

City Chambers
DUNDEE
DD1 3BY

10th April, 2026

Dear Colleague

You are requested to attend a MEETING of the **CITY GOVERNANCE COMMITTEE** to be held in the Council Chamber, City Chambers, City Square, Dundee and also to be held remotely on Monday, 20th April, 2026 following the meeting of the City Council and the meetings of the Climate, Net Zero and Environment and the City Growth and Infrastructure Committees called for 5.00pm.

The meeting will also be livestreamed to YouTube. Members of the Press or Public wishing to join the meeting as observers should follow this link www.dundee.gov.uk/live or alternatively they may attend in person.

Should you require any further information please contact Committee Services on telephone (01382) 434228 or by email at committee.services@dundee.gov.uk.

Yours faithfully

GREGORY COLGAN

Chief Executive

AGENDA OF BUSINESS

1 DECLARATION OF INTEREST

Members are reminded that, in terms of The Councillors Code, it is their responsibility to make decisions about whether to declare an interest in any item on this agenda and whether to take part in any discussions or voting.

This will include all interests, whether or not entered on your Register of Interests, which would reasonably be regarded as so significant that they are likely to prejudice your discussion or decision-making.

2 MINUTE OF MEETING OF THE PENSION SUB COMMITTEE AND PENSION BOARD - Page 1

(The minute of meeting of the above held on 8th December, 2025 is attached for noting).

3 REGULATION OF VAPE RETAILERS

This item has been placed on the agenda by Councillor Coleman and Councillor Crichton. They wish to highlight the current limitations in the regulation of vape retailers and seek committee approval for the Chief Executive to write to the Scottish Government requesting consideration of a licensing regime.

4 CAPITAL EXPENDITURE MONITORING 2025/2026 - Page 5

(Report No 58-2026 by the Executive Director of Corporate Services, copy attached).

5 REVENUE MONITORING 2025/2026 - Page 21

(Report No 59-2026 by the Executive Director of Corporate Services, copy attached).

6 CHARTER TO REDUCE GAMBLING HARMS IN THE WORK PLACE - Page 35

(Report No 55-2026 by the Executive Director of Corporate Services, copy attached).

7 PRIDE IN PLACE IMPACT FUND - Page 57

(Report No 96-2026 by the Executive Director of Neighbourhood Services, copy attached).

**8 COMMUNITY ASSET TRANSFER OF FAIRFIELD COMMUNITY SPORTS HUB AND
BALERNO EDUCATION CENTRE - Page 67**

(Joint Report No 90-2026 by the Executive Director of Neighbourhood Services and the Executive Director of City Development, copy attached).

**9 TENDER APPROVAL FOR RENEWAL OF MICROSOFT ENTERPRISE AGREEMENT
- Page 73**

(Report No 69-2026 by the Executive Director of Corporate Services, copy attached).

VI TREASURY MANAGEMENT ACTIVITY 2025/2026 (MID-YEAR REVIEW)

There was submitted Report No 364-2025 by the Executive Director of Corporate Services reviewing Tayside Pension Fund's Treasury Management activities for the period 1st April, 2025 to 30th September, 2025.

The Sub-Committee and Board:-

- (i) noted the content of the report.

VII PROPOSED TIMETABLE OF MEETINGS FOR 2026

There was submitted Report No 365-2025 by the Executive Director of Corporate Services proposing a suggested programme of meetings of the Pension Sub-Committee and Pension Board in 2026.

The Sub-Committee and Board:-

- (i) examined the dates set out in the timetable in Appendix 1 to the report and agreed the proposed programme of meetings.

The Sub-Committee and Board resolved under Section 50(A)(4) of the Local Government (Scotland) Act 1973 that the press and public be excluded from the meeting for the undernoted items of business on the grounds that they involved the likely disclosure of exempt information as defined in paragraphs 4, 6 and 11 of Part I of Schedule 7A of the Act.

VIII TAYSIDE PENSION FUND

(a) PERFORMANCE SUMMARIES

There was submitted Report No 367-2025 by the Executive Director of Corporate Services reviewing investment performance of the Fund's investment managers for the quarter to 30th September 2025. The report compared investment performance of the Fund with the Fund's specific benchmarks which consisted of various stock and security market indices.

The Sub-Committee and Board:-

- (i) noted the information contained therein with regard to the performance of the Tayside Main Fund and their Fund Managers.

(b) SUMMARIES OF INVESTMENTS AND TRANSACTIONS

There was submitted Report No 368-2025 by the Executive Director of Corporate Services reviewing the investment activities of Tayside Pension Fund's seven Fund Managers for the quarter to 30th September, 2025 and summarising the transactions of each Fund Manager and showing the market values of the Pension Fund.

The Sub-Committee and Board:-

- (i) noted the information contained therein with regard to the performance of the Tayside Main Fund and their Fund Managers.

(c) QUARTERLY FUNDING UPDATE AS AT 30TH SEPTEMBER 2025

There was submitted Report No 369-2025 by the Executive Director of Corporate Services reviewing the current funding level of the Fund as assessed by the Fund Actuary.

The Sub-Committee and Board:-

- (i) noted the report by the Fund Actuary.

IX PROPERTY MANDATE

There was submitted Report No 370-2025 by the Executive Director of Corporate Services informing the Sub-Committee of the recommendations of the Fund's investment advisors and outlined their proposal to ensure the mandate continued to fulfil the Fund requirements.

The Sub-Committee and Board:-

- (i) noted the content of the report.

X ANNUAL ASSESSMENT OF INVESTMENT ADVISORY SERVICES 2025

There was submitted Report No 371-2025 by the Executive Director of Corporate Services, providing information on the annual assessment of investment advisory service performance undertaken by Fund Officers as required by the Competition and Markets Authority.

The Sub-Committee and Board:-

- (i) noted the content of the report.

XI PRESENTATION

Tim Gooding from Baillie Gifford gave a short presentation to the Sub-Committee and Board.

After Tim Gooding had given his presentation and answered questions from members, the Chair thanked the presenter on behalf of members of the Sub-Committee and Board.

Willie SAWERS, Chair.

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REPORT TO: CITY GOVERNANCE COMMITTEE – 20 APRIL 2026
REPORT ON: CAPITAL EXPENDITURE MONITORING 2025/26
REPORT BY: EXECUTIVE DIRECTOR OF CORPORATE SERVICES
REPORT NO: 58-2026

1 PURPOSE OF REPORT

1.1 To appraise Elected Members of the latest position regarding the Council's Capital Plan 2026-31.

2 RECOMMENDATION

2.1 It is recommended that the Committee note the latest position regarding the Council's Capital Plan 2026-31.

3 FINANCIAL IMPLICATIONS

3.1 This report shows the latest projections for 2025/26 expenditure and total cost as at 28th February 2026.

Appendix 1, which details the General Services position to the end of February 2026, shows a revised projected outturn for 2025/26 of £53.756m, a decrease of £2.147m since the previous Capital Monitoring report was approved at City Governance Committee on 2nd March 2026 (Report 40 -2026, Article V refers). The movements that have contributed to this decrease are detailed below in paragraph 5.2 of this report. The net movement of budget from 2025/26 into 2026/27 of £2.146m since the previous Capital Monitoring report was approved will be funded from a combination borrowing, capital grants and contributions and capital receipts.

Appendix 3, which details the Housing HRA position to the end of February 2026, shows a revised projected outturn for 2025/26 of £15.926m, a decrease of £3.513m since the previous Capital Monitoring report was approved at City Governance Committee on 2nd March 2026 (Report 40 -2026, Article V refers). The movements that have contributed to this decrease are detailed in paragraph 6.2 of this report.

4 BACKGROUND

4.1 The Capital Plan 2026-31 was approved at City Governance Committee on 16 February 2026 (Report 24-2026, Article IV refers).

In addition to monitoring the in-year budget (i.e.2025/26) the total projected cost of each project will be monitored against the cost when the tender acceptance was approved at Committee, or if no tender accepted at committee, will instead be monitored via sourcing strategies or direct awards. Furthermore, the projected completion date for each project will be monitored against the completion date as anticipated when the tender report was approved or as per the sourcing strategies. The capital programme is being monitored in conjunction with the Council's asset managers.

The Housing HRA Capital Programme 2025/26 was approved as part of the Capital Plan 2026-31 at the City Governance Committee on 16 February 2026 (Report 24-2026, Article IV refers).

4.2 Local Authorities from 1 April 2004 are required, by Regulation, to comply with the Prudential Code under Part 7 of the Local Government Act 2003. The Capital Budget for 2025/26 is being monitored within the framework of the updated Prudential Code 2021.

4.3 The Capital Monitoring report provides detailed information on major projects and programmes contained within the Capital Budget and the impact of expenditure movements on future financial years.

5 GENERAL SERVICES CURRENT POSITION

5.1 Appendix 2 details the latest projected outturn for major projects and programmes, both for 2025/26 and for the whole project lifespan. In addition, the Appendix monitors project timescales, with approved completion dates taken from tender approval reports and sourcing strategies.

In some instances, it is not possible to provide approved or projected total project costs and timescales due to the budget being a block programme containing various smaller projects within it. In these cases, the total cost is assumed to be the budgeted figure plus previous year actuals. The projected completion date is assumed to be the end of the financial year.

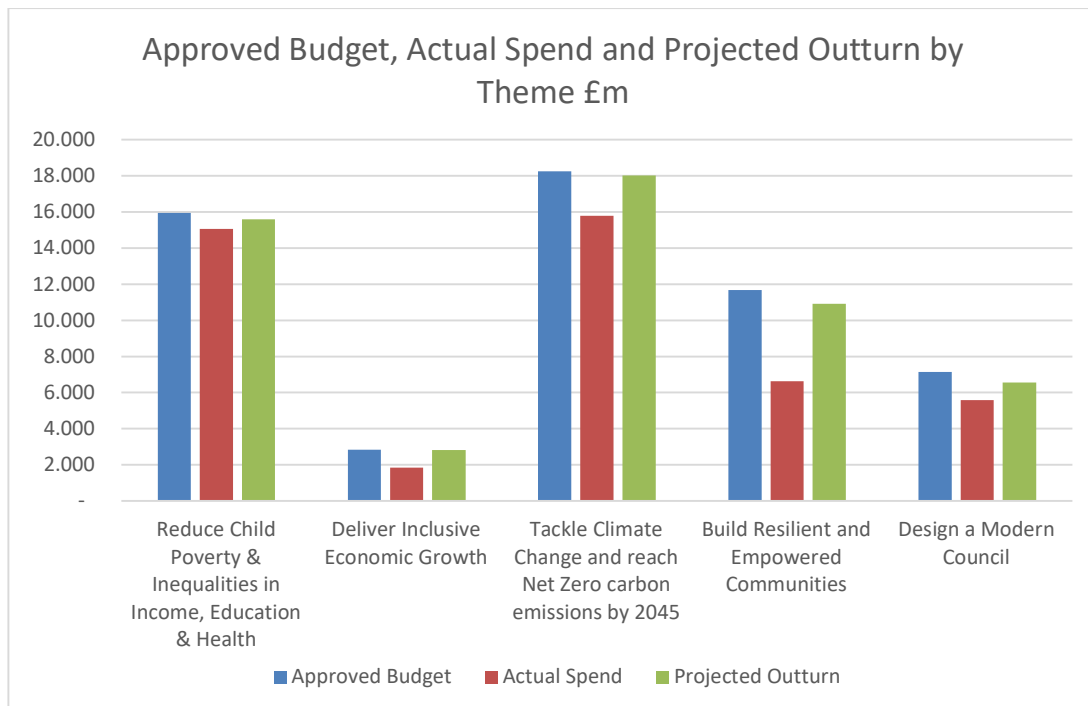
5.1.1 In respect to, the projects funded from the £20m Dundee Community Regeneration Partnership, shown in Appendix 4, progress continues to be made in the development and delivery of the named projects.

There are quarterly meetings between Dundee City Council and the UK Government (Ministry of Housing, Communities and Local Government) where the Council provide updates on each of the named projects in the programme. To date, there have been no concerns expressed about the delivery timescales of the projects.

Internally, progress is reviewed fortnightly by the appointed Community Regeneration Partnership Board, whose membership includes the Executive Directors of Corporate Services and City Development, who have delegated authority to deliver the Programme.

5.1.2 Appendix 1 summarises the total gross expenditure for 2025/26 and how this expenditure is funded. The projected budgeted capital expenditure is 100% of the projected capital resources. Project cashflows, for phasing of budgets, are constantly being reviewed. Actual expenditure to 28th February 2026 is £44.932m, 84% of the Revised Budget 2025/26 compared to 87% for the same period last year.

The table below shows a comparison of approved budget, actual spend and projected outturn for 2025/26, broken down by Council Theme.



The net decrease in the projected outturn for 2025/26 reflects, in the main, project/programme budgets being reprofiled from 2025/26 into 2026/27. Key variations are as follows and details are provided in subsequent paragraphs. The remainder of the variances, due to reprofiled project/programmes, are below the £0.250m reporting threshold.

Reduction in planned expenditure: -

- School Estate Investment – Greenfield Academy (EECC) – (£0.321m)
- Property Lifecycle Development Programme – (£0.430m)

5.2 2025/26 Expenditure Variations

Appendix 1, which details the General Services position to the end of February 2026, shows a revised projected outturn for 2025/26 of £53.756m, a decrease of £2.147m since the previous Capital Monitoring report was approved at City Governance Committee on 2nd March 2026 (Report 40 -2026, Article V refers). The net movements that have contributed to this decrease are summarised in paragraphs 5.2.1 to 5.2.2 below. The remainder of the movements are below the £0.250m reporting threshold.

5.2.1 School Estate Investment – Greenfield Academy (EECC) (Reduce Child Poverty and Inequalities in Income, Education and Health) – Reduction in projected expenditure of £0.321m in 2025/26. The rephrasing of the budget reflects when the remainder of the post occupancy works can be undertaken, minimising disruption to the operation of the campus. The budget will be required in 2026/27. There will be a reduction in borrowing in 2025/26 and a corresponding increase in 2026/27.

5.2.2 Property Lifecycle Development Programme (Design a Modern Council) – Reduction in projected expenditure of £0.430m in 2025/26. Budgets have been reprofiled to reflect reprogramming of committed projects, to show when the works can be carried out to minimise service disruption. The budget will be required in 2026/27. There will be a reduction in borrowing in 2025/26 and a corresponding increase in 2026/27.

5.3 The table below shows the latest position regarding the capital resources for funding of the 2025/26 programme: -

	Approved Budget £m	Adjustments £m	Revised Budget £m	Projected Outturn £m	Variance £m
Borrowing	23.620	(2.680)	20.940	20.940	-
General Capital Grant	14.181	1.378	15.559	15.559	-
Capital Grants & Contributions	15.682	(0.246)	15.436	15.436	-
Capital Receipts – Sale of Assets	2.000	(1.612)	0.388	0.388	
Capital Fund		1.054	1.054	<u>1.054</u>	
Capital Financed from Current Revenue	<u>0.379</u>	-	<u>0.379</u>	<u>0.379</u>	-
	<u>55.862</u>	<u>(2.106)</u>	<u>53.756</u>	<u>53.756</u>	<u>-</u>

5.3.1 Capital Receipts – Sale of Assets – Reduction in projected capital receipts of £1.612m in 2025/26. The budget has been reduced to reflect when it is now projected these receipts will be realised. Uncertain economic conditions, both domestically and world-wide, have delayed these receipts from progressing, as previously anticipated. The shortfall will be funded by a contribution from the Capital Fund and by slippage within the Capital Programme, as mentioned above in para, 5.2. In 2026/27 there will be a decrease in borrowing and a corresponding increase in capital receipts.

5.3.2 Over the last 5 years the actual outturns achieved have been: -

	£m
2021/22	45.038
2022/23	44.086
2023/24	73.454
2024/25	105.619
2025/26 (Projected)	53.756

5.4 Projected Total Cost Variations

There are no total cost variations to report since the previous capital monitoring report went to committee.

5.5 Completion Date Variations (this compares the estimated completion date as per the tender acceptance report to the actual completion date)

There are no completion date variations to report since the previous capital monitoring report went to committee.

Officers are constantly reviewing the capital programme to ascertain the impact of global supply chain issues on the timescales for delivering projects. Officers will report any further revisions to estimated completion dates in future capital monitoring reports.

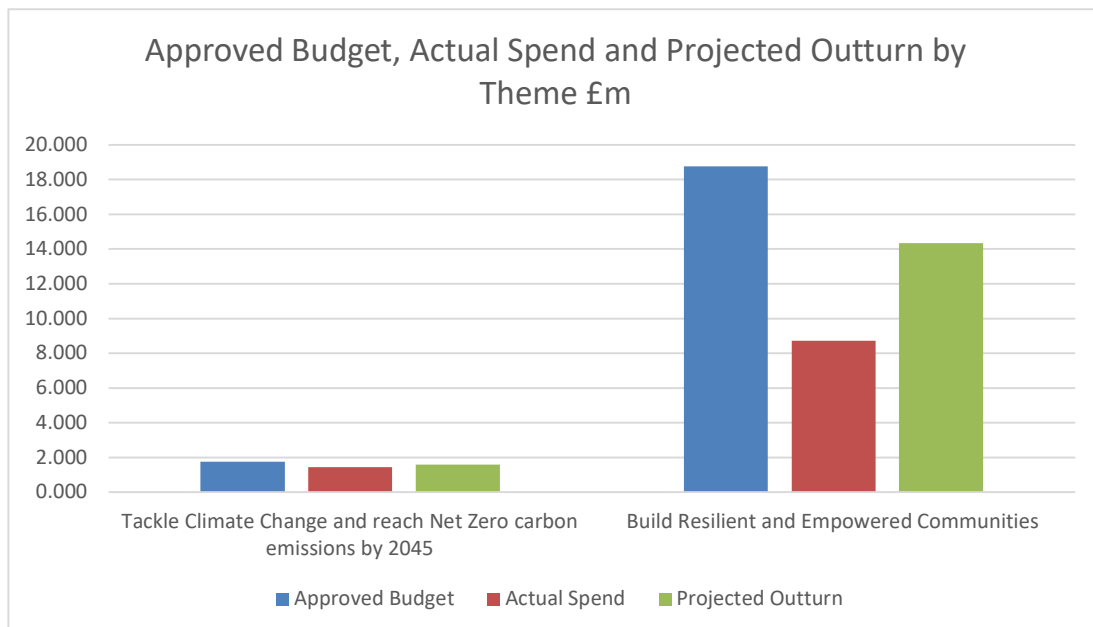
6 **HOUSING HRA - CURRENT POSITION**

6.1 2025/26 Expenditure Variations

Appendix 2 details the latest projected outturn for each project, both for 2025/26 and for the whole project lifespan. In addition, the Appendix monitors project timescales. In some instances, it is not possible to provide approved or projected total project costs and timescales due to the project being a block programme containing various smaller projects within it. In these cases, the total cost is assumed to be the budgeted figure plus previous year actuals.

Appendix 3 summarises the total gross expenditure for 2025/26 and how this expenditure is funded. The projected budgeted capital expenditure is 100% of the projected capital resources. Project cashflows, for phasing of budgets, are constantly being reviewed. Actual expenditure to 28th February 2026 is £10.171m, 64% of the Revised Budget 2025/26 compared to 65% for the same period last year. There is expenditure of £1.439m within HRA revenue which still has to be transferred to HRA Capital which will bring actual expenditure to 28th February 2026 to £11.610m, 73% of the Revised Budget 2025/26.

The table below shows a comparison of approved budget, actual spend and projected outturn for 2025/26, broken down by Council Theme.



- 6.2 Appendix 3, which details the Housing HRA position to the end of February 2026, shows a revised projected outturn for 2025/26 of £15.926m, a decrease of £3.513m since the previous Capital Monitoring report was approved at City Governance Committee on 2nd March 2026 (Report 40 -2026, Article V refers). The movement that has caused this decrease is detailed in paragraphs 6.2.1 6.2.4 below. The remainder of the movements are below the £0.250m reporting threshold.
- 6.2.1 Free from Serious Disrepair – Windows - (Build Resilient and Empowered Communities) – The projected expenditure for 2025/26 has decreased by £1.183m. The programme has been updated to reflect latest timescales and estimates following manufacturing delays and contract deletions arising from non-access.
- 6.2.2 Increased Supply of Council Housing- Blackness – (Build Resilient and Empowered Communities) - The projected expenditure for 2025/26 has decreased by £0.300m. The project spend profile has been updated and rephased to reflect the latest projections provided by the contractor.
- 6.2.3 Free from Serious Disrepair – Roofs - (Build Resilient and Empowered Communities) – The projected expenditure for the roof programme in 2025/26 has decreased by £0.496m. The programme has been rephased after experiencing a slower than expected start on site, reduced availability of squads, and further disruption caused by February’s rainfall.
- 6.2.4 Healthy, Safe and Secure - MSD Pump Replacement – (Build Resilient and Empowered Communities) - The projected expenditure for 2025/26 has decreased by £0.275m. The project has been updated to reflect the latest timescales following a delayed start on site caused by the need for additional sub-contractor design input before materials can be ordered and works commence on site.
- 6.3 The table below shows the latest position regarding the funding of the 2025/26 programme: -

	Approved Budget £m	Adjustments £m	Revised Budget £m	Projected Outturn £m	Variance £m
Borrowing	18.509	(4.518)	13.991	13.991	-
Capital Grants & Contributions	980	(92)	888	888	-
CFCR	450	-	450	450	-
Capital Receipts – Sale of Assets	432	-	432	432	-
Receipts from Owners	165	-	165	165	-
	<u>20.536</u>	<u>(4.610)</u>	<u>15.926</u>	<u>15.926</u>	<u>-</u>

- 6.3.1 Over the last 5 years the actual outturns achieved have been: -

	£m
2021/22	12.338
2022/23	9.232
2023/24	12.175
2024/25	16.530
2025/26 (Projected)	15.926

6.4 Projected Total Cost Variations

There are no total cost variations to report since the previous capital monitoring report went to committee.

6.5 Completion Date Variations (this compares the estimated completion date as per the tender acceptance report to the actual completion date)

There are no completion date variations to report since the previous capital monitoring report went to committee.

7 POLICY IMPLICATIONS

- 7.1 This report has been subject to the Pre-IIA Screening Tool and does not make any recommendations for change to strategy, policy, procedures, services, or funding and so has not been subject to an Integrated Impact Assessment. An appropriate senior manager has reviewed and agreed with this assessment.

8 CONSULTATION

- 8.1 The Council Leadership Team have been consulted with the content of this report.

9 BACKGROUND PAPERS

- 9.1 None.

PAUL THOMSON
EXECUTIVE DIRECTOR OF CORPORATE SERVICES

08 APRIL 2026

2025/26 DUNDEE CITY COUNCIL CAPITAL EXPENDITURE MONITORING TO 28th FEBRUARY 2026

Appendix 1

	<u>Approved Capital Budget 2025/26 £000</u>	<u>Total Budget Adjustments £000</u>	<u>Revised Capital Budget 2025/26 £000</u>	<u>Actual Spend 2025/26 £000</u>	<u>Projected Outturn 2025/26 £000</u>	<u>Variance £000</u>	<u>Actual Spend to 28.02.26 as a % of Revised Budget</u>
GENERAL SERVICES							
<u>Capital Expenditure</u>							
Reduce Child Poverty & Inequalities in Income, Education & Health	15,944	(345)	15,599	15,065	15,599	0	97%
Deliver Inclusive Economic Growth	2,838	(19)	2,819	1,848	2,819	0	66%
Tackle Climate Change and reach Net Zero carbon emissions by 2045	18,241	(214)	18,027	15,743	18,027	0	87%
Build Resilient and Empowered Communities	11,686	(777)	10,909	6,692	10,909	0	61%
Design a Modern Council	7,153	(751)	6,402	5,584	6,402	0	87%
Capital Expenditure 2025/26	55,862	(2,106)	53,756	44,932	53,756	0	84%
<u>Capital Resources</u>							
Expenditure Funded from Borrowing	23,620	(2,680)	20,940	19,406	20,940		
General Capital Grant	14,181	1,378	15,559	13,612	15,559		
Capital Grants & Contributions - project specific	15,682	(246)	15,436	10,188	15,436		
Capital Receipts - Sale of Assets	2,000	(1,612)	388	388	388		
Capital Fund		1,054	1,054	1,054	1,054		
Capital Financed from Current Revenue	379		379	284	379		
Capital Resources 2025/26	55,862	(2,106)	53,756	44,932	53,756		
Capital Expenditure as % of Capital Resources	100%		100%		100%		

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REDUCE CHILD POVERTY AND INEQUALITIES IN INCOMES, EDUCATION AND HEALTH

Project/Nature of Expenditure	Approved Budget 2025/26 £000	Total Adjusts £000	Revised Budget 2025/26 £000	Expenditure to 28/02/2026 £'000	Projected Outturn 2025/26 £000	Note 1				
						Actual Project Cost to 28/02/2026 £000	Current Approved Project Cost £000	Projected Total Cost £000	Approved Completion Date	Projected/ Actual Completion Date
MAJOR PROJECTS - Reduce Child Poverty and Inequalities										
School Estate Investment-Greenfield Academy (EECC)	15,173	(321)	14,852	14,732	14,852	100,459	100,800	100,900	Jul-25	Aug-25
(Less External Funding)	(100)		(100)	(100)	(100)	(100)		(100)		
School Estate Investment - Western Gateway Primary School	150		150	20	150	20	25,000	25,000		
(Less External Funding)	(150)		(150)		(150)		(6,992)	(6,992)		
OTHER PROJECTS - Reduce Child Poverty and Inequalities	621	(24)	597	313	597	772	1,277	1,298		
(Less External Funding)	(15)		(15)		(15)	(50)	(275)	(275)		
Net Expenditure	15,679	(345)	15,334	14,965	15,334	101,101	119,810	119,831		
Receipts	(265)		(265)	(100)	(265)	(150)	(7,267)	(7,367)		
Gross Expenditure	15,944	(345)	15,599	15,065	15,599	101,251	127,077	127,198		

Note 1: The Current approved project cost is either the approved cost as per the tender price, or the revised budgeted figure as per the Capital Plan 2026-31

DELIVER INCLUSIVE ECONOMIC GROWTH

Project/Nature of Expenditure	Approved	Total	Revised	Expenditure	Projected	Note 1					
	Budget 2025/26 £000		Adjusts £000	Budget 2025/26 £000	to 28/02/2026 £'000	Outturn 2025/26 £000	Actual Project Cost to 28/02/2026 £000	Current Approved Project Cost £000	Projected Total Cost £000	Approved Completion Date	Projected/ Actual Completion Date
MAJOR PROJECTS - Deliver Inclusive Economic Growth											
Site 6 South Side - Office Development	1,406	66	1,472	1,180	1,472	24,676	26,202	26,202	Feb-25	Sep-25	
Demolition of Properties & Remediation Works	1,392	(85)	1,307	685	1,307	881	1,588	1,503	Mar-26	Mar-26	
OTHER PROJECTS - Deliver Inclusive Economic Growth	40		40	(17)	40	1,803	2,321	2,150			
(Less External Funding)	(10)		(10)	(6)	(10)	(140)	(485)	(434)			
Net Expenditure	2,828	(19)	2,809	1,842	2,809	27,220	29,626	29,421			
Netted Off Receipts	(10)		(10)	(6)	(10)	(140)	(485)	(434)			
Gross Expenditure	2,838	(19)	2,819	1,848	2,819	27,360	30,111	29,855			

Note 1: The Current approved project cost is either the approved cost as per the tender price, or the revised budgeted figure as per the Capital Plan 2026-31

TACKLE CLIMATE CHANGE AND REACH NET ZERO CARBON EMISSIONS BY 2045

Project/Nature of Expenditure	Approved Budget 2025/26 £000	Total Adjusts £000	Revised Budget 2025/26 £000	Expenditure to 28/02/2026 £'000	Projected Outturn 2025/26 £000
MAJOR PROJECTS - Tackle Climate Change and Reach Net Zero Emissions by 2045					
Broughty Ferry to Monifieth Active Travel Improvements	1,014	(70)	944	872	944
(Less External Funding)	(864)		(864)	(570)	(864)
Tier 1 Active Travel Infrastructure Fund (formerly known as Cycling, Walking & Safer Routes)	877		877	877	877
(Less External Funding)	(877)		(877)	(779)	(877)
DCA Lifecycle plant replacement programme	1,180		1,180	1,030	1,180
Low Carbon Transport (Green Transport Hub & Spokes - Bell Street)	8,872		8,872	8,777	8,872
(Less External Funding)	(6,598)		(6,598)	(6,598)	(6,598)
Vehicle Fleet & Infrastructure	3,136	94	3,230	2,986	3,230
(Less Sale of Vehicles & Equipment)	(229)	(6)	(235)	(229)	(235)
OTHER PROJECTS - Tackle Climate Change and Reach Net Zero Carbon Emissions by 2045	3,162	(238)	2,924	1,201	2,924
(Less External Funding)	(2,192)	55	(2,137)	(548)	(2,137)
Net Expenditure	7,481	(165)	7,316	7,019	7,316
Receipts	(10,760)	49	(10,711)	(8,724)	(10,711)
Gross Expenditure	18,241	(214)	18,027	15,743	18,027

Note 1

Actual Project Cost to 28/02/2026 £000	Current Approved Project Cost £000	Projected Total Cost £000	Approved Completion Date	Projected/ Actual Completion Date
17,420	17,479	17,492	Sep-24	Mar-26
(17,049)	(17,314)	(17,314)	Sep-24	Mar-26
877	877	877	Mar-26	Mar-26
(779)	(877)	(877)	Mar-26	Mar-26
1,286	4,550	4,550	Main Works Tender targeted for approval during 2025/26	
18,519	17,940	18,614	Sep-25	Nov-25
(16,340)	(14,400)	(15,940)	Sep-25	Sep-25
3,042	3,192	3,192	Mar-26	Mar-26
(229)	(229)	(235)	Mar-26	Mar-26
17,893	21,659	21,580		
(789)	(2,818)	(2,748)		
23,851	30,059	29,191		
(35,186)	(35,638)	(37,114)		
59,037	65,697	66,305		

Note 1: The Current approved project cost is either the approved cost as per the tender price, or the revised budgeted figure as per the Capital Plan 2026-31

BUILD RESILIENT AND EMPOWERED COMMUNITIES

Project/Nature of Expenditure	Approved Budget 2025/26 £000	Total Adjusts £000	Revised Budget 2025/26 £000	Expenditure to 28/02/2026 £'000	Projected Outturn 2025/26 £000
MAJOR PROJECTS - Build Resilient and Empowered Communities					
Road Maintenance Partnership	3,383		3,383	2,720	3,383
Street Lighting Renewal	1,048		1,048	794	1,048
City Improvement/Investment Fund	391	(221)	170	113	170
(Less External Funding)	(391)	221	(170)		(170)
Community Regeneration Partnership	700	2	702	495	702
(Less External Funding)	(700)	(2)	(702)	(495)	(702)
Union Street Infrastructure Improvements	1,116	57	1,173	169	1,173
(Less External Funding)	(1,116)	(57)	(1,173)		(1,173)
Parks & Open Spaces	1,437	(91)	1,346	964	1,346
(Less External Funding)	(609)	(196)	(805)	(515)	(805)
OTHER PROJECTS/PROGRAMMES - Build Resilient and Empowered Communities	3,611	(524)	3,087	1,437	3,087
(Less External Funding)	(1,831)	231	(1,600)	(348)	(1,600)
Net Expenditure	7,039	(580)	6,459	5,334	6,459
Receipts	(4,647)	197	(4,450)	(1,358)	(4,450)
Gross Expenditure	11,686	(777)	10,909	6,692	10,909

Note 1				
Actual Project Cost to 28/02/2026 £000	Current Approved Project Cost £000	Projected Total Cost £000	Approved Completion Date	Projected/Actual Completion Date
2,720	3,383	3,383	Mar-26	Mar-26
794	1,048	1,048	Mar-26	Mar-26
155	1,046	933	Mar-26	Mar-26
	(500)	(170)	Mar-26	Mar-26
495	892	892	Mar-26	Mar-26
(495)	(892)	(892)	Mar-26	Mar-26
169	1,870	1,870	Sep-26	Sep-26
	(1,116)	(1,116)	Mar-26	Mar-26
1,755	2,137	2,137	Mar-26	Mar-26
(710)	(779)	(1,000)	Mar-26	Mar-26
2,997	4,676	4,704		
(1,083)	(2,316)	(2,319)		
6,797	9,449	9,470		
(2,288)	(5,603)	(5,497)		
9,085	15,052	14,967		

Note 1: The Current approved project cost is either the approved cost as per the tender price, or the revised budgeted figure as per the Capital Plan 2026-31

DESIGN A MODERN COUNCIL

Project/Nature of Expenditure	Approved Budget 2025/26 £000	Total Adjusts £000	Revised Budget 2025/26 £000	Expenditure to 28/02/2026 £'000	Projected Outturn 2025/26 £000
MAJOR PROJECTS/PROGRAMMES - Design a Modern Council					
Baldovie Depot Redevelopment	231	(146)	85	62	85
Depot Rationalisation Programme	3	2	5	5	5
Dundee Ice Arena Plant & Upgrade	98	4	102	100	102
Property Lifecycle Development Programme	3,969	(435)	3,534	3,189	3,534
Purchase Computer Equipment	1,263	(182)	1,081	914	1,081
Schools Connectivity	49		49	49	49
OTHER PROJECTS/PROGRAMMES - Design a Modern Council	1,540	6	1,546	1,257	1,546
Net Expenditure	7,153	(751)	6,402	5,584	6,402
Netted Off Receipts					
Gross Expenditure	7,153	(751)	6,402	5,584	6,402

Note 1				
Actual Project Cost to 28/02/2026 £000	Current Approved Project Cost £000	Projected Total Cost £000	Approved Completion Date	Projected/ Actual Completion Date
306	6,300	6,300		Tender approval going to City Growth and Infrastructure Committee 20 April 2026
335	3,063	3,063		Service review ongoing - tender will follow once review complete
1,275	9,100	9,100		Early stages of development with consultation on-going. Tender report will follow
6,218	7,634	7,632	Mar-26	Mar-26
979	1,360	1,178	Mar-26	Mar-26
1,538	2,600	2,679		
4,845	5,998	6,122		
15,496	36,055	36,074		
15,496	36,055	36,074		

Note 1: The Current approved project cost is either the approved cost as per the tender price, or the revised budgeted figure as per the Capital Plan 2026-31

TACKLE CLIMATE CHANGE AND REACH NET ZERO EMISSIONS BY 2045 - HOUSING REVENUE ACCOUNT ELEMENT

Project/Nature of Expenditure	Approved Budget 2025/26 £000	Total Adjusts £000	Revised Budget 2025/26 £000	Expenditure to 28/2/2026	Projected Outturn 2025/26 £000
Energy Efficiency	1,760	(183)	1,577	1,447	1,577
Net Expenditure	1,760	(183)	1,577	1,447	1,577
Receipts					
Gross Expenditure	1,760	(183)	1,577	1,447	1,577

Note 1				
Actual Project Cost to 28/2/2026 £000	Current Approved Project Cost £000	Projected Total Cost £000	Approved Completion Date	Projected/ Actual Completion Date
1,680	11,727	11,956	Mar-26	Mar-26
1,680	11,727	11,956		
1,680	11,727	11,956		

BUILD RESILIENT AND EMPOWERED COMMUNITIES - HOUSING REVENUE ACCOUNT ELEMENT

Project/Nature of Expenditure	Approved Budget 2025/26 £000	Total Adjusts £000	Revised Budget 2025/26 £000	Expenditure to 28/2/2026	Projected Outturn 2025/26 £000
Free from Serious Disrepair	9,337	(2,066)	7,271	5,246	7,271
Modern Facilities & Services	812	(331)	481	420	481
Healthy, Safe and Secure	2,180	(381)	1,799	1,261	1,799
Miscellaneous	3,109	(195)	2,914	994	2,914
Increased Supply of Council Housing	2,762	(1,400)	1,362	645	1,362
(Less External Funding)	(980)	92	(888)		(888)
Demolitions	66	(4)	62	58	62
Digital /ICT	310		310	20	310
Sheltered Lounge Upgrades	200	(50)	150	80	150
Net Expenditure	17,796	(4,334)	13,461	8,724	13,461
Receipts	(980)	92	(888)		(888)
Gross Expenditure	18,776	(4,426)	14,349	8,724	14,349

Note 1				
Actual Project Cost to 28/2/2026 £000	Current Approved Project Cost £000	Projected Total Cost £000	Approved Completion Date	Projected/ Actual Completion Date
8,662	12,753	10,687	Mar-26	Mar-26
570	962	631	Mar-26	Mar-26
4,248	5,479	5,112	Mar-26	Mar-26
2,814	3,337	3,162	Mar-26	Mar-26
2,046	8,673	8,686	Apr-27	Apr-27
	(2,526)	(2,526)	Apr-27	Apr-27
110	118	114	Mar-26	Mar-26
521	811	811	Mar-21	TBC
80	200	150	Mar-26	Mar-26
19,051	29,807	26,827		
	(2,526)	(2,526)		
19,051	32,333	29,353		

Note 1: The Current approved project cost is either the approved cost as per the tender price, or the revised budgeted figure as per the Capital Plan 2026-31

DUNDEE CITY COUNCIL CAPITAL EXPENDITURE MONITORING 28 FEBRUARY 2026

Appendix 3

	<u>Approved Capital Budget 2025/26 £000</u>	<u>Total Budget Adjustments £000</u>	<u>Revised Capital Budget 2025/26 £000</u>	<u>Actual Spend to 28 Feb 2026 £000</u>	<u>Projected Outturn 2025/26 £000</u>	<u>Variance £000</u>	<u>Actual Spend to 28.2.2026 as a % of Revised Budget</u>
<u>Capital Expenditure</u>							
<u>Tackle Climate Change and reach Net Zero carbon emissions by 2045</u>							
Energy Efficiency	1,760	(183)	1,577	1,447	1,577	-	92%
<u>Build Resilient and Empowered Communities</u>							
Free from Serious Disrepair	9,337	(2,066)	7,271	5,246	7,271	-	72%
Modern Facilities and Services	812	(331)	481	420	481	-	87%
Healthy, Safe & Secure	2,180	(381)	1,799	1,261	1,799	-	70%
Miscellaneous	3,109	(195)	2,914	994	2,914	-	34%
Increase Supply of Council Housing	2,762	(1,400)	1,362	645	1,362	-	47%
Demolitions	66	(4)	62	58	62	-	94%
Digital /ICT	310		310	20	310	-	6%
Sheltered Lounge Upgrades	200	(50)	150	80	150	-	53%
Capital Expenditure 2025/26	20,536	(4,610)	15,926	10,171	15,926		64%
<u>Capital Resources</u>							
Expenditure Funded from Borrowing	18,509	(4,518)	13,991	9,918	13,991	-	
Capital Receipts, Grants & Contributions - project specific							
Scottish Government Grants	930	(92)	838		838	-	
Insurance contribution	50		50		50	-	
Capital Funded from Current Revenue							
Council Tax discount reductions used to fund affordable housing	450		450		450	-	
Capital Receipts, Grants & Contributions							
Receipts from Owners	165		165		165	-	
Capital Receipts:-							
Sale of Assets - Land	432		432	253	432	-	
Capital Resources 2025/26	20,536	(4,610)	15,926	10,171	15,926		
Capital Expenditure as % of Capital Resources	100%				100%		

CAPITAL MONITORING 2025/26

COMMUNITY REGENERATION PARTNERSHIP

Dundee City Council Capital Projects

Project	Grant Award £000	Adjustment to Grant Award	Revised Grant Award	Expenditure to 28/02/2026 £000	Comments	Making satisfactory progress at March 26
Phase 3 Waterfront Office Development	3,000	- 1,500.00	1,500		Funding is being reallocated from this project to other projects in the programme.	No
City Centre Masterplanning	200		200	137	Supporting the City Centre Traffic Modelling study as part of the City Centre Strategic Investment Plan. This work is on-going.	Yes
Eastern Quarter Improvements	1,000		1,000		Engineers working on detailed design and procuring contractor. Tender report to be taken to Fair Work, Economic Growth & Infrastructure Committee in early 2026/27 for approval.	Yes
Dundee Green Circular Active Travel	500		500	356	Report 230-2025 approved at Fair Work, Economic Growth & Infrastructure Committee on 18th August, committed £0.5m spend in 25/26. Project underway.	Yes
Community Facilities Grant Scheme	228		228	2	Scheme now closed. 8 projects funded. Grant award letters have now been signed by all projects. Second round of funding open for applications, approximately £80,000 remains to be allocated. Deadline is 13th April.	Yes
	4,928	- 1,500	3,428	495		

Third Party Capital Projects

Project	Grant Award £000	Adjustment to Grant Award	Revised Grant Award	Expenditure to 28/02/2026 £000	Comments	Making satisfactory progress at March 26
Commercial Buildings Enhancement Scheme	1,000		1,000		Scheme is open. Next deadline for applications set for end of April.	Yes
Historic Buildings Renewal Fund	2,000		2,000		Scheme open. Engagement underway with potential applicants. The Fund is currently open for expressions of interest and is being promoted. City Development developing the full application process.	Yes
Community Facilities Grant Scheme	712		712		Scheme now closed. 8 projects funded. Grant offer letters have now been signed by all projects. Second round of funding open for applications, approximately £80,000 remains to be allocated. Deadline is 13th April.	Yes
Life Sciences Innovation District	2,000		2,000		Programme of works subject to a scoping study being undertaken by University of Dundee. Confirmation of outcome of scoping study anticipated in March.	Yes
Dundee Waterfront - A Home For LegalTech Education & Innovation	1,100		1,100		Grant offer letter signed 17/02/2026. Project due to start on site.	Yes
Dundee Museum of Transport	1,200	1,500	2,700	31	Additional funding of £1.5M reallocated from the waterfront office project. The project has now been confirmed and launched. Work commenced on site in January 2026. Contract for demolition works signed December 2025, contract for main building works signed 13/2/2026. Third claim being processed.	Yes
Dundee & Angus College Future Skills	4,500		4,500		Dundee & Angus College have allocated this to the first phase of their overall regeneration plans with the aim of delivering the future skills project within the necessary timescales. This will require an element of match funding from the SFC. An extension has been granted by UKG to this project, with satisfactory progress to be made within the 2026/27 financial year.	Yes
Dundee & Angus College Health Facility	500		500		Grant offer letter signed 25/02/2026. Project is on site, work is likely to be completed by end of June 2026.	Yes
Kirkton Community Enterprise Centre	1,500		1,500	149	Development options and approach being reviewed.	Yes
Social Bite Recovery Village	500		500		Social Bite commencing community consultation on project. This has now been concluded and the project is considering planning application shortly.	Under Review
	15,012	1,500	16,512	180		

Dundee City Council Revenue Projects

Project	Grant Award £000	Adjustment to Grant Award	Revised Grant Award	Expenditure to 28/02/2026 £000	Comments	Making satisfactory progress at March 26
Housing Research Dundee	60		60		Tender was launched, but there were no initial responses. Looking at potential framework consultancy and /or and reframing the tender.	Yes
Improving Business Support for High Potential Start-ups	120		120		Support programmes identified, businesses need to be identified. Abertay University to develop micro-credentials. Grant offer letters sent. Work to identify businesses to participate in the programme is underway.	Yes
Community Facilities Fund - Development Support	70		70		Challenge fund to be launched March 3rd, with deadline for 13th April. Aim is to support projects at the development stage. Focus will be on projects that support youth diversionary activities as per the initial UK Government approval.	Yes
	250	-	250	-		

TOTAL	20,190	-	20,190	675		
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REPORT TO: CITY GOVERNANCE COMMITTEE – 20 APRIL 2026

REPORT ON: REVENUE MONITORING 2025/2026

REPORT BY: EXECUTIVE DIRECTOR OF CORPORATE SERVICES

REPORT NO: 59-2026

1 PURPOSE OF REPORT

- 1.1 To provide Elected Members with an analysis of the 2025/2026 projected revenue outturn as at 31 January 2026 and the impact on the Council's overall revenue budget position.

2 RECOMMENDATIONS

- 2.1 It is recommended that the Committee:

- (a) note that as at 31 January 2026 the General Fund is projecting an overall overspend for the year of £1.918m against the adjusted 2025/2026 Revenue Budget, the impact this has on the Council's General Fund Balances and the actions being taken to address the forecast budget shortfall;
- (b) note the budget adjustments totalling £9.584m and detailed in the second column of Appendix A and (summarised in Appendix B) as adjustments to the previously approved Revenue Budget;
- (c) note that as at 31 January 2026 the Housing Revenue Account (HRA) is projecting an overspend of £2.716m against the adjusted HRA 2025/2026 Revenue Budget and the impact this has on the projected Renewal & Repair Fund balance earmarked to HRA;
- (d) note that as outlined in paragraph 3.3, this report reflects anticipated costs associated with the Voluntary Severance and Early Retirement (VSER) scheme.

3 FINANCIAL IMPLICATIONS

- 3.1 The unallocated portion of the General Fund as at 31 January 2026 is projecting an overspend of £1.918m against the adjusted 2025/2026 Revenue Budget. The impact this would have on the Council's General Fund Balances is outlined below:

General Fund	Opening Balance 1 April 2025 £000	(Surplus) / Deficit for the Year £000	Transfers (In) / Out	Projected Balance 31 March 2026 £000
Earmarked Carry-forwards *	1,509	977		532
Children Services pressures	1,033	1,033		0
Organisational Change Fund	2,169	86		2,083
Covid cost related pressures *	1,550	700		850
Service change initiatives	5,000	513		4,487
Roof Remedial Works	1,875	1,235		640
Other earmarked Funds	5,948	405		5,543
Service concessions flexibility	39,773			39,773
Total earmarked funds	58,857	4,949	0	53,908

General Fund	Opening Balance 1 April 2025 £000	(Surplus) / Deficit for the Year £000	Transfers (In) / Out	Projected Balance 31 March 2026 £000
Unallocated Balance	8,174	1,918		6,256
Total General Fund	67,031	6,867	0	60,164

* These balances will be drawn down as required during the year.

- 3.2 The projected unallocated general fund balance of £6.256m is anticipated to provide sufficient in year buffer, including any unplanned and unavoidable expenditure arising over the remainder of the financial year.
- 3.3 On 3 March 2025, City Governance Committee approved a Voluntary Severance/ Early Retirement (VSER) Scheme, report 43-2025 refers. A fundamental aspect of the scheme was that any post released (i.e. a budget saving) would have a payback period to recoup upfront costs of no greater than 24 months, with 30 months being considered only under exceptional circumstances.
- 3.4 Upfront costs incurred for voluntary redundancy payments and pension strain costs etc. totalled £1.156m, with an overall payback period of 11 months which is within the parameters set for the VSER Scheme. 33 employees exited Council employment through the Scheme. The upfront costs will be funded by a combination of the General Fund and its earmarked reserves, the HRA Renewal and Repair Fund and the Dundee IJB:

VSER	Upfront costs £000	Number of employees	Payback period (m)	Annual savings £000
General fund	590	13	11.0	641
HRA Renewal and Repair Fund	358	9	11.6	370
IJB Balances	208	11	10.7	233
Total	1,156	33	11.0	1,244

- 3.5 The approved budget included an allowance of 3% for the 2025/2026 pay awards for both LGE and teachers. It should be noted the pay deal for LGE of 4% increase for the current financial year has been agreed. The LGE pay award was made in August 2025, back-dated to April. The estimated cost of £6.057m is met from the contingency budget and funding from the Scottish Government. The agreed pay offer for teachers is 4%, effective from 1 August 2025. The teachers pay award cost £2.862m in the current year, applied to salaries in December 2025 and back-dated to August 2025.
- 3.6 Based on the financial information available as at 31 January 2026 the HRA outturn position for 2025/2026 is projecting an overspend of £2.716m. Further details are provided in section 8 of this report.

4 BACKGROUND

- 4.1 Following approval of the Council's 2025/2026 Revenue Budget by the City Governance Committee on 27 February 2025, this report provides the projected revenue outturn position as at 31 January 2026, against the adjusted 2025/2026 Revenue Budget.
- 4.2 The total 2025/2026 Revenue Budget is £496.111m. For revenue monitoring purposes, the Council Tax Reduction Scheme budget of £14.741m is moved from expenditure to income and netted off against Council Tax income. This results in total budgeted expenditure of £481.370m for revenue monitoring purposes, as set out in Appendix A.

4.3 This report provides a detailed breakdown of service revenue monitoring information along with explanations of material variances against adjusted budgets. Where services are projecting a significant (underspend) or overspend against adjusted budget, additional details have been provided. Where service expenditure is on target and no material variances are anticipated, additional information has not been provided.

4.4 The forecast position is shown in more detail in the appendices to this report, as follows:

Appendix A shows the variances between budget and projected outturn for each service of the Council.

Appendix B lists the budget adjustments undertaken to date.

5 GENERAL FUND SERVICES - MONITORING POSITION AS AT 31 JANUARY 2026

5.1 The forecast position as at 31 January 2026 for General Fund services is summarised below.

	(Under)/Over Spend as at 31 Jan £m	(Under)/Over Spend as at 31 Dec £m	Movement (from previous month) £m
Net Expenditure	1.684	1.792	(0.108)
Sources of Income	0.234	0.094	0.140
Net projected reduction uncommitted balances	1.918	1.886	0.032

6 DETAILED ANALYSIS

The following paragraphs summarise the main areas of variance by service area along with appropriate explanations. These figures reflect movements for the full year to date.

6.1 Children & Families Services: (£3.149m) underspend

The overall forecasted underspend remains unchanged from the previous reported position, which covered the period to December 2025.

Overall, the projected underspend is primarily within staff costs. There are also underspends within property costs due to rates rebates (£0.951m) and underspends in energy across all sectors (£1.057m).

The favourable underspends noted above are offsetting overspends within other areas of the Service including staffing costs within Children Services of £0.540m, reflecting continued high levels of service demand. In addition, Repairs & Maintenance is forecasting an overspend of £0.395m due to ongoing cost pressures and decant costs associated with the Braeview/Craigie relocation. Further overspends include £0.304m within supplies and services across Children Services as well as £0.406m anticipated within Pupil Transport, driven by demand related pressures, particularly within the Special and Secondary sectors.

6.2 Dundee Health & Social Care Partnership (DHSCP): £1.300m overspend

The latest financial monitoring report presented to Dundee IJB projects an overspend of £4.961m for 2025/26 (utilising actual info to end December), with this information presented to Dundee IJB at its meeting on 15 April 2026. This projected overspend reflects the challenging

financial position continuing to be experienced by Dundee IJB and while it reflects progress towards achieving savings targets totalling £17.5m for 2025/26, there remains a shortfall in the overall position.

At present, the IJB only holds £0.644m in General Reserves to offset this shortfall and, as a result, the IJB remains in Financial Recovery with a Financial Recovery Plan also presented to the IJB's October 2025 meeting. A further £0.425m was approved to be de-committed from IJB earmarked reserves to support the financial recovery actions. For more information, please refer to the Dundee Integration Joint Board Financial Recovery Plan 2025/26 within the agenda papers for the City Governance Committee to be held on 17 November 2025, report 338-2025 refers.

DHSCP is continuing to respond to significant operational challenges in demand and demographics (notably in community and Care at Home provision to help support discharge without delay from hospital, minimise unnecessary hospital admissions, reduce social care unmet need and reduce Care Home beds), and in particular staffing challenges (both recruitment and retention, sickness absence and premium cost of essential back-fill cover) and increasing complexity of needs in both inpatient / residential and community settings. Operational managers and finance team continue work to explore ways of mitigating the overspend through efficiencies, cost reduction, whole system working, transformation, prioritisation and savings opportunities against current year and recurring budgets with any impact of these being reported to the IJB.

Under the risk sharing arrangement reflected in the Integration Scheme, the Integration Joint Board (IJB) retains any underspend within its reserve balances for investment in integrated health and social care services in future years, however any shortfall (after utilising reserves and implementing the Financial Recovery Plans) would be shared proportionately between the Partner Bodies. Officers continue to work with Council (and NHS Tayside) colleagues to monitor and mitigate the financial implication.

The Council's estimated share of the Dundee IJB's residual financial deficit, as outlined in the IJB financial recovery plan, is £1.300m. This amount is included within the overall projections presented in this report. This report is prepared on the assumption that any net VSER costs relating to the IJB will be contained within this figure.

6.3 City Development: £3.886m overspend

The overall forecasted overspend remains unchanged from the previous reported position, which covered the period to December 2025. The projected overspend is mainly within Corporate Property £2.927m, primarily due to costs associated with property maintenance, inspection contracts, and remedial repairs arising from inspections. This is partly offset by a refund from rates revaluation appeals amounting to (£0.321m).

There is a forecasted overspend of £0.766m within Roads and Transportation, primarily attributable to projected overspends on third party payments for winter maintenance and road maintenance. The winter maintenance projection is subject to regular review in consultation with Tayside Contracts, and the current forecast is based on the assumption that extreme winter conditions will not further deteriorate.

There is also a projected shortfall in income of £0.250m relating to additional commercial rental income that was assumed in the budget but has not materialised so far. In addition, there is a projected shortfall in income for Building Warrants £0.244m and Planning Applications £0.100m.

The forecasted pressures within this service area are partially offset by a projected underspend of (£0.440m), resulting from vacant posts.

In line with previous years there is an under recovery in off-street car parking income against budgeted levels, reflecting reduced parking activity since the pandemic. The projected income shortfall for the current year will be funded from the earmarked reserve set aside for this purpose.

6.4 Neighbourhood Services: £0.397m overspend

There has been a slight reduction in the forecasted overspend from the previous reported position, which covered the period to December 2025.

There is a projected overspend in waste management third party payments of £0.140m, mainly due to increased MEB Gates Fees, forecasted lower electricity income expected to be gained from the excess revenue share for the waste to energy contract and two unexpected shutdowns at the new waste plant that reduced revenue.

In addition, an income shortfall of £1.176m is expected within waste management. Key factors include the old waste plant reaching the end of its operational life and generating less income from lifetime extension agreements (LEAs), lower trade waste income (similar to last year), and reduced recycling income caused by changes under the Extended Producer Responsibility scheme.

These impacts are partly offset by an underspend of £1.671m from holding vacant posts.

The Council is in regular dialogue with the waste plants' contractor in relation to the impacts of the plants' performance and future plans.

6.5 Corporate Fleet: £0.865m overspend

Reflects the projected net overspend associated with the corporate fleet. The overall forecasted underspend remains unchanged from the previous reported position, which covered the period to December 2025. The cost of the Council's fleet remains a budget pressure mainly due to rising expenditure in relation to the external hire of vehicles used by services together with the cost of parts and materials for vehicle repairs.

6.6 Corporate Services: (£1.406m) underspend

There has been an increase in the forecasted underspend from the previous reported position, which covered the period to December 2025. This was largely due to release of a provision and further projected underspends within staff costs.

The service is currently projecting an underspend of (£1.528m) in staff costs, resulting from the holding of vacant posts. An overspend of £0.362m in transfer payments, primarily due to increased use of hotels for housing homeless individuals. These costs do not receive full housing benefit subsidy from the Department of Work and Pensions and are outside the control of the Benefit Delivery Team. A projected net shortfall in income of £0.173m is mainly attributed to under-recovery in Scientific Services and under-recovery of income for car parking in the underground garage.

6.7 Supplementary Superannuation: (£0.322m) underspend

Projected underspend in Supplementary Superannuation costs.

6.8 Miscellaneous Items: £0.325m overspend

Reduction in grant income reflecting lower than expected allocation from Extended Producer Responsibilities.

6.9 Capital Financing Costs: (£1.300m) underspend

The total projected underspend in Capital Financing Costs includes savings relating to a restructuring exercise to replace current loan agreements with short-term local authority

borrowing until longer-dated interest rates fall, when appropriate replacement borrowing would be undertaken.

6.10 Corporate Staff Savings: £0.933m overspend

The overspend arises from the shortfall in achieving corporate staff savings. Elected members will be aware that the target staff savings in the 2025/26 budget volume is £2.457m. Vacant posts totalling £2.005m were identified and associated budget was allocated against the target saving, leaving a net budget savings target of £0.452m in the 2025/26 budget volume. Since then, budget adjustments of £0.547m were required for essential posts approved by the Establishment Control Board (ECB) along with associated advisory legal costs. These are offset by estimated in-year savings from the Voluntary Severance and Early Retirement (VSER) scheme amounting to £0.176m. The full-year effect of VSER savings will materialise in 2026/27 and future years. Options to address the remaining staff savings target are being considered as part of the 2026/27 budget preparation process.

Please note this overspend figure excludes any upfront costs associated with the agreed VSER scheme, which will be met from other sources as outlined in paragraph 3.4.

In addition, the uptake of the budgeted savings scheme for staff to purchase additional annual leave through salary sacrifice was less than anticipated, by £0.110m.

7 EXTERNAL ORGANISATIONS

- 7.1 The budget includes the assumption that Tayside Contracts will return a surplus in 2025/2026, our share of which will be £0.232m. Any expected variances against this will be reflected as known.

8 HOUSING REVENUE ACCOUNT - MONITORING POSITION AT 31 JANUARY 2026

- 8.1 The forecast position as at 31 January 2026 for the HRA is summarised below:

	(Under)/Over Spend as at 31 Jan £m	Under)/Over Spend as at 31 Dec £m	Movement (from previous month) £m
Net Expenditure	2.708	2.740	(0.032)
Sources of Income	0.008	0.011	(0.003)
Net over/ (underspend)	2.716	2.751	(0.035)

- 8.2 The key variances contributing to the above projection include an increased recharge from Construction Services for repairs, reflecting a higher number of employees working on repairs and a pay award that was greater than expected £2.094m. In addition, property-related costs for non-construction repairs and maintenance, such as fire damage, tenant allowances, and decant payments, are expected to exceed the budget by £1.184m. The anticipated cost of relets is also higher than budgeted, due to an increase in the number of relet properties assumed within the budget £1.282m. These adverse variances are partially offset by projected underspends on environmental improvements, resulting from delays in the commencement of these projects (£0.774m).

The above projection also includes savings of £0.427m relating to a restructuring exercise to exit current loan agreements and replace with short-term local authority borrowing until longer-dated interest rates fall, when appropriate replacement borrowing would be undertaken.

- 8.3 A system of ongoing monitoring will continue to take place up to 31 March 2026 with the objective of the HRA achieving a final outturn which is below or in line with the adjusted 2025/2026 HRA Revenue Budget.

Any variance will be adjusted against the Renewal & Repair Fund, the housing element of which amounted to £3.193m as at 31 March 2025:

HRA Renewal and Repair Fund	January £m
Opening Balance as at 1 April 2025	3.193
<u>Less</u> Projected Overspend to 31 March 2026	(2.716)
Projected Balance as at 31 March 2026	0.477

9 POLICY IMPLICATIONS

- 9.1 This report has been subject to the Pre-IIA Screening Tool and does not make any recommendations for change to strategy, policy, procedures, services or funding and so has not been subject to an Integrated Impact Assessment. An appropriate senior manager has reviewed and agreed with this assessment.

10 CONSULTATIONS

- 10.1 The Council Leadership Team were consulted in the preparation of this report.

11 BACKGROUND PAPERS

- 11.1 None.

PAUL THOMSON
EXECUTIVE DIRECTOR OF CORPORATE SERVICES

07 APRIL 2026

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DUNDEE CITY COUNCIL							
2025/2026 REVENUE OUTTURN MONITORING							
PERIOD 1 APRIL 2025 - 31 JANUARY 2026							
	Approved	Total	Adjusted		Projected	Previous	Movement
	Revenue	Budget	Revenue	Projected	Variance	Months	Since
	Budget	Adjustments	Budget	Outturn	Over/(under)	Projected	Previous
	2025/26	(see Appx B)	2025/26	2025/26	spend	Variance	Month
	£m	£m	£m	£m	£m	£000	£000
General Fund Services							
Children & Families	233.620	8.983	242.603	239.454	(3.149)	(3.149)	(0.000)
Dundee Health & Social Care Partnership	114.842	0.424	115.266	116.566	1.300	0.720	0.580
City Development	18.250	3.255	21.505	25.391	3.886	3.890	(0.004)
Neighbourhood Services	23.603	1.438	25.041	25.438	0.397	0.470	(0.073)
Chief Executive	14.320	0.436	14.756	14.670	(0.086)	(0.045)	(0.041)
Corporate Services	35.318	1.550	36.868	35.462	(1.406)	(0.835)	(0.571)
Construction Services	0.000	1.264	1.264	1.264	(0.000)	0.000	(0.000)
	439.953	17.350	457.303	458.244	0.942	1.050	(0.108)
Capital Financing Costs / Interest on Revenue Balances	30.863		30.863	29.563	(1.300)	(1.300)	
Contingencies:							
- General	0.500	(0.229)	0.271	0.271	0.000	0.000	
- Budget growth/Pay Pressures	8.324	(6.937)	1.387	1.387	0.000	0.000	
- Unallocated Corporate Savings	(0.944)	0.011	(0.933)	0.000	0.933	0.933	
- New monies	0.922	(0.723)	0.199	0.199	0.000	0.000	
Tayside Contracts surplus	(0.232)		(0.232)	(0.232)	0.000	0.000	
Corporate Fleet	3.982	0.112	4.094	4.959	0.865	0.865	
Miscellaneous Items	(7.628)		(7.628)	(7.303)	0.325	0.325	
Discretionary Non Domestic Rates (NDR) Relief	0.392		0.392	0.511	0.119	0.119	(0.000)
Supplementary Superannuation Costs	3.041		3.041	2.719	(0.322)	(0.322)	
Tayside Valuation Joint Board	1.149		1.149	1.149	0.000	0.000	
Empty Property Relief Devolution	1.048		1.048	1.170	0.122	0.122	
Total Expenditure	481.370	9.584	490.954	492.638	1.684	1.792	(0.108)
Sources of Income							
General Revenue Funding	(335.339)	(5.739)	(341.078)	(341.078)			
Contribution from National Non Domestic Rates (NNDR) Pool	(71.406)		(71.406)	(71.406)			
Council Tax	(70.249)		(70.249)	(70.015)	0.234	0.094	0.140
Use of Balances -							
Committed Balances c/f	0.000		0.000	0.000			
Earmarked funds	0.000	(3.679)	(3.679)	(3.679)			
Service concessions	(4.376)		(4.376)	(4.376)			
Change Fund	0.000	(0.086)	(0.086)	(0.086)			
R&R Fund	0.000	(0.080)	(0.080)	(0.080)			
(Surplus)/Deficit for the year	0.000	0.000	0.000	1.918	1.918	1.886	0.032
(Surplus)/Deficit for Housing Revenue Acct	0.000	0.000	0.000	2.716	2.716	2.751	(0.035)

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Dundee City Council										
Revenue Monitoring to 31st March 2026 - Budget Adjustments to date										
	Alloc To/From General Consts	Alloc To/From Costs Pressures	To/From Consts: New Monies	Alloc To/From Consts: Savings	Funding Transfers	Alloc from Earmarked Funds	Alloc from Change Fund	Alloc from R&R Fund	T/Fs Between Depts / Consts	Dept Totals
	£000	£000	£000	£000	£000	£000	£000	£000	£000	£000
General Fund Services										
Children & Families										8,983
Social Care Uplift 2024-25 and 2025-26			467		230					
Early Learning Care uplift 2025/26			257		16					
Holiday playschemes and activities					31					
Children Services Third Party Payments Pressures						1,033				
Local Government Employees 2025/26 Pay Award		2,246								
Tayside Contracts 2025/26 Pay Award					126					
Uplift to Scottish Recommended Allowance for kinship and foster carers					60					
School Milk Subsidy Scheme					25					
VSER savings				(86)						
Cyber insurance and assurance	72									
Salary Sacrifice, White Goods & Leave Purchase scheme corporate saving allocation				(46)						
Procurement Savings				(41)						
Teachers Pay Award 2025/26		2,862								
Social Care Uplift 2025/26					127					
Teacher Induction Scheme					684					
2024/25 Carry Forwards - Whole Family Wellbeing Fund						470				
Contingencies to Children & Families - Whole Family Wellbeing Fund		82	177							
Children Services uplift 2024/25		191								
Dundee Health & Social Care Partnership										424
2025/26 Pay Award		424								
City Development										3,367
Transfer of budget for post				34						
Bus Shelters/Street Lighting	100									
Eden Project						405				
Recruitment approval for post				2						
2025/26 Pay Award		767								
Tayside Contracts 2025/26 Pay Award					49					
Corporate Services to City Development - Transfer of Software Budget (permanent)									15	
Transfer of Learning & Organisational Development staff budget (permanent)									272	
Co-Pilot Licences							2			
VSER savings				(8)						
Procurement Savings				(10)						
No One Left Behind funding					77					
Regional Connectivity PSO Services (Dundee)					1,664					
Salary Sacrifice, White Goods & Leave Purchase scheme corporate saving allocation				(7)						
Single-use vapes					5					
Neighbourhood Services										1,438
Renewal & Repair fund to Neighbourhood Services - Kirkton overspend								80		
Communities Staff Budget				212						
Maintenance Budget for Caird Park	27									
2025/26 Pay Award					1,027					
Tayside Contracts 2025/26 Pay Award					5					
ECB recruitment approvals August 2025 Various Refuse Collector posts				146						
Rapid Rehousing Transition Plan Distribution					34					
Salary Sacrifice white goods & Leave Purchase scheme corporate saving allocation				(18)						
Procurement Savings				(71)						
Nature Restoration Fund					59					
VSER Savings				(63)						

Dundee City Council										
Revenue Monitoring to 31st March 2026 - Budget Adjustments to date										
	Alloc To/From General Concls	Alloc To/From Cost Pressures	To/From Concls: New Monies	Alloc To/From Concls: Savings	Funding Transfers	Alloc from Earmarked Funds	Alloc from Change Fund	Alloc from R&R Fund	T/Fs Between Depts / Concls	Dept Totals
	£000	£000	£000	£000	£000	£000	£000	£000	£000	£000
General Fund Services										
Chief Executive										436
2024/25 Carry Forwards - Protecting People						38				
Budget for post				26						
EKOS project							8			
2025/26 Pay Award					80					
LACD 2025/26 Pay Award					200					
Reversal of part of LACD Pay Award 2025/26					(43)					
Corporate Services to Chief Executive - Transfer of Software Budget to LACD									50	
Improvement Service							8			
2024/25 Carry Forwards - Gaelic Plan & Training						3				
Change Fund to Chief Executive - Transformation Programme Officer post extended							68			
Salary Sacrifice white goods & Leave Purchase scheme corporate saving allocation				(1)						
Procurement Savings				(1)						
Corporate Services										1,550
Transfer of budget for various posts				121						
2025/26 Pay Award		1,156			20					
Corporate Services to Chief Executive - Transfer of Software Budget to LACD									(50)	
Corporate Services to City Development - Transfer of Software Budget (permanent)									(15)	
Equipment for Floor 4 Dundee House	10									
2024/25 Carry Forwards - Scottish Welfare Fund						318				
2024/25 Carry Forwards - Cost of Living Advice Work						55				
2024/25 Carry Forwards - Scottish Welfare Fund admin						93				
Transfer of Learning & Organisational Development staff budget (permanent)									(272)	
Discretionary Housing Payments – additional funding for 2025-26					46					
VSER Scheme Legal Advice Costs				6						
VSER savings				(19)						
Salary Sacrifice white goods & Leave Purchase scheme corporate saving allocation				(22)						
Procurement Savings				(165)						
Discretionary Housing Payments - Housing Emergency Action Plan					44					
RSG to Corporate Services - Scottish Welfare Fund					204					
Contingencies to Corporate Services - Consultancy Fees	20									
Construction										1,264
Earmarked Reserves to Construction service re Roofs						1,264				

Dundee City Council										
Revenue Monitoring to 31st March 2026 - Budget Adjustments to date										
	Alloc To/From General Conts	Alloc To/From Conts: Cost Pressures	To/From Conts: New Monies	Alloc To/From Conts: Savings	Funding Transfers	Alloc from Earmarked Funds	Alloc from Change Fund	Alloc from R&R Fund	T/Fs Between Depts / Conts	Dept Totals
	£000	£000	£000	£000	£000	£000	£000	£000	£000	£000
General Fund Services										
General Contingency										(229)
Contingencies to City Development - Bus Shelters/Street Lighting	(100)									
Contingencies to Neighbourhood Services - Maintenance Budget for Caird Park	(27)									
Contingencies to Corporate Services - various	(30)									
Contingencies to Children & Families - cyber insurance and assurance	(72)									
Contingency: Cost Pressures										(6,937)
Contingencies to Services - 2025/26 Pay Awards		(7,455)								
Revenue Savings Grant - Local Authority Pay Revenue					791					
Contingencies to Children & Families - various		(273)								
Contingency: New monies										(723)
Funding for Resettlement Teams 2025-26					97					
Prisoner Early Release Funding					81					
Contingencies to Children & Families - various			(901)							
Contingency: Unallocated Savings										11
Contingencies to City Development - various				(11)						
Contingencies to Neighbourhood Services - various				(206)						
Contingencies to Chief Executive - various				(24)						
Contingencies to Corporate Services - various				79						
Contingencies to Children & Families - various				173						
Total Adjustments (General Fund)	0	0	0	0	5,739	3,679	86	80	0	9,584

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ITEM No ...6.....

REPORT TO: CITY GOVERNANCE COMMITTEE - 20 APRIL 2026

REPORT ON: CHARTER TO REDUCE GAMBLING HARMS IN THE WORKPLACE

REPORT BY: EXECUTIVE DIRECTOR OF CORPORATE SERVICES

REPORT NO: 55-2026

1.0 PURPOSE OF REPORT

To seek formal endorsement and implementation of the Charter to Reduce Gambling Harms in the Workplace, integrating it into the Council's Workforce Wellbeing Framework and Gambling Harms Support Policy, and to note the planned partnership working with NHS Tayside and Leisure & Culture Dundee towards adoption of the Charter. The Charter directly supports Dundee City Council's wider wellbeing aims by strengthening our commitment to early intervention, stigma reduction, and the creation of a safe, supportive and healthy working culture.

2.0 RECOMMENDATIONS

It is recommended that Committee:

- (i) formally endorses the Charter to Reduce Gambling Harms in the Workplace;
- (ii) agrees to integrate the Charter into the Council's Workforce Wellbeing Framework and Gambling Harms Support Policy;
- (iii) remits People Services to coordinate implementation and evaluation, including policy alignment, training, and awareness campaigns;
- (iv) supports engagement with external partners, including NHS Tayside and Leisure & Culture Dundee, to co-design resources and referral pathways;
- (v) Promote the Charter with other external organisations as appropriate, and share learning and lessons from implementation process, and;
- (vi) requests annual progress reporting, commencing 12 months from launch, to the Council Leadership Team, with a view to sharing best practice across other local authorities and public sector bodies.

3.0 FINANCIAL IMPLICATIONS

There are no direct financial implications arising from this report.

4.0 MAIN TEXT

4.1 Context

Gambling harms are increasingly recognised as a public health and workforce wellbeing issue. Dundee City Council, in partnership with Unite the Union, has expressed interest in adopting the Charter to Reduce Gambling Harms in the Workplace, aligning with the Council's commitment to a safe, inclusive, and supportive working environment. The Charter to Reduce Gambling Harms in the Workplace has clear principles:

- **Clear senior leadership commitment**

A visible, organisation-wide statement that gambling-related harms are taken seriously and embedded in wellbeing policy.

- **Collaborative approach with unions and employees**

Senior leaders commit to consulting and involving trade union reps and employees in shaping the approach.

- **Positive, supportive culture**

Ensure effective management standards, so employees feel valued and supported if they experience gambling-related harms.

- **Training and awareness**

Managers, appropriate sections of the workforce and Trades Union reps receive training to recognise harms and signpost support.

- **Accessible support and information**

Clear routes for employees to seek confidential help, with freely shared information on how to access support.

- **Support for recovery and return to work**

Employees affected by gambling harms are offered appropriate support, adjustments, and regular contact to aid return to work.

- **Parity with other wellbeing policies**

Problematic gambling is treated sensitively, with equal status to drugs and alcohol policies in informal and formal procedures.

Formal endorsement and implementation are now sought to move from intent to action.

The Scottish Government's strategy on reducing gambling harms emphasises a whole-systems approach, including workplace interventions. The Charter provides a structured framework for employers to identify, prevent, and respond to gambling-related harms among their workforce. Embedding this Charter directly supports DCC's commitment to a compassionate, prevention-focused wellbeing culture, ensuring colleagues feel safe, valued and supported to seek help early without stigma.

Gambling harm comes at a significant risk to public health. Gambling-related harms are increasingly recognised in Scotland as a public health and workforce wellbeing issue, with impacts extending beyond gambling behaviour to mental health, finances, relationships and wider service demand.

Recent Scottish Health Survey evidence indicates that **58% of adults in Scotland gambled in the previous 12 months**, and using the Problem Gambling Severity Index (PGSI), **0.4% of adults were experiencing problem gambling**, with a further **1.5% at moderate risk and 4.5% at low risk**.

These harms are not evenly distributed: national intelligence highlights a clear association with deprivation and inequality, with problem gambling more prevalent in Scotland's most deprived communities.

Public Health Scotland notes that estimating the full societal cost is complex but indicates that **low- to high-risk gambling in Scotland is estimated to cost up to £60 million per year**, likely an underestimate due to data limitations.

While Dundee-specific prevalence is not routinely captured through national surveys, local authority-level modelling is available via published local area gambling harm profiles (including **Dundee City**) to support place-based planning.

In parallel, Scotland's Healthcare Needs Assessment concludes that demand for support has increased in recent years and that effective responses should be locally accessible, integrated with trusted services, and designed to reduce stigma and barriers to seeking help - all of which reinforces the rationale for an employer-led, prevention-focused approach within a workforce wellbeing framework. (Please see also Appendix 2 for more detail).

Dundee City Council's internal Gambling Harms Support Policy and Employee Health & Wellbeing Framework (2023-2027) already prioritise mental health, early intervention, and stigma reduction, all of which are directly supported by the Charter.

Leisure & Culture Dundee and NHS Tayside have agreed to be joint parties to the Charter and are currently progression ratification through their individual internal governance routes. Once this has been concluded, there will be scope to finalise charter design with agreed signatories and plan for a formal launch and implementation.

Formal adoption of the Charter provides an opportunity for the Council to reiterate visible leadership in the wellbeing space, reinforcing a culture that actively reduces stigma, encourages early help seeking, and aligns with our strategic commitment to creating a safe, inclusive, and preventative working environment.

4.2 Risks of Inaction:

- Continued stigma and underreporting of gambling harms.
- Missed opportunities for early intervention and prevention of financial, emotional, or safeguarding issues.
- Unmanaged financial harm increasing fraud or safeguarding concerns
- Potential reputational risk if the Council is perceived as lagging behind other authorities in workforce wellbeing.

Opportunities:

- Position Dundee City Council as a leader in public sector wellbeing and social responsibility.
- Strengthen links with local services and partnerships.
- Alignment with emerging best practice across Scottish public sector workplaces.
- Enhance employee confidence in accessing support and reduce stigma.
- Embedding the Charter alongside existing policies enhances visibility and organisational commitment.

Current Gaps:

- The Charter is not currently adopted and is therefore unaligned with our policy or guidance on gambling harms in the workplace.
- Unfulfilled potential on raising employee awareness and increasing training on recognising gambling-related distress.

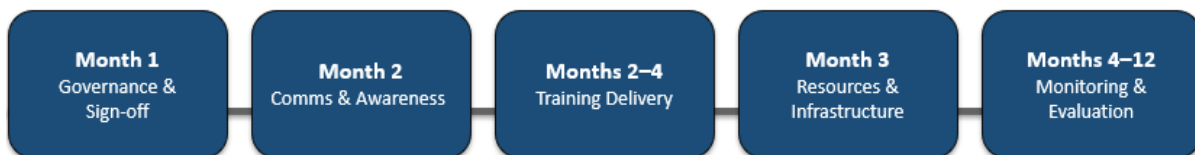
4.3 Implementation Plan

- Agree process for sign-off and formal launch in partnership with Trade Unions, Leisure & Culture Dundee, and NHS Tayside.

- Develop and promote communications to raise awareness of the Council's Gambling Policy.
- Schedule and deliver training in partnership with GamCare, including:
 - Awareness for managers.
 - Targeted training for specific employee groups (eg HR, Customer Services, Debt Recovery, Welfare Rights, Tenancy Support).
 - General harmful gambling e-learning module for all staff.
- Create a dedicated Gambling Harm SharePoint page on the Employee Health & Wellbeing site to include manager guidance, referral pathways and self-help materials.
- Monitor and evaluate impact through People metrics (eg absence, employee relations cases, usage of Employee Assistance Programme) and employee feedback

Any costs associated with training, communications, or partnership working will be met from existing budgets. Free, targeted training will be provided by GamCare. GamCare is the leading provider of information, advice and support for anyone affected by gambling harms. There will be minimal, indirect costs associated with this, ie operational costs to release participants to attend any planned training events.

4.4 Indicative Timeline for Implementation



5.0 POLICY IMPLICATIONS

This report has been subject to an Integrated Impact Assessment to identify impacts on Equality and Diversity, Fairness and Poverty, Environment and Corporate Risk. An impact, positive or negative, on one or more of these issues was identified. An appropriate senior manager has checked and agreed with this assessment. A copy of the Integrated Impact Assessment showing the impacts and accompanying benefits of/mitigating factors for them is included as an Appendix to this report.

The approach detailed in this report promotes proactive corporate risk reduction via early intervention.

6.0 CONSULTATIONS

Consultations have taken place with the Council Leadership Team, Trade Unions, Leisure & Culture Dundee, and NHS Tayside.

7.0 BACKGROUND PAPERS

- DCC Gambling Harms Support Policy: [Gambling Harms Support Policy.docx](#)
- Employee Health and Wellbeing Framework (2023-2027): [Employee Health and Wellbeing Framework](#)

8.0 APPENDICES

Appendix 1: Data/Evidence
Appendix 2: IIA

**PAUL THOMSON
EXECUTIVE DIRECTOR OF CORPORATE SERVICES**

DATE: 24 MARCH 2026

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Evidence theme	Scotland - what the evidence says	Dundee/Tayside - what the evidence says	Key source (link)
Adult gambling participation	58% of adults reported gambling in the previous 12 months (Scottish Health Survey 2021). [drugsandalcohol.ie]	No routine Dundee/Tayside participation prevalence is published through the Scottish Health Survey (sample not designed for LA reporting). Place-based modelling exists (see next row). Link	Public Health Scotland - Scottish Health Survey gambling harms overview
Problem/at-risk gambling (PGSI)	PGSI estimates: 0.4% problem gambling, 1.5% moderate risk, 4.5% low risk (Scottish Health Survey 2021). [drugsandalcohol.ie]	LA-level modelled estimates (including Dundee City) are available via OCSI/GambleAware "local area data profiles" (2022-2024), with caution on uncertainty and comparisons. Link	GambleAware/OCSI - Local area data profiles (2022-2024)
Estimated numbers affected (population context)	Public Health Scotland summarises the 2021 picture as ~18,000 adults experiencing problem gambling and ~68,000 adults at moderate risk; also highlights harms including depression/anxiety and relationship/financial distress. Link	Dundee/Tayside counts are not routinely published via national surveys; the local area profiles provide modelled indicators to inform planning locally. Link	ScotPHO - Gambling key points
Inequalities/deprivation	Public Health Scotland notes significant inequalities, with problem gambling higher in the most deprived areas and linked to wider health inequalities. Link	Dundee has high deprivation in parts of the city; while prevalence isn't routinely measured locally, this strengthens the case for targeted awareness and support in high-risk occupational groups and communities. (Interpretation grounded in inequality evidence; local prevalence not asserted). Link	ScotPHO - Gambling key points

Economic/societal cost	Public Health Scotland notes estimating cost is complex; low- to high-risk gambling in Scotland is estimated to cost up to £60m/year , likely an underestimate. [ocsi.uk]	Local fiscal costs are included in the OCSI/GambleAware profiles (modelled) to support local decision-making. Link	PHS - Economic cost; Local profiles
Service need/model of care in Scotland	PHS Healthcare Needs Assessment (2025) states harms are wide-ranging; services are largely third-sector; demand has increased; and future provision should be locally delivered, integrated, person-centred, and stigma-aware. [academic.oup.com]	Emphasises locally integrated approaches (including with existing trusted services and local pathways) - directly relevant to partnership working with NHS and local third sector in Tayside. [academic.oup.com]	PHS - Healthcare Needs Assessment of Gambling Harm in Scotland (2025)

Integrated Impact Assessment

Committee Report Number: REPORT NO: 55-2026

Document Title: Charter to Reduce Gambling Harms in the Workplace

Document Type: Procedure

Description:

Adoption and implementation of the Charter to Reduce Gambling Harms in the Workplace across Dundee City Council (DCC)

Intended Outcome:

The proposal seeks to formally adopt the Charter, integrate it into the Workforce Wellbeing Framework and the Gambling Harms Support Policy, and coordinate policy alignment, training, awareness activities, and partnership working with NHS Tayside and Leisure & Culture Dundee. This aims to reduce gambling harms, increase early intervention, support workforce wellbeing, and strengthen a stigma-free, supportive culture.

Period Covered: 20/04/2026 to 19/04/2027

Monitoring:

Annual report to the Council Leadership Team.

Ongoing evaluation of training uptake, resource use, referrals, and employee experiences.

Adjustments made based on data and partnership input.

Lead Author:

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Dundee House, North Lindsay Street, Dundee

Director Responsible:

Paul Thomson, Executive director, Corporate Services

paul.thomson@dundee.gov.uk, 07985 878466

21 City Square, DUNDEE, DD1 3BY

Equality, Diversity and Human Rights

Impacts & Implications

Age: Positive

Improved access to support and reduced barriers to disclosure.

Stigma reduction through universal training and communications.

Safer, more inclusive working environment.

Enhances mental health protections and aligns with human rights to dignity and wellbeing.

Disability: Positive

Improved access to support and reduced barriers to disclosure.

Stigma reduction through universal training and communications.

Safer, more inclusive working environment.

Enhances mental health protections and aligns with human rights to dignity and wellbeing.

Gender Reassignment: Positive

Improved access to support and reduced barriers to disclosure.

Stigma reduction through universal training and communications.

Safer, more inclusive working environment.

Enhances mental health protections and aligns with human rights to dignity and wellbeing.

Marriage & Civil Partnership: Positive

Improved access to support and reduced barriers to disclosure.

Stigma reduction through universal training and communications.

Safer, more inclusive working environment.

Enhances mental health protections and aligns with human rights to dignity and wellbeing.

Pregency & Maternity: Positive

Improved access to support and reduced barriers to disclosure.

Stigma reduction through universal training and communications.

Safer, more inclusive working environment.

Enhances mental health protections and aligns with human rights to dignity and wellbeing.

Race / Ethnicity: Positive

Improved access to support and reduced barriers to disclosure.

Stigma reduction through universal training and communications.

Safer, more inclusive working environment.

Enhances mental health protections and aligns with human rights to dignity and wellbeing.

Religion or Belief: Positive

Improved access to support and reduced barriers to disclosure.

Stigma reduction through universal training and communications.

Safer, more inclusive working environment.

Enhances mental health protections and aligns with human rights to dignity and wellbeing.

Sex: Positive

Improved access to support and reduced barriers to disclosure.

Stigma reduction through universal training and communications.

Safer, more inclusive working environment.

Enhances mental health protections and aligns with human rights to dignity and wellbeing.

Sexual Orientation: Positive

Improved access to support and reduced barriers to disclosure.

Stigma reduction through universal training and communications.

Safer, more inclusive working environment.

Enhances mental health protections and aligns with human rights to dignity and wellbeing.

Are any Human Rights not covered by the Equalities questions above impacted by this report?

No

Fairness & Poverty

Geographic Impacts & Implications

Strathmartine:	Positive
Lochee:	Positive
Coldside:	Positive
Maryfield:	Positive
North East:	Positive
East End:	Positive
The Ferry:	Positive
West End:	Positive

Gambling harms are closely linked to financial vulnerability. The proposal impacts all DCC employees and their families who live across all geographic areas of Dundee, and may have a positive impact or relevance for:

Employees experiencing financial stress or mental health challenges.

Employees in customer-facing, debt-related, or high-stress roles.

Employees with protected characteristics where intersectional vulnerabilities may heighten risk.

Managers responsible for supporting their teams.

Positive

Implications: Proposal offers a protective benefit by improving access to help and reducing crisis triggers.

Potential to strengthen financial wellbeing through early signposting.

Improved access to support and reduced barriers to disclosure.

Stigma reduction through universal training and communications.

Safer, more inclusive working environment.

Enhances mental health protections and aligns with human rights to dignity and wellbeing.

Household Group Impacts and Implications

Looked After Children & Care Leavers: Positive

Household Group Impacts and Implications

Gambling harms are closely linked to financial vulnerability. The proposal impacts all DCC employees and their families who may be, or have been, care experienced as a child, young person, or as an adult, and may have a positive impact or relevance for:

Employees experiencing financial stress or mental health challenges.

Employees in customer-facing, debt-related, or high-stress roles.

Employees with protected characteristics where intersectional vulnerabilities may heighten risk.

Managers responsible for supporting their teams.

Proposal offers a protective benefit by improving access to help and reducing crisis triggers.

Potential to strengthen financial wellbeing through early signposting.

Improved access to support and reduced barriers to disclosure.

Stigma reduction through universal training and communications.

Safer, more inclusive working environment.

Enhances mental health protections and aligns with human rights to dignity and wellbeing.

Carers: Positive

Gambling harms are closely linked to financial vulnerability. The proposal impacts all DCC employees and their families who may be, or have been, carers, and may have a positive impact or relevance for:

Employees experiencing financial stress or mental health challenges.

Employees in customer-facing, debt-related, or high-stress roles.

Employees with protected characteristics where intersectional vulnerabilities may heighten risk.

Managers responsible for supporting their teams.

Proposal offers a protective benefit by improving access to help and reducing crisis triggers.

Potential to strengthen financial wellbeing through early signposting.

Improved access to support and reduced barriers to disclosure.

Stigma reduction through universal training and communications.

Safer, more inclusive working environment.

Enhances mental health protections and aligns with human rights to dignity and wellbeing.

Lone Parent Families: Positive

Gambling harms are closely linked to financial vulnerability. The proposal impacts all DCC employees and their families who may be, or have been, a Lone Parent, and may have a positive impact or relevance for:

Employees experiencing financial stress or mental health challenges.

Employees in customer-facing, debt-related, or high-stress roles.

Employees with protected characteristics where intersectional vulnerabilities may heighten risk.

Managers responsible for supporting their teams.

Proposal offers a protective benefit by improving access to help and reducing crisis triggers.

Potential to strengthen financial wellbeing through early signposting.

Improved access to support and reduced barriers to disclosure.

Stigma reduction through universal training and communications.

Safer, more inclusive working environment.

Enhances mental health protections and aligns with human rights to dignity and wellbeing.

Single Female Households with Children: Positive

Household Group Impacts and Implications

Gambling harms are closely linked to financial vulnerability. The proposal impacts all DCC employees and their families who may be, or have been, a single female household with children, and may have a positive impact or relevance for:

Employees experiencing financial stress or mental health challenges.

Employees in customer-facing, debt-related, or high-stress roles.

Employees with protected characteristics where intersectional vulnerabilities may heighten risk.

Managers responsible for supporting their teams.

Proposal offers a protective benefit by improving access to help and reducing crisis triggers.

Potential to strengthen financial wellbeing through early signposting.

Improved access to support and reduced barriers to disclosure.

Stigma reduction through universal training and communications.

Safer, more inclusive working environment.

Enhances mental health protections and aligns with human rights to dignity and wellbeing.

Greater number of children and/or young children: Positive

Gambling harms are closely linked to financial vulnerability. The proposal impacts all DCC employees and their families who may be, or have been, caring for a greater number of children and/or young people, and may have a positive impact or relevance for:

Employees experiencing financial stress or mental health challenges.

Employees in customer-facing, debt-related, or high-stress roles.

Employees with protected characteristics where intersectional vulnerabilities may heighten risk.

Managers responsible for supporting their teams.

Proposal offers a protective benefit by improving access to help and reducing crisis triggers.

Potential to strengthen financial wellbeing through early signposting.

Improved access to support and reduced barriers to disclosure.

Stigma reduction through universal training and communications.

Safer, more inclusive working environment.

Enhances mental health protections and aligns with human rights to dignity and wellbeing.

Pensioners - single / couple: Positive

Gambling harms are closely linked to financial vulnerability. The proposal impacts all DCC employees and their families who may be, in receipt of occupational or state pension, and may have a positive impact or relevance for:

Employees experiencing financial stress or mental health challenges.

Employees in customer-facing, debt-related, or high-stress roles.

Employees with protected characteristics where intersectional vulnerabilities may heighten risk.

Managers responsible for supporting their teams.

Proposal offers a protective benefit by improving access to help and reducing crisis triggers.

Potential to strengthen financial wellbeing through early signposting.

Improved access to support and reduced barriers to disclosure.

Stigma reduction through universal training and communications.

Safer, more inclusive working environment.

Enhances mental health protections and aligns with human rights to dignity and wellbeing.

Unskilled workers or unemployed: Positive

Household Group Impacts and Implications

Gambling harms are closely linked to financial vulnerability. The proposal impacts all DCC employees and their families who may or have been an unskilled worker or unemployed, and may have a positive impact or relevance for:

Employees experiencing financial stress or mental health challenges.

Employees in customer-facing, debt-related, or high-stress roles.

Employees with protected characteristics where intersectional vulnerabilities may heighten risk.

Managers responsible for supporting their teams.

Proposal offers a protective benefit by improving access to help and reducing crisis triggers.

Potential to strengthen financial wellbeing through early signposting.

Improved access to support and reduced barriers to disclosure.

Stigma reduction through universal training and communications.

Safer, more inclusive working environment.

Enhances mental health protections and aligns with human rights to dignity and wellbeing.

Serious & enduring mental health problems: Positive

Gambling harms are closely linked to financial vulnerability and serious and enduring mental health problems. The proposal impacts all DCC employees and their families who live across all geographic areas of Dundee, and may have a positive impact or relevance for:

Employees experiencing financial stress or mental health challenges.

Employees in customer-facing, debt-related, or high-stress roles.

Employees with protected characteristics where intersectional vulnerabilities may heighten risk.

Managers responsible for supporting their teams.

Proposal offers a protective benefit by improving access to help and reducing crisis triggers.

Potential to strengthen financial wellbeing through early signposting.

Improved access to support and reduced barriers to disclosure.

Stigma reduction through universal training and communications.

Safer, more inclusive working environment.

Enhances mental health protections and aligns with human rights to dignity and wellbeing, offering a clear positive impact on mental health, stress reduction, wellbeing, and early identification of harm.

Supports managers' capacity to respond compassionately and consistently.

Homeless: Positive

Household Group Impacts and Implications

Gambling harms are closely linked to financial vulnerability. The proposal impacts all DCC employees and their families who may or have been homeless, and may have a positive impact or relevance for:

Employees experiencing financial stress or mental health challenges.

Employees in customer-facing, debt-related, or high-stress roles.

Employees with protected characteristics where intersectional vulnerabilities may heighten risk.

Managers responsible for supporting their teams.

Proposal offers a protective benefit by improving access to help and reducing crisis triggers.

Potential to strengthen financial wellbeing through early signposting.

Improved access to support and reduced barriers to disclosure.

Stigma reduction through universal training and communications.

Safer, more inclusive working environment.

Enhances mental health protections and aligns with human rights to dignity and wellbeing, offering a clear positive impact on mental health, stress reduction, wellbeing, and early identification of harm.

Supports managers' capacity to respond compassionately and consistently.

Drug and/or alcohol problems: Positive

Gambling harms are closely linked to financial vulnerability. The proposal impacts all DCC employees and their families who may or have had drug and/or alcohol problems, and may have a positive impact or relevance for:

Employees experiencing financial stress or mental health challenges.

Employees in customer-facing, debt-related, or high-stress roles.

Employees with protected characteristics where intersectional vulnerabilities may heighten risk.

Managers responsible for supporting their teams.

Proposal offers a protective benefit by improving access to help and reducing crisis triggers.

Potential to strengthen financial wellbeing through early signposting.

Improved access to support and reduced barriers to disclosure.

Stigma reduction through universal training and communications.

Safer, more inclusive working environment.

Enhances mental health protections and aligns with human rights to dignity and wellbeing, offering a clear positive impact on mental health, stress reduction, wellbeing, and early identification of harm.

Supports managers' capacity to respond compassionately and consistently.

Offenders & Ex-offenders: Positive

Household Group Impacts and Implications

Gambling harms are closely linked to financial vulnerability. The proposal impacts all DCC employees and their families who may or have been an offender/are an ex-offender, and may have a positive impact or relevance for:

Employees experiencing financial stress or mental health challenges.

Employees in customer-facing, debt-related, or high-stress roles.

Employees with protected characteristics where intersectional vulnerabilities may heighten risk.

Managers responsible for supporting their teams.

Proposal offers a protective benefit by improving access to help and reducing crisis triggers.

Potential to strengthen financial wellbeing through early signposting.

Improved access to support and reduced barriers to disclosure.

Stigma reduction through universal training and communications.

Safer, more inclusive working environment.

Enhances mental health protections and aligns with human rights to dignity and wellbeing, offering a clear positive impact on mental health, stress reduction, wellbeing, and early identification of harm.

Supports managers' capacity to respond compassionately and consistently.

Socio Economic Disadvantage Impacts & Implications

Employment Status: Positive

Gambling harms are closely linked to financial vulnerability.

Proposal offers a protective benefit by improving access to help and reducing crisis triggers.

Potential to strengthen financial wellbeing through early signposting.

Education & Skills: Positive

Gambling harms are closely linked to numerous vulnerabilities. The proposal impacts all DCC employees and their families and will potentially have a positive impact in supporting education and skills.

Employees experiencing financial stress or mental health challenges.

Employees in customer-facing, debt-related, or high-stress roles.

Employees with protected characteristics where intersectional vulnerabilities may heighten risk.

Managers responsible for supporting their teams.

Proposal offers a protective benefit by improving access to help and reducing crisis triggers.

Potential to strengthen financial wellbeing through early signposting.

Improved access to support and reduced barriers to disclosure.

Stigma reduction through universal training and communications.

Safer, more inclusive working environment.

Enhances mental health protections and aligns with human rights to dignity and wellbeing, offering a clear positive impact on mental health, stress reduction, wellbeing, and early identification of harm.

Supports managers' capacity to respond compassionately and consistently.

Income: Positive

Gambling harms are closely linked to financial vulnerability.

Proposal offers a protective benefit by improving access to help and reducing crisis triggers.

Potential to strengthen financial wellbeing through early signposting.

Socio Economic Disadvantage Impacts & Implications

Caring Responsibilities (including Childcare): Positive

Clear positive impact on mental health, stress reduction, wellbeing, and early identification of harm.

Supports managers'™ capacity to respond compassionately and consistently.

Affordability and accessibility of services: No Impact

Fuel Poverty: Positive

Gambling harms are closely linked to financial vulnerability.

Proposal offers a protective benefit by improving access to help and reducing crisis triggers.

Potential to strengthen financial wellbeing through early signposting.

Cost of Living / Poverty Premium: Positive

The proposal impacts all DCC employees and may have a positive impact or relevance for:

Employees experiencing financial stress or mental health challenges.

Employees in customer'facing, debt'related, or high'stress roles.

Employees with protected characteristics where intersectional vulnerabilities may heighten risk.

Managers responsible for supporting their teams.

Connectivity / Internet Access: No Impact

Income / Benefit Advice / Income Maximisation Positive

The proposal impacts all DCC employees and may have a positive impact or relevance for:

Employees experiencing financial stress or mental health challenges.

Employees in customer'facing, debt'related, or high'stress roles.

Employees with protected characteristics where intersectional vulnerabilities may heighten risk.

Managers responsible for supporting their teams.

Employment Opportunities: Positive

This Charter represents many opportunities to have a positive impact on Employment Opportunities:

Positions DCC as a public'sector leader in gambling harm prevention.

Strengthens partnerships and shared referral pathways.

Enhances preventative culture and employee confidence.

Education: Positive

Improved access to support and reduced barriers to disclosure.

Stigma reduction through universal training and communications.

Supports Managers responsible for supporting their teams.

Health: Positive

Clear positive impact on mental health, stress reduction, wellbeing, and early identification of harm.

Supports managers'™ capacity to respond compassionately and consistently.

Life Expectancy: Positive

Clear positive impact on mental health, stress reduction, wellbeing, and early identification of harm.

Supports managers's capacity to respond compassionately and consistently.

Mental Health: Positive

Clear positive impact on mental health, stress reduction, wellbeing, and early identification of harm.

Supports managers's capacity to respond compassionately and consistently.

Overweight / Obesity: Positive

Clear positive impact on mental health, stress reduction, wellbeing, and early identification of harm.

Supports managers's capacity to respond compassionately and consistently.

Child Health: Positive

Clear positive impact on mental health, stress reduction, wellbeing, and early identification of harm.

Supports managers's capacity to respond compassionately and consistently.

Neighbourhood Satisfaction: No Impact

Transport: No Impact

Environment

Climate Change Impacts

Mitigating Greenhouse Gases: No Impact

Adapting to the effects of climate change: No Impact

Resource Use Impacts

Energy efficiency & consumption: No Impact

Prevention, reduction, re-use, recovery or recycling of waste: No Impact

Sustainable Procurement: No Impact

Transport Impacts

Accessible transport provision: No Impact

Sustainable modes of transport: No Impact

Natural Environment Impacts

Air, land & water quality: No Impact

Biodiversity: No Impact

Open & green spaces: No Impact

Built Environment Impacts

Built Heritage: No Impact

Housing: No Impact

Is the proposal subject to a Strategic Environmental Assessment (SEA)?

No further action is required as it does not qualify as a Plan, Programme or Strategy as defined by the Environment Assessment (Scotland) Act 2005.

Corporate Risk

Corporate Risk Impacts

Political Reputational Risk: Positive

Opportunities:

Position DCC as a public sector leader in gambling harm prevention.

Strengthen partnerships and shared referral pathways.

Enhance preventative culture and employee confidence.

Risks:

Reputational risk if implementation is inconsistent or delayed.

Risk of inequity if training is not accessible to all.

Risk of under-reporting remains if stigma is not addressed effectively.

Mitigation Actions

Ensure inclusive, multi-format training.

Provide strong messaging about confidentiality and support.

Ensure monitoring mechanisms through People metrics and employee feedback.

Establish clear governance and annual reporting.

Economic/Financial Sustainability / Security & Equipment: Positive

Productivity and absence: The Charter's case is that tackling gambling harms should **reduce sickness absence** and improve **work performance/productivity**, supporting organisational sustainability (Charter text explicitly links healthier workforce to productivity/sustainability; and gambling harms to workplace absence/cost).

Retention and performance: By promoting early support and a stigma-free culture, it can contribute to **improved staff retention and performance**

Budget impact (direct vs indirect):

Likely indirect costs: mainly staff time to attend training / be released from duties

Stronger financial wellbeing / early signposting: a socio-economic benefit: gambling harms are linked to financial vulnerability, and the proposal can **strengthen financial wellbeing through early signposting** - which can reduce escalation to crisis (debt, housing issues, etc.).

Security & equipment implications

Misuse of Council IT/equipment: DCC's Gambling Harms Support Policy explicitly states that **using Council IT equipment for gambling is not permitted** (alongside gambling during working hours). That creates an operational implication for:

clear staff communications (what's unacceptable), manager confidence to address concerns consistently, and (where applicable) alignment with existing IT acceptable use / conduct processes. Safeguarding / fraud risk in roles handling money or valuables: where gambling harm is a factor, managers (with HR) should assess risks to the employee, the Council and service users, and may implement safeguarding arrangements eg staff in a position of trust with service users' money or belongings.

This links gambling harms to **security of cash/financial processes, property, and potential misconduct**, managed proportionately case-by-case.

Confidentiality and information handling: Because gambling harm disclosures can arise during conduct/performance/absence processes, the Charter supports the principle of confidential handling and controlled sharing of information (important for **security** in an information governance sense, though it's mainly described as confidentiality/duty of care).

Social Impact / Safety of Staff & Clients: Positive

Social impact / safety implications (staff, service users/clients, public)

Implications of adopting the Charter to Reduce Gambling Harms in the Workplace that relate to social impact and safety include:

Wider "harm to others" (not just the individual): The Charter explicitly frames "gambling-related harms" as affecting the "health and wellbeing of individuals, families, communities and society" - so the organisational response is justified partly on broader social impact, not only workforce performance.

Improved safety through earlier identification and support: The Charter commits to training managers and trade union reps to recognise gambling-related harms and hold sensitive, confidential conversations, which supports earlier intervention and reduces escalation into crisis (e.g., severe debt, distress, relationship breakdown).

Duty of care / risk management: The Charter includes an expectation that senior leadership will understand and act on duty of care and legal obligations relating to gambling harms and workplace risk management - which translates into clearer safeguarding thinking where harm could affect others.

Safeguarding for service users/clients (where staff hold positions of trust): DCC's linked Gambling Harms Support Policy makes the practical safety implication explicit: managers (with HR) should assess risk to the employee, the Council and service users, and may put safeguarding arrangements in place, particularly where an employee is in a position of trust with service users' money or belongings. This is directly relevant in social care and other client-facing services.

Safer, more supportive workplace culture: this as a positive impact - creating a safer, more inclusive working environment, with stigma reduction and better access to support, which can reduce workplace conflict and improve wellbeing.

Managing sensitive disclosures safely: Because the approach relies on disclosure and conversations, there's an implied need to handle information confidentially and appropriately, including when concerns arise through formal processes (the Charter references handling concerns appropriately via grievance/disciplinary routes; DCC policy reinforces confidentiality and proportionality).

Technological / Business or Service Interruption: Positive

Misuse of Council IT (service-time loss and performance impact): While the Charter itself is high-level, our existing DCC Gambling Harms Support Policy makes an explicit operational point that "using our IT equipment for gambling is not permitted." The practical implication is a need for clear comms and consistent management action to prevent work-time diversion and associated service impacts. The Charter further strengthens this approach

Business continuity via workforce resilience: The Charter's links tackling gambling harms to reduced absence and improved performance, which supports continuity of service delivery (i.e., fewer unplanned staffing gaps and less disruption to teams).

Training/awareness delivery dependencies (digital channels): The implementation plan relies on digital routes (e-learning for all staff, targeted training, and a dedicated SharePoint page for guidance/referral pathways). That creates a dependency on these platforms being available and kept up to date so ownership/maintenance arrangements matter to avoid "information outages" (staff not knowing where to go).

Operational disruption in high-risk roles (indirect): Your committee report flags risk of escalating financial harm leading to fraud/safeguarding concerns. In practice, if issues emerge in roles linked to payments, debt recovery, benefits, etc., there can be short-term process disruption (temporary controls, reallocating duties, additional checks), which is a business/service continuity consideration.

Overall the Charter can have a positive impact on all of these potential risks and strengthen opportunities for all employees

Environmental: No Impact

Legal / Statutory Obligations: Positive

Legal / statutory obligations the Charter connects to

Duty of care (common law + employer responsibilities): The Charter explicitly commits that senior management will understand and act on its duty of care and legal obligations concerning gambling related harms and risk management in the workplace. Practically, this means having clear policy, trained managers, and consistent procedures to reduce foreseeable harm.

Health and Safety at Work (incl. management of risk): Gambling harm is framed as a workplace health/wellbeing risk (stress, mental ill health, fatigue, distraction). The Charter approach (awareness, early intervention, return to work support) supports the Council in meeting its general obligations to manage health and wellbeing risks in a proportionate way.

Equality duties / non-discrimination: The Charter recognises intersectional vulnerabilities and access barriers. The Charter implies an obligation to implement training/support in accessible and inclusive ways, so staff are not indirectly disadvantaged (e.g., disability-related accessibility needs; protected characteristics; stigma-related barriers). For DCC as a public authority, that aligns with the Public Sector Equality Duty requirements (eliminate discrimination, advance equality of opportunity, foster good relations).

Data protection / confidentiality: Both the Charter and DCC's Gambling Harms Support Policy stress sensitive and confidential conversations. Implementation therefore has implications for complying with data protection requirements when recording, sharing, or referring employees for support (only necessary information, appropriate access controls, clarity on consent where needed).

Employment law / fair procedures: The Charter requires issues to be handled appropriately whether raised informally or formally through grievance/disciplinary procedures, and DCC policy similarly covers how gambling harm may arise during conduct/performance/absence processes. The implication is ensuring decisions are fair, consistent, and evidenced, and that any adjustments/support are considered before sanctions where appropriate.

Safeguarding and public trust (where relevant): DCC policy states managers/HR must assess risk to the employee, the Council and service users, and may put safeguarding measures in place (e.g., where a post involves service users' money/belongings). This supports statutory/public-law expectations around safe service delivery and risk control.

Overall the Charter can have a positive impact on all of these potential risks and strengthen opportunities for all employees

Organisational / Staffing & Competence: Positive

Organisational / staffing & competence implications (Gambling Harm Charter)

These are the main implications that relate to workforce capacity, roles/responsibilities, and skills/competence:

Training requirement (competence uplift): The Charter expects line managers and trade union representatives (and appropriate sections of the workforce) to receive training to recognise gambling-related harms, signpost to support, and hold sensitive, confidential conversations (the Charter references training such as the 'Bet You Can Help' programme). This creates a clear competence obligation beyond business as usual wellbeing awareness.

Time/capacity to attend and deliver training: The committee report position is that training is largely supported through partners (e.g., GamCare) and there are minimal indirect costs, but there is still an operational staffing impact: releasing staff to attend training, plus manager time for conversations, follow-up, and support planning.

Clear leadership, governance and implementation ownership: The Charter requires visible senior leadership commitment, consultation with unions/employees, and embedding in wellbeing policy. Locally, your implementation plan remits People Services to coordinate policy alignment, training, comms, SharePoint resources, and evaluation - so there's an organisational implication around who owns delivery, monitoring, and annual reporting.

Manager capability and consistency of approach: DCC's Gambling Harms Support Policy requires managers (with HR) to assess risk and consider reasonable adjustments/safeguarding measures, and it allows for hearings to be adjourned where harmful gambling is a factor. That increases the need for confident, consistent management practice (and HR advisory capacity) so cases are handled fairly, sensitively, and proportionately.

Targeted competence in high-contact/high-risk areas: implementation specifies targeted training for groups like HR, Customer Services, Debt Recovery, Welfare Rights, Tenancy Support, etc. This implies prioritising competence where staff are more likely to encounter gambling-related distress (in themselves or in the communities they serve).

Internal support pathways must be understood and used: The Charter expects every employee to know how to access support and who to discuss needs with. Organisationally, that means ensuring managers, HR, and union reps understand referral routes (EAP/OH/third sector) and that guidance is easy to find (eg a dedicated SharePoint page).

Overall the Charter can have a positive impact on all of these potential risks and strengthen opportunities for all employees

Corporate Risk Implications & Mitigation:

The risk implications associated with the subject matter of this report are "business as normal" risks and any increase to the level of risk to the Council is minimal. This is due either to the risk being inherently low or as a result of the risk being transferred in full or in part to another party on a fair and equitable basis. The subject matter is routine and has happened many times before without significant impact.

ITEM No ...7.....

REPORT TO: CITY GOVERNANCE COMMITTEE - 20 APRIL 2026

REPORT ON: PRIDE IN PLACE IMPACT FUND

REPORT BY: EXECUTIVE DIRECTOR OF NEIGHBOURHOOD SERVICES

REPORT NO: 96-2026

1. PURPOSE OF REPORT

1.1 The purpose of the report is to provide an update on the allocation of UK Government (UKG) funding from its Pride in Place Programme to Dundee City Council and to seek approval in principle to engage with communities on proposals to utilise the allocation for improvements to Camperdown Park.

2. RECOMMENDATIONS

2.1 It is recommended that committee notes the allocation of this funding and agrees for officers to engage with communities in relation to the proposed project at Camperdown Park, as outlined at Section 5.

2.2 Delegates the Executive Director of Neighbourhood Services to progress the proposals in line with the Pride in Place Programme funding criteria and bring forward a further tender report to Committee in early 2027, seeking approval once consultation and designs have been finalised, including an updated master plan for Camperdown Park.

3. FINANCIAL IMPLICATIONS

3.1 There are no financial implications arising directly from this report.

4. Background

4.1 In September 2025, the UK Government (Ministry for Housing, Communities and Local Government) announced a tranche of new funding to support communities in 350 places across the UK, including 95 areas selected for the Pride in Place Fund. Dundee City Council has been awarded £1.5m from the fund to support improvements to community and public spaces through capital investment.

4.2 Funding criteria

4.2.1 The Executive Director of Corporate Services has received confirmation from the UK Government, of capital funding to Dundee City Council to the value of £750,000 per year in 2025/26 and 2026/27, awarded through the Pride in Place Programme. Allocation of this funding is subject to compliance with the programme's community engagement and reporting requirements. All funding must be committed by 31st March 2027, in line with the award conditions.

4.2.2 The Pride in Place Programme is aimed at revitalising communities across the UK through long-term, locally driven investment. Underpinning the funding are three core objectives: -

- a. Community spaces: creating, extending, improving or refurbishing existing community facilities and enabling community organisations to take control or ownership of underused but valued local assets.

- b. Public spaces: enhancing the physical environment in public spaces – new or improved e.g. green spaces, public realm, outdoor play, sports and leisure spaces, street furniture, signage.
- c. High Streets and town centre revitalisation: making these areas more attractive and welcoming places where people congregate and which encourage economic growth.

4.2.3 The funding conditions confirm that there is no requirement to spend monies across all three strands if one or two strands are more pertinent to an area.

4.2.4 Strong evidence of community involvement in shaping proposals is required, with funding dependent on meaningful engagement.

5 Proposal

5.1 It is proposed to utilise the fund to deliver a significant investment in Camperdown Park, the city's largest and most iconic green space, which will support the development of an updated masterplan for Camperdown Park. Spanning 400 acres, Camperdown serves as an essential recreational, historical and ecological asset for residents and visitors alike. The developing programme directly aligns with the fund's objectives to enhance community spaces and improve public realm infrastructure. Improvements to Camperdown Park directly support Dundee City Council's strategic priorities by tackling inequality through inclusive access, improving health and wellbeing, strengthening climate resilience and biodiversity, enhancing place and civic pride through improvements to a key city asset.

5.2 The project proposes a comprehensive revitalisation of Camperdown's main visitor areas, including: -

- Comprehensive renewal of the park's main play zones, including installation of a landmark feature and equipment suitable for all abilities.
- Improvements to park entrances, with new signage and wayfinding to help both local people and visitors to access and easily navigate the park and key facilities.
- Futureproofing of infrastructure, with potential upgrades to utilities, connectivity, and access routes to support community events and long-term park sustainability.

5.3 Dundee-themed concepts currently being initially considered include maritime heritage, industrial Dundee, and woodland storytelling inspired by Mary Shelley. These themes aim to enhance both place and identity and will be offered as options as part of the community consultation.

6 Planned Community Engagement

6.1 The Communities Service will lead on a comprehensive programme of community engagement identifying effective engagement methods, which are creative and rooted in local contexts ensuring there is meaningful input from a range of stakeholders into the process.

6.2 The Lochee and Strathmartine Local Community Planning Partnerships will play a key role in the engagement, being able to engage with those communities who border the park, however, all citizens in Dundee will have the opportunity to participate in the engagement and shape the improvements. The engagement will reflect the status of Camperdown as a local resource for surrounding communities, also highlighting the Park's value as a city-wide asset, ensuring access for all residents.

- 6.3 Community engagement will also involve park users, local community groups of interest as well as groups with specific knowledge and interest in park related matters such as Park Run, Campy Growers and, 'The Yard' to ensure that the views of otherwise underrepresented groups are considered.
- 6.4 Communities Service Youth Workers and schools will facilitate the engagement of young people to seek their views. In accordance with the United Nations Convention on the Rights of the Child (Incorporation) (Scotland) Act 2024, we will ensure young people have their voice heard.
- 6.5 Collated engagement results will be fed back into the design process ensuring the final product reflects citizens' vision of Camperdown and Dundee more widely.

7.0 Programme and Governance

Proposed key milestones include: -

March 26	Initial project conception and development of consultation plan
April 26	Committee approval
May-Sept 26	Consultation and design with ongoing stakeholder engagement
October 26	Final Design & Tenders prepared
November 26	Procurement
February 27	Tender Approval
Feb to June 27	Project implementation
June 27	Programme Completion

- 7.1 A working group, chaired by the Head of Environment, has been established to manage and monitor the key project milestones. This will ensure also that regular updates will be provided to the UK Government in line with funding requirements, with a further tender report being brought back to Committee, seeking approval in early 2027.

8.0 POLICY IMPLICATIONS

- 8.1 This report has been subject to an Integrated Impact Assessment to identify impacts on Equality & Diversity, Fairness & Poverty, Environment and Corporate Risk. An impact, positive or negative, on one or more of these issues was identified. An appropriate senior manager has checked and agreed with this assessment. A copy of the Integrated Impact Assessment showing the impacts and accompanying benefits of / mitigating factors for them is included as an Appendix to this report.

9.0 CONSULTATIONS

- 9.1 The Council Leadership Team have been consulted on the preparation of this report.

10.0 BACKGROUND PAPERS

10.1 None.

Tony Boyle
Executive Director of Neighbourhood Services

Date: 17 March 2026



Integrated Impact Assessment

Committee Report Number: 96-2026

Document Title: Pride in Place Impact Fund

Document Type: Service Description:

It is recommended that committee notes the allocation of this funding and seeks approval for officers to engage with communities in relation to the proposed project at Camperdown Park and that the Executive Director of Neighbourhood Services is delegated to progress the proposals in line with the Pride in Place Programme funding criteria and bring forward a further tender report to Committee in early 2027, seeking approval once consultation and designs have been finalised, including an updated master plan for Camperdown Park.

Intended Outcome:

To gain approval in principle to engage with communities on proposals.

Period Covered: 20/04/2026 to 31/03/2027

Monitoring:

A working group has been established to manage and monitor key milestones. This group will oversee required reporting the UK Government in line with the funding requirements. A further tender report detailing final proposals will be brought to committee, seeking approval in early 2027.

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Equality, Diversity and Human Rights

Impacts & Implications

Age: Positive

Investment in inclusive play facilities and targeted engagement with children and young people supports their health, wellbeing and right to participate in decisions affecting them. Improvements to access, wayfinding and public realm infrastructure will also benefit older people by improving accessibility, safety and opportunities for social connection within a key city-wide green space.

Disability: Positive

Universal design principles will guide the project including accessible play equipment, improved path networks, inclusive signage and better wayfinding supporting people with mobility, sensory and cognitive disabilities. Investment in inclusive play provision, improved access, wayfinding and public realm infrastructure will enhance accessibility for people with physical, sensory and cognitive impairments. Engagement with specialist and under-represented groups will help ensure that accessibility needs are reflected in the final design, supporting equitable access to a key city-wide green space.

Gender Reassignment: No Impact

Marriage & Civil Partnership: No Impact

Pregnancy & Maternity: Positive

Improved pathways, seating areas and accessible play spaces will support families with young children, prams and carers.

Race / Ethnicity: Positive

Improved public realm and inclusive engagement will encourage participation from diverse communities and support equitable access to high quality public space.

Religion or Belief: No Impact

Sex: No Impact

Sexual Orientation: No Impact

Are any Human Rights not covered by the Equalities questions above impacted by this report?

No

Fairness & Poverty

Geographic Impacts & Implications

Strathmartine:	Positive
Lochee:	Positive
Coldside:	Unknown
Maryfield:	Unknown
North East:	Unknown

East End:

The Ferry:

Unknown

West End:

Unknown

Camperdown sits within the Strathmartine ward and borders areas within Ardler, which are in the highest Scottish Index of Multiple Deprivation (SIMD) quintile for deprivation. The park also sits on the border of the Lochee ward and borders areas in Charleston and Dryburgh which are within the highest SIMD quintile for deprivation. This development will have a positive impact on children and families in these communities.

Although exact impacts on all Dundee Wards are unknown, it is hoped that the proposals will positively affect residents across Dundee by enhancing Camperdown Park as a key city-wide destination, improving inclusive access, play facilities, signage and public realm infrastructure within the city's largest and most significant green space. As Camperdown Park serves residents from all neighbourhoods, the investment will support health and wellbeing, social connection, civic pride and equality of access, with engagement open to all citizens to help shape improvements that reflect city-wide needs. Community engagement will promote available active and sustainable travel options to ensure accessibility for all.

Household Group Impacts and Implications

Looked After Children & Care Leavers: Unknown

Carers: Positive

The proposals are expected to have a positive impact on carers by improving accessibility, inclusive play provision and public realm infrastructure within a key city-wide green space. These improvements will support carers in accompanying those they care for and provide opportunities for respite, wellbeing and social connection.

Lone Parent Families: Positive

The proposals will benefit families by improving inclusive play provision, accessibility and navigation within Camperdown Park, providing free and welcoming opportunities for family activity, wellbeing and social connection, shaped through city-wide community engagement.

Single Female Households with Children: Positive

The proposals will benefit families by improving inclusive play provision, accessibility and navigation within Camperdown Park, providing free and welcoming opportunities for family activity, wellbeing and social connection, shaped through city-wide community engagement.

Greater number of children and/or young children: Positive

The proposals will benefit families by improving inclusive play provision, accessibility and navigation within Camperdown Park, providing free and welcoming opportunities for family activity, wellbeing and social connection, shaped through city-wide community engagement.

Pensioners - single / couple: Positive

Improvements to access, wayfinding and public realm infrastructure will also benefit older people by improving accessibility, safety and opportunities for social connection within a key city-wide green space.

Unskilled workers or unemployed: Positive

The proposals will benefit families by improving inclusive play provision, accessibility and navigation within Camperdown Park, providing free and welcoming opportunities for family activity, wellbeing and social connection, shaped through city-wide community engagement. Improvements to access, wayfinding and public realm infrastructure will also improve accessibility, safety and opportunities for social connection within a key city-wide green space.

Serious & enduring mental health problems: No Impact

Improvements to access, wayfinding and public realm infrastructure will also improve accessibility, safety and opportunities for social connection within a key city-wide green space.

Homeless: No Impact

Drug and/or alcohol problems: No Impact

Offenders & Ex-offenders: No Impact

Socio Economic Disadvantage Impacts & Implications

Employment Status: No Impact

Education & Skills: No Impact

Income: No Impact

Caring Responsibilities (including Childcare): Positive

The proposals will benefit families by improving inclusive play provision, accessibility and navigation within Camperdown Park, providing free and welcoming opportunities for family activity, wellbeing and social connection, shaped through city-wide community engagement.

Affordability and accessibility of services: Positive

The proposals will benefit families by improving inclusive play provision, accessibility and navigation within Camperdown Park, providing free and welcoming opportunities for family activity, wellbeing and social connection, shaped through city-wide community engagement.

Fuel Poverty: No Impact

Cost of Living / Poverty Premium: Positive

The proposals will benefit families by improving inclusive play provision, accessibility and navigation within Camperdown Park, providing free and welcoming opportunities for family activity, wellbeing and social connection, shaped through city-wide community engagement.

Connectivity / Internet Access: No Impact

Income / Benefit Advice / Income Maximisation: No Impact

Employment Opportunities: No Impact

Education: No Impact

Health: Positive

Enhanced opportunities to access quality open spaces will improve all aspects of health, particularly for neighbouring communities.

Life Expectancy: No Impact

Mental Health: Positive

Enhanced opportunities to access quality open spaces will improve all aspects of health, particularly for neighbouring communities.

Overweight / Obesity: Positive

Enhanced opportunities to access quality open spaces will improve all aspects of health, particularly for neighbouring communities.

Child Health: Positive

Enhanced opportunities to access quality open spaces will improve all aspects of health, particularly for neighbouring communities.

Neighbourhood Satisfaction: Positive

Enhanced opportunities to access quality open spaces will improve all aspects of health, particularly for neighbouring communities.

Transport: No Impact

Environment

Climate Change Impacts

Mitigating Greenhouse Gases: Positive

By enhancing green infrastructure, supporting active travel and providing the opportunity to embed low-carbon principles through design and delivery, the project has the potential to contribute indirectly to the Council's climate change objectives.

Adapting to the effects of climate change: Positive

By enhancing green infrastructure, supporting active travel and providing the opportunity to embed low-carbon principles through design and delivery, the project has the potential to contribute indirectly to the Council's climate change objectives

Resource Use Impacts

Energy efficiency & consumption: No Impact

Prevention, reduction, re-use, recovery or recycling of waste: Positive

Any waste from the project will be reused or recycled as much as practicable, keeping as much waste as possible on site.

Sustainable Procurement: Positive

The project will follow sustainable procurement framework procedures to embed to embed future low-carbon design principles, sustainable materials and construction approaches.

Transport Impacts

Accessible transport provision: Positive

Community engagement will promote available active and sustainable travel options to ensure accessibility for all.

Sustainable modes of transport: Positive

Community engagement will promote available active and sustainable travel options to ensure accessibility for all.

Natural Environment Impacts

Air, land & water quality: Positive

Positive improvement to greenspace

Biodiversity: Positive

Additional planting for biodiversity will be considered in the soft landscaping of the project

Open & green spaces: Positive

Positive improvement to greenspace

Built Environment Impacts

Built Heritage: No Impact

Housing: No Impact

Is the proposal subject to a Strategic Environment Assessment (Scotland) Act 2005.

No further action is required as it does not qualify as a Plan, Programme or Strategy as defined by the Environmental Assessment (SEA)

Corporate Risk

Corporate Risk Impacts

Political Reputational Risk: No Impact

Economic/Financial Sustainability / Security & Equipment: No impact

Social Impact / Safety of Staff & Clients: No impact

Technological / Business or Service Interruption: No Impact

Environmental: No Impact

Legal / Statutory Obligations: No Impact

Organisational / Staffing & Competence: No Impact

Corporate Risk Implications & Mitigation:

The risk implications associated with the subject matter of this report are "business as normal" risks and any increase to the level of risk to the Council is minimal. This is due either to the risk being inherently low or as a result of the risk being transferred in full or in part to another party on a fair and equitable basis. The subject matter is routine and has happened many times before without significant impact.

ITEM No ...8.....

REPORT TO: CITY GOVERNANCE COMMITTEE – 20 APRIL 2026

REPORT ON: COMMUNITY ASSET TRANSFER OF FAIRFIELD COMMUNITY SPORTS HUB AND BALERNO EDUCATION CENTRE

REPORT BY: EXECUTIVE DIRECTOR NEIGHBOURHOOD SERVICES AND EXECUTIVE DIRECTOR CITY DEVELOPMENT

REPORT NO: 90-2026

1 PURPOSE OF REPORT

- 1.1 To seek approval for the disposal, as a Community Asset Transfer, of Fairfield Community Sports Hub, Fairfield Park.
- 1.2 To seek approval for a 25-year lease at £1 per year on a full repairing and insuring lease, as a Community Asset Transfer, with a tenant right to break with an option of the right to buy for £1, for Balerno Education Centre.

2 RECOMMENDATIONS

- 2.1 It is recommended that Committee approves the disposal of Fairfield Community Sports Hub, Drumgeith Road, DD5 0JX and Fairfield Park, Happyhillock Road, DD4 8LR to Fairfield Community Sports Hub Scottish Charitable Incorporated Organisation number 043752 (SCIO) for the sum of £1. A map of the requested asset is shown at Appendix 1.
- 2.2 It is recommended that the Committee approves a 25-year lease at £1 per year on a full repairing and insuring lease of Balerno Education Centre, 29 Happyhillock Road, Dundee, DD4 8LA and adjacent land to Fairfield Community Sports Hub SCIO with with a tenant right to break with an option of a right to buy for £1. A map of the requested asset is shown at Appendix 2.
- 2.3 It is recommended that the Committee delegates the Executive Director of City Development to negotiate any appropriate variations to the demise, or detailed terms of lease and sale, required to satisfy the proposed asset transfer.

3 FINANCIAL IMPLICATIONS

- 3.1 There are no direct financial implications arising from the agreement of this report.

4 MAIN TEXT

- 4.1 Fairfield Community Sports Hub are a Scottish Charitable Incorporated Organisation (SCIO), a legal structure for charities registered in Scotland with powers to enter contracts, employ staff, and own property. They have operated their services from the building as a sitting tenant since 2017, with a tenancy of the football pitches at Happyhillock Road since 2008.
- 4.2 Fairfield Community Sports Hub provides inclusive sports and wellbeing activities for people of all ages and abilities. They offer football, fitness classes, youth programmes, holiday camps, and community events along with a community cafe and thriving food larder.

- 4.3 The application is a valid Community Asset Transfer request under the Community Empowerment (Scotland) Act 2015. Fairfield Community Sports Hub SCIO submitted all the information required for the scoring of a Community Asset Transfer application resulting in a Validation Notice being issued on 21st January 2026.
- 4.4 The Community Asset Transfer group made up of officers from Dundee City Council's Communities, City Development, Environment, Finance and Legal Services, have assessed the application and recommend that the transfer, as requested, to Fairfield Community Sports Hub SCIO represents Best Value for Dundee City Council and the citizens of Dundee.
- 4.5 Fairfield Community Sports Hub intend to continue delivering community activities from Fairfield Community Hub and Fairfield Park. Ownership of the assets would open funding opportunities that are not currently available under existing lease arrangements, enabling further development of the facility. This would allow the organisation to make best use of the assets for both its own activities and the wider local community, particularly within an area experiencing significant inequalities.
- 4.6 Fairfield Community Sports Hub intend to develop the site at Balerno Education Centre to deliver early years childcare, community learning, and flexible space for local services and partner agencies. Fairfield Community Sports Hub has requested a lease with a right to buy the property and adjacent land. Fairfield Community Sports Hub intend to exercise their right to buy once capital funding and any necessary permissions is secured to develop the asset.
- 4.7 The current lease is on a tenant Full Repairing and Insuring basis at a rental of £1 per annum, running on a month-to-month basis. As sitting tenants, Fairfield Community Sports Hub are currently responsible for on-going maintenance costs in relation to the upkeep up the building and have evidenced cash flow projections demonstrating their capacity to continue to manage this.
- 4.8 The disposal will be subject to an economic development burden meaning that any future use of the property must only be for charitable purposes that benefit the community and cannot be used for commercial profit.
- 4.9 The formal Decision Notice in relation this Community Asset transfer request will be published on the Dundee City Council website.

5 **POLICY IMPLICATIONS**

- 5.1 This report has been subject to the Pre-IIA Screening Tool and does not make any recommendations for change to strategy, policy, procedures, services, or funding and so has not been subject to an Integrated Impact Assessment. An appropriate Senior Manager has reviewed and agreed with this assessment.

6 **CONSULTATIONS**

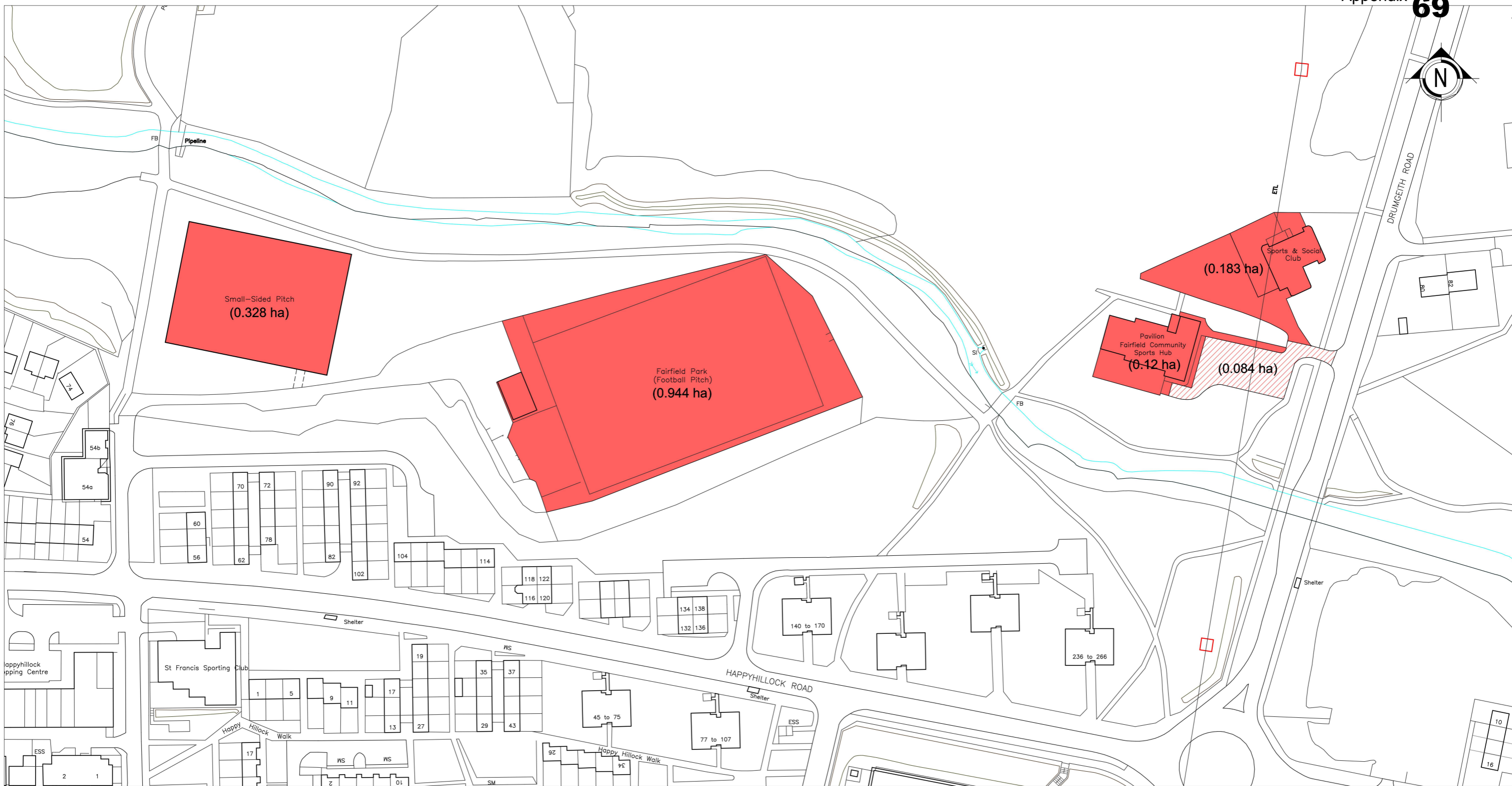
- 6.1 The Council Leadership Team has been consulted in the preparation of the report.

7 **BACKGROUND PAPERS**

- 7.1 None

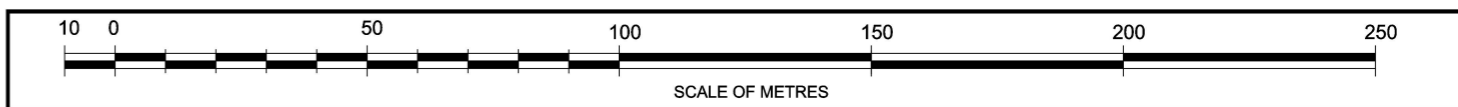
Tony Boyle
Executive Director of Neighbourhood Services

Robin Presswood
Executive Director of City Development



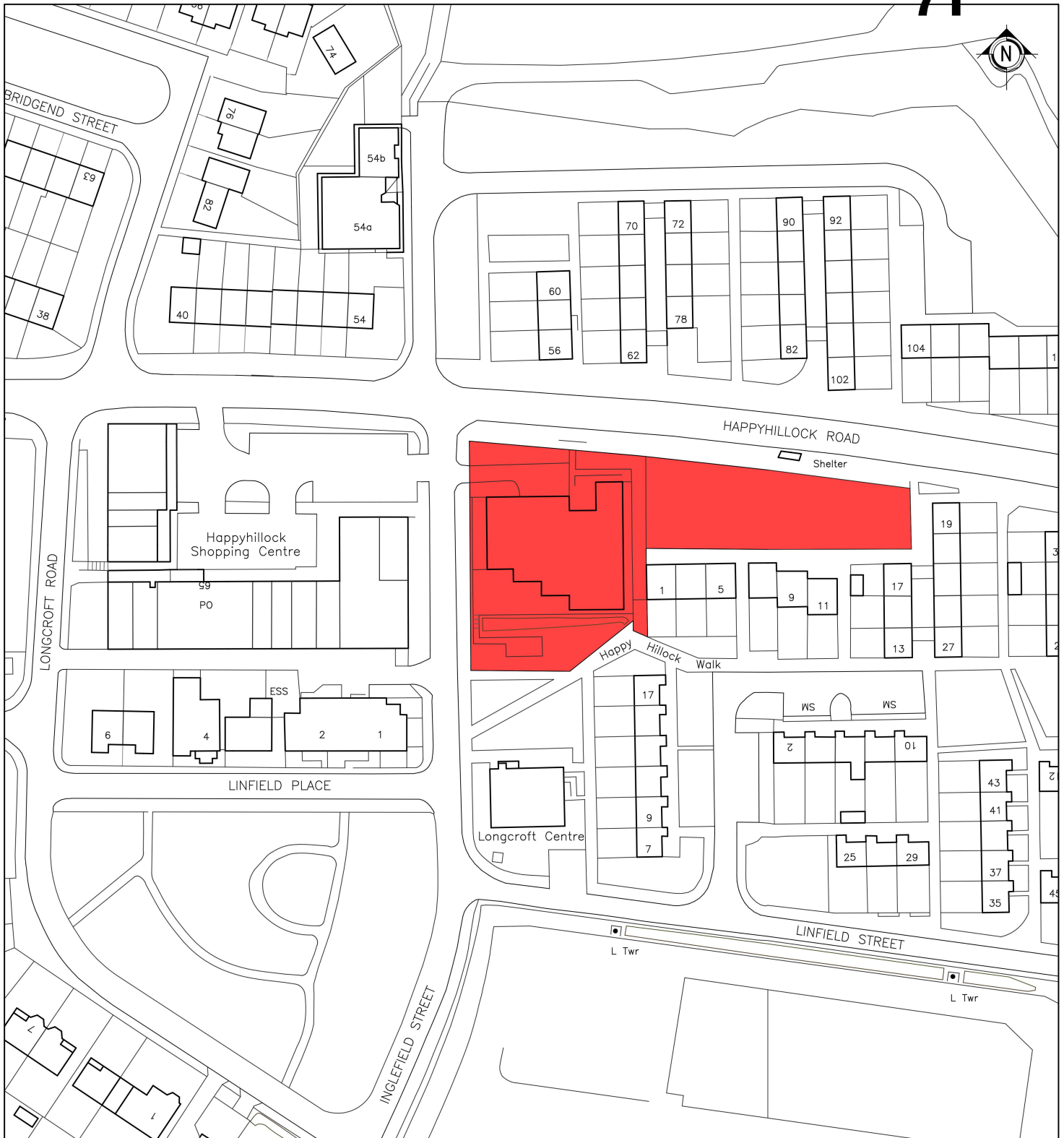
PART O.S. SHEET NO 4332 NW & NO 4232 NE

AREA COLOURED RED TOTAL EXTENDS TO 1.575 HECTARES OR THEREBY (3.91 acres)
 AREA HATCHED RED EXTENDS TO 0.0848 HECTARES OR THEREBY (0.209 acres)
 TOTAL AREA COLOURED & HATCHED RED EXTENDS TO 1.659 HECTARES OR THEREBY (4.09 acres)



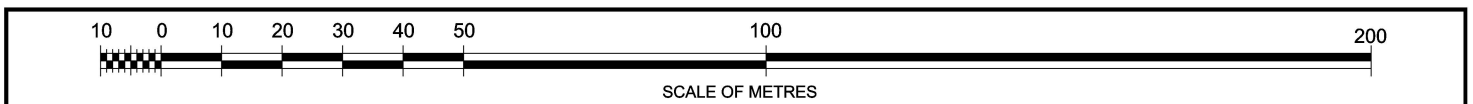
ADDRESS: FAIRFIELD & DRUMGEITH PARK HAPPYHILLOCK ROAD DUNDEE	REF: DRAFT 1	Reproduced by permission of Ordnance Survey on behalf of HMSO. © Crown Copyright and database right 2026. All rights reserved. Ordnance Survey Licence number AC0000849497.
	DRAWN: LMO	
DRAWING: PLAN	SCALE: 1/1500 @A3	
	DATE: MARCH 2026	


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PART O.S. SHEET NO 4232 NE & 4232 SE

AREA COLOURED RED EXTENDS TO 0.301 HECTARES OR THEREBY (0.743 acres)



<p>ADDRESS: LAND AT HAPPYHILLOCK ROAD & INGLEFIELD STREET DUNDEE DD4 8LA</p>	<p>REF:</p> <hr/> <p>DRAWN: LMO</p>	<p>Reproduced by permission of Ordnance Survey on behalf of HMSO. © Crown Copyright and database right 2026. All rights reserved. Ordnance Survey Licence number AC0000849497.</p>
<p>DRAWING: PLAN</p>	<p>SCALE: 1/1250 @A4</p> <hr/> <p>DATE: MARCH 2026</p>	 <p>City Development 50 North Lindsay Street TEL:+44 (0) 1382-434000 FAX:+44 (0) 1382-433013</p>

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ITEM No ...9.....

REPORT TO: CITY GOVERNANCE COMMITTEE – 20 APRIL 2026

REPORT ON: TENDER APPROVAL FOR RENEWAL OF MICROSOFT ENTERPRISE AGREEMENT

REPORT BY: EXECUTIVE DIRECTOR OF CORPORATE SERVICES

REPORT NO: 69-2026

1. PURPOSE OF REPORT

- 1.1 The purpose of this report is to provide details of the outcome of a procurement process and seek approval of a contract award for renewal of the Microsoft Enterprise Agreement and licensing for Microsoft products.

2. RECOMMENDATION

- 2.1 It is recommended that the Committee:
- a) notes the information in this report and
 - b) approves the award of contract to Phoenix Software following a competitive procedure, which was carried out as outlined in Section 6 of this report, in compliance with the Public Contracts (Scotland) Regulations 2015.

3. FINANCIAL IMPLICATIONS

- 3.1 The approval of this award would result in estimated costs of £3.3m over the period of the extended contract.
- 3.2 The estimated cost of £3.3m over the proposed contract period has been benchmarked against the Council's previous Microsoft Enterprise Agreement, which was entered into in 2023 for a period of 3 years at a total cost of approximately £2.9m. While direct comparison is influenced by changes in licensing models, increased adoption of cloud services, and the inclusion of additional products such as enhanced security, analytics and AI-enabled capabilities, the current agreement represents a continuation of best value within a significantly expanded scope of service and functionality. Microsoft license costs are fixed for the period of the agreement, therefore price increases that have been enforced by Microsoft since 2023 are now being imposed on the licenses in the new agreement. The pricing achieved through the collaborative procurement approach (as outlined in Section 6) further supports value for money when compared to market benchmarks.
- 3.3 The Executive Director of Corporate Services has confirmed these costs can be met from the approved Capital Plan 2025-26. The costs of £2.36m will be funded in years 2026-27 to 2028-29 from the Purchase Desktop Collaboration Platform line of the Design a Modern Council section of the approved plan.
- 3.4 The net revenue cost implications associated with this expenditure are expected to be £940,000 over the 3-year contract term, and will be funded from existing IT revenue budget. Revenue Budget 2026-27 to 2028-29.

4. BACKGROUND

- 4.1 The Council's Standing Orders and Schemes of Administration for Financial Regulations, Tender Procedures and Delegation of Powers to Officers were previously approved by elected members (Article V of the minute of meeting of the City Governance Committee of 22 September 2025, Report 293-2025 refers). This document includes the arrangements for procurement, and within Schedule 1 of the Contract Standing Orders, this includes a requirement that when proposing to

enter into contracts in excess of £0.300m, then approval must be given by elected members. The details of the proposed contract together with how this contract has been procured along with any other wider benefits to the Council are set out within this report.

5. DETAILS OF THE PROJECT BEING COMMISSIONED

- 5.1 This report supports the Council's IT Strategy which was approved at the City Governance committee on 4 March 2024 (Article VIII of the meeting of the committee refers). The Council's IT strategy sets out to deliver secure, robust, and affordable IT platforms. Helping to enable digital services, mobile and flexibly accessible services with best value technology products and a cloud first approach.
- 5.2 Dundee City Council currently uses Microsoft licenses across much of its IT infrastructure, desktop computers and laptops. These licenses cover Microsoft 365 Suite, Windows Server, SQL Server databases, MS Copilot, Power BI, MS Project and Visio as well as client access licenses.
- 5.3 Microsoft technologies are fundamental to the operation of the IT Service. Significant investment has been made in Microsoft technologies to support hybrid working, collaboration, digital communications, document management and email. The core Microsoft Office tools are widely used for word processing, spreadsheets, and presentations. Most of the Council's core databases are also hosted using Microsoft technology.
- 5.4 Microsoft 365 is a cloud-based productivity, collaboration, and security platform that provides modern communication, document management, data protection and compliance services. Across the Council, M365 is the core digital workplace platform, supporting day-to-day operations, hybrid working, and secure access to information from any location, making applications and data available securely on mobile devices.
- 5.5 The Microsoft platform provides significant benefits both to Council services and to the IT function. For services, it enables consistent and familiar tools that support productivity, collaboration and communication across teams and organisations. Applications such as Teams, SharePoint and OneDrive allow colleagues to work more effectively across locations, reduce duplication of effort, and improve access to information, supporting better and faster decision making. The integration of tools such as Power BI and Copilot also supports a more data-driven approach to service delivery and performance management.

From an IT infrastructure perspective, the Microsoft cloud platform provides a secure, resilient and scalable environment, reducing reliance on on-premise infrastructure and enabling more efficient management of systems and updates. It supports improved cyber security through built-in protection, identity management and compliance capabilities, while also providing a standardised platform that reduces complexity, improves interoperability, and supports the Council's cloud-first approach.

- 5.6 The Microsoft 365 cloud application suite is widely used in the public sector in Scotland. This has enabled more secure and efficient collaboration with partner organisations such as the NHS. There are only a few alternatives to Microsoft technologies that would meet Council requirements. A change in provider of suitable technologies would require a significant investment in time, money and staff training. It would represent a considerable risk to Council services and is not feasible to make a change at this time.

6. SOURCING STRATEGY SUMMARY

- 6.1 An aggregated procurement exercise was carried out by Crown Commercial Services in collaboration with Scotland Excel and the Digital Office for Scottish Local Government. Dundee City Council participated in this exercise and achieved an estimated 2.66% saving over the benchmarked pricing, based on the 3-year term of the Microsoft agreement, compared to the

Council going to market alone.

- 6.2 In parallel to this procurement, there is an ongoing national initiative led by Scotland Excel, in collaboration with the Improvement Service and the Digital Office for Scottish Local Government, to explore a collective approach to procuring Microsoft 365 licensing on behalf of all Scottish local authorities. Dundee City Council has been actively engaged in this work to help shape a potential national solution. However, at this stage the initiative has not yet been finalised and no financial benefits are currently being realised. The Council will continue to participate in these discussions and will consider any future opportunities that may deliver additional value.
- 6.3 The procurement exercise was carried out via the Crown Commercial Services Technology Products and Associated Services framework agreement (RM6098) Lot 3: Software. License costs purchased in the agreement are fixed for the 3-year term. This mitigates the risk of license price increases during the term of the agreement.
- 6.4 Procuring Microsoft 365 cloud platform supports delivery of the Council Plan and Digital strategy to Design a Modern Council. It is critical infrastructure for information security and organisational resilience, providing a robust, highly available, scalable and secure platform for communication, collaboration and data storage.

7. RISK ANALYSIS

- 7.1 There are four standard risks in any procurement and for public sector regulated procurements, a fifth is added, that of the procurement exercise itself breaching the public contract regulations and leaving the Council open to a legal challenge.

Description of Risk	Actions to be taken to manage Risk
Commercial Risk – That either the price objectives are not achieved up front or there are other costs that arise during the contract and diminish the overall benefits.	Competition carried out via aggregated procurement on national supply framework (CCS), to ensure maximum opportunity for best value. Estimated costs and requirements are known from market research and current license costs.
Technical Risk – This concerns the difficulty in being able to specify the desired outcome and on the market being unable to deliver to the specification.	Many suppliers are available within the framework Lot. Microsoft licensing is well established in the market. Licensing already in place, risks are known and managed.
Performance Risk – This concerns the ability of suppliers to perform consistently over the life of the contract to deliver the planned benefits.	An incumbent supplier has won the new contract. Risk is minimal due to existing relationship and minimal change to service management.
Contractual Risk – Being able to remedy the 's shortcomings in the contractor's performance without severely damaging the contract and about avoiding reliance on the contracted supplier as the contract develops.	The contract will be managed through a Crown Commercial Service framework call-off arrangement, which includes provisions to mitigate supplier dependency and support exit planning. This will ensure that data portability, service continuity and the ability to transition to an alternative supplier at contract end are maintained, reducing risk.
Procurement Risk – where a procurement is found unsound in law, through the public procurement rules.	The procurement exercise was carried out in compliance with the Public Procurement (Scotland) Regulations 2015 and in accordance with the Framework call-off rules.

8. CONCLUSION

8.1 It is recommended that the contract award is made to Phoenix Software for the period of 3 years.

9. POLICY IMPLICATIONS

9.1 This report has been subject to the Pre-IIA Screening Tool and does not make any recommendations for change to strategy, policy, procedures or funding and so has not been subject to an Integrated Impact Assessment. An appropriate senior manager has reviewed and agreed with this assessment.

10. CONSULTATION

10.1 The Council Leadership Team were consulted in the preparation of this report.

11. BACKGROUND PAPERS

11.1 None.

PAUL THOMSON
EXECUTIVE DIRECTOR OF CORPORATE SERVICES

20 APRIL 2026