that contracts with the Council.
- Employees are a trustee or committee member of a charity that receives Council grants.

- A member of an employee's household works for a provider commissioned by the Council.

What employees need to do

Each year, relevant employees will be asked to complete a Related Party Declaration form and return it to the Director of Finance. This applies even if the employee has no interests to declare — a nil return is still required.

Employee's responsibilities

- Declare any relevant interests honestly and fully.
- Update their declaration promptly if circumstances change during the year.
- Understand that failing to declare relevant interests could result in a breach of this Code of Conduct and have disciplinary consequences.

By completing this declaration, employees help ensure Bury Council meets its legal duties and maintains public confidence in its financial and ethical standards.

12. Financial Resources and Use of Council Property (Including Intellectual Property)

- 12.1 Bury Council's resources are provided to support the delivery of Council services and the achievement of its strategic objectives. These resources must not be used for personal or private work. employees are expected to take care when using Council property and avoid any misuse, damage, or unauthorised use.
- 12.2 If employees have access to Council assets (including buildings, vehicles, equipment, IT systems, cash, or other property) employees are personally responsible for their proper use and security. Employees must ensure these assets are protected against loss, theft, damage, or misuse. Any incidents involving loss or theft must be reported immediately to the employee's line manager
- 12.3 When using Council services in a personal capacity (e.g. occupying Council property, claiming benefits, or using leisure services), employees are expected to act with integrity and in accordance with the same standards expected of any member of the public.
- 12.4 All employees must comply with Bury Council's Financial Regulations, which are designed to safeguard public funds and ensure the responsible use of financial resources. This includes following correct procedures when placing orders, authorising expenditure, or managing budgets. If an employee is unsure about any financial process, they should seek advice from their line manager or the Finance team.
- 12.5 Any intellectual property or copyrighted material created by an employee in the course of their employment (such as written reports, designs, software,

training materials, or other creative outputs) remains the property of Bury Council. While the Council values employees' contributions, they are not permitted to use, sell, or otherwise exploit this intellectual property without the Council's prior written consent. Unauthorised use may constitute a breach of contract and, in some cases, a criminal offence.

- 12.6 Employees must also respect the intellectual property rights of others, including colleagues, external partners, and third-party organisations. Plagiarism, unauthorised use, or misrepresentation of others' work is strictly prohibited.

13. Separation of Roles During Tendering

- 13.1 Employees involved in the tendering process and dealing with contractors should be clear on the separation of client and contractor roles within the authority. Senior employees who have both a client and contractor responsibility must be aware of the need for accountability and openness and at time discretion and confidentiality.
- 13.2 Employees in contractor or client units must exercise fairness and impartiality when dealing with all customers, suppliers, other contractors and sub-contractors, in accordance with any policies and rules determined by the Council, particularly in relation to procurement.
- 13.3 Employees who are privy to confidential information on tenders or costs for either internal or external contractors should not disclose that information to any unauthorised party or organisation.
- 13.4 Employees contemplating a management buyout should, as soon as they have formed a definite intent, inform their immediate supervisor and withdraw from the contract awarding processes.
- 13.5 Employees should ensure that no special favour is shown to current or recent former employees or their partners, close relatives or associates in awarding contracts to businesses run by them or employing them in a senior or relevant managerial capacity.

14. Recruitment and Employment-Related Decisions

- 14.1 Employees involved in recruitment and selection must ensure that all appointments are made strictly on the basis of merit, in line with the principles of fairness, equality, and the ability of the candidate to perform the duties of the post. It is unlawful and against Council policy to make an appointment based on anything other than objective criteria.
- 14.2 To avoid any perception of bias or conflict of interest, employees must not be involved in any part of the recruitment process where the applicant is a relative or someone with whom they have a close personal relationship

outside of work. This includes shortlisting, interviewing, or making final decisions.

- 14.3 Where a senior officer has the authority to appoint staff, they must not appoint a relative to any position without first referring the proposed appointment to the relevant committee for consideration and approval.
- 14.4 Similarly, employees must not be involved in decisions relating to disciplinary matters, promotions, pay adjustments, or performance management for any individual with whom they have a close personal relationship, including relatives or partners. Such involvement could compromise the integrity of the process and lead to allegations of favouritism or unfair treatment.
- 14.5 The Council does not encourage close relatives or partners working together, particularly where one manages the other, due to potential concerns around confidentiality, impartiality, and team dynamics. Where such arrangements exist, employees are expected to maintain professional boundaries and uphold the highest standards of conduct.
- 14.6 Where necessary, adjustments to working arrangements may be considered to avoid conflicts of interest. If relocation or changes are not practical, employees must ensure that personal relationships do not interfere with workplace responsibilities.
- 14.7 For the purposes of this policy, the definition of a close relative is outlined in [Appendix H of the Conditions of Service](#), and includes family members such as parents, children, siblings (including in-laws), grandparents, grandchildren, aunts, uncles, nieces, nephews, and partners (including same-sex partners). Adopted and step-relations are also included.

15. Conduct Outside Working Hours

- 15.1 While employees' personal life outside of work is generally a private matter, as an employee of Bury Council, they are expected to uphold the Council's values and maintain public trust at all times. Employees must avoid any behaviour, whether in person or online, that could reasonably be seen to damage the Council's reputation or bring it into disrepute.
- 15.2 Serious misconduct or criminal offences committed either during or outside of working hours may result in disciplinary action, particularly where such conduct:
 - Impacts the employee's ability to perform their role,
 - Undermines public confidence in the Council, or
 - Brings the Council into disrepute.

This may include, but is not limited to, arrest, offences involving dishonesty, violence, harassment, or misuse of social media

- 15.3 Certain professions are subject to external codes of conduct or regulatory standards. If an employee is a member of a professional body, the employee should be aware that misconduct even outside of work may result in disciplinary action by that body, including being removed from the professional register. Employees are responsible for understanding and complying with any relevant professional codes of practice.
- 15.4 If an employee is issued with a Council uniform and chooses to wear it outside of working hours, they should be aware that they remain identifiable as a Council employee. The employee's conduct while in uniform must reflect the standards expected of them during working hours.

16. Safeguarding

- 16.1 Bury Council is fully committed to maintaining a safe, respectful, and supportive working and learning environment, free from abuse, harm, or neglect. All employees have a responsibility to contribute to a culture of safety and vigilance across the Council's diverse services and settings.
- 16.2 The Council actively promotes a safeguarding culture by:
- Clearly defining and communicating safeguarding roles and responsibilities across the organisation.
 - Implementing robust, auditable safeguarding procedures.
 - Providing mandatory safeguarding training for all staff.
 - Allocating appropriate resources to support safeguarding practices.
- 16.3 All employees are expected to familiarise themselves with the Council's safeguarding policies and procedures and to act promptly and appropriately if they have concerns about the safety or wellbeing of a child, young person, or vulnerable adult.
- 16.4 For further information and guidance, please refer to the Council's [Safeguarding resources](#)

17. Declaration of Criminal Offences

- 17.1 Employees must declare to the Council:
- If they become subject to a police investigation, arrest, charge or conviction involving a child/vulnerable adult or a serious criminal offence involving any physical assaults or sexual assaults on anybody
 - If they are under assessment by a children's services function over the welfare of their own children or children regularly in their care
 - If they are being charged or prosecuted for a criminal offence that is either reportable to their professional body or standards body, or which could either:
 - bring the Council into disrepute, or
 - result in them being unable to undertake the role for which they are employed (e.g. a driving ban), or

- may result in a prison sentence (suspended or otherwise)

17.2 Notification should be made as **soon as reasonably practical** following any police involvement. The Council will treat such disclosures confidentially and assess the implications on a case-by-case basis.

Declarations must be made to the appropriate Chief Officer, who will consider – with advice from HR and, if the employee works with children or vulnerable adults, in line with LADO/PIPOT procedures respectively – what support could be put in place or action taken. This could include disciplinary action.

17.3 Failure to declare or accurately declare relevant investigations or offences could result in disciplinary action.

17.4 Employees will be supported throughout the process, and any action taken will be proportionate and in line with employment law and safeguarding responsibilities.

18. Equality, Diversity and Inclusion

18.1 All local government employees must ensure full compliance with equality-related policies adopted by the Council, in addition to the legal requirements set out in the Equality Act 2010. This legislation protects individuals from discrimination, harassment and victimisation based on nine protected characteristics, including age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation. In addition to these, the Council recognises and promotes four additional characteristics that reflect our commitment to inclusion and respect within our workforce and community. These are:

- Socio-economic background
- Parental or caring responsibilities
- Veteran status
- Gender identity beyond binary definitions

We operate a zero-tolerance approach to all forms of discrimination, harassment and victimisation. Everyone, whether a member of the local community, a customer, or a colleague, has the right to be treated with fairness, dignity and respect.

If an employee experiences or witnesses behaviour that breaches these standards, they are strongly encouraged to report it. Reports can be made through:

- Line managers

- HR
- The Council's confidential reporting (whistleblowing) channels (please see section 19).

All concerns will be taken seriously and handled in line with our policies to ensure a safe and inclusive working environment.

19. Raising Concerns and Whistleblowing

- 19.1 If an employee become aware of any significant deficiency of service provision, wrongdoing, fraud, customer abuse, breach of procedure or malpractice, they must report this to the appropriate level of management.
- 19.2 If an employee becomes aware of activities that are illegal, unethical or violate this code, they must also report this in accordance with the Council's [Whistleblowing Policy](#). Alternatively, call the dedicated Whistleblowing telephone number on 0161 253 6446 or email whistleblowing@bury.gov.uk.

20. Health and Safety

- 22.1 The Council has a legal duty to ensure that working for the Council is safe and healthy. Employees also have a personal responsibility for the health and safety of themselves and others. Employees have a vital duty to raise concerns about health and safety issues, identify hazards, give their opinion on suitable solutions to health and safety problems, participate in training, and contribute to risk assessment and risk-control procedures.
- 22.2 Employees must follow established safe systems of working, including the appropriate use of personal protective equipment. At the earliest opportunity report any accidents, incidents of third-party abuse and harassment, and near misses immediately to the employee's line manager. Employees must ensure they have also read the Council's Health and Safety Policy.
- 22.3 Managers are responsible for the active promotion of the health, safety and wellbeing of staff, as well as those affected by the work of their teams through risk assessment and consistent application of health and safety arrangements.
- 22.4 When employees are in the office, they must wear their Council security pass and ensure it is always visible. It is not to be shared with anyone else, and any lost or misplaced security passes should be reported to Facilities Management immediately. It is also important that employees do not 'tailgate' through security barriers or doors or allow anyone else following them to do the same. If it is safe to do so, employees are expected to challenge anyone in a staff-only area who does not have a pass and report it to Facilities

Management. Ensure that any visitors employees have follow the appropriate visitor protocol that applies to the building.

21. Environmental responsibility

- 21.1 Bury Council is committed to environmental sustainability and responsible stewardship in all areas of its operations. Employees play a vital role in supporting the Council's environmental objectives and helping to reduce the environmental impact of our activities.
- 21.2 The Council has set a target for both the organisation and the borough to be carbon neutral by 2038. Achieving this goal requires collective action and a commitment to embedding sustainable practices into everyday work.
- 21.3 Employees are encouraged to:
- Consider the environmental impact of their decisions and actions.
 - Choose the lowest-carbon option for business travel wherever possible.
 - Avoid the use of single-use plastics and minimise unnecessary paper use.
 - Use recycling facilities provided in Council buildings and promote waste reduction.
 - Sustainability should be a core consideration in their day-to-day responsibilities, and employees are expected to contribute to the Council's climate goals through informed, environmentally conscious choices.

For further information, please refer to [Bury's Climate Action Strategy and Action Plan](#).

22. Leadership

- 22.1 Our responsibility is to our communities, and as proud and passionate ambassadors for Bury we are all expected to lead by example through our actions and behaviour in line with the principles set out in this code.
- 22.2 Those undertaking a leadership role at Bury Council are responsible for the delivery of high-quality services through empowering and trusting others, providing positive influence, innovation and creativity, and modelling the ethical behaviours needed from their teams. Leaders are accountable for the decisions they make and should ensure they are free of bias to maintain public trust.
- 22.3 Managers have a duty of care to staff and are responsible for providing a safe, encouraging and supportive work environment that values diversity and individual talents. Managers are also responsible for ensuring clarity of role, tracking, monitoring of performance, and setting reasonable standards around behaviour within a particular role. Managers should demonstrate trust in their

teams while providing support when needed, treating employees fairly and consistently.

- 22.4 Leaders and managers should pursue any training or development opportunities that will support them to demonstrate the required standards and behaviours in their role.

23. Interpretation

- 23.1 Any interpretation of this Code should be determined by the Assistant Director of People and Inclusion after consultation with the Cabinet Member for Corporate Affairs and HR and relevant Opposition spokespersons.

24. Disciplinary Action

- 24.1 Any serious contravention of this Code may result in disciplinary proceedings.

25. Grievance Procedure

- 25.1 An employee who has a grievance arising from the interpretation of the Code shall have access to the Council's Grievance Procedure.
- 25.2 Any officer or Member who has been involved in an interpretation of the Code which results in a grievance arising should not be involved in the consideration of that grievance.

26. Application of Code

- 26.1 The Code embodies general guidance for all employees of the Council. It is recognised, however, that specific arrangements may be made at Departmental level to address circumstances/situations encountered by certain employees.

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Equality Impact Analysis

This equality impact analysis establishes the likely effects both positive and negative and potential unintended consequences that decisions, policies, projects and practices can have on people at risk of discrimination, harassment and victimisation. The analysis considers documentary evidence, data and information from stakeholder engagement/consultation to manage risk and to understand the actual or potential effect of activity, including both positive and adverse impacts, on those affected by the activity being considered.

To support completion of this analysis tool, please refer to the equality impact analysis guidance.

Section 1 – Analysis Details (Page 5 of the guidance document)

Name of Policy/Project/Decision	Employee Code of Conduct
Lead Officer (SRO or Assistant Director/Director)	Tim Normanton
Department/Team	HR & OD
Proposed Implementation Date	September 2025
Author of the EqlA	Andrew Smith
Date of the EqlA	04/08/2025

1.1 What is the main purpose of the proposed policy/project/decision and intended outcomes?
<p>The Code of Conduct outlines the expected standards of behaviour, values, and ethical principles for all employees of Bury Council. It ensures employees act with integrity, impartiality, and professionalism, fostering trust with residents, elected members, and colleagues. The Code covers areas such as political neutrality, safeguarding, equality, declarations of interest, conduct, and whistleblowing.</p>

Section 2 – Impact Assessment (Pages 6 to 10 of the guidance document)

2.1 Who could the proposed policy/project/decision likely have an impact on?
<p>Employees: Yes/No (state reasons for answering 'no')</p> <p>Community/Residents: Yes/No (state reasons for answering 'no')</p> <p>Third parties such as suppliers, providers and voluntary organisations: Yes/No (state reasons for answering 'no')</p> <p>If the answer to all three questions is 'no' there is no need to continue with this analysis.</p>
2.2 Evidence to support the analysis. Include documentary evidence, data and stakeholder information/consultation
<p>Documentary Evidence:</p> <ul style="list-style-type: none"> • Bury Council Employee Code of Conduct (2025) • Local Government Act 1972 and 1989 • Localism Act 2011 • Nolan Principles of Public Life • Council's Whistleblowing Policy • Health and Safety Policy
<p>Data:</p>
<p>Stakeholder information/consultation:</p>
2.3 Consider the following questions in terms of who the policy/project/decision could potentially have an impact on. Detail these in the impact assessment table (2.4) and the potential impact this could have.

- Could the proposal prevent the promotion of equality of opportunity or good relations between different equality groups?
- Could the proposal create barriers to accessing a service or obtaining employment because of a protected characteristic?
- Could the proposal affect the usage or experience of a service because of a protected characteristic?
- Could a protected characteristic be disproportionately advantaged or disadvantaged by the proposal?
- Could the proposal make it more or less likely that a protected characteristic will be at risk of harassment or victimisation?
- Could the proposal affect public attitudes towards a protected characteristic (e.g. by increasing or reducing their presence in the community)?
- Could the proposal prevent or limit a protected characteristic contributing to the democratic running of the council?

2.4 Characteristic	Potential Impacts	Evidence (from 2.2) to demonstrate this impact	Mitigations to reduce negative impact	Impact level with mitigations Positive, Neutral, Negative
Age	Neutral impact; applies equally to all ages.	Code is universal in application.	None needed.	Neutral
Disability	Risk of indirect disadvantage if policies are not provided in accessible formats.	Council's reasonable adjustment duty.	Ensure accessible versions (e.g., Easy Read, screen-reader friendly).	Neutral
Gender Reassignment	Potential for harassment if protections not explicitly upheld.	EDI commitments in Code.	Strengthen awareness via training.	Neutral
Marriage and Civil Partnership	No differential impact identified.	Applies equally regardless of status.	None needed.	Neutral
Pregnancy and Maternity	May require additional flexibility under	Employee rights protected by law.	Ensure Code does not conflict with maternity protections.	Neutral

	Code (e.g., for breaks, time off).			
Race	Positive – promotes inclusive behaviours and respect for diversity.	EDI section and Nolan Principles.	Reinforce via anti-racism training.	Positive
Religion and Belief	Neutral – but ensure policies do not unintentionally restrict religious expression.	Code avoids reference to specific customs.	Encourage flexible observance practices.	Neutral
Sex	Neutral – gender-balanced language used throughout.	HR and policy reviews.	Monitor application of disciplinary outcomes by gender.	Neutral
Sexual Orientation	Positive – supports inclusive culture and reporting of harassment.	Nolan Principles; Whistleblowing policy.	Promote allyship and reporting mechanisms.	Positive
Carers	Risk of indirect discrimination due to rigid conduct expectations.	Employees' needs for flexibility.	Reiterate flexible working policy links.	Neutral

Looked After Children and Care Leavers	No direct impact; potential to reinforce inclusive practice.	Policy is employee-focused.	Highlight support options in induction.	Neutral
Socio-economically vulnerable	Neutral – no fees or penalties included.	Applies universally.	Reinforce support services for financial wellbeing.	Neutral
Veterans	Potential for positive impact if experience valued.	No specific references.	Signpost veteran support policies where applicable.	Neutral

Actions required to mitigate/reduce/eliminate negative impacts or to complete the analysis

2.5 Characteristics	Action	Action Owner	Completion Date
Disability	Ensure Code is published in accessible formats (PDF/Audio/Text)	Communications/EDI	Sept 2025
Race, Sexual Orientation	Promote inclusive culture via staff training	HR/L&D	Ongoing
Carers	Cross-reference with Flexible Working policy	Policy Team	Sept 2025

Section 3 - Impact Risk

Establish the level of risk to people and organisations arising from identified impacts, with additional actions completed to mitigate/reduce/eliminate negative impacts.

3.1 Identifying risk level (Pages 10 - 12 of the guidance document)

	Likelihood
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Impact x Likelihood = Score			1	2	3	4
			Unlikely	Possible	Likely	Very likely
Impact	4	Very High	4	8	12	16
	3	High	3	6	9	12
	2	Medium	2	4	6	8
	1	Low	1	2	3	4
	0	Positive / No impact	0	0	0	0

Risk Level	No Risk = 0	Low Risk = 1 - 4	Medium Risk = 5 – 7	High Risk = 8 - 16
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3.2 Level of risk identified	Low
3.3 Reasons for risk level calculation	The Code is designed to promote fairness and integrity. Low risks around accessibility and unconscious bias remain but can be mitigated by existing HR/EDI policies.

Section 4 - Analysis Decision (Page 11 of the guidance document)

4.1 Analysis Decision	X	Reasons for This Decision
There is no negative impact therefore the activity will proceed		
There are low impacts or risks identified which can be mitigated or managed to reduce the risks and activity will proceed	X	While the Code is comprehensive and inclusive, minor risks (e.g., access to information or unconscious bias in disciplinary actions) can be

		mitigated through good communication, training, and monitoring.
There are medium to high risks identified which cannot be mitigated following careful and thorough consideration. The activity will proceed with caution and this risk recorded on the risk register, ensuring continual review		

Section 5 – Sign Off and Revisions (Page 11 of the guidance document)

5.1 Sign Off	Name	Date	Comments
Lead Officer/SRO/Project Manager	Andrew Smith	04/08/2025	
Responsible Asst. Director/Director			
EDI			

EqlA Revision Log

5.2 Revision Date	Revision By	Revision Details

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Appendix 2 – DRAFT

Part 5: Section 6 - Public participation guide

A healthy democracy depends upon active citizenship. Citizens are encouraged to make conscientious use of their roles as both voters and members of a wider community, and this guide gives an overview of the ways in which you can do that.

- Attending meetings

We encourage the public to attend all meetings of the Council and its committees, that are held in person or remotely in some circumstances. Members of the public may use social media to report on proceedings at meetings as long as this does not disrupt proceedings, or unless the press and public are excluded for that part of the meeting or there is good reason not to do so.

As a matter of courtesy, anyone wishing to film proceedings is asked to advise the Chair or the Democratic Services Officer clerking the meeting so that those present are aware.

Details of what meetings are coming up are published on the Council's website.

<https://councildecisions.bury.gov.uk>

Meetings of the Full Council and Cabinet are live-streamed and details of how to view meetings on-line are available on the Council's website.

<https://councilstream.com/burycouncil>

The agenda and papers are normally published on our website at least five working days in advance of the meeting. Draft minutes of the meeting are also published on the website as soon as possible after the meeting.

- Why are some meetings private?

On some occasions an agenda item includes information which may be personal to an individual, which would compromise the commercial position of the Council or another individual or organisation or which there are other particular legal or employment reasons for asking the public to leave the meeting for discussion of that item. When this is the case, we will explain the reasons why and, as far as is legally possible, will afterwards provide a public summary of the decision taken.

- Asking questions at meetings of the Council

Which meetings can the public ask questions at?

Questions can be asked at public meetings of:

- The Full Council

- Cabinet
- Health and Wellbeing board
- Licensing and Safety Committee
- Scrutiny Committees
- Locality Board Bury Bee Local Network Forum

A period of up to 30 minutes, will be allocated for questions and supplementary questions. This period may be varied at the discretion of the Chair.

Who can ask questions?

Questions can be put by anyone living, working or studying in Bury.

What notice is required for questions?

A question must be delivered by email (democraticservices@bury.gov.uk) by no later than Midday two working days before the date of the meeting. Each question must provide the name and residential/business address of the questioner (although only the name and town will be published).

How many questions can be asked?

A member of the public may ask one* question at any public meeting of the Council as listed above. (*=See below for supplementary questions)

What is the scope for questions?

Questions should relate to the function of the committee where they are being asked. A question at the full Council can be addressed to any Chair or Cabinet Member and must relate either to something that the Council is responsible for or that affects the Borough.

We will not consider any question that is:-

In multiple parts

Not about a matter for which the Council has responsibility for or which affects Bury,

- Is defamatory, offensive or frivolous,
- Substantially the same as one submitted in the previous six months which has been put at a meeting of the Council*,
- Requires the disclosure of confidential or exempt information
- From a Council employee and is related to their employment,
- Relates to a Planning or Licencing Application or appeal against a committee decision.
- Is submitted by a publicly declared candidate for election during the pre-election period.

What happens at the meeting?

Time is made available early on the agenda for any accepted questions to be dealt with. Copies of any questions and available answers will be published on the Council's website before the start of the meeting, and will be made available to members of the public who attend the meeting.

You will be asked to confirm your attendance at the meeting to present your question.

If you are not able to attend the meeting the question will not be dealt with at the meeting and a written response will be provided.

A questioner who has put a question in person can also ask one supplementary question, without notice, in response to the reply to their question. A supplementary question must arise directly out of the original question or the reply given. The chair can reject a supplementary question on any of the grounds detailed in the section above. The Chair will invite the questioner to put a supplementary question to the Councillor named in the notice.

What form will the reply take?

The answer may be either a direct oral answer, a referral to an existing publication, or if the question requests service information a referral to an officer to respond in writing. If the reply cannot conveniently be given orally, if the questioner or the member to whom the question is put is absent, or the time allowed for public questions has expired, a written answer will normally be provided within ten working days.

There cannot be any discussion on questions but any matters raised by a question can be referred to the relevant Cabinet member or the appropriate committee to considered.

Consultation and Engagement

Consultation is a conversation that leads to a decision where the views of a community should be taken into account. Decision makers must ensure they have taken into account all views and information before reaching a decision in particular around statutory purposes.

‘Engagement’ is a term that is frequently used within local government and relates to the dialogue the council and its partners have with its residents and communities.

Effective engagement needs a tailored method which builds on our relationships with residents and other stakeholders across our partnerships. As we know from the work through our Neighbourhood Teams, our communities all work differently and will prefer to engage with us using different methods. Sometimes it may be appropriate just to inform our residents and communities about local issues or challenges the public sector faces through routine communication channels, while at other times we will seek to consult and involve residents and communities in much greater depth for both local and statutory reasons.

Bury’s LET’s Do It! Approach sets out the commitment to inclusive dialogue with communities to shape and priorities, This includes at a neighbourhood level through the work of Public Service Leadership Teams, community Partners & Communities Together [PACT] meetings, including the attendance of Council and partner agencies at community settings, meetings and network. Similarly, this takes place from thematic perspectives, for example through Circles of Influence which engages young people in the Borough and participation opportunities in place-shaping of regeneration schemes.

In general engagement with residents and other key stakeholders does not end with a decision being taken; there may often continue to be a need for ongoing engagement to ensure policy decisions are effectively implemented.

Consultation is used to give local people a voice in our decision making and an opportunity to influence. It also provides the Council with an opportunity to listen and learn from local people before decisions and priorities are set. For the Council in addition there are legal implications if a consultation is not run for something that is deemed statutory. In general consultation is a good thing to do to encourage residents participation, understand resident satisfaction and shape activities around residents needs.

The Council utilise a Consultation Checklist to support officers when undertaking consultations. This provides guidance around statutory requirements and best practice methodology.

The Council encourages as many people as possible to give their views on decisions which affect them through appropriate consultation. Details of live consultations and how to get involved are available on the Council website at

<https://www.bury.gov.uk/council-and-democracy/consultations> . You can also find information about past consultations there.

Communications and marketing

We want everyone in Bury to feel informed, involved and able to have their say. We have an overarching communications strategy that sets out this aim as well as our principles, channels (or methods) of communications and clear objectives to create the right conversations to help us achieve priorities. This section is intended to give a short overview of the parts of the communications strategy that identify our channels and how anyone in the borough should be able to use them to help them participate in, and contribute to, our shared success for the borough. Our communications are guided by the principles of being clear, accurate, timely, accessible and, where possible, two-way. That means we use a mix of channels so you can choose what works best for you:

- **Council website** – the main hub for news, service updates, meeting agendas and consultation details.
- **Social media** – follow us on Facebook, Instagram, LinkedIn and X for updates, videos and opportunities to find out about our work, comment and share your views.
- **Local media** – we work with newspapers, radio and TV to keep you informed about decisions and events.
- **Community networks** – including faith forums, ward councillors, and local groups where we share information and listen to feedback.
- **Email and direct mail** – sign up to our newsletters and get important updates straight to your inbox or home.
- **Face-to-face engagement** – from public meetings and consultations to community events and focus groups.
- **Out-of-home advertising** – messages on billboards, bus stops and other public spaces to reach people across the borough.
- **Video and storytelling** – short videos and case studies showing how council decisions make a difference in real lives.

We aim to make every interaction simple, inclusive and meaningful, so you can help shape the future of Bury.

Our approach to communication is always evolving. The channels we use today may change as technology and audience preferences shift, so this section gives a high-level overview rather than listing every platform. Social media platforms, for example, are constantly changing in effectiveness and some even cease to exist, and we will adapt to ensure we continue to reach people in the best way possible.

These channels are often intended to echo, amplify and signpost people to the other methods of participation identified in this guidance. We may promote our formal public meetings and committees, run campaigns to promote voter registration and remind people of upcoming elections, and we may explain consultations in simple ways to draw people to respond in full.

However, it is important to remember that, where some of these corporate communications methods provide a good place to provide us with insight and views to

continuously improve our services, channels such as social media are not a substitute for, example, voting in elections or submitting a formal response to a consultation.

- Petitions

We welcome petitions from those who live or work in Bury and recognise that petitions are one way in which people can let us know their concerns or the strength of public feeling.

What is the scope for petitions?

Petitions must relate to a matter over which the Council has powers or duties and may be rejected if they: contain language or statements which are defamatory, frivolous, vexatious, discriminatory, false, or otherwise offensive; disclose confidential or exempt information; name individuals, or provides information where they may be easily identified, e.g. individual officers of public bodies; make criminal accusations; contain advertising statements; refer to an issue which is currently the subject of a formal Council complaint, Local Government Ombudsman complaint or any legal proceedings; or relate to a matter where there are other statutory processes in place for dealing with these matters (such as planning or licensing application matters or statutory petitions for a referendum).

How can a petition be submitted?

Petitions need to be submitted online and an online facility for running a petition is provided on the Council's website. There is no standard format for a petition but it must include:

- a clear and concise statement covering the subject of the petition. It should state what action the petitioners wish us to take;
- the name and address and signature of any person supporting the petition, which must be not fewer than 50 people; (the Council will use its discretion where there are fewer than 50 signatories in cases where there is clear local support for action)
- contact details, including an address, for the petition organiser who will be the person we will contact to explain how we will respond.

What happens once a petition has been submitted?

All petitions sent or presented to the Council will receive an acknowledgement within 10 working days of receipt explaining how we will respond.

Details of all petitions received, and of our response, will be published on the website. The contact details of the petition organiser or signatories to a petition will not be placed on the website.

If your petition has been signed by a certain number of people who are registered to vote in the Borough (currently 2500) then you may request that the petition is scheduled for submission at the next ordinary meeting of the full Council. If that is the case the petition organiser will have up to 5 minutes to briefly present the petition at the meeting.

- What do Councillors and officers do?

What Councillors do

Councillors are directly elected to represent the people and therefore have to consider not just the interests of their ward, but those throughout the whole Borough.

Your Councillors are responsible for making sure that the services that the council provides meet the needs of residents and those who work in Bury. They do this by setting the overall policies and strategies for the Council monitoring the way in which these are implemented. Councillors have a complex role and act in a number of capacities: as committee member, constituency representative and party activist.

The full Council of 51 members is responsible for agreeing the main policies and priorities for all services, including the Council's budget. The Cabinet have responsibility for all decisions which the law, or the Council, does not require to be taken by others and agrees policies and actions to implement the budget and policies set by full Council. Councillors who are Cabinet portfolio holders have more specialised roles in agreeing particular policies, representing the Council while at the same time working with other agencies to tackle issues such as improving overall health and wellbeing, social care and safeguarding, education, housing, transport, and promoting economic growth within the Borough.

What Council officers do

Council officers are the people who work for the Council and who are paid to deliver the services agreed by Councillors.

Officers help Councillors to develop policies and objectives through providing professional expertise and advice but they must remain impartial and serve the Council as a whole. Their main role is to provide the public with the highest possible standards of service within the budget that the Councillors set and in accordance with the priorities agreed by the Councillors.

What can my Councillor do for me?

Your Councillor can:

- be contacted to discuss your problem or ideas to improve the ward or borough
- help you if you need information or are dissatisfied with a Council service by

advising or directing you to someone who can help sort out your problem, and can sometimes progress the case on your behalf

- as a community leader, put forward proposals to improve the ward they represent which may include bringing together different community groups to develop a case for change
- campaign on local issues
- represent your community within the Council and to other organisations
- speak at Planning Control and Licensing and Safety Committees on matters affecting the ward they represent
- ask questions or put forward views on your behalf at public meetings of the Council
- present petitions on your behalf
- get an issue (either within the remit of the Council or on a matter affecting the borough) debated at the full Council by submitting a motion.

Decisions

How do I know what decisions are being taken about matters that affect me or where I live?

We provide on our website (Forward Plan) summary information about future significant decisions to be taken by the Cabinet, together with contact details so that you can find out more information or provide your views. You can also contact your ward member and ask them to put forward your views on your behalf.

Planning or licensing applications which have been submitted are also published on the Council's website so that those who may be affected are able to make comments on the proposal.

The agendas and minutes of meetings are published on the website, and where a decision has been taken by a Cabinet member or officer, the decision report and notice of the decision are published on the website.

Are all decisions recorded and published?

Many are, but there are lots of day to day decisions which are not published. The Council has decided that officer decisions with a financial value of less than £100,000 will not be published unless there is a legal requirement to do so. This is because the number of such decisions would make it impractical to publish.

Why is some information kept confidential?

We aim to publish information unless there is good reason not to. Sometimes a decision takes into account information which may be personal to an individual, or which would compromise the commercial position of the council or another individual or organisation. There may be particular legal or employment reasons for not making the information public. When this is the case we will explain why the information

cannot be made public, and will periodically review whether those reasons remain valid. If they do not we will then release the information.

How long is information about decisions kept?

Generally, the law requires information to be available for public inspection for six years from the date of the decision.

How do I find out about decisions taken by partnerships?

Bury Council works with a wide range of partners to achieve shared objectives in an efficient and effective way. We keep a register of strategic partnerships on our website which includes information about where decisions taken by those partners is recorded and how you can find out more about them.

What if I can't find the information I am looking for?

The Freedom of Information Act 2000 gives you a general right of access to all types of recorded information that we hold. More information about how to make a request, and about your other legal rights to information, can be found at: [Access to information](#)

[Freedom of Information request - Bury Council](#)

Other ways of getting involved

Planning

Information about planning applications submitted is available on the Council's website and public notices are displayed in the area affected. You may submit comments on a planning application which will be considered by the decision-maker. If the application raises unusual or sensitive planning issues you can ask your ward member to request that the application is considered by the Planning and Control Committee rather than a single officer.

If you have provided comments on a particular planning application which is considered by the Planning and Control committee you will be asked whether you wish to register to speak at the committee to present your views. Three minutes is generally set aside for public speaking in objection/support to an application and registration is on a first come first served basis.

Scrutiny reviews

You may request that a matter or concern be considered for inclusion in the future work programme of a scrutiny committee. The committees cannot include every suggestion but prioritise items taking into account: the significance and impact of the issue; the ability of scrutiny input to add value; the need to avoid any duplication; the timeliness of scrutiny involvement and the resources available to undertake the work. The committee may invite members of the public to submit their views or evidence to inform its work; when they do this the call for evidence will be publicised.

Vote

Elections for Bury Council take place on a four year cycle. For year one, two and three elections are held for a third of the Council, with no elections scheduled to be held on the fourth year of the cycle, as well as national elections and GM Mayoral elections. Your vote in all these elections and any other referendums that take place is important, but in order to vote you must be on the electoral register. Information about how to register is available on the Council's website.

Volunteer

We provide a wide variety of services to people in Bury, particularly to those who are vulnerable and have complex needs. As more pressure is placed on our budget, and on the budgets of partner organisations, different ways of delivering these services are being developed. Individuals and communities are doing more to help each other and themselves. If you are interested in volunteering or have an idea for your community you would like to develop more information is available at Volunteering.

Youth Parliament

Bury Council values the voice of young people and supports participation through the UK Youth Parliament and local youth engagement initiatives.

- What is the Youth Parliament?

The UK Youth Parliament gives young people aged 11–18 the opportunity to influence decisions and campaign on issues that matter to them. Members of Youth Parliament (MYPs) are elected locally and represent the views of young people in their area.

- How can young people get involved?
 - Stand for election as an MYP when opportunities arise.
 - Take part in consultations and campaigns led by Youth Parliament.
 - Attend Youth Parliament sessions and events, which may include debates on local and national issues.
- How does Bury Council work with Youth Parliament?
 - We invite Youth Parliament representatives to attend relevant Council meetings and contribute to discussions on issues affecting young people.
 - We consult Youth Parliament on policies and strategies that impact young residents.
 - We promote Youth Parliament activities through our communication channels to encourage wider participation.

For more information on Youth Parliament and how to get involved, visit UK Youth Parliament or contact Bury Council's Democratic Services team at democraticservices@bury.gov.uk.

www.buryvcfa.org.uk/volunteering or call 0161 518 5550

Find out more...

The Council's website provides lots of advice and information as well as access to online services and you can sign up to receive updates on particular matters of interest:

<https://www.bury.gov.uk/>

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Classification: Open	Decision Type: Key
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Report to:	Cabinet	Date: 15 January 2026
Subject:	Council Tax Support Scheme 2026	
Report of	Deputy Leader and Cabinet Member for Finance and Transformation	

Summary

1. Bury Council has reviewed its Working Age Council Tax Support (CTS) scheme to ensure it remains fair, efficient, and sustainable. The current means-tested model delivers strong targeting but is administratively complex and less generous for some working families. Three alternative models were modelled to explore simplification and fairness.
2. The scheme for Pension Age residents is prescribed by central government and cannot be amended by local authorities.
3. For the financial year 2025/26 the authority levied £156,267,570 gross in Council Tax. £13,382,097 (9% of gross levy) is projected to be discounted over the year in order to provide support to residents. Of this figure £7,590,145 (5% of gross levy) is projected to be discounted for support towards working age households.
4. Council Tax is a critical funding stream for the authority in determining budgets for the delivery of council services to residents and growing in its proportion of the council's overall funding.
5. Bury, like most other councils, is under significant financial pressure and when designing the Council Tax Support scheme must take into close consideration the financial impact this may have. For example, a more generous scheme may require additional offsetting of savings whilst a far less generous scheme has the potential to create greater losses to collection than the scheme offsets with support. Therefore, the principle of the proposal is to remain as cost neutral as possible whilst providing more support to those who need it most.
6. It is critical to note that no option for change in a Council Tax Support Scheme can be made or considered without adherence to The Local Government Finance Act 2012 which sets out that billing authorities must consult with the public on any draft scheme for Council Tax Support.
7. Following approval from Cabinet on the proposal, the authority commenced public consultation on 6th November for a period of five weeks until 11th December.

8. The results and analysis of the public consultation are contained within Council Tax Support Scheme Consultation Analysis report.

Recommendation(s)

9. That Cabinet approve 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.
10. That Full Council approve the adoption and implementation of the new Council Tax Support Scheme from 1st April 2026

Reasons for recommendation(s)

11. The proposed scheme has already been approved for consultation and must now be approved by Full Council before adoption.

Alternative options considered and rejected

12. Retention of the existing scheme.

Report Author and Contact Details:

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Position: Head of Corporate Collection and Support

Department: Finance

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Links with the Corporate Priorities:

13. Reduce Child Deprivation – the remodelled scheme aims to provide increased financial support to families on low incomes.
 14. Inclusive Economic Growth – through providing greater financial support to families, the scheme enables and supports employment chances for those residents balancing employment with childcare costs.
-

Equality Impact and Considerations:

15. The analysis assessed households by disability and family composition. Current protections for disabled adults, carers, and lone parents perform well. However, lower-band caps and tight capital limits restrict support for other low-income groups.
16. The proposed scheme maintains protections and increases awards for families with children, aligning with the Council's Public Sector Equality Duty to advance equality and reduce child poverty.

Environmental Impact and Considerations:

17. Not applicable

Assessment and Mitigation of Risk:

Risk / opportunity	Mitigation
Please see background paper for a full list of risks and mitigations.	

Legal Implications:

18. Following the case of *LL & Anor, R (on the application of) v Trafford Metropolitan Borough Council* [2025] EWHC 2380 (Admin) CTS schemes must be formally adopted by Full Council under s.67(2)(aa) Local Government Finance Act 1992. Adoption by Cabinet or delegation would be unlawful.

19. Schemes must also:

- Avoid double-counting income already deducted in Universal Credit.
- Clearly specify disregards for UC elements (carer, disabled-child, etc.).
- Evidence compliance with the Equality Act 2010 through an Equality Impact Assessment (EIA).

20. Section 13A of the Local Government Finance Act 1992 ("the 1992 Act"), as amended by The Council Tax Reduction Schemes (Prescribed Requirements) (England) (Amendment) Regulations 2022, requires each billing authority in England to make a scheme specifying the reductions which are to apply to amounts of council tax payable by persons, or classes of person, whom the billing authority considers are in financial need.

Financial Implications:

21. The current CTS scheme costs £7.57m annually.

22. The proposed scheme is projected to cost £7.63m annually based on current caseload and therefore there is no material impact forecast on the 2026/27 budget.

Appendices: Please note:

Appendix 1 - Bury Council Tax Support Scheme Analysis

Appendix 2 - Bury Council Tax Support Scheme Consultation Analysis

Background papers:

Please include a glossary of terms, abbreviations and acronyms used in this report.

Term	Meaning
CTS	Council Tax Support
UC	Universal Credit
DWP	Department for Work and Pensions
Non-Dependant	An adult living in a property who is not the liable person for Council Tax

Bury Council Tax Support Scheme 2026 Options Analysis

Summary: Council Tax Support scheme review

Bury Council is reviewing how it supports low-income households with their Council Tax. The current Council Tax Support (CTS) scheme for the financial year 2025/26, remains accurate and well-targeted but officers wish to explore what administrative burdens could be reduced for the council whilst maintaining as supportive a scheme as possible within the constraints of budgets, caseload, and demographics.

One of the major ways in which councils can simplify their CTS schemes is to move from a fully means-tested scheme, where even small changes can trigger a reassessment and revised Council Tax bill, to a banded scheme where minor income and entitlement changes do not need to be processed. Banded schemes are less administration-heavy, and when bands are designed well:

- Reduces the administrative burden regarding changes to entitlement
- Are easier for residents to understand
- Provides more certainty over what they need to pay throughout the year
- Assists with the collection of Council Tax
- Reduces the administrative burden created by resident contact.

A key feature of Bury's CTS scheme is its Council Tax Band B cap, which limits support to Council Tax Band B properties. This means residents in higher-band dwellings receive no additional help beyond that level, unless they fall within a protected group. As an example, a resident living in a Band D property would only receive support up to the level of a Band B property. While around a third of schemes nationally apply a band cap, most commonly at Band D, Bury's lower cap reflects its local tax base, where most properties fall within Bands A and B. Protections remain in place for disabled residents, carers, and lone parents to prevent hardship in higher-band homes.

Three income-banded designs were tested against the current scheme, with some significant changes presented by some, notably Option 1, which we recommend is discounted from consideration.

The three options offer a different balance of priorities:

- **Option 1** is designed as an extremely 'simple' scheme. It reduces capital limits to £6,000 and does so while considering both earned and unearned

income in its calculations. Option 1 models a flat rate non-dependant deduction of £65. Crucially, Option 1 considers the impact of raising the Council Tax Band cap from a Band B to a Band C. Option 1 also considers the impact of a 37% minimum contribution to Council Tax liabilities.

- **Option 2** reverts to Bury's current capital threshold of £8,000, considers all income in eligibility calculations, and models a lower non-dependent flat rate of £40. Option 2 also models a maximum 100% support scheme for those with no earned income.
- **Option 3** presents an earnings only scheme with 20% minimum contribution from all claimants alongside flat rate non-dependant deductions.

Across all options, the direction of change is towards simplification and improved predictability. However, each comes with trade-offs between fairness, administrative efficiency, and cost.

The analysis indicates that while there are options in terms of scheme design, Bury's current scheme appears to be delivering well for its residents. There are administrative savings to be made in abandoning the use of tariff income as the notional income margin is negligible.

All but one option present potential savings. The option presenting the most savings would push considerable burden onto low-income households in Bury and are likely to be counterintuitive in terms of collection rates, recovery costs, relationships with residents, and potential harm, particularly for households with children.

Option 3 presents the most reasonable prospects for CTS scheme revision as most residents retain their CTS award. However, even this scheme come with costs to some residents, which we explore further in this report.

Additionally, as Option 3 is a more 'generous' scheme, in that the majority of claimants will receive more CTS, this increased generosity presents risk for the council in terms of increased future spending. More generous scheme by their nature bring more people into entitlement and may attract more applicants as a result. It is not possible to model the extent of this potential future expenditure as data on the income and earnings of all Bury's residents is not available.

To support Bury Council's obligations under equality legislation and the Public Sector Equality Duty, this analysis considers the impact by household group paying particular attention to households with children and disabled households, in line with Bury Council's wider commitments towards reducing child poverty and protecting vulnerable groups.

Background and rationale for review

Bury Council has operated its current Council Tax CTS scheme since 2017, following earlier versions introduced after Council Tax Benefit was abolished in 2013. Since then, the scheme has remained broadly unchanged apart from routine annual updates.

In recent years, the increasing financial pressures facing many households and subsequent challenges to collecting vital council income, has seen many CTS schemes migrating towards higher rates of generosity while aiming to achieve lower levels of complexity.

Bury Council's CTS review ensures CTS policymaking continues to be well-informed and the scheme fit for purpose.

Purpose and priorities of the review

The purpose of the review is to design a scheme that remains fair, efficient, and financially sustainable while being easier to administer and understand. The review uses current caseload data to understand the direct impacts of any changes on current Bury residents claiming CTS.

Current CTS Scheme Overview

Bury currently operates a fully means-tested Council Tax Support (CTS) scheme for working-age residents. The scheme is based on individual household assessments that considers income, savings, household composition, and specific premiums for vulnerable groups.

Council Tax Support for pension age residents follows prescribed rules and is not subject to local scheme design.

Key Scheme Parameters

Feature	Description
Scheme Type	Means-tested (not income-banded). Entitlement is calculated in line with traditional benefit rules rather than simplified income bands.
Protected Groups / Premiums	Includes specific premiums for lone parents, disabled adults, disabled children, carers , and those in receipt of certain Armed Forces -related benefits, providing higher allowances for these households.
Maximum Council Tax Band Eligible	Support is capped at Band B , meaning households in higher-value properties receive CTS only up to that band.
Capital Limits	The upper capital limit is £8,000 , above which no CTR is awarded. A lower capital (tariff) limit of £6,000 applies, meaning savings between £6,000 and £8,000 are treated as generating notional income, reducing entitlement.
Maximum Support	The maximum reduction for working-age claimants is 80% of their Council Tax liability, ensuring that all claimants pay at least 20% of their bill.
Taper Rate	A 20% taper is applied — for every £1 of income above applicable allowances, CTS entitlement reduces by 20 pence.
Universal Credit Alignment	The scheme uses Universal Credit (UC) income in its assessment and applies disregards for several UC elements: Housing, Limited Capability for Work, Carer, Disabled Child, and

	Childcare elements. This helps maintain fairness for working families and disabled residents.
Non-dependent Deductions	The scheme applies a variable non-dependent deduction model based on the non-dependent's gross income, with four income ranges . Deductions increase with income: <ul style="list-style-type: none"> – £0 for incomes up to £1,022.66/month – £21.67 for £1,022.66–£2,006.32 – £44.20 for £2,006.32–£2,500.31 – £55.47 for £2,500.31+
Flat-rate Non-dependent Deductions	Not used — deductions are income-based, not fixed.
Earnings-only Assessment	Not applied — all relevant income types are included in the means test.

Summary Insight

Bury's current CTS scheme follows a traditional means-tested model designed to target support precisely but with significant administrative complexity. It retains protections for vulnerable groups and alignment with key Universal Credit elements, but the 20% minimum payment and tight capital limit (£8,000) can limit support for low-income households with modest savings.

The income-based non-dependent deduction structure adds further means-testing detail, and whilst providing fairness relative to household income levels, has historically proven difficult to understand for many residents.

Overall, the current scheme offers robust targeting and policy continuity, though it is more complex to administer, more difficult for residents to understand and less flexible than simplified income-banded alternatives.

Comparison of Bury's Current CTR Scheme with Typical Greater Manchester Practice

Feature	Bury (Current Scheme)	Typical Greater Manchester Schemes	Comment / Assessment
Scheme Type	Means-tested	Predominantly income-banded (or hybrid)	Bury retains the older, more complex means-tested model used before income-banding became common.
Protected Groups / Premiums	Lone parent, disability, disabled child, and carer premiums	Most income-banded schemes have removed individual premiums but offer protection via simplified "vulnerable" bands or higher discounts.	Bury's detailed premiums give precision but add complexity.
Maximum Council Tax Band Eligible	Band B	Band D or unrestricted	Bury's Band B cap is stricter than most GM authorities, limiting support for households in higher-value homes.
Maximum Support for Working-age Claimants	80%	85–100% (varies)	Bury's 20% minimum payment is less generous than the GM average, where several councils offer 90–100% support.
Capital Limits	£6,000 lower, £8,000 upper	£6,000 lower, £16,000 upper	Bury's upper limit is more restrictive, excluding low-income households with modest savings.
Taper Rate	20%	Typically 15–25%	Comparable with peers.

Earnings-only Assessment	No	Often “Yes” in income-banded schemes	Bury’s model includes all income types, increasing administrative effort.
Universal Credit Alignment	Yes – UC income used, with element disregards (Housing, Carer, Disabled Child, Childcare, Capability)	Yes – UC alignment standard	Consistent with regional practice.
Non-dependent Deductions	Variable (4-band income-based)	Mostly flat-rate or simplified	Bury’s model is more detailed, increasing accuracy but adding complexity.
Flat-rate Non-dependent Discount	Not used	Common in income-banded models	Bury’s case-by-case approach is more administratively demanding.
Review and Upgrading Frequency	Annual	Annual	In line with peers.

Performance of Bury's Current Council Tax Support Scheme

Bury Council's current CTS scheme is a means-tested model that provides support to 7,485 working age residents. The scheme delivers a weighted average discount of 73.8 per cent, equating to an average of roughly three-quarters of Council Tax liability being met through CTR awards.

While this confirms broad coverage and strong targeting for the lowest-income households, the underlying data shows the scheme's complexity and uneven outcomes across different household types and income groups. The scheme generates a high administrative burden and creates sharper financial pressure on certain working families, particularly those with children.

Distribution of Support

By level of discount

- There are 722 distinct discount levels in the current caseload, reflecting the fine-grained calculations of the means-tested design.
- Around 82.7 per cent of all claimants (6,192 residents) receive support at or around the 80 per cent maximum award for working-age households.

This profile illustrates a scheme heavily concentrated at the maximum level of working-age support, but still requiring full income verification and recalculation for all claimants when Universal Credit or earnings change.

Household Composition

Household type	Average CTS (£/month)	Average Council Tax paid (£/month)
Single	£83.34	£26.49
Single with children	£82.97	£32.16
Couple (no children)	£105.35	£38.72
Couple with children	£96.89	£49.41

The data shows that families with children contribute the most towards Council Tax, even though their CTS awards are broadly comparable to single households. Couples with children pay on average £49 per month after reductions, almost double the payment for single households.

This points to limited generosity for working families, driven by the 20 per cent minimum payment rule, the withdrawal of CTS as income rises, the Band B cap, and the interaction between CTS and Universal Credit tapers.

Disability and Protected Groups

Household disability status	Average CTS (£/month)	Average Council Tax paid (£/month)
Not disabled	£83.23	£33.32
Adults with disability	£91.10	£27.87
Children with disability	£107.02	£26.74

The scheme performs well in protecting households affected by disability, with average CTS awards approximately 10–25 per cent higher than for non-disabled households. This reflects the presence of disability, carer, and disabled child premiums, as well as the alignment with Universal Credit disregards.

On average, disabled households pay £6–£7 less Council Tax per month than non-disabled households, indicating that the protective elements of the current design are functioning as intended.

Income Responsiveness

The “average CTS by earned income group” dataset confirms that support falls sharply as income increases. Claimants with no earned income receive an average of £89 per month, compared with only £29 per month among those earning £750–£1,000 per month.

This sharp taper confirms that the 20 per cent withdrawal rate, combined with Universal Credit reductions, results in very high effective marginal deduction rates. While precise work-incentive modelling is outside the scope of this dataset, the pattern mirrors known issues with means-tested CTS schemes nationally, where in-work households gain little net benefit from modest earnings increases.

Administrative Implications

The scheme's structure creates significant administrative overhead:

- **Granular award levels:** The existence of 722 unique discount percentages necessitates continual recalculation whenever a claimant's income, UC award, or household composition changes. Bury received c100,000 DWP Update tasks in 2024/25.
- **Frequent reassessments:** Because the scheme relies on detailed means tests, almost all UC-linked claimants experience monthly or quarterly recalculations, generating additional correspondence and staff workload.
- **Complex disregard structure:** The presence of multiple premiums (lone parent, disability, carer, child) and income-based non-dependent deductions requires manual checks or system rules that are difficult to automate.
- **Customer understanding:** Residents often find award notices difficult to interpret, which increases inbound queries and delays in payment adjustment. The council received over 13,000 calls relating to Council Tax Support and Benefits in 2024/25 and receive around 17,000 CTS related incoming pieces of written contact or work from residents over the year. Operationally, this positions Bury's current scheme as accurate but administratively heavy; a design optimised for precision but at the expense of clarity and efficiency.

Strengths

- **Strong targeting:** The scheme directs the highest support to those with lowest incomes and to households with disabilities.
- **Policy alignment:** Integration with Universal Credit and the use of DWP disregards ensure consistency across welfare systems.
- **Continuity:** The means-tested model is well-understood internally and produces consistent outcomes year-on-year.

Weaknesses

- **Administrative inefficiency:** Managing 722 discount levels and multiple deduction rules require substantial staff time and system resources.
- **Limited simplicity for residents:** Award notices are complex, and frequent UC changes lead to confusion and recalculation cycles.
- **Weaker support for families:** Couples with children pay nearly twice as much Council Tax per month as single adults despite similar incomes, which may contribute to differential arrears outcomes.
- **Restrictive parameters:**
 - The Band B cap limits support for larger or mid-value homes.
 - The £8,000 capital ceiling excludes households with modest savings.
 - The 20 per cent minimum payment affects over four-fifths of claimants and increases arrears risk among low-income working-age households.

Summary

Bury's existing CTS scheme provides comprehensive but highly detailed support, with clear protection for disabled residents and good alignment with national welfare rules. However, the data confirms that it is administratively burdensome, less generous for working families, and poorly adapted to Universal Credit's volatility.

In practice, the scheme prioritises accuracy and control over simplicity and stability. While effective at ensuring fairness between disabled and non-disabled claimants, it imposes disproportionate administrative effort for the level of financial precision achieved.

The evidence suggests that a move toward an income-banded model could substantially reduce administrative load and resident confusion, without undermining the equity outcomes currently delivered.

Current caseload summary

The working-age CTS caseload represents the group most affected by any future reform.

Headline Insight

Bury's CTS scheme supports 7,485 households, providing £7.6 million in annual reductions — covering almost three-quarters of eligible Council Tax.

Around two-thirds of claimants are working-age and one-third pension-age. About 1,900 households receive full support, while the remainder pay a partial contribution based on income and household composition.

Non-dependent deductions total £173,300, applied across approximately 7% of cases, reducing overall scheme cost by just over 2%.

Total CTS households	12,000
Working-age households	≈7,550
Pension-age households	≈4,450
Total Council Tax (CTS households)	£12.8 million
Council Tax eligible for CTS	£10.4 million
Council Tax net of CTS	£2.8 million
Average CTS discount	73.8%
Households receiving maximum discount	1,905
Council Tax Support (gross)	£7.8 million
Non-dependent deductions	£173,300 (≈550 households)
Council Tax Support (net)	£7.6 million

Future direction

Through this review, officers aim to ensure that the CTS scheme remains fit for purpose in a changing welfare and economic environment.

The Council's objective is to design a scheme that:

- reduces administrative effort where possible,
- strengthens work incentives, and
- ensures the sustainable use of public resources.

In doing so, Bury Council seeks to retain the strengths of its existing approach while addressing the operational and fairness challenges that have emerged since 2017.

Who may be falling through the gaps?

While the scheme performs well in its support of disabled people, lone parents, and carers, the relatively low Council Tax Band cap could be limiting support and potentially driving higher Council Tax arrears for those in higher bands. The exemptions to the band cap are clearly working as 9% of the caseload represent Council Tax Bands C and above.

However, the exemptions cover disability, lone parents with children under 5, carers and those in receipt of certain Armed forces-related benefits only and exclude those living on very low incomes.

Description of Options

This modelling presents three variations of Bury's current income-banded Council Tax Support (CTS) scheme for working-age residents. Each option adjusts key parameters, such as capital limits, income treatment, and non-dependant deductions, to test how different configurations might improve fairness, administrative efficiency, and sustainability.

While all three options retain Bury's income-banded structure, they explore alternative ways of balancing support for low-income households, work incentives, and overall scheme cost. Some models expand eligibility through higher capital limits or the removal of minimum contributions, while others tighten thresholds or introduce higher flat-rate deductions to improve cost control.

Each option has been modelled and compared against the current scheme to assess distributional impact, fiscal variation, and administrative implications.

The detailed parameters for each option are set out in Appendix A: Option Parameters.

Scheme costs

Scheme	Approximate Annual Cost (Total CTR)
Option 1 – Reduced capital threshold, Band C cap, flat rate non-dependant deductions of £65, lower income thresholds	£0.772m
Option 2 – Retained capital threshold, flat rate non-dependant deduction of £40, and up to 100% maximum awards	£4.199m
Option 3 – Earning only, retained capital threshold, flat rate non-dependant deductions of £40, higher income thresholds	£7.634m
Maintain current scheme	£7.568m

(Figures rounded to the nearest £25 for presentation; based on the cost modelling dataset for September 2025.)

The options producing savings for Bury Council, Options 1 and 2, do so primarily through lowering the income thresholds, meaning only applicants with **extremely** low incomes for their circumstances would qualify.

Option 1, and 2 are also 'all income' schemes, meaning both earned and unearned income is considered in assessments. When lowering income thresholds at the same time as taking all income into account, the result is fewer applicants qualify for support.

Option 1 is a clear outlier as it combines relatively high flat rate non-dependant deductions at £65 per week, whilst simultaneously taking all income into account within very low-income thresholds.

While there are scheme options here that have potential to deliver savings to the council, decisions on which scheme to adopt must consider the increased cost of collection and recovery, and the impact on residents of large Council Tax increases.

Option 1

Distributional impact (compared with current scheme)

Group	Better Off / No Change	Worse Off	Losing > £25/month	Commentary
All	14 (0.18%)	7,471 (99.8%)	6,324 (84.4%)	Almost all claimants would be impacted negatively by this scheme. The vast majority would also lose more than £25 per month. 53% of claimants would lose more than £75 per month. As such, no further breakdown for this option is needed as almost all claimants are worse off.

What the data shows (Option 1 vs. current scheme)

Strengths	- An enormous saving to the council of £6.8m per year
Weaknesses	<ul style="list-style-type: none"> - The CTS scheme would be reduced to supporting only 1,092 households - Full Council Tax liability would be uncollectable from the vast majority of claimants losing their CTS
Who is at risk?	- All residents losing eligibility to CTS
Who is better protected?	- 1,092 households would retain their CTS award, but the average would plummet to 13%
Is Option 1 better or worse than the current scheme?	- Worse.
Administrative and behavioural impacts	- The council is almost certainly not going to collect or recover Council Tax liabilities as a result of this scheme proposal.

Mitigations and implementation safeguards	- None that would mitigate the scale of impact of this scheme.
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Option 1 represents a highly simplified model based on an local authority's current scheme. While it demonstrates the potential financial savings achievable through a more restrictive approach, the modelling indicates significant trade-offs in terms of equity, collection performance, and resident impact. The estimated £6.8 million annual saving would largely be transferred to low-income households as additional Council Tax liability, increasing financial pressure on those least able to pay.

Given these findings, Option 1 illustrates the risks of excessive simplification within CTS design and highlights the need for a balanced approach that protects vulnerable residents while maintaining affordability for the Council. The significant risks of pushing low income and financially vulnerable households into debt and poverty which contradicts the council's intent and ambition regarding the Let's 2030 strategy mean it is therefore not recommended for adoption at this stage but serves as a useful benchmark to understand the implications of a more restrictive scheme.

Option 2

Distributional Impact (Compared with Current Scheme)

Group	Better Off / No Change	Worse Off	Losing > £25/month	Commentary
All	1,018 (13.6%)	6,467 (86.4%)	3,374 (45%)	
Lone parents (2,115)	13 (0.6%)	2,102 (99.4%)	1,943 (91.8%)	Lone parents are impacted significantly.

Option 2 delivers Bury's current capital threshold of £8,000, considers all income in eligibility calculations, and models a lower non-dependent flat rate of £40. Option 2 also models a maximum 100% support scheme for those with no earned income.

However, Option 2 also reduces income thresholds in the income bands to a maximum of £700 per month across all household types, meaning those with income over £700 per month are excluded.

What the data shows (Option 2 vs. current scheme)

Strengths	- A £3.4m saving to the council
Weaknesses	<ul style="list-style-type: none"> - The average CTR award would be reduced to 46% - The CTR caseload would reduce to 4,464 meaning 3,016 households would lose eligibility - Families with children would see the greatest losses by losing their eligibility to CTR entirely as a result of the lower income thresholds
Who is at risk?	<ul style="list-style-type: none"> - All residents losing eligibility to CTR - Families with children in particular
Who is better protected?	- 1,092 households would retain their CTR award, but the average would plummet to 13%

Is Option 1 better or worse than the current scheme?	- Worse.
Administrative and behavioural impacts	- The council is almost certainly not going to collect or recover Council Tax liabilities as a result of this scheme proposal.
Mitigations and implementation safeguards	- None that would mitigate the scale of impact of this scheme.

This option also presents significant trade-offs between affordability to the council and affordability for residents. Option 2 is less of a blunt instrument than Option 1 and would offer savings to the council of £3.4 million a year based on the current caseload modelling.

However, as with Option 1, reducing scheme generosity to any extent must be considered alongside the significant risks of pushing low income and financially vulnerable households into debt and poverty which contradicts the council's intent and ambition regarding the Let's 2030 strategy, the impact of potential lower collection rates, increased recovery activity, and damage to relationships with arguably the most vulnerable resident groups.

Option 3

Distributional impact (compared with current scheme)

Group	Better Off / No Change	Worse Off	Losing > £25/month	Commentary
All	6,605 (88%)	880 (12%)	500 (6.7%)	
Lone parents (2115)	1,868 (88%)	247 (12%)	85 (4%)	

Option 3 presents a 20% minimum contribution from all claimants, assesses only earned income and considers higher income thresholds. In addition, Option 3 models a flat non-dependent deduction of £40.

Option 3 is a more generous CTS scheme for Bury's residents. 88% of current claimants would be better off, the average CTS award would increase from 74% to 79%, and this scheme would mean only 16 claimants would lose eligibility based on their current financial circumstances.

More progressive schemes come with future financial risk that must be considered. Implementing a more generous scheme may attract more applicants and would bring more people into eligibility. It is not possible to model future expenditure as data on the earnings of all Bury residents is not available and this modelling has been conducted based on the current CTS caseload.

In terms of cost increases we can model, the scheme would cost the council £65.3k more to deliver than its current scheme. This increase does not take potential future overall Council Tax increases into account, as it is based on current liabilities.

Whilst future expenditure is stated as a potential risk in this report, this increase in eligibility and generosity could well be perceived as welcomed. More generous CTS schemes provide greater financial support for residents on low incomes and the benefits of doing so can be significant when addressing local poverty in anti-poverty strategies and child poverty strategies.

Option 3 is more generous because it limits the assessment of income to earnings only, excluding unearned income such as benefits. This means that working families who receive Universal Credit or other forms of income support are not penalised twice for the same income stream. By disregarding these elements, more of a

household's earnings fall within the income thresholds for support, increasing their Council Tax Reduction entitlement.

In practice, this design change expands eligibility and raises average award levels. The modelling shows that under Option 3, 88% of current claimants are better off or see no change, and the average award increases from 74% to 79%. Only 16 households lose entitlement entirely.

For Bury specifically, this approach benefits families because the borough's demographic profile includes:

- A relatively high proportion of working-age households with children, and
- A significant number of low-income working families whose earnings are supplemented by Universal Credit.

Under an earnings-only model, these families retain more support because their Universal Credit, child benefit, or other unearned income is disregarded. This reduces the effective taper that currently withdraws support as total income rises, allowing families to keep more of their CTR as they move into or progress in work.

Therefore, this additional cost may be considered value for money when we consider the gains, potential higher collection of lower amounts of Council Tax and contribution towards poverty and employment strategies.

What the data shows (Option 3 vs. current scheme)

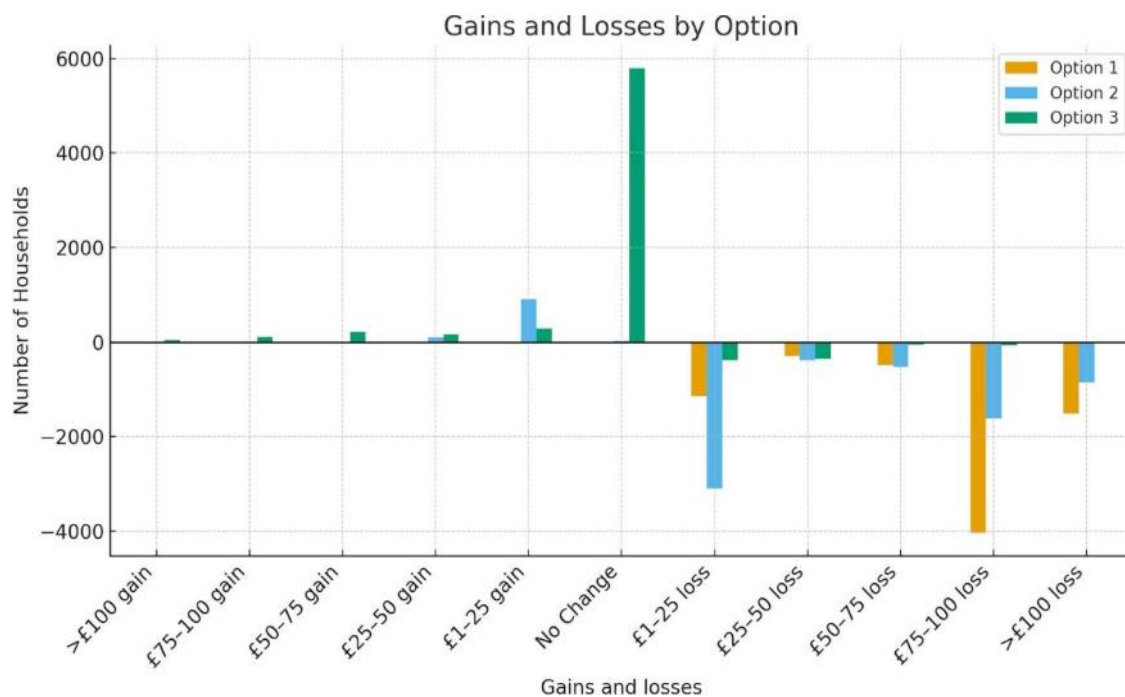
Strengths	<ul style="list-style-type: none"> - The average CTS award would increase to 79% up from 74% now - 98.3% of the current caseload would receive the maximum 80% CTR - Only 16 household would lose eligibility to CTR - This Option is the only one to deliver a net benefit to the caseload - Flat rate non-dependent deductions are easier to administer as they require less verification and administration - Option 5 presents gains for all families with children
Weaknesses	<ul style="list-style-type: none"> - The introduction of a flat rate non-dependent deduction would not take individual non-dependent circumstances into account
Who is at risk?	<ul style="list-style-type: none"> - Households with multiple non-dependents
Who is better protected?	<ul style="list-style-type: none"> - Families with children - All groups see a net gain
Is Option 3 better or worse than the current scheme?	<ul style="list-style-type: none"> - Better. The scheme provides greater support for families with children while increasing the average award overall.
Administrative and behavioural impacts	<ul style="list-style-type: none"> - More generous schemes are linked to higher collection rates - Efficiencies will be realised through the reduction in processing work and subsequent contact, and therefore enable capacity building in key areas such as collection and welfare.
Mitigations and implementation safeguards	<ul style="list-style-type: none"> - There are few mitigations other than considering lower flat rate non-dependent deductions.

Comparative Assessment of CTS Options

A side-by-side comparison of the options provides an at-a-glance overview of wins and losses by amount, and by household types.

Overall Loss and Gain Distribution (All Options) Gains and losses	Option 1	Option 2	Option 3
>£100 gain	0	0	42
£75–100 gain	0	2	112
£50–75 gain	0	1	214
£25–50 gain	2	94	158
£1–25 gain	2	904	291
No Change	10	17	5,788
£1–25 loss	1,147	3,093	380
£25–50 loss	294	381	359
£50–75 loss	489	528	50
£75–100 loss	4,034	1,612	64
>£100 loss	1507	853	27

Total	7,485	7,485	7,485
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Across different groups, losses and gain vary with Option 3 providing the greatest overall gains.

Group	Option 1		Option 2		Option 3	
	Loss	Gain	Loss	Gain	Loss	Gain
In Work	3,346	1	3,293	5	309	686
Not in work	4,130	0	3,183	0	572	154
Singles	4,078	0	3,159	0	442	3,339
Couples	546	0	476	0	122	352

Couple with Children	1,197	1	1,188	1	130	868
Single with Children	1,655	4	1,653	4	187	1,215

Below is a comparative summary of the three CTS options rated across three key dimensions: progressiveness, household impact, and administrative savings. Ratings are on a 1–5 scale (1 = least favourable, 5 = most favourable) with brief commentary under each measure.

Option	Description (in brief)	Progressiveness	Household Impact	Administrative Savings
Option 1	<ul style="list-style-type: none"> Income banded Band C cap All income 37% minimum contribution Flat rate non-dep deductions Low income bands 	<p>1/5 – 99.8% of claimants would be worse off</p> <p>Almost all families with children would be made worse off with 83% being more than £75 a month worse off</p>	<p>1/5 – 99.8% of claimants would be worse off</p> <p>83% of families with children would be worse off by £75 or more each month</p>	<p>2/5 – a lower caseload would require less administration to process claims but this administration would be shifted to collection, debt recovery, and customer services.</p>

Option 2	<ul style="list-style-type: none"> Income banded Band B cap All income Flat rate non-dep deductions 100% maximum award Low income bands 	<p>1/5 – This scheme would disproportionately affect families with children. While 86.4% of all claimants would be worse off, this percentage increases to 99.4% for families with children. Conversely 77.5% of single claimants would be made worse off.</p>	<p>2/5 – Greater financial increases for families with children with less impact on those households without children.</p>	<p>2/5 – As with Option 1, a lower caseload would mean fewer claims to process. But these savings are likely to be offset by lower collection rates, higher customer contact, and higher collection and recovery costs.</p>
Option 3	<ul style="list-style-type: none"> Income banded 20% minimum contribution Earnings only Flat rate non-dep deductions Higher income bands 	<p>5/5 – almost all current claimants would be better off or would see no change.</p> <p>16.7% of families with two children would be better off, and 15.5% of families with one child would see increased support.</p>	<p>4/5 – Very few large losses. The highest earning 11% of the current caseload would see an average decrease in support of £35.21 per month with the lowest earning 11% seeing an average increase of £45.94 per month.</p>	<p>3/5 – Earning only schemes can provide administrative savings, as can flat rate non-dependent deductions.</p> <p>The council is likely to see lower increases in collection and recovery activity and lower customer contact.</p>

Summary Commentary

- **Most Progressive: Option 3** scores highest for progressiveness, with lower income households benefitting more from the scheme design and earnings only assessments.
- **Best for Households: Option 3** also performs best for impact on households with almost all households retaining or increasing their current award.
- **Best for Administration: Options 1 and 2** may technically reduce CTS assessment administration. But this saving would be off set by increased collection and recovery activity and higher front line contact.
- **Overall Balance: Option 3** appears the most balanced model—moderately progressive, low household disruption, and administratively manageable.

Option 3 presents the only scheme to increase its generosity and progressivity. This scheme will provide administrative savings, and is also less likely to increase administrative burdens elsewhere in the collection and recovery process.

Furthermore the scheme provides equity for families whilst it's increased simplicity will ensure it is easier for residents to understand.

Appendix A: Option parameters

Option 1 Parameters

Parameter Name	Option 1 Value
CTS Type	Income banded

Protected Groups	Disability premium Lone parent premium Disabled child premium Carer premium Armed Forces related benefits
Maximum Council Tax Band	Band C
Capital Maximum (£)	£6,000
Lower Capital Limit (£)	£0
Maximum Amount (%)	63%
Taper (%)	20%
Earnings Only	No
Universal Credit Income	Yes
Use Existing Non-dependan Model	No
Use Flat Non-dependant Discount	Yes
Non-dependant Discount (£/month)	£65

Option 1 Income Band Table

Discount (%)	Single	Single +1 Child	Single +2 Child	Single +3+ Child	Couple	Couple +1 Child	Couple +2 Child	Couple +3+ Child
63	0	0	0	0	0	0	0	0
48	99	190	290	290	170	261	358	358
33	147	238	350	350	215	309	447	447
10	198	311	447	447	276	389	529	529
0	222	338	480	480	297	416	566	566

Option 2 Parameters

Parameter Name	Option 2 Value
CTS Type	Income banded
Protected Groups	Disability premium Lone parent premium Disabled child premium Carer premium
Maximum Council Tax Band	Band B
Capital Maximum (£)	£8,000
Lower Capital Limit (£)	£6,000
Maximum Amount (%)	100%
Taper (%)	20%
Earnings Only	No
Universal Credit Income	Yes
Use Existing Non-dependant Model	No
Use Flat Non-dependant Discount	Yes
Non-dependant Discount (£/month)	£40

Option 2 Income Band Table

Discount (%)	Single	Single +1 Child	Single +2 Child	Single +3+ Child	Couple	Couple +1 Child	Couple +2 Child	Couple +3+ Child
100	0	0	0	0	0	0	0	0
75	500	500	500	500	500	500	500	500
50	575	575	575	575	575	575	575	575

25	650	650	650	650	650	650	650	650
0	700	700	700	700	700	700	700	700

Option 3 Parameters

Parameter Name	Option 3 Value
CTS Type	Income banded
Protected Groups	Disability premium Lone parent premium Disabled child premium Carer premium
Maximum Council Tax Band	Band B
Capital Maximum (£)	£8,000
Lower Capital Limit (£)	£6,000
Maximum Amount (%)	80%
Taper (%)	20%
Earnings Only	Yes
Universal Credit Income	No
Use Existing Non-dependant Model	No
Use Flat Non-dependant Discount	Yes
Non-dependant Discount (£/month)	£40

Option 3 Income Band Table

Discount (%)	Single	Single +1 Child	Single +2 Child	Single +3+ Child	Couple	Couple +1 Child	Couple +2 Child	Couple +3+ Child
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80	0	0	0	0	0	0	0	0
60	1	200	300	300	100	200	300	300
40	500	700	800	800	600	700	800	800
20	900	1100	1200	1200	1000	1100	1200	1200
10	1400	1600	1800	1800	1500	1700	1800	1800
0	2000	2200	2300	2300	2100	2200	2300	2300

Appendix B Trafford ruling

Based on the High Court judgment in R (LL and AU) v Trafford MBC [2025] EWHC 2380 (Admin), there are two principal legal findings that are directly relevant to any proposed Council Tax Support (CTS) scheme:

Legal adoption process (Ground 1)

The Trafford ruling confirmed that:

- Only Full Council can lawfully adopt or revise a CTS scheme under Section 67(2)(aa) of the Local Government Finance Act 1992.
- Delegating approval to an Executive Committee or officer (even “in consultation with” the portfolio holder) is unlawful.
- The scheme itself must be formally approved by Full Council, not merely noted or referenced as part of the wider budget papers.

Implications:

If any of the options (1–5) were to be adopted by Cabinet, Executive, or via delegated authority to the Section 151 Officer, this would breach the Trafford ruling.

Adoption must be explicit and minuted at Full Council, including the final income bands, disregards, and parameters.

Design flaw and discrimination (Ground 2)

The Court also found the Trafford scheme irrational and discriminatory because:

- It double-counted certain income, notably occupational pensions, and Carer's Allowance, that had already reduced Universal Credit entitlement.
- This meant disabled applicants and carers were treated less favourably than others with identical actual income, breaching:
 - The Public Sector Equality Duty (s.149 Equality Act 2010), and
 - Sections 15 and 19A of the Equality Act (direct and associative disability discrimination).

Implication for the proposed scheme:

To comply with the ruling, Bury's CTS model must:

- Avoid double counting any income already deducted in the UC calculation (e.g., occupational pensions, contributory ESA, Carer's Allowance).
- Clearly disregard UC elements such as housing, carer, limited capability for work, and disabled child components.
- Demonstrate, through an Equality Impact Assessment, that disabled people and carers are not put at a disadvantage by the banding or capital rules.

To remain compliant post-Trafford:

1. **Full Council approval** – with clear minute adopting the *final scheme* and all income bands.
2. **Explicit income disregards** – align with DWP UC rules and ensure that occupational pensions, carers' allowance, and contributory ESA are not double-counted.
3. **Equality Impact Assessment** – specifically test disabled households and carers for adverse impact.
4. **Avoid reliance on discretionary hardship relief** as the primary correction mechanism; it must only handle exceptional cases.

Conclusion

If properly adopted by Full Council and designed with clear statements about avoiding double-counting, all options would comply with the Trafford ruling.

Appendix C Other considerations

Work incentives and behavioural impact

CTS schemes continue to shape work incentives for low-income households. The interaction between CTS withdrawal, Universal Credit tapering and other deductions can significantly affect the net benefit of increasing working hours. With the Universal Credit earnings taper set at 55 per cent, poorly aligned CTS bands can create high marginal deduction rates that discourage progression in work. Simplified income bands and smooth transitions reduce these effects and make part-time or variable-hour work more viable. In a cooling labour market with rising economic inactivity, supporting steady work progression through scheme design remains important.

Changes to government benefits and allowances

Welfare reforms and uprating decisions directly influence CTS caseloads and costs. Working-age benefits were uprated for 2025–26 in line with inflation, but the freeze on Local Housing Allowance rates continues to limit rent support and increase pressure on household finances.

From April 2026, the Universal Credit Act 2025 will increase the standard allowance while revising the structure of health- and disability-related additions. These changes may alter income levels for some households, particularly disabled applicants, and carers. Councils will need to review CTS premiums, income thresholds, and disregards to ensure consistency with new DWP rules and to prevent unintended financial losses for vulnerable residents.

Aligning CTS treatment of income and capital with DWP systems remains good practice for administrative simplicity and transparency.

Interaction with other discretionary schemes

CTS operates within a wider network of local financial support, including Discretionary Housing Payments, Local Welfare Provision, and hardship funds. If CTS design increases household Council Tax liability, demand for these discretionary schemes is likely to rise. Coordinating assessment, referral and funding across these support streams reduces duplication and helps ensure residents do not

fall through gaps. A single access point or “front door” approach can improve efficiency and claimant experience.

Administrative costs and delivery considerations

Changes to CTS parameters have operational implications for revenues and benefits teams. Frequent Universal Credit updates, non-standard income assessments and software reconfiguration all carry cost and capacity pressures. Schemes that mirror UC definitions, minimise micro-banding, and automate data updates reduce the administrative burden.

Council Tax arrears and enforcement

The design of CTS schemes has a direct impact on arrears. Requiring small minimum payments from low-income households tends to increase debt and enforcement activity, with associated social and administrative costs. Early engagement, hardship relief, and flexible payment arrangements can mitigate these risks. The Government’s review of Council Tax administration and enforcement is expected to promote earlier support and greater proportionality; CTS schemes that minimise uncollectable balances will align with this direction.

Links to housing benefit and housing costs

For pension-age applicants, CTS continues to align closely with Housing Benefit. For working-age households, separation of rent and Council Tax support under Universal Credit can cause confusion and budgeting challenges. The continued freeze in Local Housing Allowance rates adds further strain, as rent shortfalls increase. Linking CTS and housing data helps councils identify households at risk of arrears and target support more effectively.

Summary

- Simplified, well-aligned CTS schemes strengthen work incentives and reduce churn.
- The 2026 Universal Credit changes and ongoing LHA freeze will increase financial pressure on low-income households and may raise CTS demand.
- Rising long-term sickness and disability necessitate protections for vulnerable applicants.
- Reducing small minimum payments and improving early intervention will help prevent arrears.

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Bury Council Tax Support Scheme 2026 public consultation analysis

Approach

Following Cabinet approval, the public consultation was launched on 6th November, running for a 5-week period until 11th December.

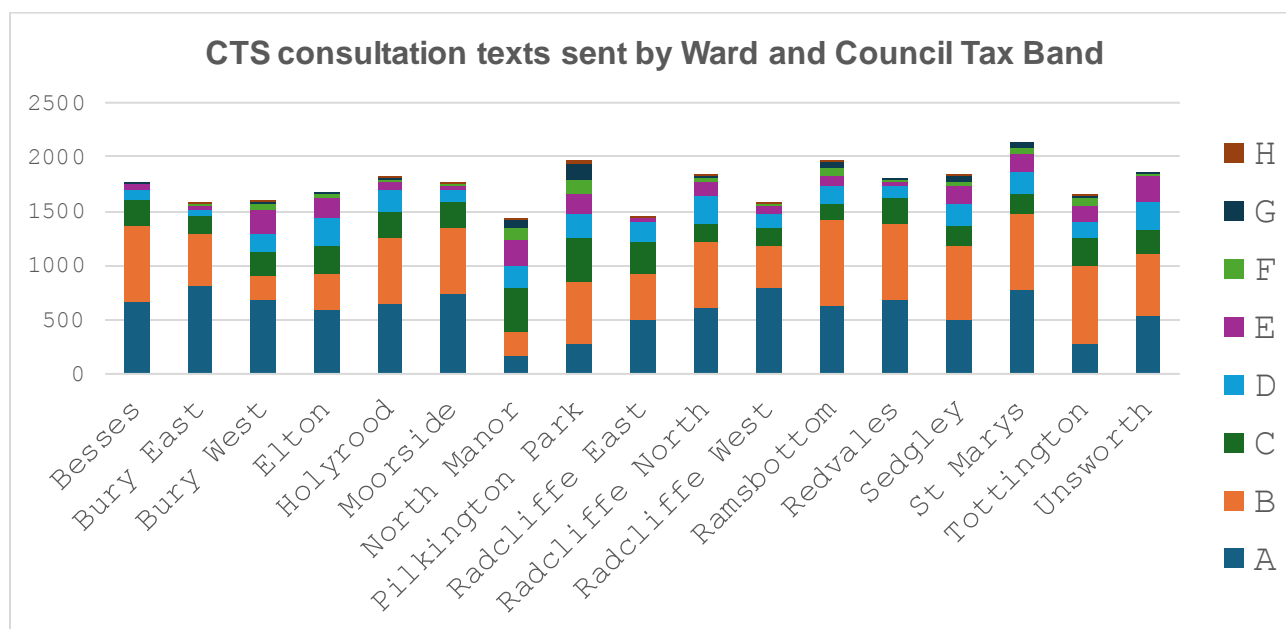
The consultation focused on the specific changes being proposed to the scheme, whilst aiming to capture detail on the types of households providing responses.

Resident feedback was to be collated through an online survey, with a dedicated mailbox provided for submission of queries or issues, and resident Support Hubs available to support residents with face-to-face advice as well as assisted survey completion.

Along with prominence across the council's website, social media posts and a press release were used to initially advertise the consultation to residents.

To ensure the opportunity to contribute to the consultation reached a broad range of residents from across the borough, mass texting software was deployed whereby a direct link to the survey was provided along with details of the mailbox and support hubs.

29,602 texts were sent out to residents across the 5-week period, with Ward and Council Tax Band designations being used to provide a borough-wide reach.

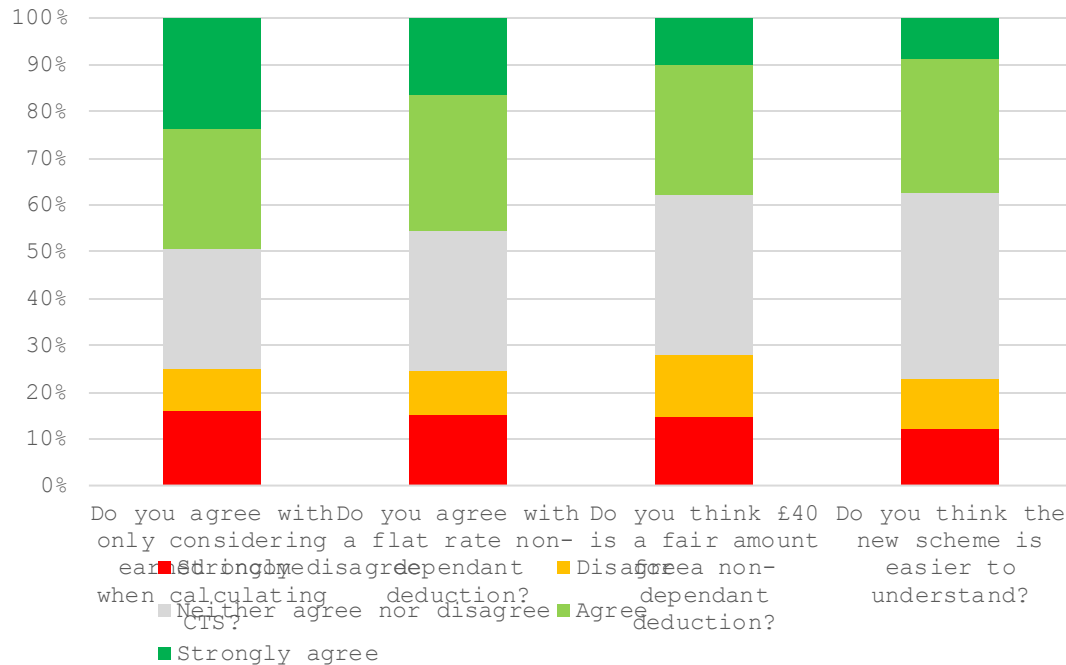


By consultation close, 1,333 responses had been received. For context, the last Council Tax Support public consultation in 2016 attracted 46 responses.

Of the 1,333 respondents, 580 were in receipt of CTS, whilst 753 residents were not in receipt.

Given the above, the response rate represents a significant improvement on previous consultations and most importantly provides a meaningful representation of resident feedback on the proposal.

Consultation results – summary of responses



	Do you agree with only considering earned income when calculating CTS?	Do you agree with a flat rate non-dependant deduction?	Do you think £40 is a fair amount for a non-dependant deduction?	Do you think the new scheme is easier to understand?
Strongly disagree	212	200	198	160
Disagree	120	125	175	145
Neither agree nor disagree	342	402	457	530
Agree	340	385	369	382
Strongly agree	319	221	134	116

Q1) Do you agree with only considering earned income when calculating CTS?

49% of residents either strongly agreed or agreed with this element of the proposal, with 25% of residents either strongly disagreeing or disagreeing.

Q2) Do you agree with a flat rate non-dependent deduction?

45% of residents either strongly agreed or agreed with this element of the proposal, with 24% of residents either strongly disagreeing or disagreeing.

Q3) Do you think £40 is a fair amount for a non-dependent deduction?

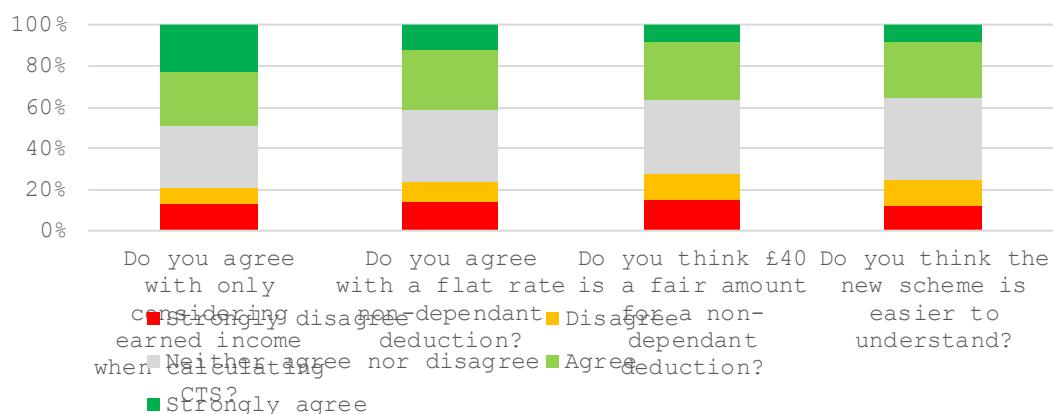
38% of residents either strongly agreed or agreed with this element of the proposal, with 28% of residents either strongly disagreeing or disagreeing.

Q4) Do you think the new scheme is easier to understand?

37% of residents either strongly agreed or agreed with this element of the proposal, with 23% of residents either strongly disagreeing or disagreeing.

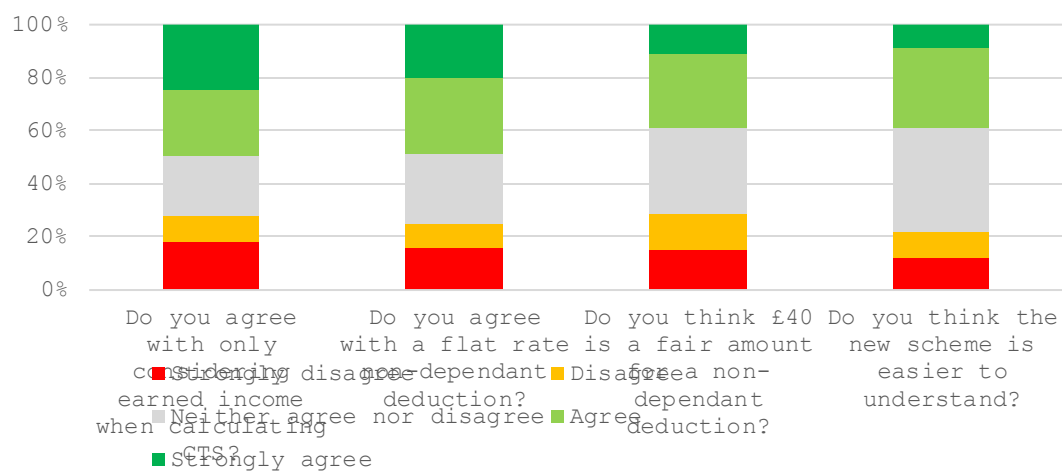
Additionally, the survey captured responses by those currently in receipt of Council Tax Support and those not in receipt is provided below:

In receipt of Council Tax Support



	Do you agree with only considering earned income when calculating CTS?	Do you agree with a flat rate non-dependant deduction?	Do you think £40 is a fair amount for a non-dependant deduction?	Do you think the new scheme is easier to understand?
Strongly disagree	75	83	84	70
Disagree	45	55	75	70
Neither agree nor disagree	173	203	209	236
Agree	155	167	162	156
Strongly agree	132	72	50	48

Not in receipt of Council Tax Support



	Do you agree with only considering earned income when calculating CTS?	Do you agree with a flat rate non-dependant deduction?	Do you think £40 is a fair amount for a non-dependant deduction?	Do you think the new scheme is easier to understand?
Strongly disagree	137	117	114	90
Disagree	75	70	100	75
Neither agree nor disagree	169	199	248	294
Agree	185	218	207	226
Strongly agree	187	149	84	68

The survey also captured responses from households directly impacted by some of the key changes, namely those with non-dependants and those with children.

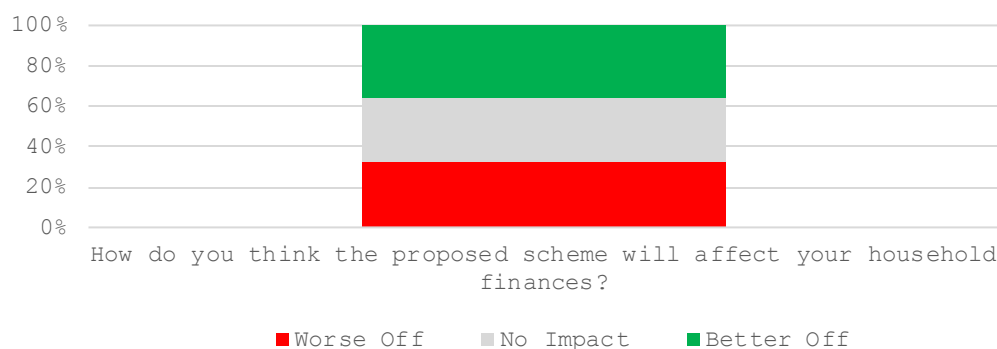
Non-dependants



	How do you think the proposed scheme will affect your household finances?
Worse Off	132
No Impact	86
Better Off	77

55% of residents with non-dependants believed they would either be better off or that they would see no impact under the new scheme, whilst 45% of residents with non-dependants believed they would be worse off under the proposal.

Households with children



How do you think the proposed scheme will affect your household finances?	
Worse Off	159
No Impact	160
Better Off	179

68% of residents with children believed they would either be better off or that they would see no impact under the new scheme, whilst 32% of residents with children believed they would be worse off under the proposal.

Conclusion

The survey results demonstrate that whilst some residents disagree with certain measures being proposed, there is broad approval for the changes being put forward. It is therefore considered that the public consultation, its response rate, range of respondents and its results provide a mandate for making the proposed changes to the Council Tax Support scheme.

Monitoring (please see following page)

Age

16-24	10
25-34	138
35-44	324
45-55	337
55-65	353
Over 65	136
Prefer not to say	35

Gender identity

Female	812
Male	476
Prefer not to say	45

Sexual orientation

Heterosexual / Straight	1142
Gay/lesbian	42
Bisexual	18
Other	7
Prefer not to say	124

Ethnic group

White	1069
Mixed / multiple ethnic groups	37
Asian	86
Black	35
Other ethnic group	29
Prefer not to say	77

Caring responsibilities

Yes	214
No	1058
Prefer not to say	61

Total household income

Up to £20,000	486
£20,001 to £40,000	306
£40,001 to £60,000	135
Over £60,000	105
Prefer not to say	301

Equality Impact Analysis

This equality impact analysis establishes the likely effects both positive and negative and potential unintended consequences that decisions, policies, projects and practices can have on people at risk of discrimination, harassment and victimisation. The analysis considers documentary evidence, data and information from stakeholder engagement/consultation to manage risk and to understand the actual or potential effect of activity, including both positive and adverse impacts, on those affected by the activity being considered.

To support completion of this analysis tool, please refer to the equality impact analysis guidance.

Section 1 – Analysis Details (Page 5 of the guidance document)

Name of Policy/Project/Decision	Council Tax Support Scheme 2026
Lead Officer (SRO or Assistant Director/Director)	Chris Brown
Department/Team	Corporate Collection and Support
Proposed Implementation Date	1 st April 2026
Author of the EqlA	Chris Brown
Date of the EqlA	27/10/2025

1.1 What is the main purpose of the proposed policy/project/decision and intended outcomes?
<p>To review and reform the council's Council Tax Support scheme for working age residents, in order to make it more equitable, efficient to administer, whilst remaining as cost-neutral as possible.</p> <p>Bury Council Tax Support Scheme 2026.docx</p>

Section 2 – Impact Assessment (Pages 6 to 10 of the guidance document)

2.1 Who could the proposed policy/project/decision likely have an impact on?
<p>Employees: No – the scheme provides financial support to residents.</p> <p>Community/Residents: Yes</p> <p>Third parties such as suppliers, providers and voluntary organisations: No - the scheme provides financial support to residents.</p> <p>If the answer to all three questions is 'no' there is no need to continue with this analysis.</p>
2.2 Evidence to support the analysis. Include documentary evidence, data and stakeholder information/consultation
<p>Documentary Evidence:</p> <p>Bury Council Tax Support Scheme 2026 Options Analysis.docx</p>
<p>Data:</p> <p>Please see embedded link in previous section</p>
<p>Stakeholder information/consultation:</p> <p>The purpose of the Cabinet report is to seek approval to publicly consult on the proposed scheme, and therefore consultation will be undertaken following this. The consultation exercise will include consulting with residents, stakeholders and public advocate bodies.</p>
2.3 Consider the following questions in terms of who the policy/project/decision could potentially have an impact on. Detail these in the impact assessment table (2.4) and the potential impact this could have.

- Could the proposal prevent the promotion of equality of opportunity or good relations between different equality groups?
- Could the proposal create barriers to accessing a service or obtaining employment because of a protected characteristic?
- Could the proposal affect the usage or experience of a service because of a protected characteristic?
- Could a protected characteristic be disproportionately advantaged or disadvantaged by the proposal?
- Could the proposal make it more or less likely that a protected characteristic will be at risk of harassment or victimisation?
- Could the proposal affect public attitudes towards a protected characteristic (e.g. by increasing or reducing their presence in the community)?
- Could the proposal prevent or limit a protected characteristic contributing to the democratic running of the council?

2.4 Characteristic	Potential Impacts	Evidence (from 2.2) to demonstrate this impact	Mitigations to reduce negative impact	Impact level with mitigations Positive, Neutral, Negative
Age	Neutral	The scheme in respect of pension age applicants is defined by Central Government within the Council Tax Reduction Schemes (Prescribed Requirements) (England) Regulations 2012 and the Local Government Finance Act 1992 (as amended). The Council has no discretion in relation to the calculation of Council Tax reduction in respect of the pension age scheme and it is designed to provide broadly the same level of support provided within the previous (Council Tax Benefit) scheme.		
Disability	Positive	By disregarding disability related benefits and affording further protection for households with		

Equality Impact Assessment Template V1.2

		a disability, the scheme makes additional provision for those with a disability.		
Gender Reassignment	Neutral	No differential impact identified		
Marriage and Civil Partnership	Neutral	No differential impact identified		
Pregnancy and Maternity	Neutral	No differential impact identified		
Race	Neutral	No differential impact identified		
Religion and Belief	Neutral	No differential impact identified		
Sex	Neutral	No differential impact identified		
Sexual Orientation	Neutral	No differential impact identified		
Carers	Positive	The scheme provides additional protection for those residents classed as carers.		
Looked After Children and Care Leavers	Neutral	No differential impact identified. Care Leavers are exempt from paying Council Tax in Bury.		
Socio-economically vulnerable	Positive	The scheme provides support towards paying a priority debt for residents on a low income. The proposed scheme also provides increased support for families with children.		
Veterans	Positive	The scheme provides additional protection for those residents in receipt of Armed Forces-related		

		benefits and compensation payments.		
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Actions required to mitigate/reduce/eliminate negative impacts or to complete the analysis

2.5 Characteristics	Action	Action Owner	Completion Date

Section 3 - Impact Risk

Establish the level of risk to people and organisations arising from identified impacts, with additional actions completed to mitigate/reduce/eliminate negative impacts.

3.1 Identifying risk level (Pages 10 - 12 of the guidance document)

Impact x Likelihood = Score			Likelihood			
			1	2	3	4
			Unlikely	Possible	Likely	Very likely
Impact	4	Very High	4	8	12	16
	3	High	3	6	9	12
	2	Medium	2	4	6	8
	1	Low	1	2	3	4

	0	Positive / No impact	0	0	0	0
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Risk Level	No Risk = 0	Low Risk = 1 - 4	Medium Risk = 5 – 7	High Risk = 8 - 16
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3.2 Level of risk identified	Medium
3.3 Reasons for risk level calculation	<p>The number of residents who's level of support would decrease is relatively small, and the overwhelming majority of residents (88%)currently receiving Council Tax Support (88%), would either benefit financially or be no worse off as a result of the changes.</p> <p>However, there is still the potential for formal complaints from those who feel they have lost out, as well as the potential for this being covered by the local media.</p>

Section 4 - Analysis Decision (Page 11 of the guidance document)

4.1 Analysis Decision	X	Reasons for This Decision
There is no negative impact therefore the activity will proceed		
There are low impacts or risks identified which can be mitigated or managed to reduce the risks and activity will proceed	X	Whilst complaints may be received, it is the intention of the service to pro-actively contact those Council Tax Support recipients who would lose out prior to implementation on 1 st April in order to provide preventative support and advice.
There are medium to high risks identified which cannot be mitigated following careful and thorough consideration. The activity will proceed with caution and this risk recorded on the risk register, ensuring continual review		

Section 5 – Sign Off and Revisions (Page 11 of the guidance document)

5.1 Sign Off	Name	Date	Comments
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Equality Impact Assessment Template V1.2

Lead Officer/SRO/Project Manager	Chris Brown	27/10/25	
Responsible Asst. Director/Director			
EDI	L.Cawley	28/10/25	QA Complete. Full impacts have been identified and considered. Impacts are likely to be neutral or positive for specific characteristics and circumstances. There is an understanding that varying individual circumstances could result in greater impact however mitigations are in place to provide support where this is the case

EqlA Revision Log

5.2 Revision Date	Revision By	Revision Details

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Meeting:	The Council
Meeting date:	21st January 2026
Title of report:	Leader's Report 
Report by:	Leader of the Council
Decision type:	Non key decision
Ward(s) to which the report relates:	All
Summary:	To provide a summary of the work of the Cabinet and update on progress against the corporate plan.

Executive Summary

To provide a summary of the work of the Cabinet and update on progress against the corporate plan.

Recommendations:

Members of Council are asked to note the content of the report.



Welcome back to Council and to our first Council of 2026, I hope you all had a very happy festive period spent with family and friends, whether you were celebrating Christmas, Hannukah or just enjoying some time off over the period, and are refreshed and ready to take on the new year.

As we enter 2026, I want to wish yourselves, your families and friends a very happy new year, I want to also wish all our staff members and partners a happy new year, as we look to continue our great work into the future.

Here at Bury Council we're looking forward to a good year with many of our major regeneration projects scheduled for completion, the Radcliffe Hub, Bury Flexihall, Radcliffe Market Chambers, Prestwich Travel hub and with many more projects continuing to advance at pace, moving us closer to delivering our ambitious vision for a stronger, greener and more prosperous borough.

I also want to recognise the challenge this year brings, following over a decade of cuts to our budget and now increases in inflation, the cost of energy and materials, as well as the increasing demand for our services, we are facing a substantial budget gap. This is not a position any of us in the council want to be in, and myself, my cabinet and all of our staff here remain committed to upholding our vital services, and working to build a stronger borough for the future.

On a brighter note we've had a busy few months since the last council in November, with our market canopies completing, a new bridge in Radcliffe, a new foster care hub, a new cross Manchester partnership to support our markets, and a whole host of other events, announcements, and project completions.

From our town centres to enhancing social care, tackling inequalities, and driving economic growth, our commitment to the "LET'S Do It!" strategy remains at the heart of everything we do. As we look to the year ahead, we remain ambitious, determined, and focused on delivering the best possible outcomes for the people of Bury.

News:

Before updating Members on the work undertaken since the May Council meeting on the three Council priority areas, I wanted to update Members on some of our key stories.

Hannukah Celebrations

It was an honour to join with our Mayor and members of the Jewish community to celebrate Hannukah.

I wish it was in better circumstances that we should be coming together this Hannukah, and my heart and thoughts are with those that have been affected by the horrific antisemitic attacks we've seen both here in Manchester, at Heaton Park synagogue, and abroad. With our fellow Jewish community in Sydney, who were the victims of another senseless act of terror as they celebrated Hannukah.

We stand firmly with our Jewish community, and condemn all forms of antisemitism, violence and hatred, these feelings have no place in our borough, and we are determined to ensure that Bury remains a place where people feel safe and valued - and where our proud Jewish community can continue to thrive, as it has for generations.

Despite the circumstances, I want to wish our Jewish community a happy Hannukah, and I hope that this period is filled with joy, family and happiness for each and every one of you, as it should be.



Congratulations to our Bury MBE winners

Congratulations are in order for several people named in the Kings Honours from Bury, these are:

Clive Tyldesley – Awarded the OBE – A well-known football commentator and one of Radcliffe's very own, awarded for his services to radio and broadcast.

Ethan Spibey – Awarded the OBE – Ethan founded and ran the Charity FreedomToDonate, which successfully ran a campaign that helped changed the rules for blood donation for gay and bisexual men.

Ethan was inspired to do so following his grandfather receiving a lifesaving blood in Fairfield General, but found he was unable to do so as a gay man.

The law to change this rule was lifted in 2021, allowing gay and bisexual men to donate blood.

David Llewellyn Barrington – awarded the MBE – for Services to mountain rescue in Cumbria and the wider lake district.

David originally began his career as a volunteer at 14, when he helped on a rescue on Blackstone edge, now at 74, with two hip and two knee replacements David still continues to serve as the director of the Langdale/Ambleside Mountain Rescue Team.

Gail Elizabeth Wood – Awarded the British Empire Medal (BEM) for services to charity and for fundraising for Cancer Research UK

Congratulations to all our recipients and nominees, it is great to see people from Bury having such an impact in so many ways across our country.

From all of us here at Bury council, I want to send our warmest congratulations, and you give us all more reasons to be proud of our great borough.

Budget Setting Process underway

The council has begun its budget setting process for the 2026/2027 municipal year, and I will be frank. The council faces one of the toughest financial situations in its history.

Over the last decade, we have had £140m of funding removed from our budget, and a reminder that our total budget is £329m, meaning our budget is around 42% smaller than it should be. The last few years since COVID have been increasingly challenging, with rising demand and rising costs. This is not a unique position, and councils across the country are feeling the impact of these factors.

This year we've already identified £8.5m worth of savings and we've closed our budget gap to £7.5m. Council teams are working hard to close this gap, creating a sustainable and stable financial base for the council.

However, the council is making great strides, we have improved our internal efficiency by magnitudes, transformed our systems and processes to reduce as much waste as possible, and we're increasing our income, by creating a stronger economy in Bury by building new town centres, homes, jobs and businesses.

It will not go unnoticed that wherever you look across the borough, there are projects, regeneration schemes, new buildings and new bridges – all in service of creating a stronger borough and local economy.

The council is working at 100% capacity to deliver for our local residents, grow the economy, and make Bury a great place to live, work and do business in.

I cannot give enough thanks to our hundreds of council staff that do more with less, and keep our vital services running.

Freedoms of the Borough

I would like to also once again congratulate our Freedom of the Borough recipients, Keith & Helen Atkinson and Unsworth Councillor and former Mayor Joan Grimshaw.

All three of our nominees have demonstrated the highest levels of commitment to our borough and to the lives of our local citizens.

Keith & Helen have fostered 23 children across 30 years, helping to support the most vulnerable in our society, a truly selfless dedication that has supported dozens of children to feel safe and supported.

Councillor Joan Grimshaw needs no introduction, and has been a steadfast community champion across her decades of service to our council and her community of Unsworth, Joan has also been a keen proponent of the Bury Blind Society, who I know will be happy to see her recognised for her efforts

Works in the council

I'm pleased to recognise a number of ongoing internal works across the council that continue to strengthen our organisation, place and our networks.

Work of the Council's Cabinet in addressing the three key Priority areas for the Council:

The Council's Corporate Plan for 2024/25 set out nine priorities, with three key objectives to reflect the ambition of the organisation and acknowledgement of the targeted work required to continue to deliver the Council's contribution to the LET's vision. The three key priorities are:

- Sustainable Inclusive Growth
- Improving Children's Lives
- Tackling Inequalities

Progress against the Top Three Priorities:

1. TACKLING INEQUALITIES:

Winter Well programme

We know that winter is a hard time for many of our residents, and the council is working to support our most vulnerable at this time.

We have Warm Spaces available across the borough, where residents can find warm, safe, and inclusive spaces in which to enjoy refreshments, meet other residents and seek information and advice, a full list of our Warm Spaces can be found here: [Warm Spaces Bury | Bury Directory](#)

We're also distributing Winter Warmer Packs to those most in need across the borough. The 450 packs contain essentials such as thermal socks, blankets, snoods, food, heat packs and hand warmers, as well as information about additional support, such as local community groups and financial support.

This is all part of our 'Winter Well Scheme' designed to support those who need it over winter, including financial support, the aforementioned Warm Spaces and Winter Warmer Packs, as well as support with the cost of living and vaccinations against winter bugs like coronavirus or the flu.

Thank you to our staff, community groups, partners and local businesses for helping to care and support our most vulnerable, and thank you to Councillor Tamoor Tariq for assisting with the organisation and his continued championing of initiatives to support our residents.

Falcon and Griffin Extra Care Team Rated Good



The CQC recently visited our Falcon and Griffin Extra Care Scheme, under new framework that recently came into force.

Falcon and Griffin support tenants across 69 properties, with a warden system that provides help and support 24/7.

It gives me great pleasure to say that this service has been rated as 'Good' by the CQC, noting that the staff were confident in management, accommodation was well maintained and of a good quality, and the residents said they felt safe and supported living at Falcon and Griffin.

This excellent inspection is just another feather in the cap of the fantastic adults care services we have cultivated within the council, and again reflects the dedication and compassion shown by each one of our staff members.

Although there are areas for improvement noted by the inspection, I am assured that these recommendations are in hand, and that the service will be in an even more positive place come the next inspection.

Congratulations to the staff involved, we thank you for your tireless work in looking after those who need our support, well done to Councillor Tariq Tamoor, who is a constant champion of his portfolio area.

2. IMPROVING CHILDREN'S LIVES:

Believe and achieve awards

In late November it was my honour to open the Believe and Achieve awards held to recognise the achievements of our children in care and our care leavers, it was wonderful to see and speak to so many, all in celebration of our young people.



136 children and young people were nominated, across categories for personal growth. Teamwork, wellbeing, education, sport, creativity and community spirit. Winners included two young children who raised money for bury hospice, and a young person who made the big step of joining their local theatre group.

This yearly event is always wonderful, and reminds us of the talent and potential in all of children in care and care leavers, to recognise even a small portion of this, and to support our looked after children and our care leavers is always special.

My thanks to the many hundreds of staff that supported this event, whether directly in its organisation, or in the tireless work that goes on 365 to ensure those in our care are looked after to the best of our abilities.

And a big congratulations to all our winners!

Groundbreaking Foster Carers Hub opens



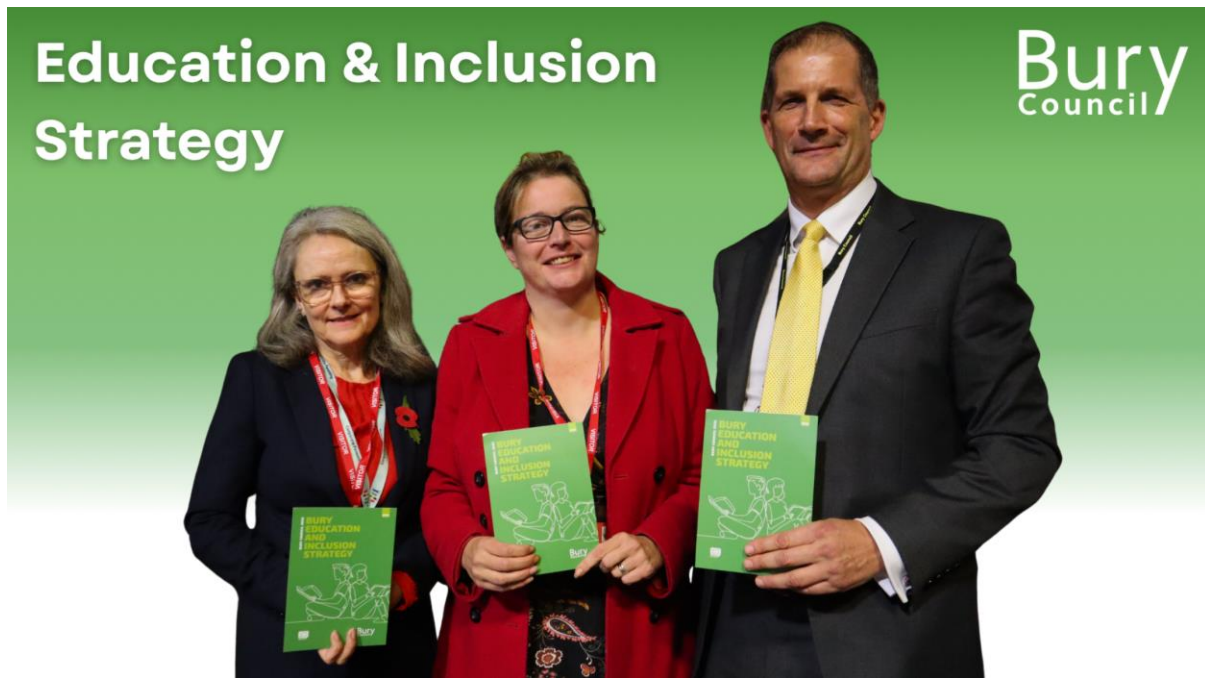
I was very happy to see the launch of our new Foster Carers hub in the town hall, providing a central space for foster and kinship carers can come together, have meetings, attend training, socialise and build a stronger fostering community.

I would like to especially give my thanks to Keith and Helen Atkinson, who have fostered 23 vulnerable children across more than 30 years. Keith and Helen were both recently awarded freedom of the borough awards for their selfless dedication to supporting the most vulnerable in our community.

Fostering can and will have an enormous impact for the better on many children's lives, and the council is committed to supporting our carers, and the work they do, to the best of our abilities. Alongside our new hub we offer training, development, respite care, peer support grounds, financial assistance and a council tax discount.

Well done to our teams for this wonderful new space, and for all that you do to support our foster carers.

Launch of Bury's new Education and Inclusion Strategy



I was happy to see our new Education and Inclusion strategy launched by our recently appointed Director of Early Years, Ben Dunne, Executive Director of Children And Young People Jeanette Richards and Councillor Lucy Smith.

The new strategy is a shared vision between the council and our local schools, reaffirming the strong commitment to ensuring that every child and young person has access to a high quality education that allows them to reach their potential, built on strong partnerships, trust and transparency.

Members of our SEND changemakers gave powerful accounts of their educational journeys - with voices like theirs placed at the heart of our strategy, young people have helped guide and co-develop the strategy, alongside education leaders, children, families, carers and our wider services.

I would like to congratulate Ben, Jeanette and Councillor Smith on this new strategy, which will set the groundwork for stronger partnerships and relationships, by working together across the borough in this way we will improve the environment for all young people, helping to create a better, more inclusive educational system for all.

3. ACHIEVING INCLUSIVE ECONOMIC GROWTH:

Bury Market Canopies complete



In a major milestone for our beloved Bury Market, I joined with our markets team, Vinci, Chief Executive Lynne Ridsdale and Councillor Morris to mark the completion of our new canopies.

The new canopies are now fully completed ahead of schedule creating a new layer of weather protection for traders, and it was nice to hear from traders how the new canopies are already making a difference, keeping the rain off them and helping to boost footfall on rainy days. It's also good to see the difference the canopies make to the market visually,



Installed by our partners and main contractor VINCI over the last year, our staff took great care in scheduling works to have minimal impact during the building phase, and I'm very pleased to say that not a single day of trading activity was lost across the construction of the canopies.

Bury Market has been in the town for over 600 years, and it gives me the greatest pleasure to see this world-renowned cultural asset continue to

flourish and improve.

We're investing heavily in the market and Bury Town Centre, with an ambitious £33m regeneration project in the canopies and Flexihall, joined by an additional £80m confirmed by the Chancellor to upgrade our Interchange.

The future of Bury and the Market is bright, and my thanks go to the many hundreds of staff, market traders and loyal market-going residents for their continued work and support – helping to make our market something that all of Bury can truly be proud of

Radcliffe Bridge returns after a decade.



It's very good to see the new Milltown Bridge in place and spanning the Irwell, replacing a link that was sadly destroyed in the winter storms of 2015.



No one was more pleased than Councillor Alan Quinn, Cabinet Member for Environment and Climate Change, as the £3.2m 50m long single span bridge, which was manufactured from British steel in Nottingham, was lowered into place.

The new bridge, located higher above the water than the previous bridge, and without any in-river supports means that it is at less risk of future damage, and should be standing strong for many years to come.

The new bridge restores a crucial link in our borough and will help to improve the journeys of residents who wish to walk, cycle and wheel around Radcliffe.

My many thanks to our teams, main contractor Bethell and the fabricators of the bridge, Briton, for their work in making this a reality.

Our ambitious plans for Bury continue at pace

2025 has been a strong year for many of our regeneration projects, with the commencement, continued work and completion of many schemes.

Across 2025, alongside many other cabinet members, it was my pleasure to open many of the completed schemes, these included the new Pocket Park in Radcliffe, a new extension to the Kershaw PRU, Whittaker Street PRU and we acquired the funding and design package for the Northern Gateway.



In 2026 the council will continue to drive forward with its ambitious plans for our borough, and were looking forward to having the best year yet for construction and regeneration across the borough – with landmark projects in Radcliffe such as the Market Chambers, Hub and the Enterprise centre all scheduled to complete in 2026.

Elsewhere, the Bury Flexi Hall will join with the new canopies, completing the updates to Bury market for now, before the work begins on renewing the interchange in 2027 and we look to future projects across the town centre.

In Prestwich the travel hub will open, and we'll be submitting planning applications for the Longfield Centre, which will be transformed into a modern community hub, new retail spaces, market hall and a new village square.

Finally, we'll be welcoming a new children's centre at Chesham Fold, a new housing development at Fletcher Fold, consisting of affordable and social housing to support our elderly community, and an additional 13 homes at Willow Road to support those with physical or sensory needs, or learning disabilities.

In Conclusion, Members of Council, Bury Council has achieved several notable milestones since the last Council meeting, these achievements reflect Bury Council's dedication to supporting its community through economic, social and infrastructure initiatives.

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GENERAL REPORT OF THE MEETING HELD ON 5 NOVEMBER 2025

NORTHERN GATEWAY (TRANSPORT FRAMEWORK DOCUMENT; SOCIAL VALUE STRATEGY; MDC BUSINESS PLAN AND ANNUAL DELIVERY PLAN)

1. The Leader and Cabinet Member for Strategic Growth presented a report regarding the development of a Northern Gateway Transport Framework Document, Social Value Strategy and accompanying Delivery Plan, and an updated 5-year Business Plan and accompanying Delivery Plan. This was the next step to move forward with delivery of a site that can deliver a generation of job creation, and as such there was a need to ensure it is well connected by public transport and is delivered in a way that benefits local people and maximises social value as much as possible.
2. In response to Members' questions it was noted that the investment needed was being quantified, but major work was underway to develop a funding mechanism that works for public and private sectors. This report ensured that expectations were more than a wish list; that they were formally set out and the means of who would provide funding, for what, and when, could be established. Members discussed the commitment to Real Living Wage and GM Good Employment Charter employers, and noted this set out the intention of good quality jobs and good quality employers for the project, and would hopefully attract similar employers for the site.
3. With regards to transport, it was noted that the 60% estimated car use to the site was an achievable target, and still marked an improvement on current commuting. Members recognised the importance of securing public transport to the site, and it was noted as additional investment and transport comes forward and the public transport system improves, we can improve this ratio and secure opportunities for all residents across the borough. In response to a Members question regarding the benefits to small, local businesses, it was noted that existing GM experience and the Social Value Strategy allowed for this; to influence those responsible for the procurement to look for local opportunities through supply chains, starting with Bury before moving further out, and showcasing the benefits of using local businesses and labour.
4. Cabinet approved the recommendations as set out in the report.

COUNCIL TAX SUPPORT SCHEME 2026

5. The Deputy Leader and Cabinet Member for Finance and Transformation presented a report regarding the Council's Council Tax Support (CTS) scheme, which had been reviewed to ensure it remains fair, efficient, and sustainable. Three alternative models had been modelled to explore simplification and fairness, with option 3 recommended for approval to go out for public consultation:
 - 20% minimum payment
 - Only earned income included in assessment
 - £8k capital limit
 - £40.00 flat non dependant deduction
 - Higher income 'bands' used for assessment

6. This increases average awards, benefits 88% of claimants, reduces administrative burden and only cost £65k more than the current scheme. It was noted the scheme only applied to working age residents.
7. Cabinet approved the recommendations as set out in the report.

APPROVAL OF DOMESTIC ABUSE RELATED CONTRACTS FOLLOWING PROCUREMENT EXERCISE

8. The Cabinet Member for Communities and Inclusion presented a report regarding a commissioning exercise to secure refreshed Safe Accommodation provision up to March 2028, as part of Bury's Domestic Abuse Safe Accommodation Strategy approved by Cabinet in April. The Strategy had informed the Council's commissioning intentions to secure future provision based on local insight The Social Value Strategy allowed for this, to influence those responsible for the procurement.
9. In response to Members' questions, it was noted that, in awarding contracts like this, it was crucial that the organisation was in-line with the Council's principles. A number of deliverables were set out in the management agreement with Safenet, and quality would be assessed through regular monitoring.
10. Cabinet approved the recommendations as set out in the report.

BELL GROUP DAMP AND MOULD SERVICES CONTRACT AWARD DECISION

11. The Cabinet Member for Housing Services presented a report regarding a contract for the delivery of Reactive Damp, Mould Treatment and Ancillary Works within Housing Services. In response to Members' questions it was noted that the contract would be implemented as soon as the report was agreed. There was ambition to eventually have this service in-house, but this contract allowed residents to have their requirements met within required timescales while in-house resources were developed. It was noted that Bell Group had a strong reputation in this area, but that the contract would be managed and monitored regularly through the use of KPIs. Members discussed the importance of Awaab's Law, responding to residents and ensuring the balance of power between residents and landlords was more even, and noted that GM was the first City Region to adopt the Good Landlord Model and, as such, housing standards across private rented, social, or Council housing should improve.
12. Cabinet approved the recommendations as set out in the report.

APPOINTMENTS UPDATE

12. The Cabinet Member for Customer Service, Communications and Corporate Affairs presented a report regarding amendments to the appointments made at the Annual Council meeting in response to changes in the Conservative Group.
13. Cabinet noted the changes.

FREEDOM OF THE BOROUGH

14. The Leader and Cabinet Member for Strategic Growth presented a report regarding nominations for Freedoms of the Borough, as agreed by Group Leaders at

Democratic Arrangements Forum. The Leader briefly paid tribute to Councillor Joan Grimshaw, for her decades of service and breadth of the work and support she had provided, and to Keith and Helen Atkinson, who have done amazing things for Looked After Children in the borough for decades along with wider fostering support. It was noted that the ceremony would be held in January, subject to Council approval.

15. Cabinet approved the recommendations as set out in the report.

GENERAL REPORT OF THE MEETING HELD ON 3 DECEMBER 2025

NORTHERN GATEWAY, WESTERN ACCESS SCHEME: APPROVAL OF MAIN CONSTRUCTION CONTRACT TO UNDERTAKE PRE-CONSTRUCTION AND CONSTRUCTION STAGE ACTIVITIES

16. The Leader and Cabinet Member for Strategic Growth presented a report regarding the acceptance of a final contract sum for the next phase of the Northern Gateway, Western Access scheme's Pre-construction stage (Stage 2b), and the associated NEC4 ECC Option C X22 Main Contract. These activities include the finalisation of the scheme Outline Business Case, preparing a likely Planning Application, Planning Designs, and undertaking a comprehensive programme of on-site surveys and ground investigations.
17. Cabinet approved the recommendations as set out in the report.

HOUSES IN MULTIPLE OCCUPATION SUPPLEMENTARY PLANNING DOCUMENT - CONSULTATION DRAFT

18. The Cabinet Member for Leader and Cabinet Member for Strategic Growth presented a report seeking approval to carry out consultation on the Draft Houses in Multiple Occupation Supplementary Planning Document (SPD). This would provide guidelines and key considerations for the determination of planning applications for Houses in Multiple Occupation. The aim of the SPD is to avoid an over-concentration of HMOs and ensure that they provide suitable living standards for future occupants and reduce potential for detrimental impacts on local communities. It was noted that the consultation period had been increased from 4 to 6 weeks, owing to the time of year.
19. In response to Members' questions it was noted that there were deep concerns about the growing concentration of HMOs, which could change local housing markets and potentially limit opportunities for larger families. The Leader advised he was confident that there were sufficient grounds to propose the Article 4 Directive but it was ultimately up to the Planning Committee to make a decision on this, with advice from planning officers and specialists. If agreed, and the consultation approved, there would be some flexibility in the implementation period, but this would likely be a matter of weeks rather than months considering the long, public debate and consultation as well as the pressing need. It was noted that a decision on implementation would likely come early in the new year, with the views from other Party Leaders being sought. In response to other Member comments, it was agreed

that a Member Development session would be arranged for all councillors, in order to refresh their knowledge and support their role in representing local residents at Planning meetings.

20. Cabinet approved the recommendations as set out in the report.

PRESTWICH VILLAGE REGENERATION PROJECT: PHASE 1B AND 2 DEVELOPMENT STRATEGY

21. The Leader and Cabinet Member for Strategic Growth presented a report regarding the next stage of the Prestwich Village Regeneration Project, which included new housing, new retail units, a market hall, new leisure facilities and a new home for the library and attractive public realm. The Leader advised that the scheme was progressing steadily and this approval would keep the momentum up after the conclusion of the first phase.

22. In response to Members' questions it was noted that the Prestwich scheme was quite advanced in terms of delivery when compared with other schemes. Prestwich and other town centres were becoming tired and suffering from vacancies, in contrast to their vibrant communities, and therefore the schemes benefitted from being very clearly defined. Bury Town Centre regeneration, however, was coming from an existing position of strength, which was a different dynamic and arguably more complex in terms of sequencing delivery.

23. Cabinet approved the recommendations as set out in the report.

CORPORATE PLAN QUARTER TWO 2025-26 PERFORMANCE & DELIVERY

24. The Deputy Leader and Cabinet Member for Finance and Transformation presented the summary report for the Corporate Plan. This described the progress made in the second quarter of the financial year (July – September 2025) including some significant achievements such as the lifting of the ILACS intervention, ongoing SEND transformation, and key regeneration projects progressing on track or ahead of schedule. Councillor Thorpe also highlighted some Amber rated indicators, which would be reviewed and mitigated for Quarter 3, but advised that these largely did not reflect the Council's ability to deliver but were delayed by external influences.

25. Cabinet approved the recommendations as set out in the report

DRAFT 2026/27 REVENUE BUDGET

26. The Deputy Leader and Cabinet Member for Finance and Transformation presented a report which presented the updated budget position for 2026/27, informed Members of the updated budget gap of £16.000m for 2026/27, presented a draft set of budget proposals and the remaining budget gap, informed members of the forecast reserves position over the three years 2026/27 to 2028/29, and set out the 2026/27 budget setting process ahead of Budget Council on 25 February 2026. Members thanked officers in the Finance Team and across departments for their work in developing these proposals, as well as Cabinet Members for leading on their portfolio areas. It was noted that a one-year MTFs was proposed until more detail

was available regarding the Fairer Funding review, and that consultation would begin on 4th December.

27. In response to Members' questions it was noted that the zero base budgeting exercise had been valuable in identifying efficiencies and therefore securing savings that would not impact residents. Even when a service was changing, e.g. Adult Care, proposals included changing service provision in order to retain or improve the standard of care. Some fees and charges would increase, but these would be in-line with financial assessments and were increasing from a historically low base. It was noted that the delivery plan would provide greater detail on any expected impact, and where noticeable impact on a group or a service was anticipated, a specific consultation would be held around that issue.
28. With regards to collaboration with other boroughs, this would be done where appropriate. School transport was an area with possibilities for an efficient and equitable shared service but was complex to develop, and it was important for other local issues to secure Bury-specific solutions. It was noted that a benchmarking exercise would be undertaken to see how Bury compared with other boroughs.
29. Cabinet approved the recommendations as set out in the report.

ADULT SOCIAL CARE PERFORMANCE QUARTER TWO REPORT 2025/26

30. The Cabinet Member for Adult Care, Health, and Public Service Reform presented the Adult Social Care Department Quarter 2 Report for 2025-26 which outlined delivery of the Adult Social Care Strategic Plan, preparation for the new CQC Assessment regime for local authorities, and provided an illustration and report on the department's performance framework. In response to Members' questions it was noted that some effects of summer holidays but also the time taken preparing for CQC this quarter had resulted in drops in activity which had led to increases in waiting lists and outstanding reviews, but recovery in Quarter 3 was expected.
31. Cabinet approved the recommendations as set out in the report.

NEIGHBOURHOOD SUPPORT HOUSING SERVICES - YOUNG PEOPLE'S ACCOMMODATION & SUPPORT TENDER

32. The Cabinet Member for Adult Care, Health and Public Service Reform presented a report regarding a tendering exercise for Young People's Accommodation and Support Services. This commission would be the most significant transformation of accommodation for young people in the last 20 years in the borough, having a positive impact on young people and young families experiencing or at risk of homelessness in Bury, in particular Bury Care Leavers.
33. Cabinet approved the recommendations as set out in the report.

HOUSING MAJOR WORKS PROGRAMME 2025/26

34. The Cabinet Member for Housing Services presented a report which sought formal approval of two contract awards which form part of the Housing Major Works Programme in respect of internal works consisting of new kitchens and bathrooms,

heating and electrical works. It was noted these works would target individual properties rather than estates.

35. Cabinet approved the recommendations as set out in the report.

AB ELECTRICAL EICR AND LD2 SERVICES CONTRACT AWARD DECISION

36. The Cabinet Member for Housing Services presented a report which sought formal approval of a contract award, through the Procure Plus framework, for the completion of Electrical Installation Condition Reports (EICR) and the installation of fire detectors to a Category LD2 system standard required in all domestic property circulation areas that form part of the escape routes and in all specified rooms or areas that present a high fire risk to occupants.

37. Cabinet approved the recommendations as set out in the report.

LOCAL AUTHORITY HOUSING FUND, ROUND 3, (LAFH)

38. The Cabinet Member for Housing Services presented a report regarding an expression of interest submitted by the Council for 40% grant funding under LAFH Round 3 to acquire seven properties to provide temporary accommodation for homeless families. Bury was successful and has been awarded £447,200 from MHCLG, and this report sought approval to match fund the grant.

39. Cabinet approved the recommendations as set out in the report

	Party	Question	Questioner
1	Together for Bury	Can the Cabinet Member confirm what percentage of vehicle damage claims due to potholes have been rejected since 2022?	Councillor R Bernstein
	Councillor Alan Quinn	<p>Since January 1, 2022, a total of 695 pothole- related vehicle damage claims have been submitted, of which 346 (50%) were denied.</p> <p>The majority of denials were issued in accordance with Section 58 of the Highways Act 1980, which allows the Council to reject claims when it can demonstrate that an adequate inspection and repair regime in place at the relevant location.</p> <p>By way of comparison between 2016 and 2019 we received 875 claims and had a repudiation rate of 25%</p>	
2	Radcliffe First	Given the number of blocked grids and gullies in Bury. Does the council intend to increase the number of teams given our current climate crisis with the aim to limit the increase flooding risk.	Councillor M Smith
	Councillor Alan Quinn	<p>An additional £100,000 was added to Highway Maintenance budget in 2024/25 which allows the team to operate 2 gully wagons throughout the year.</p> <p>This additional resource allows us to attend to each of our 42,000 highway gullies annually.</p>	
3	Labour	Residents in Prestwich can now see spades in the ground for the regeneration project. Can we have an update on plans and timings for the next phase?	Councillor Elliot Moss
	Leader	<p>Alongside the delivery of the Travel Hub (that is expected to be practically complete July 2026), work has continued at pace to prepare for the delivery of the remaining development phases (Phase 1B and 2), which will see the rest of the project delivered. This includes new housing, new retail units, a market hall, new leisure facilities and a new home for the library and attractive public realm.</p> <p>The GMCA has provided comfort to Bury Council that funds will be available to deliver the next phases (1B/2) of development in their March 2026 Patient Equity regeneration funding round. The GMCA has set aside sufficient monies in terms of grant funding, patient and private equity which, combined with Council Prudential Borrowing, will fully fund the development to completion.</p> <p>The exact timescale in March 26 for submission of the Patient Equity funding application is yet to be advised by GMCA.</p>	

	Party	Question	Questioner
		<p>Provision of these funds from the GMCA is contingent on the project hitting specific milestones; specifically, the submission of a Planning Application, procurement of a contractor and a meaningful start of demolition works.</p> <p>In line with achieving the 3 milestones, the current delivery programme has the following timeline that is constantly being reviewed and may change as it is further developed and moves through the RIBA stages but:</p> <ul style="list-style-type: none"> - Submission of planning permission for the remaining phases (1B/2) that will see the delivery of the remaining commercial elements and new homes will be by the end February/start March 2026. This will include further consultation with the community and other key stakeholders currently being scheduled for end January 2026. - Demolition of the existing Longfield Shopping Centre will be from March 2026 – June 2026. All remaining tenants had their notices served on 7th January 2026 with a date for vacation at the latest 7th April 2026. The Council have offered meetings to support tenants with any queries /concerns they may have. Work is in progress to temporarily move the library to the Phoenix Centre in St Mary's Park. - The construction of the next phases will be July 2026 – October 2028. <p>More accurate timelines will be available as contractors are procured and appointed.</p> <p>There will be regular communications sent out across social media and other media sources.</p>	
4	Labour	It's great to see Mill town bridge now rebuilt. Can I ask what the leader believes the benefit of the bridge is to local people?	Councillor Debbie Quinn
	Councillor E O'Brien	<p>The Milltown Bridge is a clear example of this Council delivering on both its responsibilities and its ambitions.</p> <p>First and foremost, it reinstates a long-established public right of way, which is a legal duty we absolutely must fulfil, restoring a safe, direct route for local people.</p> <p>The bridge is a key piece of regeneration infrastructure, directly supporting new and future development in the Milltown area and ensuring homes are properly connected to the wider town</p> <p>It provides a high-quality route for walking and cycling, linking into Radcliffe's growing active travel network and making it easier for</p>	

	Party	Question	Questioner
		<p>residents to travel safely, sustainably and conveniently without relying on the car.</p> <p>This brings real benefits - better access to jobs, education and services, improved health and wellbeing, and stronger connections between neighbourhoods.</p> <p>In short, this bridge reconnects communities, supports regeneration, promotes healthier lifestyles, and demonstrates exactly the kind of practical, people-focused investment this Council is committed to delivering.</p>	
5	Conservative	<p>Residents across Bury regularly raise concerns about blocked road gullies leading to surface water flooding during heavy rain.</p> <p>Can the Cabinet Member confirm how often gullies are inspected and cleared, whether known flooding hotspots are prioritised, and what the expected emergency response timeframe is when blocked drains are reported as an urgent risk to road safety or nearby properties?</p>	Councillor S Arif
	Councillor Alan Quinn	<p>Highway gullies are checked annually and any found to be blocked are cleared.</p> <p>Officers have identified flooding hotspots across the borough. We have an enhanced inspection and maintenance regime in place for these hot spot locations, checking and clearing them ahead of high rainfall weather warnings.</p> <p>Our emergency response timeframe for all types of highway defects is 2 hours.</p>	
6	Together for Bury	<p>How effective have the Christmas refuse collection arrangements been and if any bins have been missed how confident are the Council that any backlog will be dealt with quickly?</p>	Councillor D Vernon
	Councillor Quinn	<p>Residents were informed of the revised festive collection schedules through a combination of channels, including the annual waste collection calendar, the Council's website, and our social media platforms. To ensure we had sufficient operational capacity to maintain reliable collections over the busy period, food and garden waste services were temporarily stood down, allowing us to prioritise the main household waste and recycling streams.</p>	

	Party	Question	Questioner
		<p>Across the Christmas and New Year period, all scheduled collections were completed on the designated collection day. In the small number of cases where streets were not accessible, we were able to return and complete collections within two working days.</p> <p>During week commencing 5 January, we did experience icy conditions, particularly in harder to reach and rural areas. This made safe access challenging for our crews.</p> <p>However, where collections could not be completed on the scheduled day, we deployed additional resources and successfully recovered all outstanding bins by the end of that week.</p> <p>Overall, the service operated effectively throughout the festive period, and we remain confident in our ability to respond quickly to any isolated missed collections that may occur.</p>	
7	Radcliffe First	Over the year many volunteers have been litter cleaning and saved the council thousands of pounds in cleaning. Volunteers have expressed frustration on constantly cleaning the same area. What does the council intend to do more to catch and prosecute fly tippers and litters. Will the council look at more means to catch casual littering.	Councillor M Walsh
	Councillor A Quinn	<p>The Council recognises and greatly values the efforts of volunteers who have helped keep our communities clean, saving significant costs. We share your concerns about repeat littering and fly-tipping and are committed to tackling these issues more effectively.</p> <p>Councillors and officers of the council were on the frontlines of the fight against litter the last year, with our community cleanups, with 259 volunteers helping to remove 23 tonnes of waste and fly tipping.</p> <p>Over the past year, our two dedicated full-time Fly-Tipping Officers have responded to 848 service requests, issued 27 Fixed Penalty Notices (11 for littering and 16 for fly-tipping), secured one successful prosecution with two more pending, and facilitated 10 waste removals from private land.</p>	

	Party	Question	Questioner
		<p>Our strategy focuses on:</p> <ul style="list-style-type: none"> • Targeting hotspots using local intelligence and community feedback. • Maintaining a visible presence in problem areas. • Working closely with community groups to educate and raise awareness. <p>While legislative limitations and evidential requirements can restrict enforcement, we continue to explore additional measures, including technology and partnership approaches, to strengthen our ability to catch and wherever possible prosecute offenders.</p> <p>However, our teams cannot operate without intelligence from councillors or the public, and I encourage all councillors here to report fly tipping using the councils tools, and I encourage residents to do the same</p> <p>Partner feedback is vital, and we remain committed to improving outcomes and reducing repeat offences.</p>	
8	Labour	Can the Leader update us on the CQC inspection at Falcon House, Chesham Fold?	Councillor S Walmsley
	Councillor Tariq	<p>I am pleased to inform you that our Extra Care Service at Falcon and Griffin was rated at Good in all 5 domains, Safe, Effective, Caring, Good and Well Led.</p> <p>The inspector spoke to a number of residents who said the staff went out of their way, and nothing was too much trouble.</p> <p>They reported feedback from professionals as being overwhelmingly positive and they praised the manager who they assessed as having the skills, experience, credibility and great values to deliver a great service.</p> <p>This rating is a credit to the hard work of our senior officers, and to the staff that work within Falcon and Griffin, I am proud to say that Bury's adult services continue to excel and improve.</p>	
9	Labour	The consultation on Council tax support has closed, what was the result of the consultation and what impact will this have on residents?	Councillor Ayesha Arif
	Councillor Sean Thorpe	<p>A paper was taken to November Cabinet seeking approval to consult on the proposed changes to the Working Age Council Tax Support scheme.</p> <p>The Council Tax Support scheme is more generous for Bury's residents and</p>	

	Party	Question	Questioner
		<p>focuses on working families with children. The average CTS award will increase from 74% to 79% and 88% of residents will be better off under the new scheme – putting more money back into the hands of our poorest hardworking families and parents across the borough.</p> <p>The consultation was well run and well publicised, and received 1,333 responses – by comparison in 2016, the last Council Tax Support consultation recorded just 46 responses.</p> <p>The consultation focused on the specific changes being proposed to the scheme, whilst aiming to capture detail on the types of households providing response. Resident feedback was to be collated through an online survey, with a dedicated mailbox provided for submission of queries or issues, and resident Support Hubs available to support residents with face-to-face advice as well as assisted survey completion.</p> <p>Of the 1,333 respondents, 580 were in receipt of CTS, whilst 753 residents were not in receipt.</p> <p>Given the above, the response rate represents a significant improvement on previous consultations and most importantly provides a meaningful representation of resident feedback on the proposal.</p> <p>Consultation responses</p> <p>The survey results demonstrate that whilst some residents disagree with certain measures being proposed, there is broad approval for the changes being put forward. It is therefore considered that the public consultation, its response rate, range of respondents and its results provide a mandate for making the proposed changes to the Council Tax Support scheme.</p>	
10	Conservative	Following on from confirmation at a previous council meeting that a Puffin Crossing will be installed on Ainsworth Road BL8, please would you inform me directly as ward councillor when this work will take place and which criteria will be used to ascertain its location.	Councillor J Harris
	Councillor Quinn	<p>The Ainsworth Road crossing is scheduled for delivery as part of our 2026/27 ITB programme.</p> <p>The detailed programme has not yet been finalised, so we are currently unable to provide a more precise installation timeframe. Ward members will continue to be updated as the scheme design and delivery progress.</p> <p>Transport for Greater Manchester (TfGM) is undertaking the detailed design work for this crossing, including determining its optimum location, as they are responsible for all traffic signal assets.</p>	

	Party	Question	Questioner
		<p>The final location will be informed by several factors, including pedestrian desire lines, the existing highway layout, accident data, and other relevant considerations.</p> <p>As soon as I have this information, I will be happy to share it with members.</p>	
11	Together for Bury	How significant a challenge is falling school numbers to school planning?	Councillor J Lancaster
	Councillor Lucy Smith	<p>We now have well- established evidence that the country is experiencing a sustained fall in birth rates, and this trend is having a direct impact on pupil numbers both nationally and locally. Within our area, we are seeing an accelerated decline in rolls, with projections indicating a surplus capacity of around 11.6% in 2026/27, rising further to 17.2% by 2028/29. This pattern is not uniform across the borough, however. Visits to schools continue to highlight settings in significant need of investment, particularly where buildings have not benefited from major capital improvements over the past 14 years. There remains hope that future school- building programmes will enable these schools to access the modernised classrooms and improved specialist spaces they urgently require.</p> <p>At the same time, other parts of the borough are experiencing the most acute effects of falling rolls, which brings challenges both for individual schools and for the wider system. These issues go beyond simple pupil numbers; any decisions relating to school- place planning must take account of geography, travel distances, local neighbourhood identity and the valuable sense of community that schools provide.</p> <p>We expect to progress this work more fully once further updates are received from the Department for Education. Through our new Education Strategy, we aim to facilitate meaningful discussions about the future use of school buildings, sufficiency planning and the potential budgetary impacts of declining rolls, while ensuring we retain the strong sense of place that our school communities value. This work will continue through the new Education Board and will align with new DfE sufficiency guidance, to which we have contributed.</p>	
12	Radcliffe First	<p>I was recently told in a response to my question at Overview & Scrutiny that:</p> <p><i>“Bury is currently seeing the highest number of 18–24-year-olds per 100,000 accessing long term support compared to other councils and this will be a core area of focus for cost reductions and mitigations”</i></p>	Councillor C Birchmore

	Party	Question	Questioner
		Please can you explain what you think the reasons for this are and what process you envisage using to identify specific <i>"cost reductions and mitigations"</i> ?	
	Councillor Thorpe	<p>This is a complex, nationwide issue, and the full reasons for this not yet known - but will be explored as part of the work our Children's and Adult Services are doing together to improve our services that help our older children transition to adult services.</p> <p>Collecting this data for councils in England has been in place for less than a year so the first thing we are checking is if our data definitions are correct and aligned with national guidance.</p> <p>Again, this is a national issue which has been covered extensively in the media, and our council will be working alongside the Labour government in devising solutions to ensure our young adults are best cared for.</p>	
13	Labour	Can we have an update on children's services improvement following from July's Ofsted inspection which had seen improvement in all areas	Councillor Shaheena Haroon
	Councillor Lucy Smith	<p>Inspectors saw improvement across all areas and noted areas for further development and improvement.</p> <p>We have refreshed our Improvement Plan to ensure it includes the recommendations and other learning points we identified, as well as some of our wider transformation activity that directly links to continued improvement.</p> <p>This plan was submitted to Ofsted in November, and in December they approved this stating that "It is helpful to see the actions planned to address the identified areas for improvement and the clearly identified governance arrangements for monitoring progress".</p> <p>Progress against the Plan was shared at CYP Scrutiny earlier this month. We have established a Strengthening Outcomes Board to oversee progress of the plan, which is independently chaired and includes our DfE Advisor.</p> <p>We continue with plans in relation to wider improvement activity, including a delivery plan for implementation of the Families First Partnership Programme (commonly referred to as the reforms).</p> <p>Our Delivery Plan has been co-produced with delegated safeguarding partners (Police, Health, Education) and was submitted to DfE on 18th December 2025. Progress against the plan will be discussed in</p>	

	Party	Question	Questioner
		<p>quarterly meeting with the DfE regional team. The Delivery Plan sets out our key milestones including an expansion of Family Group Decision Making in Spring, and pilots of Family Help and Multi-Agency Child Protection Teams in June 2026.</p> <p>We remain firmly focused on improving the stability of our workforce and quality of their work with children and families, and achieving the best possible outcomes for families.</p>	
14	Labour	Culture is a large part of our town and economy- what plans do we have in 2026 to support culture across the borough	Councillor Martin hayes
	Councillor Charlotte Morris	<p>The council is working closely with cultural partners to review the Cultural Strategy, in line with the <i>Let's Do It</i> Strategy through to 2030. In addition, we are collaborating the Combined Authority (GMCA) to shape emerging cultural priorities and secure investment in areas such as Creative Industries and Creative Health through Culture.</p> <p>Building on the success of events delivered in 2025—funded by Local Growth, Place, and Flexible Grants—which engaged over 32,000 people across 69 events between April and December, we continue to work with cultural partners and community groups to deliver a diverse programme supported by this funding. These projects will run through to March 2026 and include:</p> <ul style="list-style-type: none"> • Whitefield and Radcliffe Cultural Engagement - Feb-March • Storytelling Festival - Feb-March • Ramsbottom Come Together Festival - 6th - 8th Feb • Bringing It Back to You – An engagement project for local care homes, delivering creative sessions to boost resident activity and wellbeing in the new year. Feb-March • Artist Networking Opportunities – Encouraging collaboration and idea-sharing among local creatives. Feb-March <p>We are actively seeking further funding to continue a similar programme of cultural events into the next financial year, with the aim of increasing community participation and engagement.</p>	
15	Conservative	The draft 2026/27 budget report shows a £7.547m gap after £8.453m of proposed savings. What specific additional proposals does the Leader and Cabinet have in mind to close the outstanding £7.547m budgetary gap?	Councillor I Gartside


	Party	Question	Questioner
	Councillor Sean Thorpe	<p>The December Cabinet report clearly noted that officers are working on further proposals to reduce the funding gap and have been focusing on 3 areas:</p> <ol style="list-style-type: none"> 1. Internal Transformation - this includes the development of a workforce and digital strategy including looking at the scope for becoming more cost-effective and efficient in our service delivery models including opportunities for automation and process improvement. 2. Contain Growth / Demand Pressures – looking particularly at any options for reducing social care demand and the cost of meeting that demand. 3. Income in the Place Directorate - this includes ensuring that all current sales, fees and charges are reviewed to ensure they cover the full cost of service delivery, and new avenues of income generation are fully explored, including, but not limited to parking fees and traffic enforcement charges. <p>The updated 2026/27 budget proposals will be reported to Cabinet in February along with the outcome of the Provisional Financial Settlement received just before Xmas and the outcome of the Pension Fund Triennial Valuation which will lead to reduced employer contribution levels.</p> <p>Across the council myself and the leader are meeting with officers to find solutions to the challenges we face, which, if I can remind the member opposite, would not be so severe if his party had not spent their 14 years in government slashing our public sector funding to the bone.</p> <p>This labour government has committed to improving council finances, and we expect to see a rise in the funding we receive from central government as part of the Fair Funding review, and the first multi-year settlement in nearly a decade, ending the chaos of single year settlements.</p>	
16	Together for Bury	How many reported incidents of domestic abuse have taken place in the Borough during the last calendar year?	Councillor L McBriar
	Councillor Walmsley	Every incident of domestic abuse in our borough is a tragedy, and in the 2025 calendar year there were 4,316 reported incidents of Domestic	

	Party	Question	Questioner
		<p>Abuse across the Borough.</p> <p>Information on the work of the Bury Community Safety Partnership on addressing domestic abuse, which is one of the Partnership's priorities, can be found in the annual update provided to the Overview & Scrutiny committee in November 2025.</p> <p>The council and its partners are committed to reducing the rates of domestic abuse in our borough, so that no one should live in fear.</p>	
17	Labour	Can the Leader update us on the progress of the VALOUR programme for Veterans?	Councillor Babar Ibrahim
	Councillor Walmsley	<p>VALOUR is a groundbreaking national programme designed to make it easier for veterans across the UK to access care and support, but have for a long time not had proper access to.</p> <p>I am delighted to say that this Labour government is finally addressing this injustice, and ending the postcode lottery of support so many veterans have experienced, and ensuring all our veterans are cared for – no matter where they may be.</p> <p>Led by the Office for Veterans' Affairs (OVA) within the Ministry of Defence, it aims to improve how services are coordinated at national, regional and local levels, ensuring veterans get the right support, in the right place, at the right time.</p> <p>Nationally VALOUR has been recruiting the key roles of Head of VALOUR, VALOUR field officers and VALOUR managers, with this information shared through Bury's Armed Forces Covenant network.</p> <p>Bury is working alongside colleagues at the Greater Manchester Combined Authority on exploring opportunities to support connectivity locally and regionally into VALOUR development resources, including through a GMCA led session on 5th February – ensuring that the VALOUR programme in our borough and across our city helps as many of our veterans that we are able to.</p> <p>VALOUR is just one element of the Veteran support ecosystem, with Bury connecting through local Veterans and Armed Forces groups to review the national Veterans Strategy alongside local insight and priorities around health, housing and education through the local</p>	

	Party	Question	Questioner
		Armed Forces Covenant Steering Group which most recently met earlier this month.	
18	Labour	Can the leader confirm current performance against target times for non-emergency repairs in council housing, and what action is being taken where residents are waiting beyond those times?	Councillor Gareth Staples-Jones
	Councillor Cummins	<p>The current performance against target times for non-emergency repairs is 67.32% being completed within the target timescale of 17 days. It is currently taking an average of 21 days to complete non-emergency repairs.</p> <p>Our permanent Head of Repairs started at the end of November and is currently carrying out a full review of our repairs data, performance measures, and operational processes. This review will ensure that our data is accurate, that we understand the root causes of delays, and that we strengthen our planning, scheduling, and reporting arrangements.</p> <p>For tenants waiting beyond target times, we are taking several actions:</p> <ul style="list-style-type: none"> • Prioritising and clearing overdue repairs • Reallocating resources to areas of highest demand • Strengthening daily operational oversight • Improving resident communication and follow up <p>The review will inform a more robust delivery plan to improve performance and ensure residents receive a consistent and timely service.</p>	
19	Conservative	North Manor Ward includes semi-rural areas and has a growing ageing population. What action is the Council taking to protect access to key local services, particularly public transport and community health provision for older residents, and how will this be reflected in future budget decisions?	Councillor K Hussain
	Leader	<p>The council is taking a number of actions to protect access to local services in our more rural settings</p> <p>Greater Manchester has taken control of the bus system through bus franchising and for the first time, can plan routes, set affordable fares and integrate buses into the wider transport system: the Bee Network. This means that when planning bus routes and timetables, profit will no longer be the main focus. Instead, the network will be designed so that services arrive on time, at convenient locations and offer the best value for money.</p>	

	Party	Question	Questioner
		<p>Now that all bus services in Greater Manchester, including Bury, have joined the Bee Network, Transport for Greater Manchester will be reviewing the network with the aim of making improvements to ensure that the bus system is accessible to everyone, whatever their background and wherever they live or work. We will work closely with Transport for Greater Manchester on this review to ensure that the bus offer meets local needs in all parts of the borough, including in rural and semi-rural areas.</p> <p>Whilst the council is not the budget holder for Community Services the council will work with NHS GM as the commissioner of community health services, and the providers of community health services, for example GPs and Northern Care alliance, to ensure needs are met in the light of changing demographics, and recognises the NHS 10 year priorities for a shift from treatment to prevention and from hospital to community based provision.</p> <p>This council is investing across our borough, and working to protect and support all our residents, no matter their age, income or location.</p>	
20	Conservative	What proportion of last year's budget savings proposals were delivered on time and in full?	Councillor R Brown
	Councillor Sean Thorpe	93.88% of approved savings were delivered in 2024/25	
21	Independent	<p>I welcomed the Leaders statement at the last Council Meeting stating that he was open to proposals for improvements in my Ward .</p> <p>The highways on Lyndon Close , Wesley St , Woodstock Drive and Meadow Way are all in an extremely poor condition .</p> <p>My request is that these roads be prioritised and included in the next programme of resurfacing for TOTTINGTON Ward</p>	Councillor Y Wright
	Councillor A Quinn	<p>Our resurfacing programmes are developed using a robust, evidence - based approach that considers a range of factors, including road condition, classification, insurance claims, and repair history. This methodology was commended by the LGA during their peer review of our highway service in 2022 and has subsequently been adopted by many of our GM colleagues.</p> <p>The streets you have highlighted will be assessed alongside all others streets in the borough as part of the process for planning future years' resurfacing programmes.</p>	

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Meeting:	The Council
Meeting date:	16 th January 2026
Title of report:	Update on Greater Manchester Joint Authorities Activity 
Report by:	Leader of the Council
Decision type:	Non key decision
Ward(s) to which the report relates:	All
Summary:	This report provides an update on the activity of the Greater Manchester Combined Authority.

1. Background

This report provides an update on work of the Greater Manchester Combined Authority (GMCA) and other Greater Manchester joint authorities following an update to Council in July 2025.

2. GMCA Forward Plan

The GMCA has published its forward plan for the coming months, 1st February – 30th April

The register outlines the key decisions which are due to be undertaken by the GMCA, Mayor, GMCA and AGMA Executive Board, TFGM Committee, GMCA Resources Committee, GMCA Waste and Recycling Committee and the statutory officers of the GMCA

A summation of the key upcoming decisions can be found below, and the full list can be accessed at:
[https://democracy.greatermanchesterca.gov.uk/Extranet/mgListPlans.aspx?RPId=136&RD=0&bcr=1&\\$LO\\$=1](https://democracy.greatermanchesterca.gov.uk/Extranet/mgListPlans.aspx?RPId=136&RD=0&bcr=1&LO=1)

Green City Region

- GM Municipal Waste Management Strategy – 30 Jan 2026
- GM Hydrogen Strategy – 27 Mar 2026
- Retrofit GM – 27 Mar 2026
- Appointment of technical advisers to the Waste & Resources Team – April 2026
- Appointment of legal advisers to the Waste & Resources Team – March 2026

Transport

- Bus Franchising (contracts, services, assets) – *Between 1 Feb and 30 Apr 2026*
- Bus Depot Acquisitions – *Between 1 Feb and 30 Apr 2026*
- Bus Depot Leases (Tranche 2 and 3) – *Between 1 Feb and 30 Apr 2026*
- Bus Depot Acquisitions Treasurer Decision (Tranches 1, 2 & 3) – *Between 1 Feb and 30 Apr 2026*
- Subsidised Services – *Between 1 Feb and 30 Apr 2026*
- Integrated Settlement Funding – *Between 1 Feb and 30 Apr 2026*
- Active Travel Programme – *Between 1 Feb and 30 Apr 2026*
- Local Growth Deal (1, 2 and 3) six-monthly progress update – *Between 1 Feb and 30 Apr 2026*
- Transport Network Planning and Review Process – *Between 1 Feb and 30 Apr 2026*
- Variation to Local Concession Scheme (Free All Day Bus Travel) – *Not before 15 Jan 2026*

Resources and Investment

- Greater Manchester Business Funds – *30 Apr 2026*
- GM Investment Funds / GM Brownfield Funding / GM Good Growth Fund – *Between 1 Feb and 30 Apr 2026*
- Revenue and capital budget updates – *February 2026*
- GMCA General Revenue Budget 2026/27 – *February 2026*
- Transport Revenue Budget 2026/27 – *February 2026*
- Mayoral General Revenue Budget 2026/27 including GMFRS – *February 2026*
- Waste and Recycling Revenue Budget 2026/27 – *February 2026*
- GMCA Capital Programme 2025–2029 – *February 2026*
- GMCA Revenue Update Quarter 3 – *March 2026*
- GMCA Capital Strategy 2026/27 – *March 2026*
- Treasury Management Strategy and Annual Investment Strategy 2026/27 – *March 2026*

Housing

- GM City Deal Receipts – *Between 1 Feb and 30 Apr 2026*
- Greater Manchester Housing Funds – *Between 1 Feb and 30 Apr 2026*
- Agreement to use GM Housing Investment Loan Fund surpluses – *Between 1 Feb and 30 Apr 2026*
- Greater Manchester Property Funds – *Between 1 Feb and 30 Apr 2026*
- Women In Safe Homes (WISH) – *Between 1 May 2026 and 31 May 2029*
- Young Persons Homelessness Prevention Service – *Between 1 Apr 2026 and 31 Mar 2029*

Culture

- Greater Manchester Night Time Economy Strategy (2025–30) – *27 Mar 2026*
- GM Culture Fund – *27 Mar 2026*

Economy, Business & Inclusive Growth

- Local Innovation Partnerships Fund – *Between 1 Feb and 31 Mar 2026*
- Atom Valley Northern Gateway MDC Business Plan – *27 Mar 2026*

Technical Education & Skills

- Grant award to GM Local Authorities for Economic Inactivity Trailblazer, WorkWell and NEET activity – *Not before 20 Jan 2026*

Safer and Stronger Communities

- Severe weather early warning and informing – *February 2026*

3. RFGM Update

Festive Period Communications

The team delivered an extensive Recycle for Greater Manchester (R4GM) campaign over the festive season to encourage recycling of excess waste generated during this time. The advertising campaign included adverts on 11 regional and local radio stations, 300 posters across transport network, targeted social media adverts, 198 out-of-home digital screens and 12 regional newspapers.

The adverts focussed on key messages around food waste prevention, Christmas tree disposal, paper and card recycling and plastic pots, tubs and trays recycling.

Bespoke content was created around wasting less at Hanukkah for the Jewish communities, this was promoted in the Jewish Advertiser, and on R4GM and council social media channels. The team secured good media coverage including on BBC Breakfast on 30th December, on BBC Radio Manchester, Hits Radio, Tameside FM and Crescent Radio.

Three Renew Markets were held at the Renew Hub in Trafford Park to encourage residents to buy pre-loved items rather than buy new. Over £10,000 was raised which goes towards the Renew Community fund and the Greater Manchester Mayors Charity.

Operational Update

Reliance St Household waste recycling centre (HWRC) in Newton Heath, Manchester is undergoing significant redevelopment. The site was closed in July 2025 for a 12 month redevelopment. The contractor appointed to carry out the work is a Bury based contractor called BDB Special Projects. Work is progressing well; the site will re-open in Summer 2026 and will also feature a new Renew shop.

A planning application has been submitted to Bolton Council to allow GMCA to repurpose an empty building on the Salford Road site in Bolton, to house a new materials recovery facility (MRF) that will accept a wider range of plastics to ensure we can comply with the Simpler recycling policy. The current MRF, which is in Manchester, is not large enough and is coming to the end of its economic lifespan.

The GMCA interim Waste and Recycling plan (2026 to 2023) will go to the Combined Authority meeting on 30th Jan for approval. Once approved, it will be shared with members. The plan outlines how GMCA and the 9 councils will work together with our waste contractor SUEZ to respond to the new policies being introduced by Defra.

From 31st March 2026, the Simpler Recycling Policy is being introduced by Defra. All councils must offer a weekly food waste collection to all households. Food can be co-collected with garden waste.

The Government has also identified the 'dual stream' recycling collection method (the way recycling is collected across Greater Manchester) as the preferred method of collection. For Greater Manchester collection services there is very little change required. Six of the districts in the GMCA waste disposal arrangements are exempt until 2034 from the requirement for a weekly food waste collection and services frequency will only need to change at that time.

Social Value

Bury Hospice has started collecting furniture and other pre-loved items from the Renew Hub. SUEZ staff also volunteered at Bury Hospice in October as part of their corporate volunteering day. SUEZ staff helped in the warehouse at the Hospice, moving donations and relocating stock. They were able share best practise on how SUEZ manage stock in the Renew Hub.

Recycling Centre Rates

Site	Oct 25	Year to date
Cemetery Rd, Radcliffe	61%	63%
Every St, Fernhill	65%	64%

Contact us

<https://recycleforgreatermanchester.com/>

Email: recycle4gm@greatermanchester-ca.gov.uk

Michelle Whitfield

Head of Communications & Behavioural Change

Michelle.whitfield@greatermanchester-ca.gov.uk

4. TFGM Update

November 2025 - January 2026

Industrial Action

Industrial Action by Unison and Unite members of TfGM staff took place on November 25-28 (inclusive); December 5, 12, 19, 29-31 (inclusive); January 1, 5-8 (inclusive), 22, 28-29 (inclusive)

Of over 1,300 staff at TfGM, the majority are not striking and many people across TfGM are working hard to minimise the impact of this action on passengers and communities, building on experience and insight from the first strike days.

Bus and tram services are running as normal, and all interchanges have been and will be open on strike days. Some facilities – such as ticket offices and toilets – may however be closed. On previous strike days TfGM has still managed to open ticket offices at some locations, depending on staff availability.

Ahead of the next period of strike action, TfGM are increasing support for passengers. There will be an increased staff presence at interchanges and bus stations to help passengers with any on-the-day enquiries, and work is ongoing to ensure that the ability of TfGM's control centre to manage demand across the highways network is not impacted.

Local Transport Plan update

Following its launch last month, the [GM Transport Strategy 2050 and Delivery Plan consultation](#) is well underway. From Monday 12 January hard copy materials will be available in all GM LA libraries and Ticket and Information Centres.

A series of drop-in sessions and stakeholder meetings are taking place to ensure broad representation and feedback from across Greater Manchester –

- Some Local Authorities have already held drop-in sessions, and sessions are planned in other authorities later this month.
- Political Briefings: Multiple All-Member Briefings took place in November.
- Business and Environment Groups: Sessions with Bee Net Zero and TfGM's Business Transport Advisory Council have engaged the business community and environmental stakeholders.
- Neighbouring Authorities: Hybrid meetings with neighbouring councils have facilitated cross-boundary collaboration.
- Equality and VCFSE Groups: Dedicated sessions with equality panels and voluntary sector representatives have ensured the strategy reflects diverse needs.
- Additional Stakeholder Sessions: Further meetings with business networks, neighbouring authorities, and statutory consultees are planned throughout January and beyond.

Fare Cap Freeze and Removal of 9.30 restriction on concessionary bus pass

From 1 March 2026, older and disabled residents in Greater Manchester will enjoy free, round-the-clock travel on Bee Network buses. This follows two successful pilots in August and November 2025, which demonstrated strong demand and positive social impact, including improved access to healthcare, leisure, and volunteering opportunities.

The change, subject to final budget approval in February, marks a significant step towards an inclusive and accessible transport network. Around 400,000 concessionary passholders will benefit, removing the previous weekday restriction that limited free travel to after 9:30am.

In addition, all bus and tram fares – including the £2 adult single fare cap – will be frozen throughout 2026, reinforcing Greater Manchester's commitment to affordability and tackling cost-of-living challenges. You can find out more information about these initiatives [here](#).

The Greater Manchester Rail Vision: Mayor unveils plans to bring trains into the Bee Network

In December, the Mayor of Greater Manchester set out a step-by-step plan for bringing the city region's rail lines into the Bee Network to create the first truly integrated public transport system outside London. The first two lines – connecting Manchester to Glossop and Stalybridge – will join the Bee Network from 13 December 2026, and will see contactless 'tap in, tap out' ticketing rolled out across 17 stations.

More rail lines to follow in 2027 and 2028, and the further roll out of contactless, capped fares, joining buses, trams and trains together as Greater Manchester continues its journey to deliver an affordable, accessible and joined-up transport network. Further information is available [here](#).

Improving the Bee Network

- Bee Network Expands with New Bus Route - The number 30 service, which connects Swinton, Salford Royal Hospital, MediaCityUK and Manchester city centre has been launched. The new service was launched on the first anniversary of completing bus franchising, which has seen significant progress delivered under local control, including increased patronage, further electrification and improved customer experience. You can find out information [here](#).
- More and more people are choosing to travel on Bee Network buses. Over 250 million Bee Network bus journeys have now been made, with passenger numbers increasing by 29% and 18% across the first two areas brought under local control. Across buses and trams, the Bee Network is now carrying more than 18 million passengers a month – with the 132 service, between Wigan Bus Station and The Trafford Centre, recording the highest growth on the network, with passenger numbers up by 66.7% in 2025.
- Customer satisfaction has also hit new highs, with an average of 85% across the city region. A range of other investment is highlighting the Bee Network's commitment to inclusive, accessible, and greener travel.
- Middleton bus depot has reopened following the completion of electrification, meaning 53 new electric buses are now carrying Bee Network passengers, marking another major step toward a fully electric bus fleet.
- The first of 284 new digital information screens has also been installed at the bus stop at North Manchester General Hospital, with others being rolled out across the city region over coming months. Each display will provide real-time departure information and disruption updates, with on demand text-to-speech buttons, enabling customers to make informed choices on their travel options.

Wider local updates

- **Bury Interchange** – The planning application to create a new southern access to Metrolink (including a footbridge, lift and stairs) was approved by Bury Council on 22 July, with associated applications for a temporary northern access and temporary construction compound approved in September. Detailed design for this first phase of works is well underway. In relation to the southern access bridge element of the work, TfGM is working with Bury Council and members to finalise the artwork proposals. Outline design for the main interchange and potential residential development has now been completed. Strategic level discussions between Bury Council, TfGM and GMCA progressing to determine next steps in taking forward any residential development in this location.
- **Elton Reservoir New Metrolink Stop and Travel Hub/P&R** - TfGM are continuing development work on proposals for a new Metrolink stop, Travel Hub and Park & Ride, to be delivered as part of the strategic allocation for around 3,500 homes and supporting infrastructure, identified in Places for Everyone. TfGM will continue to work with Bury Council, the site developers and other stakeholders to develop these proposals as part of the wider masterplan for the site.
- **Metrolink Stop Improvements** - Heaton Park Phase 1 (predominantly new shelters and associated renewals) has now received "Programme Entry", and the team have commenced preparing a combined OBC/FBC and engaging with contractors. Additional work is required to refine the prioritisation for the wider stop improvements programme and secure further funding.
- **Bus Services** - There have been changes to services to St Gabriel's School from November to improve safety as buses stopping outside the school are had to reverse back out onto Bridge

Road. This is a significant safety issue because at the times of day when the buses are reversing there is significant footfall and vehicular congestion outside the school. As a solution to this all journeys that currently start/terminate at St Gabriel's School will now start/terminate on Jubilee Walk which is approximately 7-10 minutes' walk from the school. For Bury Grammar School (who also have a stop on Bridge Road), it will be a 3-5 minute walk away. The stops on Jubilee Way will not require pupils to cross the road because they will either be on the correct side or be able to cross safely using the underpass.

Network Patronage and Performance

Please note that reporting will now follow a monthly format. The summary is based on data from October, updated stats for November will be available from 19 January.

Patronage is reported annually. The table below shows the annual growth of patronage across all modes, comparing October 2024 with October 2025.

Service Area (Patronage)		Last year (Oct 24)	Now (Oct 25)	Commentary
Bus	Patronage (rolling 12 months, millions)	168.0m	174.0m	Industrial action affected service delivery and passenger numbers in October. Strike action meant around 130 services did not run on 1 and 2 October. The overall trend of growth in patronage continues.
Metrolink	Patronage (rolling 12 months, millions)	44.9m	46.4m	October 25 saw the second-highest passenger journeys in a month (after Nov 24). The 12-month rolling patronage figure of 46.4 million is the highest on record, beating the previous record set last month. The Altrincham line recorded 1m journeys in a single month for the first time.
Rail	Patronage (rolling 12 months, millions)	56.2m	55.3m	Strike action during October affected CrossCountry services and Northern are continuing their "Short-Term Plan" on Sundays, which sees around 200 GM services removed from the timetable.
Highways	Highway journeys (rolling 12 months, millions)	1822m	1840m	Operational and Travel Demand Management plans are being delivered through the busy event and Christmas market period. A range of interventions are helping to manage the network including traffic signal strategies and traffic regulation orders at known pinch points, targeted customer information and travel advice.
Active travel	Cycling trips (rolling 12 months, millions)	46.5m	54.4m	Starling Bank bike hire trips are up 28% year-on-year. There were 71,705 rides during October 25. This is the highest monthly total in the scheme's history, beating the previous record of 62,476 set
	Cycle Hire (rolling 12 months, thousands)	460	588	

				last month. Bus Operator industrial action led to rise in rides, but the increase continued throughout the whole of the month. Evidence shows that existing riders used the service more frequently, rather than an increase in new users joining the scheme.
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Performance is reported monthly. The table below shows the monthly change in performance (punctuality and reliability) across Bus, Metrolink, Rail and Highways. More information about bus punctuality data is [available here](#).

Service Area (Performance)			Last month (September 2025)	Now (October 2025)	Commentary
Bus	Punctuality		78.2%	79.6%	T1 punctuality was above target at 84.2%, T2 and T3 were below target at 76.6% and 78.9% respectively. However, both T2 and T3 showed improvements from last month and the same time last year.
	Reliability: Bus km operated		98.6%	98.1%	
	Zero-emission bus fleet (% of total bus fleet)		19.7%	19.7%	
Metrolink	Punctuality (trams departing less than 2 mins late)		92% (P6)**	90% (P7)**	Punctuality was on target at 90% and operated mileage narrowly missed target at 98.6%. The main causes of lost miles were: rolling stock 41%, driver availability 18% and electrical 15%.
	Reliability: Operated mileage (number of tram vehicle miles operated compared with the number of scheduled miles)		99.2% (P6)	98.6% (P7)	
Rail	Northern (NTL)	PPM*	81.6% (P6)	77.2% (P7)	Crew availability continues to be a challenge on the rail network. Strike action during October affected CrossCountry services and Northern are continuing their "Short-Term Plan" on Sundays, which sees around 200 GM services removed from the timetable.
		Cancellations	5% (P6)	3.5% (P7)	
	TransPennine Trains (TPT)	PPM*	86.4% (P6)	84.6% (P7)	
		Cancellations	3.6% (P6)	3.5% (P7)	
Highways	Journey time reliability (measures the % of journeys completed within the typical journey time, plus a tolerance of 25%).		93.7%	92%	Operational and Travel Demand Management plans are being delivered through the busy event and Christmas market period. A range of interventions are helping to manage the network including traffic signal strategies and traffic regulation orders at known pinch points, targeted

				customer information and travel advice.
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*Public Performance Measure (PPM), measures % of services arriving at destination, having called at all scheduled stops, within 5 minutes of the planned arrival time.

** P6 = Period 6 and P7 = Period 7, both defined as a four-week reporting period instead of a monthly one.

GMCA meetings:

Greater Manchester Combined Authority Meeting (September)

A link to the papers are available here:

[https://democracy.greatermanchesterca.gov.uk/Extranet/mgCommitteeDetails.aspx?ID=136&\\$LO\\$=1](https://democracy.greatermanchesterca.gov.uk/Extranet/mgCommitteeDetails.aspx?ID=136&LO=1)

Items considered and decisions included:

Chairs Announcements and Urgent Business Additional documents	<ol style="list-style-type: none"> 1. That the update on the Task & Finish Group letter received from government be noted. 2. That the GMCA celebrated the impact of the huge contributions made by Ike Alderman and Gary Mountfield "Mani" to the Greater Manchester region following their recent passing and expresses sincere condolences to their family and friends. 												
GMCA Minutes - 28 November 2025	<ol style="list-style-type: none"> 1. That the minutes of the GMCA meeting held on 28 November 2025 be approved. 												
GMCA Resources Committee Minutes - 28 November 2025	<ol style="list-style-type: none"> 1. That the proceedings of the meeting of the GMCA Resources Committee held on 28 November 2025 be approved. 												
GMCA Overview & Scrutiny Committee Minutes - 26 November 2025	<ol style="list-style-type: none"> 1. That the proceedings of the meeting of the GMCA Overview & Scrutiny Committee held on 26 November 2025 be noted. 												
GMCA Audit Committee Minutes - 24 November 2025	<ol style="list-style-type: none"> 1. That the proceedings of the meeting of the GMCA Audit Committee held on 24 November 2025 be noted. 												
Bee Network Committee Minutes - 27 November 2025	<ol style="list-style-type: none"> 1. That the proceedings of the Bee Network Committee meeting held on 27 November 2025 be noted. 												
Appointments and Nominations to Greater Manchester Bodies	<ol style="list-style-type: none"> 1. That 15 substitute members (11 Labour, 2 Lib Dem, 2 Conservative) be appointed to the GMCA Waste and Re-cycling Committee as follows: <table border="1"> <thead> <tr> <th>Local Authority</th><th>Substitute Member</th></tr> </thead> <tbody> <tr> <td>Bolton</td><td>Nadeem Ayub (Labour)</td></tr> <tr> <td>Bury</td><td>TBC</td></tr> <tr> <td>Rochdale</td><td>Mohammed Arshad (Labour)</td></tr> <tr> <td>Manchester</td><td>TBC</td></tr> <tr> <td>Oldham</td><td>Pamela Byrne (Conservative)</td></tr> </tbody> </table> 	Local Authority	Substitute Member	Bolton	Nadeem Ayub (Labour)	Bury	TBC	Rochdale	Mohammed Arshad (Labour)	Manchester	TBC	Oldham	Pamela Byrne (Conservative)
Local Authority	Substitute Member												
Bolton	Nadeem Ayub (Labour)												
Bury	TBC												
Rochdale	Mohammed Arshad (Labour)												
Manchester	TBC												
Oldham	Pamela Byrne (Conservative)												

	Salford	Arnold Saunders (Conservative)
	Stockport	Grace Baynham (Lib Dem)
	Tameside	Andrew McLaren (Labour)
	Trafford	Simon Lepori (Lib Dem)
	Labour GM	Peter Davis (Oldham)
	Labour GM	Gina Reynolds (Salford)
	Labour GM	David Lancaster (Salford)
	Labour GM	Deena Ryness (Stockport)
	Labour GM	Hugh Roderick (Tameside)
	Labour GM	Olly Baskerville (Trafford)
	<ol style="list-style-type: none"> 2. That the appointment of Councillor Gary Lloyd (Wigan, Labour) to the GMCA Overview & Scrutiny Committee, replacing Councillor Joanne Marshall (Wigan, Labour) be approved. 3. That the re-appointment of Grenville Page and Susan Webster as Independent Members to the GMCA Audit Committee, for a period of one year be approved. 	
Update to the Constitution to Enable Electronic Sealing	<ol style="list-style-type: none"> 1. That, the amendment to the Constitution as detailed in this report, to enable to the GMCA to affix its Common Seal electronically, be approved. 	
On the Right Track for Growth: The Greater Manchester Rail Vision to 2050	<ol style="list-style-type: none"> 1. That the 'On the Right Track for Growth - Greater Manchester Rail Vision', which has been developed in partnership with GM Local Authorities, the Greater Manchester business community (CBI, BTAC & Chamber of Commerce) and rail industry partners; and the subsequent next steps to develop a joint investment and delivery plan be noted and endorsed. 2. That the update on the Railways Bill legislation be noted. 3. That the ongoing work to deliver Bee Network Rail Integration by 2030 including development work underway with Northern Trains Ltd to assess and scope the case for Greater Manchester part-funding additional rail services in Greater Manchester as part of a Bee Network Rail Integration pilot for the 24-month trial period between December 2027 and December 2029 (i.e. from 2027/28 onwards) be noted. 4. That a future update, to include details of the service enhancements and a proposed funding mechanism, including any implications on the GMCA Transport Revenue Budget be submitted to the GMCA. 	
Results of the Trial of Free All Day Bus Travel for Older and Disabled People	<ol style="list-style-type: none"> 1. That the findings of the trials be noted. 2. That it be noted that any decision to remove the 9.30am travel restriction would be subject 	

	<p>to finalisation and approval of the GMCA Transport Revenue and Mayoral Budgets; the legal process required to amend the Greater Manchester Local Concessionary Scheme; and approval by the Mayor.</p> <ol style="list-style-type: none"> 3. That the comments made by Jas Taylor on behalf of the GM Disabled Persons Panel be received. 4. That the results of the all day bus travel trial will be sent on to the Secretary of State for Transport.
In her Shoes - Review of Safety of Women & Young Girls on Public Transport	<ol style="list-style-type: none"> 1. That the final review be endorsed. 2. That the update on the review made by the Chair, Councillor Helen Hibbert, be received. 3. That the presentation highlighting the early impact of TravelSafe Live Chat be received. 4. That a detailed response to the Task & Finish Group recommendations be submitted to the GMCA.
A New Model of Public Service Delivery: Live Well, Prevention Demonstrator & Economic Inactivity Trailblazer Deep Dive	<ol style="list-style-type: none"> 1. That support be given to taking Live Well to the next level throughout 2026 by making it a visible, practical offer for residents. This would include embedding Live Well in each locality and harnessing the power of local partnerships to deliver integrated, accessible support. 2. That it be noted that this next step s vital to strengthen and accelerate prevention in practice, ensuring Live Well continues to be a driving force for better outcomes for residents across Greater Manchester. 3. That the comments highlighted on behalf of the GMCA Overview & Scrutiny Committee be received.
Commissioning Biodiversity Net Gain in Greater Manchester	<ol style="list-style-type: none"> 1. That the background to the Responsible Body Service be noted. 2. That the commissioning of the Responsible Body Service be approved. 3. That authority be delegated to the Managing Director of GMCA, in consultation with the Group Chief Finance Officer and Group Solicitor and Monitoring Officer, to enter into agreements with the Local Authorities as described in Clause 5.2.
Revenue Budget Update - Quarter 2	<ol style="list-style-type: none"> 1. That the forecast position at 30th September 2025 be noted.
Capital Budget Update - Quarter 2	<ol style="list-style-type: none"> 1. That the current 2025/26 forecast of £620.4m compared to the previous forecast of £652.9m be noted.
Treasury Management Strategy Statement and Annual Investment Strategy Mid-Year Review Report 2025/26	<ol style="list-style-type: none"> 1. That the Treasury Management Strategy Statement and Annual Investment Strategy Mid-Year Review Report 2025/26 be approved.

Greater Manchester Investment Framework Requests	<ol style="list-style-type: none"> 1. That an equity investment of up to £500,000 to C3 Biotechnologies Limited be approved. 2. That authority be delegated to the GMCA Chief Finance Officer, in consultation with the GMCA Solicitor and Monitoring Officer, to review the due diligence information in respect of the above investments, and, subject to their satisfactory review and agreement of the due diligence information and the overall detailed commercial terms of the investments, to sign off any outstanding conditions, issue final approvals and complete any necessary related documentation in respect of the investments noted above.
Greater Manchester Investment Framework Requests	<ol style="list-style-type: none"> 1. That the contents of the report be noted.

5. Recommendation(s)

- 5.1. That Council note the updates from the Greater Manchester Combined Authority, Transport for Greater Manchester, and Recycle for Greater Manchester, with further updates to be presented to future Council meetings

List of Background Papers:-

Minutes of GMCA meetings linked throughout.

Contact Details:-

Alexander Burchell
Leaders Policy Officer
a.burchell@bury.gov.uk

	Party	Question	Questioner
1	Together for Bury	How many people in Bury were arrested during the Christmas/New Year period for drink and driving?	Councillor L McBriar
	S Walmsley	Information on this topic will be available from GMP next week, and the information will be shared with Councillor McBriar	
2	Radcliffe First	<p>With regards to concessionary bus passes Andy Burnham has been quoted by the Bolton Evening News as saying,</p> <p>“the rule – introduced years ago over fears of overcrowding during peak hours – was “discriminatory” and no longer fit for a modern city region”.</p> <p>Since there appears to be a general consensus that this is true, please can you explain why the changes (i.e. holders being allowed to use them before 9.30am) are not going to be introduced until 1st March 2026 rather than immediately?</p>	Councillor C Birchmore
	A Quinn	<p>During the pilot phase, Transport for Greater Manchester sought operator co-operation to trial the proposal, however, making the changes permanent requires an amendment to the local concessionary scheme, changes to ticketing systems, and negotiation with non-franchised service-permit operators (i.e. those running cross-boundary services but allowing ENCTS use within Greater Manchester’s boundary).</p> <p>The Travel Concession Scheme Regulations 1986 set out the publication requirements for local concessionary scheme variations and requires publication and notification of the scheme variation at least 28 days in advance with a 28 day response period which cannot run concurrently, resulting in a 56 day period in total.</p> <p>This process is underway. Final budget approval will also be sought at the GMCA meeting in mid-February.</p>	
3	Labour	<p>The removal of the time limit for the concessionary bus pass for older and disabled people is a great success, and one that speaks to the responsiveness of a publicly owned and run transport system</p> <p>What else is TFGM doing to support groups such as young people, veterans and care leavers with the cost of travel around greater Manchester</p>	Councillor Joan Grimshaw

	Party	Question	Questioner
	A Quinn	<p>TfGM and GMCA are committed to ensuring travelling on the Bee Network is as accessible and affordable as possible. As well as maintaining the £2 adult single bus fare (£1 for children) and a freeze on Metrolink fares, discounts and concessions are available for a range of specific groups, including as follows.</p> <p>Young People: Young people living in GM aged 16-18, who are eligible for Our Pass, can apply to receive free local bus travel and purchase half price off-peak 1-day and weekend Metrolink travelcards.</p> <p>Those aged 18-21, who are eligible, can apply for an 18-21 pass that allows the purchase of a half-priced adult 28-day bus product – costing just £40.</p> <p>Care Leavers: Care leavers aged 18-25 who live in GM can travel for free on buses in Greater Manchester. Care leavers can also access half priced off-peak day tram tickets, for purchase via travel shops.</p> <p>Veterans: Veterans can travel for free on tram and Bee Network buses on Armed Forces Day, Armistice Day and Remembrance Sunday.</p> <p>Other support: ·</p> <ul style="list-style-type: none"> - Child ticketing (5-16) across the network is half the price of an adult ticket; those ages 11 -16 will need a valid IGO pass - Free School Passes issued via local councils for eligible primary students provide free term time travel via bus, tram or train between home and school - The scholars permit which allows those eligible ages 16-19 to pay child fares on buses, trams and trains in GM when travelling to school or college. 	
4	Labour	Progress on Whitefield fire station – what progress has been made on the Whitefield Fire station?	Councillor Maria Rahimov
	Leader	<p>The construction of a new, state of the art, Fire Station is still underway in Whitefield, with the programme on week 44 of a 72 week construction.</p> <p>The practical completion date for the full site that</p>	

	Party	Question	Questioner
		<p>includes the removal of the temporary station, all supporting infrastructure and to make good the site boundary is the 9th of September later this year.</p> <p>However, residents of Whitefield will be able to say hello to their new fire station ahead of this date, as the appliance bay and response operations centre will commence operation from July/August - with operational services commencing alongside this.</p> <p>The above dates are in line with the original programme timeline, and our construction partners are making good time on the project</p>	
5	Conservative	How will the Greater Manchester Rail Vision to 2050 specifically benefit Bury residents, particularly in terms of connectivity to Atom Valley and Manchester city centre?	Councillor I Gartside
	A Quinn	<p>The Greater Manchester Rail Vision sets out some key targets that would specifically benefit Bury residents:</p> <ul style="list-style-type: none"> · In the period from now to 2030, these include a proposed new Metrolink stop, travel hub and park & ride at Elton Reservoir, and beginning construction on the Bury-Heywood-Rochdale-Oldham Tram-Train Pathfinder. The Pathfinder could slash journey times between homes and jobs – both existing and newly created – across Atom Valley. · In the period from 2030 to 2040, these include opening of the Pathfinder service plus delivering a next-generation Metrolink fleet (that would provide the right capacity on the existing Metrolink Bury line to Manchester city centre). · In the period from 2040 to 2050, these include going underground in the city centre to create significant new capacity and connectivity across the city-region. Our Draft Rapid Transit Strategy (July 2024) clearly identified the Metrolink Bury line as a key candidate to become part of a future underground system. 	

	Party	Question	Questioner
		<p>More generally, as Rail is integrated into the Bee Network by 2030, this will improve multi-modal opportunities and help Bury residents to access rail services in a seamless and integrated way. Through ticketing via Bus and Tram will facilitate improved access to stations for onward travel to a wide range of destinations.</p> <p>The GM Rail Vision also sets out our aspirations to improve rail connectivity across the GM Rail Network and beyond to neighbouring regions. As we work with the industry to improve these services, it will open up more opportunities for onward rail travel for a wide range of purposes.</p>	
6	Labour	With the clean air zone forced upon the city by the Conservative government now gone, can the GMCA update us on the progress of the consultation and what the future of the cameras installed as part of this programme is?	Councillor Gavin McGill
	A Quinn	<p>A full public consultation took place from 23 September to 6 November 2025, gathering 4,830 responses.</p> <p>89.7% of respondents agreed—65.3% strongly—with the proposal to change the primary use of the Clean Air Zone. A report seeking formal approval to progress with the change of use will be submitted to the GM Air Quality Administration Committee (AQAC) on 29 January 2026.</p> <p>The cameras will continue supporting the Greater Manchester Clean Air Plan until the city region meets legal NO₂ limits and fully exits the national air quality programme.</p>	
7	Conservative	What steps are being taken to address service reliability issues in outer boroughs, including Bury, highlighted in the Bee Network performance update?	Councillor J Harris
	A Quinn	TfGM have taken a number of steps to improve performance since the launch and full roll-out of the Bee Network in Bury. We've added significant additional resource into key routes in the district, such as the 135, 471 and 472/474, which has delivered an improvement in the performance of these services, and we will	

	Party	Question	Questioner
		<p>continue to monitor them closely. TFGM also recently made timetable changes to improve on-time performance of a number of previously subsidised services to the north of the borough</p> <p>On-going roadworks across the district continue to create challenges for service reliability, for example the 524 in Radcliffe during the latter part of 2025. TFGM are continuously working to minimise the impact on service reliability, and exploring ways to improve operational resilience, through monthly joint meetings with operators and local authority colleagues, while there are a number of bus pinch point schemes that are also being progressed in the district.</p> <p>As the report set out, TFGM continue to publish weekly performance reports on social media and the TfGM website so that customers can track progress and any specific concerns can be flagged through the Rate My Journey tool.</p>	
8	Conservative	What funding is being allocated to implement integrated CCTV systems and increased staff presence at Bury Interchange and other local transport hubs?	Councillor R Brown
	A Quinn	<p>Metrolink staff are deployed to the Bury line every day. However, staff cover the whole Bury line and they are not only at Bury Interchange. TfGM also have at least 2 visits by TravelSafe Officers to Bury station per day.</p> <p>TfGM have introduced 116 TravelSafe Support and Enforcement Officers to the Bee Network as part of Bus Franchising (plus a dedicated team to support night bus services) their deployments are prioritised based on risk, harm and threat</p> <p>The current Interchange is being redeveloped, with work on Phase 1 (Metrolink) due to start on site late 2026. It is being designed with public safety in mind and, as part of the redevelopment, CCTV across the Metrolink and bus elements of the facility (linked to TfGM's 24/7 control room) will be renewed</p>	
9	Together for Bury	Is the Whitefield Community Fire Station rebuild on target to be completed as planned?	Councillor Bernstein

	Party	Question	Questioner
	S Walmsley	Yes – the information was detailed in Question 4	
10	Conservative	How will the £1bn Good Growth Fund ensure equitable investment in Bury, given concerns raised about the concentration of funding in Manchester city centre?	Councillor S Arif
	Leader	<p>The Good Growth Fund is an innovative new fund to drive growth across the whole of the city region - in November projects were announced in all of the 10 GM boroughs, providing growth opportunities in every borough</p> <p>The announced projects included £6.8m to revitalise the centre of Prestwich, transforming the Longfield Centre site into a new Market Hall and retail space, building off the current work on the new Prestwich Travel hub'.</p> <p>Across the city region the fund will deliver nearly 3,000 new homes, 22,000 new jobs and 2 million sq ft of employment space</p> <p>However, the Good Growth fund is not the only investment coming to Bury from the GMCA, which also includes the £84m development of the Bury interchange and the unlocking of the Northern Gateway site, creating thousands of new jobs, opportunities and homes here in Bury.</p> <p>In addition to delivery of active projects, the Council continues to develop a plethora enterprising project proposals to access future funding opportunities of the fund and other grant opportunities to the benefit of the wider borough</p>	
11	Conservative	How will the Housing First initiatives, including the Property Check Programme and Empty Homes Programme, be implemented in Bury, and what targets have been set for improving housing standards locally?	Councillor K Hussain
	C Cummins	Bury is fully involved in the Housing First initiatives through the Property Check and Empty Homes Programmes, including contributing to programme design. In 2025/26, the Property Check Programme	

	Party	Question	Questioner
		<p>funding is focused on increasing local enforcement capacity, and Bury is recruiting two new trainees through the GM Housing Enforcement Trainee Programme, building on a previous successful trainee. Training and employment costs are shared with GMCA, and existing officers have also taken part in programme training.</p> <p>Under the GM Empty Homes Temporary Accommodation Programme, Bury will receive £414,545 in 2026/27 to fund two Empty Homes Officers and an incentive pot of £300,644 to lease and repair properties for families who would otherwise be placed in unsuitable accommodation.</p> <p>GMCA has set a target of bringing at least 16 empty homes back into use, though the total is expected to be higher. A range of incentive and enforcement tools is available to support this work, from council tax premiums to compulsory purchase orders. Following GMCA approval in November 2025, GMCA and Bury officers will meet monthly from January 2026 to support programme mobilisation, with a flexible delivery model that can adapt to local needs.</p> <p>GM's wider ambition is that everyone has a healthy home with good standards, although no GM level housing standards targets have been set specifically for Bury. National reforms will also shape this area: the Renters' Rights Act 2024 will require councils to report housing enforcement activity from 2026 and will extend a strengthened Decent Homes Standard to the private rented sector, with government consulting on compliance by 2035 or 2037.</p>	
12	Conservative	The "Get Greater Manchester Working Plan" aims to raise employment across the region to 80%. What specific programmes or interventions under this plan are being prioritised in Bury to support residents who are economically inactive due to long-term health conditions or skills shortages?	Councillor I Gartside

	Party	Question	Questioner
	C Morris	<p>Bury is prioritising programmes under the Get Greater Manchester Working Plan to support residents who are economically inactive due to longterm health issues, low skills or complex barriers. For 2026/27, the focus is on strengthening integrated healthandemployment support, expanding intensive help for those furthest from work, and improving access to locally relevant skills pathways. A core element is the continuation of WorkWell, delivered with the NHS, Primary Care and the voluntary sector; 375 residents have already been supported this year, and almost £284,000 has been secured to continue the service next year. The IPS in Primary Care programme will also continue, offering specialist onetoone support for around 70 residents with more complex needs.</p> <p>Support for those furthest from the labour market is being expanded through the Economic Inactivity Trailblazer, which will offer intensive wraparound help to about 140 residents facing multiple challenges. Improved datasharing with DWP will enable more proactive outreach. Alongside this, Bury is continuing to invest in skills provision: over 2,000 residents have taken more than 3,400 courses this academic year, supported by £1.3 million in adult skills funding, with flexibility to target Level 3 provision where it best meets local economic needs.</p> <p>Targeted support is also being directed to young people not in education, employment or training. Bury has received £160,000 to work with 66 young people aged 15–18, with extended eligibility for those with SEND or care experience, focused on reengagement and progression. Together, these programmes form a more coherent, integrated support system that reduces duplication, improves access to help, and strengthens partnerships across health, employment, skills and the voluntary sector. Bury will also help shape future support under the Integrated Settlement, with new activity expected from autumn 2026.</p>	

Motion relating to the reintroduction of live streaming of 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 rumours.

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 practise 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

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.

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

Improving Road and Pavement Conditions Across Bury

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.

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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.

Labour Group Amendment – 21 January 2026

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

Improving Road and Pavement Conditions Across Bury

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 follows over a decade of austerity in local government under successive Conservative governments, during which time Bury was consistently underfunded for its roads leading to an estimated £100 million plus backlog.~~

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~~ **low levels of awareness amongst residents about when permanent repairs will be carried out.**

This Council welcomes the work undertaken by council officers to maintain the borough's highways ~~but~~ **and further notes that under the Labour administration, Bury Council has invested significantly in highways maintenance, borrowing £30 million since 2017 to plug the gap left by national funding.**

~~This Council welcomes the news that Bury has been rated~~ **amber** ~~for overall road condition, green for spending, and amber for best practice in the first ever national traffic light rating of Local Highway Authorities, demonstrating that the Council is using funding effectively while continuing to improve its practices.~~

~~This Council further welcomes the Labour Government's investment of £7.3 billion over the next four years for local roads to improve road conditions and enable proactive, preventative maintenance rather than short-term fixes. This is on top of the Government's investment of £1.6 billion for this financial year, a £500 million increase compared to last year.~~

~~This Council~~ **recognises the need for greater ongoing 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 ~~this the remainder of the current and the next~~ **municipal year and the next municipal year as is consistent with previous communication to councillors;**

2. An explanation of how reports of potholes and pavement defects are assessed, prioritised, and scheduled for permanent repair **in line with current practice**; and

3. Information on how **councillors can play their part in ensuring** residents can be kept ~~better~~ informed about timescales and outcomes following the reporting of highway defects.

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, **it is noted that there is an** ~~many communities continue to experience flooding concerns linked to blockages, silt build-up, and~~ inconsistent maintenance cycle of local culverts **maintenance**. Residents regularly report uncertainty over when specific culverts were last inspected or cleared, making it difficult to identify risk levels or take preventative action.

Although 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 **it is acknowledged the vast majority of culverts are riparian owned and thus would require the cooperation of these owners.**

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 **wherever practical.**
- 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 **undertake a communications campaign to remind all riparian owners of their responsibilities in maintaining culverts** ~~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 confirm and maintain the maintenance cycle ahead of amber weather warnings of cleaning trash greens

- To request that the relevant Cabinet Member undertakes a feasibility study (to include the current data gathering exercise on gully silt levels) to consider the purchase of further gully cleaning vehicles to assist in dealing with cleaning culverts

- ~~- 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.~~

Party	Motion	Update for January Council
Independent NOM	<p>The UK Government's Pride in Place programme, launched on 25 September 2025, provides up to £5 billion to 339 disadvantaged communities to restore local pride, revitalise high streets, and empower residents through Neighbourhood Boards.</p> <p>Radcliffe (which covers both Parliamentary constituencies), has been awarded £20 million over 10 years under Phase 1, which is to be welcomed but other areas in the Borough of Bury for example Bury East and Besses Wards face ongoing challenges including high deprivation, declining economic opportunity and low community cohesion, as evidenced by the Index of Multiple Deprivation.</p> <p>1. The programme's Phase 2 Impact Fund offers £1.5 million quick-win grants for 95 additional places, and future phases could expand to more neighbourhoods based on local need.</p> <p>2. Bury Council's "Let's Do It!" strategy and commitment to community-led growth align perfectly with Pride in Place, but equitable coverage across the borough is essential to avoid leaving communities behind.</p> <p>This Council Believes:</p> <p>1. All residents of the Borough of Bury deserve access to this transformative funding to build safer, healthier, and more vibrant neighbourhoods.</p> <p>2. Lobbying through both our MP's is a key mechanism to influence government allocations, ensuring other Borough areas are prioritised for any further phases or expansions.</p> <p>This Council Resolves:</p>	<p>1. The UK Government has been distributing money for Pride of Place based on a deprivation formula. There is no application process for a Local Authority to follow, which would allow us to assess a proposal against objective criteria and set deadlines around submitting proposals. Whilst the level of resources applied to the designated area within Radcliffe would be transformational if replicated across the rest of the Borough, the reality is that the UK Government can only afford to direct these funds to the most deprived neighbourhoods in the country.</p> <p>2. There is a potential case for parts of East Bury and Whitefield to be considered by HM Government should there be a future round, and we are happy to write to the relevant MP's covering Bury North and Besses to encourage this to be looked into.</p>

Party	Motion	Update for January Council
	<p>1. To write immediately to the Secretary of State for Housing, Communities and Local Government, Christian Wakeford MP and James Frith MP, urging the inclusion of additional Bury areas (for example Bury East and Besses Wards) in the Pride in Place Impact Fund or future programme phases, supported by local deprivation data and resident feedback.</p>	
<p>Radcliffe First NOM</p>	<p>Andy Burnham has recently admitted that setting targets for private developers to build or pay for affordable housing does not work. The number of council homes is falling in 8/10 boroughs in Greater Manchester. Only Salford and Trafford built more than they lost in the last year.</p> <p>Manchester City Council are collaborating with Manchester Housing Providers Partnership (MHPP) to provide much needed affordable housing – more than 700 - on surplus council land, (i.e. in their land disposals programme). They are expecting revenue savings in maintenance and insurance in addition to some proposed developments creating savings (or cost avoidance relating to temporary accommodation provision).</p> <p>Bury's Housing Needs and Demand Assessment identifies an “affordable imbalance” in areas such as Ramsbottom and Prestwich when compared to parts of Bury and Radcliffe. Some, especially younger people are having to move out of these areas to find more affordable housing.</p> <p>This Council needs to follow Manchester's lead and either build their own housing or work with social housing providers to offer genuinely affordable housing ie 50-60% of market rent, rather than the 80% market rents currently talked about as “affordable”.</p> <p>Section 123 of the Local Government Act 1972 states that a council cannot sell land for less than the best price reasonably obtainable, unless it has</p>	<p>The Council is willing to look at the viability of promoting social rent products in the Borough. We accept that there may be a loss of land receipts should the Council put its own land into a development appraisal. The Council has helped unlock significant new affordable housing product in the Borough, in particular at Green Street in Radcliffe. The challenge of constructing new social housing is more challenging, but we think because of changes made by the new Government around right to buy and an a new social housing grant fund that it may be possible to create some viable social housing development.</p>

Party	Motion	Update for January Council
	<p>the consent of the Secretary of State. However, The Secretary of State has issued general consents that allow councils to dispose of land for less than its market value if the purpose is to promote or improve the economic, social, or environmental well-being of the local area.</p> <p>It is recognised that where sites are disposed of for less than best consideration, the Council may receive reduced capital receipts. However, this would facilitate the provision of genuinely affordable housing and reduced expenditure in temporary housing and associated costs.</p> <p>This proposal requires complex discussion and analysis. This motion proposes the Council undertakes a thorough costed analysis in terms of both monetary costs and socio-economic advantage to determine the viability of building its own or collaborating with social housing providers using council owned land to provide genuinely affordable housing to address the current dependence on developers to provide so called “affordable” housing.</p> <p>The Council resolves to:</p> <ul style="list-style-type: none"> • Include a required consideration of land being used for the provision of genuinely affordable housing before making a decision on whether Council owned land can be sold on the open market • Evaluate all sites on the accelerated land and property disposals register to determine its suitability for provision of genuinely affordable housing • Look at the possibility of using Council owned land to address “affordable imbalance” in relation to some areas of Bury MBC 	
Labour motion	This Council wishes to express its solidarity and deepest sympathy with our Jewish community following the horrific terrorist attack at Heaton Park Synagogue. In particular, our thoughts go out to the families of Adrian	The Council has continued to work closely through the Community Safety Partnership, in particular with partners at Greater

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	<p>Daulby and Melvin Cravitz, who tragically lost their lives, and those who are still recovering from in the attack.</p> <p>This Council also wishes to thank the public and emergency services who responded on the day and in the weeks following. The response was swift and comprehensive, giving much needed reassurance to our Jewish community, as well as providing wider support to all communities affected by the attack.</p> <p>Bury is a proudly tolerant and diverse place but we must recognise that over the past few years the country has seen an alarming rise in antisemitism, Islamophobia and other hate crimes. In addition, there are increased fears that community cohesion is declining and, in some cases, being deliberately undermined.</p> <p>It is clear we need to prioritise efforts to tackle this trend and strengthen our work around inclusion, cohesion and public safety.</p> <p>This Council therefore resolves to:</p> <ul style="list-style-type: none"> • Use our recently refreshed 'Stronger Together' community safety strategy as the guidance for our response, as part of the wider work under the Community Safety Partnership's priority "Supporting and safeguarding cohesive communities" • Use our Bury Faith Forum to work with faith and community leaders to agree a comprehensive action plan to engage local communities about how we promote cohesion and tackle hate • Collaborate across other Greater Manchester authorities around cohesion activities, recognising the reality of communities living across administrative borders, whilst reflecting specifics of Bury's neighbourhoods 	<p>Manchester Police, alongside Community Security Trust, Shomrim and community leads, including via the Bury Voluntary & Community Faith Alliance. This has included since the last Council more targeted engagement with the Board of Deputies, Shomrim Prestwich and Chabad Prestwich, in addition to further reassurance and support following the antisemitic terror attack at Bondi Beach in Sydney at the start of Hanukkah.</p> <p>The Council has been working with the Jewel Foundation to increasingly tailor communication approaches, with initiatives including a bespoke broadcast group; synagogue key liaison contacts; and utilising access to synagogue notice boards.</p> <p>The Council has also been working with the Bury VCFA on supporting cohesion related funding opportunities for local groups, including through Standing Together funding, Common Ground activity and targeted funding through the Ministry of Justice.</p> <p>Bury Faith leaders were invited into the Peel Room to discuss the development of a</p>

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	<ul style="list-style-type: none"> • Utilise the Team Bury cohesion workshop outcomes to inform our whole borough response to the current challenges • Foster and facilitate opportunities for social interactions that allow the development of tolerance and trust to develop a shared sense of pride and place in Bury • Progress the 'Different Cultures, Same Horizons' element as part of our Culture Strategy, with intergenerational work based on heritage • Encouragement of 'upstanding' – calling out and reporting behaviour – rather than bystanding and promote our Hate Crime reporting centres. 	<p>Bury Faith Action Network, akin to the Faith & Belief Advisory Panel in Greater Manchester. There was positive discussion across different faiths with an early focus to be on Children and Young People in terms of providing the best start in life and resilience, which will link in well to a Co-Operative Council Innovation Network project the Council is part of alongside the GMCA.</p> <p>On 15th December, the Mayor held a Menorah lighting ceremony in the Parlour to commemorate the Festival of Lights, recognising the importance of the date for many residents in the Borough, alongside recognising Christmas and looking forward to the new year when Ramadan will commence in February. Leadership engagement with Mosque leads is being arranged in addition to the routine engagement that takes place through daily GMP and Council business.</p> <p>Hate Crime awareness and reporting inputs since November Council have included sessions for Designated Safeguarding Leads in Education; BAME Project Coffee morning; Bury Town Centre staff through the Business Improvement District;</p>

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		<p>Together We Stand Against Hate input at Parrenthorn High; Bury Adult Learning Centre; and Maccabi Centre in Prestwich Preparation is ongoing for the Greater Manchester Hate Crime Awareness week in early February which will be a key time of co-production of a new Hate crime strategy for Bury, a key CSP deliverable. This will be further discussed at the CSP meeting of the 23rd January and plenary of Team Bury leadership group on 3rd February</p>
<p>Conservative Motion</p>	<p>This Council notes: This Council recognises the immense contribution and sacrifice made by our Armed Forces veterans and their families, who have selflessly served our country in the defence of our freedoms. As we mark Remembrance Sunday, we honour the fallen and reaffirm our enduring duty to support those who have served and continue to serve today.</p> <p>The Council Further Notes that: Many veterans continue to face challenges when transitioning to civilian life, including access to housing, employment, and mental health support.</p> <p>This Council therefore resolves to:</p> <ol style="list-style-type: none"> 1. Strengthen its partnership with local Armed Forces charities and reaffirm its commitment to the Armed Forces Covenant. 2. Review how the Council can better support veterans in housing allocations, job opportunities, and wellbeing services. 	<p>The Council continues to seek to strengthen support to Armed Forces and Veterans communities, a demographic identified specifically within the Council's Inclusion Strategy.</p> <p>Following the inaugural Bury Armed Forces Conference in September, the first of its kind in Greater Manchester, the key strands featured in that session continue to be built upon.</p> <p>The Council is exploring opportunities of the national VALOUR programme through the Office of Veterans Affairs. Working with colleagues in the Greater Manchester Combined Authority discussions are ongoing on the means to maximise the chances of some</p>

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	<p>3. Promote awareness of the support available to veterans and their families through Council communication channels, community partners, and local events around Remembrance.</p> <p>4. Explore opportunities to visibly recognise veterans' contributions within our borough for example through community projects, recognition schemes, or veteran friendly initiatives</p>	<p>form of VALOUR investment into Bury and the wider region.</p> <p>Cross-reference to VALOUR has been included within the Live Well Steering Group, to strengthen the opportunity for Live Well spaces to be 'VALOUR friendly' in approach, maximising neighbourhood based connections – and through the Covenant Steering Group will be looking to support two way connectivity of Veterans groups into these, including opportunities to utilise space in such Live Well spaces and centres.</p> <p>Specific work has been taking place around access to support on mental health, through bringing together expertise in Public Health and via Healthwatch Bury, alongside the lived experience of Armed Forces personnel and Veterans. This is seeking to take a more joined up approach to develop a menu of options, recognising different approaches work best with different individuals.</p> <p>Work is taking place with a Deputy Lieutenant who is working with the Council and local Veterans Groups to support the development of events for 2026 to ensure these are community-led and that each provides an opportunity to highlight support offers to the wider veterans community. This work will explore opportunities for lived experience to directly inform wider materials about, and for,</p>

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		<p>the armed forces community, including a review of the Council webpages on Armed Forces support and connection with education leads for opportunities to increase awareness on local history, heritage and recognition within schools.</p> <p>In terms of recognition, work is continuing through the Place directorate to name a room within the new Radcliffe Hub in honour of Pte James Hutchinson VC.</p> <p>Connectivity with housing options is being increased through a standing invite to the Bury Homeless Partnership to ensure Armed Forces and Veteran representation and lived experience informs this partnership activity.</p> <p>Work has also completed on the reinstallation of information board at Wellington Barracks Memorial Garden site on Bolton Road.</p>