

**REPORT OF THE INDEPENDENT REMUNERATION PANEL (MEMBERS' ALLOWANCES) TO GLOUCESTER CITY COUNCIL**

**JANUARY, 2023**

**(A) UPLIFT IN MEMBERS' ALLOWANCES – 2022/23**

**(B) REVIEW OF MEMBERS' ALLOWANCES – 2023/4 AND BEYOND**

**Introduction**

1. The Local Government Act, 2000 required local authorities to produce a Scheme in respect of councillors' allowances. Under the Local Government (Members' Allowances) (England) Regulations 2003, Councils have to set up an independent remuneration panel to make recommendations on members' allowances. The Independent Remuneration Panel for the City Council also acts in that capacity for Stroud District Council and has just completed a full review for that authority.
2. The following have been appointed to act as the Panel:  
  
Graham Russell, former Head of Democratic Services with Bath & North East Somerset Council (Chair of the Panel)  
John Morris, former Squadron Leader RAF  
Kim Hawkins, Administrator at Pangolin Editions, Fine Art Foundry  
Chris Markley, former Military Inspector/Auditor for public funded allowances
3. The Panel has undertaken a full review of the Scheme of Members' Allowances, as it is required to do every 4 years. We are extremely indebted to Tanya Davies, Policy and Governance Manager, for her advice and support throughout the review period.
4. We wish to acknowledge also the time given by elected Members who took part in our survey questionnaire or who took the time to have face to face/virtual meetings with the Panel. This direct evidence has proved extremely valuable in shaping our recommendations and we are very grateful to those members.
5. In addition, the Panel has considered the national pay award for staff for 2022/23 and how that should be applied to Members' allowances.

**Members' Allowances uplift for 2022/23**

6. Under the present Scheme of Allowances, the Basic Allowance to which all councillors are entitled, is indexed to the annual local government staff pay award. Usually this is a single percentage uplift which can be applied immediately to members' allowances.
7. The local government employers' have this year made an across-the-board uplift of £1,925, resulting in percentage awards for Green Book staff ranging from 10.5% for the lowest grade to 4.04% for the highest; for Chief Officers, who are on a separate pay scale, the percentage award has a lower range. Many local authorities in the South West have referred the matter to their Independent Remuneration Panels for consideration as to what uplift to apply to members.
8. The Panel has noted that the employers' award included a 4.04% uplift in those allowances which staff are entitled to claim. Having examined options relating to local employment rates and specific spinal column points, and in the absence of other guidance, it seems logical that, in the context of this present staff award, a 4.04% uplift should be awarded in respect of members' allowances. This is consistent with the approach being taken by a number of other councils.
9. **RECOMMENDATION 1: That a 4.04% uplift be applied to members' allowances, backdated to 1<sup>st</sup> April, 2022, providing a Basic Allowance of £6,465.18 for 2022/23.**

## **Context of the Full Review of Members' Allowances**

10. In accordance with legal requirements, the Scheme of Allowances has to be reviewed every 4 years, particularly with regard to the indexing arrangements for the Basic Allowance to which all members are entitled. In addition, the practice in Gloucester has been to undertake a mid-term review to ensure that the provisions of the Scheme remain relevant to how the Council operates.
11. The Panel has based its review on a number of key principles as follows:
  - recognising the core values of Gloucester City Council as a service provider/enabler and as an employer;
  - recognising the legal framework relating to a Council which is operating an executive style of governance;
  - taking into account, and balancing, a wide range of evidence, including that relating to the direct experiences of Gloucester City Councillors;
  - creating a sound local basis for calculating the level of Basic Allowance for all councillors and a fair indexing method that was easily understood and applied;
  - the need for recommendations on Special Responsibility Allowances that clearly distinguished those member roles that involved sufficient special characteristics (see para 37 below) to justify an allowance over and above the Basic Allowance;
  - recognising that while there was very little prescription in the Regulations governing members' allowances, there was statutory guidance which should be followed – and an awareness of the public's perception if this was not the case;
12. On this last point, it is important to emphasise that the Panel has made its recommendations within the legal framework governing members' allowances. Some of the evidence offered proposed variations to the Scheme that are simply not permitted in law (e.g. an attendance allowance per meeting or variable Basic Allowances). While the Panel understands the concerns behind these proposals, it is only able to offer recommendations that comply with the legal framework and guidance, notwithstanding the flexibility they provide.

## **Review Methodology**

13. An important part of the evidence base for the Panel was to hear directly from elected councillors in Gloucester. In designing our questionnaire for members' views we were mindful to balance the effort expended by members in completing the survey with the value of the information obtained. The returns have given the Panel a valuable insight into the issues for councillors in performing their duties and responsibilities to the electorate and to the Council.
14. We have also considered comparative statistics, particularly those relating to (a) the Council's CIPFA (*Chartered Institute of Public Finance and Accountancy*) family of Councils; (b) other Gloucestershire Councils and (c) other District Councils in the South West region.

As with all such information, the Panel has exercised caution in using comparator information as not all similar Councils necessarily have the same level of involvement of members. **Appendix A** shows the tables of comparator data.

15. Of particular value was the face to face/virtual meetings between Panel members and councillors who asked to speak with us or whom we wished to meet to gain more information about particular roles they performed.
16. The Panel has met on 3 occasions from October to December (in person and virtually) to review the evidence and to formulate its recommendations to the Council.

### **The Basic Allowance**

17. The Basic Allowance is to be made available to all councillors at the same level of remuneration. There is no flexibility to pay different amounts to members as a Basic Allowance. Members may forego all or part of their allowance.
18. According to Government Guidance issued in 2003, the purpose of the Basic Allowance is to *"recognise the time commitment of all councillors, including such inevitable calls on their time as meetings with officers and constituents and attendance at political group meetings. It is also intended to cover incidental costs such as the use of their homes"*.
19. In the context of modern local government, the Panel believes this description does not offer enough of the clarity that councillors and officers require. The Panel has identified the following as being the main aspects of a councillor's role recognised through the Basic Allowance. The comments of members have helped to compile this list, which the Panel has used to inform its recommendations:
  - time and effort in conducting the local representation role (*the Panel accepts evidence that this is variable and dependent upon many factors e.g. single or multi-member wards*);
  - use of home as an office/work base;
  - travel within the City;
  - recompense in part for the direct impact of the councillor role on the family;
  - serving on such outside bodies to which the member may be appointed;
  - participation with, and advice and support for, local projects;
  - virtual/face-to-face engagement with local constituents (*A number of councillors commented on the increased interaction with constituents during and since the pandemic*);
  - membership of the full Council and such and reasonable attendance at meetings of these bodies to which the member has been appointed;
  - performing a chairing or other lead role at such meetings where the time and effort involved does not equate to a chairing role for which a special responsibility is justified;
  - attendance at political group meetings;

- making a contribution towards the effective governance, administration and performance review of the Council's strategies, policies and service delivery;
- attendance at a reasonable number of training and development events, including all mandatory training events;
- IT consumables (including printing, ink and paper) broadband and telephone.

**RECOMMENDATION 2: That the Council endorses this broader understanding of the purpose of the Basic Allowance.**

20. The present Basic Allowance is £6,214.13. If however the Council adopts the Panel's recommendation 1 above relating to the 2022/23 uplift, the Basic Allowance becomes £6,465.18. In each category of comparative data (**see Appendix A**) Gloucester City Council is highly ranked within the top quartile of the statistics. Against the CIPFA "nearest neighbours" comparators, Gloucester City Council ranks the highest. It is also relevant to note that Gloucester has the highest number of "residents per councillor" at 3397, significantly above the average for Councils in each category of comparator information.
21. Of those councillors who commented on the Basic Allowance in the questionnaire, a significant number indicated dissatisfaction with the level of Basic Allowance both in terms of the cost of living and in the light of what was the community expected of a City Councillor. Some members commented that the allowance was, for them, satisfactory, but recognised that it was less so for those councillors on lower incomes or with family/employment responsibilities.
22. A fundamental issue for the Panel is to help ensure that the councillor body represents the widest sectors of the community within the City, and that the allowances scheme does not in any way act as a barrier to this.
23. The Panel is aware that members' allowances were never intended to meet all the costs of being a councillor. Indeed, the Government has always held the position that a proportion of the hours worked by elected councillors should be un-remunerated, to reflect the public service element of the role. The current Scheme provides for a 33% public sector discount. In evidence, the Panel has received many comments on this.
24. In summary, the Panel wishes the Council to put in place a robust structure of allowances that recognises
  - the heavy responsibilities and workload that city councillors perform, especially having regard to the number of residents per councillor;
  - the difficulty and sensitivity for councillors in managing challenging service delivery;
  - the community's growing expectations of its councillors, and
  - the potential to create a financial barrier to people from all sectors standing for the Council, if allowances are inadequate.

25. In 2015, the Independent Remuneration Panel used a formulaic approach to calculating the Basic Allowance. This formula took account of the average hours per week taken from the survey of councillors (15 hours) **minus** a 33% voluntary element, **multiplied** by 52 weeks of the year and **multiplied** by the gross median hourly pay for all full time employees in the area, then £10.77.
26. In subsequent years to date, the allowance has been updated in accordance with the local government pay award to staff – a process which most councillors who gave evidence supported.
27. The Panel has also noted the survey responses relating to hours per week spent by councillors on their council and constituency duties. Having had to make certain assumptions about some of the returns, the likely average is 19.5 hours per week (hpw) with a median calculation of 15.5 hpw.
28. The Panel has considered carefully the balanced views of members about the Basic Allowance alongside the position of Gloucester City Council in all the comparator tables reviewed. In addition, the Panel has noted the general support for continuing the annual link between indexing the Basic Allowance and the NJC staff pay award.
29. The Panel feels there is some justification for adjusting the formula adopted in 2015, in respect of hours per week, the revised local employment figure and to some degree the level of the voluntary discount applied. These would all significantly increase the calculation and produce a figure that would be difficult for the Council to accept, without some phasing arrangement.
30. In the present financial climate, and given the preference for comparable adjustments in line with staff awards, the Panel does not feel able to recommend a revised figure for the Basic Allowance for 2023/24 at this time, other than to express the hope that the Council will adopt its recommendation for uplifting the 2022/23 allowance wef 1<sup>st</sup> April, 2022.
31. However, given the comments that members have made about the upward trend in councillors' workloads and the increasing expectations of constituents, the Panel wishes to keep the matter under constant review and would wish to devise a proposal for consideration next year, for possible phased implementation after the May 2024 elections.
32. **RECOMMENDATION 3: That the Basic Allowance for 2023/24 be set at £6,465.18 (on the assumption that the Council accepts our recommendation 1 above regarding the 2022/23 uplift) or £6,214.13 (if the Panel's recommendation 1 above is not accepted).**
33. **RECOMMENDATION 4: That the Basic Allowance for 2023/24 and beyond continue to be indexed to the annual staff pay award and that, should a flat rate pay award be made again, assuming a similar reference is made to a percentage**

increase for staff allowances, that percentage be the appropriate uplift applied in relevant years.

34. **RECOMMENDATION 5: That the Council note the intention of the Panel to continue to review the level of Basic Allowance over the coming year and if appropriate to formulate proposals for the Council to consider, for adoption after the May 2024 elections.**

### **Special Responsibility Allowances**

35. These are the allowances that are awarded to members performing key roles within the Council which have specific and significant responsibilities and/or accountabilities and/or which demand significant time and effort.
36. The Panel has applied the following principles in determining its recommendations:
- a. the Scheme currently provides for only one SRA to be claimed by a member, even if they hold more than one role that attracts a SRA – a principle that the Panel upholds and recommends should continue;
  - b. the Panel considers what the Council expects of the member role rather than any individual's approach to the role;
  - c. a councillor receiving a robust basic allowance should reasonably be expected to undertake specific roles within the Council that are not overly demanding of time or effort (e.g. the occasional chairing role).
  - d. to qualify for a SRA, the role should satisfy a number of the special characteristics shown at para 37 below;
37. In determining our recommendations on these allowances, we have looked at each member role in the context of its primary purpose, the activities related to that role (e.g. meeting officers, media management) and the special characteristics attaching to each as follows:
- Time commitment
  - Specialist skills set
  - Functional leadership (*i.e. agenda management, prioritisation of work; public interface; focus on corporate/Council objectives*)
  - Important decision making
  - Complexity of role
  - Identifiable accountability
  - Direct responsibility for important outcomes
  - Culpability in the role
  - Constitutional relevance
38. At present, special responsibility allowances are calculated as a multiplier of the Basic Allowance. This is a practice the Panel would wish to see continued as it enables all SRAs to be adjusted easily once the new annual figure for the Basic Allowance is set.

39. **RECOMMENDATION 6: That the principle that a member may only claim one SRA be continued.**
40. **RECOMMENDATION 7: That all SRAs continue to be calculated as a multiplier of the Basic Allowance.**
41. The following paragraphs reflect our consideration of the various member roles. In all cases, the figures shown in our recommendations are the present values with (in brackets) the 4.04% uplift figures that would apply if our recommendation 1 was approved.

### **Leader of the Council**

42. The Leader of the Council's role is pivotal in achieving the Authority's strategic objectives. The full Council sets the policy and budget framework within which the executive has to operate. The present SRA for the Leader is £21,749.46 set at 3.5 x the Basic Allowance.
43. The position of Leader satisfies all of the special characteristics shown above and should therefore command a significant allowance to reflect the pivotal role of strategic leadership on local, sub regional and regional levels.
44. Although there was evidence offered that the allowance for the Leader should increase, given the strategic responsibilities of the position, the Panel believes on balance that the current allowance and multiplier adequately recognise the roles and responsibilities of the Leader.
45. **RECOMMENDATION 8: That the special responsibility allowance for the Leader of the Council be set at £21,749.46 (£22,628.13) i.e. unchanged at 3.5 x Basic Allowance, effective from 1<sup>st</sup> April, 2023.**

### **Deputy Leader of the Council**

46. The Panel has noted the legal requirement for a deputy leader and that the role satisfies many of the special characteristics justifying a SRA. The present SRA for the Deputy Leader is £13,981.79 set at 2.25 x the Basic Allowance.
47. The role of Deputy Leader is fully recognised within the Constitution of the Council and, in addition to undertaking allocated portfolio duties, needs to be fully conversant with all aspects of the Leader's role to enable them effectively to deputise on behalf of the Leader. The differential between this allowance and that of a Cabinet Member adequately recognises this important aspect in the Panel's view.
48. The Panel feels the current allowance for this position is robust enough to represent the strategic nature of the role both as a serving deputy and as a major influence in the strategic leadership of the Council.

49. **RECOMMENDATION 9: That the special responsibility allowance for the Deputy Leader of the Council be set at £13,981.79 (£14,546.66) i.e. unchanged at 2.25 x the Basic Allowance, effective from 1<sup>st</sup> April, 2023.**

**Cabinet Members**

50. It is clear that there is a significant time commitment required in managing an executive portfolio. While most of the executive decisions are made collectively by the Cabinet, there are many important decisions required to be made by Cabinet Members, who are in regular contact with their relevant lead Officers. The present SRA for a Cabinet Member is £10,874.73 set at 1.75 x the Basic Allowance.
51. Within the executive arrangements, the Cabinet Members carry a significant level of personal responsibility and accountability, as well as a significant time commitment. It is right that these factors should be recognised in a robust and proportionate allowance. The Panel believes that the present allowance level is appropriately robust.
52. **RECOMMENDATION 10: That the special responsibility allowance for Cabinet Members be set at £10,874.73 (£11,314.07) i.e. unchanged at 1.75 x the Basic Allowance, effective from 1<sup>st</sup> April, 2023;**

### **Chair of Overview and Scrutiny Committee**

53. The Panel took a particular interest in the role and responsibilities for this position, given the important statutory function of scrutiny (and policy development) within an executive form of governance. The present SRA for the Chair of the Overview and Scrutiny Committee is £3,728.48 set at 0.6 x the Basic Allowance.
54. We believe that the Council and the public require a robust scrutiny function that holds the executive to account and provides a mechanism for policy development and review. It is also important that the Scheme of Allowances recognises these expectations.
55. The Panel can see no justification for setting the allowance for the Chair of this statutory function at a level lower than the Chair of Planning. Both should be leading the development of robust member practice for the good of the Council and of the community.
56. Some of the evidence suggested there was room for overview and scrutiny practice in the Council to develop and become more robust in its challenge and review, with less emphasis on monitoring reports. That is a matter for the Council. As far as the Panel is concerned it is looking to ensure that the Scheme of Allowances appropriately recognises the skills and levels of member leadership which the function, and the Council's own Member Role profile, requires.
57. **RECOMMENDATION 11: That the special responsibility allowance for the Chair of the Overview and Scrutiny Committee be increased to £4,971.30 (£5,172.14) , equal to that of the Chair of Planning Committee, i.e. 0.8 x the Basic Allowance, effective from 1<sup>st</sup> April, 2023**
58. The Panel considered the position of the Deputy Chair of Overview and Scrutiny Committee and whether, in the light of the above recommendation, there was a justification for an allowance to be awarded.
59. On balance, the Panel felt the role was different from that of the Deputy Chair of Planning in the degree to which a full working knowledge of the processes and current issues was required.
60. **RECOMMENDATION 12: That no special responsibility allowance be made to the Deputy Chair of the Overview and Scrutiny Committee at this time but that the Council notes the intention of the Panel to keep this matter under review in the light of operational experience.**

### Chair and Deputy Chair of Planning Committee

61. As indicated in the Member Role document, the Chair of a Committee has the responsibility to provide leadership and direction to the Committee. Nowhere is this role more vital than in the leadership and direction of the planning function at member level.
62. There is a strong element of risk management to this role. The consequences of flawed decisions or errors in process carry serious financial and reputational risk to the Council. In this regard, the presence of a Deputy Chair, with full and equal understanding of the planning process as the Chair, is a vital safeguard.
63. Combined with a significant time and effort element, the Panel believes this chairing and deputy role is appropriately recognised within the Scheme of Allowances.
64. **RECOMMENDATION 13: That the special responsibility allowance for the Chair of the Planning Committee be set at £4,971.30 (£5,172.14) i.e. unchanged at 0.8 x the Basic Allowance, effective from 1<sup>st</sup> April , 2023.**
65. **RECOMMENDATION 14: That the special responsibility allowance for the Deputy Chair of the Planning Committee be set at £1,242.83 (£1,293.04) i.e. unchanged at 0.2 x the Basic Allowance, effective from 1<sup>st</sup> April, 2023.**

### Chairs of the Audit and Governance and Licensing and Enforcement Committees

66. The Panel has received some detailed evidence of the roles performed by the present incumbents of these chairing roles and balanced this with the Member Roles document reflecting what the Council requires.
67. Having regard to the time and effort required of these chairing positions, and the importance of both roles in the integrity of governance and legal processes, the Panel believes the Scheme of Allowances reflects the appropriate remuneration.
68. **RECOMMENDATION 15: That the special responsibility allowance for the Chairs of the Audit and Governance and Licensing and Enforcement Committees be set at £3,107.07 (£3,232.59) i.e. unchanged at 0.5 x the Basic Allowance, effective from 1<sup>st</sup> April, 2023.**

### Chair of General Purposes Committee

69. As will be seen from our list of justifications for the Basic Allowance (para 19) the Panel believes that a member receiving a robust Basic Allowance should be expected to chair occasional meetings, where the time and effort commitment does not reach the levels where a special responsibility allowance is justified under our criteria.

70. The Panel feels that the chairing role for the General Purposes Committee falls into this category. The Committee meets annually to consider making recommendations to the Council on the Scheme of Allowances and on an ad hoc basis for other, constitutional and electoral issues.
71. When an allowance is set at a modest amount, in this case £621.41, the Panel feels it is legitimate to ask the question as to whether this purely chairing role is covered by the Basic Allowance. We believe it is and accordingly, we propose that this allowance is deleted from the Scheme of Allowances.
72. **RECOMMENDATION 16: That the special responsibility allowance for the position of Chair of the General Purposes Committee be deleted from the Scheme with effect from 1<sup>st</sup> April, 2023.**

### **Minority Group Leaders/Deputy Group Leaders**

73. At present, the Scheme provides that a Minority Group Leader and a Minority Group Deputy Leader are entitled to an allowance of £6,214.13 and £1,553.53 respectively. There is no qualification within the Scheme imposing minimum group size on the entitlement to these allowances. There is however a provision which limits this entitlement to a maximum of two minority Leaders and two minority Deputy Leaders.
74. The Panel explored the relevance of these allowances as presently structured. Of particular interest was the extent to which the Scheme might, or indeed should, acknowledge that all political group leaders, whether in administration or otherwise, have some responsibility for collective good governance as well as recognising the size and management of the group. Indeed it might be argued that the governance element is the more significant role in Council and Constitutional terms.
75. The Panel recognises that it is neither appropriate nor helpful at this time to propose restructuring Group Leader allowances. However, the Panel would wish to develop a proposal in due course for the Council to consider in relation to the period following the May 2024 election.
76. **RECOMMENDATION 17: That the special responsibility allowance for Minority Group Leaders be set at £6,214.13 (£6,465.18) i.e. unchanged at 1 x the Basic Allowance, effective from 1<sup>st</sup> April, 2023.**
77. **RECOMMENDATION 18: That the special responsibility allowance for Minority Deputy Group Leaders be set at £1,553.53 (£1,616.30) i.e. unchanged at 0.25 x the Basic Allowance, effective from 1<sup>st</sup> April, 2023.**

78. **RECOMMENDATION 19: Council be invited to note the intention of the Panel to bring forward a proposal on this matter for the Council to consider.**

### **Mayor and Sheriff/Deputy Mayor**

79. The Panel has noted the current special responsibility allowances made available to the Mayor - £3,728.48 and to the Sheriff/Deputy Mayor - £1,242.83 in addition to which there are support budgets that fall outside the scope of the Allowances Scheme.
80. The Panel believes that, with this clear separation of budgets, the present amounts appropriately reflect the responsibilities of these positions.
81. **RECOMMENDATION 20: That the special responsibility allowances for the Mayor and Sheriff/Deputy Mayor be set respectively at £3,728.48 (£3,879.11) i.e. unchanged at 0.6 x the Basic Allowance, and £1,242.83 (£1,293.04) i.e. unchanged at 0.2 x the Basic Allowance, effective from 1<sup>st</sup> April, 2023.**

### **Member Champions**

82. The Panel has noted that a number of members have been appointed as "Member Champions". Examples include mental health, health and armed forces champions. It is not clear to the Panel how these Champions are appointed, what their standing is in the culture of the Council or what protocol/framework is in place to support both the champions and those with whom they engage.
83. The Panel encountered a similar situation in its review at Stroud District Council and accordingly recommended that an operational framework document be devised to give the role some context.
84. The Panel would strongly urge the Council to liaise with Stroud District Council who have now adopted a comprehensive framework relating to Member Champions. The Panel intends to keep the operation of this framework under review.
85. **RECOMMENDATION 21: That the Council be invited to comment to the Panel on how it sees the role of member champions evolving in the future within Gloucester City Council.**
86. **RECOMMENDATION 22: The Council be urged to consider establishing a clear structural and constitutional framework (along the lines agreed with Stroud District Council) within which member champions can operate, in order to maximise their effectiveness.**

### **Travel and Subsistence**

87. The Panel has noted the current position on travel and subsistence and wishes to endorse these arrangements for the future.
88. **RECOMMENDATION 23: That no change be made at the present time to the travel and subsistence provisions of the Scheme.**

### **Dependent Carers' Allowance**

89. The Panel has noted the present provisions for dependent care allowances. While it wishes to endorse the present arrangements, the Panel is concerned that there appeared to be no take up of these provisions.
90. It is an important aspect of the Scheme of Allowances that all councillors feel able to take up these entitlements, which are intended to help overcome personal barriers to standing for and remaining a councillor. See also para 93 below.
91. **RECOMMENDATION 24: That no change be made at the present time to the dependent care provisions of the Scheme, and that all councillors be urged to recognise their entitlement to such expenses.**

### **Approved Duties for the Purpose of Making Expenses Claims**

92. The Panel considered the present provisions of the Scheme relating to those duties which councillors perform that attract an entitlement to claim expenses.
93. While the provisions meet the needs of councillors at present, the Panel believes there should be a wider entitlement for councillors to be able to claim dependent care when they attend meetings as observers, in connection with ward matters or matters in which they have a legitimate interest.
94. We believe this would be supportive of the wider community role of councillors.
95. **RECOMMENDATION 25. That section (a) of the Approved Duties be amended to read as follows:**

***"Attendance, by right of membership or express invitation or as an observer with a legitimate interest, at meetings of the Council, Cabinet, Committees, Sub Committees, Working Groups, Panels and Task and Finish Groups."***

**APPENDIX A - COMPARATOR STATISTICS****DISTRICT COUNCILS IN GLOUCESTERSHIRE**

<b>Name</b>	<b>Basic Allowance</b>	<b>Population (Census 2021)</b>	<b>No of Councillors</b>	<b>Residents per Councillor</b>
Tewkesbury	£7,350.00	94,900	38	2497
<b><i>Gloucester</i></b>	<b><i>£6,214.13</i></b>	<b><i>132,500</i></b>	<b><i>39</i></b>	<b><i>3397</i></b>
Cheltenham	£5,797.00	118,800	40	2970
Stroud	£5,726.86	121,100	51	2375
Cotswold	£5,227.92	90,800	34	2671
Forest of Dean	£5,100.00	87,000	38	2289
<b>AVERAGE</b>	<b>£5,902.65</b>	<b>107,517</b>	<b>40</b>	<b>2,700</b>

**DISTRICT COUNCILS IN THE SOUTH WEST**

<b>Name</b>	<b>Basic Allowance</b>	<b>Population (Census 2021)</b>	<b>No of Councillors</b>	<b>Residents per Councillor</b>
Tewkesbury	£7,350.00	94,900	38	2497
South Somerset	£7,059.12	172,700	61	2831
Exeter	£6,425.00	130,800	39	3354
<b><i>Gloucester</i></b>	<b><i>£6,214.13</i></b>	<b><i>132,500</i></b>	<b><i>39</i></b>	<b><i>3397</i></b>
Cheltenham	£5,797.00	118,800	40	2970
Teignbridge	£5,742.00	134,800	47	2868
Stroud	£5,726.86	121,100	51	2375
Mid Devon	£5,494.62	82,800	42	1971
South Hams	£5,492.00	88,600	31	2858
Cotswold	£5,227.92	90,800	34	2671
Somerset West and Taunton	£5,221.00	157,400	59	2668
Torridge	£5,100.00	68,100	36	1892
Forest of Dean	£5,100.00	87,000	38	2289
North Devon	£4,970.22	98,600	42	2348
Mendip	£4,731.00	116,100	47	2470
Sedgemoor	£4,660.00	125,400	48	2613
West Devon	£4,660.00	57,100	31	1842
East Devon	£4,360.00	150,800	60	2513
<b>AVERAGE</b>	<b>£5,518.38</b>	<b>112,683.33</b>	<b>43.50</b>	<b>2,579.28</b>

**CIPFA NEAREST NEIGHBOURS**

<b>Name</b>	<b>Basic Allowance</b>	<b>Population (Census 2021)</b>	<b>No of Councillors</b>	<b>Residents per Councillor</b>
<b><i>Gloucester</i></b>	<b><i>£6,214.13</i></b>	<b><i>132,500</i></b>	<b><i>39</i></b>	<b><i>3397</i></b>
Rushmoor	£6,200.00	99,800	39	2559
East Staffordshire	£4,818.00	124,000	39	3179
Redditch	£4,732.00	87,000	29	3000
Worcester	£4,563.00	103,900	35	2969
Ipswich	£4,326.00	139,700	48	2910
Burnley	£3,570.00	94,700	45	2104
Pendle	£3,000.00	95,800	32	2994
<b>AVERAGE</b>	<b>£4,677.89</b>	<b>109,675</b>	<b>38</b>	<b>2889</b>