

Date of issue: Wednesday, 12<sup>th</sup> March, 2025

|  |   |
|--|---|
| <b>MEETING:</b>  | <b>STANDARDS COMMITTEE (EXTRAORDINARY)</b><br>Councillors Tomar (Chair), Instone (Vice-Chair), Ajaib, Gill, Khawar, Naveed, W. Sabah and Stedmond<br><br><b>CO-OPTED PARISH COUNCIL MEMBERS*:</b><br>Britwell Parish Council (Cllr Preston Brooker)<br>Colnbrook with Poyle Parish Council (Cllr Naveed Rana)<br>Wexham Court Parish Council (Cllr Mubashir Ahmed)<br><br><b>INDEPENDENT PERSON:</b><br>Raymond Tomkinson |
| <b>DATE AND TIME:</b>                                      | THURSDAY, 20TH MARCH, 2025 AT 6.45 PM   |
| <b>VENUE:</b>  | COUNCIL CHAMBER - OBSERVATORY HOUSE, 25 WINDSOR ROAD, SL1 2EL   |
| <b>DEMOCRATIC SERVICES OFFICER:</b><br>(for all enquiries) | NICHOLAS PONTONE<br><br>07749 709 868   |

NOTICE OF MEETING

You are requested to attend the above Meeting at the time and date indicated to deal with the business set out in the following agenda.



**WILL TUCKLEY**  
Chief Executive

# AGENDA

## PART I

| <u>AGENDA<br/>ITEM</u> | <u>REPORT TITLE</u>   | <u>PAGE</u>  | <u>WARD</u> |
|------------------------|---|--------------|-------------|
|                        | Apologies for absence.  |              |             |
| 1.                     | Declarations of Interest  | -            | -           |
|                        | <i>All Members who believe they have a Disclosable Pecuniary or other Interest in any matter to be considered at the meeting must declare that interest and, having regard to the circumstances described in Section 9 and Appendix B of the Councillors' Code of Conduct, leave the meeting while the matter is discussed.</i> |              |             |
| 2.                     | Member Survey   | To<br>Follow | All         |
| 3.                     | Member Development Programme 2025-26  | To<br>Follow | All         |
| 4.                     | Whistleblowing Annual Report  | 1 - 6        | All         |
| 5.                     | Schedule of Code of Conduct Complaints - Update   | To<br>Follow | All         |
| 6.                     | Annual Update on Members' Register of Interests and Gifts & Hospitality 2024/25   | 7 - 14       | All         |

### Press and Public

**Attendance and accessibility:** You are welcome to attend this meeting which is open to the press and public, as an observer. You will however be asked to leave before any items in the Part II agenda are considered. For those hard of hearing an Induction Loop System is available in the Council Chamber.

**Webcasting and recording:** The public part of the meeting will be filmed by the Council for live and/or subsequent broadcast on the Council's website. The footage will remain on our website for 12 months. A copy of the recording will also be retained in accordance with the Council's data retention policy. By entering the meeting room and using the public seating area, you are consenting to being filmed and to the possible use of those images and sound recordings.

In addition, the law allows members of the public to take photographs, film, audio-record or tweet the proceedings at public meetings. Anyone proposing to do so is requested to advise the Democratic Services Officer before the start of the meeting. Filming or recording must be overt and persons filming should not move around the meeting room whilst filming nor should they obstruct proceedings or the public from viewing the meeting. The use of flash photography, additional lighting or any non hand held devices, including tripods, will not be allowed unless this has been discussed with the Democratic Services Officer.

**Emergency procedures:** The fire alarm is a continuous siren. If the alarm sounds Immediately vacate the premises by the nearest available exit at either the front or rear of the Chamber and proceed to the assembly point: The pavement of the service road outside of Westminster House, 31 Windsor Road.

\* In accordance with the terms of reference, one Parish Council Member from each of the three Parish Councils within the Borough, are non-voting members on the Committee and are entitled to speak only on matters that relate to parish councils.



## Slough Borough Council

|                         |  |
|-------------------------|--|
| <b>Report to:</b>       | Standards Committee                                    |
| <b>Date:</b>            | 20 March 2025  |
| <b>Subject:</b>         | Whistleblowing annual report                           |
| <b>Chief Officer:</b>   | Sukdave Ghuman - Monitoring Officer                    |
| <b>Contact Officer:</b> | Sarah Wilson – Assistant Director Legal and Governance |
| <b>Ward(s):</b>         | All  |
| <b>Exempt:</b>          | No   |
| <b>Appendices:</b>      | None   |

### 1. Summary and Recommendations

- 1.1 The purpose of this report is to provide members with an annual update in relation to the Council's whistleblowing arrangements.

#### **Recommendations:**

The Committee is recommended to:

1. Note the contents of this report

#### **Reason:**

The Whistleblowing Code provides for the Monitoring Officer to review the Council's whistleblowing arrangements annually. It is considered best practice in many authorities for the relevant member committee to receive an annual report in relation to whistleblowing. The provision of an annual report to the committee increases the profile of whistleblowing across the Council and affords the opportunity to highlight areas of good practice and identify any requirements for improvement. This is particularly important for a council in intervention where there may be issues of trust with both staff and residents.

#### **Commissioner comments**

*"The committee should receive an annual report to allow any intelligence, trends or issues to be considered. The audit follow up report (February 2023), indicated that the Council had demonstrated progress in improving its whistleblowing practices, however identified issues that were evident at the time that needed to be improved and limitations of scope. No amendment to the code is proposed at this stage and the number of concerns raised from the last report remains low. As such it is difficult to draw conclusions; a very low number may indicate a lack of confidence in whistleblowing arrangements or a low number of problems.*

*The committee should seek assurance that the current whistleblowing code and procedures are effective and robust in maintaining the highest standards of*

*openness, honesty and integrity to prevent and detect; fraud, bribery, corruption, non-compliance with legislation and maintains public confidence in the Council's adopted procedures. The committee can make recommendations as may be necessary to other committees and or to Council on the whistleblowing code and procedures."*

## **2. Report**

- 2.1 The Whistleblowing Code was last amended in 2022. It has been reviewed and it is not recommended that any further changes are made to it, aside from removing reference to the former Leader of the Council in the introduction section and replacing this with reference to the Chief Executive and Monitoring Officer. The Code provides a mechanism for current and former employees, interim staff, contractors and suppliers, volunteers, elected members and the public to raise issues of concern where they relate to potential criminal conduct or other failures to comply with legal obligations. The Council's former internal auditors, RSM, conducted a follow up audit in 2022/23, reporting in February 2023. In the previous audit only a partial assurance opinion was provided. The review found that the Council has demonstrated in improving its whistleblowing practices. This has included increased communications, the agreement of reporting arrangements and evidence of initial enquiries being completed for concerns raised.
- 2.2 In terms of internal controls, the audit noted that the following controls were adequately designed and operating effectively:
- (a) Guidance for staff – The Code was published on the Council's website and intranet pages and there had been regular communication to staff on its existence. Whistleblowing guidance was accessible and information outlined how to raise concerns and highlighted prescribed individuals.
  - (b) Training content – there is a whistleblowing module in the Council's e-training for staff. This defined whistleblowing, referenced relevant regulations and legislation, outlined the type of concerns to be raised and ended with a ten question assessment. In person training had been delivered to senior managers which also highlighted avenues available to staff to raise concerns.
  - (c) Culture improvement – the Corporate Plan 2022-25 contained two themes of leadership and culture and governance which linked to whistleblowing. There was evidence of promotion of the Council as a learning organisation in the Chief Executive's staff roadshows and improvement and recovery plans.
  - (d) Reporting arrangements – an annual report was to be provided to the Standards Committee to include all reported whistleblowing concerns. A review of the report to Standards Committee in July 2022 demonstrated appropriate reporting and changes to the Code were agreed by Full Council.
  - (e) Whistleblowing cases – a review of documented concerns showed that initial enquiries were completed where relevant and in line with timescales, with appropriate reporting to stakeholders. Conclusions not to proceed with formal investigations were supported by the outcomes from initial enquiries and agreed through correspondence with those involved.

2.3 The audit resulted in three medium and two low priority actions as set out below:

- (a) Confidential Whistleblowing Code – The Council’s website has the up to date Code. This action has been completed.
- (b) Whistleblowing training compliance – CLT continue to have reports on compliance with mandatory training. There are low levels of completion in some directorates and a review has been undertaken as to whether it is necessary to run training on an annual basis. In the 2024 staff survey, 90.9% of staff responded positively to the question asking whether they are aware of the whistleblowing policy and procedures, therefore there does not appear to be a significant issue with understanding of whistleblowing.
- (c) Temporary / Contractor staff training –The Code of Conduct for Employees has been reviewed and amended to a Code of Conduct for Officers. This Code emphasises officers’ personal responsibility for reporting concerns, whether these relate to criminal wrongdoing, health and safety or bullying or harassment. The Whistleblowing Code is open to staff, contractors and elected members.
- (d) Staff survey – the staff survey in 2024 asked questions about awareness of the whistleblowing policy and procedures (90.9% positive), whether staff knew where to go to report bullying, harassment or discrimination (83.3% positive), feeling confident to raise concerns about inappropriate behaviour and it being taken seriously (75.75% positive) and feeling safe to speak up and that their voice would be heard (64.3%).
- (e) Whistleblowing cases – Democratic Services monitor the Monitoring Officer email box to ensure any referrals are picked up promptly.

2.4 The number and nature of whistleblowing concerns raised in 2024/25 are shown below:

Since the last report, 4 complaints have been raised.

Complaint 1 – In February 2024 a former employee raised concerns in relation to institutional racism, culture, member development, leadership and community assets. The individual was asked to confirm whether any of the allegations came within the whistleblowing code in relation to the following categories:

- (i) *criminal offences;*
- (ii) *failure to comply with an obligation set out in law;*
- (iii) *miscarriages of justice;*
- (iv) *endangering of someone’s health and safety;*
- (v) *damage to the environment;*
- (vi) *deliberate concealment of any of the above.”*

The individual did not request that any specific matters were investigated under the Code and did not provide further information to allow investigation. New senior officers met with the individual to discuss his concerns and this information has been taken into account in the ongoing work on workforce strategy and culture.

Complaint 2 – In January 2025 an anonymous complaint was made to the Monitoring Officer email. The complaint related to the alleged misuse of the expenditure control panel processes and mis-coding of costs associated with staffing. The Head of Internal Audit was asked to conduct an initial review to determine whether there was any information to support a formal investigation. Checks were made of records,

including recruitment processes, finance records and ECP reports and minutes and no evidence was found to support the allegation. It was therefore decided that no further action was necessary and this was communicated to the anonymous email account of the whistleblower.

Complaint 3 – In February 2025 a submission was received in the Monitoring Officer using the staff whistleblowing form. The content related to health and safety concerns in relation to the functioning of toilets and appeared to be intended for facilities management. The email was referred to the relevant team for action.

Complaint 4 – In March 2025 an elected member submitted information in relation to allegations of corruption in the housing department. The information had been provided to the elected member via a resident who wished to ensure anonymity prior to contacting the Council. The elected member has been provided with contact details for the resident to utilise and a commitment to anonymity. At this stage, no further details have been provided and there is insufficient information to determine whether an investigation is warranted.

### **Review of current practice**

- 2.6 Whistleblowing is the term used when an employee passes on information concerning wrongdoing. An employee is protected in law from being subjected to detriment or dismissed on the basis of whistleblowing if they reasonably believe that they are acting in the public interest and they reasonably believe that the disclosure tends to show past, present or likely future wrongdoing falling into prescribed categories.
- 2.7 The DBEIS guidance recommends that employers should have clear policies and procedures for dealing with whistleblowing, which will help demonstrate that the organisation welcomes information being brought to the attention of management. This is demonstrated by the following:

- Recognising workers are valuable ears and eyes – getting information can prevent wrongdoing, which can negatively impact on performance and in extreme cases prevent people from harm and death

**Council response:** The staff survey results indicate a good knowledge of the policy and procedures and improved results in terms of feeling confident to raise issues of concern, however there is a lower level of confidence in speaking up and feeling that their voice is heard. The Council's workforce strategy and action plan will include steps to introduce a "speak up" campaign and to introduce additional training for a small volunteer of staff to be upskilled by ACAS as 'fair treatment ambassadors'. These staff will be on hand to listen to staff and where required signpost staff on how to raise concerns. In addition, we will be supporting staff to train as mediators, to help resolve issues locally. Further detail will be reported to the Employment Committee.

- Getting the right culture – the lack of a supportive culture will be a barrier to disclosures, firstly because workers may fear reprisals and secondly that no action will be taken in response to the disclosure.

**Council response:** It is positive that the staff survey results have improved in terms of staff confidence to report concerns, however more work is required to

ensure that all staff feel confident to raise concerns. The Council also needs to regularly ask staff about their understanding of the policy and procedures and confidence with using it to ensure it is aware of any changes over time, this will be addressed through the Line Manager training, ensuring line managers are upskilled in their understanding of key HR policies and wider staff comms will also routinely remind staff of any policy updates.

- Training and support – training, mentoring, advice and support systems should be in place to ensure workers can approach a range of people within the organisation

**Council response:** the Council has mandatory training in place, which appears to be effective. It also has advice and support systems, however the fact that some staff do not feel safe in raising concerns and having their voice heard demonstrates that more work is required. As set out in the paragraphs above, the introduction of Fair Treatment Ambassadors will support staff to feel safe to raise a concern.

- Being able to respond – prompt investigation and where appropriate feedback is in the interests of the organisation

**Council response:** there has been a limited number of referrals. The one complaint dealt with formally via the whistleblowing code was dealt with promptly and within policy timescales. Clear reasons have been given where a decision has been made not to commission a formal investigation and complainants are encouraged to submit further information where available. With such low numbers of complaints it is difficult to draw out themes.

- Better control – embracing whistleblowing will ensure that managers have better information to make decisions and control risk

**Council response:** the Council encourages staff to use the whistleblowing code where appropriate and communicates this via mandatory training. Many staff may also feel confident raising concerns in other ways and therefore a low level of referrals under this policy does not indicate a poor culture or inability to access the procedure.

- Resolving the wrongdoing quickly – the benefits of internal disclosures are that there is an opportunity to act promptly and put right any wrongdoing.

**Council response:** the Council has not needed to commission any formal investigations to respond to complaints, however the one matter that was dealt with under the code was dealt with promptly. For one other referral, a meeting was held with senior officers to ensure any learning and experiences were captured. Where whistleblowing indicates a lack of understanding of process, the Council will take steps to improve the guidance available both to staff and to the wider public. The Council will also consider other information and avenues to consider improvements required. For instance the concerns raised in relation to equality issues and culture helped inform an LGA equality peer review.

### **3. Implications of the Recommendation**

#### **3.1 Financial implications**

- 3.1.1 Encouraging staff to raise concerns will help ensure the Council meets its best value duties and delivers safe, lawful and value for money services.

#### **3.2 Legal implications**

- 3.2.1 Employees and other certain types of workers are provided with protection when whistleblowing under the Employment Rights Act 1996. The protection is from being dismissed or subjected to a detriment because they have made a protected disclosure (blown the whistle). There are a number of conditions which an individual must fulfil in order to qualify for the protection. There must be a disclosure of information which the individual reasonably believes tends to show that one or more of six specified types of malpractice or failure has taken place. The individual must also have a reasonable belief that the disclosure is in the public interest. Further, the disclosure must be made to one of the categories of people listed in the Act, one of which is their employer.

#### **3.3 Risk management implications**

- 3.3.1 Having effective systems in place to allow councillors and officers to raise whistleblowing concerns is a critical part of the Council's risk management systems. By improving the policy, procedures and culture to allow for concerns to be raised and acted upon, the Council will reduce its risks of fraud, being the victim of criminal offending, permitting or allowing a criminal offence to be committed, failing to comply with the law, endangering someone's health and safety, damaging the environment and individuals or organisations deliberately concealing any wrongdoing.

#### **3.4 Environmental implications**

- 3.4.1 None, although damage to the environment is listed as a category of wrongdoing.

#### **3.5 Equality implications**

- 3.5.1 Section 149 of the Equality Act 2010 requires public bodies to pay due regard to the need to
- eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Equality Act 2010;
  - advance equality of opportunity between people who share a protected characteristic and those who do not;
  - foster good relations between people who share a protected characteristic and those who do not.
- 3.5.2 Failing to comply with an obligation set out in law is covered as a category of wrongdoing. By having in place an effective system for whistleblowing, individuals can raise concern that the Council is not properly complying with its equality duties.

### **4. Background Papers**

None.



**Slough Borough Council**

|                         |  |
|-------------------------|--|
| <b>REPORT TO:</b>       | Standards Committee  |
| <b>DATE:</b>            | 20 March 2025  |
| <b>SUBJECT:</b>         | Annual Update on Members' Register of Interests and Gifts & Hospitality 2024/25                                  |
| <b>CHIEF OFFICER:</b>   | Monitoring Officer, Sukdave Ghuman   |
| <b>CONTACT OFFICER:</b> | Colin J Sweeney, Head of Democratic Services & Scrutiny  |
| <b>WARD(S):</b>         | All  |
| <b>EXEMPT:</b>          | No   |
| <b>APPENDICES:</b>      | Appendix A – summary of Register of Interests 2024/25<br><br>Appendix B – summary of Gifts & Hospitality 2024/25 |

**1 Summary and Recommendations**

- 1.1 This report provides the annual update to the Standards Committee on the Members' register of interest and declarations of gifts & hospitality in the 2024/25 municipal year.

**Recommendations:**

The Committee is asked to note and comment on any aspects of the report.

**Reason:**

Members' registering and declaring interests and receipt of gifts and hospitality is a key part of the Councillors' Code of Conduct. This report sets out the processes in relation to such declarations and the activity in 2024/25 to provide both transparency and an opportunity to review and strengthen any of the Council's processes. Article 9A of the Council's Constitution sets out the terms of reference of the Standards Committee and includes a requirement "to receive an annual statistical report from the Monitoring Officer on declarations of interest."

**Commissioner Review**

*"The Council's Code of Conduct (the Code) is based on the LGA Model Code, which is a template for Local Authorities to adopt in whole and or with amendments to take into account local circumstances.*

*In considering this report on Members' Register of Interests, Gifts & Hospitality, and the associated elements within the Code, the committee should consider whether there are any areas within the Code that would benefit from being enhanced. For example, providing*

*greater depth to aid the understanding of the key associated provisions, the inclusion of the reference to the Public Bodies (Corrupt Practices) Act 1889, as they pertain to the registering of interest, gifts and hospitality. A strengthened code supported by training to encourage good conduct, could assist in further improving the public's trust and confidence in the role of councillors in Slough."*

## **2 Report**

### **Introduction**

- 2.1 Section 29 of the Localism Act 2011 requires the Monitoring Officer to establish and maintain a register of interest for Members of the authority. This is to ensure that the authority, public and any other interested parties know of any interests a councillor may have that might give rise to a conflict of interest. An accurate and up to date register is a core part of the Council's Ethical Framework, demonstrates openness and promotes accountability.
- 2.2 The Councillors' Code of Conduct in Part 5.1 of the Constitution sets out the relevant interests that should be declared and disclosed in both the register and at meetings. Members are personally responsible for registering and declaring their interests and are encouraged to seek advice from the Council's legal and democratic services officers.
- 2.3 There are three types of interest
  - Disclosable pecuniary interest (DPIs)
  - Other registerable interests
  - Non-registerable interests
- 2.4 DPIs must be registered within 28 days of election and whenever a change is required. DPIs include employment, land, directorships and contracts that may be held with the Council. The Council also requires councillors to register and declare non-statutory interests which can include membership of outside bodies, political parties and other community bodies such as charities or school governorships.
- 2.5 The procedure at Slough Borough Council is that a councillor must complete a new registration of interest form at the start of their term of office. Any changes during the course of their term must then be notified within 28 days. The Council requires hard copy forms to be completed which must be signed and dated by the Member.
- 2.6 To ensure that councillors review the accuracy of their register each year all Members will be required to confirm they have reviewed their register and either confirm its accuracy or notify any changes on an annual basis. This annual update process is currently underway for the 2024/25 municipal year. A majority of councillors that have reviewed their register have confirmed it remains accurate and up-to-date. The review has prompted some councillors to notify democratic services of minor changes to non-statutory interests which have been updated.
- 2.7 Members must also declare any interest which relate to any matters on a meeting agenda and take any appropriate action. If a Member has a DPI they must not take any part in the decision and should leave the meeting room. Declarations, and the action taken, are recorded in the minutes and published on the Council website on each councillor's webpage.

## Activity in 2024/25

- 2.8 Appendix A shows the activity in relation to the register and declarations at meetings since the start of the 2024/25 municipal year. In summary it shows that:
- All councillors have a completed register of interest form which is published on the Council website.
  - 22 councillors made declarations at meetings, up from 13 in 2023/24. These includes a variety of matters but a significant number were from the Planning Committee, for example where a councillor declared that an application was in their ward or that they had been contacted by the applicant or an objector.
  - The other significant type of interest declared this year has been Members, or a close family member, who are landlords in the borough. Matters relating to property licensing were discussed separately at meetings of the Corporate Improvement Scrutiny Committee and a motion to full Council. Advice was sought and given prior to consideration of the items and Members with an interest took appropriate action, including withdrawing from the Chamber during consideration of the matter at scrutiny.

## Sensitive Interests

- 2.9 Five councillors currently have sensitive interests which are withheld from the register published on the website. This is unchanged from the position reported in 2023/24. A sensitive interest is one which the member and the Monitoring Officer consider that disclosure of its details could lead to the member, or a person connected to the member, being subject to violence or intimidation.
- 2.10 In considering such requests the Monitoring Officer would take into account the reasons for the request and guidance from March 2019 from Rishi Sunak MP, the Minister for Local Government at that time, on the publication of councillors' and candidates' home addresses which asked Monitoring Officers to treat requests to withhold such information sympathetically. For the avoidance of doubt, the Monitoring Officer still retains such information on the Members' register of interests, but publication is withheld from the version of the register published on the Council website.

## Training

- 2.11 Periodic training is provided on the Councillors' Code of Conduct, including declarations of interest. Mandatory training on particular committees such as planning and licensing is provided each year prior to the first meeting of the municipal year. This training includes any specific guidance to members on the Code of Conduct for Planning.
- 2.12 Refresher training on interests will be incorporated into the 2025/26 Member development programme.

## Gifts and Hospitality

- 2.13 The Code of Conduct sets out the procedure for registering Members' gifts and hospitality. Councillors are advised not to accept gifts or hospitality, irrespective of the estimated value, if it could give rise to a real or substantive personal gain or reasonable suspicion of influence. However, it is recognised that there are occasions where gifts and hospitality are not refused and the Code requires Members to register any gift or hospitality with an estimated value of at least £50 within 28 days of receipt. The Code also requires members to register the refusal to accept gifts or hospitality of a significant value. No councillors have registered a refusal to accept an offer of a gift or hospitality since May 2024.
- 2.14 Since June 2021 all registrations by Members have been published on each councillor's webpage. Older declarations are maintained in a file held by democratic services and available for public inspection.
- 2.15 Appendix B shows that no registrations of gifts and hospitality have been declared by councillors since the start of the 2024/25 municipal year. For comparison, one declaration was made during 2023/24.
- 2.16 The Council is not complacent about the low level of declarations of gifts and hospitality and will take further steps to regularly remind Members of their responsibilities under the Code of Conduct to declare any such matters.

### **3. Implications of the Recommendation**

#### 3.1 Financial implications

- 3.1.1 There are no financial implications arising from this report.

#### 3.2 Legal implications

- 3.2.1 Section 29 of the Localism Act 2011 requires the Monitoring Officer to establish and maintain a register of members' and co-opted members' interests and to make the register available for inspection and publish on the Council's website. The Relevant Authorities (Disclosable Pecuniary Interests) Regulations 2012 set the disclosable pecuniary interests required to be registered under the Act.

#### 3.3 Risk management implications

- 3.3.1 Failure to maintain an accurate register of interests could cause a reputational risk to individual councillors and the Council as a whole. The risks are mitigated by the measures detailed in this response to maintain an accurate register and ensure councillors understand their responsibilities to register and declare relevant interests.

#### 3.4 Environmental implications

- 3.4.1 None.

### 3.5 Equality implications

3.5.1 The public sector equality duty (PSED) requires public bodies to have due regard to the need to eliminate discrimination, advance equality of opportunity and foster good relations between different people when carrying out their activities.

## **4. Background Papers**

None

**SUMMARY OF MEMBERS' REGISTER OF INTERESTS 2024/25**

| <b>COUNCILLOR</b> | <b>Start of term of office</b> | <b>Register published within 28 days of taking office</b> | <b>Most recent update</b> | <b>Number of Declarations at meetings 2024/25</b> |
|-------------------|--------------------------------|---|---------------------------|---|
| Amjad Abbasi      | May 2023                       | Yes   | 2 December 2024           | 4   |
| Ejaz Ahmed        | May 2023                       | Yes   | 22 May 2023               | 0   |
| Iftakhar Ahmed    | May 2023                       | Yes   | 13 November 2023          | 1   |
| Zaffar Ajaib      | May 2023                       | Yes   | 31 May 2023               | 2   |
| Sabia Akram       | May 2023                       | Yes   | 4 March 2025              | 1   |
| Rob Anderson      | May 2023                       | Yes   | 2 August 2023             | 0   |
| Puja Bedi         | May 2023                       | Yes   | 4 September 2023          | 1   |
| Martin Carter     | May 2023                       | Yes   | 28 July 2023              | 5   |
| Wal Chahal        | May 2023                       | Yes   | 24 August 2023            | 0   |
| Haqeeq Dar        | May 2023                       | Yes   | 8 February 2024           | 4   |
| Siobhan Dauti     | May 2023                       | Yes   | 27 March 2024             | 4   |
| Balwinder Dhillon | May 2023                       | Yes   | 17 December 2024          | 2   |
| Andrea Escott     | May 2023                       | Yes   | 9 June 2023               | 0   |
| Harjinder Gahir   | May 2023                       | Yes   | 24 May 2023               | 3   |
| Bally Gill        | May 2023                       | Yes   | 13 November 2023          | 1   |
| Christine Hulme   | May 2023                       | Yes   | 25 May 2023               | 0   |
| Adil Iftakhar     | May 2023                       | Yes   | 6 November 2024           | 0   |
| Mark Instone      | May 2023                       | Yes   | 24 May 2023               | 0   |
| Paul Kelly        | May 2023                       | Yes   | 24 August 2023            | 0   |
| Nadeem Khawar     | May 2023                       | Yes   | 26 July 2023              | 0   |
| Gurcharan Manku   | May 2023                       | Yes   | 6 July 2023               | 0   |
| Pavitar Kaur Mann | May 2023                       | Yes   | 21 May 2024               | 3   |
| Fiza Matloob      | May 2023                       | Yes   | 9 October 2024            | 1   |
| Maroof Mohammad   | May 2023                       | Yes   | 25 May 2023               | 0   |
| Subhash Mohindra  | May 2023                       | Yes   | 31 May 2023               | 0   |
| Chandra Muvvala   | May 2023                       | Yes   | 22 November 2023          | 1   |
| Asim Naveed       | May 2023                       | Yes   | 24 May 2024               | 0   |
| Mohammed Nazir    | May 2023                       | Yes   | 9 September 2024          | 1   |
| Frank O'Kelly     | May 2023                       | Yes   | 8 February 2024           | 0   |
| Dilbagh Parmar    | May 2023                       | Yes   | 25 May 2023               | 1   |
| Naveeda Qaseem    | May 2023                       | Yes   | 25 May 2023               | 0   |
| Neel Rana         | May 2023                       | Yes   | 23 May 2023               | 5   |
| Jamila Sabah      | May 2023                       | Yes   | 6 June 2023               | 0   |
| Waqas Sabah       | May 2023                       | Yes   | 29 January 2025           | 3   |
| Zafar Satti       | May 2023                       | Yes   | 28 July 2023              | 0   |
| Ishrat Shah       | May 2023                       | Yes   | 13 November 2023          | 1   |
| Mabu Shaik        | May 2023                       | Yes   | 23 May 2023               | 1   |
| Dexter Smith      | May 2023                       | Yes   | 6 November 2024           | 0   |
| Robert Stedmond   | May 2023                       | Yes   | 4 March 2025              | 1   |
| Dhruv Tomar       | May 2023                       | Yes   | 9 June 2023               | 6   |
| Anna Wright       | May 2023                       | Yes   | 8 February 2024           | 0   |
| Rifaqat Zarait    | May 2023                       | Yes   | 17 October 2023           | 0   |

**SUMMARY OF MEMBERS' REGISTER OF GIFTS & HOSPITALITY 2024/25**

| <b>Number of Gifts &amp; Hospitality Declared, or Refused, since May 2024</b> |                  |                    |              |              |   |
|---|------------------|--------------------|--------------|--------------|---|
| <b>COUNCILLOR</b>   | <b>Under £50</b> | <b>£50 to £500</b> | <b>£500+</b> | <b>Total</b> | <b>Number of refusals to accept G&amp;H</b> |
| Amjad Abbasi  | 0                | 0                  | 0            | 0            | 0   |
| Ejaz Ahmed  | 0                | 0                  | 0            | 0            | 0   |
| Iftakhar Ahmed  | 0                | 0                  | 0            | 0            | 0   |
| Zaffar Ajaib  | 0                | 0                  | 0            | 0            | 0   |
| Sabia Akram   | 0                | 0                  | 0            | 0            | 0   |
| Rob Anderson  | 0                | 0                  | 0            | 0            | 0   |
| Puja Bedi   | 0                | 0                  | 0            | 0            | 0   |
| Martin Carter   | 0                | 0                  | 0            | 0            | 0   |
| Wal Chahal  | 0                | 0                  | 0            | 0            | 0   |
| Haqeeq Dar  | 0                | 0                  | 0            | 0            | 0   |
| Siobhan Dauti   | 0                | 0                  | 0            | 0            | 0   |
| Balwinder Dhillon   | 0                | 0                  | 0            | 0            | 0   |
| Andrea Escott   | 0                | 0                  | 0            | 0            | 0   |
| Harjinder Gahir   | 0                | 0                  | 0            | 0            | 0   |
| Bally Gill  | 0                | 0                  | 0            | 0            | 0   |
| Christine Hulme   | 0                | 0                  | 0            | 0            | 0   |
| Adil Iftakhar   | 0                | 0                  | 0            | 0            | 0   |
| Mark Instone  | 0                | 0                  | 0            | 0            | 0   |
| Paul Kelly  | 0                | 0                  | 0            | 0            | 0   |
| Nadeem Khawar   | 0                | 0                  | 0            | 0            | 0   |
| Gurcharan Manku   | 0                | 0                  | 0            | 0            | 0   |
| Pavitar Kaur Mann   | 0                | 0                  | 0            | 0            | 0   |
| Fiza Matloob  | 0                | 0                  | 0            | 0            | 0   |
| Maroof Mohammad   | 0                | 0                  | 0            | 0            | 0   |
| Subhash Mohindra  | 0                | 0                  | 0            | 0            | 0   |
| Chandra Muvvala   | 0                | 0                  | 0            | 0            | 0   |
| Asim Naveed   | 0                | 0                  | 0            | 0            | 0   |
| Mohammed Nazir  | 0                | 0                  | 0            | 0            | 0   |
| Frank O'Kelly   | 0                | 0                  | 0            | 0            | 0   |
| Dilbagh Parmar  | 0                | 0                  | 0            | 0            | 0   |
| Naveeda Qaseem  | 0                | 0                  | 0            | 0            | 0   |
| Neel Rana   | 0                | 0                  | 0            | 0            | 0   |
| Jamila Sabah  | 0                | 0                  | 0            | 0            | 0   |
| Waqas Sabah   | 0                | 0                  | 0            | 0            | 0   |
| Zafar Satti   | 0                | 0                  | 0            | 0            | 0   |
| Ishrat Shah   | 0                | 0                  | 0            | 0            | 0   |
| Mabu Shaik  | 0                | 0                  | 0            | 0            | 0   |
| Dexter Smith  | 0                | 0                  | 0            | 0            | 0   |
| Robert Stedmond   | 0                | 0                  | 0            | 0            | 0   |
| Dhruv Tomar   | 0                | 0                  | 0            | 0            | 0   |
| Anna Wright   | 0                | 0                  | 0            | 0            | 0   |
| Rifaqat Zarait  | 0                | 0                  | 0            | 0            | 0   |

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