



**CAMBRIDGESHIRE
& PETERBOROUGH**
COMBINED AUTHORITY

Agenda Item No.13

Reports from Constituent Council Representatives on the Combined Authority

The following meetings have taken place in November 2023

Skills and Employment Committee

Date 6 November 2023
Councillor L Nethsingha
Decision Summary Attached as appendix 1.

Human Resources Committee

Date 10 November 2023
Councillor L Nethsingha
Decision Summary Attached as appendix 2.

Environment and Sustainable Communities Committee

Date 13 November 2023
Councillor L Dupré
Decision Summary Attached as appendix 3

Business Board

Date 13 November 2023
Decision Summary Attached as appendix 4.

Audit and Governance Sub Committee

Date 14 November 2023
Councillor G Wilson
Decision Summary Attached as appendix 5.

Transport and Infrastructure Committee

Date 15 November 2023
Councillor N Shailer
Decision Summary Attached as appendix 6.

Human Resources Committee

Date 16 November 2023
Councillor L Nethsingha
Decision Summary Attached as appendix 7.

Human Resources Committee

Date 16 November 2023
Councillor L Nethsingha
Decision Summary Attached as appendix 8.

Audit and Governance Committee

Date 17 November
Councillor G Wilson
Decision Summary Attached as appendix 9.

Overview and Scrutiny Committee

Date 27 November 2023

Councillor A Bradnam and M Goldsack

Decision Summary Attached as appendix 10.

Combined Authority Board Committee

Date 29 November 2023

Councillor L Nethsingha

Decision Summary Attached as appendix 11.

Skills and Employment Committee

Meeting: 6 November 2023
Agenda/ Minutes: [Skills and Employment Committee](#)
Chair: Councillor Lucy Nethsingha

1 **Announcements, Apologies for Absence and Declarations of Interest**

Apologies were received from Cllr Peter Hiller.
No declarations of interest were made.

2 **Minutes and Action Log**

The minutes of the meeting on the 4 September 2023 were approved as an accurate record. The action log was noted by the Committee.

3 **Public Questions**

No public questions were received.

4 **Combined Authority Forward Plan**

RESOLVED

a) That the Combined Authority Forward Plan be noted.

5 **Growth Works - Management Update to Year 3, Quarter 11 (to September 2023)**

RESOLVED

- a) To note the Growth Works Programme & Performance Update to Year 3, Quarter 11 (to 30th September 2023)
- b) To note the draft Growth Works Programme Exit Plan (to the contract end on 31st December 2023)

6 **Update on Anglia Ruskin University (ARU) Peterborough Project**

RESOLVED

The members of the Employment and Skills Committee resolved to

- a) Note the contents of the report and comment on how the work of the Committee could be further aligned to supporting the University's and partners ambitions to maximise the economic impact of ARU Peterborough

7 **Further Education Cold-Spots Projects Update**

RESOLVED

- a) To receive an update on the FE Cold-Spots projects in East Cambridgeshire and St Neots
- b) To note the revised milestones for the FE Cold-Spots projects including the proposal to reprofile the allocated funding as part of the MTFP process.

8 **State of the Economy Cambridgeshire and Peterborough (Summer 2023)**

RESOLVED

- a) To note the latest Cambridgeshire & Peterborough Economic Update for Summer 2023

9 **Employment and Skills Board Update**

The verbal update was noted by the Committee

10 Budget and Performance Report

RESOLVED

- a) To note the financial position of the Skills Division for the financial year 23/24 to September 2023
- b) To review and comment on the current Skills and Employment budgets within the Combined Authority's Medium-Term Financial Plan and Capital Programme.

11 Skills and Employment Committee Agenda Plan

RESOLVED

- a) To note the Agenda Plan

12 Exclusion of the Press and Public

RESOLVED

- a) To remain in public session

13 Performance Review: Skills Funded Provision 2022-23

RESOLVED

- a) To note and comment on the update provided within the report

14 Date of next meeting

The date of the next meeting was confirmed as Monday 15 January 2024

Human Resources Committee

Meeting: 10 November 2023
Agenda/ Minutes: [Human Resources Committee](#)
Chair: Mayor Dr Nik Johnson

1 Announcements, Apologies for Absence and Declarations of Interest

Apologies were received from Cllr Nethsingha who was substituted by Cllr Murphy and Cllr Anna Smith who was substituted by Cllr Mike Davey. No declarations of interest were made. No announcements were made.

2 Minutes of the Previous Meetings

RESOLVED (UNANIMOUS)

That the minutes of the Human Resources Committee held on 27th September 2023 be approved as an accurate record.

3 Any Other Business

The Committee noted the verbal updates from the Chief Executive Officer regarding the National Pay Awards and concessionary Christmas Leave for staff.

4 Date of next meeting

Date of next meeting is the 16th November at 9am at Huntingdonshire District Council – this meeting will be to interview candidates for the roles of Executive Director & Director of Legal & Governance.

5 Exclusion of the Press and Public

RESOLVED (UNANIMOUS)

Exclude the press and public from the discussion of Agenda Items 6 & 7 (Shortlisting for the Role of Executive Director for Place and Connectivity and Director for Legal and Governance), on the basis that this would involve the discussion of exempt information relating to the employment status of individuals as defined by Paragraph 1 of Schedule 12A of Part 1 of the Local Government Act 1972.

6 Shortlisting for the role of Executive Director for Place and Connectivity

RESOLVED (UNANIMOUS)

Recommend the shortlisting of 3 candidates to go forward to interview for the role of Executive Director for Place and Connectivity

7 Shortlisting for the role of Director for Legal, Governance and Monitoring Officer

RESOLVED (UNANIMOUS)

Recommend the shortlisting of 3 candidates to go forward to interview for the role of Director for Legal, Governance and Monitoring Officer

Environment and Sustainable Communities Committee

Meeting: 13 November 2023
Agenda/ Minutes: [Environment and Sustainable Communities Committee](#)
Chair: Councillor Bridget Smith

1 **Announcements, Apologies for Absence and Declarations of Interest**

Apologies were received from Belinda Clarke, Business Board Representative
Cllr Eley declared an interest in item 8 as he is a director of the Ethos Care Group Ltd

2 **Minutes and Action Log**

The minutes of the meeting on 11 September were approved as an accurate record.
The action log was noted by the Committee.

3 **Public Questions**

No public questions were received.

4 **Combined Authority Forward Plan**

RESOLVED

a) To note the Combined Authority Forward Plan

5 **Director's Highlights Report**

RESOLVED

a) To note the contents of the report

6 **Natural Cambridgeshire**

Presentation and discussion only

7 **Local Nature Recovery Strategy**

RESOLVED

a) To note progress of the Local Nature Strategy.

8 **Climate Projects Group**

RESOLVED (UNANIMOUS):

a) That the Sustainable Land Use Advice programme is used for:

- a. a Biodiversity Net Gain register,
- b. advice to farmers on accessing the Fund for Nature; and
- c. support for farming groups looking at landscape-scale solutions.

b) To extend the delivery period for the Care Homes Retrofit Programme to December 2025 (subject to a full review in January 2024)

c) To extend the Doubling Nature metrics survey programme to January 2026

d) To note the progress on climate-related projects

9 **Affordable Housing Programme – Update on Implementation**

RESOLVED

a) That the Environment & Sustainable Communities Committee note the report.

10 Housing Loans Update

RESOLVED

- a) To note the current position in respect of loan repayments required to fund the 2021-2022 Affordable Housing Programme.

11 GSE Net Zero Hub Board Decisions

RESOLVED

- a) To note the decisions made by the Executive Director of Resources & Performance based on the recommendations of the Greater South East Net Zero Hub Board

12 Climate Partnership Update

Verbal Update

13 Budget Performance Report

RESOLVED

- a) To note the financial position of the Environment and Sustainable Communities Division for the financial year 23/24 to September 2023
- b) To review and comment on the current Environment and Sustainable Communities budgets within the Combined Authority's Medium-Term Financial Plan and Capital Programme.

14 Environment and Sustainable Communities Committee Agenda Plan

RESOLVED

- a) To note the Agenda Plan

15 Exclusion of the Press and Public

RESOLVED

- a) To remain in public session

16 Affordable Housing Programme – Reallocation of Funds

RESOLVED (UNANIMOUS):

- a) To note the Affordable Housing Programme and the non-delivery of 4 of the 6 Garage sites, which will lead to the loss of 8-11 units in total, this is subject to design and planning.
- b) To approve the reallocation of the remaining funding for the Garage sites to the Stanground site, this sum is £332,500.

17 Date of next meeting

The date of the next meeting was confirmed as Monday 22 January 2023

Business Board

Meeting: 13 November 2023
Agenda/ Minutes: [Business Board](#)
Chair: Al Kingsley

1.1 Apologies for Absence and Declarations of Interest

Apologies for absence were received from Nitin Patel. No declarations of interest were made.

1.2 Minutes of previous meeting

The minutes of the meeting held on 4 September 2023 were approved as a correct record and signed by the Chair. The Business Board noted the Minutes Action Log.

1.3 Appointment of New Private Sector Members on the Business Board

It was resolved unanimously to:

- a) Note the appointment of new private sector members of the Business Board
- b) Note the resignation of Business Board private sector member, Belinda Clarke (with effect from 30 November 2023).

2.1 Combined Authority Forward Planning

The Chair asked members of the Business Board to flag any topics with officers that they feel it would be beneficial for the board to discuss or hold a specialised session around.

2.2 Business Board Chair's Update

The Chair updated the Board on the work refining the governance around the Business Board and the links to the wider work of the Combined Authority.

2.3 CPCA Director's Update

The Executive Director for Economy and Growth updated the Board on items of interest national and locally since the last meeting.

3.1 Budget and Performance

It was resolved unanimously to:

- a) Note the financial position of the Business Division for the financial year 23/24 to September 2023.

3.2 Growth Works - Management Update to Year 3, Quarter 11 (to September 2023)

It was resolved unanimously to note the recommendations that were put to the Skills and Employment Committee to:

- a) Note the Growth Works Programme & Performance Update to Year 3, Quarter 11 (to 30 September 2023)
- b) Note the draft Growth Works Programme Exit Plan (to the contract end on 31 December 2023)

3.3 University of Peterborough Update

It was resolved unanimously to:

- a) Note the contents of the report and comment on how the work of the Business Board can be further aligned to supporting the University's and partners ambitions to maximise the economic impact of ARU Peterborough.

3.5 CPCA Director's Update

The Executive Director for Economy and Growth updated the Board on items of interest national and locally since the last meeting.

4.1 Business Board Headlines for the Combined Authority Board

The Business Board noted the headlines highlighted by the Chair, to be conveyed at the Combined Authority Board meeting on 20 September 2023.

4.2 Business Board Forward Plan

Confirming that the next meeting was scheduled to be held on 15 January 2024, the Business Board noted the Forward Plan.

Audit and Governance Sub Committee

Meeting: 14 November 2023
Agenda/ Minutes: [Audit and Governance Sub Committee](#)
(Appendixes can be found via the link)
Chair: Jon Pye

REPORT OF THE MONITORING OFFICER

OUTCOME OF A CODE OF CONDUCT INVESTIGATION – COMPLAINT AGAINST THE MAYOR

(Report prepared by Edwina Adefehinti and agreed with the Chair of the Panel)

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1 Purpose of the report

- 1.1 In accordance with the Cambridge and Peterborough's Combined Authority's (CPCA's) Complaints Procedure, the Monitoring Officer is required to report the outcome of a Members' Code of Conduct investigation to the Audit & Governance Committee.
- 1.2 In this case, the Investigator's finding was that the Mayor had breached the Code of Conduct in regard to Disrepute and Civility.
- 1.3 This Decision Notice gives the background to the complaint and the outcome of the Hearing Panel (hereafter referred to as the 'Panel') which met on 14 November 2023. The Panel comprised three members of the Audit & Governance Committee (one from each political party) and the Independent Chair of Audit and Governance.

2 Preamble

- 2.1 The Panel satisfied itself that the Investigation had been thorough and accepted the findings. The Mayor accepted the findings and that he had breached the Code of Conduct in regard to Disrepute and Civility.
- 2.2 The Panel sought advice from the Investigator and Independent Person on the severity of the breaches. It noted that, while not the worst kind, these breaches were serious and had had ramifications on officers, complainants and the CPCA. Therefore, the Panel determined that sanctions should be imposed.
- 2.3 The Panel imposed four sanctions which were available to them in the Constitution and under the law.
- 1) To publish their findings
 - 2) A report with the findings of the Panel to be taken to the next Combined Authority Board
 - 3) The Mayor to provide a written apology and, in consultation with the Monitoring Officer, determine the appropriateness of providing a written apology directly to one or more of the complainants. (The Mayor's apology is at Annex 1). (The Monitoring Officer sent the Mayor's apology to two complainants on Friday 17th 2023.).
 - 4) The Mayor to undertake not to repeat the behaviour (the Mayor's undertaking is at Annex 2) and agree with the CEO appropriate development & training, including HR practice when in a senior member role. To be completed within the next 6 months
- 2.4 The Panel also recommended that:
- The CPCA reviews the induction process for when a new Mayor takes office.
 - The A&G reviews the relevant parts of the Constitution for lessons learnt and recommend any changes to the CA Board
- 2.5 The Panel considered that the sanctions available in the Constitution could be strengthened but recognised the limitations placed on Local Authorities in the Localism Act 2011. The Panel recognised its duties to maintain standards and the overriding purpose of the sanctions regime, which is to uphold the standards of conduct in public life and maintain confidence in local democracy.
- 2.6 The Panel sought representations from the legal adviser to the Panel, from the CPCA's independent Person, from the independent investigator and from the Mayor's legal representative, in deciding whether or not to publish the investigator's Report - the options were to publish either a full or a redacted version of the Report, or not to publish at all. After deliberation, the Panel decided unanimously not to publish the investigator's Report.
- 2.7 The Mayor apologised to two complainants on 17th November, via an email sent by the Monitoring Officer to the complainants.

3 Background to the investigation, the Code and the complaints/allegations

- 3.1 An anonymous complaint was received against the Mayor in October 2021 (**First Complaint**).

- 3.2 The investigator noted that the First Complaint involved the actions of both the Mayor and another individual, but the other person was no longer employed by the CPCA. The investigation was therefore only concerned with the Mayor's alleged breaches of the Members' Code of Conduct and Complaints Procedure (**Code**).
- 3.3 The First Complaint was expressed as a "whistleblowing" complaint. It was initially considered under the CPCA's whistleblowing procedure and an independent investigation was carried out.
- 3.4 Following the conclusion of that process, the Monitoring Officer determined on 22 April 2022, taking account of the views of the CPCA's independent Person, that the First Complaint should be formally investigated in accordance with Part 19 of the Code as a potential Code of Conduct breach/es against the Mayor.
- 3.5 Following the appointment of the independent investigator in April 2022, two further complaints relating to the actions of the Mayor were received on 9 May 2022 (the **Second Complaint**) and 11 May 2022 (the **Third Complaint**).
- 3.6 The Monitoring Officer determined, taking into account the views of the CPCA's independent Person, that the both the Second and Third Complaint should be formally investigated in accordance with Part 19 of the Code. The Monitoring Officer communicated this decision to the independent investigator. The Mayor was subsequently made aware of the Second and Third Complaints, and he was furnished with copies of them before he was interviewed as part of the investigation.
- 3.7 The investigation concluded on 27th September 2023, and the Monitoring Officer then assessed the Report's findings. The Monitoring Officer decided that the matter should be referred to the Panel for a determination.
- 3.8 The Monitoring Officer recommended that the Panel:
 - i) Note and accept the independent investigator's report into alleged breaches of the CPCA's Member Code of Conduct by the Mayor, Dr Nik Johnson.
 - ii) Should hold an abridged hearing as the Mayor had accepted the findings. A full hearing was not necessary, and the Panel could go into a confidential session once it was satisfied that it has sufficient information to determine the issues in the investigator's Report. The confidential session consisted of the Panel Members and their legal advisers.
 - iii) Determine whether there has been a breach of the Member Code of Conduct and, if a breach was upheld, to consider any further action that should be taken, or sanctions to be imposed, upon the Mayor.
 - iv) Consider, in relation to the confidential independent investigator's report, if the public interest and natural justice in maintaining the exemption outweighed the public interest in disclosing the report, and if not to then publish the report (in either full or redacted form) in addition to a decision notice.

4 **Independent Investigator**

- 4.1 The role of the independent investigator is to conduct an investigation under delegations of the CPCA's Monitoring Officer. The independent Investigator is expected to be fair and objective so they can establish the crucial facts of the matter and reach a conclusion on what did or did not happen.
- 4.2 The investigation was carried out by Mark Heath, who is a consultant with VWV, and Charlotte Rose, an Associate at VWV. Mark Heath is a solicitor with over 30 years of service within the public sector. He was, until December 2016, working at Southampton City Council where he was Solicitor to the Council and Monitoring Officer for 20 years.
- 4.3 Subsequent to that, he held the positions of Director of Place and subsequently Chief Operating Officer at Southampton City Council. He is highly experienced in all aspects of local government law, particularly standards and all aspects of local authority governance and decision making.
- 4.4 VWV is a full service commercial law firm, with approximately 80 Partners and over 350 lawyers, working across offices in Watford, London, Bristol and Birmingham. VWV have been providing legal advice to local authorities for over 20 years and have a national reputation for public sector work, acting for both central and local government clients.
- 4.5 Certain aspects of the First Complaint pertained to financial matters and certain aspects of the Third Complaint related to the leaking of information. In respect to these matters, independent third parties were appointed to investigate and consider. Where relevant, the investigator had regard to the findings of these third-party investigations undertaken by expert auditors.
- 4.6 It should also be noted that, during this investigation, the Mayor was unavailable to the independent investigator for a lengthy period for reasons outside of his control. This meant, amongst other things, that the independent investigator did not receive the Mayor's statement relating to his first interview (which took place on 20th September 2022) until March 2023, at which point the independent investigator was able to re-interview him about others matters; he then received back the Mayor's comments on that very quickly. One of the Complainants was also ill for a period and towards the end of the process, the independent investigator spent some time liaising with CPCA to find information that the complainant had been unable to supply. Following a search, the CPCA provided the independent investigator with the documents they were able to locate on their records.
- 4.7 The independent investigator's approach has reflected the lighter touch nature of the regime established under the Localism Act 2011 which removed the previous standards regime which had heavier sanctions.
- 4.8 The relevant law and Code to which the alleged breaches apply are at Annex 3.

5 Summary of allegations.

| Category | Alleged breach | Alleged relevant behaviour | Source |
|---|--|---|-----------------------------|
| Civility | Not treating employees and representatives of CPCA (or partner organisations) with civility and not respecting the role that they play | Bullying behaviour and toxic culture | First and Second Complaints |
| Failure to respect the role of officers and officer decision making in relation to internal processes and outcomes | | Third Complaint | |
| Bullying and harassment | Bullying and harassing any person | Bullying behaviour and toxic culture, including specifically bullying of CEO (directly and by instructing others to ignore her) | First Complaint |
| Bullying behaviour and toxic culture | | Second Complaint | |
| Disclosure of information to journalist with intention to undermine the reputation of officers | | Third Complaint | |
| Campaign to undermine officer decision making/processes, refusal to accept outcome of internal processes, and calling into question integrity of staff/officers | | Third Complaint | |
| Impartiality of officers of the Authority | Compromising or attempting to compromise the | Requesting employee to attend Labour event | Second Complaint |

6 Does the code apply to the Mayor

- 6.1 Section 27(2) of the 2011 Act requires CPCA to adopt a Code "*dealing with the conduct that is expected of members ... when they are acting in that capacity*". The Code applies whenever a member is acting in the capacity as a member or co-opted member.

- 6.2 The legal principles to be applied in determining this are as follows:
- a) was the member, as a matter of ordinary English, actually conducting the business of their authority, including the business of the office of member;
 - b) a fact sensitive approach is required to the above; and
 - c) the question is one for the tribunal to determine, not a reasonable observer.
- 6.3 For completeness, the role of Mayor is within scope of the Code. The investigator then considered as an initial / preliminary issue whether the mayor was acting in an official capacity in relation to the alleged behaviour.
- 6.4 In the investigator's assessment, all of the allegations related to the Mayor's alleged conduct whilst in office and either in connection with official CPCA business, or otherwise in relation to matters closely connected with or relating to CPCA business.
- 6.5 As a result the investigator concluded that the Mayor was acting in his official capacity in relation to all of the allegations considered as set out above.

7 Investigator's Findings and Conclusions

Impartiality of officers of the Authority

- 7.1 The independent investigator considered the allegation of unacceptable conduct intended to overturn findings of a whistleblowing report for political purposes, in that the Mayor (in effect) ran a campaign to undermine officer decision making/processes, refused to accept outcome of internal processes, and called into question integrity of staff/officers. Whilst it is clear that the Mayor was unhappy in relation to the departure of an ex-employee, the evidence did not in the view of the independent investigator show the Mayor's behaviour amounted to a breach of the Code. He was entitled to challenge the report and outcomes. His methods may not always have been appropriate, but the independent investigator did not consider that the evidence supported the allegation. As a result, the independent investigator did not consider that the Mayor broke the Code by bullying to try to overturn the report.
- 7.2 On balance, the independent investigator concluded on the evidence before them that the Mayor did not breach the Bullying and Harassment standard (either through his own actions or his failure to address the actions of the others) in respect of this allegation.

Leaks

Leaking of the Whistleblowing report

- 7.3 This issue was the subject of an investigation by specialists. However the specialists' inquiry did not yield any evidence to tie the Mayor to the leak.
- 7.4 In relation to the leaked letter/ disclosure of confidential CPCA information to an ex-employee, there is no evidence that the Mayor leaked the letter. The Mayor did speak to a journalist, contrary to advice, but there is no evidence to support any contention that he personally supplied confidential information to him.

Sending an ex-worker's CV from the Mayor's work email to his home email.

- 7.5 The sending of the CV from the Mayor's work email to his home email was not at the time considered a breach of GDPR by the CPCA, as there was no proof that anyone other than Mayor saw it. In terms of him sending it to his personal email address, the CPCA's Monitoring Officer has confirmed that the relevant IT Policy / protocol was not in place / force at the material time. However, today it would be contrary to the CPCA's policies, a breach of that protocol and hence the Code,
- 7.6 The independent investigator reflected upon this further in the light of the Complainant's comments on the draft report, but the points made above remained, in the investigator's view, the deciding factors. Namely there was no evidence that it was shared with a third party and at the material time the CPCA's protocols did not prohibit the Mayor from sending the CV to his home email

Expenses allegation

- 7.7 Whilst the way in which expenses were handled within the Mayor's office may not have been as good as they should/might, the CPCA's control system was also not robust. The lack of challenge, lack of scrutiny and the failure to pick up duplicates are cited by the specialists who investigated this matter.
- 7.8 The Mayor denied culpability or responsibility for any failings although he was, of course, as Mayor ultimately responsible for his expenses claims.
- 7.9 However, given the weaknesses in the control system, the independent investigator did not believe that the Mayor, on balance, misused CPCA resources. He was entitled to rely on his staff to make claims correctly and for the system to function effectively, including the control framework which should have flagged/raised issues when they arose.
- 7.10 The control framework had clear weaknesses which contributed to the problem. Had it been effective it would have flagged issues early on and then errors or issues in claims could have been addressed.
- 7.11 On balance, the independent investigator did not consider that the evidence showed that the Mayor misused CPCA resources, but it did show that the Mayoral Office had not always processed claims correctly and the control regime system had weaknesses.
- 7.12 The independent investigator therefore concluded that the Mayor did not breach the Code of Conduct in this respect.

Bullying

- 7.13 The First Complaint alleged that there was a toxic culture and bullying behaviour within CPCA. Specifically, that the Mayor was intent on making sure that a Senior Officer left and didn't stay in post, and that other Officers should ignore the Senior Officer. The independent investigator considered the allegation against the Code and the Nolan principle of Leadership, noting that the behaviour of others within the Mayor's office was also relevant.

7.14 However, following the analysis of the facts, the independent investigator did not find that the Mayor had breached the code in regard to bullying.

Civility

- 7.15 The independent investigator considered that, if substantiated, the allegations in the First Complaint and the Third Complaint would amount to a failure to "*treat Authority employees [...] with civility and respecting the role that they play*" and were therefore relevant to the allegations that the Mayor has breached the "Civility" standard.
- 7.16 The independent investigator also noted there had been no allegations that they were aware of that the Mayor had failed to treat any members (i.e. fellow members) or members of the public with civility and respect. The allegations were therefore confined to his interactions with Officers (i.e. the second limb of the "Civility" standard) only.
- 7.17 It was relevant to understand and consider the outcome of the whistleblowing investigation (which included allegations of lack of civility and respect on the part of an ex-employee) and the relationship between the Mayor and that ex-employee. That was in order to assess to what extent the Mayor could be said to be responsible for the ex-employee's conduct, particularly taking account of the Nolan principles - specifically "Leadership" - as appropriate.
- 7.18 The independent investigator's assessment was that neither an alleged statement to staff nor the Mayor's personal treatment of a previous Senior Officer were sufficiently serious to warrant a finding that he breached the "Civility" standard, taking account of the protection afforded by Article 10. This did not mean that the Mayor's actions in either regard were acceptable.
- 7.19 The independent investigator also considered, in relation to Civility, the allegation that the Mayor was intent on making sure that an ex Senior Officer did not stay long; and that people should ignore that ex-Senior Officer and go to the Mayor and another ex-employee instead. The independent investigator noted what the ex-employee had to say in relation to the position of the Senior Officer generally, and also that the Mayor wished to encourage people to approach him. The independent investigator also considered that the lack of understanding of roles of responsibilities was no doubt a contributory factor to the perception that the Mayor's Office was eroding the role of a Senior Officer. Overall, the independent investigator found no evidence to support a view that the Mayor actively attempted to achieve either outcome.
- 7.20 The independent investigator considered that much of what was complained about in relation to the allegation of a bullying and toxic culture, which was also relevant to considering Civility, emanated from an ex-employee. Whilst the independent investigator was not investigating this ex-employee, their actions and the Mayor's awareness and response to the ex-employee's conduct was relevant, when taking into account the principle of "Leadership".
- 7.21 The independent investigator also took account of the relevant Nolan principle, which the Code requires them to take into account in interpreting the Code relating to Leadership, namely:

- 7.22 The independent investigator was also aware and took into account that the Code states:
"Holders of public office should exhibit these principles in their own behaviour. They should actively promote and robustly support the principles and be willing to challenge poor behaviour wherever it occurs."
"1.5 Accordingly, when acting in your capacity as a Member or Co-opted Member...
(i) You must promote and support high standards of conduct when serving in your public post or Business Board post, in particular as characterised by the above requirements, by leadership and example."
- 7.23 The Mayor's evidence is that, with the exception of an incident between a Senior Officer and an ex employee in which he surmised they were equally at fault, he did not personally witness any inappropriate behaviour on an ex-employee's part.
- 7.24 On review of the evidence the independent Investigator found this implausible. The Mayor must have been aware of various and serious issues regarding the ex-employee's conduct. The issue was specifically drawn to his attention in September 2021.
- 7.25 Those involved at the time or who witnessed, were party to or later became aware of such interactions were quite entitled - in the absence of the Mayor's obvious intervention - to conclude that the Mayor was aware of and potentially even supportive of or directing the ex-employee's behaviour, or was behaving in such a way himself.
- 7.26 The independent investigator received different accounts and views as to the extent of the Mayor's knowledge of the ex-employee's behaviour; ie, whether the Mayor actively encouraged their conduct for his own purposes (i.e. was the controlling mind), or whether the ex-employee acted of his own instigation and the Mayor failed to address it.
- 7.27 The independent investigator commented that the Mayor may have spoken to the ex-employee about their behaviour, as he told the investigator he did, but there was no evidence of this; either direct evidence (e.g. a text message/email) or evidence in terms of a notable change in the ex-employee's conduct.
- 7.28 In terms of failure of "Leadership" (to respond to poor behaviour on the part of those within an office to which the Mayor had close oversight), the Independent investigator again took account of Article 10 where appropriate in terms of the Mayor's enhanced rights regarding freedom of expression.
- 7.29 The independent investigator therefore found that the Mayor had breached the code with regard to civility.

Disrepute

- 7.30 The independent investigator noted that in the messages he had seen between two ex-employees, one of the ex-employees was extremely critical of CPCA and the key players, including making extremely derogatory and potentially even threatening and defamatory remarks about them. However, the Mayor was not party to these messages. However, a small number of WhatsApp

messages in which the Mayor did participate did include reference to a human resources activity and outcome. In the most part, this was the ex-employee sharing updates and their views regarding the process. The Mayor was aware such discussions were inappropriate. He should have intervened to end such discussions but did not. He did not instigate or post the information but was fully aware from the briefings he had had that this was confidential and not to be bandied about. He should certainly have shut down the ex-employee when they made reference to the matter to the Mayor and another ex-employee, but the Mayor failed to do so.

- 7.31 In the independent investigator's view, the failure of the Mayor to intervene/call out the bad behaviour showed a lack of respect and leadership that was essential to his office and as a result damaged the reputation of the role of Mayor.
- 7.32 The rationale for directly elected Mayors was to provide for clear and singular leadership, making it visible to all where the responsibility for decisions lay. The directly elected Mayoral model had been described as the strongest model of political leadership. This was because the model provided for one person, the directly elected Mayor, having complete and sole political responsibility; a single leader rather than as exists elsewhere in local government, a cabinet or committee system where accountabilities are blurred.
- 7.33 On balance, the independent investigator concluded that the Mayor was aware of the ex-employee's unacceptable behaviour towards others, and did not call out that behaviour; nor did the Mayor take sufficient and appropriate steps to stop it. In view of the seriousness of the conduct and the fact that this was, at the time, an employee of the CPCA, it would have been appropriate for the Mayor to engage with HR in the event that the ex-employee failed to take heed of any instructions from the Mayor or others requiring them to regulate their behaviour. Given the ex-employee's position, the independent investigator would have expected the Mayor to recognise the importance of doing so. His failure to intervene amounted to him condoning such behaviour. It was particularly surprising that the Mayor did not take suitable steps (including seeking support from HR) on receipt of the stark warning regarding the ex-employees conduct (in which the ex-employee was referred to as a "henchman") in an email to the Mayor in September 2021.
- 7.34 As that single strong point of leadership, as the political leader of the CPCA, the Mayor should have set an example. Instead of that, his failure to act effectively was a significant failure of Leadership, something that a directly elected Mayor is specifically elected to deliver.
- 7.35 In contrast, the independent investigator did not consider that the failings of the Mayor damaged the reputation of the CPCA, and hence did not conclude that the Mayor, by his actions, also brought the CPCA into disrepute. Such a finding would only follow the most serious breach/es and the most culpable conduct with commensurate impact upon the body itself. The independent investigator's findings were serious, but the Mayor did not directly act in a disrespectful manner to employees or others. Nor did he directly bully. The disrepute he inflicted was upon himself in his role as Mayor, the political leader of the CPCA, due to his lack of leadership. The independent investigator believed that was a fair, proportionate and evidenced finding. To take the next step to make a

finding that he also brought disrepute on CPCA would require something more culpable and significant, which was not present in this matter.

8 Other Points

- 8.1 The independent investigator was made aware during their investigation that members' behaviour at Board Meetings generally was sometimes an issue. This was something that he recommended that the Monitoring Officer reflect upon and intervene, should she feel it appropriate.
- 8.2 At the point of the investigation there were clearly governance issues, these may have been addressed but, if not, they should be.
- 8.3 The Mayor must adopt and practise sound governance practices. He needs to understand and, unless he has good lawful reason not to, abide by requirements around, for example, confidentiality.
- 8.4 The independent investigator understood that Induction processes for new Mayors (and others, as appropriate) had been revised but this was a significant issue, and the revised approach must not leave the CPCA in a similar position again.
- 8.5 The appointment of an ex-employee raised several issues in terms of the politically restricted / non-restricted post decision and the decision to appoint them which was not made on merit. This was a major contributory factor for all that followed, and the adverse impact was felt by all, including ultimately the ex-employee (and those negatively impacted by their conduct).
- 8.6 The failure to address the ex-employee's behaviour using appropriate processes and robustly at a much earlier stage needed to be reflected upon. Why that was not done needed to be understood, and the consequences recognised.

9 Consultation with Independent Person

- 9.1 At the beginning of the investigations David Pearl, one of the independent Persons for the CPCA was consulted and he agreed in April 2022 with the Monitoring Officer that the investigation should be referred to an external independent investigator.
- 9.2 Gillian Holmes, another of the CPCA's independent Persons, was consulted in this process from August 2023 onwards. She has confirmed that based on the content of the independent investigator's Report, into the conduct of the Mayor of Cambridgeshire & Peterborough, Dr Nik Johnson, her view is that the investigation was conducted in a thorough manner. The evidence relied upon, the legislative framework and the law pertaining to the alleged breaches were clearly set out. Where there were gaps in that evidence or where the investigators had relied on the expertise of others e.g. financial matters, it was clearly stated. The Report was balanced in terms of its critical findings and analysis, both of the Mayor, and in some instances of the Combined Authority.

- 9.3 She agreed with the assessment set out in the report that the Mayor, was acting in his official capacity in relation to each of the complaints made and so the Code of Conduct was engaged. She noted that there were some areas where the report writers indicated that their conclusions were finely balanced and which she considered with particular care. She referred specifically to the sections dealing with 'Bullying & Harassment' and "Confidentiality & Access to Information'. Whilst the report writers concluded that there had not been a breach of the Code in respect of either of these specific allegations, she noted the comments made and found this a reasonable view to take.
- 9.4 In conclusion, she confirmed that it was her view that the report was fair, balanced and well-argued throughout. Based upon the evidence before her, primarily the report, she was of the view that the information contained in it supported its findings and conclusions that the Mayor, Dr Nik Johnson, has breached CPCA's Code of Conduct in relation to Civility & Disrepute.
- 9.5 The independent person subsequently received the evidence, and her views remained the same.

10 **Conclusions**

- 10.1 Mayor Dr Nik Johnson did breach CPCA's Code of Conduct in relation to Civility and Disrepute.

Transport and Infrastructure Committee

Meeting: 15 November 2023
Agenda/ Minutes: [Transport and Infrastructure Committee](#)
Chair: Councillor Anna Smith

1 **Announcements, Apologies for Absence and Declarations of Interest**

Apologies were received from Cllr Wakeford who was substituted by Cllr Davenport-Ray. Cllr Seaton declared an interest as he was a trustee of FACT Community Transport and also Chairman of Hereward Community Rail Partnership. These were deemed non-pecuniary interests and therefore would not affect his participation in items on the agenda.

2 **Minutes and Action Log**

The minutes of the meeting on 13 September 2023 were approved as an accurate record. The action log was noted by the Committee.

3 **Public Questions**

Four public questions had been received. The questions are published on the CPCA website [here](#), under additional meeting documents.

4 **Combined Authority Forward Plan**

RESOLVED

a) To note the Combined Authority Forward Plan

5 **Directors Highlights Report**

RESOLVED

a) To note the contents of the report

6 **Local Transport and Connectivity Plan**

RESOLVED (6 in favour, 2 against)

On being proposed by the Chair and seconded by Cllr Elsey, it was resolved:

a) To note the contents of the revised Local Transport and Connectivity Plan.

b) To recommend to the Combined Authority Board to approve the Local Transport and Connectivity Plan.

7 **Bus Strategy Update**

RESOLVED (UNANIMOUS):

a) To receive and consider the findings of the Bus Network Review.

b) To note the positive and constructive engagement with communities and bus operators.

c) To recommend to the CPCA board the proposals for the 19 tendered bus services which were placed under review.

d) To recommend to the CPCA board a preferred way forward for the allocation of the BSIP+ funding.

e) To note the proposed focus for short-term investment if further funding was available.

f) To note the intension of CPCA to submit a submission to the Zebra round 2.

g) To note the work of CPCA to audit the on-street bus service infrastructure and information.

h) To note the update on the national £2 fare scheme.

8 BP Roundabout Non-Motorised User (NMU) Crossing Study

RESOLVED (UNANIMOUS):

- a) To note progress on BP Roundabout non-Motorised User (NMU) Crossing Study.
- b) To recommend to the CPCA Board to approve the funding of £550,000 for the next stage of this project, from within the MTFP. The funding will be from £1.8m subject to approval unallocated active travel funding for 2024/25 to fund further appraisal work (Stage 2 in para 3.5)

9 March Area Transport Study

RESOLVED (UNANIMOUS):

- a) To note progress on March Area Transport Study (MATS)
- b) Approve the reallocation of £85,000 underspend from Full Business Case 1 to Full Business Case 2
- c) To approve the underspend of £124,913 from the previously approved March Walking and Cycling budget to complete additional activities for Walking and Cycling in March.

10 Wisbech Rail

RESOLVED

- a) To note the development in relation to the Wisbech Rail project

11 Budget and Performance Report – Nov 23

RESOLVED

- a) To note the financial position of the Transport division for the financial year 23/24 to November 2023
- b) To review and comment on the current Transport budgets within the Combined Authority's Medium-Term Financial Plan and Capital Programme.

12 Transport and Infrastructure Committee Agenda Plan

RESOLVED

- a) To note the agenda plan

13 Exclusion of the Press and Public

RESOLVED

- a) To remain in public session

14 DEFERA's Air Quality Bid

RESOLVED (UNANIMOUS):

- a) To note the contents of the Defra Air Quality Grant Bid.
- b) To recommend to the Combined Authority Board to approve the drawdown of Air quality Grant funding subject to Defra approving the bid.
- c) Subject to Defra approving the bid, recommend to the Combined Authority Board to approve the delegation of authority to the Assistant Director - Transport to enter into a contract with sub-contractors named in the bid, subject to procurement, and in consultation with the Chief Financial Officer and Monitoring Officer.

15 Date of the next meeting

The date of the next meeting was confirmed as Wednesday 17 January 2024

Human Resources Committee

Meeting: 16 November 2023
Agenda/ Minutes: [Human Resources Committee](#)
Chair: Mayor Dr Nik Johnson

1 Announcements, Apologies for Absence and Declarations of Interest

No apologies received.
No declarations of interest were made.
No announcements were made.

2 Minutes of the Previous Meetings

RESOLVED (UNANIMOUS)
That the minutes of the Human Resources Committee held on 10th November 2023 be approved as an accurate record.

3 Date of next meeting

Date of next meeting is the 5th February 2024 at Huntingdonshire District Council

4 Exclusion of the Press and Public

RESOLVED (UNANIMOUS)
Exclude the press and public from the discussion of Agenda Item 5(Interviews for the Role of Executive Director for Place and Connectivity, on the basis that this would involve the discussion of exempt information relating to the employment status of individuals as defined by Paragraph 1 of Schedule 12A of Part 1 of the Local Government Act 1972.

5 Interviews for the role of Executive Director for Place and Connectivity

RESOLVED (UNANIMOUS)
Recommend the preferred candidate for the role of Executive Director for Place and Connectivity to the CA Board for approval on the 29th Nov 2023.

Human Resources Committee

Meeting: 16 November 2023
Agenda/ Minutes: [Human Resources Committee](#)
Chair: Councillor Anna Smith

1 Election of Chair

Cllr Anna Smith was elected as the Chair for the meeting in the absence of the Mayor

2 Announcements, Apologies for Absence and Declarations of Interest

Apologies received from Mayor Johnson and Cllr Nethsingha substituted by Cllr Edna Murphy. No declarations of interest were made. No announcements were made.

3 Exclusion of the Press and Public

RESOLVED (UNANIMOUS)

Exclude the press and public from the discussion of Agenda Item 4(Interviews for the Role of Director for Governance, Legal and Monitoring Officer on the basis that this would involve the discussion of exempt information relating to the employment status of individuals as defined by Paragraph 1 of Schedule 12A of Part 1 of the Local Government Act 1972.

4 Interviews for the Role of Director for Governance, Legal and Monitoring Officer

RESOLVED (UNANIMOUS)

Recommend the preferred candidate for the role of Director for Governance, Legal and Monitoring Officer to the CA Board for approval on the 29th Nov 2023.

**To note that the recruitment for the position of Director of Legal and Governance led to no appointment being made.*

Audit and Governance Committee

Meeting: 17 November 2023
Agenda/ Minutes: [Audit and Governance Committee](#)
Chair: Jon Pye

1 Apologies for Absence and Declarations of Interest

Apologies were received from Cllr Simon Smith substituted by Cllr Mike Todd – Jones, Cllr Gary Christy substituted by Cllr Haq Nawaz and Cllr Geoff Harvey. No declarations of interest were made.

2 Chair's Announcement

- Nick Bell, Executive Director for Resources and Performance will be retiring at the end of this municipal year.
- The Committee met privately with the internal and external auditors at the close of the meeting in September – nothing to report from that meeting.
- The A&G Sub Committee meeting was held on Tuesday 14th November with the decision notice from that meeting being published by next week.

3 Minutes and Action Log

The minutes of the meeting on 8 September 2023 were approved as an accurate record. The action log was noted by the Committee.

4 Improvement Framework Report

RESOLVED

- a) To note the progress made over September and October against stated areas of improvement identified by the External Auditor in June 2022 and Best Value Notice received in January 2023 as reported to the CA Board on 31 May 2023, set out in paragraphs 2.2 to 2.9.
- b) To note the outcome of the recent Internal Review of the governance and decision making improvement programme set out in paragraph 2.10.
- c) To note the feedback from the staff conference on the progress made over the last 12 months set out in paragraph 2.11.

5 Corporate Risk Register

RESOLVED

- a) To note the refreshed Corporate Risk register report, risk dashboard and heat map.
- b) To note the proposal for how often the register should be reviewed going forward based on best practice.
- c) To note the update on Risk Software including Training.
- d) The committee welcomed the maturity reached in devising a way of presenting risk in an understandable and meaningful way and recommend that the CA Board should review the Corporate Risk Register at least once a year.
- e) That the audit and governance committee continue to receive the Corporate Risk Register at every meeting for the foreseeable future.

6 External Audit – Cambridgeshire & Peterborough Combined Authority – Audit Results Report

RESOLVED

- a) To note the content of the report

7 23/24 Treasury Management Mid Year Review

RESOLVED

- a) To review and note the in-year performance against the adopted prudential and treasury indicators.

8 Internal Audit – Progress Report November 2023

RESOLVED

- a) To note the contents of the report.

9 Whistleblowing Policy

RESOLVED

- a) To note the report and comments on any aspect of the report and whistleblowing policy

10 Audit and Governance Work Programme

RESOLVED

- a) To note the draft work programme for the Audit and Governance Committee for the 2023/24 municipal year attached at Appendix 1
- b) To note the recommendation tracker for the Audit and Governance Committee attached at Appendix 2

11 Date of next meeting

The date of the next meeting was confirmed as Friday 12 January 2024

Overview and Scrutiny Committee

Meeting: 27 November 2023
Agenda/ Minutes: [Overview and Scrutiny Committee](#)
Chair: Councillor Charlotte Cane

1 Apologies for Absence

Apologies were received from Cllr Anna Bradnam, Substituted by Michael Atkins, Cllr Jon Neish, and from Cllr Maureen Davis

2 Declarations of Interest

No declarations were made

3 Public Questions

No public questions were received.

4 Minutes and Action Log

The minutes of the meeting on 18 September were approved as an accurate record. The action log was noted by the Committee.

5 Election of Vice Chair

Cllr Fox was proposed by Cllr Rippeth and seconded by Cllr Atkins, it was resolved: (9 in favour)

RESOLVED

- a) Cllr John Fox was elected Vice-chair of the Overview and Scrutiny Committee for the remainder of the municipal year.

6 Improvement Framework Report 27 November 2023

RESOLVED

- a) Note the progress made over September and October against stated areas of improvement identified by the External Auditor in June 2022 and Best Value Notice received in January 2023 as reported to the CA Board on 31 May 2023; set out in paragraphs 2.2 to 2.9.
- b) Note the outcome of the recent Internal Review of the governance and decision making improvement programme set out in paragraph 2.10.
- c) Note the feedback from the staff conference on the progress made over the last 12 months set out in paragraph 2.11.
- d) Note the progress of the Confidence, Culture and Capacity improvement theme deep dive; supported by evidence attached as Appendix 2.

7 Corporate Performance OSC Q2 202324

The committee scrutinised the performance, information relating to the Combined Authority's Corporate Key Performance Indicators, most Complex Programmes and Projects, and the Combined Authority's Headline Priority Activities.

RESOLVED

- a) To Note progress to evaluate the impact of the Devolution Deal Investment Fund in a Gateway Review

8 Bus Strategy Update

RESOLVED

- a) To note and comment on the findings of the Bus Network Review

9 Corporate plan and MTFP Update

RESOLVED

- a) To note and comment on the Corporate plan and MTFP Update

10 Combined Authority Board Agenda

RESOLVED

- a) No questions were submitted to the CA Board

11 Appointment of Skills Rapporteur

RESOLVED

- a) To appoint a Cllr Tim Griffin to the vacant Rapporteur role for the Skills and Employment Committee

12 Combined Authority Forward Plan

RESOLVED

- a) To note the Combined Authority Forward Plan

13 O&S Committee Draft Work Programme

RESOLVED

- a) To note the draft work programme for the municipal year 2023/24 as shown at Appendix 1 and discuss items for the work programme.

14 Date of next meeting

The date of the next meeting was confirmed as 9 January 2024 to discuss the MTFP Consultation

Combined Authority Board

Meeting: 29 November 2023
Agenda/ Minutes: [Combined Authority Board](#)
Chair: Mayor Dr Nik Johnson

1 **Announcements, Apologies for Absence and Declarations of Interest**

Apologies for absence were received from Councillor Edna Murphy and from Darryl Preston (John Peach substituting).
There were no declarations of interest.

2 **Combined Authority Membership Update September 2023**

It was resolved unanimously to:

- A Note the appointment by Cambridgeshire County Council of Councillor Bradnam as the Member and Councillor Atkins as the substitute on the Overview and Scrutiny Committee for the remainder of the municipal year 2023-24.
- B Note the change in membership and substitutes at the Combined Authority Board and its thematic committees following the change in leadership at Peterborough City Council on 1 November 2023.
- C Note the change in membership and substitutes from the Conservative Group at Peterborough City Council on the Combined Authority's regulatory committees and.
- D Note the temporary change in substitute by Fenland District Council for the Audit and Governance Committee meeting on 17 November 2023.
- E Note the temporary change in substitute representative of the Labour Party on the Human Resources Committee on 16 November 2023.
- F Note the appointment of a Peterborough 1st representative to the Overview and Scrutiny Committee from Peterborough City Council.

3 **Minutes**

The minutes of the meetings on 20 September 2023 were approved as an accurate record and signed by the Mayor. The minutes action log was noted.

4 **Petitions**

No petitions were received.

5 **Public Questions**

Three public questions were received in advance of the meeting in accordance with the procedure rules in the Constitution. A copy of the questions and responses can be viewed [here](#) when available.

6 **Forward Plan**

It was resolved to:

- A Approve the Forward Plan for November 2023

7 **Breach of Members' Code of Conduct by Mayor Nik Johnson**

It was resolved to:

- A Note the findings of the Hearing Panel, subcommittee of the Audit & Governance Committee

14 Draft 2024/25 Corporate Strategy and Budget and Medium-Term Financial Plan 2024/2028

It was resolved to:

- A Note the developing draft Corporate Strategy following refresh
- B Approve the Draft Budget for 2024-25 and the Medium-Term Financial Plan 2024-25 to 2027-28 for consultation.
- C Approve the timetable for consultation and those to be consulted.

18 Recommendations from Transport and Infrastructure Committee

It was resolved to approve all the recommendations as set out below:

Local Transport and Connectivity Plan

- A Approve the Local Transport and Infrastructure Plan

Bus Strategy Update

- A approve the proposals for the 19 tendered bus services which were placed under review.
- B approve the preferred way forward for the allocation of the BSIP+ funding

BP Roundabout Non-Motorised User (NMU) Crossing Study

- A to approve the funding of £550,000 for the next stage of this project, from within the MTFP. The funding will be from £1.8m subject to approval unallocated active travel capital funding for 2024/25 to fund further appraisal work (Stage 2 in para 3.5).

DEFRA's Air Quality Bid

- A approve the drawdown of Air Quality Grant funding
- B approve the delegation of authority to the Assistant Director - Transport to enter into a contract with sub-contractors named in the bid, subject to procurement, and in consultation with the Chief Financial Officer and Monitoring Officer.

Depot for Electric Buses, Peterborough

- A approve the drawdown of £200,000 from the 'subject to approval' budget to the 'approved budget' to meet expenses yet to be incurred by Peterborough City Council (PCC) to commission further feasibility work, investigate governance and funding models, establish site infrastructure requirements, and formulate a site specification.
- B delegate authority to the Executive Director of Place and Connectivity in consultation with the Chief Finance Officer and Monitoring Officer, to enter into a grant funding agreement with PCC for the feasibility study.

8 Combined Authority Chief Executive Highlights Report

It was resolved to:

- A Note the contents of this report.

9 Improvement Plan Update

It was resolved to:

- A Note the progress on the key areas of concern identified by the External Auditor in June 2022 and in the Best Value Notice received in January 2023
- B Note the observations on progress following the meeting of the Independent Improvement Board meeting on 21 November

10 Single Assurance Framework: Confirmation and Implementation

It was resolved to:

- A To note the clearance of the Single Assurance Framework by Government
- B To approve the amendments made to the Single Assurance Framework as set out in 3.5
- C To approve the terms of reference for the Investment Committee at Appendix B
- D To approve that the Investment Committee replace the Shareholder Board in the governance arrangements of the Combined Authority from the 2024 AGM onwards
- E To note the constitutional amendments set out in 4.11 to 4.19 as a result of SAF
- F To support the implementation of SAF as detailed in 5.14 as follows:
 - Between January - May 2024: Roll out of SAF Phase 1
 - From 2024 AGM: Appointments to Investment Committee & roll out of SAF Phase 2 and Phase 3
- G To note that the implementation of the SAF will have implications in the PMO service and team design including additional resourcing needs.

11 Revisions to the Cambridgeshire and Peterborough Combined Authority Constitution – Scheme of Delegation

It was resolved to:

- A Approve the proposed update to the Scheme of Delegation of the Combined Authority.

12 Corporate Performance Report Q2 2023/24

It was resolved to:

- A Scrutinise performance information relating to the Combined Authority's Corporate Key Performance Indicators.
- B Scrutinise performance information relating to the Combined Authority's Most Complex Programmes and Projects.
- C Scrutinise performance information relating to the Combined Authority's Headline Priority Activities.
- D Note progress to evaluate the impact of the Devolution Deal Investment Fund in a Gateway Review.

13 Budget Update Report November 2023

It was resolved to:

- A Note the financial position of the Combined Authority
- B Approve the proposed use of unbudgeted Treasury Management loan interest to fund the proposals set out in section 6.
- C The Combined Authority Board on the Mayor's intention to allocate additional in-year highways maintenance funding to the two local highways authorities, and the amended anticipated figures for 2024-25, as set out in section 7.

15 Appointment of a Director to CPCA Subsidiary Company - Peterborough Higher Education Property Company Ltd (PropCo1)

It was resolved to:

- A Appoint Claire Paul, Assistant Director of Skills, CPCA as a director of Peterborough Higher Education Property Company Ltd (PROPCo1)

16 Statutory and Senior Appointments

It was resolved to:

- A Note the contents of this report.
- B To note the recommendation made by the Members of the HR Committee at the meetings on 16 November 2023 that the preferred candidate be appointed to the position of Executive Director (Place and Connectivity).
- C Delegate to the Chief Executive the function of agreeing with the successful candidate the terms and conditions of appointment, including associated start date and any other requirements and actions necessary to finalise arrangements.
- D To note that the recruitment for the position of Director of Legal and Governance led to no appointment being made.

17 Recognising Care Experience as an Equally Protected Characteristic

It was resolved to:

- A Agree that 'care experience' will be treated as if it were a Protected Characteristic by the Combined Authority under the Equalities Act 2010.
- B Agree that oversight of support to Care Leavers falls within the remit of the Employment and Skills Committee.
- C Encourage all organisations on the CA Board to explore what more they can do to support care leavers and to share best practice.

19 Exclusion of the Press and Public

It was resolved that the press and public be excluded from the meeting on the grounds that the next report contains exempt information under Part 1 of Schedule 12A the Local Government Act 1972, as amended, and that it would not be in the public interest for this information to be disclosed. The public interest in maintaining the exemption must be deemed to outweigh the public interest in its publication.

20 Greater South East Net Zero Hub: Local Net Zero Accelerator Programme MoU

It was resolved unanimously to

- A Agree the acceptance of the Department for Energy Security & Net Zero, Local Net Zero Accelerator Programme MoU 2023 to 2026.
- B Delegate authority to the Director of Resources & Performance in consultation with the Monitoring Officer to finalise the details of the Net Zero Places MoU and to enter into the MoU
- C Delegate authority to the Director of Resources & Performance to approve budgets, undertake procurement or other activities as required to meet the requisites of the MoU, entering into agreements and awarding grants for programme delivery. Such approvals or decisions to be reported to the next meeting of the Combined Authority Board on the exercise of that delegation.
- D Delegate authority to the Director of Resources & Performance to award grants to the three places, Manchester Combined Authority (up to £7million),

West Midlands Combined Authority (up to £7 million) and York (up to £2 million) and procure a financial support service as specified in the MOU (up to £3m).