



Notification of Draft
Decisions Thursday, 8 January 2026

**Notice of Draft
Decisions of Cabinet -
Thursday, 8 January 2026**

3. Minutes

The purpose of this item was to consider two sets of minutes of Cabinet;

a) the minutes of the meeting of Cabinet held on 20 November 2025 were considered. There were no amendments.

The recommendation to approve the minutes was proposed by Councillor Mike Evemy and seconded by Councillor Patrick Coleman.

RESOLVED that the minutes of the meeting of the Cabinet held on 20 November 2025 be approved as a correct record.

Voting record:

5 For, 0 Against, 2 Abstentions.

b) the minutes of the meeting of Cabinet held on 26 November 2025 were considered. There were no amendments.

The recommendation to approve the minutes was proposed by Councillor Mike Evemy and seconded by Councillor Patrick Coleman.

RESOLVED that the minutes of the meeting of the Cabinet held on 26 November 2025 be approved as a correct record.

Voting record:

4 For, 0 Against, 3 Abstentions.

9. Fleet Replacement Programme

The purpose of the report was to review the Capital Fleet Replacement Programme, identify the vehicles for replacement in 2026/27 and agree the next steps towards the decarbonisation of the waste services.



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Councillor Andrea Pellegram, Cabinet Member for Environment & Regulatory Services, introduced the report which reviewed the Capital Fleet Replacement Programme and the vehicles scheduled for replacement in 2026/27. Extending vehicle life had been considered in light of finance and LGR, but rejected due to service disruption and higher maintenance risks. Waste and environment services were noted as the Council's largest emissions source, making decarbonisation critical to the 2030 carbon reduction target. The updated programme increased forecast capital expenditure by £0.350m due to the addition of an electric vehicle and early replacement of a 7.5t refuse collection vehicle, bringing the total 2026/27 estimate to £6.0m. The report also included the planned use of Hydrotreated Vegetable Oil to reduce emissions, acknowledging potential increased revenue costs. The measures were intended to balance operational reliability, legislative compliance, and climate objectives while providing a framework to monitor costs and carbon savings

The recommendations were proposed by Councillor Andrea Pellegram and seconded by Councillor Mike Evemy.

Resolved that Cabinet:

1. Approved the replacement of vehicles in line with the updated Capital Fleet Replacement Programme (Paragraph 5.3) up to a total of thirty-one vehicles.
2. Approved steps towards the decarbonisation of waste services through the purchase of one electric kerbside-sort vehicle (one of the thirty-one vehicles identified above) and a shift to using Hydrotreated Vegetable Oil (HVO) as a replacement to diesel.
3. Agreed to include the reprofiled capital expenditure for 2026/27 in the Capital Programme that will be considered by Cabinet and Council in February 2026.

Voting record:

7 For, 0 Against, 0 Abstentions.

10. Carers Leave Policy and Procedure and Dogs at Work Policy

The purpose of the report was to Cabinet to consider the implementation of two new policies:



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1. Carers Leave Policy and Procedure – Introduces the statutory entitlement to carers' leave following recent legislative changes and outlines how the Council will support employees who need to balance work with caring responsibilities.
2. Dogs at Work Policy – Sets out when and how dogs may be permitted in the workplace, including the conditions and safeguards required to ensure a safe and appropriate working environment.

Councillor Mike Evemy, Leader of the Council, introduced the report and highlighted that the Carers Leave Policy and Procedure was drafted to ensure compliance with legislation, outlining employees' statutory right to carer's leave for dependants with long-term care needs and the support available to help balance work and caring responsibilities, with a commitment to employee health and wellbeing.

It was further noted that the Dogs at Work Policy set out the limited circumstances in which dogs were permitted in the workplace, recognising the challenges of dog ownership while prioritising the Council's commitment to a safe, productive and respectful environment for staff, visitors and councillors.

The recommendations were proposed by Councillor Mike Evemy and seconded by Councillor Tony Dale.

Resolved that Cabinet:

- a) Approved the Carers Leave Policy and Procedure
and
- b) Approved the Dogs at Work Policy

Voting Record

7 For, 0 Against, 0 Abstentions.

11. Equality, Diversity, Inclusion and Equity Policy and Procedure Update 2025

The purpose of the report was to consider the Council's Equality, Diversity, Inclusion and Equity Policy and Procedure following legislative updates.

Councillor Mike Evemy, Leader of the Council introduced the report in Councillor Bloomer's absence and highlighted that the purpose of the updated Equality,



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Diversity, Inclusion and Equity Policy was to reflect recent legislative changes, providing practical guidance for managers and staff, supporting fairness and consistency across the Council, and helping to protect the Council against legal claims.

The recommendations were proposed by Councillor Mike Evemy and seconded by Councillor Tony Dale.

Resolved that Cabinet:

1. Approved the Equality, Diversity, Inclusion and Equity Policy and Procedure, which had been rewritten to incorporate the Supreme Court Ruling.
2. Approved that 'care experienced' be treated as if it were a protected characteristic as many care-experienced people face discrimination, stigma and prejudice.
3. Delegated authority to the Chief Executive Officer to make minor and necessary amendments to the EDIE Policy, enabling timely updates that would not alter the policy's strategic intent.

Voting record:

7 For, 0 Against, 0 Abstentions.

12. Corporate Enforcement Policy

The purpose of the report was to present Cabinet with a revised Corporate Enforcement Policy for approval and adoption.

Councillor Mike Evemy, Leader of the Council, introduced the report and highlighted that the policy enabled officers to ensure compliance with the law, outlined the legislative framework and principles for investigations, mitigated legal risks, and demonstrated the Council's commitment to necessity, proportionality, public interest, and transparency for residents, Councillors, and employees.

The recommendations were proposed by Councillor Mike Evemy and seconded by Councillor Andrea Pellegram.



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Resolved that Cabinet:

1. Approved and adopted the Corporate Enforcement Policy attached to the report.
2. Delegated authority to the Chief Executive to approve future minor amendments to the Policy, in consultation with the Leader of the Council, Head of Service Counter Fraud and Enforcement Unit, Relevant Heads of Service and the Head of Legal Services.

Voting record:

7 For, 0 Against, 0 Abstentions.

13. Enforcement Agent Commissioning

The purpose of the report was to seek approval to initiate a procurement process to tender for the provision of Enforcement Agent services.

Councillor Patrick Coleman, Cabinet Member for Finance, introduced the report and highlighted that the report sought formal approval to initiate a procurement process for Enforcement Agent services, as the current contract was due to expire on 2 October 2026, this to ensure service continuity and compliance with procurement regulations.

The recommendations were proposed by Councillor Coleman and seconded by Councillor Mike Evemy.

Resolved that Cabinet:

1. Approved the process to undertake a procurement exercise to appoint enforcement agent services for the council.
2. Noted that the procurement exercise would be undertaken via a Dynamic Purchasing System; and in partnership with five other Local Authorities.

Voting record:

7 For, 0 Against, 0 Abstentions.



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14. Fees and Charges 2026/27

The purpose of the report was to present a revised schedule of fees and charges for 2026/27. The report also described the rationale for the revised charges compared to current charges for 2025/26. Revised charges were presented at Annex A alongside current charges for 2025/26.

Councillor Patrick Coleman, Cabinet Member for Finance, introduced the report and highlighted that the report presented a revised schedule of fees and charges for 2026/27, including the rationale for changes compared to 2025/26. From 1 April 2026, many charges were recommended to increase by 3.8%, in line with the Consumer Prices Index, to maintain revenue and mitigate pressure on the 2026/27 budget. It was noted that all proposed charges were rounded appropriately and stated inclusive of VAT to reflect the actual cost to service users.

After discussion it was further noted that:

- At 4.1 The report would be revised to propose freezing pay and stay charges of one hour or less at 2025/26 levels across all car parks.
- At 4.4 There would be no season tickets available at Rissington Road car park
- At 4.5 The report would be revised to propose the introduction of a tourist levy and a minimum stay of 2 hours at Maugersbury Road Car Park, Stow on the Wold.

The recommendations were proposed by Councillor Coleman and seconded by Councillor Tony Dale.

Resolved that Cabinet:

1. Endorsed the rationale for revising fees and charges as set out in the report;
2. Approved the delegation of future decisions regarding the setting of Special Area of Conservation Fees to the Head of Planning Services in consultation with the Deputy Leader and Cabinet Member for Housing and Planning;
3. Approved the changes to car parking arrangements detailed in section 4 of the report to align with the Car Parking Strategy approved on 20 November 2025; and



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4. Approved the implementation of the revised fees and charges for 2026/27, as detailed in Annex A, from 1 April 2026.

Voting record:
7 For, 0 Against, 0 Abstentions.

16. Financial Performance Report 2025-26 Quarter 2

The purpose of the report was to set out the second quarterly budget monitoring position for the 2025/26 financial year.

Councillor Patrick Coleman, Cabinet Member for Finance, introduced the report and highlighted that the report notified members of any significant variations to budgets, highlighted any key financial issues, and informed members of options and further action to be taken.

The recommendations were proposed by Councillor Coleman and seconded by Councillor Mike Evemy.

Resolved that Cabinet:

1. Reviewed and noted the financial position set out in this report.
2. Approved the additional transfers to earmarked reserves as set in paragraph 4.13 of the report.
3. Endorsed the principle to transfer 100% of any year-end Planning Fee income (over and above the budgeted level) to the Planning Appeals earmarked reserve, as set out in paragraph 4.24 of the report.
4. Approved the reallocation of the UKSPF capital budget as follows:
 - a. £0.229m to Rural England Prosperity
 - b. £0.060m to UK Shared Prosperity Fund (UKSPF Capital)

Voting record:
7 For, 0 Against, 0 Abstentions.



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17. CDC Strategic Risk Register Q2.

The purpose of the report was to set out the current Strategic Risk Register for the Council.

Councillor Mike Evemy, Leader of the Council, introduced the report and highlighted that the Strategic Risk Register had been reviewed by the Corporate Leadership Team during Q2 and Q3 and considered by Audit and Governance Committee, with "Procurement" added as a new risk.

It was noted that the Council's Risk and Opportunity Management Policy, reviewed in May 2025, set out the approach to risk management, including definitions, roles, responsibilities, and the Council's risk appetite.

The recommendations were proposed by Councillor Mike Evemy and seconded by Councillor Tony Dale.

Resolved that Cabinet:

1. Reviewed the Strategic Risk Register and mitigation measures.
2. Endorsed the proposal for the strategic risk register to be included in the work programme for the committee with a quarterly review frequency.

Voting record:

7 For, 0 Against, 0 Abstentions.

18. Community Infrastructure Levy - CIL Bid Recommendations

The purpose of the report was to present officer recommendations on Community Infrastructure Levy (CIL) funding bids received in 2025 for approval by Cabinet.

Councillor Juliet Layton, Deputy Leader of the Council and Cabinet Member for Housing and Planning, introduced the report and highlighted that a multidisciplinary panel had reviewed the bids, ensuring impartiality through voluntary participation and conflict-of-interest declarations. Cabinet approval was sought to fund suitable bids from the Strategic CIL Fund and refuse those deemed unsuitable. In line with statutory requirements the bids had been assessed within a framework to ensure that CIL was spent legally, responsibly, strategically, and accountably.



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After discussion recommendation 2 was updated.

The recommendations were then proposed by Councillor Juliet Layton and seconded by Councillor Tristan Wilkinson.

Resolved that Cabinet:

1. Agreed to allocate funding for the following bids, as set out in Table 4:
 - a. Cycle parking Cotswold National Cycle Network (GCC with Walk Wheel Cycle Trust)
 - b. Farmor's School 3G Pitch (Farmor's School)
 - c. Redesdale Hall Phase 2 (Redesdale Hall Trust)
2. Delegated authority to the Assistant Director Planning Services in consultation with the Cabinet Member for Housing and Planning, to progress the funding bids subject to the Assistant Director of Planning Services, Legal Services, and the Finance Service undertaking the required due diligence to ensure a formal agreement is in place prior to the release of funding in accordance with the CIL funding guidance notes.

Voting record:

7 For, 0 Against, 0 Abstentions.

Date of Publication: 09 January 2026

Closing Date for Call-In: 16 January 2026

Action Embargoed until: 19 January 2026