

Cabinet

Monday 6 February 2023

11.00 am

Ground Floor Meeting Rooms, 160 Tooley Street, London SE1 2QH

Supplemental Agenda No.1

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Contact

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Date: 2 February 2023

Item No. 7.	Classification: Open	Date: 6 February 2023	Meeting Name: Cabinet
Report title:		Deputation requests	
Ward(s) or groups affected:		All	
From:		Proper Constitutional Officer	

RECOMMENDATION

1. That cabinet considers whether or not to hear a deputation request from Bede on item 8, Abbeyfield Estate – A way forward.

BACKGROUND INFORMATION

2. When considering whether to hear deputation requests, cabinet can decide:
 - To receive the deputation at this meeting or a future meeting; or
 - That the deputation not be received (if the matter is not dealt with by cabinet, the matter shall be referred without debate to the relevant cabinet member who shall after consideration, respond with an open reply to the sender); or
 - To refer the deputation to the most appropriate committee/sub-committee.
3. A deputation shall consist of no more than six people, including its spokesperson. Only one member of the deputation shall be allowed to address the meeting for no longer than five minutes. After this time cabinet members may ask questions of the deputation for up to five minutes. At the conclusion of the questions, the deputation will be shown to the public area where they may listen to the remainder of the open section of the meeting.

KEY ISSUES FOR CONSIDERATION

4. The deadline for receipt of deputation requests for this cabinet meeting was midnight 31 January 2023. This request was received before this constitutional deadline.

Deputation request

Bede on Abbeyfield Estate – A way forward

5. The deputation would like to address cabinet to explain the impact on Bede's day-to-day work both in the short term as building work is happening and on Bede's permanent home as part of the Abbeyfield

estate. Bede advise that they are currently limited in their activities by the hoardings around the estate, and by the fact that Maydew Tower is vacant. Bede have advised that they are developing projects to improve the appearance of the area around the centre, and look forward to supporting community activities and fun days on the wider site as they have in the past. Bede confirm that they are very keen to work with local residents and the council to keep the area welcoming and well cared-for, whilst building work is in progress.

6. Bede would also like to speak to cabinet about the importance of preserving Bede's permanent home in the estate. The Bede Centre was built as an integral part of Abbeyfield, and has always had a home with strong links to Southwark Park. Bede advise that have a history going back over 50 years in this one location, and the relationships and understanding that comes from is difficult to be conveyed in written report. Bede appreciate the opportunity to speak to cabinet about the ways in which these deep roots underpin the services that run from the centre and that have been developed over very many years.

BACKGROUND DOCUMENTS

Background Papers	Held At	Contact
Cabinet procedure rule 2.12 on deputations:	160 Tooley Street London SE1 2QH	Paula.thornton@southwark.gov.uk
Link (copy and paste into browser): http://moderngov.southwark.gov.uk/documents/s80630/Cabinet%20procedure%20rules%20November%202016.pdf		

APPENDICES

No.	Title
None	

AUDIT TRAIL

Lead Officer	Chidilim Agada, Head of Constitutional and Members Services	
Report Author	Paula Thornton, Constitutional Officer	
Version	Final	
Dated	1 February 2023	
Key Decision?	No	
CONSULTATION WITH OTHER OFFICERS / DIRECTORATES / CABINET MEMBER		
Officer Title	Comments sought	Comments included
Director of Law and Governance	No	No
Strategic Director of Finance and Governance	No	No
Cabinet Member	No	No
Date final report sent to Constitutional Team		1 February 2023

Agenda Item 9

Item No. 9.	Classification: Open	Date: 6 February 2023	Meeting Name: Cabinet
Report title:		Policy and Resources - 2023-24 General Fund Budget Proposals	
Ward(s) or groups affected:		All	
Cabinet Member:		Councillor Stephanie Cryan, Communities, Equalities and Finance	

FOREWORD - COUNCILLOR STEPHANIE CRYAN, CABINET MEMBER FOR COMMUNITIES, EQUALITIES AND FINANCE

I am happy to present the latest version of the Council's budget.

Work has continued since the January Cabinet version of this report to close the £1.44m budget gap and today's report now presents a balanced budgetary position.

I want to thank Cabinet Members and officers who have worked extremely hard to find savings and efficiencies as well as present commitments that support the commitments in our Council Delivery Plan. All of this has been done whilst ensuring that we are protecting our most vulnerable residents during the cost of living crisis.

Central government decisions on local government funding have been confirmed for one year only with indicative funding levels only for 2024-25. In addition, many of the reforms to local government have been halted. So, there remains significant uncertainty for local government in the medium term. The ongoing pattern of only providing a one-year settlement with very little indication of funding levels for future years makes it hard to plan ahead and is a reflection of the short term outlook on finances that has characterised Central Government over the past decade.

Whilst we have been able to present a balanced budgetary position, the financial outlook beyond 2023-24 remains extremely uncertain and subject to many unknowns, not least the outcome of the next general election in 2024 and the macro economic climate.

In January, we noted the scale of the challenge that we looked to be facing for the 2024-25 budget planning process. We set out the emerging pressures of soaring inflation, the economic impact of the pandemic, and energy cost price increases creating huge pressures on our communities and businesses. Meaningful medium term financial planning remains highly speculative.

Against this challenging backdrop, this administration remains determined to keep our promises for a cleaner, safer, fairer Southwark to protect the most vulnerable, reduce inequalities and to continue to focus on the delivery of Southwark 2030

RECOMMENDATIONS

That cabinet:

1. Note that the final local government finance settlement has not been published at the time of writing this report, but there are no significant changes expected from the provisional settlement published on the 20th December 2022.
2. Note that this report presents the final balanced general fund budget proposals for 2023-24:
 - Un-ringfenced Settlement Funding Assessment grant of £162.4m, an increase of £8.7m on 2022-23
 - Un-ringfenced other grant income of £6.2m, a decrease of £8.3m on 2022-23
 - An increase of £12.5m in ring fenced grants to £78.7m
 - Estimated retained business rates growth of £47m, an increase of £21m from 2022-23, due to business rate revaluation and updating for high levels of inflation;
 - Estimated council tax revenues of £137.8m, including a council tax increase of 4.99% (2% adult social care precept and 2.99% general increase);
 - Pay provision and contractual inflation of £33.8m, for the 2-year period 2022-23 and 2023-24.
3. Note that the Mayor of London has revised the draft budget for 2023-24, including a proposal to increase the GLA Council Tax precept by 9.7%, equivalent to £38.55 increase for a band D property.
4. Note the GLA council tax precept is due to be set on the 23rd February, one day after Council Assembly sets the budget for Southwark, therefore a Council Tax setting Committee will need to be convened.
5. Note the current budget options proposed to help achieve a balanced 2023-24 budget (Appendices B to E) including:
6. Note that, in order to ensure that the base budget is on a secure financial footing a number of commitments are proposed for 2023-24.
7. Note the Departmental Narratives and the ongoing equality analyses of the budget proposals (Appendix A);
8. Note that the January cabinet report and accompanying schedules was considered by the Overview and Scrutiny committee on 23 January and 24 January 2023 and that the recommendations arising and officer responses are included at Appendix I.

BACKGROUND AND PURPOSE

9. Each year, the council updates a detailed Policy and Resources Strategy covering a period that normally reflects the duration of the government's financial settlement. As part of the Policy and Resources Strategy, and in line with requirements of the Local Government Finance Act, budgets are approved by Council Assembly for the next financial year as part of Council Tax setting. Where the settlement provides provisional funding commitments for more than one year, budgets may be agreed indicatively for a longer period.
10. For many years this process has formed the pivotal component of the council's financial planning process. This strategy, and the formal approval by council assembly, sits at the heart of the council's commitment to financial planning and efficiency. Most importantly, the strategy is bound to the policies of the council and not least by the commitments in the Fairer Future Medium Term Financial Strategy (FFMTFS).
11. Between 2011-12, the first year of the major austerity cuts, and 2019-20, the council lost government funding in cash terms of more than £146m. According to government calculations, lost spending power exceeded £85m during the same period. Neither of these figures allow for the real terms impact of price and demand pressures. In addition, the council has committed to priorities that have needed to be funded through a limited number of sources. During this period the council has also looked to keep council tax as low as possible, recognising the pressure this places on all households but particularly the most vulnerable. Southwark remains the eighth lowest council tax rate in London.
12. This report provides an update on the work undertaken to both reflect the latest information on available resources, updated estimates of council tax and business rates and to consider budget savings and commitments proposed for 2023-24.

KEY ISSUES FOR CONSIDERATION

Provisional Local Government Finance Settlement 2023-24 (PLGFS)

13. The PLGFS was published on 20 December 2022, following the policy announcement on the 12 December 2022. The government announced a 9.2% increase in core spending power, to help councils deal with inflationary and other cost pressures, with extra funding directed for social care. This headline increase has assumed that councils will raise their council tax by the maximum permitted without a referendum.
14. The policy statement suggested that this would be a 2-year settlement (which was to be welcomed after the past four consecutive years of single-year settlements). But once again, the provisional settlement was a holding position designed for stability. Proposed allocations for 2023-24 and a set of principles for funding in 2024-25. These principles are helpful for planning purposes, but there were no individual authority level allocations in which to create a detailed 2-year budget. In addition, inevitably, there was no information as to the

direction of travel after the next election. There is still some way to go before councils can plan in the longer term.

15. The additional funding for social care existing pressures is welcomed but it will not be enough in the longer term to address the severity of the pressure facing social care services. In addition, there was no indication of how the delayed adult social care reforms would now be financed, given that the funding allocated for this has been re-cycled to support current pressures.
16. Allocations for the Dedicated Schools Grant (DSG) were published alongside the provisional settlement but the planned policy reforms aimed at reducing the pressure on high needs budgets have not been published to date. This will be needed to ensure that high needs deficits are eliminated before the end of March 2026, when the statutory override arrangements are due to end.
17. The broad approach was to roll-over the core elements of the 2022-23 settlement, preserving the current distribution; additional resources for social care but less in general local government funding and a modest increase in the ability to raise council tax to fund services.
18. The key points were as follows:
 - Core Spending Power will increase by 9.2% across England and London boroughs in 2023-24.
 - The Council Tax referendum threshold will increase from 1.99% to 2.99% for 2023-24
 - Social Care Precept will increase from 1% to 2% in 2023-24.
 - Settlement Funding Assessment (SFA) will increase by 5% to £15.7bn.
 - Compensation for under-indexation of the business rates multiplier to fund very high levels of inflationary pressure.
 - Tariffs/top-ups will be adjusted to ensure the 2023 Revaluation, as far as practicable, will not impact on boroughs' retained business rates
 - The Social Care Grant will increase by £1.5bn in 2023-24 to £3.9bn (£612m in London).
 - Adult Social Care (ASC) Market Sustainability and Improvement will be supported by a £562m ring-fenced grant with £400m added to the existing £162m Market Sustainability and Fair Cost of Care Fund.
 - Services Grant will reduce by 44% in 2023-24
 - The Lower Tier Services Grant is to be discontinued.
 - The New Homes Bonus will continue in 2023-24 as an annual grant. Legacy payments will end, and the future of the grant is due to be confirmed before the 2024-25 LGF Settlement.
 - Four existing grants (worth £239m) are to be rolled into SFA and the Social Care Grant.
 - £100m of additional funding for local authorities to support those on local council tax schemes, by a further reduction of up to £25 off council tax bills.
 - For 2024-25, the RSG will be updated in line with CPI.
 - Neither fundamental reform to needs assessments nor the business rates reset will be implemented before 2025-26.

- Public Health grants have not yet been published.

Updated financial remit

19. In accordance with instructions from the January 2023 cabinet, this report provides updated budget proposals for 2023-24. These proposals present a balanced budget. This has been achieved under challenging economic circumstances, unprecedented levels of inflation and energy costs and increases in pay awards. Social care reform has been delayed and the funding recycled and ring-fenced to support the current pressures in social care.
20. The table below shows a summary of the 2023-24 budget following the announcement of the provisional settlement. Further detail and commentary on individual lines follows this table.

	2023-24 Forecast
Settlement Funding Assessment	- 162.38
<i>Revenue Support Grant</i>	- 42.18
<i>Business Rates Baseline</i>	- 87.33
<i>Top-Up</i>	- 32.87
Un-Ringfenced Government Grants	- 6.17
<i>2023/24 Services Grant</i>	- 4.50
<i>New Homes Bonus</i>	- 1.67
Ringfenced Government Grants	- 78.68
<i>Public Health Grant</i>	- 29.50
<i>Social Care Grant</i>	- 27.47
<i>Independent Living Fund (rolled into Social Care Grant)</i>	- 0.18
<i>Improved Better Care Fund</i>	- 17.85
<i>ASC Market Sustainability & Improvement Fund</i>	- 3.68
TOTAL GOVERNMENT FUNDING	- 247.23
Council Tax	- 137.71
<i>Council tax baseline funding</i>	- 128.61
<i>Council tax base - properties/LCTS working age</i>	- 2.29
<i>Council tax - annual uplift</i>	- 3.91
<i>Council tax - Social Care precept</i>	- 2.62
<i>Council tax - estimated surplus as at 31/03/22</i>	- 0.28
Business Rate Growth	- 47.72
<i>Business Rate Retention Growth</i>	- 10.75
<i>S.31 Grants (incl. C19 reliefs)</i>	- 27.38
<i>S.31 Grant for Top-Up</i>	- 5.60
<i>Collection Fund surplus estimate as at 31/03/22</i>	- 3.99
COUNCIL TAX AND BUSINESS RATE GROWTH	- 185.44
Total Funding before contributions from balances	- 432.67
<i>Contribution from earmarked reserves</i>	- 3.00
TOTAL RESOURCES	- 435.67
Prior Year Budget	390.15
Inflation	
<i>Pay Awards 23/24</i>	5.85
<i>Pay Awards 22/23 unbudgeted pressure</i>	5.49
<i>Contractual Inflation (inc. energy costs)</i>	14.60
<i>Contractual Inflation (2022/23 unbudgeted pressure)</i>	3.42
<i>Energy price inflation on Council Buildings</i>	4.45

	2023-24 Forecast
Commitments & Contingency:	
Ringfenced Social Care Commitments	14.93
Other Growth and Commitments	13.19
Budget Before Savings & Efficiencies	452.07
Budget Gap before Savings & Efficiencies	16.41
Savings	
<i>Effective use of resources and efficiencies</i>	- 12.81
<i>Income, Fees and Charges</i>	- 2.53
<i>Other Savings</i>	- 1.07
TOTAL SAVINGS	- 16.41
TOTAL BUDGET	435.67
TOTAL SHORTFALL	0.00

*rounding of lines may not exactly match totals

Un-ring-fenced grants

Settlement Funding Assessment (SFA)

21. The Settlement Funding Assessment (SFA) comprises the core funding sources for authorities defined as the Revenue Support Grant (RSG), retained business rates and business rate top up. This will increase by £8.7m (5.7%) in 2023-24, supplemented by additional 'Section 31' grant, which will be paid to the council as compensation for the freezing of the non-domestic rates multiplier.

2023-24 Services Grant

22. This was billed as a one-off grant for 2023-24, distributed on the same basis as SFA and the share for Southwark was £8m. The grant continues into 2023-24 – Southwark's share is £4.5m - a significantly reduced rate, reversing out the compensation for increases to employers' national insurance contributions and top-slicing for the supporting families programme and to pay for other parts of the settlement, such as increasing the RSG.

New Homes Bonus (NHB)

23. New Homes Bonus (NHB) was introduced in 2011 to provide a clear incentive for local authorities to encourage housing growth in their areas. It rewards local councils for each additional home added to the council tax base, including newly built properties and conversions as well as long-term empty properties brought back into use, after deducting demolitions. Following a review of the funding "sharpening the incentive", the grant reduced in 2017-18. In 2018-19, the grant reduced further, as the payment reflected four years' growth (as opposed to six years).
24. It had been expected that the NHB scheme would be stopped or replaced by an alternative scheme from 2021-22. However, this was delayed. It has now been confirmed that the scheme is being recycled together with the lower tier

services grant, in order to create a minimum core funding increase for all authorities of 3%. The expectation was that the grant would reduce from £5.1m to £3m. However, the grant has been further reduced to £1.7m for 2023-24.

Lower Tier Services Grant

25. The lower services grant of £1.4m in 2022-23 has been discontinued and repurposed to provide a funding guarantee to ensure that all councils see at least a 3% increase in their core spending power.

Ring-fenced grants

Public Health Grant

26. Southwark's allocation in 2022-23 was £29.5m. No allocations for 2023-24 have yet been announced.

Social Care Support Grant

27. As part of the 2022-23 settlement, the government distributed £2.3bn nationally to support local authorities in addressing the rising cost and demand pressures on social care services, children's and adults. It was confirmed that this grant would continue into 2023-24, supplemented by the additional funding, originally intended for adult social care reform as announced in the Autumn Statement. The allocation for Southwark is £27.5m. The Independent living fund (Southwark's allocation - £0.18m) was a separate grant which will now be rolled into this grant.

Better Care Fund (BCF)

28. The Better Care Fund was established in 2014-15, with the aim of supporting closer working between local authorities and the Clinical Commissioning Groups (CCG). The CCGs were replaced by the Integrated Care Boards (ICB) in July 2022, in line with the Health and Care Act 2022. The ICBs are intended to further enhance the partnership between the NHS and local authorities to deliver joined up health and care services to improve the lives of people in their area. Additional funding has been allocated through this pooled fund with further guidance expected.

Improved Better Care Fund (IBCF)

29. The Improved Better Care Fund was originally announced as part of the 2016-17 settlement. Funding was subsequently increased in the spring of 2017 as a response to the national pressure on adult funding care crisis.
30. The PLGFS has indicated that this will remain cash flat in 2023-24 at £17.8m.

Market Sustainability and Improvement Funding

31. In 2022-23 this grant was for market sustainability to support local authorities to

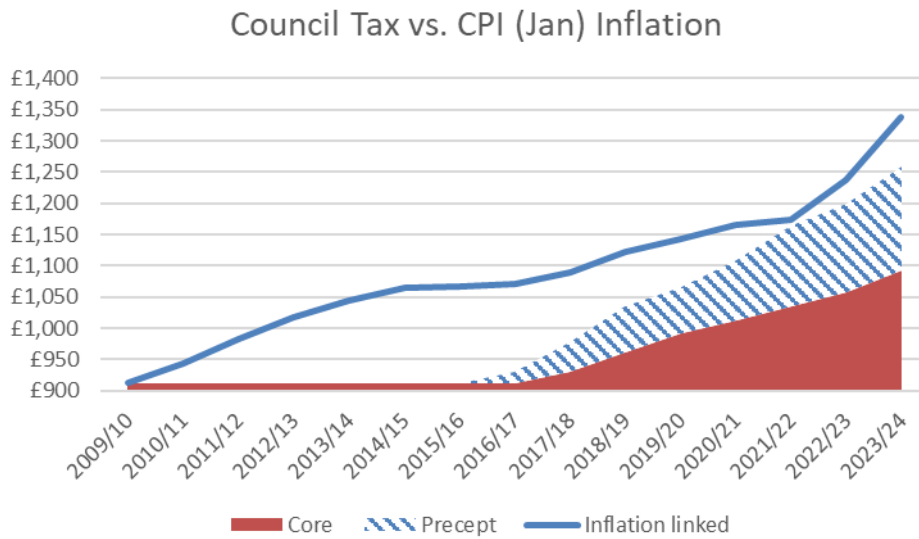
prepare their markets for reform and to move towards paying providers a fair cost of care. This continues into 2023-24 and includes new grant funding to address discharge delays, social care waiting times and workforce pressures. This ring fenced grant has increased from £1m to £3.7m.

Revenue Funding from Local Taxation

Council Tax

32. The council is committed to the fairer future promise to “keep council tax low”. The Southwark element of council tax was frozen from 2008-09 until 2017-18 when financial pressures and the cumulative impact of reduced government funding meant that it was no longer sustainable to hold this position.
33. In the autumn statement, it was announced that the cap on council tax would be increased by 1% to 2.99%, with the assumption that local authorities will use this additional flexibility to fund council services.
34. The authority has been able to maintain the eighth lowest level of council tax in London in 2022-23, despite having incurred some of the largest reductions in government grants. Throughout this period, the government applied a cap on any council tax increases. The purpose of this cap is to ensure that ‘excessive’ council increases occur only where councils have a clear mandate from local people. This level has not been exceeded by Southwark to date. The table below shows that council tax would still remain below the charge it would have been if CPI had been applied each year since 2010-11, if the increased flexibility is applied.

Table 2: Comparison of Actual (and proposed) Council Tax increases vs. Inflation



35. The Council Tax Relief Scheme continues to provide support for our financially vulnerable residents. The government have announced that £100m support for local councils to provide additional support of up to £25 for those residents in receipt of local council tax support, with some flexibility to determine local approaches to support other vulnerable households. Southwark council's share of this allocation is £628k.

Adult Social Care precept

36. Since 2016-17 the Government has provided flexibility to local authorities to increase council tax to provide a contribution towards the significant financial pressures in social care. The Government guidance was :
- a 2% increase in the precept in 2016-17;
 - a 6% increase over the three year period 2017-20. A 3% precept was applied in 2017-18 and 2018-19 and 0% in 2019-20;
 - a 2% increase in 2020-21.
 - A 3% increase with local discretion to spread across 2021-22 and 2022-23 (the council applied the full 3% in 2021-22)
37. The government has now extended this flexibility with a further 1% increase in the precept in each of the next two years. This equates to a further increase of £1.3m per annum. The social care spending plans assume this level of additional funding will be available.
38. The government's spending power calculations assumes that all authorities with social care responsibilities will increase the precept in line with the guidance.

Southwark Element of the Council Tax

39. All except two London Boroughs, including Southwark, increased their council tax in 2022-23, with 21 of those choosing to do so by the maximum amount permissible. This is indicative of the cumulative impact of financial stress across local authorities in London.
40. In the context of pressures on council finances, the resilience of reserves and the historical year on year reductions in spending power, council tax remains a key source of income for the council. An increase of 2.99% in council tax amounts to £3.9m income.
41. The impact of an increase in council tax of 4.99% (2.99% plus 2% Social Care Precept) will mean that residents in Band D properties will see a council tax bill rise of approximately £1.15p per week (excluding any increase levied by the GLA).
42. The Mayor of London has revised the draft budget for 2023-24, including a proposal to increase the GLA Council Tax precept by 9.7%, equivalent to £38.55 increase for a band D property. This means the total impact of council tax increases (both Council and GLA) for those living in Band D properties will be approximately £1.89 per week.

Council Tax Collection

43. As reported in the 2023-24 Council Tax Base report at December cabinet whilst there continues to be some growth in the number of dwellings, it is at a lower level than recent years. The report recommends that the collection rate be maintained at 97.2%, but given the current economic climate, this target is particularly challenging for the forthcoming year. The revenues collection teams will be reviewing approaches to collection and enforcement, where possible, to maintain levels of performance.

Business Rates Baseline

44. The central government agenda has been for local authorities to move towards self-sufficiency and away from dependence on central government. As a step towards this reform, in 2013-14, government changed the funding system to increase reliance on local taxation.
45. The 2023-24 budget includes a forecast assumption that the council's Business Rate Retention income will grow by £10.75m.
46. The economic recession, energy cost crisis and business rate revaluation adds to the challenges of managing any volatility in business rate yields. This area of funding remains highly uncertain.

Household Support Fund (HSF)

47. The December and January cabinet report detailed the central government funding for the cost of living crisis by way of the Household Support Fund grant in 2022-23.
48. It was announced at the autumn statement that the Household Support Fund would be extended again, at the same rate, for another year until March 2024. Allocations have not yet been announced, but it is expected that the grant will remain the same as 2022-23 and the council will receive a further £5.4m in 2023-24. This will be allocated to the Southwark Council Cost of Living Fund (SCCOLF).

Holiday Activities and Food Programme (HAF)

49. In 2021, the government announced a three year funding package for holiday activities and food programmes. The first year of this funding was for 2022-23 and is to coordinate and provide free school holiday provision, food and enriching activities for those children from low income households. The council have been allocated £1.5m of grant funding to deliver the HAF programme. The majority of the funding has been directly awarded as grant funding to local holiday provision providers to deliver the programme. The funding of this programme is to continue in 2023-24 and 2024-25.

Homelessness Prevention Grant (HPG)

50. The Homelessness Reduction Act 2017 aimed to prevent homelessness before it occurred, wherever possible. Following this Act, the Flexible Homelessness Support Grant was introduced, (replacing the Temporary Accommodation Management Fee) to support local authorities to invest in preventative measures. The Homelessness Reduction Grant was introduced in 2020-21 to enable authorities to continue to meet the ongoing homelessness preventive costs. In 2021-22, these two grants were combined into the Homelessness Prevention Grant (HPG), to help deliver strategies to prevent homelessness and rough sleeping. Southwark received £5.5m in 2022-23.
51. Southwark are due to receive £5.7m in 2023-24 and £5.8m in 2024-25 which includes transitional grant protection. Increases in 2024-25, are lower in London than for other authority types whilst London faces growing pressures in the system. Looking beyond 2025, the government is planning to change the arrangements, creating an uncertain future, which may impact future grant allocations.

Special Educational Needs and Disabilities (SEND)

52. The accumulated deficit on the Dedicated Schools Grant was £21.7m at 31 March 2022 with a projected further overspend of £3m by 31 March 2023. The council is in discussions with the Department for Education (DfE) to eliminate the historic deficit with the support of Safety Value funding. Despite confirmation of additional High Needs Block funding for 2023-24 (£3m)

announced in November, the deficit recovery plan that enables access to the grant will be difficult to comply with, as it is based on current DfE inflation estimates, which are lower than the Office for National Statistics (ONS) and Bank of England estimates. There is a risk that both the inflationary pressures and any shortfall in funding may impact on the general fund. The council anticipates entering into a formal Safety Valve agreement with the DfE by the 31 March 2023.

Inflation and Pay Costs

53. Inflation is a key risk to the council's budget setting process for 2023-24 with December CPI running at 9.2%. The autumn statement assumptions expected inflation to be 9.1% overall in 2022-23 and to fall back down to 7.4% in 2023-24. ONS¹ data shows that the largest contributions came from housing and household services, principally energy costs, and food costs. Very high energy costs have put increasing pressure on council budgets in 2023-24. Whilst continuing high rates of food inflation will have a greater impact on low income households, who spend a greater proportion of their household budget on food. This in turn will create further demand on council services.
54. The provisional settlement increased the revenue support grant element of government funding by inflation. But other government grants were mainly reduced in real terms and funding directed towards ring fenced grants. The impact of extraordinarily high levels of inflation has not been fully funded for 2023-24 and no additional funding to compensate for higher than expected inflation in 2022-23. However, this proposed budget has set aside some resources for this unfunded increase in inflation and pay pressures for both 2022-23 and 2023-24.

Efficiencies and Improved Use of Resources

55. The fairer future promises contain a commitment to keep council tax low by delivering value for money across all of our services. In part, this is met through ensuring that the council is focussed on meeting the budget gap with proposed efficiency savings. The total budget proposals include efficiency savings of £12.8m (detailed in Appendix B).

Income Generation

56. As the council looks for ways to protect front line services, consideration is given to maximising the council's income generation by seeking income streams in line with council policies and priorities. The council will seek to generate additional income by reviewing fees, charges and contributions and seeking further opportunities to provide commercial services. The total budget proposals include additional income generation of £2.5m (detailed in Appendix C).

¹ 18 January 2023.

<https://www.ons.gov.uk/economy/inflationandpriceindices/bulletins/consumerpriceinflation/december2022#main-points>

Savings Impacting on Service Delivery

57. Wherever possible, the aim is to continue to protect front line services from saving reductions. However, the extent of the government austerity measures means that after careful consideration, it is inevitable that some service reductions will be required to balance the budget. The schedules at Appendix D propose savings of £1.1m with potential to impact on service delivery.
58. Comprehensive equalities analysis of the impact of these savings will be considered before the budget is finalised.

Commitments

59. A detailed list of all commitments can be found in Appendix E. The overarching theme of these commitments is to protect frontline service and to ensure that service budgets are sustainable, particularly in the context of the reduced availability of reserves to support budget pressures.

Fees and Charges

60. Under Part 3C of the constitution, cabinet is responsible for the approval of new fees and charges and agreement of charging levels in line with the medium term resources strategy. Fees and charges schedules for 2023-24 were approved by Cabinet on 17 January 2023. A detailed list can be found in Appendix F.

Use of Reserves and Balances

61. The council retains a level of earmarked reserves and these are reported each year within the annual statement of accounts. These reserves are maintained to fund:
 - invest to save opportunities, which form part of the modernisation agenda and are expected to deliver future ongoing revenue savings;
 - investment in regeneration and development where spend may be subject to unpredictable market and other factors;
 - exceptional items or pressures which are difficult to predict and which are not included in revenue budgets or within the capital programme.
62. For a number of years previously, the council had planned for the use of reserves to help smooth the impact of government funding reductions and other budget pressures especially during the period of austerity. Not only did this help to protect council services but it has also allowed time to transition towards new ways of working, productivity improvements and efficiencies.
63. The budget proposals for 2023-24 include a contribution of £3m from general reserves to balance the budget.
64. The level of balances remains subject to the scrutiny of the section 151 officer who must ensure that any one off contributions to the budget is appropriate and

affordable. In previous years, this judgment has been facilitated by the availability of unused contingency funds as budgets have met their targets.

Planned Corporate Contingency

65. It is proposed that the planned corporate contingency of £4m be maintained to support emerging budget pressures during the year. In the current and previous years, this contingency has been essential to manage in year demand and cost pressures.

Consultation

66. High-level consultation was conducted on the three-year budget proposals for 2016-17 to 2018-19. The consultation responses received were consistent with prior years' consultations, and were used to inform the budget proposals. A substantial majority of those who responded to this consultation agreed that the council should continue to focus on being more efficient, protecting frontline services and directing resources to those most in need and this is reflected in the budget proposals.
67. Since then the council has held the 'Southwark Conversation' in 2017 in which over 3000 residents responded as well as consulting on the Council Plan 2018-2022 during 2018 and again at the refresh in 2020. Together these have shaped the key priorities for the council over the last few years. It was agreed at Cabinet in July 2022, that a plan, Southwark 2030, would be developed by working with residents, the local voluntary sector, businesses and the wider public sector. Engagement work on this is currently underway.
68. The council consulted in 2021 on the Climate Change strategy which forms a key component for our longer term strategic plans for the borough, in particular achieving net zero by 2030, and so provided a framework for the council to engage with communities.

Next Steps

69. The next main governance steps to establishing the 2023-24 general fund revenue budget are outlined in the table below:

Date	Meeting	Report	Purpose
22 February 2023	Council Assembly	P&R strategy	Approve a balanced budget for 2023-24
24 February 2023	Council Tax Setting Committee	Setting the Council Tax 2023-24	Set the Council Tax. Committee required this year due to timing differences with the GLA budget setting process.

Community, equalities (including socio-economic) and health impacts

70. The council works in accordance with the single public sector equality duty contained within section 149 of the Equality Act 2010. This means the council must have due regard to the need to eliminate unlawful discrimination, harassment and victimisation, and advance equality of opportunity and foster good relations between different groups.
71. Transparency and fairness form part of the seven budget principles and are an underlying principle in the Borough Plan. As with the budget for 2023-24 and for previous years, each department will undertake equality analysis/screening on its budget proposals ahead of the final decisions being taken. Where screenings identify potential impacts, more detailed analysis is being carried out.
72. Undertaking equality analysis helps the council to understand the potential effects that the budget proposals may have on different groups. The analysis also considers if there may be any unintended consequences and how any of these issues can be mitigated. Analysis is also undertaken to consider any crosscutting and organisation-wide impacts. The Cumulative Equality Analysis document (Appendix H) is an assessment of all Equality Impact Assessments that have been completed for the 2023-24 budget setting process year, assessing the overall impact that the proposed changes made by the council may have on the borough.
73. For many services, the budget proposals will include efficiencies that have staffing implications. As specific proposals are brought forward, and at each stage of implementation thereafter, the different impacts on different categories of staff will be assessed in accordance with the council's reorganisation, redeployment and redundancy procedures.
74. Equality analysis will continue through the cycle of planning and implementation of these budget proposals. In line with our Public Sector Equality Duty, any changes to services arising from these proposals will be implemented in such a way to not impact disproportionately on any specific section or group in our community. Where necessary, consultation will be undertaken alongside mitigating actions where necessary. In line with the process across the council,

information on the equality analysis has been shared with the relevant cabinet members so it can be considered when decisions are taken.

75. Appendix H identifies individual impacts for each budget proposal. In the case of those having a negative impact, mitigating actions have been identified in all cases. Overall, no disproportionate cumulative impact on any one group has been identified. The response to the Overview and Scrutiny recommendations is detailed at Appendix I and includes further information on the equalities impact assessment of specific budget proposals.

Climate change implications

76. The council has reinforced its commitment to combatting carbon emissions and rising global temperatures, by declaring a Climate Change Emergency. The Climate Emergency is a major focus for the council, working in partnership with stakeholders, partners, staff and residents to tackle the effects of climate change and the risk to our planet.
77. The council has committed to doing everything that it can to make Southwark carbon neutral by 2030.
78. How the council uses its resources has a significant impact on the borough's carbon emissions. Across the work we do from our housing investment, to investment in parks and green spaces, to infrastructure changes such as electric charging points how the council chooses to use resources all impacts on our carbon emissions. The council has agreed a climate changes strategy and action plan and is delivering the work in this to reduce the borough's emissions. We are working to better align all aspects of the council's work to reduce carbon and contribute to our net zero commitment.
79. As the council further develops its approach, it is looking at how carbon impact is better considered in the decisions that we take including financial decisions. This includes the services that we procure as well as our direct operational emissions. Officers are currently looking at best practice in other councils as well as innovation in this area to enable decisions which are made in the council to more fully consider their carbon impact. Fuller details of the financial implications of the council's climate change impact of the budget savings and commitments can be found in the Climate Change Impact Analysis at Appendix G.

SUPPLEMENTARY ADVICE FROM OTHER OFFICERS

Director of Law and Governance

80. The constitution determines that cabinet consider decisions regarding the strategic aspects of the regulation and control of the council's finances. The council has a legal obligation to set a balanced budget on an annual basis as prescribed in the Local Government and Finance Act 1992 and associated Regulations. The issues contained in this report will assist in the future discharge of that obligation.

81. The council is required under section 149 of the Equality Act 2010 to have due regard to the need to:
- Eliminate unlawful discrimination harassment and victimisation
 - Advance equality of opportunity between people who share protected characteristics and those who do not
 - Foster good relations between people who share protected characteristics and those who do not.
82. Decision makers must understand the effect of policies, practices and decisions on people with protected characteristics.
83. Equality analysis is the mechanism by which the council considers these effects. The report sets out how it is proposed equality analysis will be undertaken in relation to the budget proposals.
84. It is essential that cabinet give due regard to the council's duty under the Equality Act 2010 and the implications for protected groups in the context of that duty in relation to this decision and future decisions on the budget proposals.

REASONS FOR URGENCY

85. The cabinet is required to prepare a budget proposal for submission to council assembly. This is the last cabinet meeting before Council Assembly on 22 February 2023 and the Council Tax Setting Committee. The Local Government Act 1992 requires that billing authorities complete and approve their budgets and set a council tax before 11 March immediately prior to the start of the financial year on 1 April.

REASONS FOR LATENESS

86. The council is committed to publishing budget proposals at the earliest possible opportunity to ensure they are available to the public for comments and questions. Presenting this report to cabinet on 17 January 2023 gave the opportunity for debate prior to presentation of budget figures to cabinet on 6 February 2023. Under the council's constitution, there is a requirement for the overview and scrutiny committee to review and challenge budget proposals and this took place on 23 and 24 January 2023.

BACKGROUND DOCUMENTS

Background Papers	Held At	Contact
Cabinet agenda 17 January 2024 (item 8): Policy and Resources Strategy 2023-24 to 2025-26 update	160 Tooley Street PO Box 64529 London SE1P 5LX	Tim Jones 020 7525 1772
Link: Agenda for Cabinet on Tuesday 17 January 2023, 11.00 am - Southwark Council		

Background Papers	Held At	Contact
Overview and scrutiny committee agenda 24 January 2023 - Formulation of Recommendations to Cabinet on the Policy and Resources Strategy 2023-24	160 Tooley Street PO Box 64529 London SE1P 5LX	Tim Jones 020 7525 1772
Link: Agenda for Overview & Scrutiny Committee on Tuesday 24 January 2023, 7.00 pm - Southwark Council		

APPENDICES

No:	Title
Appendix A	Departmental Narratives
Appendix B	Proposed Efficiencies and Improved Use of Resources
Appendix C	Proposed Income Generation
Appendix D	Proposed Savings Impacting on Service Delivery
Appendix E	Proposed Commitments
Appendix F	Fees & Charges
Appendix G	Climate Change Impact Analysis
Appendix H	Cumulative Equality Analysis
Appendix I	Overview and Scrutiny Committee (OSC) recommendations including a report on the review of the equality analyses

AUDIT TRAIL

Cabinet member	Councillor Stephanie Cryan Communities, Equalities & Finance	
Lead officer	Duncan Whitfield, Strategic Director of Finance and Governance	
Report author	Timothy Jones, Departmental Finance Manager	
Version	Final	
Dated	2 February 2023	
Key Decision?	Yes	
CONSULTATION WITH OTHER OFFICERS / DIRECTORATES / CABINET MEMBER		
Officer Title	Comments Sought	Comments included
Director of Law and Governance	Yes	Yes
Strategic Director of Finance and Governance	Yes	Yes
Cabinet Member	Yes	Yes
Date final report sent to Constitutional Team		2 February 2023

CHIEF EXECUTIVE

Overview

- A.1. The Chief Executive's department comprises the Strategy and Economy, HR and Organisational Development, and Planning & Growth divisions.
- A.2. Strategy & Economy brings together the Chief Executive's office, the Leader's office, strategy and change, policy, performance and partnerships, communications, local economy and emergency planning. The division supports the Leader, Cabinet, Chief Executive and corporate management team in translating political vision into projects and programmes. This includes leadership of how we together with our community develop Southwark 2030, our shared vision for the borough. It leads on economic strategy and how we build a fairer, shared economy where everyone can play their part. The division includes the emergency planning team, ensuring the Council is best able to respond to emergency incidents and build community resilience. Most notably taking a lead role in the response to the Covid-19 pandemic on our community.
- A.3. HR and Organisational Development provides people-focused strategic and operational services, which are focused on enabling the council to achieve its goals. The function includes an important focus on delivering Southwark Stands Together and ensuring the council becomes an ever more inclusive, anti-racist employer.
- A.4. Planning and Growth brings together planners, project managers, regeneration and colleagues across the council dedicated to shaping place and investment to improve economic prosperity.
- A.5. The division leads on the council's delivery of regeneration and building strong local communities, bringing about thousands of new homes, jobs and opportunities across the borough and making our neighbourhoods places in which people are proud to live and work.
- A.6. The department has identified a number of efficiency savings and increased opportunities for income generation. Details of the individual savings options are reflected in the budget schedules (Appendices).
- A.7. The 2023-24 Fees and Charges for the department have been agreed at the January 2023 cabinet. Details are reflected in the Fees and Charges Appendix.

Equalities Analysis

- A.8. As specific proposals are brought forward the impacts on residents and staff will be assessed for equalities impact, although an initial equalities impact assessment has not highlighted any areas of concern. Any proposals affecting staff will be assessed in accordance with the council's reorganisation, redeployment and redundancy procedures.

CHILDREN'S AND ADULTS' SERVICES

Overview

- A.9. Children's and Adults' Services represents approximately two thirds of the council's budget. The department provides a wide range of services, including social care, education and public health, to all sections of the population in Southwark.
- A.10. The budget proposals for 2023-24 are made up of a combination of efficiencies that are a continuation of tried and tested approaches as well as proposals that relate to change in the way services are delivered to achieve better value for money. The proposals aim to ensure minimal impact on statutory and front line services and some of them focus on redesigning the back office functions as well as maximising income generation. However, there are also a number of items that are savings and are expected to impact on service provision. In the current economic climate, the cost of living crisis and higher than 'normal' inflation increases, these are difficult financial decisions to make, but are consistent with the Council's vision of a fairer future for all.
- A.11. For several years now, the Council, in partnership with the NHS and voluntary sector colleagues, have provided a safe social care service with good outcomes and within budget. In 2022-23, this has only been possible with the use of reserves as well as non-recurrent contributions from the NHS. The sector continues to struggle with the combined effects of austerity, demand pressures, workforce challenges, continued funding uncertainty, as well as taking on significant burdens as a result of the cost of living crisis. There is also a growing concern within the service that an increasing number of schools are falling into financial difficulties.
- A.12. In addition, the Dedicated Schools Grant (DSG) is also expecting an unfavourable variance which is largely driven by the pressures on the High Needs (HN) block. This will result in an accumulated deficit on the balance sheet of around £24.7m by the end of this financial year. The council is in discussions with the Department of Education (DfE) to eliminate this deficit within the support of 'Safety Valve' funding. In order to achieve this, the council proposed a deficit recovery plan to bring the High Needs block back onto a sustainable footing.
- A.13. The equalities analysis is currently being undertaken for each proposal. Consultations have been and will be undertaken for proposals relating to service changes where appropriate. The impact is mitigated by alternative offers of services, support or personal budgets, as per service user choice, in line with the Care Act eligibility and national legislative thresholds and government guidance.
- A.14. In line with our Public Sector Equality Duty, any changes to services arising from these proposals will be implemented in such a way so as to not impact disproportionately on any specific section or group in our community. The equality analysis is under way and will be collated to look for any cumulative impacts. In line with the process across the council, information on equality

analysis will be shared with decision-makers for consideration before any decisions are taken.

A.15. Southwark Council's Fairer Future Promises are reflected in the proposals set forth as is a shift upstream to prevention and early help, recognising the evidence base and the outcomes that can be achieved by offering our residents good universal services.

HOUSING AND MODERNISATION (H&M)

Overview

- A.16. The department comprises a diverse range of services funded from both the general fund and the ring-fenced housing revenue account (HRA) for landlord services. In delivering the council's Fairer Futures Commitments, the department aims to maximise investment in its housing stock, build new council homes at council rents, deliver consistently high quality services and continue to support the most vulnerable residents, particularly those in need of temporary housing.
- A.17. A high proportion of the housing general fund budget is either demand driven or of a fixed contractual nature, for example, temporary accommodation and the customer contact centre, which leaves relatively little scope to make any meaningful savings towards meeting the budget gap without having a detrimental impact on services.

Asset Management

- A.18. General fund services comprise aids and adaptations, handypersons, empty homes and private sector housing renewal and building safety. Corporate Facilities Management (CFM) is also within the division, bringing together housing and corporate buildings management, compliance and health and safety under one consolidated lead.

Central Services

- A.19. Budgets held within this activity are of a department-wide nature including corporate recharges and costs that are not specifically attributable to a particular service, for example, financing and depreciation charges. Other budgets held centrally include contingency against irregular or exceptional events.

Customer Experience

- A.20. The division is responsible for a diverse range of functions including the customer service centre (CSC), customer resolution, Freedom Pass (concessionary travel), registrars and citizenship, coroners and mortuary services.

Resident Services - Temporary Accommodation and Housing Solutions

- A.21. Southwark is a leading authority on homeless prevention recognised nationally. However the cost of TA remains unremitting, driven by the growing national homelessness crisis, unaffordable private sector rented accommodation and government restrictions on Local Housing Allowance (LHA) rates meaning welfare benefits no longer cover the cost of private rented accommodation. These factors along with the unprecedented fallout of the pandemic has had a very significant impact on the council's TA budget. Furthermore, the Housing Solutions service is under similar budgetary pressure with the need for additional staff resources to cope with the demand and the rising cost of upfront incentives

payable to landlords to support homeless households into private sector leased accommodation.

Equalities Assessment Summary

- A.22. The department undertakes equality analysis/screening on its budget proposals ahead of final decisions being taken. This helps to understand the potential effects that the budget proposals may have on different groups and whether there may be unintended consequences and how such issues can be mitigated. Analysis is also undertaken to consider any cross-cutting and organisation-wide impacts and continues through the cycle of planning and implementation of these proposals
- A.23. In line with our Public Sector Equality Duty, any changes to services arising from the proposals in Appendices B-E will be implemented in such a way so as to not impact disproportionately on any specific section or group in our community. Where necessary, consultation will be undertaken alongside mitigating actions where necessary. In line with the process across the council, information on the equality analysis will be shared with the relevant cabinet members so it can be considered when decisions are taken.

ENVIRONMENT AND LEISURE

A.24. The Environment and Leisure department delivers services that make a real difference to the everyday lives of all residents and visitors. The department is focused on providing high quality services to the borough's residents and shaping those services to support the wellbeing of our residents and support the objectives of other parts of the Council.

A.25. The department aims to make Southwark's neighbourhoods great places to live, places that are clean, safe and vibrant and where activities and opportunities are accessible to all. As well as our front-line environmental services we are proud to work with partners to improve health and wellbeing for all our residents through a rich leisure and cultural programme.

A.26. Many of the operational activities of the department are frontline services for the benefit of all residents: they physically improve the environment; they provide opportunities for health and enjoyment, support knowledge and learning or help improve safety and confidence. The department has four directorates, Environment, Leisure, Communities and Climate Change.

2023-24 Savings

A.27. For the forthcoming year, 2023-24, the department has identified a number of savings options and these are reflected in the detailed budget schedules for the department.

Fees and Charges

A.28. The 2023-24 Fees and Charges for the department have been agreed at the January 2023 cabinet. Details are reflected in the Fees and Charges Appendix.

Equality Analysis

A.29. As specific proposals are brought forward the impacts on residents will be assessed for equalities impact, although an initial equalities impact assessment has not highlighted any significant concern. Any proposals affecting staff will be assessed in accordance with the council's reorganisation, redeployment and redundancy procedures.

FINANCE AND GOVERNANCE

Overview

A.30. The Finance and Governance Department includes the Director's office, which provides strategic leadership for the department and Section 151 responsibilities; Exchequer Services, which encompasses revenues and benefits and housing rent collection, as well as the financial transaction processing teams; the Law and Governance division responsible for electoral, constitutional, governance and legal services and the Professional Financial Services.

A.31. In supporting the Fairer Future promises of the council, the department's vision is to "make a positive difference everywhere we engage" and to be "efficient and effective in all that we do". Specifically, Finance and Governance endeavours to help the council to "manage every penny as carefully as local families look after their own household budgets".

Efficiencies, Income generation and other savings

A.32. Over 70% of the departments expenditure budget is staffing costs and we are continuously reviewing services to ensure they are operating efficiently and are adapting to changing demands and caseloads so as to ensure they are fit for the future. The majority of savings and efficiency proposals for 2023-24 focus on streamlining processes, channel shift and optimising digital delivery.

A.33. Income generating proposals include increased legal fees within Law and Democracy.

A.34. Other savings across the division include a proposal to cease the annual revenue contribution to the Brexit reserve, and a remodelling of the Local Support offer.

Commitments

A.35. The department is proposing a small number of commitments to cover additional costs arising from changes to elections and health and social care legislation and an increase in external audit fees set by the PSAA.

Equality Analysis

A.36. As specific proposals are brought forward, and at each stage of implementation thereafter, the impacts on different categories of staff will be assessed in accordance with the council's reorganisation, redeployment and redundancy procedures.

CORPORATE

Overview

A.37. The Corporate budgets include technical accounting budgets such as Minimum Revenue Provision (MRP), treasury income and costs, pension related costs and budgets which impact across the wider council. The £4m contingency budget also sits within corporate to support the wider budget risks.

Commitments

A.38. The council is required to contribute a proportionate share to cover the costs of the London-wide Freedom Pass scheme. The annual value of this contribution is based on usage estimates and dropped significantly in recent years due to the pandemic. Whilst 2023-24 estimates still show a reduction of £250k in the council's contribution, forecasts show that over the following two years the amount will increase back to pre-pandemic levels and beyond, resulting in a net growth requirement over the three year period.

A.39. A nation-wide business rate revaluation takes place with effect from 1st April 2023. The overall rateable value of the borough will increase by over 10% (compared with 0.5% across London), reflecting the significant investment the council has made in the local economy. However, the council is also liable for business rates on its own properties (including offices, libraries and leisure centres) and a commitment has been added to the budget for 2023-24 to accommodate this growth.

A.40. The council continues to pursue its ambitious capital programme; however this has an impact on the revenue budget via interest costs and Minimum Revenue Provision on borrowing. Recent economic circumstances have pushed up interest rates and this necessitates an increase in the council's General Fund financing budgets of £4.2m in 2023-24.

Equality Analysis

A.41. As specific proposals are brought forward, and at each stage of implementation thereafter, the impacts on different categories of staff will be assessed in accordance with the council's reorganisation, redeployment and redundancy procedures.

2023-24

£000

	Chief Executive's	(62)
	Children and Adults	(8,678)
<i>of which</i>	<i>Adults' Social Care</i>	(4,381)
	<i>Children and Families</i>	(3,734)
	<i>Education</i>	(363)
	<i>Commissioning</i>	(200)
	Environment and Leisure	(50)
	Finance and Governance	(915)
	Housing and Modernisation	(1,250)
	Public Health	(1,853)
		<u>(12,808)</u>

Department	Division	Ref. No.	Description	£000
Finance and Governance	Exchequer Services	101	Council Tax Restructure reflecting digital & online efficiencies	(175)
Finance and Governance	Exchequer Services	102	Digital Transformation and Channel Shift across financial control, council tax and benefits	(125)
Finance and Governance	Director's Office	104	Cease annual revenue contribution to Brexit risk reserve	(300)
Children and Adults	Children and Families	105	Reduction in inspection preparation capacity	(130)
Children and Adults	Children and Families	106	Reduction in PAUSE Service capacity	(59)
Children and Adults	Children and Families	107	Reduce Clinical Service capacity	(78)
Children and Adults	Children and Families	108	Public Health investment in Children's and Young People's mental health services	(700)
Children and Adults	Children and Families	109	Reduction in Data Team Capacity following full implementation of PowerBi and automation of data updates from Mosaic.	(70)
Children and Adults	Children and Families	110	Reduction in Professional Fees paid for various external services	(130)
Children and Adults	Children and Families	111	Reduction in business support following the co-location of all Children and Family Division Services to one site.	(178)
Children and Adults	Children and Families	112	Cessation of buildings costs associated with Children's Service buildings by co-locating divisional services in one building	(303)
Children and Adults	Children and Families	113	Redistribution of caseload capacity across Safeguarding & Corporate Parenting Services	(110)
Children and Adults	Children and Families	115	Efficiencies in MASH following implementation of referral portal	(35)
Children and Adults	Children and Families	116	More efficient use and flow-through of commissioned 16+ provision for children in care and care leavers	(535)
Children and Adults	Children and Families	117	Develop new commissioned semi-independent accommodation capacity for care leavers	(102)
Children and Adults	Children and Families	118	Reduction in external legal costs	(50)
Children and Adults	Children and Families	119	Utilise Smart Working to reduce public transport usage	(30)
Children and Adults	Children and Families	120	Redesign Children & Family Centre Delivery Model	(100)
Children and Adults	Children and Families	122	Restructure Family Early Help Delivery Model	(150)
Children and Adults	Children and Families	123	Reduction in the capacity to evaluate the impact of early help services to a minimum required level.	(40)
Children and Adults	Children and Families	124	Reduce management capacity across division	(172)
Children and Adults	Children and Families	125	Reduce capacity within Keeping Families Together Team	(54)
Children and Adults	Children and Families	126	Increased recruitment of internal foster carers	(46)

Department	Division	Ref. No.	Description	£000
Children and Adults	Children and Families	127	Increasing capacity of existing internal foster care resource to reduce use of agency carers	(250)
Children and Adults	Children and Families	128	Targeted support to increase access to Housing Benefit entitlements for care leavers	(96)
Children and Adults	Children and Families	129	Continue to support fewer children to enter or remain care	(120)
Children and Adults	Children and Families	130	Reduction in Independent Review Officer activity through targeted review of activity for children in long term placements	(10)
Children and Adults	Children and Families	131	Reinvestment of funding currently spent on health services to protect Family Early Help, mitigated by NHS growth monies.	(186)
Children and Adults	Education	132	Public Health to fund investment in daily fruit for primary school children as part of our approach to tackling obesity. This results in a saving to the general fund, but no change in provision to children.	(363)
Children and Adults	Adults' Social Care	134	Efficiency as result of review and re-distribution of work across the Older People & Physical Disability service (OPPD)	(275)
Children and Adults	Adults' Social Care	135	Management restructure in OPPD Service	(70)
Children and Adults	Adults' Social Care	136	Review of service and potential efficiencies through in-sourced direct service delivery of the front door of OPPD	(400)
Children and Adults	Adults' Social Care	137	Redesign hospital discharge pathways and creation of Transfer of care service in line with best practice to achieve earlier reviews and timelier discharges through the system.	(250)
Children and Adults	Adults' Social Care	138	Creation of Transfer of Care Assessment Unit to deliver bed based reablement with the aim of supporting people to return home and reducing the need for costly residential care.	(425)
Children and Adults	Adults' Social Care	139	Improved performance outcomes in Reablement	(300)
Children and Adults	Adults' Social Care	140	Adult Social Care reviews undertaken in line with Care Act eligibility.	(600)
Children and Adults	Adults' Social Care	141	Work with colleagues to appropriately access NHS funding for complex needs that are eligible for Continuing Health Care or NHS joint funding.	(150)
Children and Adults	Adults' Social Care	142	Maximise the use of Extra Care Housing for short term step down and step up accommodation	(38)
Children and Adults	Adults' Social Care	143	Reducing the need for external Best Interests Assessors (BIAs) by increasing in-house capacity, through a programme of staff training.	(50)
Children and Adults	Adults' Social Care	144	Reduction in training budget as there is now a greater variety of digital training options which can be utilised and provide value for money	(20)
Children and Adults	Adults' Social Care	145	Business support efficiencies in the Deprivation of Liberty Safeguards (DoLS) team.	(39)
Children and Adults	Adults' Social Care	146	Business efficiencies in the Strategy and Policy team	(50)
Children and Adults	Adults' Social Care	147	Efficiencies in the Learning Disability Service through regular reviews of care, rightsizing packages of care to meet Care Act eligible needs and utilisation of universal services where appropriate.	(216)
Children and Adults	Adults' Social Care	148	Supported Living re-modelling through work with commissioning to re-procure contracts through greater shared provision	(100)
Children and Adults	Adults' Social Care	149	To reduce the cost of All Age Disability Service placements through close working with placements team to identify specialist providers and early negotiation of fees.	(200)
Children and Adults	Adults' Social Care	150	Review care packages for All Age Disabilities service users and carers in line with Care Act eligibility.	(137)
Children and Adults	Adults' Social Care	151	Reduction in costs of Mental Health section 117 placements through the outcome of Complex Care pathway work	(350)
Children and Adults	Adults' Social Care	152	Review of ASC contribution to Open Access Hostel provision	(80)
Children and Adults	Adults' Social Care	153	Review of mainstream packages of support for people with mental health needs in line with Care Act eligibility.	(31)

Department	Division	Ref. No.	Description	£000
Children and Adults	Commissioning	154	Widening the scope of the joint funded team will enable an integrated approach to commissioning that should provide opportunities to improve outcomes and provide reduce inequalities. Expansion of scope will include Public Health, Learning Disability and SEND commissioning. There are vacancies in the joint funded and council-only funded teams.	(130)
Children and Adults	Commissioning	158	Reduction in IT costs arising from changes to software licensing.	(48)
Children and Adults	Commissioning	159	Efficiencies (6.5%) in the funding of housing related support services	(22)
Public Health	Public Health	160	Sexual Health - Efficiencies arising from respecification of clinic contract	(540)
Public Health	Public Health	161	Efficiencies of the 0-19 visiting and school nursing contract as result of the continuing reduction of the 0-19 population. The reduction is proposed to be reinvested into other Public Health services as well as children's mental health provision.	(863)
Public Health	Public Health	162	Reduction in the cost of the Free Healthy School Meals programme due to falling rolls and increasing entitlement to benefits-linked scheme. No reduction in the per-meal amount paid to schools.	(190)
Public Health	Public Health	163	Efficiencies in Addiction services	(260)
Housing and Modernisation	Customer Experience	164	My Southwark Service Point (MSSP) - service efficiencies - split Housing Revenue Account (£37k) and General Fund (£15k)	(15)
Housing and Modernisation	Resident Services	165	Reduction in temporary accomodation contingency from £2m to £1m. This arises as a consequence of work carried out by the Budget Recovery Board which through working with the team has contained budget pressures in 2022/23 within the envelope of the contingency. Further work continues to contain Temporary Accomodation costs within the council's stated policies.	(1,000)
Finance and Governance	Corporate	167	Strategic plan required to close operational buildings and move staff into Tooley Street and Queens Road with resultant operational savings. This is in addition to the £213k saving that was agreed as part of the 2022/23 budget.	(150)
Housing and Modernisation	Customer Experience (TDS)	168	Digital Innovation Fund (DIF) - reduce budget (currently £200k pa)	(200)
Housing and Modernisation	Customer Experience (TDS)	169	Rationalisation of applications and reduction of Licensing costs for service area.	(25)
Housing and Modernisation	Customer Experience (TDS)	170	Reduction of devices as technologies change based on requirements of the service area	(10)
Chief Executive's	Sustainable Growth	171	Efficiency savings in light of Review of Divisional management overheads	(22)
Chief Executive's	Planning	172	Saving from review of business support IT systems	(40)
Finance and Governance	Exchequer Services	173	Restructuring of SAP and Payroll support provision	(70)
Finance and Governance	Exchequer Services	174	Review of corporate contact centre/Exchequer customer services to promote digital first, align performance standards/look at generating economies and consistent approaches to perf management.	(95)
Children and Adults	Adults' Social Care	175	Review of short breaks provision though greater use of direct payments, voluntary sector provision and spot purchased respite care.	(600)
Environment and Leisure	Communities	176	Reduce Mayors transport service to key civic events rather than all mayoral engagements achieving a saving of £50,000 from a transport budget of £70,000. The reduction would leave a budget of £118,000 for the total cost of the civic office including staff costs.	(50)

		2023-24
		£000
	Chief Executive's	(708)
	Children and Adults	(520)
<i>of which</i>	<i>Adults' Social Care</i>	(520)
	<i>Children and Families</i>	-
	<i>Education</i>	-
	<i>Commissioning</i>	-
	Environment and Leisure	(1,000)
	Finance and Governance	(300)
	Housing and Modernisation	-
	Public Health	-
		(2,528)

Department	Division	Ref. No.	Description	£000
Finance and Governance	Law and Governance	201	Review internal trading fees in line with inflation (still significantly lower than market rates). Necessary in order to ensure that appropriate charges are made to the HRA, other statutory accounts and to external parties where appropriate.	(300)
Children and Adults	Adults' Social Care	202	Improvements in processes for financial assessments and invoicing, creating a more efficient invoicing and payment process in order to maximise client contributions	(500)
Children and Adults	Adults' Social Care	203	Revenue gained by Southwark Resource Centre (SRC) from increased referrals of more complex health funded clients, and a review of charges for this service in line with inflation.	(20)
Chief Executive's	P&G - Property Services	204	Uplift for increasing number of instructions and maximising fee charging opportunities	(116)
Chief Executive's	P&G - Property Services	205	Insourcing planning P1 viability valuation fees.	(150)
Chief Executive's	Sustainable Growth	206	Recharge of M&A services to external 3rd party	(45)
Chief Executive's	Planning	207	Increase in Local Land Charge fees	(62)
Chief Executive's	Planning	208	Increase in pre-application fees	(92)
Chief Executive's	Planning	209	Income from Community Infrastructure Levy (CIL) administration charges	(243)
Environment and Leisure	Highways	210	Award of new on-street advertising contract from April 2023	(1,000)
Environment and Leisure	Waste & Cleansing	211	Increase Garden Waste charge from £40 to £60 per annum. This remains below both the London average and near neighbours.	(250)
Environment and Leisure	Waste & Cleansing	212	Increase the number of commercial waste collection contracts.	(100)
Environment and Leisure	Waste & Cleansing	213	Increase bulky waste charge from £25 to £35 per booking, maintaining a low fee compared with the London average.	(100)
Environment and Leisure	Regulatory Service	217	Additional income as a result of extended schemes to licence private rented sector property	(250)
Environment and Leisure	Regulatory Service	218	Increased Night-time Levy Licencing Fees	(200)
Environment and Leisure	Leisure	219	Additional Income from Increased Fees and Charges across services	(300)

Department	Division	Ref. No.	Description	£000
Environment and Leisure	Parking	222	Reduction in income anticipated through success of Streetspace schemes across the borough. Significantly increased compliance resulting in fewer PCN's issued.	2,500
Environment and Leisure	Parking	227	Savings from Active Travel (combined savings from Implementation of CPZs across borough and review of Parking Charging Policy)	(1,300)

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		2023-24
		£000
	Chief Executive's	(108)
	Children and Adults	(411)
<i>of which</i>	<i>Adults' Social Care</i>	<i>-</i>
	<i>Children and Families</i>	<i>(411)</i>
	<i>Education</i>	<i>-</i>
	<i>Commissioning</i>	<i>-</i>
	Environment and Leisure	(550)
	Finance and Governance	-
	Housing and Modernisation	-
	Public Health	-
		(1,069)

Department	Division	Ref. No.	Description	£000
Children and Adults	Children and Families	305	Reduce Clinical Service Capacity	(140)
Children and Adults	Children and Families	307	Reduction in building security	(43)
Children and Adults	Children and Families	308	Reduction in Youth Offending Service	(110)
Children and Adults	Children and Families	309	Reduce Family Group Conferencing Service	(60)
Children and Adults	Children and Families	310	Downsizing Council Parenting Team	(58)
Chief Executive's	Sustainable Growth	313	Savings from subsequent review of the new Sustainable Growth Division following its creation in March/April 22	(45)
Chief Executive's	Strategy and Economy / Local Economy team	315	Reduce size of commissioning budget that supports residents into employment, apprenticeship and training opportunities	(35)
Chief Executive's	Strategy and Economy / Local Economy team	316	Reassessment and re-prioritisation of vulnerable young people commissioning and internships activity	(27)
Environment and Leisure	Highways	322	Reductions in highways maintenance budgets arising from better upkeep of public realm and tree stock.	(50)
Environment and Leisure	Waste & Cleansing	324	Take a needs-based, neighbourhood approach to clean streets, focusing activity on town centres and areas of high footfall, making best use of technology, and enhancing flexible working arrangements for staff.	(500)

2023-24
£000

	Chief Executive's	-
	Children and Adults	16,574
<i>of which</i>	<i>Adults' Social Care</i>	15,108
	<i>Children and Families</i>	155
	<i>Education</i>	1,311
	<i>Commissioning</i>	-
	Environment and Leisure	2,183
	Finance and Governance	6,959
	Housing and Modernisation	547
	Public Health	1,853
		<u>28,116</u>

Department	Division	Ref. No.	Description	£000
Finance and Governance	Law and Governance	401	Elections Act – increase in communication costs and workload of electoral services	50
Finance and Governance	Law and Governance	402	Managing the constitutional and governance changes arising from emerging and new legislation e.g Health & Social Care Act.	60
Children and Adults	Education	403	Safety Valve investment	1,311
Children and Adults	Children and Families	404	Investment in our service to support Unaccompanied Asylum Seeking Children	155
Public Health	Public Health	407	Investment in smoking cessation services	100
Public Health	Public Health	408	Staffing inflation costs for Public Health funded team (ring fenced)	80
Public Health	Public Health	409	Investment in Substance Misuse - Enhance Young Persons offer and prevention	260
Public Health	Public Health	410	Funding of the Council's Free Fruit daily offer to primary school children	363
Public Health	Public Health	411	Contractual uplift to the Public Health Section 75 contracts	250
Public Health	Public Health	412	Investment in Children's and Young People's Mental Health Services - Prevention and Early Help	700
Housing and Modernisation	Asset Management (CFM)	413	New FM contract commences 1 October. Asset verification as part of mobilisation may reveal additional contract costs.	200
Housing and Modernisation	Customer Experience (TDS)	417	Cloud Infrastructure Azure Phase 2 - revenue costs and associated staffing	311
Environment and Leisure	Leisure	418	Enhancement of the in-sourced leisure budgets to reflect unprecedented pay, high utility cost and inflation pressures.	1,400
Environment and Leisure	Communities	419	Request for a base budget for gardeners as permanent members of staff	70
Environment and Leisure	Leisure	420	Request for funding to support borough-wide review of playgrounds, including a report with proposed measures to address findings and improve provision and accessibility.	110
Environment and Leisure	Leisure	420	Request for funding to support borough-wide review of playgrounds, including a report with proposed measures to address findings and improve provision and accessibility. Commitment proposed to be funded from Reserve Ref 312:Public Realm	(110)
Environment and Leisure	Leisure	421	Request for funding to support borough-wide review of sport and youth provision.	40

Department	Division	Ref. No.	Description	£000
Environment and Leisure	Leisure	421	Request for funding to support borough-wide review of sport and youth provision. Commitment proposed to be funded from Reserve Ref 115 Youth Review	(40)
Environment and Leisure	Communities	424	Base budget for civic leadership programme	150
Environment and Leisure	Leisure	429	South Dock Marina- One off feasibility, project management and planning cost for extension to berths at Greenland Dock to generate additional income of £420k in 2025/26	100
Environment and Leisure	Leisure	429	South Dock Marina- One off feasibility, project management and planning cost for extension to berths at Greenland Dock to generate additional income of £420k in 2025/26. Commitment Proposed to be funded from Reserve Ref 312- Public Realm	(100)
Environment and Leisure	Highways	430	Highways maintenance cost as a result of delivering Council Plan targets	50
Environment and Leisure	Highways	430	Highways maintenance cost as a result of delivering Council Plan targets. Commitment proposed to be funded from Highways Reserves	(50)
Environment and Leisure	Communities	432	Investment to develop a thriving neighbourhood model for delivery during 23/24 with further roll out in future years using existing funding	200
Environment and Leisure	Communities	432	Investment to develop a thriving neighbourhood model for delivery during 23/24 with further roll out in future years using existing funding. Commitment Proposed to be funded from Reserve Ref:111 Neighbourhood Fund	(200)
Environment and Leisure	Departmental	433	To support the achievement of the delivery plan and other key priorities within the department	348
Finance and Governance	Exchequer Services	434	Creation of Southwark Energy Advice Service through extension of Citizen's Advice Bureau contract	100
Finance and Governance	Corporate	435	Changes in the Council's liability for funding the London-wide Freedom Pass scheme.	(250)
Finance and Governance	Professional Finance Services	437	Increase in external Audit fees (net of new grant funding), including objections to accounts	262
Housing and Modernisation	Customer Experience (TDS)	439	Digital Inclusion - General Fund share of additional investment in internet infrastructure across the borough.	36
Environment and Leisure	Highways	440	Delivery of Council Delivery Plan Cycling initiatives 2023 - 2027.	300
Environment and Leisure	Highways	441	Delivery of Council Delivery Plan Cycling initiatives 2023 - 2027. Commitment to be funded from Highways and Parking Climate Emergency projects reserve	(300)
Children and Adults	Adults' Social Care	442	Creation of base-budget for Independent Living Fund to reflect 'rolling-in' of grant in 23/24 Settlement.	179
Finance and Governance	Exchequer Services	443	Creation of base-budget for Local Council Tax Support Admin Subsidy to reflect 'rolling-in' of grant in 23/24 Settlement.	556
Environment and Leisure	Environment	444	Creation of base-budget for Natasha's Law funding to reflect 'rolling-in' of grant in 23/24 Settlement.	15
Finance and Governance	Corporate	445	Impact of Pay Settlement on Members' Allowances	60
Finance and Governance	Corporate	446	Additional Business Rates payable on Council owned properties arising from the 2023 revaluation	1,221
Finance and Governance	Corporate	447	Baselining of correction to London Weighting / Overtime pay calculation, to be distributed across impacted departments	700
Environment and Leisure	Communities	448	Provision to receive bids to alleviate excessive inflationary pressures in the Voluntary Sector	200
Public Health	Public Health	449	Planned contribution to Public Health reserve	100
Finance and Governance	Corporate	450	Debt Financing for approved General Fund capital programme to cover costs of interest repayments and required Minimum Revenue Provision (MRP)	4,200
Children and Adults	Adults' Social Care	452	Adult Social Care precept for 2023/24 (2%) - ringfenced in line with government guidance to protect adult social services. The detailed application of the precept will be subject to future planning and mitigation of demand and price increases.	2,618

Department	Division	Ref. No.	Description	£000
Children and Adults	Adults' Social Care	453	Social Care Grant - ringfenced government grant to support social care. This funding is primarily repurposed social care reform grant redesignated by central government to address existing structural pressures within the system. The detailed application of the precept will be subject to future planning and mitigation of demand and price increases.	9,693
Children and Adults	Adults' Social Care	454	Adult Social Care Market Sustainability and Improvement - ringfenced government grant allocated specifically to fund the rising cost of care currently being driven by inflation, increasing demand and limited supply.	2,618

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FEES AND CHARGES 2023-23

APPENDIX F

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Chief Executive Department

Fees and Charges 2023-24

Fee / Charge Description	Income Type - Mandatory or Discretionary	Nature - Capped or fully flexible	Actual 2022/23 Fee £	Proposed 2023/24 Fee £	Percentage increase in fees	Fee comparison position against other Local Authorities in 2022/23, Inflation factor used (where from, source etc.,) and other comments
Building Control						
Fees items (exempt or outside scope of VAT)						
Special and temporary structures licence	Discretionary	Flexible	246.25	246.25	0.00%	No Change
demolition notices	Discretionary	Flexible	562.50	562.50	0.00%	No Change
Applications to regularise unauthorised building work	Mandatory*	capped	Varies*	Varies*		*See the Building (Local Authority Charges) Regulations
Applications to revert an initial notice to the local authority	Mandatory*	capped	Varies*	Varies*		*See the Building (Local Authority Charges) Regulations
Fees items - VATABLE						
(Note: All fees shown in the table below are Ex-VAT. Appropriate VAT will be added at the time of invoicing/charging.)						
Extension less than 6sqm	Mandatory*	capped	812.50	812.50	0.00%	No Change
Extension less than 40sqm	Mandatory*	capped	1,062.50	1,062.50	0.00%	No Change
Extension between 40-60sqm	Mandatory*	capped	1,275.00	1,275.00	0.00%	No Change
for each additional 20sqm	Mandatory*	capped	187.50	187.50	0.00%	No Change
Basement as extension above plus	Mandatory*	capped	437.50	437.50	0.00%	No Change
Attached garage	Mandatory*	capped	Varies*	Varies*		No Change
Through lounge	Mandatory*	capped	337.50	337.50	0.00%	No Change
Removal chimney Breast	Mandatory*	capped	Varies*	Varies*		No Change
Installation of new Wc/Shower/Utility	Mandatory*	capped	337.50	337.50	0.00%	No Change
Garage Conversion	Mandatory*	capped	687.50	687.50	0.00%	No Change
Replacement windows up to 5 No Single dwelling	Mandatory*	capped	227.50	227.50	0.00%	No Change
per extra window	Mandatory*	capped	11.60	11.60	0.00%	No Change
re roofing	Mandatory*	capped	342.50	342.50	0.00%	No Change
new electrical wiring non competent persons)	Mandatory*	capped	410.00	410.00	0.00%	No Change
other work less than £5000	Mandatory*	capped	503.75	503.75	0.00%	No Change
Other work value £5000-£10000	Mandatory*	capped	597.50	597.50	0.00%	No Change
Other work value £10000-£20000	Mandatory*	capped	722.50	722.50	0.00%	No Change
Other work value £20000-£30000	Mandatory*	capped	891.25	891.25	0.00%	No Change
Other work value £30000-£40000	Mandatory*	capped	1,066.25	1,066.25	0.00%	No Change
Other work value £ 40000-£50000	Mandatory*	capped	1,222.50	1,222.50	0.00%	No Change
other work value £50000-£60000	Mandatory*	capped	Varies*	Varies*		*See the Building (Local Authority Charges) Regulations
other work value £60000-£70000	Mandatory*	capped	Varies*	Varies*		*See the Building (Local Authority Charges) Regulations
Other work value £70000-£80000	Mandatory*	capped	Varies*	Varies*		*See the Building (Local Authority Charges) Regulations

Chief Executive Department

Fees and Charges 2023-24

Fee / Charge Description	Income Type - Mandatory or Discretionary	Nature - Capped or fully flexible	Actual 2022/23 Fee £	Proposed 2023/24 Fee £	Percentage increase in fees	Fee comparison position against other Local Authorities in 2022/23, Inflation factor used (where from, source etc.), and other comments
Other work value £80000-£90000	Mandatory*	capped	Varies*	Varies*		*See the Building (Local Authority Charges) Regulations
Other work value £90000-£100000	Mandatory*	capped	Varies*	Varies*		*See the Building (Local Authority Charges) Regulations
Other work value £100 000-£120000	Mandatory*	capped	Varies*	Varies*		*See the Building (Local Authority Charges) Regulations
Other work value £120000-£140000	Mandatory*	capped	Varies*	Varies*		*See the Building (Local Authority Charges) Regulations
Other work value £140000-£160000	Mandatory*	capped	Varies*	Varies*		*See the Building (Local Authority Charges) Regulations
Other work value £160000-£180000	Mandatory*	capped	Varies*	Varies*		*See the Building (Local Authority Charges) Regulations
Other work value £180000-£200000	Mandatory*	capped	Varies*	Varies*		*See the Building (Local Authority Charges) Regulations
Other work value Over £200000	Mandatory*	capped	Varies*	Varies*		*See the Building (Local Authority Charges) Regulations
1 New dwelling	Mandatory*	capped	1,171.25	1,171.25	0.00%	No Change
2 dwellings	Mandatory*	capped	1,555.00	1,555.00	0.00%	No Change
3 dwellings	Mandatory*	capped	1,941.00	1,941.00	0.00%	No Change
4 dwellings	Mandatory*	capped	2,121.00	2,121.00	0.00%	No Change
5 dwellings	Mandatory*	capped	2,511.00	2,511.00	0.00%	No Change
6 dwellings	Mandatory*	capped	Varies*	Varies*		*See the Building (Local Authority Charges) Regulations
7 dwellings	Mandatory*	capped	Varies*	Varies*		*See the Building (Local Authority Charges) Regulations
8 dwellings	Mandatory*	capped	Varies*	Varies*		*See the Building (Local Authority Charges) Regulations
9 dwellings	Mandatory*	capped	Varies*	Varies*		*See the Building (Local Authority Charges) Regulations
10 dwellings	Mandatory*	capped	Varies*	Varies*		*See the Building (Local Authority Charges) Regulations
more than 10 dwellings	Mandatory*	capped	Varies*	Varies*		*See the Building (Local Authority Charges) Regulations
flat conversion to form 2 flats	Mandatory*	capped	1,171.25	1,171.25	0.00%	No Change
plus for additional flat	Mandatory*	capped	687.50	687.50	0.00%	No Change
Supplementary Charges	Mandatory*	capped	Varies*	Varies*		*See the Building (Local Authority Charges) Regulations
Building regulation chargeable advice	Discretionary	Flexible	Varies*	Varies*		*See the Building (Local Authority Charges) Regulations
Individually determined building regulation charges	Mandatory*	capped	Varies*	Varies*		*See the Building (Local Authority Charges) Regulations

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Chief Executive Department

Fees and Charges 2023-24

Fee / Charge Description		Income Type - Mandatory or Discretionary	Nature - Capped or fully flexible	Actual 2022/23 Fee £	Proposed 2023/24 Fee £	Percentage increase in fees	Fee comparison position against other Local Authorities in 2022/23, Inflation factor used (where from, source etc.) and other comments
	request for basic conveyancing information with reference number provided	Discretionary	Flexible	12.50	12.50	0.00%	No Change
	request for basiic conveyancing information with no reference number provided	Discretionary	Flexible	58.75	58.75	0.00%	No Change
	Request for research of information regarding a building regulation application	Discretionary	Flexible	58.75	58.75	0.00%	No Change
	Administration fee for withdrawing or refunding a building regulaiton submission	Discretionary	Flexible	58.75	58.75	0.00%	No Change
	Building regulation professional advice	Discretionary	Flexible	Officer's hourly rate including overheads	Officer's hourly rate including overheads		*See the Building (Local Authority Charges) Regulations
	Special and temporary structures licence	Discretionary	capped	238.75	238.75	0.00%	No Change
	Demolition notices	Discretionary	capped	345.00	345.00	0.00%	No Change

Chief Executive Department

Fees and Charges 2023-24

Fee / Charge Description		Income Type - Mandatory or Discretionary	Nature - Capped or fully flexible	Actual 2022/23 Fee £	Proposed 2023/24 Fee £	Percentage increase in fees	Fee comparison position against other Local Authorities in 2022/23, Inflation factor used (where from, source etc.), and other comments
Pre- Application Fees	Fees items - VTABLE						
A1. Householder Enquiries	Householder development (i.e. affecting a single dwelling) • Advice on likelihood of getting planning permission. • Extensions or change of use involving less than 100sqm of floor space • Shop fronts, signs and adverts for a shop or attached to a business premises	Discretionary	fully flexible	200.00	224.60	12.30%	Increased by CPI
A2. Householder Listed Building repairs	Technical assistance with restoration / conservation works	Discretionary	fully flexible	Free	Free		
	Confirmation email or letter providing technical advice	Discretionary	fully flexible	200.00	224.60	12.30%	Increased by CPI
A3. Householder Listed Building Development	Development of a Listed Building Extensions or internal alterations	Discretionary	fully flexible	200.00	224.60	12.30%	Increased by CPI
A4. Householder Enquiries	Site visit - 1 hour	Discretionary	fully flexible	200.00	224.60	12.30%	Increased by CPI
B - Small proposals							
Proposals involving 1-6 new dwellings; New build or extensions of 100-499sqm (any use class) including change of use. • Development of a listed building or affecting its setting • Telecoms Masts and Equipment • Advice on Conditions, Non-material amendments, Minor Material Amendments • Advertisement boards (not attached to a business premises)	For: • each new dwelling • each 100sqm of commercial floor space • Each condition • Each amendment	Discretionary	fully flexible	350.00	393.05	12.30%	Increased by CPI
Follow-up meetings and letter	for: • each new dwelling • each 100sqm of commercial floor space • Each condition • Each amendment discussed at the meeting	Discretionary	fully flexible	200.00	224.60	12.30%	

Chief Executive Department

Fees and Charges 2023-24

Fee / Charge Description		Income Type - Mandatory or Discretionary	Nature - Capped or fully flexible	Actual 2022/23 Fee £	Proposed 2023/24 Fee £	Percentage increase in fees	Fee comparison position against other Local Authorities in 2022/23, Inflation factor used (where from, source etc.), and other comments
C - Medium sized proposals,							
Proposals involving creation of 7-19 dwellings; New build or extensions of 500-999sqm (any use class) including change of use • Development of a listed building or affecting its setting • Advice on Conditions, Non-material amendments, Minor Material Amendments	(additional technical expertise including: viability, legal advice and S106 or sunlight/daylight will be charged separately)	Discretionary	fully flexible	3,000.00	3,369.00	12.30%	Increased by CPI
Follow-up meetings and letter		Discretionary	fully flexible	2,000.00	2,246.00	12.30%	
D - Major Development Proposals,							
Proposals involving 20-49 dwellings; New build or extensions of 1000-9,999sqm (any use class) including change of use • Advice on Conditions, Non-material amendments, Minor Material Amendments	(additional technical expertise including: viability, legal advice and S106 or sunlight/daylight will be charged separately)	Discretionary	fully flexible	7,000.00	7,861.00	12.30%	Increased by CPI
Follow-up meetings and letter		Discretionary	fully flexible	3,000.00	3,369.00	12.30%	
Advice on EIA scoping/screening for Major Development Proposals		Discretionary	fully flexible	£3,000.00	3,369.00	12.30%	
E - Large scale Major Development Proposals							
• Proposals involving 50 or more dwellings; • New build or extensions above 10,000sqm (any use class)) including change of use • Advice on Conditions, Non-material amendments, Minor Material Amendments	(additional technical expertise including: viability, legal advice and S106 or sunlight/daylight will be charged separately)	Discretionary	fully flexible	14,000.00	15,722.00	12.30%	Increased by CPI
Follow-up meetings and letter		Discretionary	fully flexible	4,000.00	4,492.00	12.30%	

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Chief Executive Department

Fees and Charges 2023-24

Fee / Charge Description		Income Type - Mandatory or Discretionary	Nature - Capped or fully flexible	Actual 2022/23 Fee £	Proposed 2023/24 Fee £	Percentage increase in fees	Fee comparison position against other Local Authorities in 2022/23, Inflation factor used (where from, source etc.) and other comments
F - Planning Performance Agreements							
• Appropriate for the largest or strategic development proposals in the borough, such as development relating to the delivery of Local Plan site allocations.		Discretionary	fully flexible	To be Agreed and based on the council's current charging rates	To be Agreed and based on the council's current charging rates	N/A	No Change
• Specialists consultant fees will be chargeable in addition to the pre-application fee quoted		Discretionary	fully flexible	To be Agreed and based on the council's current charging rates	To be Agreed and based on the council's current charging rates	N/A	No Change
Advice on EIA scoping/screening for Large Scale Major Development Proposals		Discretionary	fully flexible	£4,000.00	4,492.00	12.30%	Increased by CPI
Discharge of conditions for Categories D and F.		Discretionary	fully flexible	£500.00	561.50	12.30%	Increased by CPI
Discharge of S106 obligations for Categories D and F.		Discretionary	fully flexible	£500.00	561.50	12.30%	Increased by CPI

Chief Executive Department

Fees and Charges 2023-24

Fee / Charge Description	Income Type - Mandatory or Discretionary	Nature - Capped or fully flexible	Actual 2022/23 Fee £	Proposed 2023/24 Fee £	Percentage increase in fees	Fee comparison position against other Local Authorities in 2022/23, Inflation factor used (where from, source etc.), and other comments
Local Land Charges Fees for Local Authority Searches						
LLC1 Official (Fee non VATable)	Discretionary	fully flexible	11.00	12.35	12.30%	Increased by CPI
CON29R (Fee non VATable)	Discretionary	fully flexible	166.00	186.42	12.30%	Increased by CPI
CON29R (Fee VATable)	Discretionary	fully flexible	199.20	223.70	12.30%	Increased by CPI
Search fee (LLC1 & CON29R)	Discretionary	fully flexible	210.20	236.05	12.30%	Increased by CPI
Enquiry 22 (Fee VATable)	Discretionary	fully flexible	12.00	13.48	12.30%	Increased by CPI
Enquiry by Solicitor (Fee VATable)	Discretionary	fully flexible	30.00	33.69	12.30%	Increased by CPI
Search Fee - each Additional parcel of land (Fee VATable)	Discretionary	fully flexible	30.00	33.69	12.30%	Increased by CPI
Copy documents			Free on-line via Planning Register	Free on-line via Planning Register		No Change

Children's & Adults' Department

Business Unit	INCOME STREAM	Income Type - Mandatory or Discretionary	Nature - Capped or fully flexible	Actual 2022-23 Fee £	Proposed 2023-24 Fee £	Percentage increase in fees	Fee comparison position against other Local Authorities, Inflation factor used (where from, source etc.,) and other comments
Adult Social Care	Service user contributions to cost of care	Discretionary	Fully flexible	Depends on individual's financial circumstances.			Contributions are assessed based on the individual's ability to pay, in line with the council's fairer contributions policy.
Education - Adult Community Learning	Childcare fees - per hour	Discretionary	Fully Flexible	6.60	6.60	0.0%	These fees are reviewed on an academic year basis. There is a proposal not to increase fees in context of the cost of living rise to enable residents to access adults learning without increase in fees presneting any additional hardship.
Education - Adult Community Learning	Childcare fees - per week	Discretionary	Fully Flexible	264.00	264.00	0.0%	
Education - Adult Community Learning	Adult Learning Standard Fee - per hour	Discretionary	Fully Flexible	5.50 (£6.60 for arts and creative sessions)	5.50 (£6.60 for arts and creative sessions)	0.0%	
Education - Adult Community Learning	Adult Learning Concessionary Fee - per hour	Discretionary	Fully Flexible	2.75	2.75	0.0%	
Education - Adult Community Learning	Supply Chain Fees and Services	Discretionary	Capped	Upto 15% of allocated funding	Upto15% of allocated funding	0.0%	
Fees items (exempt or outside scope of VAT)							

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ENVIRONMENT DIRECTORATE							
WASTE & CLEANSING SERVICES							
WASTE DISPOSAL	Gate fee at Old Kent Road Waste Facility for non hazardous waste (charge per tonne)	D	Fully flexible	195.05	208.70	7.00%	Based on waste contract inflation estimation using YTD inflation levels for RPIX and Labour index measures used in contract definitions. Actual contract indexation is fixed in mid February 2023 when January index data is published.
	Hazardous wastes.	D	Fully flexible	Prices on request	Prices on request	n/a	Hazardous Waste may require special management processes, and are charged at cost as invoiced by the Council's contractor, with an admin/overhead supplement of 20%
	Tyres (charge per tonne)	D	Fully flexible	356.40	356.40	0.00%	Based on actual contract charges. No loads of tyres were accepted (other than flytipped or brought to HWRRC - both of which cannot be charged) during 2022-23, and zero income resulted.
	Charges for the disposal of litter and waste collected by other land owners (charge per tonne)	D	Fully flexible	97.95	127.35	30.02%	Actual contract costs for third party tonnage has risen substantially as a result of higher recovery and disposal costs for treated waste. Charges set to recover costs.
	Green waste disposal charges to Parks unit contractor.	D	Fully flexible	80.95	86.65	7.04%	Based on waste contract inflation estimation using YTD inflation levels for RPIX and Labour index measures used in contract definitions. Actual contract indexation is fixed in mid February 2023 when January index data is published.
COMMERCIAL WASTE							
General Waste	COLLECTIONS						
	Refuse Bags (per bag)	D	Fully flexible	1.55	1.70	9.68%	Increase linked to waste contract inflation.
	1100 lt. Eurobin (per collection)	D	Fully flexible	17.05	18.45	8.21%	
	660 lt. Eurobin (per collection)	D	Fully flexible	12.75	13.80	8.24%	
	360 lt. wheelie bin (per collection)	D	Fully flexible	6.75	7.30	8.15%	
	240 lt. wheelie bin (per collection)	D	Fully flexible	5.50	5.95	8.18%	
	Special Collections	D	Fully flexible	Prices on request	Prices on request	n/a	
Recycling							
	Recycling Bags (per bag)	D	Fully flexible	1.00	1.10	10.00%	Increase linked to waste contract inflation.
	1100 lt. Eurobin (per collection)	D	Fully flexible	10.50	11.35	8.10%	
	660 lt. Eurobin (per collection)	D	Fully flexible	8.55	9.25	8.19%	
	360 lt. wheelie bin (per collection)	D	Fully flexible	4.30	4.65	8.14%	
	240 lt. wheelie bin (per collection)	D	Fully flexible	3.75	4.05	8.00%	
	Cardboard (Stickers)	D	Fully flexible	1.00	1.10	10.00%	
	Food waste	D	Fully flexible	12.65	13.70	8.30%	
RECHARGEABLE HOUSEHOLD WASTE SERVICES							
	Weekly Container Hire & Maintenance Charges						

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	35yd Roll on Roll off	D	Fully flexible	16.35	22.00	34.56%	Above inflation increase to reflect significantly increased replacement costs.
	Chamberlain / Paladin	D	Fully flexible	3.40	3.40	0.00%	Charges comparable to neighbouring London local authorities with similar characteristics and demographics to Southwark.
	1100 litre Eurobin	D	Fully flexible	3.40	3.40	0.00%	
	660 litre Eurobin	D	Fully flexible	3.10	3.10	0.00%	
	Household Refuse Collections - Non Domestic premises						
	Clinical Waste Bags (per bag)	D	Fully flexible	4.60	5.00	8.70%	Based on waste contract inflation estimation using YTD inflation levels for RPIX and Labour index measures used in contract definitions. Actual contract indexation is fixed in mid February 2023 when January index data is published.
	1100 litre. Eurobin (hire and collection)	D	Fully flexible	13.25	16.40	23.77%	The charge has been increased above inflation in order to cover the cost to provide free recycling bins - the recycling bin charge has been added to the refuse bin charge. This encourages non household users to reduce the number of refuse bins and increase the number of recycling bins and separate as much recyclable waste as possible. The net added cost for each non household service user in 2023 will be zero, unless they are not separating material for recycling. In practice, non household refuse collections are almost all schools, so any increase in overall costs would represent an increased charge to schools budgets.
	660 litre. Eurobin (hire and collection)	D	Fully flexible	8.20	10.00	21.95%	
	Household Recycling Collections - Non Domestic premises						
	1100 litre. Eurobin (per collection)	D	Fully flexible	3.15	0.00	-100.00%	Charges have been removed from recycling bins to further incentivise recycling. The charges for refuse bins have increased by the same amount to produce a zero overall cost increase. We would expect non household users to increase separation of materials for recycling, using more recycling bins and less refuse bins in order to receive the benefit of this change.
	660 litre. Eurobin (per collection)	D	Fully flexible	1.90	0.00	-100.00%	
	Bulky Waste Collections						
	Bulky Household Waste Collections for residents (up to 10 items)	D	Fully flexible	25.00	35.00	40.00%	Charges comparable to neighbouring London local authorities with similar characteristics and demographics to Southwark.
	Bulky Household Waste Collections for landlords (up to 5 items)	D	Fully flexible	56.80	79.60	40.14%	Charges comparable to neighbouring London local authorities with similar characteristics and demographics to Southwark.
	Collection of dead animals from private properties	D	Fully flexible	61.50	100.00	62.60%	Above inflation increase to recover cost of service provision.
	Household Garden Waste Collections						
	Household garden waste collection service - annual subscription charge	Discretionary	Fully flexible	40.00	60.00	50.00%	Charges comparable to neighbouring London local authorities with similar characteristics and demographics to Southwark.
	Brown garden waste bags - batch of 20 pre-paid bags	Discretionary	Fully flexible	20.00	30.00	50.00%	
	PARKING SERVICES						
	ON STREET PARKING						
Pay & Display	Zone C1, C2 , D, G, GR & F (per hour) Pay by phone or Paypoint / Diesel surcharge	D	Fully flexible	8.60	11.25	30.81%	

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	Zone C1, C2 , D, G, GR & F (per hour) Pay by phone or Paypoint	D	Fully flexible	6.25	7.25	16.00%	Fees set at appropriate levels for traffic management reasons and are varied to manage limited road space based on surveys of our kerb space use. Benchmarking indicates no increase necessary this year. Diesel Surcharge increased to support S.42.3 Air Quality strategy. Cash Machines will be removed, payment in Paypoint Shops added. Two tariffs inner and outer zone to take over from 4 existing tariffs.
	Zone D, G & GR (per hour) Pay by phone or Paypoint / Diesel surcharge	D	Fully flexible	4.60	11.25	144.57%	
	Zone D, G & GR (per hour) Pay by phone or Paypoint	D	Fully flexible	3.15	7.25	130.16%	
	Zone HH & P (per hour) Pay by Phone or Paypoint / Diesel surcharge	D	Fully flexible	4.70	7.75	64.89%	
	Zone HH & P (per hour) Pay by Phone or Paypoint	D	Fully flexible	3.40	4.75	39.71%	
	All other Zones (per hour) Pay by phone or Paypoint / Diesel surcharge	D	Fully flexible	4.20	7.75	84.52%	
	All other Zones (per hour) Pay by Phone or Paypoint	D	Fully flexible	2.90	4.75	63.79%	
OFF STREET PARKING							
Car Parks							
Peckham Car Parks per hour (amount with VAT) Cerise Road and Choumert Grove	Per Hour Paybyphone or Paypoint	D	Fully flexible	0.80	2.00	150.00%	Charges comparable to neighbouring London local authorities with similar characteristics and demographics to Southwark.
Season Tickets (car parks in Peckham)	Season Tickets 1 month	D	Fully flexible	54.85	60.35	10.03%	Inflation - Rounded
	Season Tickets 3 months	D	Fully flexible	164.50	180.00	9.42%	Inflation - Rounded
	Season Tickets 6 months	D	Fully flexible	313.00	344.00	9.90%	Inflation - Rounded
	Season Tickets 12 months	D	Fully flexible	574.00	631.00	9.93%	Inflation - Rounded
PERMITS							
Doctors Permit	Per annum	D	Fully flexible	133.00	146.00	9.77%	
Professional health workers permit	Per annum	D	Fully flexible	133.00	146.00	9.77%	
Residents Permits - all CPZ's - ULEZ compliant/petrol - First Permit	Per annum	D	Fully flexible	133.00	225.00	69.17%	
Residents Permits - all CPZ's - ULEZ compliant/petrol - First Permit	Monthly	D	Fully flexible	16.40	27.90	70.12%	
Residents Permits - all CPZ's - ULEZ compliant/petrol - First Permit	Quarterly	D	Fully flexible	38.00	64.60	70.00%	
Residents Permits - all CPZ's - ULEZ compliant/petrol - First Permit	Six Monthly	D	Fully flexible	72.00	122.40	70.00%	
Residents Permits - all CPZ's - Second and Subsequent permits and Diesel Non-ULEZ compliant first permit	Per annum	D	Fully flexible	256.00	300.00	17.19%	

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Residents Permits - all CPZ's - Second and Subsequent permits and Diesel Non-ULEZ compliant first permit	Monthly	D	Fully flexible	27.00	31.60	17.04%	Fees set at appropriate levels for traffic management reasons and are varied to manage limited road space based on surveys of our kerb space use. The fees are in the main, in line with comparable boroughs. Where inflation rate is applied, it is rounded up to the nearest 5p. The discounts for electric vehicles to encourage their use as per S4.23 of the air quality action plan.
Residents Permits - all CPZ's - Second and Subsequent permits and Diesel Non-ULEZ compliant first permit	Quarterly	D	Fully flexible	69.00	81.00	17.39%	
Residents Permits - all CPZ's - Second and Subsequent permits and Diesel Non-ULEZ compliant first permit	Six Monthly	D	Fully flexible	133.00	155.00	16.54%	
Residents permit - Electric vehicle discount - First permit	Per annum	D	Fully flexible	32.00	75.00	134.38%	
Residents permit - Hybrid vehicle discount - First permit	Per annum	D	Fully flexible	32.00	150.00	368.75%	
Residents permit blue badge holders discount - All permits	Per annum	D	Fully flexible	31.25	30.00	-4.00%	
Business Permits - ULEZ Vehicle	Per annum	D	Fully flexible	615.00	676.50	10.00%	
Business Permits - Diesel non-ULEZ Vehicle	Per annum	D	Fully flexible	738.00	811.80	10.00%	
Business permit - Electric vehicle discount	Per annum (A 50% discount for electric vehicle users)	D	Fully flexible	308.00	338.80	10.00%	
Business Permits - ULEZ Vehicle	Quarterly	D	Fully flexible	190.00	209.00	10.00%	
Business Permits - Diesel non-ULEZ Vehicle	Quarterly	D	Fully flexible	220.00	242.00	10.00%	
Business Permits - ULEZ Vehicle	Six Monthly	D	Fully flexible	379.00	417.00	10.03%	
Business Permits - Diesel non-ULEZ Vehicle	Six Monthly	D	Fully flexible	441.00	485.00	9.98%	
Business Permits - Discount	Per annum discounted for Professional child care providers	D	Fully flexible	133.00	146.00	9.77%	
A Permits - Paper	Per annum	D	Fully flexible	308.00	340.00	10.39%	
A Permits - Virtual	Per annum	D	Fully flexible	256.00	282.00	10.16%	
SP Permits	Per annum	D	Fully flexible	256.00	282.00	10.16%	
SP Permits	1 Month	D	Fully flexible	36.00	40.00	11.11%	
SP Permits	3 Months	D	Fully flexible	72.00	80.00	11.11%	
SP Permits	6 Months	D	Fully flexible	144.00	160.00	11.11%	
Traders permits for permanent traders	12 months pro rata 4/5 business permit	D	Fully flexible	492.00	540.00	9.76%	
Traders permits for permanent traders - Diesel Non-ULEZ Vehicle	12 months pro rata 4/5 business permit	D	Fully flexible	492.00	650.00	32.11%	
Traders Permits	Per day	D	Fully flexible	4.00	4.50	12.50%	
Traders Permits - Diesel Non-ULEZ Vehicle	Per day	D	Fully flexible	4.00	6.20	55.00%	
Residents Visitor Permits	First book of 10 x 1 day paper vouchers	D	Fully flexible	30.75	33.80	9.92%	Inflation - Rounded

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Residents Visitor Permits	Subsequent book - 10 x 1 day paper vouchers	D	Fully flexible	55.35	60.80	9.85%	Inflation - Rounded
Residents Visitor Permits	First set of 10 x 1 day virtual vouchers	D	Fully flexible	27.90	30.70	10.04%	Inflation - Rounded
Residents Visitor Permits	Subsequent sets of 10 x 1 day virtual vouchers	D	Fully flexible	50.25	55.25	9.95%	Inflation - Rounded
Residents Visitor Permits	Virtual single - 1 day parking sessions	D	Fully flexible	5.65	6.20	9.73%	Inflation - Rounded
Residents Visitor Permits	Virtual 10 - 5 hour parking sessions	D	Fully flexible	22.30	24.50	9.87%	Inflation - Rounded
Residents Visitor Permits	Virtual single - 5 hour parking sessions	D	Fully flexible	2.90	3.20	10.34%	Inflation - Rounded
Residents Visitor Permits	Virtual 10 - 1 hour parking sessions	D	Fully flexible	11.30	12.40	9.73%	Inflation - Rounded
Residents Visitor Permits	Virtual single - 1 hour parking sessions	D	Fully flexible	1.80	2.00	11.11%	Inflation - Rounded
Residents Visitor Permits - Blue Badge resident discount	First book	D	Fully flexible	13.50	14.85	10.00%	Inflation - Rounded
Residents Visitor Permits - Blue badge resident discount	Subsequent book 10	D	Fully flexible	24.25	26.65	9.90%	Inflation - Rounded
Residents Visitor Permits - Blue Badge resident discount	Virtual 10 - 5 hour parking sessions	D	Fully flexible	10.80	11.90	10.19%	Inflation - Rounded
Residents Visitor Permits - Blue Badge resident discount	Virtual 10 - 1 hour parking sessions	D	Fully flexible	5.35	5.90	10.28%	Inflation - Rounded
Removal Vehicle Hire	Hire of removal vehicle (3.5 hours) with staff Monday to Friday 8 am to 6.30 pm	D	Fully flexible	512.00	560.00	9.38%	Inflation Rounded
Removal Vehicle Hire	Hire of removal vehicle (3.5 hours) with staff outside of these hours Monday to Friday 8 am to 6.30 pm	D	Fully flexible	1,050.00	1,150.00	9.52%	Inflation Rounded
Floating Car Club permit	Per annum	D	Fully flexible	1,500.00	1,500.00	0.00%	To be part of the new contracts with Car Club Operators
Floating Car Club permit - Electric vehicle discount	Per annum (reduced fee)	D	Fully flexible	750.00	750.00	0.00%	To be part of the new contracts with Car Club Operators
Fixed Car Club permit - CPZs C1, C2, D, F, G & GR	Per annum	D	Fully flexible	1,200.00	1,200.00	0.00%	To be part of the new contracts with Car Club Operators
Fixed Car Club permit - All other bays	Per annum	D	Fully flexible	750.00	750.00	0.00%	To be part of the new contracts with Car Club Operators
Suspensions							
Parking Bay Suspensions	Per Day/ car space	D	Fully flexible	41.00	45.00	9.76%	Fees set at appropriate levels for traffic management reasons and are varied to manage limited road space based on surveys of our kerb space use. The fees are in the main, in line with comparable boroughs. Where inflation rate is applied, it is rounded up to the nearest 5p. The discounts for electric vehicles are to encourage their use as per the air quality action plan.
Parking Bay Suspensions Admin Fee	Per suspension request	D	Fully flexible	71.75	79.00	10.10%	
Yellow Line dispensations	Full Day / vehicle	D	Fully flexible	41.00	45.00	9.76%	
Residents Bay - Traders Permit	Full Day / vehicle	D	Fully flexible	30.75	33.80	9.92%	
Statutory							
Penalty Charge Notice	North of South Circular Road	M	Fixed	130.00	130.00	0.00%	
		M	Fixed	80.00	80.00	0.00%	

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	South of South Circular Road	M	Fixed	110.00	110.00	0.00%	Charges set by London Councils with approval by the Mayor and Secretary of State.
		M	Fixed	60.00	60.00	0.00%	
	Discount if paid within 14 days	M	Fixed	50%	50%	0.00%	
Charge Certificate (PCN becomes a charge certificate after 28 days after issuing notice to owner)	North of South Circular Road	M	Fixed	195.00	195.00	0.00%	
		M	Fixed	135.00	135.00	0.00%	
Charge Certificate	South of South Circular Road	M	Fixed	165.00	165.00	0.00%	
		M	Fixed	105.00	105.00	0.00%	
Enforcement Agents		M	Fixed	170.00	170.00	0.00%	
		M	Fixed	200.00	200.00	0.00%	
		M	Fixed	140.00	140.00	0.00%	
		M	Fixed	110.00	110.00	0.00%	
Removals		M	Fixed	£200+£40/day	£200+£40/day	0.00%	
Bus Lanes		M	Fixed	130.00	130.00	0.00%	
Moving Traffic CCTV enforcement		M	Fixed	130.00	130.00	0.00%	
Parking enforcement		M	Fixed	130.00	130.00	0.00%	
Mobile Enforcement		M	Fixed	130.00	130.00	0.00%	
ROAD NETWORK MANAGEMENT							
London wide Permit Scheme							
Road Category 0-2 & Traffic Sensitive	Provisional Advance Authorisation	M	Capped	105.00	105.00	0.00%	As an inner London Borough the costs are at the top of the range for a permitting authority. The fees are currently set to the maximum level permitted within the Code of Practice and hence no changes are permitted under current legislation.
	Major Activity	M	Capped	240.00	240.00	0.00%	
	Standard Activity	M	Capped	130.00	130.00	0.00%	
	Minor Activity	M	Capped	65.00	65.00	0.00%	
	Immediate Activity	M	Capped	60.00	60.00	0.00%	
Road Category 3-4 & Non-Traffic Sensitive	Provisional Advance Authorisation	M	Capped	75.00	75.00	0.00%	
	Major Activity	M	Capped	150.00	150.00	0.00%	
	Standard Activity	M	Capped	75.00	75.00	0.00%	
	Minor Activity	M	Capped	45.00	45.00	0.00%	
	Immediate Activity	M	Capped	40.00	40.00	0.00%	

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Street Works Fees							
	Sample Inspection Fees	M	Capped	50.00	50.00	0.00%	Fees for a range of inspections and fines for street works offences. These fees are all set by the Department for transport (DfT) and the Code of Practice for Inspection Fees (fees under New Road and Street Works Act 1991). The fees section 74 for overrunning works were amended in October 2012. The fees are currently set to the maximum level permitted within the Code of Practice and hence no changes are permitted under the current legislation.
	Defect inspection Fees	M	Capped	47.50	47.50	0.00%	
	Third Party Inspection Fees	M	Capped	68.00	68.00	0.00%	
	Fixed penalty notices for incorrect permit information	M	Capped	120.00	120.00	0.00%	
	Fixed penalty notices for working without a permit	M	Capped	500.00	500.00	0.00%	
	Section 74 charge Category 1 Traffic Sensitive Road - Carriageway Works Daily charge - days 1 to 3	M	Capped	5,000.00	5,000.00	0.00%	
	Section 74 charge Category 1 Traffic Sensitive Road - Carriageway Works -Daily charge - day 4 ONWARDS	M	Capped	10,000.00	10,000.00	0.00%	
	Section 74 charge Category 1 Road - Daily Charge Carriageway Works	M	Capped	2,500.00	2,500.00	0.00%	
	Section 74 charge Category 2 Traffic Sensitive Road - Carriageway Works Daily Charge - days 1 to 3	M	Capped	3,000.00	3,000.00	0.00%	
	Section 74 charge Category 2 Traffic Sensitive Road - Carriageway Works Daily Charge - day 4 onwards	M	Capped	8,000.00	8,000.00	0.00%	
	Section 74 charge Category 2 Road - Daily Charge Carriageway Works	M	Capped	2,000.00	2,000.00	0.00%	
	Section 74 charge Category 3 or 4 Traffic Sensitive Road - Carriageway Works Daily Charge	M	Capped	750.00	750.00	0.00%	
	Section 74 charge Category 3 or 4 Road - Daily Charge Carriageway Works	M	Capped	250.00	250.00	0.00%	
	Section 74 charge Category 1 Road - Daily Charge Footway Works	M	Capped	2,500.00	2,500.00	0.00%	
	Section 74 charge Category 2 Road - Daily Charge Footway Works	M	Capped	2,000.00	2,000.00	0.00%	
	Section 74 charge Category 3 or 4 Road - Daily Charge Footway Works	M	Capped	250.00	250.00	0.00%	
	Assessment of traffic management and routes (hourly Rate)	D	Fully flexible	80.00	88.00	10.00%	Inflation - Rounded
	Core Testing	D	Fully flexible	233.00	256.55	10.11%	Inflation - Rounded
	Filming Permit up to 3 days	D	Fully flexible	47.00	51.75	10.11%	Inflation - Rounded
	Filming Permit up to 10 days	D	Fully flexible	78.00	85.90	10.13%	Inflation - Rounded
	Filming Permit over 10 days or required Traffic Order	D	Fully flexible	365.00	401.90	10.11%	Inflation - Rounded
	Temporary Traffic Notice (TTN) for Filming	D	Fully flexible	560.00	616.50	10.09%	Inflation - Rounded
Licensing Fees							
	Hoardings/Scaffold (up to 10 metres) per month	D	Fully flexible	433.50	477.30	10.10%	benchmarked against similar central London boroughs + inflation

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	Hoardings/Scaffold (over 10 metres and up to 50 metres) per month	D	Fully flexible	578.00	636.40	10.10%	benchmarked against similar central London boroughs + inflation
	Hoardings/Scaffold (over 50 metres) per month	D	Fully flexible	785.00	864.30	10.10%	benchmarked against similar central London boroughs + inflation
	Crane Licences (Minor) Per crane operation 1 day	D	Fully flexible	£284.90 1st day £135.50	£313.00 1st day £149.00	10.10%	benchmarked against similar central London boroughs + inflation
	Containers/Site Huts/Portaloos (per month)	D	Fully flexible	312.50	344.00	10.08%	benchmarked against similar central London boroughs + inflation
	Section 50 Licences	D	Fully flexible	671.00	738.80	10.10%	benchmarked against similar central London boroughs + inflation
	Major Materials Licence (per sq. metre per month)	D	Fully flexible	24.50	27.00	10.20%	benchmarked against similar central London boroughs + inflation
	Minor Materials Licence (up to 6 sq. metres)	D	Fully flexible	110.00	121.10	10.09%	benchmarked against similar central London boroughs + inflation
	Skip Licence (per month)	D	Fully flexible	85.00	93.60	10.12%	benchmarked against similar central London boroughs + inflation
	Street Furniture Licence Fee	D	Fully flexible	224.00	246.70	10.13%	Inflation - Rounded
	Table & Chairs (per sq. metre)	D	Fully flexible	89.50	98.60	10.17%	Inflation - Rounded
	Street Furniture Licence (per sq. metre)	D	Fully flexible	89.50	100.00	11.73%	Inflation - Rounded
	Advertising Board	D	Fully flexible		98.60		NEW FEE - For the placement of an advertising board.
	Pavement Licence	D	Capped	100	100.00	0.00%	Maximum fee £100 as set out in Business and Planning Act 2020, this fee replaces street furniture and tables and chairs fees until October 2023
	Temporary Traffic Orders (standard)	D	Fully flexible	2,587.00	2,587.00	0.00%	Fee not increased - our fee is at the top end of the London average
	Temporary Traffic Orders (emergency)	D	Fully flexible	2,511.00	2,511.00	0.00%	Fee not increased - our fee is at the top end of the London average
	Removal of Abandoned Vehicle from privately managed car park (each)	D	Fully flexible	150.00	150.00	0.00%	Recommended fee set out in legislation
	Fixed Penalty Notices	D	Fully flexible	100.00	100.00	0.00%	Capped. Reduced by 50% if paid within 14 days
	Licence Cancellation Fee	D	Fully flexible	30% of Licence fee	30% of Licence fee	0.00%	
	Section 278 Overrun Charge - Category 1 Traffic Sensitive Road - Carriageway Works Daily charge - days 1 to 3	D	Capped	5,000.00	5,000.00	0.00%	
	Section 278 Overrun Charge - Category 1 Traffic Sensitive Road - Carriageway Works -Daily charge - day 4 ONWARDS	D	Capped	10,000.00	10,000.00	0.00%	
	Section 278 Overrun Charge - Category 1 Road - Daily Charge Carriageway Works	D	Capped	2,500.00	2,500.00	0.00%	
	Section 278 Overrun Charge - Category 2 Traffic Sensitive Road - Carriageway Works Daily Charge - days 1 to 3	D	Capped	3,000.00	3,000.00	0.00%	
	Section 278 Overrun Charge - Category 2 Traffic Sensitive Road - Carriageway Works Daily Charge - day 4 onwards	D	Capped	8,000.00	8,000.00	0.00%	
	Section 278 Overrun Charge - Category 2 Road - Daily Charge Carriageway Works	D	Capped	2,000.00	2,000.00	0.00%	Fees as set out in legislation.
	Section 278 Overrun Charge - Category 3 or 4 Traffic Sensitive Road - Carriageway Works Daily Charge	D	Capped	750.00	750.00	0.00%	

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	Section 278 Overrun Charge - Category 3 or 4 Road - Daily Charge Carriageway Works	D	Capped	250.00	250.00	0.00%	
	Section 278 Overrun Charge - Category 1 Road - Daily Charge Footway Works	D	Capped	2,500.00	2,500.00	0.00%	
	Section 278 Overrun Charge - Category 2 Road - Daily Charge Footway Works	D	Capped	2,000.00	2,000.00	0.00%	
	Section 278 Overrun Charge - Category 3 or 4 Road - Daily Charge Footway Works	D	Capped	250.00	250.00	0.00%	
	Construction Management Plan Major	D	Fully flexible	28688	31,600.00	10.15%	Inflation - Rounded
	Construction Management Plan Minor	D	Fully flexible	13352	14,700.00	10.10%	Inflation - Rounded
Development Control							
	Highways Enquiries - provision of mapped drawings	D	Fully flexible	33.30	37.00	11.11%	Inflation - Rounded
	Highways Enquiries - provision of mapped drawings and response to enquiries	D	Fully flexible	78.00	86.00	10.26%	Inflation - Rounded
	Stopping Up orders	D	Fully flexible	4,737.00	5,210.00	9.99%	Inflation - Rounded
	Section 278 Agreements	D	Fully flexible	Calculated per development	Calculated per development		
	Section 38 Agreements	D	Fully flexible	Calculated per development	Calculated per development		
	Commuted sums	D	Fully flexible	Calculated per incident	Calculated per incident		
	Damage to highway by third parties	D	Fully flexible	Calculated per incident	Calculated per incident		
	Oversail of the highway licence (per licence)	D	Fully flexible	5,263.00	5,790.00	10.01%	Inflation - Rounded
Highways	Section 184 Licenses for temporary crossovers	D	Fully flexible	3,158.00	3,474.00	10.01%	Inflation - Rounded
	up-front fee for consideration of domestic highways crossover application	D	Fully flexible	150.00	165.00	10.00%	This will be an upfront fee deducted from the overall cost of the works if they proceed. Non-refundable if not. Currently fees are only charged if the works go ahead. Around 24 London boroughs charge an upfront fee, ranging from £30-£200
Street Markets							
	EAST STREET MARKET						
	12 foot pitches						
	Full Week (Tuesday-Sunday) - Monthly fee			312.00	343.20	10.00%	Inflation - Rounded
	Fruit and Veg stalls - Monthly fee			365.00	401.50	10.00%	Inflation - Rounded
	Tuesday – Friday & Sunday - Monthly fee			285.00	313.50	10.00%	Inflation - Rounded
	Fruit and Veg stalls - Monthly fee			333.00	366.30	10.00%	Inflation - Rounded
	Tuesday to Saturday - Monthly fee			285.00	313.50	10.00%	Inflation - Rounded
	Fruit and Veg stalls - Monthly fee			333.00	366.30	10.00%	Inflation - Rounded
	4 Day licence (including weekends) - Monthly fee			260.00	286.00	10.00%	Inflation - Rounded
	Fruit and Veg stalls - Monthly fee			302.00	332.20	10.00%	Inflation - Rounded
	Saturday and Sunday - Monthly fee	D	Fully flexible	167.00	183.70	10.00%	Inflation - Rounded

Environment & Leisure Department

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	Fruit and Veg stalls - Monthly fee			182.00	200.20	10.00%	Inflation - Rounded
	Saturdays only - Monthly fee			125.00	137.50	10.00%	Inflation - Rounded
	Fruit and Veg stalls - Monthly fee			115.00	126.50	10.00%	Inflation - Rounded
	Sundays only - Monthly fee			104.00	114.40	10.00%	Inflation - Rounded
	Fruit and Veg stalls - Monthly fee			88.50	97.35	10.00%	Inflation - Rounded
	3 Day Licence (excluding weekends) - Monthly fee			167.00	183.70	10.00%	Inflation - Rounded
	Fruit and Veg stalls - Monthly fee			182.00	200.20	10.00%	Inflation - Rounded
	Temporary Traders - 12 foot pitch						
	Weekdays Tuesday, Thursday & Friday - Daily fee			31.00	34.10	10.00%	Inflation - Rounded
	Fruit and Veg stalls - Daily fee			33.00	36.30	10.00%	Inflation - Rounded
	Saturdays - Daily fee			33.00	36.30	10.00%	Inflation - Rounded
	Fruit and Veg stalls - Daily fee	D	Fully flexible	37.00	40.70	10.00%	Inflation - Rounded
	Sundays & Wednesdays - Daily fee			26.00	28.60	10.00%	Inflation - Rounded
	Fruit and Veg stalls - Daily fee			23.00	25.30	10.00%	Inflation - Rounded
	East Street Incentives -12 foot pitch						
	6 Day Trading (inc weekends) - Monthly fee			156.00	171.60	10.00%	Inflation - Rounded
	Move up (daily fee)			21.00	23.10	10.00%	Inflation - Rounded
	Additional pitch - Daily fee	D	Fully flexible	21.00	23.10	10.00%	Inflation - Rounded
	Wed & Sun extra pitch - Free			0.00	0.00	0.00%	
	East St Incentive Jan-Mar 1 Extra Pitch - Free of charge				0.00	0.00%	NEW
Street Markets	Licensed traders - Small Markets				0.00		
	Southwark Park Road - Monthly fee	D	Fully flexible	210.00	231.00	10.00%	Inflation - Rounded
	Tower Bridge Road - Monthly fee	D	Fully flexible	210.00	231.00	10.00%	Inflation - Rounded
	Peckham Pitches & Markets - Monthly fee	D	Fully flexible	210.00	231.00	10.00%	Inflation - Rounded
	Kiosk – Peckham Road - Monthly fee	D	Fully flexible	275.00	302.50	10.00%	Inflation - Rounded
	Westmoreland Rd (Mon – Sat) - Monthly fee	D	Fully flexible	130.00	143.00	10.00%	Inflation - Rounded
	Westmoreland Rd (Sun only) - Monthly fee	D	Fully flexible	62.00	68.20	10.00%	Inflation - Rounded
	Blackwood Street (Sun only) - Monthly fee	D	Fully flexible	83.00	91.30	10.00%	Inflation - Rounded
	Temporary Traders - Small Markets						
	Weekdays - Daily fee	D	Fully flexible	26.00	28.60	10.00%	Inflation - Rounded
	Westmoreland Road (All days) - Daily fee	D	Fully flexible	26.00	28.60	10.00%	Inflation - Rounded
	Weekends - Daily fee	D	Fully flexible	26.00	28.60	10.00%	Inflation - Rounded
	Monday – Saturday (full week) - Weekly fee	D	Fully flexible	104.00	114.40	10.00%	Inflation - Rounded
	Monthly seasonal licences (i.e. Christmas tree sales)	D	Fully flexible	520.00	572.00	10.00%	Inflation - Rounded
	NORTH CROSS ROAD						
	Licensed Traders						
	Fridays - Monthly fee	D	Fully flexible	83.00	91.30	10.00%	Inflation - Rounded
	Saturdays - Monthly fee	D	Fully flexible	104.00	114.40	10.00%	Inflation - Rounded
	Fridays & Saturdays - Monthly fee	D	Fully flexible	145.50	160.05	10.00%	Inflation - Rounded
	Temporary Traders - NCR						
	Mondays to Thursdays – Daily fee	D	Fully flexible	26.00	28.60	10.00%	Inflation - Rounded

Environment & Leisure Department

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	Fridays - Daily fee	D	Fully flexible	26.00	28.60	10.00%	Inflation - Rounded
	Saturdays - Daily fee	D	Fully flexible	36.50	40.15	10.00%	Inflation - Rounded
	OTHER LOCATIONS - PRIME SITES						
	London Bridge Approach						
	Licensed Traders - Monthly fee	D	Fully flexible	520.00	800.00	53.85%	
	Temporary Traders - Weekly Mon - Sun	D	Fully flexible		200.00	NEW	
	Elephant & Castle				-		
	Licensed Traders Monthly Fee	D	Fully flexible	312.00	800.00	156.41%	
	Temporary Traders - Weekly Mon - Sun	D	Fully flexible		200.00	NEW	
	Bankside				-		Fees set to manage demand for spaces and limited capacity.
	Temporary Traders - Weekly Mon - Sun	D	Fully flexible	150	200	33.33%	
	Licensed Traders Monthly Fee	D	Fully flexible		800	NEW	
	East Dulwich Station						
	Temporary Traders - Weekly Mon - Sun	D	Fully flexible		200	NEW	
	Licensed Traders Monthly Fee	D	Fully flexible		800	NEW	
	Electricity Surcharge to be added to all fees where applicable						
	Lighting - 10% additional cost	D	Fully flexible		Applied to Licence Fee	NEW	Fees amended to enable fair and equitable recovery of electricity costs
	Hot Food / Hot Drinks - 20% additional cost	D	Fully flexible		Applied to Licence Fee	NEW	Fees amended to enable fair and equitable recovery of electricity costs
	Private Markets				-		
Tier 1	Markets with less than 10 pitches - Daily fee private public land	D	Fully flexible	104.00	140.40	35.00%	Cost Recovery
Tier 1	Markets with more than 10 pitches but less than 20 - Daily fee private public land	D	Fully flexible	208.00	280.80	35.00%	Cost Recovery
Tier 1	Markets with more than 20 pitches - Daily fee private public land	D	Fully flexible	312.00	421.20	35.00%	Cost Recovery
Tier 1	Monthly seasonal licences (i.e. Christmas tree sales)	D	Fully flexible	520.00	702.00	35.00%	Cost Recovery
Tier 1	weekly seasonal licences (i.e. Christmas tree sales)	D	Fully flexible	156.00	210.60	35.00%	Cost Recovery
Tier 2	Markets with less than 10 pitches - Daily fee private public land	D	Fully flexible	104.00	114.40	10.00%	Inflation - Rounded
Tier 2	Markets with more than 10 pitches but less than 20 - Daily fee private public land	D	Fully flexible	208.00	228.80	10.00%	Inflation - Rounded
Tier 2	Markets with more than 20 pitches - Daily fee private public land	D	Fully flexible	312.00	343.20	10.00%	Inflation - Rounded
Tier 2	Monthly seasonal licences (i.e. Christmas tree sales)	D	Fully flexible	520.00	572.00	10.00%	Inflation - Rounded
Tier 2	weekly seasonal licences (i.e. Christmas tree sales)	D	Fully flexible	156.00	171.60	10.00%	Inflation - Rounded
	OTHER CHARGES				0.00		
	Registration Fee – Temporary trader 6 monthly	D	Fully flexible	42.00	46.20	10.00%	Inflation - Rounded
	Registration Fee – Permanent trader	D	Fully flexible	26.00	28.60	10.00%	Inflation - Rounded
	Renewal of Licence - Every 2 years (Biennial)	D	Fully flexible	42.00	46.20	10.00%	Inflation - Rounded

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	Replacement Licence	D	Fully flexible	26.00	28.60	10.00%	Inflation - Rounded
	Replacement Pitch Plate	D	Fully flexible	26.00	28.60	10.00%	Inflation - Rounded
	Registration of Assistant	D	Fully flexible	26.00	28.60	10.00%	Inflation - Rounded
	Variation of Licence	D	Fully flexible	26.00	28.60	10.00%	Inflation - Rounded
	Other Variations	D	Fully flexible	26.00	28.60	10.00%	Inflation - Rounded
	Next of Kin Transfer	D	Fully flexible	26.00	28.60	10.00%	Inflation - Rounded
	Second Arrears Letter	D	Fully flexible	31.00	34.10	10.00%	Inflation - Rounded
	Sub Committee Hearing (Panel)	D	Fully flexible	52.00	57.20	10.00%	Inflation - Rounded
	Dawes Street Container Space - Weekly fee	D	Fully flexible	104.00	114.40	10.00%	Inflation - Rounded
	Demonstrations/Promotions - Daily fee	D	Fully flexible	104-519	114-570	10.00%	Inflation - Rounded
	Ad Hoc Admin Fee hourly rate	D	Fully flexible	26.00	28.60	10.00%	Inflation - Rounded
PEST CONTROL SERVICES							
Pest Control Services - Residential Premises							
	Treatment for rodents (rats and mice)	D	Fully flexible	171.80	189.15	10.10%	Inflation - Rounded
	Extra charge per room over 4	D	Fully flexible	43.00	47.30	10.00%	Inflation - Rounded
	Treatment for insects (cockroaches, tropical ants, garden ants, SPIs)	D	Fully flexible	114.50	126.05	10.09%	Inflation - Rounded
	Extra charge per room over 4	D	Fully flexible	28.60	31.50	10.14%	Inflation - Rounded
	Treatment for bed bugs, moths, fleas	D	Fully flexible	190.90	210.20	10.11%	Inflation - Rounded
	Extra charge per room over 4	D	Fully flexible	47.70	52.50	10.06%	Inflation - Rounded
	Treatment for wasps	D	Fully flexible	57.30	63.10	10.12%	Inflation - Rounded
	Inspection of premises for infestation all pest types	D	Fully flexible	57.30	63.10	10.12%	Inflation - Rounded
	Costs for bird related works	D	Fully flexible	Price on request	Price on request		
	Discounted Rates @ 50%						
	Discount treatment for rodents (rats, mice and squirrels)	D	Fully flexible	85.90	94.60	10.13%	Inflation - Rounded
	Discount treatment for insects (cockroaches, tropical ants, garden ants, SPIs,)	D	Fully flexible	57.30	63.10	10.12%	Inflation - Rounded
	Discount treatment for bed bugs, moths, fleas	D	Fully flexible	95.50	105.15	10.10%	Inflation - Rounded
	Discounted Treatment for wasps	D	Fully flexible	28.60	31.50	10.14%	Inflation - Rounded
	Discounted inspection of premises for infestation - all pest types	D	Fully flexible	28.60	31.50	10.14%	Inflation - Rounded
	Stray Dogs						
	Collection fee	D	Fully flexible	34.50	37.95	10.00%	Inflation - Rounded
	Extra night	D	Fully flexible	17.30	19.05	10.12%	Inflation - Rounded
	Admin Fee	D	Fully flexible	66.60	73.33	10.11%	Inflation - Rounded
Pest Control Services - Commercial premises							
	Pest Type						
	Rats	D	Fully flexible	Price on request	Price on request		The service provided for commercial premises is dictated by the needs of the customer and as such prices are provided and agreed on request.
	Mice	D	Fully flexible	Price on request	Price on request		
	Wasps	D	Fully flexible	Price on request	Price on request		
	Fleas	D	Fully flexible	Price on request	Price on request		
	Cockroaches	D	Fully flexible	Price on request	Price on request		
	Pharaoh Ants	D	Fully flexible	Price on request	Price on request		
	Woodlice / Garden Beetles	D	Fully flexible	Price on request	Price on request		
	Bedbugs	D	Fully flexible	Price on request	Price on request		
HOUSING ENFORCEMENT (RESIDENTIAL SERVICES)							

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Licensing of Houses in Multiple Occupation (HMO) under Mandatory Licensing Scheme						
Fee on application per property for 5 lettings (plus per bedroom fee below where applicable)	Discretionary	Fully flexible	1,050.00	1,050.00	0.00%	New fees established in March 2022 - Fees and Charges to be reviewed in 2023 for 2024/25
Fee per bedroom above 5	Discretionary	Fully flexible	70.00	70.00	0.00%	
Part B Fee for issue of final licence per property for 5 lettings plus per bedroom fee below where applicable (This fee is not charged where the property is not issued with a full licence)	Discretionary	Fully flexible	450.00	450.00	0.00%	
Part B Fee per bedroom above 5	Discretionary	Fully flexible	30.00	30.00	0.00%	
Licensing of Houses in Multiple Occupation (HMO) under Additional Licensing Scheme						
Part A fee on application per property	Discretionary	Fully flexible	923.00	923.00	0.00%	New fees established in March 2022 - Fees and Charges to be reviewed in 2023 for 2024/25
Part B fee for issue of final licence per property (This fee is not charged where the property is not issued with a full licence)	Discretionary	Fully flexible	377.00	377.00	0.00%	
Licensing of privately rented properties under Selective Licensing Scheme						
Part A fee on application per property	Discretionary	Fully flexible	630.00	630.00	0.00%	
Part B fee for issue of final licence per property (This fee is not charged where the property is not issued with a full licence)	Discretionary	Fully flexible	270.00	270.00	0.00%	
Other licensing fees						
Invoicing instead of online payment - flat fee per invoice (to cover the costs of admin to process the invoice) where application has been made online but applicant cannot pay online.	Discretionary	Fully flexible	55.00	55.00	0.00%	New fees established in March 2022 - Fees and Charges to be reviewed in 2023 for 2024/25
Paper applications - flat fee per application, on top of standard application fee, cost covers admin officer setting up a My Southwark account for the landlord, entering the application form onto the online process and invoicing for payments.	Discretionary	Fully flexible	163.00	163.00	0.00%	
Printing of lost licence	Discretionary	Fully flexible	5.00	5.00	0.00%	
Financial penalty - Civil Penalty under The Housing and Planning Act 2016 for breach of specified housing offences under the HA 2004	D	Capped	Up to 30,000	Up to 30,000	0.00%	Maximum amount set by statute depending on the type of breach and other prescribed factors.
Financial penalty - Smoke and Carbon Monoxide Detector Regulations 2015 for non-compliance with a remedial notice requiring the installation of smoke or carbon monoxide alarms	D	Capped	Up to 5,000	Up to 5,000	0.00%	
Section 49 Housing Act 2004						
Charging for Housing Act Notices - Houses, flats and HMOs with up to 10 households :						
Any formal notice or order served under HA 2004 that relates to 4 or more defects contributing to category 1 hazards £1000			1,083.00	1,191.00	9.97%	
Any formal notice or order served under HA 2004 that relates to less than 4 defects contributing to category 1 hazards £800			867.00	953.00	9.92%	

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	Any formal notice or order served under HA 2004 that relates to 4 or more defects contributing to category 2 hazards £800	Discretionary	Fully flexible	867.00	953.00	9.92%	Charges comparable to neighbouring London local authorities with similar characteristics and demographics to Southwark.
	Any formal notice or order served under HA 2004 that relates to less than 4 defects contributing to category 1 hazards £600			650.00	715.00	10.00%	
Note: Where there are category 1 and 2 hazards in the same notice/property the highest appropriate fee will be charged.							
Charging for Housing Act Notices:- Houses, flats and HMOs with more than 10 households affected:							
New Fee	Charges will be calculated on a case by case basis to cover costs of inspection, preparation of enforcement notice, procurement and review of necessary investigative reports, Issue of notice under section 235 (HA2004), service of enforcement notice under Part 1 HA04, cost of management oversight and other associated costs	Discretionary	Fully flexible	Unlimited	Unlimited		NEW - this is to take account of the work done to enforce fire safety in the common parts of privately owned medium and high rise residential buildings (Building Safety Project/Cladding Remediation)
Regulatory Services (Environmental Health & Trading Standards)							
	Regulatory services professional fees including primary authority partnerships, weights and measures testing fees and other professional fees for work undertaken by Regulatory Services.	Discretionary	Flexible	89/hour	100/hour	12.30%	For primary authority work the Regulatory and Enforcement Sanctions Act 2008 allows local authorities to charge such fees as the authority considers to represent the costs reasonably incurred by it in the exercise of its functions. Also includes weights and measures testing fees and other professional fees for work undertaken by Regulatory Services. Fee increase is in line with RPI and fee rate is comparable with other London authorities.
TRADING STANDARDS							
	Penalty charge - Estate Agents Act 1979 / Estate Agents (Redress Scheme) (Penalty Charge) Regulations 2008 - estate agents redress scheme membership requirement	D	Fixed	1,000.00	1,000.00	0.00%	Fixed Fee set by statute. Fee equates to, or compares well with charges made by neighbouring London local authorities and those of similar characteristics and demographics to Southwark.
	Monetary penalty - The Redress Schemes for Lettings Agency Work and Property Management Work (Requirement to Belong to a Scheme etc.) (England) Order 2014 - letting agents and property managers redress scheme membership requirement	D	Capped	Amount up to 5,000	Amount up to 5,000	0.00%	Maximum amount set by statute. MHCLG guidance states the expectation is a £5,000 fine should be considered the norm. A lower fine should only be charged if the enforcement authority is satisfied of extenuating circumstances taking into account any representations made
	Financial penalty - Consumer Rights Act 2015 - display of fees and other information requirement for letting agents			Amount up to 5,000	Amount up to 5,000	0.0%	
	Financial penalty - Tenant Fees Act 2019 - letting agents or landlords requiring payment of prohibited fees	D	Capped	Amount up to 30,000	Amount up to 30,000	0.0%	Maximum amount set by statute and actual penalty to be determined on a case-by-case basis in accordance with local policy and statutory guidance
	Financial penalty - The Client Money Protection Schemes for Property Agents (Requirement to Belong to a Scheme etc.) Regulations 2019 -	D	Capped	Amount up to 30,000	Amount up to 30,000	0.0%	Maximum amount set by statute and actual penalty to be determined on a case-by-case basis in accordance with local policy and statutory guidance
	Financial penalty - The Energy Efficiency (Private Rented Property) (England and Wales) Regulations 2015 - Minimum energy performance requirements for rented property	D	Capped	Amount up to 150,000 for commercial premises and up to 4,000 for	Amount up to 150,000 for commercial premises and up to 4,000 for	0.0%	Maximum amounts set by statute depending on particular breach and premises concerned. Non-domestic properties are subject to higher penalty charges
	Financial penalty - The Energy Performance of Buildings (England and Wales) Regulations 2012 - provision and display of energy performance certificates requirements for property for sale or rent	D	Capped	Amount from 200 to 5,000	Amount from 200 to 5,000	0.00%	Maximum amount set by statute depending on the type of breach and other prescribed factors

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Fee / Charge Description	Income Type - Mandatory (M) or Discretionary (D)	Nature - Fixed, Capped or Fully flexible	2022-23 Fee £	Proposed 2023-24 Fee £	Percentage increase in fees	Fee comparison position against other Local Authorities in 2022-23, Inflation factor used (where from, source etc.,) and other comments
Fixed monetary penalty and non-compliance penalty - The Single Use Carrier Bags Charges (England) Order 2015 - Climate Change Act 2008 - requirement to charge for bags and related provisions	D	Capped	Amount from 200 to 20,000	Amount from 200 to 20,000	0.00%	Maximum amount set by statute depending on the type of breach and other prescribed factors
Variable monetary penalty and non-compliance penalty - The Environmental Protection (Microbeads) (England) Regulations 2017 - prohibit the use of microbeads in rinse-off personal care products and the sale of any such products containing them	D	Capped	Up to 10% of annual turnover	Up to 10% of annual turnover	0.00%	Maximum amount set by statute no more than 10% of annual turnover of the person on whom it is imposed
Variable monetary penalty and non-compliance penalty -The Energy Information Regulations 2011 - display of energy efficiency labels on appliances and information provision	D	Fully flexible	Unlimited	Unlimited	0.00%	There is no limit to the amount of a variable monetary penalty (Schedule 4 Part 1(4))
Variable monetary penalty and non-compliance penalty - The Environmental Protection (Plastic Straws, Cotton Buds and Stirrers) (England) Regulations 2020 - prohibition provisions on the supply of certain plastic items	D	Capped	Up to 10% of annual turnover	Up to 10% of annual turnover	0.00%	Maximum amount set by statute no more than 10% of annual turnover of the person on whom it is imposed
Financial penalty - Consumer Rights Act 2015 - secondary ticketing provisions (duty to provide information about tickets)	D	Capped	Amount up to 5,000	Amount up to 5,000	0.00%	Maximum amount set by statute
Penalty Notice for Disorder (PND's) - Criminal Justice and Police Act 2001 - Licensing Act 2003 offences relating to underage	D	Fixed	90.00	90.00	0.00%	Amount fixed by statute. Only Accredited Persons or Police or PCSOs may issue PND's
Fixed Penalty Notice - Public Health (Control of Disease) Act 1984 - various Health Protection Regulations (Coronavirus restrictions & requirements)	D	Fixed	100 to 10,000	100 to 10,000	0.00%	Amount fixed by statute. Variable amount dependent on type of breach and whether repeated breach
The Air Quality (Domestic Solid Fuels Standards) (England) Regulations 2020	D	Fixed	300.00	300.00	0.00%	Amount fixed by statute
FOOD SAFETY						
Food Hygiene Rating Scheme - Request for Revisit to determine new Hygiene Rating	Discretionary	Flexible	211.15	232.50	10.11%	Fee increased by inflation (CPI). This equates to, or compares well with charges made by neighbouring London local authorities and those of similar characteristics and demographics to Southwark. Charging for this service is subject to the provisions of the Localism Act 2011 and can be only cost recovery. The Food
Provision of Export Certificate, related Attestation and similar upon request	Discretionary	Flexible	257.00	282.95	10.10%	
LICENSING -						
Fees are generally either fixed or capped under statute. Where discretion to fix local fees is provided by statute, fees are required to reflect work undertaken in carrying out process. Fees cannot recover cost of enforcement against unlicensed operators from lawful operators. (EU Services Directive, Hemmings V WCC and Guidances). Fees must be subject to annual review.						
Gambling ACT 2005						
Regional Casino Premises Licence						
New (Cap set at £15,000)	M	Capped	15,000.00	15,000.00	0.00%	Maximum amount set by statute
Annual Charge (cap set at (£15,000)			15,000.00	15,000.00	0.00%	
Variation (£cap set at £7,500)			7,500.00	7,500.00	0.00%	
Transfer (Cap set at £6,500)			6,500.00	6,500.00	0.00%	
Re-instatement of a licence (Cap set at £6,500)			6,500.00	6,500.00	0.00%	
Provisional statement (Cap set at £15,000)			15,000.00	15,000.00	0.00%	
Application by a provisional licence holder (Cap set at £8,000)			8,000.00	8,000.00	0.00%	
Copy (Cap set at £25)			25.00	25.00	0.00%	
Notification (Cap set at £50)			50.00	50.00	0.00%	
Large Casino Premises Licence						
New (Cap set at £10,000)	M	Capped	10,000.00	10,000.00	0.00%	Maximum amount set by statute
Annual Charge (cap set at (£10,000)			10,000.00	10,000.00	0.00%	
Variation (£cap set at £5,000)			5,000.00	5,000.00	0.00%	
Transfer (Cap set at £2,150)			2,150.00	2,150.00	0.00%	
Re-instatement of a licence (Cap set at £2,150)			2,150.00	2,150.00	0.00%	
Provisional statement (Cap set at £10,000)			10,000.00	10,000.00	0.00%	
Application by a provisional licence holder (Cap set at £5,000)			5,000.00	5,000.00	0.00%	

Environment & Leisure Department

Fees and Charges 2023-24

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Copy (Cap set at £25)			25.00	25.00	0.00%	
Notification (Cap set at £50)			50.00	50.00	0.00%	
New Small Casino Premises Licence						
New (Cap set at £8,000)	M	Capped	8,000.00	8,000.00	0.00%	Maximum amount set by statute
Annual Charge (cap set at (£5,000))			5,000.00	5,000.00	0.00%	
Variation (£cap set at £4,000)			4,000.00	4,000.00	0.00%	
Transfer (Cap set at £1,800)			1,800.00	1,800.00	0.00%	
Re-instatement of a licence (Cap set at £1,800)			1,800.00	1,800.00	0.00%	
Provisional statement (Cap set at £8,000)			8,000.00	8,000.00	0.00%	
Application by a provisional licence holder (Cap set at £3,000)			3,000.00	3,000.00	0.00%	
Copy (Cap set at £25)					25.00	
Notification (Cap set at £50)			50.00	50.00	0.00%	
Bingo Premises Licence						
New (Cap set at £3,500)	M	Capped	3,500.00	3,500.00	0.00%	Maximum amount set by statute
Annual Charge (cap set at (£1,000))			1,000.00	1,000.00	0.00%	
Variation (£cap set at £1,750)			1,750.00	1,750.00	0.00%	
Transfer (Cap set at £1,200)			1,200.00	1,200.00	0.00%	
Re-instatement of a licence (Cap set at £1,200)			1,200.00	1,200.00	0.00%	
Provisional statement (Cap set at £3,500)			3,500.00	3,500.00	0.00%	
Application by a provisional licence holder (Cap set at £1,200)			1,200.00	1,200.00	0.00%	
Copy (Cap set at £25)					25.00	
Notification (Cap set at £50)			50.00	50.00	0.00%	
Adult Gaming Centre						
New (Cap set at £2,000)	M	Capped	2,000.00	2,000.00	0.00%	Maximum amount set by statute
Annual Charge (cap set at (£1,000))			1,000.00	1,000.00	0.00%	
Variation (£cap set at £1,000)			1,000.00	1,000.00	0.00%	
Transfer (Cap set at £1,200)			1,200.00	1,200.00	0.00%	
Re-instatement of a licence (Cap set at £1,200)			1,200.00	1,200.00	0.00%	
Provisional statement (Cap set at £2,000)			2,000.00	2,000.00	0.00%	
Application by a provisional licence holder (Cap set at £1,200)			1,200.00	1,200.00	0.00%	
Copy (Cap set at £25)					25.00	
Notification (Cap set at £50)			50.00	50.00	0.00%	
Family Entertainment Centre Premises Licence						
New (Cap set at £2,000)	M	Capped	2,000.00	2,000.00	0.00%	Maximum amount set by statute
Annual Charge (cap set at (£750))			750.00	750.00	0.00%	
Variation (£cap set at £1,000)			1,000.00	1,000.00	0.00%	
Transfer (Cap set at £950)			950.00	950.00	0.00%	
Re-instatement of a licence (Cap set at £950)			950.00	950.00	0.00%	
Provisional statement (Cap set at £2,000)			2,000.00	2,000.00	0.00%	
Application by a provisional licence holder (Cap set at £950)			950.00	950.00	0.00%	
Copy (Cap set at £25)					25.00	
Notification (Cap set at £50)			50.00	50.00	0.00%	
Betting Premises Licence (Track)						
New (Cap set at £2,500)	M	Capped	2,500.00	2,500.00	0.00%	Maximum amount set by statute
Annual Charge (cap set at (£1,000))			1,000.00	1,000.00	0.00%	
Variation (£cap set at £1,250)			1,250.00	1,250.00	0.00%	
Transfer (Cap set at £950)			950.00	950.00	0.00%	
Re-instatement of a licence (Cap set at £950)			950.00	950.00	0.00%	
Provisional statement (Cap set at £2,500)			2,500.00	2,500.00	0.00%	
Application by a provisional licence holder (Cap set at £950)			950.00	950.00	0.00%	
Copy (Cap set at £25)					25.00	
Notification (Cap set at £50)			50.00	50.00	0.00%	
Betting Premises Licence (Non-Track)						
New (Cap set at £3,000)			3,000.00	3,000.00	0.00%	
Annual Charge (cap set at (£600))			600.00	600.00	0.00%	

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Variation (Cap set at £1,500)	M	Capped	1,500.00	1,500.00	0.00%	Maximum amount set by statute
Transfer (Cap set at £1,200)			1,200.00	1,200.00	0.00%	
Re-instatement of a licence (Cap set at £1,200)			1,200.00	1,200.00	0.00%	
Provisional statement (Cap set at £3,000)			3,000.00	3,000.00	0.00%	
Application by a provisional licence holder (Cap set at £1,200)			1,200.00	1,200.00	0.00%	
Copy (Cap set at £25)			25.00	25.00	0.00%	
Notification (Cap set at £50)			50.00	50.00	0.00%	
Other						
Copy of a licence (Cap set at £25)	M	Capped	25.00	25.00	0.00%	Maximum amount set by statute
Change of Circumstances (Cap set at £50)			50.00	50.00	0.00%	
Temporary Use Notice	M	Capped	50.00	50.00	0.00%	
Society Lottery						
First Application	M	Capped	40.00	40.00	0.00%	Maximum amount set by statute
Annual Fee			20.00	20.00	0.00%	
Gaming Machines in Alcohol Licensed premises						
Notification of 2 or less machines	M	Capped	50.00	50.00	0.00%	Maximum amount set by statute
Application for more than 2 machines by Gaming Act 1968 consent holder			100.00	100.00	0.00%	
A new application for more than 2 machines			150.00	150.00	0.00%	
Transfer			25.00	25.00	0.00%	
Annual fee			50.00	50.00	0.00%	
Copy of permit			15.00	15.00	0.00%	
THE EXPLOSIVES REGULATIONS 2014						
Licence to store explosives where, by virtue of regulation 27 of, and Schedule 5 to, the 2014						
One year's duration	M	Fixed	189.00	189.00	0.00%	Maximum amount set by statute
Two year's duration			248.00	248.00	0.00%	
Three year's duration			311.00	311.00	0.00%	
Four year's duration			382.00	382.00	0.00%	
Five year's duration			432.00	432.00	0.00%	
Licence to store explosives where no minimum separation distance or a 0 metres minimum separation						
One year's duration	M	Fixed	111.00	111.00	0.00%	Maximum amount set by statute
Two year's duration			141.00	141.00	0.00%	
Three year's duration			177.00	177.00	0.00%	
Four year's duration			211.00	211.00	0.00%	
Five year's duration			243.00	243.00	0.00%	
Renewal of licence to store explosives where, by virtue of regulation 27 of, and Schedule 5 to, the 2014						
One year's duration	M	Fixed	88.00	88.00	0.00%	Maximum amount set by statute
Two year's duration			150.00	150.00	0.00%	
Three year's duration			211.00	211.00	0.00%	
Four year's duration			272.00	272.00	0.00%	
Five year's duration			333.00	333.00	0.00%	
Renewal of licence to store explosives where no minimum separation distance or a 0 metres minimum separation						
One year's duration	M	Fixed	55.00	55.00	0.00%	Maximum amount set by statute
Two year's duration			88.00	88.00	0.00%	
Three year's duration			123.00	123.00	0.00%	

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	Four year's duration			155.00	155.00	0.00%	Maximum amount set by statute
	Five year's duration			189.00	189.00	0.00%	
	Varying a licence						
	Varying name of licensee or address of site			37.00	37.00	0.00%	
	Any other kind of variation - The reasonable cost to the licensing authority of having the work carried out	M	Fixed				
	Transfer of licence			37.00	37.00	0.00%	
	Replacement of licence			37.00	37.00	0.00%	
	Fireworks Act 2004						
	Application to sell outside a permitted period	M	Fixed	500.00	500.00	0.00%	Maximum amount set by statute
LONDON LOCAL AUTHORITIES ACT 1991 (Cap established by case law)							
Note: Fees reviewed in light of EU Services Directive & Hemmings V WCC judgement							
	Full special treatments licence (multiple categories / operators)	M	Capped	398.00	438	10.05%	Inflation - Rounded
	Renewal full special treatments licence (multiple categories / operators)			372.00	409	9.95%	Inflation - Rounded
	Restricted licence (one category / one or two operatives)			296.00	326	10.14%	Inflation - Rounded
	Renewal restricted licence (one category / one or two operatives)			270.00	297	10.00%	Inflation - Rounded
	Transfer			107.00	118	10.28%	Inflation - Rounded
	Variation - additional category of treatments			109.00	120	10.09%	Inflation - Rounded
	Variation - additional operator			28.00	31	10.71%	Inflation - Rounded
	Copy Licence			12.00	13	8.33%	Inflation - Rounded
	Scrap Metal Dealers Act 2013						
	Site Licence						
	Grant	M	Capped	697.00	768	10.19%	Inflation - Rounded
	Renewal		Capped	426.00	469	10.09%	Inflation - Rounded
	Variation		Capped	244.00	268	9.84%	Inflation - Rounded
	Collectors Licence		Capped				
	Grant		Capped	407.00	448	10.07%	Inflation - Rounded
	Renewal		Capped	264.00	290	9.85%	Inflation - Rounded
	Variation	Capped	245.00	269	9.80%	Inflation - Rounded	
	Other fees						Inflation - Rounded
	Replacement licence (laminated)	D	Fully flexible	14.00	15	7.14%	Inflation - Rounded
	Replacement licence (ID card)	D	Fully flexible	44.00	48.00	9.09%	Inflation - Rounded
GLC (GENERAL POWERS) ACT 1984 - PART VI (Cap established by case law)							
	Copy of Licence for competitive bidding			13.00	14	7.69%	Inflation - Rounded
	Competitive bidding licence	M	Capped	670.00	738	10.15%	Inflation - Rounded
	Animal Welfare Licences						Inflation - Rounded
	Dangerous wild animals licence under the Dangerous Wild Animals Act 1976 - 1 Year	M	Capped	563.00	620	10.12%	Inflation - Rounded
	Duplicate	M	Capped	12.00	13	8.33%	Inflation - Rounded
	Performing animals registration under the Performing Animals Regulations 1925 - 1 Year	M	Capped	198.00	218	10.10%	Inflation - Rounded
	Duplicate	M	Capped	12.00	13	8.33%	Inflation - Rounded
LONDON LOCAL GOVERNMENT (MISCELLANEOUS PROVISIONS) ACT 1982							
	Initial application for sex establishment licence	M	Capped	7,426.00	8176	10.10%	Inflation - Rounded
	Additional compliance costs	M	Capped	591.00	651	10.15%	Inflation - Rounded
	Variation	M	Capped	6,630.00	7300	10.11%	Inflation - Rounded
	Renewal	M	Capped	6,630.00	7300	10.11%	Inflation - Rounded
	Duplicate	M	Capped	12.50	14	12.00%	Inflation - Rounded

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Marriages and Civil Partnerships (approved Premises) Regulations 2005 (Cap established by case law)							
Grant	M	Capped	995.00	1095	10.05%	Inflation - Rounded	
Application transfer premises as a venue for civil marriage and civil partnership	M	Capped	564.00	621	10.11%	Inflation - Rounded	
Renewal (every three years)	M	Capped	663.00	730	10.11%	Inflation - Rounded	
Change of name	M	Capped	13.00	14	7.69%	Inflation - Rounded	
Copy of Licence	M	Capped	13.00	14	7.69%	Inflation - Rounded	
Licensing Act 2003							
Fee levels are currently fixed under the Licensing Act 2003. These have been under Government review but							
Premises Licence / Club Premises Certificate							
Property rateable value £0 - £4,300							
New application & variation	M	Fixed	100.00	100.00	0.00%		
Annual Charge			70.00	70.00	0.00%		
Late Night Levy Fee (from 00.01 - 06.00)			299.00	299.00	0.00%		
Property rateable value £4,301 - £33,000							
Premises Licences							
New application & variation	M	Fixed	190.00	190.00	0.00%		
Annual charge			180.00	180.00	0.00%		
Late Night Levy Fee (from 00.01 - 06.00)			768.00	768.00	0.00%		
Property rateable value £33,001 - £87,000							
Premises Licences							
New application & variation	M	Fixed	315.00	315.00	0.00%		
Annual charge			295.00	295.00	0.00%		
Late Night Levy Fee (from 00.01 - 06.00)			1,259.00	1,259.00	0.00%		
Property rateable value £87,001 - £125,000							
Premises Licences							
New application & variation	M	Fixed	450.00	450.00	0.00%		
Multiplier applied for venues serving primarily alcohol (X2)			900.00	900.00	0.00%		
Annual charge			320.00	320.00	0.00%		
Late Night Levy Fee (from 00.01 - 06.00)			1,365.00	1,365.00	0.00%		
Multiplier applies to premises in category that primarily or exclusively sell alcohol (X2)			2,730.00	2,730.00	0.00%		
Property rateable value £125,001+							
Premises Licences							
New application & variation	M	Fixed	635.00	635.00	0.00%		
Multiplier applied for venues serving primarily alcohol (X3)			1,905.00	1,905.00	0.00%		
Annual charge			350.00	350.00	0.00%		
Late Night Levy Fee (from 00.01 - 06.00)			1,493.00	1,493.00	0.00%		
Multiplier applies to premises in category that primarily or exclusively sell alcohol (X3)			4,440.00	4,440.00	0.00%		
Additional fees for premises licence applications, and the annual fee for exceptionally large scale							
Number in attendance at any one time:							
Large Premises or Events	5,000 to 9,999	M	Fixed	1,000.00	1,000.00	0.00%	Additional £500 annual fee payable for Licences exceeding 1 year
	10,000 to 14,999			2,000.00	2,000.00	0.00%	Additional £1,000 annual fee payable for Licences exceeding 1 year
	15,000 to 19,999			4,000.00	4,000.00	0.00%	Additional £2,000 annual fee payable for Licences exceeding 1 year
	20,000 to 29,999			8,000.00	8,000.00	0.00%	Additional £4,000 annual fee payable for Licences exceeding 1 year
	30,000 to 39,999			16,000.00	16,000.00	0.00%	Additional £8,000 annual fee payable for Licences exceeding 1 year
	40,000 to 49,999			24,000.00	24,000.00	0.00%	Additional £12,000 annual fee payable for Licences exceeding 1 year
	50,000 to 59,999			32,000.00	32,000.00	0.00%	Additional £16,000 annual fee payable for Licences exceeding 1 year
	60,000 to 69,999			40,000.00	40,000.00	0.00%	Additional £20,000 annual fee payable for Licences exceeding 1 year
	70,000 to 79,999			48,000.00	48,000.00	0.00%	Additional £24,000 annual fee payable for Licences exceeding 1 year
	80,000 to 89,999			56,000.00	56,000.00	0.00%	Additional £28,000 annual fee payable for Licences exceeding 1 year
90,000 and over			64,000.00	64,000.00	0.00%	Additional £32,000 annual fee payable for Licences exceeding 1 year	

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Licensing Act 2003 - Other								
Grant of a personal licence	M	Fixed	37.00	37.00	0.00%			
Temporary event notice			21.00	21.00	0.00%			
Theft ,loss, etc. of premises licence or summary			10.50	10.50	0.00%			
Application for a provisional statement where premises being built			315.00	315.00	0.00%			
Notification of change of name			10.50	10.50	0.00%			
Application to transfer premises licence			23.00	23.00	0.00%			
Application to vary premises licence to specify DPS			23.00	23.00	0.00%			
Theft ,loss, etc. of certificate or summary			10.50	10.50	0.00%			
Theft ,loss, etc. of temporary event notice			10.50	10.50	0.00%			
Theft ,loss, etc. of personal licence			10.50	10.50	0.00%			
Duty to notify of name change or address			10.50	10.50	0.00%			
Interim authority notice			21.00	21.00	0.00%			
Notification of change of name/alteration of club rules					10.50	10.50	0.00%	
Change of relevant registered address of club					10.50	10.50	0.00%	
Notification of interest in property			21.00	21.00	0.00%			
The Animal Welfare (Licensing of Activities Involving Animals) (England) Regulations 2018								
Selling animals as pets new application 1 year	M	Capped	637.00	702	10.20%			
Selling animals as pets new application 2 years			684.00	753	10.09%			
Selling animals as pets renewal application 1 year			534.00	588	10.11%			
Selling animals as pets renewal application 2 year			581.00	639	9.98%			
Selling animals as pets renewal application 3 year			696.00	766	10.06%			
Selling animals as pets variation			357.00	393	10.08%			
Selling animals as pets transfer			107.00	118	10.28%			
Breeding dogs new application 1 year			637.00	702	10.20%			
Breeding dogs new application 2 years			684.00	753	10.09%			
Breeding dogs renewal application 1 year			534.00	588	10.11%			
Breeding dogs renewal application 2 year			581.00	639	9.98%			
Breeding dogs renewal application 3 year			696.00	766	10.06%			
Breeding dogs variation			357.00	393	10.08%			
Breeding dogs transfer			107.00	118	10.28%			
Providing/arranging boarding for dogs/cats new application 1 year	M	Capped	637.00	702	10.20%			
Providing/arranging boarding for dogs/cats new application 2 years			684.00	753	10.09%			
Providing/arranging boarding for dogs/cats renewal application 1 year			534.00	588	10.11%			
Providing/arranging boarding for dogs/cats renewal application 2 year			581.00	639	9.98%			
Providing/arranging boarding for dogs/cats renewal application 3 year			696.00	766	10.06%			
Providing/arranging boarding for dogs/cats variation			286.00	315	10.14%			
Providing/arranging boarding for dogs/cats transfer			107.00	118	10.28%			
Providing home boarding for under 6 dogs/cats new application 1 year			549.00	605	10.20%			
Providing home boarding for under 6 dogs/cats new application 2 years			596.00	656	10.07%			
Providing home boarding for under 6 dogs/cats renewal application 1 year			503.00	554	10.14%			
Providing home boarding for under 6 dogs/cats renewal application 2 year			550.00	605	10.00%			
Providing home boarding for under 6 dogs/cats renewal application 3 year			665.00	732	10.08%			
Providing home boarding for dogs/cats variation			268.00	315	17.54%			
Providing home boarding for dogs/cats transfer			107.00	118	10.28%			

Environment & Leisure Department

Fees and Charges 2023-24

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(Note: All fees shown in the table below are exclusive of VAT except where explicitly shown. Appropriate VAT will be added at the time of invoicing/charging.)

Fee / Charge Description		Income Type - Mandatory (M) or Discretionary (D)	Nature - Fixed, Capped or Fully flexible	2022-23 Fee £	Proposed 2023-24 Fee £	Percentage increase in fees	Fee comparison position against other Local Authorities in 2022-23, Inflation factor used (where from, source etc.,) and other comments
	Hiring of Horses etc. new application 1 year			949.00	1045	10.12%	
	Hiring of Horses etc. new application 2 year			1,108.00	1220	10.11%	
	Hiring of Horses etc. renewal application 1 year			903.00	994	10.08%	
	Hiring of Horses etc. renewal application 2 year			1,062.00	1169	10.08%	
	Hiring of Horses etc. renewal application 3 year			1,220.00	1343	10.08%	
	Additional vet fee for 15-29 horses			179.00	197	10.06%	
	Additional vet fee for 30+ horses			322.00	355	10.25%	
	Hiring of Horses etc. variation			362.00	399	10.22%	
	Hiring of Horses etc. transfer			107.00	118	10.28%	
	Keeping or training animals for exhibition new application 1 year			549.00	605	10.20%	
	Keeping or training animals for exhibition new application 2 year			596.00	656	10.07%	
	Keeping or training animals for exhibition renewal application 1 year			503.00	554	10.14%	
	Keeping or training animals for exhibition renewal application 2 year			550.00	605	10.00%	
	Keeping or training animals for exhibition renewal application 3 year			665.00	732	10.08%	
	Keeping or training animals for exhibition variation			286.00	315	10.14%	
	Keeping or training animals for exhibition transfer			107.00	118	10.28%	
	Additional inspection/complaint visit			133.00	146	9.77%	
	Copy licence			12.00	13	8.33%	
	Licensing Act 2003						
	Classification of films up to 30 minutes film duration	D	Capped	50.00	50.00	0.00%	
	Each additional 20 minute film duration			23.00	23.00	0.00%	
	General						
	Additional inspections/professional advice per hour	D	Fully flexible	70.00	77.00	10.00%	
	Local Authority Pollution Prevention & Control Regulations 2000 (LAPPC)						
	Application Fees:						
	Standard process (includes solvent emission activities)			1,579.00	1,650.00	4.50%	
	Additional fee for operating without a permit			1,137.00	1,188.00	4.49%	
	PVRI, SWOBs and Dry Cleaners			148.00	155.00	4.73%	
	PVR I & II combined			246.00	257.00	4.47%	
	Vehicle refinishers (VRs) (and other Reduced Fee Activities)			346.00	362.00	4.62%	
	Reduced fee activities: Additional fee for operating without a permit	M	Fixed	68.00	71.00	4.41%	
	Mobile plant (not using simplified permits) for the third to seventh applications			1,579.00	1,650.00	4.50%	
	for the eighth and subsequent applications			943.00	985.00	4.45%	
	Where an application for any of the above is for a combined Part B and waste application, add an extra £310 to the above amounts			477.00	498.00	4.40%	
				n/a	808.00		
	Annual LAPPC Subsistence Charges:						
	Standard process low			739 (+99)*	772 (+105)*	0.00%	
	Standard process medium			1111 (+149)*	1161 (+156)*	0.00%	
	Standard process high			1672 (+198)*	1747 (+207)*	0.00%	
	Petrol Vapour Recovery stage 1 (PVR I), Small Waste Oil Burners (SWOBs) and Dry Cleaners - Low			76.00	79.00	3.95%	
	PVR 1, SWOBs and Dry Cleaners - Medium			151.00	158.00	4.64%	
	PVR1, SWOBs and Dry Cleaners - High			227.00	237.00	4.41%	
	PVR 1 & 2 combined - Low			108.00	113.00	4.63%	
	PVR 1 & 2 combined - Medium			216.00	226.00	4.63%	
	PVR 1 & 2 combined - High			326.00	341.00	4.60%	
	Vehicle refinishers and other Reduced Fees - Low			218.00	228.00	4.59%	

The fees are set by statute and contained in "The Local Authority Permits for Part B Installations and Mobile Plant and Solvent Emission Activities (Fees and Charges) (England) Scheme" which is published by Defra at various times. The revised fees for 2023/24 reflect the increase determined by Defra, hence the percentage uplift shown differs from the LA recommendation and is a reflection of the increase compared to the last charging period. The charges set out in in row 695 are not new but were not included in the Fees and Charges agreed for 2022/23.

The fees are set by "The Local authority permits for Part B installations and mobile plant and solvent emission activities (Fees and Charges) (England) Scheme" which are published by Defra at various times. The revised fees for 2023/24 reflect

Fees and Charges 2023-24

All fees and charges are subject to change at any time subject to the Council's decision making processes and statutory procedures.

(Note: All fees shown in the table below are exclusive of VAT except where explicitly shown. Appropriate VAT will be added at the time of invoicing/charging.)

Fee / Charge Description	Income Type - Mandatory (M) or Discretionary (D)	Nature - Fixed, Capped or Fully flexible	2022-23 Fee £	Proposed 2023-24 Fee £	Percentage increase in fees	Fee comparison position against other Local Authorities in 2022-23, Inflation factor used (where from, source etc.) and other comments			
Vehicle refinishers and other Reduced Fees - Medium	M	Capped	349.00	365.00	4.58%	the increase determined by Defra, hence the percentage uplift shown differs from the LA recommendation and is a reflection of the Defra increase compared to the last charging period. * - the additional amounts in brackets must be charged where a permit is for a combined part B and waste installation			
Vehicle refinishers and other Reduced Fees - High			524.00	548.00	4.58%				
Mobile plant, for first and second permits - Low			618.00	626.00	1.29%				
Mobile plant, for first and second permits - Medium			989.00	1,034.00	4.55%				
Mobile plant, for first and second permits - High			1,484.00	1,551.00	4.51%				
for the third to seventh authorisations - Low			368.00	385.00	4.62%				
for the third to seventh authorisations - Medium			590.00	617.00	4.58%				
for the third to seventh authorisations - high			884.00	924.00	4.52%				
eighth and subsequent authorisations - Low			189.00	198.00	4.76%				
eighth and subsequent authorisations - Medium			302.00	316.00	4.64%				
eighth and subsequent authorisations - High			453.00	473.00	4.42%				
Late Payment Fee			50.00	52.00	4.00%				
* - the additional amounts in brackets must be charged where a permit is for a combined part B and									
NOTE: -where a Part B installation is subject to reporting under the E-PRTR Regulation, add an extra £99 to									
Transfer and Surrender									
Standard process transfer	M	Capped	162.00	169.00	4.32%	The fees are set by "The Local authority permits for Part B installations and mobile plant and solvent emission activities (Fees and Charges) (England) Scheme" which are published by Defra at various times. The revised fees for 2023/24 reflect the increase determined by Defra, hence the percentage uplift shown differs from the LA recommendation and is a reflection of the Defra increase compared to the last charging period. Note: Reduced fee activities are Service Stations, Vehicle Refinishers, Dry Cleaners and small oil burners under 0.4MW			
Standard process partial transfer			476.00	497.00	4.41%				
New operator at low risk reduced fee activity			75.00	78.00	4.00%				
Surrender: all Part B activities			0.00	0.00	0.00%				
Reduced fee activities: Transfer			0.00	0.00	0.00%				
Reduced fee activities: partial transfer			45.00	47.00	4.44%				
Temporary transfer for mobiles									
First transfer	M	Capped	51.00	53.00	3.92%				
Repeat transfer			10.00	10.00	0.00%				
Repeat following enforcement or warning			51.00	53.00	3.92%				
Substantial changes S10 and S11									
Standard Process	M	Capped	1,005.00	1,050.00	4.48%				
Standard Process where the substantial change results in a new PPC activity			1,579.00	1,650.00	4.50%				
Reduced fee activities			98.00	102.00	4.08%				
Note: Reduced fee activities are Service stations, Vehicle Refinishers, Dry cleaners and small Oil burners under 0.4MW									
Local Authority Pollution Prevention & Control Regulations 2000									
Mobile plant charges - 1 - 2 authorisation									
Application fee	M	Capped	1,579.00	1,650.00	4.50%	The fees are set by "The Local authority permits for Part B installations and mobile plant and solvent emission activities (Fees and Charges) (England) Scheme" which are published by Defra at various times. The revised fees for 2023/24 reflect the increase determined by Defra, hence the percentage uplift shown differs from the LA recommendation and is a reflection of the Defra increase compared to the last charging period.			
subsistence fee - Low			618.00	646.00	4.53%				
Subsistence fee - Medium			989.00	1,034.00	4.55%				
Subsistence fee - High			1,484.00	1,506.00	1.48%				
Mobile plant charges - 3 - 7 authorisation									
Application fee	M	Capped	943.00	985.00	4.45%				
subsistence fee - Low			368.00	385.00	4.62%				
Subsistence fee - Medium			590.00	617.00	4.58%				
Subsistence fee - High			884.00	924.00	4.52%				
Mobile plant charges - 8 or more authorisation									
Application fee	M	Capped	477.00	498.00	4.40%				
subsistence fee - Low			189.00	198.00	4.76%				
Subsistence fee - Medium			302.00	316.00	4.64%				
Subsistence fee - High			453.00	473.00	4.42%				
Local Authority Integrated Pollution & Prevention Control (IPPC)									
Application			3,218.00	3,363.00	4.51%				
Additional fee for operating without a permit			1,137.00	1,188.00	4.49%				
Annual subsistence - Low			1,384.00	1,447.00	4.55%				

Environment & Leisure Department

Fees and Charges 2023-24

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Fee / Charge Description		Income Type - Mandatory (M) or Discretionary (D)	Nature - Fixed, Capped or Fully flexible	2022-23 Fee £	Proposed 2023-24 Fee £	Percentage increase in fees	Fee comparison position against other Local Authorities in 2022-23, Inflation factor used (where from, source etc.,) and other comments
	Annual subsistence - Medium	M	Capped	1,541.00	1,611.00	4.54%	
	Annual subsistence - High			2,233.00	2,334.00	4.52%	
	Late payment fee			50.00	52.00	4.00%	
	Substantial Variation			1,309.00	1,368.00	4.51%	
	Substantial Variation where 9(2)(a) or 9(2)(b) of the scheme applies				3,363.00	NEW	
	Transfer			225.00	235.00	4.44%	
	Partial Transfer			668.00	698.00	4.49%	
	Surrender			668.00	698.00	4.49%	
The Private Water Supplies Regulations 2016							
	Risk Assessment	M	Capped	73.30	80.70	10.10%	Inflation increase (rounded) - Maximum charge £500 (for each assessment)
	Sampling ⁽ⁱ⁾ No fee is payable where a sample is taken and analysed solely to confirm or clarify the results of the analysis of a previous sample			73.30	80.70	10.10%	Inflation increase (rounded) - Maximum charge £100 (for each visit)
	Investigation			73.30	80.70	10.10%	Inflation increase (rounded) - Maximum charge £100 (for each investigation)
	Granting an Authorisation			73.30	80.70	10.10%	Inflation increase (rounded) - Maximum charge £100 (for each authorisation)
	Regulation 10 (Domestic Supplies) (for parameters referred to in paragraph (1)(a) to (e) of that regulation)			25.00	25.00	0.00%	Maximum £25
	Analysing a sample taken during check monitoring			Analytic cost of the sample	Analytic cost of the sample		Maximum charge £100
	Analysing a sample taken during audit monitoring and monitoring under regulation 11			Analytic cost of the sample	Analytic cost of the sample		Maximum charge £500
Various public registers							
	Land Use Enquiry - Residential premises	D	Fully flexible	166.00	182.75	10.09%	Inflation increase - rounded
	Land Use Enquiry - Commercial premises			277.00	305.00	10.11%	Inflation increase - rounded
CCTV	Information to support an insurance claim:	Discretionary	Fully flexible	73.50	73.50	0.00%	
Fixed Penalty Notices (FPN's)							
	Regulation 2 of the Unauthorised Deposit of Waste (Fixed Penalties) Regulations 2016 at £400 per penalty notice for fly tipping to be paid within 14 days (Charge reduced to £250 if paid within 10 days of issue)	M	Capped	400.00	400.00	0.00%	
	Depositing Litter - S87/88 Environmental Protection Act 1990 (Capped at £150) Penalty Set by L B Southwark. (Charge = £100 if paid within 10 days)	M	Capped	150.00	150.00	0.00%	
	Failure to produce waste transfer documents - s34/34A Environmental Protection Act 1990 to be paid within 14 days (Charge reduced to £180 if paid within 10 days)	M	Capped	300.00	300.00	0.00%	
	Failure to produce authority to transport waste - s5/5B control of Pollution Amendment Act 1989 to be paid within 14 days (Charge reduced to £180 if paid within 10 days)	M	Capped	300.00	300.00	0.00%	
	Unauthorised distribution of free printed matter - s3A Environmental Protection Act 1990 (Capped at £80) charge reduced to £60 if paid within 10 days Penalty set by L B Southwark	M	Capped	80.00	80.00	0.00%	

Environment & Leisure Department

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Fee / Charge Description	Income Type - Mandatory (M) or Discretionary (D)	Nature - Fixed, Capped or Fully flexible	2022-23 Fee £	Proposed 2023-24 Fee £	Percentage increase in fees	Fee comparison position against other Local Authorities in 2022-23, Inflation factor used (where from, source etc.,) and other comments
Failure to comply with a waste receptacles notice - s46/47/47ZA/47ZB Environmental Protection Act 1990 (Capped at £110) Penalty set by L B Southwark to be paid within 14 days (Charge reduced to £60 if paid within 10 days)	M	Capped	110.00	110.00	0.00%	
Repairing vehicles on a road - s4/6 Clean Neighbourhoods and Environment Act 2005 (Capped at £110) Penalty set by L B Southwark to be paid within 14 days (charge reduced to £100 if paid within 10 days)	M	Capped	110.00	110.00	0.00%	
Unauthorised marks on the highway (graffiti) - s132 Highways	M	Capped	80.00	80.00	0.00%	
Destroying or damaging property (graffiti and flyposting) - s1 Criminal Damage Act 1971 / s43 Antisocial Behaviour Act 2003 (Capped at £80) Penalty set by L B Southwark (no reduction for early payment)	M	Capped	80.00	80.00	0.00%	
Unauthorised display of advertisements (flyposting) - the individual	M	Capped	80.00	80.00	0.00%	
Smoking in a smoke free place - Health Act 2006 (Capped at £50) Penalty set by Health act 2006	M	Capped	50.00	50.00	0.00%	
Failure to display required no-smoking signs - Health Act 2006 (Capped at £200) Penalty set by Health Act 2006	M	Capped	200.00	200.00	0.00%	
Contravention or failure to comply with requirement or prohibition imposed by abatement notice - residential - s79/80 Environmental Protection Act 1990 (Capped at £100) Penalty set by ALG	M	Capped	100.00	100.00	0.00%	
Contravention or failure to comply with requirement or prohibition imposed by abatement notice - industrial / trade / business - s79/80 Environmental Protection Act 1990 (Capped at £400) Penalty set by ALG	M	Capped	400.00	400.00	0.00%	
Displaying advertisement in contravention of regulations - s224 Town and Country Planning Act 1990 (Capped at £100) Penalty set by ALG	M	Capped	100.00	100.00	0.00%	
Contravention or condition of street trading license or temporary license - s34 London Local Authorities Act 1990 (LLA 1990) (Capped at £100) Penalty set by ALG	M	Capped	100.00	100.00	0.00%	
Making false statement in connection with application for street trading license or temporary license - s34 London Local Authorities Act 1990 (LLA 1990)	M	Capped	125.00	125.00	0.00%	
Resisting or obstructing authorised officer - s34 London Local Authorities 1990 (LLA 1990) (Capped at £250) Penalty set by ALG	M	Capped	250.00	250.00	0.00%	Lesser amount of £150-28/14 days
Failure to produce street trading license on demand - s34 London Local Authorities Act 1990 (LLA 1990) (Capped at £100) Penalty set by ALG	M	Capped	100.00	100.00	0.00%	Lesser amount of £60-28/14 days
Unlicensed street trading - s36 London Local Authorities Act 1990 (LLA 1990) (Capped at £150) Penalty set by ALG	M	Capped	150.00	150.00	0.00%	Statutory fee
Public Space Protection Order (PSPO) provision to tackle Dog related ASB	M	Capped	100.00	100.00	0.00%	PSPO requirements and restrictions under the ASB, Crime and Policing Act 2014. Provisions for the following: Dog exclusion to gated children's play areas, dogs on leads areas, maximum number of dogs (set at six) with three off a lead at any one
Cycling on a footpath (Road Traffic Act 1984)	M	Capped	50.00	50.00	0.00%	Statutory in accordance with Section 72 of the Highway Act 1835 (amended by Section 85 (1) of the Local Government Act).

LEISURE DIRECTORATE

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Parks Pitch Bookings and BMX Fees and Charges						
NON-VATABLE FEES - VAT WILL NOT BE CHARGED FOR BLOCK BOOKINGS OF 10 OR MORE						

Environment & Leisure Department

Fees and Charges 2023-24

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Fee / Charge Description		Income Type - Mandatory (M) or Discretionary (D)	Nature - Fixed, Capped or Fully flexible	2022-23 Fee £	Proposed 2023-24 Fee £	Percentage increase in fees	Fee comparison position against other Local Authorities in 2022-23, Inflation factor used (where from, source etc.), and other comments
VENUE	ACTIVITY						
All the fees shown below are at Block Booking Rate (10 or more)							
All Sites: Burgess, Belair, (Southwark, Peckham Rye - Artificial strip only)	Cricket - Adult - Half Day (9am-2pm or 2pm-7pm)	Discretionary	Fully flexible	72.30	79.55	10.03%	Inflation CPI - Rounded
All Sites: Burgess, Belair, (Southwark, Peckham Rye - Artificial strip only)	Cricket - Junior - Half Day (9am-2pm or 2pm-7pm)	Discretionary	Fully flexible	44.60	49.05	9.98%	Inflation CPI - Rounded
All Sites: Burgess, Belair, (Southwark, Peckham Rye - Artificial strip only)	Cricket - Adult - Evening session (Mon - Fri, 3 hrs)	Discretionary	Fully flexible	44.60	49.05	9.98%	Inflation CPI - Rounded
All Sites: Burgess, Belair, (Southwark, Peckham Rye - Artificial strip only)	Cricket - Junior - Evening session (Mon - Fri, 3 hrs)	Discretionary	Fully flexible	New	36.00		New proposed Junior fee
All Sites	Grass Football Pitch - Adult (including Out of Borough Schools) - 90 mins	Discretionary	Fully flexible	85.30	93.85	10.02%	Inflation CPI - Rounded
All Sites	Grass Football Pitch Discount - Adult No Changing Room - 90 mins	Discretionary	Fully flexible	66.80	73.50	10.03%	Inflation CPI - Rounded
All Sites	Grass Football Pitch - Junior 11-a-side Pitch (including Out of Borough School) - 60 mins	Discretionary	Fully flexible	42.10	46.30	9.98%	Inflation CPI - Rounded
All Sites	Grass Football Pitch Discount - Junior 11-a-side Pitch No Changing Room - 60 mins	Discretionary	Fully flexible	35.20	38.75	10.09%	Inflation CPI - Rounded
All Sites	Grass Football Pitch - All Southwark School 11-a-side Pitch - 90 mins	Discretionary	Fully flexible	32.40	35.65	10.03%	Inflation CPI - Rounded
All Sites	Grass Football Pitch - All Southwark School 11-a-side Pitch - 60 mins	Discretionary	Fully flexible	17.80	19.60	10.11%	Inflation CPI - Rounded
All Sites	Grass Football Pitch - Small Sized Pitch (including Out of Borough School) - 60 mins	Discretionary	Fully flexible	30.30	33.35	10.07%	Inflation CPI - Rounded
All Sites	Grass Football Pitch - Small Sized Pitch Discount - No Changing Room - 60 mins	Discretionary	Fully flexible	17.80	19.60	10.11%	Inflation CPI - Rounded
All Sites	Grass Football Pitch - Small Sized Pitch - All Southwark Schools - 60 mins	Discretionary	Fully flexible	12.20	13.40	9.84%	Inflation CPI - Rounded
Peckham Rye Common	Gaelic Football / Aussie Rules - 90 mins	Discretionary	Fully flexible	85.30	93.90	10.08%	Inflation CPI - Rounded
Burgess Park Community Sports Centre	Grass Rugby Pitch - Junior - 60 mins	Discretionary	Fully flexible	42.10	46.30	9.98%	Inflation CPI - Rounded
Burgess Park Community Sports Centre	Grass Rugby Pitch - Adult Peak - 90 mins	Discretionary	Fully flexible	85.30	93.85	10.02%	Inflation CPI - Rounded
Burgess Park Community Sports Centre	Grass Rugby Pitch - Adult Off-Peak - 90 mins	Discretionary	Fully flexible	66.90	73.60	10.01%	Inflation CPI - Rounded
All Sites	Grass Touch Rugby (Not on existing pitches) - 60 mins	Discretionary	Fully flexible	31.90	35.10	10.03%	Inflation CPI - Rounded
Burgess Park Community Sports Centre	3g Astroturf - Full Pitch - Commercial Rate Peak - 60 mins	Discretionary	Fully flexible	157.50	173.25	10.00%	Inflation CPI - Rounded
Burgess Park Community Sports Centre	3g Astroturf - Full Pitch - Commercial Rate Off-Peak - 60 mins	Discretionary	Fully flexible	79.50	87.45	10.00%	Inflation CPI - Rounded
Burgess Park Community Sports Centre	3g Astroturf - Half Pitch - Commercial Rate Off-Peak - 60 mins	Discretionary	Fully flexible	40.00	44.00	10.00%	Inflation CPI - Rounded
Burgess Park Community Sports Centre	3g Astroturf - Quarter Pitch - Commercial Rate Off-Peak - 60 mins	Discretionary	Fully flexible	21.00	23.10	10.00%	Inflation CPI - Rounded
Burgess Park Community Sports Centre	3g Astroturf - Third of pitch - 60 mins	Discretionary	Fully flexible	78.80	86.70	10.03%	Inflation CPI - Rounded

Environment & Leisure Department

Fees and Charges 2023-24

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(Note: All fees shown in the table below are exclusive of VAT except where explicitly shown. Appropriate VAT will be added at the time of invoicing/charging.)

Fee / Charge Description		Income Type - Mandatory (M) or Discretionary (D)	Nature - Fixed, Capped or Fully flexible	2022-23 Fee £	Proposed 2023-24 Fee £	Percentage increase in fees	Fee comparison position against other Local Authorities in 2022-23, Inflation factor used (where from, source etc.) and other comments
Burgess Park Community Sports Centre	3g Astro turf - Full Pitch - Community Rate Junior - 60 mins	Discretionary	Fully flexible	84.10	92.50	9.99%	Inflation CPI - Rounded
Burgess Park Community Sports Centre	3g Astro turf - Half Pitch - Community Rate Junior - 60 mins	Discretionary	Fully flexible	43.00	47.30	10.00%	
Burgess Park Community Sports Centre	3g Astro turf - Third of Pitch - Community Rate - 60 mins Junior	Discretionary	Fully flexible	32.90	36.20	10.03%	Inflation CPI - Rounded
Burgess Park Community Sports Centre	3g Astro turf - Full Pitch - Community Rate Adult Peak - 60 mins	Discretionary	Fully flexible	95.00	104.50	10.00%	Inflation CPI - Rounded
Burgess Park Community Sports Centre	3g Astro turf - Full Pitch - Community Rate Adult Off-Peak - 60 mins	Discretionary	Fully flexible	66.80	73.50	10.03%	Inflation CPI - Rounded
Burgess Park Community Sports Centre	3g Astro turf - Half Pitch - Community Rate Adult Peak - 60 mins	Discretionary	Fully flexible	65.00	71.50	10.00%	Inflation CPI - Rounded
Burgess Park Community Sports Centre	3g Astro turf - Half Pitch - Community Rate Adult Off-Peak - 60 mins	Discretionary	Fully flexible	35.00	38.50	10.00%	Inflation CPI - Rounded
Burgess Park Community Sports Centre	3g Astro turf - Quarter Pitch - Community Rate Adult Peak - 60 mins	Discretionary	Fully flexible	35.00	38.50	10.00%	Inflation CPI - Rounded
Burgess Park Community Sports Centre	3g Astro turf - Quarter Pitch - Community Rate Off-Peak - 60 mins Adult	Discretionary	Fully flexible	19.50	21.45	10.00%	Inflation CPI - Rounded
Burgess Park Community Sports Centre	3g Astro turf - Third of Pitch - Community Rate - 60 mins Adult	Discretionary	Fully flexible	37.80	0	-100.00%	Price now obsolete due to site redevelopment
Burgess Park Community Sports Centre	3g Astro turf All Southwark Schools - Full Pitch after 3:00pm - 60 mins - Southwark Schools non vatable	Discretionary	Fully flexible	39.00	42.90	10.00%	Inflation CPI - Rounded
Burgess Park Community Sports Centre	3g Astro turf All Southwark Schools - Full Pitch before 3:00pm - 60 mins - Southwark Schools non vatable	Discretionary	Fully flexible	20.00	22.00	10.00%	Inflation CPI - Rounded
Burgess Park Community Sports Centre	3g Astro turf Out of Borough Schools - Full Pitch - 60 mins - Southwark Schools non vatable	Discretionary	Fully flexible	49.00	53.90	10.00%	Inflation CPI - Rounded
Burgess Park Community Sports Centre	3g Astro turf All Southwark Schools - Third of Pitch - 60 mins - Southwark Schools non vatable	Discretionary	Fully flexible	21.60	0	-100.00%	Price now obsolete due to site redevelopment
Burgess Park Community Sports Centre	3g Astro turf - Half Pitch - Commercial Peak - 60min	Discretionary	Fully flexible	79.80	87.80	10.03%	Inflation CPI - Rounded
Burgess Park Community Sports Centre	3g Astro turf - Quarter Pitch - Commercial Peak - 60min	Discretionary	Fully flexible	39.90	43.90	10.03%	Inflation CPI - Rounded
Proposed new Burgess Park and brimming ton 3G pitches and St. Pauls.	3g Astro turf - Quarter Pitch - Community Rate Junior - 60min	Discretionary	Fully flexible	24.10	26.50	9.96%	Inflation CPI - Rounded
Proposed new Burgess Park and St Pauls.	3g Astro turf - Full Pitch Match Rate - 120 min (Weekend FA affiliated club & league)	Discretionary	Fully flexible	107.10	117.80	9.99%	Inflation CPI - Rounded
Proposed new Burgess Park and St Pauls.	3g Astro turf - Half Pitch Match Rate - 9 vs 9 - 90 min (Weekend FA affiliated club & league)	Discretionary	Fully flexible	54.80	60.30	10.04%	Inflation CPI - Rounded
Proposed new Burgess Park and St Pauls.	3g Astro turf - Half Pitch Match Rate - 7 vs 7 - 90 min (Weekend FA affiliated club & league)	Discretionary	Fully flexible	45.70	50.30	10.07%	Inflation CPI - Rounded
Proposed new Burgess Park and St Pauls.	3g Astro turf - Quarter Pitch Match Rate - 5 vs 5 - 60 min (Weekend FA affiliated club & league)	Discretionary	Fully flexible	17.00	18.70	10.00%	Inflation CPI - Rounded
Burgess Park Community Sports Centre	New Basketball Court - Event Hire	Discretionary	Fully flexible	12.00	13.20	10.00%	Inflation CPI - Rounded
Tabard Gardens	Astro turf - Full Pitch Adult - Peak - 60 mins - (4pm-9pm)	Discretionary	Fully flexible	95.00	104.50	10.00%	Inflation CPI - Rounded
Tabard Gardens	Astro turf - Half Pitch Adult - Peak - 60 mins - (4pm-9pm)	Discretionary	Fully flexible	62.60	68.90	10.06%	Inflation CPI - Rounded
Tabard Gardens	Astro turf - Full Pitch Junior- Peak - 60 mins - (4pm-9pm)	Discretionary	Fully flexible	41.00	45.10	10.00%	Inflation CPI - Rounded

Environment & Leisure Department

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Fee / Charge Description		Income Type - Mandatory (M) or Discretionary (D)	Nature - Fixed, Capped or Fully flexible	2022-23 Fee £	Proposed 2023-24 Fee £	Percentage increase in fees	Fee comparison position against other Local Authorities in 2022-23, Inflation factor used (where from, source etc.,) and other comments
Tabard Gardens	Astroturf - Half Pitch Junior - Peak - 60 mins - (4pm-9pm)	Discretionary	Fully flexible	31.40	34.55	10.03%	Inflation CPI - Rounded
Tabard Gardens	Astroturf - Full Pitch- Off-Peak - 60 mins - (9am -4pm)	Discretionary	Fully flexible	41.00	45.10	10.00%	Inflation CPI - Rounded
Tabard Gardens	Astroturf - Half Pitch - Off-Peak - 60 mins - (9am -4pm)	Discretionary	Fully flexible	31.40	34.55	10.03%	Inflation CPI - Rounded
Tabard Gardens	Astroturf - Full Pitch - 60 mins All Southwark Schools - non vatable	Discretionary	Fully flexible	37.80	41.60	10.05%	Inflation CPI - Rounded
Tabard Gardens	Astroturf - Half Pitch - 60 mins All Southwark Schools - non vatable	Discretionary	Fully flexible	19.00	20.90	10.00%	Inflation CPI - Rounded
Belair Park, Dulwich Park, Peckham Rye Park	Changing Room Hire - Training and Away Fixtures Flat Fee - Minimum Charge	Discretionary	Fully flexible	51.80	57.00	10.04%	Inflation CPI - Rounded
Belair Park, Dulwich Park, Peckham Rye Park	Changing Room Hire - Late Locking Fee - Per Hour	Discretionary	Fully flexible	19.60	21.55	9.95%	Inflation CPI - Rounded
BMX Track	Book and ride peak - up to 30 riders - 60 mins	Discretionary	Fully flexible	149.90	165.00	10.07%	Inflation CPI - Rounded
BMX Track	New- Book and ride peak - up to 15 riders - 60 mins	Discretionary	Fully flexible	111.10	121.20	9.09%	Inflation CPI - Rounded
BMX Track	New- Peak track only booking- No coach or equipment	Discretionary	Fully flexible	88.40	97.30	10.07%	Inflation CPI - Rounded
BMX Track	Book and ride off-peak - up to 30 riders - 60 mins	Discretionary	Fully flexible	91.70	100.95	10.09%	Inflation CPI - Rounded
BMX Track	New- Book and ride off peak - up to 15 riders - 60 mins	Discretionary	Fully flexible	69.70	76.70	10.04%	Inflation CPI - Rounded
BMX Track	New- Off Peak track only booking- No coach or equipment	Discretionary	Fully flexible	46.50	51.15	10.00%	Inflation CPI - Rounded
BMX Track	Club - No charge for first 700 hours per annum. £25/hr for any additional use.	Discretionary	Fully flexible	25.00	27.50	10.00%	Inflation CPI - Rounded
Burgess Park Lake	Fishing Day Ticket Per Rod	Discretionary	Fully flexible	4.60	10.00	117.39%	Adjusted in line with London Average
Burgess Park Lake	Fishing Day Ticket Concession Per Rod	Discretionary	Fully flexible	1.80	4.00	122.22%	Adjusted in line with London Average
VARIABLE FEES (Fees shown below are inclusive of 20% VAT)							
All Sites: Burgess, Belair, Southwark (Artificial strip only)	Cricket - Adult - Half Day (9am-2pm or 2pm-7pm)	Discretionary	Fully flexible	86.40	95.05	10.01%	Inflation CPI - Rounded
All Sites: Burgess, Belair, Southwark (Artificial strip only)	Cricket - Junior - Half Day (9am-2pm or 2pm-7pm)	Discretionary	Fully flexible	53.40	58.75	10.02%	Inflation CPI - Rounded
All Sites: Burgess, Belair, (Southwark, Peckham Rye - Artificial strip only)	Cricket - Adult - Evening session (Mon - Fri, 3 hrs)	Discretionary	Fully flexible	53.40	58.75	10.02%	Increase CPI - Rounded
All Sites: Burgess, Belair, (Southwark, Peckham Rye - Artificial strip only)	Cricket - Junior - Evening session (Mon - Fri, 3 hrs)	Discretionary	Fully flexible	New	43.20	0.00%	New proposed Junior fee
All Sites	Grass Football Pitch - Adult (including Out of Borough Schools) - 90 mins	Discretionary	Fully flexible	102.50	112.85	10.01%	Increase CPI - Rounded
All Sites	Grass Football Pitch Discount - Adult No Changing Room - 90 mins	Discretionary	Fully flexible	80.40	88.45	10.01%	Inflation CPI - Rounded
All Sites	Grass Football Pitch - Junior 11-a-side Pitch (including Out of Borough School) - 60 mins	Discretionary	Fully flexible	50.80	55.90	10.04%	Inflation CPI - Rounded

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All Sites	Grass Football Pitch Discount - Junior 11-a-side Pitch No Changing Room - 60 mins	Discretionary	Fully flexible	42.10	46.30	9.98%	Inflation CPI - Rounded
All Sites	Grass Football Pitch - Small Sized Pitch (including Out of Borough School) - 60 mins	Discretionary	Fully flexible	36.70	40.35	9.95%	Inflation CPI - Rounded
All Sites	Grass Football Pitch - Small Sized Pitch Discount - No Changing Room - 60 mins	Discretionary	Fully flexible	21.60	23.75	9.95%	Inflation CPI - Rounded
Peckham Rye Common	Gaelic Football / Aussie Rules - 90 mins	Discretionary	Fully flexible	102.50	112.75	10.00%	Inflation CPI - Rounded
Burgess Park Community Sports Centre	Grass Rugby - Junior - 60 mins	Discretionary	Fully flexible	50.80	55.90	10.04%	Inflation CPI - Rounded
Burgess Park Community Sports Centre	Grass Rugby - Adult Peak - 90 mins	Discretionary	Fully flexible	102.50	112.75	10.00%	Inflation CPI - Rounded
Burgess Park Community Sports Centre	Grass Rugby - Adult Off-Peak - 90 mins	Discretionary	Fully flexible	80.40	88.45	10.01%	Inflation CPI - Rounded
All Sites	Grass Touch Rugby (Not on existing pitches) - 60 mins	Discretionary	Fully flexible	38.30	42.15	10.05%	Inflation CPI - Rounded
Burgess Park Community Sports Centre	3g Astro turf - Full Pitch - Commercial Rate Peak - 60 mins	Discretionary	Fully flexible	188.70	207.60	10.02%	Inflation CPI - Rounded
Burgess Park Community Sports Centre	3g Astro turf - Full Pitch - Commercial Rate Off-Peak - 60 mins	Discretionary	Fully flexible	95.00	104.50	10.00%	Inflation CPI - Rounded
Burgess Park Community Sports Centre	3g Astro turf - Half Pitch - Commercial Rate Off-Peak - 60 mins	Discretionary	Fully flexible	48.00	52.80	10.00%	Inflation CPI - Rounded
Burgess Park Community Sports Centre	3g Astro turf - Quarter Pitch - Commercial Rate Off-Peak - 60 mins	Discretionary	Fully flexible	25.00	27.50	10.00%	Inflation CPI - Rounded
Burgess Park Community Sports Centre	3g Astro turf - Third of pitch - 60 mins	Discretionary	Fully flexible	94.40	103.85	10.01%	This price now obsolete
Burgess Park Community Sports Centre	3g Astro turf - Full Pitch - Community Rate Junior - 60 mins	Discretionary	Fully flexible	101.50	111.65	10.00%	Inflation CPI - Rounded
Burgess Park Community Sports Centre	3g Astro turf - Half Pitch - Community Rate Junior - 60 mins	Discretionary	Fully flexible	51.60	56.75	9.98%	Inflation CPI - Rounded
Burgess Park Community Sports Centre	3g Astro turf - Third of Pitch - Community Rate- 60 mins Juniors	Discretionary	Fully flexible	39.50	43.45	10.00%	This price now obsolete
Burgess Park Community Sports Centre	3g Astro turf - Full Pitch - Community Rate Adult Peak - 60 mins	Discretionary	Fully flexible	113.80	125.20	10.02%	Inflation CPI - Rounded
Burgess Park Community Sports Centre	3g Astro turf - Full Pitch - Community Rate Adult Off-Peak - 60 mins	Discretionary	Fully flexible	80.00	88.00	10.00%	Inflation CPI - Rounded
Burgess Park Community Sports Centre	3g Astro turf - Half Pitch - Community Rate Adult Peak - 60 mins	Discretionary	Fully flexible	78.00	85.80	10.00%	Inflation CPI - Rounded
Burgess Park Community Sports Centre	3g Astro turf - Half Pitch - Community Rate Adult Off-Peak - 60 mins	Discretionary	Fully flexible	42.00	46.20	10.00%	Inflation CPI - Rounded
Burgess Park Community Sports Centre	3g Astro turf - Quarter Pitch - Community Rate Adult Peak - 60 mins	Discretionary	Fully flexible	42.00	46.20	10.00%	Inflation CPI - Rounded
Burgess Park Community Sports Centre	3g Astro turf - Quarter Pitch - Community Rate Off-Peak - 60 mins Adult	Discretionary	Fully flexible	23.00	25.30	10.00%	Inflation CPI - Rounded
Burgess Park Community Sports Centre	3g Astro turf - Third of Pitch - Community Rate - 60 mins Adult	Discretionary	Fully flexible	44.80	0	-100.00%	This price now obsolete
Burgess Park Community Sports Centre	3g Astro turf - Half Pitch - Commercial Peak - 60min	Discretionary	Fully flexible	95.80	105.40	10.02%	Inflation CPI - Rounded
Burgess Park Community Sports Centre	3g Astro turf - Quarter Pitch - Commercial Peak - 60min	Discretionary	Fully flexible	47.90	52.70	10.02%	Inflation CPI - Rounded

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Proposed new Burgess Park and brimington 3G pitches and St. Pauls.	3g Astro turf - Quarter Pitch - Community Rate Junior - 60min	Discretionary	Fully flexible	29.00	31.90	10.00%	Inflation CPI - Rounded
Proposed new Burgess Park and St Pauls.	3g Astro turf - Full Pitch Match Rate - 120 min (Weekend FA affiliated club & league)	Discretionary	Fully flexible	128.60	141.45	9.99%	Inflation CPI - Rounded
Proposed new Burgess Park and St Pauls.	3g Astro turf - Half Pitch Match Rate - 9 vs 9 - 90 min (Weekend FA affiliated club & league)	Discretionary	Fully flexible	65.80	72.40	10.03%	Inflation CPI - Rounded
Proposed new Burgess Park and St Pauls.	3g Astro turf - Half Pitch Match Rate - 7 vs 7 - 90 min (Weekend FA affiliated club & league)	Discretionary	Fully flexible	54.90	60.40	10.02%	Inflation CPI - Rounded
Proposed new Burgess Park and St Pauls.	3g Astro turf - Quarter Pitch Match Rate - 5 vs 5 - 60 min (FA affiliated club & league)	Discretionary	Fully flexible	20.50	22.55	10.00%	Inflation CPI - Rounded
Burgess Park Community Sports Centre	New Basketball Court - Event Hire	Discretionary	Fully flexible	14.50	15.95	10.00%	Inflation CPI - Rounded
Tabard Gardens	Astro turf - Full Pitch Adult - Peak - 60 mins - (4pm-9pm)	Discretionary	Fully flexible	114.30	125.75	10.02%	Inflation CPI - Rounded
Tabard Gardens	Astro turf - Half Pitch Adult - Peak - 60 mins - (4pm-9pm)	Discretionary	Fully flexible	74.50	81.95	10.00%	Inflation CPI - Rounded
Tabard Gardens	Astro turf - Full Pitch Junior- Peak - 60 mins - (4pm-9pm)	Discretionary	Fully flexible	49.70	54.65	9.96%	Inflation CPI - Rounded
Tabard Gardens	Astro turf - Half Pitch Junior - Peak - 60 mins - (4pm-9pm)	Discretionary	Fully flexible	36.70	40.35	9.95%	Inflation CPI - Rounded
Tabard Gardens	Astro turf - Full Pitch- Off-Peak - 60 mins - (9am -4pm)	Discretionary	Fully flexible	49.70	54.70	10.06%	Inflation CPI - Rounded
Tabard Gardens	Astro turf - Half Pitch - Off-Peak - 60 mins - (9am -4pm)	Discretionary	Fully flexible	37.20	40.90	9.95%	Inflation CPI - Rounded
Belair Park, Dulwich Park, Peckham Rye Park	Changing Room Hire - Training and Away Fixtures Flat Fee - Minimum Charge	Discretionary	Fully Flexible	59.90	65.90	10.02%	Inflation CPI - Rounded
Belair Park, Dulwich Park, Peckham Rye Park	Changing Room Hire - Late Locking Fee - Per Hour	Discretionary	Fully Flexible	22.70	24.95	9.91%	Inflation CPI - Rounded
BMX Track	Coaching sessions (fee per person) - 60 mins	Discretionary	Fully Flexible	4.80	5.25	9.38%	Inflation CPI - Rounded
BMX Track	Book and ride peak - up to 30 riders - 60 mins	Discretionary	Fully Flexible	179.00	196.90	10.00%	Inflation CPI - Rounded
BMX Track	Book and ride peak - up to 15 riders - 60 mins	Discretionary	Fully Flexible	133.70	147.10	10.02%	Inflation CPI - Rounded
BMX Track	Peak track booking only- No coach or equipment	Discretionary	Fully Flexible	105.80	116.40	10.02%	Inflation CPI - Rounded
BMX Track	Book and ride off-peak - up to 30 riders - 60 mins	Discretionary	Fully Flexible	110.50	121.55	10.00%	Inflation CPI - Rounded
BMX Track	Book and ride off peak - up to 15 riders - 60 mins	Discretionary	Fully Flexible	83.60	92.00	10.05%	Inflation CPI - Rounded
BMX Track	Off Peak track booking only- No coach or equipment	Discretionary	Fully Flexible	56.10	61.70	9.98%	Inflation CPI - Rounded
BMX Track	Holiday Clubs (fee per person) 9am - 3pm - 6 hours	Discretionary	Fully Flexible	20.60	22.65	9.95%	Inflation CPI - Rounded
BMX Track	Club - No charge for first 700 hours per annum. £25/hr for any additional use.	Discretionary	Fully Flexible	29.70	32.65	9.93%	Inflation CPI - Rounded
BMX Events	Car parking- per vehicle - Daily	Discretionary	Fully Flexible	6.00	6.60	10.00%	Inflation CPI - Rounded
BMX Events	Event practice sessions-per rider - Daily	Discretionary	Fully Flexible	6.00	6.60	10.00%	Inflation CPI - Rounded

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BMX Events	Trade pitch (non catering) 6mx3m gazebo plus 1 vehicle - Daily	Discretionary	Fully Flexible	29.20	32.10	9.93%	Inflation CPI - Rounded
BMX Events	Team Area- Track side - 6m x 3m - Event duration	Discretionary	Fully Flexible	70.10	77.10	9.99%	Inflation CPI - Rounded
BMX Events	Team Area- Track side - 3m x 3m - Event duration	Discretionary	Fully Flexible	35.20	38.70	9.94%	Inflation CPI - Rounded
BMX Events	Team Area- Non Track side - 6m x 3m - Event duration	Discretionary	Fully Flexible	58.30	64.15	10.03%	Inflation CPI - Rounded
BMX Events	Team Area- Non Track side - 3m x 3m - Event duration	Discretionary	Fully Flexible	29.20	32.10	9.93%	Inflation CPI - Rounded
BMX Events	Club Area - 6m x 3m - Event duration	Discretionary	Fully Flexible	29.20	32.15	10.10%	Inflation CPI - Rounded
BMX Events	Club Area - 3m x 3m - Event duration	Discretionary	Fully Flexible	17.80	19.60	10.11%	Inflation CPI - Rounded
All Sites except GMH	Tennis Coaching Licence (1 - 3 Sessions Per Week)	Discretionary	Fully Flexible	794.60	0	-100.00%	Pricing to be discontinued - a new contract will be in place instead
All Sites except GMH	Tennis Coaching Licence (1 - 3 Sessions Per Week)	Discretionary	Fully Flexible	79.90	0	-100.00%	Pricing to be discontinued - a new contract will be in place instead
All Sites except GMH	Tennis Coaching Licence (4-7 Sessions Per Week)	Discretionary	Fully Flexible	935.70	0	-100.00%	Pricing to be discontinued - a new contract will be in place instead
All Sites except GMH	Tennis Coaching Licence (4-7 Sessions Per Week)	Discretionary	Fully Flexible	93.90	0	-100.00%	Pricing to be discontinued - a new contract will be in place instead
All Sites except GMH	Tennis Coaching Licence (8-11 Sessions Per Week)	Discretionary	Fully Flexible	1,096.20	0	-100.00%	Pricing to be discontinued - a new contract will be in place instead
All Sites except GMH	Tennis Coaching Licence (8-11 Sessions Per Week)	Discretionary	Fully Flexible	110.00	0	-100.00%	Pricing to be discontinued - a new contract will be in place instead
All Sites except GMH	Tennis Coaching Licence (12-15 Sessions Per Week)	Discretionary	Fully Flexible	1,277.00	0	-100.00%	Pricing to be discontinued - a new contract will be in place instead
All Sites except GMH	Tennis Coaching Licence (12-15 Sessions Per Week)	Discretionary	Fully Flexible	128.20	0	-100.00%	Pricing to be discontinued - a new contract will be in place instead
All Sites except GMH	Tennis Concession Pay and Play fee (Peak)	Discretionary	Fully Flexible	New	£5.75	N/A	In line with other boroughs
All Sites except GMH	Tennis Concession Pay and Play fee (Off Peak)	Discretionary	Fully Flexible	New	£4.75	N/A	In line with other boroughs
All Sites except GMH	Tennis Membership Annual fee	Discretionary	Fully Flexible	New	£60	N/A	In line with other boroughs
All Sites except GMH	Tennis Membership Pay and Play fee (Peak)	Discretionary	Fully Flexible	New	£6.25	N/A	In line with other boroughs
All Sites except GMH	Tennis Membership Pay and Play fee (Off Peak)	Discretionary	Fully Flexible	New	£4.80	N/A	In line with other boroughs
All Sites except GMH	Tennis Camps (hire of court per hour)	Discretionary	Fully Flexible	2.55	0	-100.00%	Pricing to be discontinued - a new contract will be in place instead
Licences							
VARIABLE FEES (Fees shown below are inclusive of 20% VAT)							
All Sites	Annual Group Exercise Licence (6-20Clients) - (1 - 3 Sessions Per Week)	Discretionary	Fully flexible	798.50	880.00	10.21%	Inflation - CPI August 22 ONS (rounded)
All Sites	Monthly Group Exercise Licence (6-20Clients) - (1 - 3 Sessions Per Week)	Discretionary	Fully flexible	80.00	88.50	10.63%	Inflation - CPI August 22 ONS (rounded)

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All Sites	Annual Group Exercise Licence (6 -20 Clients) - (4-7 Sessions Per Week)	Discretionary	Fully flexible	941.00	1,040.00	10.52%	Inflation - CPI August 22 ONS (rounded)
All Sites	Monthly Group Exercise Licence (6-20Clients) - (4-7 Sessions Per Week)	Discretionary	Fully flexible	94.40	104.00	10.17%	Inflation - CPI August 22 ONS (rounded)
All Sites	Annual Group Exercise Licence (21 -40 Clients) - (1 - 3 Sessions Per Week)	Discretionary	Fully flexible	1,763.00	1,950.00	10.61%	Inflation - CPI August 22 ONS (rounded)
All Sites	Monthly Group Exercise Licence (21 -40 Clients) - (1 - 3 Sessions Per Week)	Discretionary	Fully flexible	176.50	195.00	10.48%	Inflation - CPI August 22 ONS (rounded)
All Sites	Annual Group Exercise Licence (41 -60 Clients) - (1 - 3 Sessions Per Week)	Discretionary	Fully flexible	3,525.00	3,900.00	10.64%	Inflation - CPI August 22 ONS (rounded)
All Sites	Monthly Group Exercise Licence (41 -60 Clients) - (1 - 3 Sessions Per Week)	Discretionary	Fully flexible	352.50	390.00	10.64%	Inflation - CPI August 22 ONS (rounded)
All Sites	Annual Group Exercise Licence (21 -40 Clients) - (4-7 Sessions Per Week)	Discretionary	Fully flexible	3,525.00	3,900.00	10.64%	Inflation - CPI August 22 ONS (rounded)
All Sites	Monthly Group Exercise Licence (21 -40 Clients) - (4-7 Sessions Per Week)	Discretionary	Fully flexible	352.50	390.00	10.64%	Inflation - CPI August 22 ONS (rounded)
All Sites	Annual Group Exercise Licence (41 -60 Clients) - (4-7 Sessions Per Week)	Discretionary	Fully flexible	5,290.00	5,850.00	10.59%	Inflation - CPI August 22 ONS (rounded)
All Sites	Monthly Group Exercise Licence (41 -60 Clients) - (4-7 Sessions Per Week)	Discretionary	Fully flexible	530.00	585.00	10.38%	Inflation - CPI August 22 ONS (rounded)
All Sites	Annual Personal Trainers Licence (5 or less Clients) - (1 - 3 Sessions Per Week)	Discretionary	Fully flexible	330.00	365.00	10.61%	Inflation - CPI August 22 ONS (rounded)
All Sites	Monthly Personal Trainers Licence (5 or less Clients) - (1 - 3 Sessions Per Week)	Discretionary	Fully flexible	33.00	36.50	10.61%	Inflation - CPI August 22 ONS (rounded)
All Sites	Annual Personal Trainers Licence (5 or less Clients) - (4-7 Sessions Per Week)	Discretionary	Fully flexible	565.50	625.00	10.52%	Inflation - CPI August 22 ONS (rounded)
All Sites	Monthly Personal Trainers Licence (5 or less Clients) - (4-7 Sessions Per Week)	Discretionary	Fully flexible	56.70	62.50	10.23%	Inflation - CPI August 22 ONS (rounded)
Play Service and Parks - Room Hire Hourly Rates							
All Sites	Hall Hire (capacity 30+) Standard Peak Time	Discretionary	Fully flexible	70.60	78.00	10.48%	Inflation - CPI August 22 ONS (rounded)
All Sites	Hall Hire (capacity 30+) Standard Off - Peak	Discretionary	Fully flexible	38.10	42.00	10.24%	Inflation - CPI August 22 ONS (rounded)
All Sites	Hall Hire (capacity of 30+) Community Peak Time	Discretionary	Fully flexible	54.30	60.00	10.50%	Inflation - CPI August 22 ONS (rounded)
All Sites	Hall Hire (capacity of 30+) Community Off - Peak	Discretionary	Fully flexible	34.80	38.50	10.63%	Inflation - CPI August 22 ONS (rounded)
All Sites	Hall Hire (capacity 30+) Peak - Southwark School	Discretionary	Fully flexible	25.95	28.65	10.40%	Inflation - CPI August 22 ONS (rounded)
All Sites	Hall Hire (capacity 30+) Off - Peak - Southwark School	Discretionary	Fully flexible	14.05	15.50	10.32%	Inflation - CPI August 22 ONS (rounded)
All Sites	Room Hire (capacity less that 30) Standard Peak	Discretionary	Fully flexible	43.50	48.00	10.34%	Inflation - CPI August 22 ONS (rounded)
All Sites	Room Hire (capacity less that 30) Standard Off - Peak	Discretionary	Fully flexible	32.70	36.10	10.40%	Inflation - CPI August 22 ONS (rounded)
All Sites	Room Hire (capacity less that 30) Community Peak	Discretionary	Fully flexible	38.10	42.00	10.24%	Inflation - CPI August 22 ONS (rounded)
All Sites	Room Hire (capacity less that 30) Community Off - Peak	Discretionary	Fully flexible	19.00	21.00	10.53%	Inflation - CPI August 22 ONS (rounded)

Environment & Leisure Department

Fees and Charges 2023-24

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All Sites	Room Hire (capacity less than 30) Peak - Southwark School	Discretionary	Fully flexible	16.05	17.75	10.59%	Inflation - CPI August 22 ONS (rounded)
All Sites	Room Hire (capacity less than 30) Off - Peak - Southwark School	Discretionary	Fully flexible	12.05	13.30	10.37%	Inflation - CPI August 22 ONS (rounded)
All Sites	Supervised Adventure Playground (inc Hall) Small grp (up to 10)	Discretionary	Fully flexible	103.20	114.00	10.47%	Inflation - CPI August 22 ONS (rounded)
All Sites	Supervised Adventure Playground (inc Hall) Large grp (10-20)	Discretionary	Fully flexible	130.25	144.00	10.56%	Inflation - CPI August 22 ONS (rounded)
All Sites	Supervised Climbing Wall (inc Hall) Small grp (up to 10)	Discretionary	Fully flexible	103.10	114.00	10.57%	Inflation - CPI August 22 ONS (rounded)
All Sites	Supervised Climbing Wall (inc Hall) Large grp (10-20)	Discretionary	Fully flexible	130.25	144.00	10.56%	Inflation - CPI August 22 ONS (rounded)
All Sites - Park Car Parks	Pay by Phone Car Parking	Discretionary	Fully flexible	2.00	2.50	25.00%	In line with other boroughs
All Sites - Park Car Parks	Business Parking Permit Annual	Discretionary	Fully flexible	600.00	0	-100.00%	Adjusted to lead into alignment with Highways Permit Charges set out in A81 - 87.
All Sites - Park Car Parks	Business Parking Permit 50% discount for electric vehicles Annual	Discretionary	Fully flexible	300.00	0	-100.00%	
All Sites - Park Car Parks	Business Parking Permit Six Month	Discretionary	Fully flexible	380.00	0	-100.00%	
All Sites - Park Car Parks	Business Parking Permit 50% discount electric vehicles Six Month	Discretionary	Fully flexible	190.00	0	-100.00%	
All Sites - Park Car Parks	Event Organiser Parking for 25% occupancy Per Day	Discretionary	Fully flexible	50.00	55.50	11.00%	
All Sites - Park Car Parks	Location Film Unit Parking Licence 25% occupancy Per Day	Discretionary	Fully flexible	50.00	55.50	11.00%	
All Site excl Tier 1 Parks	Parks Mobile Trading Licence Per Month	Discretionary	Fully flexible	300.00	330.50	10.17%	Inflation - CPI August 22 ONS (rounded)
All Sites	Works Licence Administration Fee	Discretionary	Fully flexible	325.50	360.00	10.60%	Inflation - CPI August 22 ONS (rounded)
CEMETERIES AND CREMATORIUM (Figures Ex-VAT. Appropriate VAT will be added at the time of invoice, where applicable)							
Cemeteries Interment Fees Resident							
	Interment Resident Stillborn	Discretionary	Fully flexible	368.00	368.00	0.00%	No Change
	Interment Resident Child 0-5Yrs	Discretionary	Fully flexible	660.00	660.00	0.00%	No Change
	Interment Resident Child 5-17Yrs	Discretionary	Fully flexible	1,022.00	1,022.00	0.00%	No Change
	Interment Child Cremated Remains 0-17Yrs	Discretionary	Fully flexible	337.00	337.00	0.00%	No Change
NEW	Solo/Simplicity Adult Interment (6ft6 x24")	Discretionary	Fully flexible		2,321.00	0.00%	New Amended Fee to reflect grave size interment
NEW	Classic Adult Interment (Up to 6ft8 x2" Maximum)	Discretionary	Fully flexible		2,632.00	0.00%	New Amended Fee to reflect grave size interment
NEW	Adult Supreme Interment for Coffins/Caskets Exceeding 6Ft 8" or 26"	Discretionary	Fully flexible		3,255.00	0.00%	New Amended Fee to reflect grave size interment

Environment & Leisure Department

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	Interment of Cremated Remains in a Private Grave	Discretionary	Fully flexible	650.00	650.00	0.00%	No Increase
	Interment of Cremated Remains into a Grave at the Time of a Coffin/Casket Burial (per set of remains)	Discretionary	Fully flexible	89.25	89.25	0.00%	No Increase
	Interment of a 2nd Coffin/Casket into a Grave at the Time of a Coffin/Casket Burial	Discretionary	Fully flexible	513.00	560.00	9.16%	Increased to account for inflation
	Scattering of Cremated Remains on a Grave When Cremation Did Not Take Place at Honor Oak Crematorium	Discretionary	Fully flexible	117.25	117.25	0.00%	No Increase
	Scattering of Cremated Remains on a Grave Where Cremation Took Place at Honor Oak Crematorium	Discretionary	Fully flexible	95.00	95.00	0.00%	No Increase
	Saturday Interment Supplement No Chapel Service	Discretionary	Fully flexible	880.00	880.00	0.00%	No Increase
	Saturday Interment Supplement - Burial After A Chapel Service	Discretionary	Fully flexible	960.00	960.00	0.00%	No Increase
	Saturday Interment Supplement - Cremated Remains	Discretionary	Fully flexible	378.00	378.00	0.00%	No Increase
Cemeteries - Resident Grave Purchase Fees							
	Resident Stillborn Grave	Discretionary	Fully flexible	420.00	460.00	9.52%	Increased to account for inflation
	Resident Child Grave 0-5Yrs	Discretionary	Fully flexible	711.00	782.00	9.99%	Increased to account for inflation
	Resident Child Grave 5-17Yrs	Discretionary	Fully flexible	1,401.00	1,530.00	9.21%	Increased to account for inflation
	Resident Child Cremated Remains Grave 0-17Yrs For 1 x Interment	Discretionary	Fully flexible	711.00	782.00	9.99%	Increased to account for inflation
	Resident Child & Parent Grave 2 Interments ONLY Same as Resident Simplicity	Discretionary	Fully flexible	3,213.00	3,536.00	10.05%	Increased to account for inflation
	Solo Grave 25 Yr (6ft 6" X 24" Maximum Only)	Discretionary	Fully flexible	2,785.00	2,985.00	7.18%	Increased to account for inflation
	Solo Grave 50 Yr (6ft 6" X 24" Maximum Only)	Discretionary	Fully flexible	3,560.00	3,760.00	5.62%	Increased to account for inflation
	Solo Grave 1 75 Yr (6ft 6" X 24" Maximum Only)	Discretionary	Fully flexible	4,010.00	4,100.00	2.24%	Increased to account for inflation
	Simplicity Lawn Grave 25 Year (6ft 6" X 24" Maximum Only)	Discretionary	Fully flexible	3,212.00	3,536.00	10.09%	Increased to account for inflation
	Simplicity Lawn Grave 50 Year (6ft 6" X 24" Maximum Only)	Discretionary	Fully flexible	4,271.00	4,702.00	10.09%	Increased to account for inflation
	Simplicity Lawn Grave 75 Year (6ft 6" X 24" Maximum Only)	Discretionary	Fully flexible	5,046.00	5,555.00	10.09%	Increased to account for inflation
	Classic Lawn Grave 25 Year (Up to 6ft 8" X 28" Maximum Only)	Discretionary	Fully flexible	3,516.00	3,900.00	10.92%	Increased to account for inflation
	Classic Lawn Grave 50 Year (Up to 6ft 8" X 28" Maximum Only)	Discretionary	Fully flexible	4,382.00	4,812.00	9.81%	Increased to account for inflation
	Classic Lawn Grave 75 Year (Up to 6ft 8" X 28" Maximum Only)	Discretionary	Fully flexible	5,296.00	5,830.00	10.08%	Increased to account for inflation
NEW	Casket Supreme Grave 25 Year - Resident Only and Wooden Coffins/Caskets Only (Exceeding 6ft 8" X 28")	Discretionary	Fully flexible		4,605.00		Deleted old casket grave and introduced the supreme to accommodate larger coffins and caskets and include payment for grave space.
NEW	Casket Supreme Grave 50 Year - Resident Only and Wooden Coffins/Caskets Only (Exceeding 6ft 8" X 28")	Discretionary	Fully flexible		5,298.00		Deleted old casket grave and introduced the supreme to accommodate larger coffins and caskets and include payment for grave space.
NEW	Casket Supreme Grave 75 Year - Resident Only and Wooden Coffins/Caskets Only (Exceeding 6ft 8" X 26")	Discretionary	Fully flexible		6,135.00		Deleted old casket grave and introduced the supreme to accommodate larger coffins and caskets and include payment for grave space.

Environment & Leisure Department

Fees and Charges 2023-24

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	Traditional Lawn Grave 25 Year - Resident Muslim Area Only	Discretionary	Fully flexible	3,857.00	4,245.00	10.06%	Increased to account for inflation
	Traditional Lawn Grave 50 Year - Resident Muslim Area Only	Discretionary	Fully flexible	4,766.00	5,245.00	10.05%	Increased to account for inflation
	Traditional Lawn Grave 75 Year - Resident Muslim Area Only	Discretionary	Fully flexible	5,684.00	6,255.00	10.05%	Increased to account for inflation
	Standard Lawn Grave (Interment x 1 Only 25 Years) - Resident Only	Discretionary	Fully flexible	2,662.00	2,930.00	10.07%	Increased to account for inflation
	Standard Lawn Single & Interment (Public)	Discretionary	Fully flexible	5,205.57	5,730.00	10.07%	Increased to account for inflation
New	Cremated Remains Plot (For 2) 50YEARS New Resident Only includes first interment	Discretionary	Fully flexible	0.00	2,645.00	0.00%	New Amended Fee
New	Cremated Remains Plot (For 4) 50 YEARS New Resident Only Includes first interment	Discretionary	Fully flexible	0.00	3,175.00	0.00%	New Amended Fee
	Renewal or Extension of Exclusive Right of Burial per year Annual				85.00		New Fee to provide flexibility and affordability for clients
NEW	Renewal or Extension of Exclusive Right of Burial per 5 years	Discretionary	Fully flexible		300.00		New Fee to provide flexibility and affordability for clients
Cemeteries Interment Fees Non-Resident							
	Interment Non Resident NVF (Private Not CFF)	Discretionary	Fully flexible	399.50	435.00	8.89%	Increased to account for inflation
	Interment Non Resident Stillborn	Discretionary	Fully flexible	441.00	485.00	9.98%	Increased to account for inflation
	Interment Non Resident Child 0-5Yrs	Discretionary	Fully flexible	732.00	805.00	9.97%	Increased to account for inflation
	Interment Non Resident Child 5-17Yrs	Discretionary	Fully flexible	1,297.50	1,425.00	9.83%	Increased to account for inflation
	Interment Child Cremated Remains 0-17Yrs Non Resident	Discretionary	Fully flexible	555.25	595.00	7.16%	Increased to account for inflation
NEW	18 Yrs Adult Solo/Simplicity Interment Fee 6ft 6" x 24" Maximum)	Discretionary	Fully flexible		4,525.00		New fees introduced to provide affordability and flexibility in approach
NEW	18-yrs - Adult Classic Interment Lawn Grave (Up to 6ft8"x28" Maximum)	Discretionary	Fully flexible		4,950.00		New fees introduced to provide affordability and flexibility in approach
NEW	18-yrs - Adult Classic Supreme Interment Lawn Grave (Exceeds 6ft8"x26)	Discretionary	Fully flexible		5,350.00		New fees introduced to provide affordability and flexibility in approach
	Interment of cremated remains in a private grave	Discretionary	Fully flexible	678.00	680.00	0.29%	Increased to account for inflation
	Interment of Cremated Remains into a Grave at the Time of a Coffin/Casket Burial (per set of remains)	Discretionary	Fully flexible	89.25	89.25	0.00%	No Increase
	Interment of a 2nd Coffin/Casket into a Grave at the Time of a Coffin/Casket Burial	Discretionary	Fully flexible	520.00	545.00	4.81%	Increased to account for inflation
	Scattering of Cremated Remains on a Grave When Cremation Did Not Take Place at Honor Oak Crematorium	Discretionary	Fully flexible	166.00	166.00	0.00%	No Increase
	Scattering of Cremated Remains on a Grave Where Cremation Took Place at Honor Oak Crematorium	Discretionary	Fully flexible	107.00	115.00	7.48%	Increased to account for inflation
	Saturday Interment Supplement No Chapel Service	Discretionary	Fully flexible	879.00	965.00	9.78%	Increased to account for inflation
	Saturday Interment Supplement - Burial After A Chapel Service	Discretionary	Fully flexible	960.00	1,057.00	10.10%	Increased to account for inflation
	Saturday Interment Supplement - Cremated Remains	Discretionary	Fully flexible	378.00	416.00	10.05%	Increased to account for inflation

Environment & Leisure Department

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Cemeteries - Non Resident Grave Purchase Fees							
	Non Resident NVF Grave 25 Years (Private Not CFF)	Discretionary	Fully flexible	763.00	763.00	0.00%	No Increase
	Non Resident Stillborn Grave	Discretionary	Fully flexible	866.00	866.00	0.00%	No Increase
	Non Resident Child Grave 0-5Yrs	Discretionary	Fully flexible	1,401.00	1,401.00	0.00%	No Increase
	Non Resident Child Grave 5-17Yrs	Discretionary	Fully flexible	2,543.00	2,543.00	0.00%	No Increase
	Non Resident Child Cremated Remains Grave 0-17Yrs For 1 x Interment	Discretionary	Fully flexible	1,022.45	1,125.00	10.03%	Increased to account for inflation
	Non Resident Child & Parent Grave 2 Interments ONLY Same as Non Resident Simplicity	Discretionary	Fully flexible	7,588.00	7,978.00	5.14%	Increased to account for inflation
	Non Resident Child & Parent Cremated Remains Grave for 2 x Interments	Discretionary	Fully flexible	2,544.00	2,800.00	10.06%	Increased to account for inflation
	Simplicity Lawn Grave 25 Year (6ft 6" X 264	Discretionary	Fully flexible	7,310.00	8,035.00	9.92%	Increased to account for inflation
	Simplicity Lawn Grave 50 Year (6ft 6" X 24" Maximum Only)	Discretionary	Fully flexible	8,475.00	9,330.00	10.09%	Increased to account for inflation
	Simplicity Lawn Grave 75 Year (6ft 6" X 24" Maximum Only)	Discretionary	Fully flexible	9,290.00	10,225.00	10.06%	Increased to account for inflation
	Classic Lawn Standard Grave 25 Year - Wooden Coffins/Caskets Only (6ft 8" X 26" Maximum)	Discretionary	Fully flexible	7,509.00	8,260.00	10.00%	Increased to account for inflation
	Classic Lawn Standard Grave 50 Year - Wooden Coffins/Caskets Only (6ft 8" X 26" Maximum)	Discretionary	Fully flexible	8,543.00	9,395.00	9.97%	Increased to account for inflation
	Classic Lawn Standard Grave 75 Year - Wooden Coffins/Caskets Only (6ft 8" X 26" Maximum)	Discretionary	Fully flexible	9,469.00	10,425.00	10.10%	Increased to account for inflation
	Renewal or Extension of Exclusive Right of Burial PER Year (Annual)				95.00		New Fee to provide affordability and flexibility
	Renewal or Extension of Exclusive Right of Burial PER 5 YEARS				385.00		New Fee to provide affordability and flexibility
Service Fees							
	Direct to Grave Service 20 Mins Inclusive (No Fee)	Discretionary	Fully flexible	0.00	0.00	0.00%	No Fee
	Chapel Service 30mins + 20 Mins Graveside Service Inclusive	Discretionary	Fully flexible	141.50	155.75	10.07%	Increased to account for inflation
	Double Chapel Service 60 Mins + 20 Mins Graveside Service Inclusive	Discretionary	Fully flexible	283.00	311.60	10.11%	Increased to account for inflation
	Graveside Service 45 Mins Inclusive	Discretionary	Fully flexible	67.00	73.75	10.07%	Increased to account for inflation
	Single Chapel Service & Extended Grave Service (Includes Backfills 30 Mins + 1.5Hrs Grave Side	Discretionary	Fully flexible	202.00	222.40	10.10%	Increased to account for inflation
	Double Chapel Service & Extended Grave Service (Includes Backfills 60 Mins + 1.5Hrs Grave Side	Discretionary	Fully flexible	347.50	382.50	10.07%	Increased to account for inflation
	Extended Graveside Service (Includes Services Requiring Backfill Service) 2.5Hrs @ Graveside	Discretionary	Fully flexible	202.00	222.25	10.02%	Increased to account for inflation
	Use of Chapel for Memorial Service 1hr - Monday - Friday) New	Discretionary	Fully flexible	262.00	288.50	10.11%	Increased to account for inflation
	Use of Organ	Discretionary	Fully flexible	36.50	40.15	10.00%	Increased to account for inflation

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	Late to Burial Graveside/Chapel (Per 15 Minutes)	Discretionary	Fully flexible	68.00	74.85	10.07%	Increased to account for inflation
NEW	Penalty Charge for incorrect coffin/casket sizes which result in Excavation of a differing grave.				1,000.00		New Fee
Exhumation							
	Exhumation (Single Coffin)	Discretionary	Fully flexible	5,560.00	5,560.00	0.00%	No Change
	Exhumation of any Subsequent Coffins on the Same Day	Discretionary	Fully flexible	910.00	910.00	0.00%	No Change
	Exhumation of Cremated Remains (Single)	Discretionary	Fully flexible	547.00	547.00	0.00%	No Change
	Exhumation of any Subsequent Coffins on the Same Day	Discretionary	Fully flexible	227.50	227.50	0.00%	No Change
Deeds							
	Registration of Transfer of Burial Rights,	Discretionary	Fully flexible	93.50	102.00	9.09%	In line with other boroughs
	Replacement Deed of Grant	Discretionary	Fully flexible	57.50	58.50	1.74%	In line with other boroughs
	Transfer & Replacement of Deed Service	Discretionary	Fully flexible	140.00	145.00	3.57%	In line with other boroughs
Resident Memorial Permits							
	Simplicity Memorial Licence Fee Private Grave 25 years - Includes 5 Yearly Risk Assessments	Discretionary	Fully flexible	306.00	335.00	9.48%	In line with other boroughs
	Classic Memorial Licence Fee Private Grave 25 years - Includes 5 Yearly Risk Assessments	Discretionary	Fully flexible	316.50	350.00	10.58%	In line with other boroughs
NEW	Garden Area Memorial Permit 5 YEARS ONLY(Older Area Only)	Discretionary	Fully flexible	185.00	203.50	10.00%	In line with other boroughs
	Fixed Shoe Memorial Permit Lodge & Area Z	Discretionary	Fully flexible	363.50	400.00	10.04%	In line with other boroughs
	Traditional Memorial Permit Where Permitted	Discretionary	Fully flexible	399.50	439.50	10.01%	In line with other boroughs
	Memorial Licence Fee - NVF Public Grave (15 years Only)	Discretionary	Fully flexible	120.00	132.00	10.00%	In line with other boroughs
	Memorial Licence Fee - Stillborn Grave (25 years Only)	Discretionary	Fully flexible	192.00	211.25	10.03%	In line with other boroughs
	Memorial Licence Fee - Children Grave 0-5 yrs (25 years Only)	Discretionary	Fully flexible	233.50	257.00	10.06%	In line with other boroughs
	Added Inscription to Existing Memorial. Adding Photo Plaque to Existing Memorial	Discretionary	Fully flexible	120.00	132.00	10.00%	In line with other boroughs
	Renovation/Cleaning of Memorial - Permit	Discretionary	Fully flexible	67.50	74.25	10.00%	In line with other boroughs
	Refix with Added Inscription (Returned after Burial)	Discretionary	Fully flexible	171.00	185.00	8.19%	In line with other boroughs
New	Refix Lawn Permit (Returned after Burial) Without Insc	Discretionary	Fully flexible		42.50	0.00%	In line with other boroughs
New	Refix Traditional Permit (Returned after Burial)	Discretionary	Fully flexible		65.00	0.00%	In line with other boroughs
	Removal of memorial for burial	Discretionary	Fully flexible	35.00	38.50	10.00%	In line with other boroughs
	Memorial Permit Temporary Marker for 12 Months Only New	Discretionary	Fully flexible	41.50	42.50	2.41%	In line with other boroughs
	Cemetery Memorial Bench Permit 10 Years	Discretionary	Fully flexible	246.50	271.25	10.04%	In line with other boroughs
	Rights to Add Vase or Tablet (Where Permitted)	Discretionary	Fully flexible	150.50	165.70	10.10%	In line with other boroughs
	Rights to Add Kerbs (Where Authorised - Older Areas)	Discretionary	Fully flexible	244.00	285.00	16.80%	In line with other boroughs
Non-Resident Memorial Permits							
New	Simplicity Memorial Licence Fee Private Grave 25 years - Includes 5 Yearly Risk Assessments	Discretionary	Fully flexible	0.00	368.50	0.00%	New fee introduced to extend the non resident offer
New	Classic Memorial Licence Fee Private Grave 25 years - Includes 5 Yearly Risk Assessments	Discretionary	Fully flexible	0.00	385.00	0.00%	New fee introduced to extend the non resident offer
New	Garden Area Memorial Permit 5 YEARS ONLY(Where Permitted) Includes fitting	Discretionary	Fully flexible	0.00	425.00	0.00%	New fee introduced to extend the non resident offer
New	Fixed Shoe Memorial Permit Lodge & Area Z	Discretionary	Fully flexible	0.00	440.00	0.00%	New fee introduced to extend the non resident offer

Environment & Leisure Department

Fees and Charges 2023-24

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Fee / Charge Description		Income Type - Mandatory (M) or Discretionary (D)	Nature - Fixed, Capped or Fully flexible	2022-23 Fee £	Proposed 2023-24 Fee £	Percentage increase in fees	Fee comparison position against other Local Authorities in 2022-23, Inflation factor used (where from, source etc.,) and other comments
New	Traditional Memorial Permit Where Permitted	Discretionary	Fully flexible	0.00	485.00	0.00%	New fee introduced to extend the non resident offer
New	Memorial Licence Fee - NVF Public Grave (15 years Only)	Discretionary	Fully flexible	0.00	145.00	0.00%	New fee introduced to extend the non resident offer
New	Memorial Licence Fee - Stillborn Grave (25 years Only)	Discretionary	Fully flexible	0.00	235.00	0.00%	New fee introduced to extend the non resident offer
New	Memorial Licence Fee - Children Grave 0-5 yrs (25 years Only)	Discretionary	Fully flexible	0.00	260.00	0.00%	New fee introduced to extend the non resident offer
New	Added Inscription to Existing Memorial. Adding Photo Plaque to Existing Memorial	Discretionary	Fully flexible	0.00	145.00	0.00%	New fee introduced to extend the non resident offer
New	Renovation/Cleaning or Refix of Memorial - Permit	Discretionary	Fully flexible	0.00	82.00	0.00%	New fee introduced to extend the non resident offer
New	Refix with Added Inscription (Returned after Burial) Without Insc	Discretionary	Fully flexible	0.00	185.00	0.00%	New fee introduced to extend the non resident offer
New	Refix Lawn Permit (Returned after Burial)	Discretionary	Fully flexible	0.00	55.00	0.00%	New fee introduced to extend the non resident offer
New	Refix Traditional Permit (Returned after Burial)	Discretionary	Fully flexible	0.00	85.00	0.00%	New fee introduced to extend the non resident offer
New	Removal of memorial for burial	Discretionary	Fully flexible	0.00	40.00	0.00%	New fee introduced to extend the non resident offer
New	Memorial Permit Temporary Marker for 12 Months Only New	Discretionary	Fully flexible	0.00	45.00	0.00%	New fee introduced to extend the non resident offer
New	Cemetery Memorial Bench Permit 10 Years	Discretionary	Fully flexible	0.00	325.00	0.00%	New fee introduced to extend the non resident offer
New	Rights to Add Vase or Tablet (Where Permitted)	Discretionary	Fully flexible	0.00	165.00	0.00%	New fee introduced to extend the non resident offer
New	Rights to Add Kerbs (Where Authorised - Older Areas)	Discretionary	Fully flexible	0.00	425.00	0.00%	New fee introduced to extend the non resident offer
Grave Preparation Ancillary Items							
	Removal of Memorial not Exceeding 7' X 3'	Discretionary	Fully flexible	307.00	338.00	10.10%	In line with other boroughs
	Grave Depth Check (Where Possible)	Discretionary	Fully flexible	31.00	34.25	10.48%	In line with other boroughs
	Ground works to Uncover Memorials or find Burial Location at Nunhead (Where Possible)	Discretionary	Fully flexible	183.50	202.00	10.08%	In line with other boroughs
	Removal of Garden Area	Discretionary	Fully flexible	85.00	85.00	0.00%	In line with other boroughs
	Removal of Items Including Bush/Plants for Burial Preparation	Discretionary	Fully flexible	85.00	85.00	0.00%	In line with other boroughs
	Removal of Unauthorised Items (S)	Discretionary	Fully flexible	25.00	27.50	10.00%	In line with other boroughs
	Removal of Unauthorised Items (M)	Discretionary	Fully flexible	60.00	66.00	10.00%	In line with other boroughs
	Removal of Unauthorised Items (L)	Discretionary	Fully flexible	89.00	98.00	10.11%	In line with other boroughs
General Maintenance Fees							
	Grave Top Up (After 12 Months from Interment)	Discretionary	Fully flexible	49.50	65.00	31.31%	INCREASING COSTS FROM SUPLIERS AND CONTRACTORS
	Grave Returf (After 12 Months from Interment)	Discretionary	Fully flexible	116.00	135.00	16.38%	INCREASING COSTS FROM SUPLIERS AND CONTRACTORS
	Level & Turf (After 12 Months from Interment)	Discretionary	Fully flexible	129.50	145.00	11.97%	INCREASING COSTS FROM SUPLIERS AND CONTRACTORS
Memorial Safety							
	Lift & Level Memorial	Discretionary	Fully flexible	243.00	267.50	10.08%	In line with other boroughs
	Memorial Safety Fees (Laying Flat)	Discretionary	Fully flexible	160.00	176.15	10.09%	In line with other boroughs
	Memorial Safety (Digging In -Mudstoning)	Discretionary	Fully flexible	170.00	187.15	10.09%	In line with other boroughs
	Memorial Safety Works Fee	Discretionary	Fully flexible	130.00	143.10	10.08%	In line with other boroughs
Genealogy & Searches							
	Marking / Identification of Grave Prior to Visit - Special Request (min 5 days notice)	Discretionary	Fully flexible	36.50	40.15	10.00%	Inflation - ONS (rounded)

Environment & Leisure Department

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	Copy of Cemetery Grave Location Plan – Per Grave (Up to A3 Size) Postal Only	Discretionary	Fully flexible	3.50	3.50	0.00%	No Change
	Genealogy Search Per Name	Discretionary	Fully flexible	27.00	29.70	10.00%	Inflation - ONS (rounded) RPI
Memorials							
	Temporary Grave Marker Wooden Cross/Plaque	Discretionary	Fully flexible	66.00	72.65	10.08%	Inflation - ONS (rounded)
	Temporary Grave Marker Other	Discretionary	Fully flexible	83.00	91.00	9.64%	Inflation - ONS (rounded)
	Temporary Grave Marker & Permit Bundle	Discretionary	Fully flexible	103.00	113.30	10.00%	Inflation - ONS (rounded)
	Low Level Memorial/Cremated Remains Grave Memorial Including Fitting	Discretionary	Fully flexible	763.00	855.00	12.06%	INCREASING COSTS FROM SUPLIERS AND CONTRACTORS
	Baby Memorial Including Fitting - NVF & Stillborn Graves	Discretionary	Fully flexible	442.00	495.00	11.99%	INCREASING COSTS FROM SUPLIERS AND CONTRACTORS
	Children 0-5 Year Grave Memorial Including Fitting	Discretionary	Fully flexible	825.00	925.00	12.12%	INCREASING COSTS FROM SUPLIERS AND CONTRACTORS
	Additional Per Letter	Discretionary	Fully flexible	3.47	3.65	5.19%	In line with other boroughs
	Photo Plaque	Discretionary	Fully flexible	104.00	114.00	9.62%	In line with other boroughs
	Flower Vase	Discretionary	Fully flexible	18.50	20.75	12.16%	INCREASING COSTS FROM SUPLIERS AND CONTRACTORS
	Emblem/Motif/Drawing	Discretionary	Fully flexible	P.O.A	P.O.A		
Admin Charges							
	Funeral cortèges arriving late for services will be surcharged per 15 minutes overdue or part thereof	Discretionary	Fully flexible	68.00	74.85	10.07%	Inflation - ONS (rounded)
	Services that over run will be surcharged per 15 minutes or part thereof	Discretionary	Fully flexible	68.00	74.85	10.07%	Inflation - ONS (rounded)
	Cancellation Fees (Notification Required 72hrs prior to Service)	Discretionary	Fully flexible	126.00	138.70	10.08%	Inflation - ONS (rounded)
Digital Media Services							
	Web Cast Service - Live	Discretionary	Fully flexible	36.50	39.50	8.22%	In line with other boroughs
	Web Cast Service - On-Demand	Discretionary	Fully flexible	52.00	55.50	6.73%	In line with other boroughs
	Web Cast Service - Eternal	Discretionary	Fully flexible	57.00	58.50	2.63%	In line with other boroughs
	Photo Tribute Service - Single	Discretionary	Fully flexible	14.00	14.00	0.00%	In line with other boroughs NO CHANGE
	Simplicity Photo Tribute - Slide Show (25 Photos)	Discretionary	Fully flexible	45.00	48.50	7.78%	In line with other boroughs
	Photo Tribute Service - Bundle (25 Additional Photos)	Discretionary	Fully flexible	26.00	27.50	5.77%	In line with other boroughs
	Professional Photo Tribute	Discretionary	Fully flexible	78.00	85.00	8.97%	Inflation - ONS (rounded)
	Family Supplied Photo Tribute	Discretionary	Fully flexible	23.50	25.50	8.51%	Inflation - ONS (rounded)
	DVD/Blu-Ray/USB Recording	Discretionary	Fully flexible	57.00	58.50	2.63%	Inflation - ONS (rounded)
Cremation Service Fees							
	NVF Cremation Optional Non Res Recovery Charge	Discretionary	Fully flexible	39.50	39.50	0.00%	In line with other boroughs
	Resident Stillborn Cremation Recovery Charge	Discretionary	Fully flexible	70.50	70.50	0.00%	In line with other boroughs
	Resident Child 0-5 Cremation Recovery Charge	Discretionary	Fully flexible	133.00	133.00	0.00%	In line with other boroughs
	Resident Child 5-17 Recovery Charge	Discretionary	Fully flexible	247.00	247.00	0.00%	In line with other boroughs
	Non Resident Stillborn Cremation Recovery Charge	Discretionary	Fully flexible	102.00	102.00	0.00%	In line with other boroughs
	Non Resident Child 0-5 Cremation Recovery Charge	Discretionary	Fully flexible	150.50	150.50	0.00%	In line with other boroughs
	Non Resident Child 5-17 Recovery Charge	Discretionary	Fully flexible	282.00	282.00	0.00%	In line with other boroughs
	Adult Cremation 17yrs Plus 30 Mins	Discretionary	Fully flexible	865.00	952.00	10.06%	In line with other boroughs
	Double Cremation Service 17yrs Plus 60 Mins	Discretionary	Fully flexible	1,285.00	1,414.00	10.04%	In line with other boroughs
	Witnessed Charge Adult Cremation 17yrs Plus	Discretionary	Fully flexible	893.00	983.00	10.08%	In line with other boroughs
	Witnessed Charge Adult Cremation 17yrs Plus Double Time 60 Mins	Discretionary	Fully flexible	1,743.00	1,918.00	10.04%	In line with other boroughs
	Late Afternoon Cremation Charge	Discretionary	Fully flexible	887.00	976.00	10.03%	In line with other boroughs
	Direct Cremation Service (9am, 9:15, 9:30 & 9:45am) No Mourners.	Discretionary	Fully flexible	390.00	428.00	9.74%	In line with other boroughs
	Body Part Fee (Form 2 Cremation) No Mourners (Direct Cremation)	Discretionary	Fully flexible	162.00	162.00	0.00%	No Change
	Early Morning Service 10 & 10.45am Only (30 mins service)	Discretionary	Fully flexible	695.00	765.00	10.07%	In line with other boroughs
	Saturday Cremation - (30 mins)	Discretionary	Fully flexible	1,334.00	1,468.00	10.04%	In line with other boroughs
	Saturday Cremation - (60 mins)	Discretionary	Fully flexible	1,721.00	1,895.25	10.12%	In line with other boroughs
	Sunday Cremation - (30 mins)	Discretionary	Fully flexible	1,740.00	1,914.00	10.00%	In line with other boroughs
	Sunday Cremation - (60 mins)	Discretionary	Fully flexible	1,910.00	2,099.00	9.90%	In line with other boroughs
	Use of Organ only, but supply own organist	Discretionary	Fully flexible	37.00	40.70	10.00%	In line with other boroughs

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	Services that over run will be surcharged per 15 minutes or part thereof	Discretionary	Fully flexible	68.00	74.85	10.07%	In line with other boroughs
	Funeral cortèges arriving late for services will be surcharged per 15 minutes overdue or part thereof	Discretionary	Fully flexible	68.00	74.85	10.07%	In line with other boroughs
	Memorial Service (Cremation Chapel) 60 Mins Hired by the Hour Now Rather per 15 Mins	Discretionary	Fully flexible	425.00	467.55	10.01%	
Admin Fees - Cremated Remains							
NEW	Cremated Remains Returned within 48Hrs		Fully flexible		35.00		
	Overseas certificate	Discretionary	Fully flexible	35.00	35.00	0.00%	In line with other boroughs
	Duplicate Certificate	Discretionary	Fully flexible	35.00	35.00	0.00%	In line with other boroughs
	Transfer of Memorial Rights Cremation	Discretionary	Fully flexible	35.00	38.50	10.00%	In line with other boroughs
	Remove Cremation Memorial for added inscription or prefacing	Discretionary	Fully flexible	41.50	45.00	8.43%	In line with other boroughs
	Strewing of Cremated Remains from Another Crematorium	Discretionary	Fully flexible	87.00	87.00	0.00%	In line with other boroughs
NEW	Witnessed Strewing of Cremated Remains	Discretionary	Fully flexible	26.00	30.00	15.38%	In line with other boroughs
	Interment/Enclosure of Cremated Remains Dedicated Niche (Additional)	Discretionary	Fully flexible	67.50	67.50	0.00%	In line with other boroughs
	Cremated Remains Retained after 1 Month (Charged Quarterly)	Discretionary	Fully flexible	79.00	80.00	1.27%	In line with other boroughs
	Saturday Supplement Cremated Remains	Discretionary	Fully flexible	87.00	88.00	1.15%	In line with other boroughs
Living Memorials & Grounds Memorials							
	Standard Rose Bush Sponsorship 5 years, Inc. Maintenance, Plaque Inc. VAT	Discretionary	Fully flexible	383.00	395.00	3.13%	In line with other boroughs
	Standard Rose Bush Sponsorship 10 yrs, Inc. Maintenance, Plaque Inc. VAT	Discretionary	Fully flexible	593.00	612.00	3.20%	In line with other boroughs
	Classic Rose Bush Sponsorship 5 years, Inc. Maintenance, Plaque & Motif Inc. VAT	Discretionary	Fully flexible	401.50	415.00	3.36%	In line with other boroughs
	Classic Rose Bush Sponsorship 10 years, Inc. Maintenance, Plaque & Motif Inc. VAT	Discretionary	Fully flexible	613.00	632.00	3.10%	In line with other boroughs
	Premier Rose Bush Sponsorship 5 years, Inc. Maintenance, Photo Plaque Inc. VAT	Discretionary	Fully flexible	489.00	504.00	3.07%	In line with other boroughs
	Premier Rose Bush Sponsorship 10 years, Inc. Maintenance, Photo Plaque Inc. VAT	Discretionary	Fully flexible	697.50	719.00	3.08%	In line with other boroughs
	Replacement Rose/Tree Plaque	Discretionary	Fully flexible	88.00	96.80	10.00%	In line with other boroughs
	Replacement Rose/ Tree Plaque with Motif	Discretionary	Fully flexible	110.00	121.00	10.00%	In line with other boroughs
	Replacement Rose/Tree Plaque with Photo	Discretionary	Fully flexible	196.00	210.00	7.14%	In line with other boroughs
	.	Discretionary	Fully flexible	991.00	1,050.00	5.95%	In line with other boroughs
	New Memorial Bench (5 Years Only) Plaque Only Shared Bench	Discretionary	Fully flexible	420.00	420.00	0.00%	In line with other boroughs
	Scatter Lawn Simple Memorial 5 year Leaf	Discretionary	Fully flexible	338.00	350.00	3.55%	In line with other boroughs
	Scatter Lawn 5 Year Memorial	Discretionary	Fully flexible	442.00	445.00	0.68%	In line with other boroughs
	Scatter Lawn Replacement Tablet	Discretionary	Fully flexible	171.00	175.00	2.34%	In line with other boroughs
Garden Room Memorials							
	Rights to a leather panel for 5 yrs. (including lettering)	Discretionary	Fully flexible	305.00	305.00	0.00%	In line with other boroughs
	Replacement leather panel.	Discretionary	Fully flexible	95.00	95.00	0.00%	In line with other boroughs
	Rights to interior niche 15 yrs. (including inscription)	Discretionary	Fully flexible	1,255.00	1,255.00	0.00%	In line with other boroughs
Remembrance Suite Memorials							
	Columbarium Niche (Double) 5 years	Discretionary	Fully flexible	882.00	882.00	0.00%	In line with other boroughs
	Columbarium Niche (Double) 10 years	Discretionary	Fully flexible	1,658.00	1,658.00	0.00%	In line with other boroughs
	New Leaf on Tree of Memory per year	Discretionary	Fully flexible	68.00	68.00	0.00%	In line with other boroughs
	Renewal Leaf on Tree of Memory per year	Discretionary	Fully flexible	47.00	48.00	2.13%	In line with other boroughs
	Books of Remembrance - 2 line entry (Inc. VAT)	Discretionary	Fully flexible	96.50	107.00	10.88%	In line with other boroughs
	Books of Remembrance - 5 line entry (Inc. VAT)	Discretionary	Fully flexible	151.00	165.00	9.27%	In line with other boroughs
	Books of Remembrance - 8 line entry (Inc. VAT)	Discretionary	Fully flexible	206.50	226.00	9.44%	In line with other boroughs

Environment & Leisure Department

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	Miniature book or Card of remembrance (Inscription Additional By No of Lines)	Discretionary	Fully flexible	31.50	34.00	7.94%	In line with other boroughs
	Emblem & badges & Coat of Arms (Start at £95.00)	Discretionary	Fully flexible	99.50	103.00	3.52%	In line with other boroughs
Heritage Memorials							
	Kubis Niche for 15 Years	Discretionary	Fully flexible	1,206.00	1,206.00	0.00%	No Change
New	Kubis Niche Lease Renewal for 15 Years	Discretionary	Fully flexible		985.00		New Renewal Only
	Rights Cloister Niche for 15 years. Exterior Niche (Family)	Discretionary	Fully flexible	2,105.00	2,105.00	0.00%	No Change
	Rights Cloister Niche for 15 years. Exterior Niche (Duet)	Discretionary	Fully flexible	1,580.00	1,580.00	0.00%	No Change
	Rights Cloister Niche for 15 years. Exterior Niche (Solo)	Discretionary	Fully flexible	1,263.00	1,263.00	0.00%	No Change
	Cloisters Wall Tablet (Single) Includes 50 Letters - 15 years	Discretionary	Fully flexible	1,204.00	1,204.00	0.00%	No Change
	Cloisters Wall Tablet (Double) Includes 50 Letters - 15 years	Discretionary	Fully flexible	1,505.00	1,505.00	0.00%	No Change
	Cloisters Wall Tablet (Triple) Includes 100 Letters - 15 years	Discretionary	Fully flexible	1,505.00	1,505.00	0.00%	No Change
	Cloisters Wall Tablet (Quadruple) Includes 100 - Letters - 15 years	Discretionary	Fully flexible	2,007.00	2,007.00	0.00%	No Change
	Tablet - Wall of Remembrance Rights for 10 years Includes Tablet & Lettering	Discretionary	Fully flexible	1,089.00	1,089.00	0.00%	No Change
	Niche - Wall of Remembrance Rights for 10 years Includes Tablet & Lettering	Discretionary	Fully flexible	1,205.00	1,205.00	0.00%	No Change
	Sanctum 12 Niche 15 years (Including 80 Letters)	Discretionary	Fully flexible	1,572.00	1,572.00	0.00%	No Change
NEW	Sanctum 12 Niche 15 years Lease RENEWAL ONLY	Discretionary	Fully flexible		985.00		New Renewal Only
	Rights to Sanctum 2000 Niche 15 years (Including 80 Letters)	Discretionary	Fully flexible	1,572.00	1,572.00	0.00%	No Change
NEW	Rights to Sanctum 2000 Niche 15 years Lease RENEWAL ONLY	Discretionary	Fully flexible		985.00		New Renewal Only
	Vase Block and Tablet - 10 years Includes Tablet & Lettering	Discretionary	Fully flexible	750.00	750.00	0.00%	No Change
	Vase Block Replacement Granite Plaque	Discretionary	Fully flexible	195.00	195.00	0.00%	No Change
	Rights to Kerb Tablet 10 years- Includes Tablet & Lettering	Discretionary	Fully flexible	405.00	405.00	0.00%	No Change
	Replacement Kerb Tablet	Discretionary	Fully flexible	92.00	92.00	0.00%	No Change
	Rights to Planter Tablet 10 Years - Includes Tablet & Lettering	Discretionary	Fully flexible	656.00	656.00	0.00%	No Change
	Replacement Planter Tablet	Discretionary	Fully flexible	194.00	194.00	0.00%	No Change
Little Haven Baby & Children Memorials							No Change
	Little Haven Memorial Permit	Discretionary	Fully flexible	88.00	88.00	0.00%	No Change
	Little Haven Enclosure Service	Discretionary	Fully flexible	67.50	67.50	0.00%	No Change
	Little Haven Scattering Service	Discretionary	Fully flexible	22.00	22.00	0.00%	No Change
	Little Haven Yearly Niche Charge CFF	Discretionary	Fully flexible	50.00	50.00	0.00%	No Change
	Little Haven Scattering Lawn Leaf Inscription & 1 Year Dedication	Discretionary	Fully flexible	70.50	70.50	0.00%	No Change
	Little Haven Scattering Lawn Leaf Renewal Yearly Cost	Discretionary	Fully flexible	27.00	27.00	0.00%	No Change
	Maple Leaf	Discretionary	Fully flexible	337.00	337.00	0.00%	No Change
	Over the Rainbow	Discretionary	Fully flexible	410.00	410.00	0.00%	No Change
	To the Moon & Back	Discretionary	Fully flexible	410.00	410.00	0.00%	No Change
	Plain Plaque	Discretionary	Fully flexible	410.00	410.00	0.00%	No Change
	Swallow Plaque	Discretionary	Fully flexible	306.00	306.00	0.00%	No Change
	Above Ground Ashes Boulder	Discretionary	Fully flexible	617.00	617.00	0.00%	No Change
SOUTH DOCK MARINA							
Mooring Fees per meter (Figures Ex-VAT)							
	Mooring - Annual per metre	Discretionary	Fully flexible	434.44	482.67	11.10%	CPI + 1
	Mooring - Six Monthly per metre	Discretionary	Fully flexible	228.08	253.40	11.10%	CPI + 1
	Mooring - Quarterly per metre	Discretionary	Fully flexible	119.48	132.74	11.10%	CPI + 1
	Mooring - Monthly per metre	Discretionary	Fully flexible	41.64	46.27	11.11%	CPI + 1
	Visitor day rate. Per metre per week. Min 8m	Discretionary	Fully flexible	4.62	8.00	73.07%	To be in line with other boroughs
	Visitor Week rate. Per metre per week. Min 8m	Discretionary	Fully flexible	28.95	48.00	65.83%	To be in line with other boroughs
Car Park Fees (Figures Ex-VAT)				-	-		

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Car Park - Per six months	Discretionary	Fully flexible	179.88	198.05	10.10%	CPI
Car Park - Visitor's Cars - Daily	Discretionary	Fully flexible	10.47	11.55	10.10%	CPI
Storage (Figures Ex-VAT)						
Storage - Mast Per Week	Discretionary	Fully flexible	13.66	15.05	10.10%	CPI
Storage - Boats on Trailer (8m max.) or trailer- Annual	Discretionary	Fully flexible	1,197.60	1,318.55	10.10%	CPI
Storage - Boats on Trailer (8m max.) or Trailers- six months	Discretionary	Fully flexible	626.11	689.35	10.10%	CPI
Storage - Boats on Trailer (8m max.) or Trailers- Three months	Discretionary	Fully flexible	438.07	482.31	10.10%	CPI
Storage - Boats on Trailer (8m max.) or Trailers- Monthly	Discretionary	Fully flexible	192.25	211.66	10.10%	CPI
Storage - Boats on Trailer (8m max.) or Trailers- Weekly	Discretionary	Fully flexible	80.89	89.06	10.10%	CPI
Storage - Trailers - Overnight	Discretionary	Fully flexible	33.62	37.01	10.10%	CPI
Storage fee - Container (12 monthly)	Discretionary	Fully flexible	1,945.54	2,142.04	10.10%	CPI
Storage fee - Container (6 monthly)	Discretionary	Fully flexible	1,061.79	1,169.03	10.10%	CPI
New fee						
Storage fee - Container (12 monthly) Upper level	Discretionary	Fully flexible	1,459.16	1,606.53	10.10%	CPI
New fee						
Storage fee - Container (6 monthly) Upper level	Discretionary	Fully flexible	1,094.37	1,204.90	10.10%	CPI
Storage unit in multi container - Monthly	Discretionary	Fully flexible	59.00	64.95	10.10%	CPI
Storage unit in multi container - Quarterly	Discretionary	Fully flexible	169.14	186.22	10.10%	CPI
Storage unit in multi container - 6 Monthly	Discretionary	Fully flexible	322.54	355.11	10.10%	CPI
Storage unit in multi container - Annually	Discretionary	Fully flexible	614.57265	676.64	10.10%	CPI
Miscellaneous (Figures Ex-VAT)						
Labour - Per Hour	Discretionary	Fully flexible	52.53	57.83	10.10%	CPI
Towage - Within the Marina	Discretionary	Fully flexible	60.93	67.08	10.10%	CPI
Contractors Daily Charge - Use of Facilities	Discretionary	Fully flexible	14.92	16.42	10.10%	CPI
Contractor annual charge	Discretionary	Fully flexible	858.28	858.28	0.00%	CPI
Pressure Washer - Hire for maximum 4 hours. Additional hours at 25% of rate.	Discretionary	Fully flexible	48.32	53.20	10.10%	CPI
Pressure Washer - Wash off underwater hull / metre LOA	Discretionary	Fully flexible	9.66	10.64	10.10%	CPI
Portable Pump Hire - Submersible - 4 hours. Additional hours at 25% of rate.	Discretionary	Fully flexible	52.53	57.83	10.10%	CPI
Holding Tank Pump-Out - Small Tank	Discretionary	Fully flexible	17.86	19.66	10.10%	CPI
Holding Tank Pump-Out - Large Tank	Discretionary	Fully flexible	29.41	32.39	10.10%	CPI
Re-Chocking after lift out per chock move.	Discretionary	Fully flexible	10.93	12.03	10.10%	CPI
Crane - Lift Out or Launch / metre LOA. 8 m minimum.	Discretionary	Fully flexible	28.05	30.88	10.10%	CPI
Crane - Lift and Hold per metre LOA. 8m Minimum. Up to 2 hours.	Discretionary	Fully flexible	34.98	38.52	10.10%	CPI
Crane - Lift and Hold per additional hour.	Discretionary	Fully flexible	37.82	41.64	10.10%	CPI
Mast lift per hour- - Single Spreader Mast Lift	Discretionary	Fully flexible	109.25	120.29	10.10%	CPI
Crane Hire/telehandler per hour - Machine and 1Operator Only	Discretionary	Fully flexible	105.05	115.66	10.10%	CPI
Crane cancellation fee - Less than 24 hours notice	Discretionary	Fully flexible	74.59	82.12	10.10%	CPI
Boat Yard - 1-30 Days - Per metre per day	Discretionary	Fully flexible	1.34	1.48	10.10%	CPI
Boat Yard - 31-60 Days - Per metre per day	Discretionary	Fully flexible	1.62	1.78	10.10%	CPI
Boat Yard - 61-120 Days - Per metre per day	Discretionary	Fully flexible	1.90	2.09	10.10%	CPI
Boat Yard - 121 Days and over - Per metre per day	Discretionary	Fully flexible	2.46	2.70	10.10%	CPI
Re Choking per chock moved after lift out	Discretionary	Fully flexible	10.93	12.03	10.10%	CPI
Blast bay and dirty work bay (for first 5 days)	Discretionary	Fully flexible	109.25	120.29	10.10%	CPI
Blast bay and dirty work bay (Per day charge after first 5 days)	Discretionary	Fully flexible	34.98	38.52	10.10%	CPI
Laundry - Wash tokens	Discretionary	Fully flexible	4.75	5.23	10.10%	CPI
Laundry - Drying tokens	Discretionary	Fully flexible	1.00	1.10	10.10%	CPI
Transfer of Residents Licence. Current year's fee or 10% of selling price, whichever is higher.	Discretionary	Fully flexible	3,816.56	4,202.03	10.10%	CPI
Supply of Electricity						
New fee						
Boatyard electricity per unit.	Discretionary	Fully flexible	Varies	Varies		
Electricity - Metered supply - pontoons and boat yard - Unit charge + (VAT 5%)	Discretionary	Fully flexible	Varies	Varies		
Electricity - Metered supply - pontoons and boat yard - 16 amp Monthly Service Charge	Discretionary	Fully flexible	5.88	6.48	10.10%	CPI

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	Electricity - Metered supply - pontoons and boat yard - 32 amp Monthly Service Charge	Discretionary	Fully flexible	6.83	7.52	10.10%	CPI
LEISURE CENTRES							
Core Leisure Centre Fees and Charges							
Swimming Prices							
All Sites	Adult Swim Peak Non Member	Discretionary	Fully flexible	5.65	5.65	0.00%	
All Sites	Adult Swim Peak Axess	Discretionary	Fully flexible	3.30	3.30	0.00%	
All Sites	Adult Swim Off Peak Member	Discretionary	Fully flexible	5.30	5.30	0.00%	
All Sites	Adult Swim Off Peak Axess	Discretionary	Fully flexible	2.75	2.75	0.00%	
All Sites	Junior/60+ Non Member	Discretionary	Fully flexible	2.00	2.00	0.00%	
All Sites	Junior/60+ Axess	Discretionary	Fully flexible	0.90	0.90	0.00%	
All Sites	Family Swim(2 adults + 2 children) non member	Discretionary	Fully flexible	11.55	11.55	0.00%	
All Sites	Family Swim(2 adults + 2 children) axess	Discretionary	Fully flexible	5.90	5.90	0.00%	
All Sites	Concessionary Swim Axess	Discretionary	Fully flexible	0.85	0.85	0.00%	
All Sites	Under 3 years Axess	Discretionary	Fully flexible	0.85	0.85	0.00%	
All Sites	Shower	Discretionary	Fully flexible	1.55	1.55	0.00%	
Swimming Sessions							
All Sites	Water Aerobics/Aqua Natal Non Member	Discretionary	Fully flexible	10.50	10.50	0.00%	
All Sites	Water Aerobics/Aqua Natal Non Axess	Discretionary	Fully flexible	8.10	8.10	0.00%	
All Sites	Water Aerobics Concession (Off Peak) Non Member	Discretionary	Fully flexible	8.10	8.10	0.00%	
All Sites	Water Aerobics Concession (Off Peak) Axess	Discretionary	Fully flexible	3.65	3.70	1.37%	
All Sites	Jelly Babies (Peak) 1 child & 1 adult Non Member		Fully flexible	5.75	5.80	0.87%	
All Sites	Jelly Babies (Peak) 1 child & 1 adult Axess		Fully flexible	3.10	3.10	0.00%	
All Sites	Jelly Babies (Off Peak) 1 child & 1 adult Non Member		Fully flexible	5.30	5.30	0.00%	
All Sites	Jelly Babies (Off Peak) 1 child & 1 adult Axess		Fully flexible	2.50	2.50	0.00%	
All Sites	Rafts and Rascals (Peak) 1 child & 1 adult Non Member		Fully flexible	5.80	5.80	0.00%	

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All Sites	Rafts and Rascals (Peak) 1 child & 1 adult Axess		Fully flexible	3.10	3.10	0.00%	
All Sites	Rafts and Rascals (Off Peak) 1 child & 1 adult Non Member		Fully flexible	5.05	5.05	0.00%	
All Sites	Rafts and Rascals (Off Peak) 1 child & 1 adult Axess		Fully flexible	2.50	2.50	0.00%	
All Sites	Rafts and Rascals additional child Non Member		Fully flexible	1.95	1.95	0.00%	
All Sites	Rafts and Rascals additional child Axess	Discretionary	Fully flexible	0.85	0.85	0.00%	
All Sites	Inflatables Non Member	Discretionary	Fully flexible	2.75	2.75	0.00%	
All Sites	Inflatables Non Axess			1.75	1.75	0.00%	
Gym and Fitness Classes							
All Sites	Gym and Fitness Classes Non Member	Discretionary	Fully flexible	10.50	10.50	0.00%	
All Sites	Gym and Fitness Classes Axess	Discretionary	Fully flexible	8.10	8.10	0.00%	
All Sites	Gym and Fitness Classes Concession (Off Peak) Non Member	Discretionary	Fully flexible	8.10	8.10	0.00%	
All Sites	Gym and Fitness Classes Concession (Off Peak) Axess	Discretionary	Fully flexible	3.50	3.50	0.00%	
All Sites	Yoga 60 min Non Member	Discretionary	Fully flexible	10.50	10.50	0.00%	
All Sites	Yoga 60 min Axess	Discretionary	Fully flexible	8.10	8.10	0.00%	
All Sites	Yoga 60 min concession (off peak) Non Member	Discretionary	Fully flexible	8.10	8.10	0.00%	
All Sites	Yoga 60 min concession (off peak) Axess	Discretionary	Fully flexible	3.50	3.50	0.00%	
All Sites	Yoga 90 min Non Member	Discretionary	Fully flexible	14.30	14.30	0.00%	
All Sites	Yoga 90 min Axess	Discretionary	Fully flexible	11.00	11.00	0.00%	
All Sites	Yoga 90 min concession (off peak) Non Member	Discretionary	Fully flexible	10.50	10.50	0.00%	
All Sites	Yoga 90 min concession (off peak) Axess	Discretionary	Fully flexible	6.45	6.45	0.00%	
All Sites	Pilates Non Member	Discretionary	Fully flexible	12.65	12.65	0.00%	
All Sites	Pilates Axess	Discretionary	Fully flexible	10.50	10.50	0.00%	
All Sites	Pilates concession (off peak) Non Member	Discretionary	Fully flexible	10.50	10.50	0.00%	
All Sites	Pilates concession (off peak) Axess	Discretionary	Fully flexible	6.10	6.10	0.00%	
All Sites	Gym Induction Non Member	Discretionary	Fully flexible	49.00	49.00	0.00%	

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All Sites	Gym Induction Axess	Discretionary	Fully flexible	36.85	36.85	0.00%	
All Sites	Gym Induction Axess Concession	Discretionary	Fully flexible	21.45	21.45	0.00%	
All Sites	Junior Gym Session non member	Discretionary	Fully flexible	3.35	3.35	0.00%	
All Sites	Junior Gym Session Axess	Discretionary	Fully flexible	2.60	2.60	0.00%	
All Sites	Junior Gym Induction non member	Discretionary	Fully flexible	4.20	4.20	0.00%	
All Sites	Junior Gym Induction Axess	Discretionary	Fully flexible	4.20	4.20	0.00%	
Leisure Axess Card							
All Sites	Adult LBS Residents	Discretionary	Fully flexible	65.55	65.55	0.00%	
All Sites	Adult Non LBS Residents	Discretionary	Fully flexible	94.45	94.45	0.00%	
All Sites	Unwaged LBS Residents	Discretionary	Fully flexible	4.00	4.00	0.00%	
All Sites	Unwaged Non LBS Residents	Discretionary	Fully flexible	14.75	14.75	0.00%	
All Sites	FT Student LBS Residents	Discretionary	Fully flexible	4.00	4.00	0.00%	
All Sites	FT Student Non LBS Residents	Discretionary	Fully flexible	14.75	14.75	0.00%	
All Sites	60+ LBS Residents	Discretionary	Fully flexible	4.00	4.00	0.00%	
All Sites	60+ Non LBS Residents	Discretionary	Fully flexible	14.75	14.75	0.00%	
All Sites	Disabled LBS Residents	Discretionary	Fully flexible	4.00	4.00	0.00%	
All Sites	Disabled Non LBS Residents	Discretionary	Fully flexible	14.75	14.75	0.00%	
All Sites	LBS Residents (Under 19)	Discretionary	Fully flexible	4.00	4.00	0.00%	
All Sites	Non Residents (Under 19)	Discretionary	Fully flexible	14.75	14.75	0.00%	
Site Specific Pricing							
Camberwell Leisure Centre	Half of the Main Pool Hire Axess	Discretionary	Fully flexible	66.05	66.05	0.00%	
Camberwell Leisure Centre	Teaching Pool Hire Axess	Discretionary	Fully flexible	66.05	66.05	0.00%	
Camberwell Leisure Centre	Lane Hire Axess	Discretionary	Fully flexible	27.35	27.35	0.00%	
Camberwell Leisure Centre	Meeting Room Axess	Discretionary	Fully flexible	18.60	18.60	0.00%	

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Dulwich Leisure Centre	Studio Hire Axess	Discretionary	Fully flexible	42.20	42.20	0.00%	
Dulwich Leisure Centre	Studio Hire (Sat) Axess	Discretionary	Fully flexible	42.20	42.20	0.00%	
Dulwich Leisure Centre	New - Spin Studio Hire Axess	Discretionary	Fully flexible	42.20	42.20	0.00%	
Dulwich Leisure Centre	Pool Hire (60min) Axess	Discretionary	Fully flexible	80.80	80.80	0.00%	
Dulwich Leisure Centre	Pool Hire (60min with teacher - £15each) Axess	Discretionary	Fully flexible	100.40	100.40	0.00%	
Geraldine Mary Harmsworth	ATP 5 a-side (Peak) Community Groups/Preferred Partners/Juniors	Discretionary	Fully flexible	37.40	37.40	0.00%	
Geraldine Mary Harmsworth	ATP 5 a-side (Peak) Local Schools and University	Discretionary	Fully flexible	13.70	13.70	0.00%	
Geraldine Mary Harmsworth	ATP 5 a-side (Off Peak) Community Groups/Preferred Partners/Juniors	Discretionary	Fully flexible	22.40	22.40	0.00%	
Geraldine Mary Harmsworth	ATP 5 a-side (Off Peak) Local Schools and University	Discretionary	Fully flexible	21.20	21.20	0.00%	
Geraldine Mary Harmsworth	Netball (Peak) Community Groups/Preferred Partners/Juniors	Discretionary	Fully flexible	22.40	22.40	0.00%	
Geraldine Mary Harmsworth	Netball (Peak) Local Schools and University	Discretionary	Fully flexible	21.20	21.20	0.00%	
Geraldine Mary Harmsworth	Netball (Off Peak) Community Groups/Preferred Partners/Juniors	Discretionary	Fully flexible	13.70	13.70	0.00%	
Geraldine Mary Harmsworth	Netball (Off Peak) Local Schools and University	Discretionary	Fully flexible	21.20	21.20	0.00%	
Geraldine Mary Harmsworth	Tennis (Peak) Community Groups/Preferred Partners/Juniors per hour	Discretionary	Fully flexible	5.75	5.75	0.00%	
Geraldine Mary Harmsworth	Tennis (Peak) Local Schools and University per hour	Discretionary	Fully flexible	5.75	5.75	0.00%	
Geraldine Mary Harmsworth	Tennis (Off Peak) Community Groups/Preferred Partners/Juniors per hour	Discretionary	Fully flexible	5.75	5.75	0.00%	
Geraldine Mary Harmsworth	Tennis (Off Peak) Local Schools and University per hour	Discretionary	Fully flexible	5.75	5.75	0.00%	
Peckham Pulse	Room 2, 3, 5, 8 and 9 Hire Axess per hour	Discretionary	Fully flexible	8.20	8.20	0.00%	
Peckham Pulse	Room 6 Hire Axess per hour	Discretionary	Fully flexible	6.95	6.95	0.00%	
Peckham Pulse	Room 4 Hire Axess per hour	Discretionary	Fully flexible	14.90	14.90	0.00%	
Peckham Pulse	Crèche Axess per hour	Discretionary	Fully flexible	14.90	14.90	0.00%	
Peckham Pulse	Studio 1 Axess per hour	Discretionary	Fully flexible	43.40	43.40	0.00%	
Peckham Pulse	Studio 2 Axess per hour	Discretionary	Fully flexible	24.75	24.75	0.00%	

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Peckham Pulse	Spin Studio Access per hour	Discretionary	Fully flexible	26.00	26.00	0.00%	
Peckham Pulse	Hydro Pool Access per hour	Discretionary	Fully flexible	128.45	128.45	0.00%	
Peckham Pulse	Main Pool Access per hour	Discretionary	Fully flexible	149.20	149.20	0.00%	
Surrey Docks Fitness & Watersports Centre	Sailing Adult RYA Level 1 Access	Discretionary	Fully flexible	183.75	183.75	0.00%	
Surrey Docks Fitness & Watersports Centre	Sailing Adult RYA Level 2 Access	Discretionary	Fully flexible	211.10	211.10	0.00%	
Surrey Docks Fitness & Watersports Centre	Sailing Adult RYA Level 3 Access	Discretionary	Fully flexible	211.10	211.10	0.00%	
Surrey Docks Fitness & Watersports Centre	Sailing Adult RYA- sailing with Spinnakers Access	Discretionary	Fully flexible	199.25	199.25	0.00%	
Surrey Docks Fitness & Watersports Centre	Sailing Adult Sail Clinics Access	Discretionary	Fully flexible	47.55	47.55	0.00%	
Surrey Docks Fitness & Watersports Centre	Sailing Adult Laser Clinic Access	Discretionary	Fully flexible	47.55	47.55	0.00%	
Surrey Docks Fitness & Watersports Centre	Sailing Adult Race Series Access	Discretionary	Fully flexible	68.35	68.35	0.00%	
Surrey Docks Fitness & Watersports Centre	Sailing Adult RYA Start racing Access	Discretionary	Fully flexible	68.35	68.35	0.00%	
Surrey Docks Fitness & Watersports Centre	Sailing Adult River Trips Access	Discretionary	Fully flexible	53.50	53.50	0.00%	
Surrey Docks Fitness & Watersports Centre	Sailing Adult RYA Dinghy Instr Access	Discretionary	Fully flexible	341.90	341.90	0.00%	
Surrey Docks Fitness & Watersports Centre	Kayaking Adult BCU 1star Access	Discretionary	Fully flexible	101.75	101.75	0.00%	
Surrey Docks Fitness & Watersports Centre	Kayaking Adult BCU 2star Access	Discretionary	Fully flexible	156.05	156.05	0.00%	
Surrey Docks Fitness & Watersports Centre	Kayaking Adult Rolling Clinic Access	Discretionary	Fully flexible	53.50	53.50	0.00%	
Surrey Docks Fitness & Watersports Centre	Kayaking Adult River Tips Access	Discretionary	Fully flexible	53.50	53.50	0.00%	
Surrey Docks Fitness & Watersports Centre	Windsurfing Adult RYA Level1 Access	Discretionary	Fully flexible	183.75	183.75	0.00%	
Seven Islands Leisure Centre	Pool Hire Access	Discretionary	Fully flexible	111.35	111.35	0.00%	
Seven Islands Leisure Centre	Lane Hire Access	Discretionary	Fully flexible	28.80	28.80	0.00%	
Seven Islands Leisure Centre	Dance Studio / Main Hall Hire (Peak) Access	Discretionary	Fully flexible	40.95	40.95	0.00%	
Seven Islands Leisure Centre	Dance Studio / Main Hall Hire (Off Peak) Access	Discretionary	Fully flexible	22.35	22.35	0.00%	

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The Castle Centre	Badminton (Peak) Axess	Discretionary	Fully flexible	10.60	10.60	0.00%	
The Castle Centre	Badminton (Off-Peak) Axess	Discretionary	Fully flexible	5.65	5.65	0.00%	
The Castle Centre	5-A-Side (Peak) Axess	Discretionary	Fully flexible	75.25	75.25	0.00%	
The Castle Centre	5-A-Side (Off Peak) Axess	Discretionary	Fully flexible	37.40	37.40	0.00%	
The Castle Centre	Basketball/Netball (Peak) Axess	Discretionary	Fully flexible	37.40	37.40	0.00%	
The Castle Centre	Basketball/Netball (Off-Peak) Axess	Discretionary	Fully flexible	25.00	25.00	0.00%	
The Castle Centre	Table Tennis (Peak) Axess	Discretionary	Fully flexible	6.75	6.75	0.00%	
The Castle Centre	Table Tennis (Off-Peak) Axess	Discretionary	Fully flexible	6.20	6.20	0.00%	

CABINET TO NOTE- Non-Core Leisure Centre Fees and Charges (Contractor discretion to charge)

Memberships							
All sites	Multisite Adult Direct Debit	Discretionary	Fully flexible	54.90	54.90	0.00%	
All sites	Multisite Adult Annual	Discretionary	Fully flexible	548.95	548.95	0.00%	
All sites	Multisite Add on Direct Debit	Discretionary	Fully flexible	33.00	33.00	0.00%	
All sites	Multisite Add on Annual	Discretionary	Fully flexible	329.90	329.90	0.00%	
All sites	Multisite Concession Direct Debit	Discretionary	Fully flexible	27.50	27.50	0.00%	
Camberwell, Peckham, Seven Islands and	Multisite Concession Direct Debit	Discretionary	Fully flexible	22.00	22.00	0.00%	
Dulwich and The Castle	Multisite Student Direct debit	Discretionary	Fully flexible	27.50	27.50	0.00%	
All sites	Multisite Student Direct debit	Discretionary	Fully flexible	27.50	27.50	0.00%	
All sites	Multisite Corporate Direct debit	Discretionary	Fully flexible	54.90	54.90	0.00%	
All sites	Multisite NHS/Council Direct Debit	Discretionary	Fully flexible	27.50	27.50	0.00%	
All sites	Multisite Family (child must be in swimming lessons) Direct Debit	Discretionary	Fully flexible	42.35	42.35	0.00%	
All sites	Multisite Family (child must be in swimming lessons) Annual	Discretionary	Fully flexible	423.55	423.55	0.00%	
All sites	Multisite Concession Off Peak Direct Debit	Discretionary	Fully flexible	27.50	27.50	0.00%	
All sites	Multisite Concession Off Peak Annual	Discretionary	Fully flexible	274.95	274.95	0.00%	

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All sites	Multisite Senior Direct debit	Discretionary	Fully flexible	27.50	27.50	0.00%	
All sites	Multisite Senior Annual	Discretionary	Fully flexible	274.95	274.95	0.00%	
All sites	Multisite Junior Direct Debit	Discretionary	Fully flexible	22.00	22.00	0.00%	
All sites	Multisite Junior Annual	Discretionary	Fully flexible	219.90	219.90	0.00%	
The Castle Centre	Single Site Adult (Castle) Direct Debit	Discretionary	Fully flexible	33.00	33.00	0.00%	
The Castle Centre	Single Site Adult (Castle) Annual	Discretionary	Fully flexible	329.90	329.90	0.00%	
Peckham Pulse and Camberwell Leisure Centre	Gym Only (Peckham/Camberwell) Direct Debit	Discretionary	Fully flexible	27.50	27.50	0.00%	
Peckham Pulse and Camberwell Leisure Centre	Gym Only (Peckham/Camberwell) Annual	Discretionary	Fully flexible	274.95	274.95	0.00%	
All sites	Individual Admin Fee	Discretionary	Fully flexible	44.00	44.00	0.00%	
Children's Parties							
Camberwell Leisure Centre	CLC Pool Party	Discretionary	Fully flexible	136.85	136.85	0.00%	
Camberwell Leisure Centre	CLC additional child	Discretionary	Fully flexible	5.95	5.95	0.00%	
Dulwich Leisure Centre	DLC Big Day Party+A26	Discretionary	Fully flexible	136.85	136.85	0.00%	
Dulwich Leisure Centre	DLC additional child	Discretionary	Fully flexible	5.95	5.95	0.00%	
Peckham Pulse	PPP Big Day Soft Play Parties	Discretionary	Fully flexible	136.85	136.85	0.00%	
Peckham Pulse	PPP additional child (soft play)	Discretionary	Fully flexible	5.95	5.95	0.00%	
Peckham Pulse	PPP Pool Party	Discretionary	Fully flexible	136.85	136.85	0.00%	
Peckham Pulse	PPP additional child (pool party)	Discretionary	Fully flexible	5.95	5.95	0.00%	
Seven Islands Leisure Centre	SILC Pool Party	Discretionary	Fully flexible	136.85	136.85	0.00%	
Seven Islands Leisure Centre	SILC additional child (pool party)	Discretionary	Fully flexible	5.95	5.95	0.00%	
Surrey Docks Fitness & Watersports Centre	SDX Big Day Party	Discretionary	Fully flexible	34.50	34.50	0.00%	
The Castle Centre	Castle Big Day Soft Play Parties	Discretionary	Fully flexible	136.85	136.85	0.00%	
The Castle Centre	Castle additional child (soft play)	Discretionary	Fully flexible	5.95	5.95	0.00%	
The Castle Centre	Castle Pool Party	Discretionary	Fully flexible	136.85	136.85	0.00%	
The Castle Centre	Castle additional child (pool party)	Discretionary	Fully flexible	5.95	5.95	0.00%	

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Swim School							
Camberwell Leisure Centre	Squad	Discretionary	Fully flexible	8.30	8.30	0.00%	
Camberwell Leisure Centre	Adult	Discretionary	Fully flexible	9.00	9.00	0.00%	
Camberwell Leisure Centre	Child	Discretionary	Fully flexible	9.00	9.00	0.00%	
Camberwell Leisure Centre	Adult & Child	Discretionary	Fully flexible	9.00	9.00	0.00%	
Dulwich Leisure Centre	Squad	Discretionary	Fully flexible	8.30	8.30	0.00%	
Dulwich Leisure Centre	Adult	Discretionary	Fully flexible	9.00	9.00	0.00%	
Dulwich Leisure Centre	Child	Discretionary	Fully flexible	9.00	9.00	0.00%	
Dulwich Leisure Centre	Adult & Child	Discretionary	Fully flexible	9.00	9.00	0.00%	
Peckham Pulse	Squad	Discretionary	Fully flexible	8.30	8.30	0.00%	
Peckham Pulse	Adult	Discretionary	Fully flexible	9.00	9.00	0.00%	
Peckham Pulse	Child	Discretionary	Fully flexible	9.00	9.00	0.00%	
Peckham Pulse	Adult & Child	Discretionary	Fully flexible	9.00	9.00	0.00%	
Seven Islands Leisure Centre	Squad	Discretionary	Fully flexible	8.30	8.30	0.00%	
Seven Islands Leisure Centre	Adult	Discretionary	Fully flexible	9.00	9.00	0.00%	
Seven Islands Leisure Centre	Child	Discretionary	Fully flexible	9.00	9.00	0.00%	
Seven Islands Leisure Centre	Adult & Child	Discretionary	Fully flexible	9.00	9.00	0.00%	
The Castle Centre	Squad	Discretionary	Fully flexible	8.30	8.30	0.00%	
The Castle Centre	Adult	Discretionary	Fully flexible	9.00	9.00	0.00%	
The Castle Centre	Child	Discretionary	Fully flexible	9.00	9.00	0.00%	
The Castle Centre	Adult & Child	Discretionary	Fully flexible	9.00	9.00	0.00%	
All sites	Child- Direct Debit	Discretionary	Fully flexible	37.70	37.70	0.00%	
All sites	Admin fee	Discretionary	Fully flexible	33.00	33.00	0.00%	
Schools Swimming							
Camberwell Leisure Centre	Main Pool	Discretionary	Fully flexible	65.35	65.35	0.00%	

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Dulwich Leisure Centre	Main Pool	Discretionary	Fully flexible	65.35	65.35	0.00%	
Peckham Pulse	Main Pool	Discretionary	Fully flexible	65.35	65.35	0.00%	
Peckham Pulse	Hydro Pool	Discretionary	Fully flexible	47.75	47.75	0.00%	
Seven Islands Leisure Centre	Main Pool	Discretionary	Fully flexible	65.35	65.35	0.00%	
The Castle Centre	Main Pool	Discretionary	Fully flexible	65.35	65.35	0.00%	
1:1 Swimming Lessons							
Camberwell Leisure Centre	Non Member	Discretionary	Fully flexible	36.10	36.10	0.00%	
Dulwich Leisure Centre	Non Member	Discretionary	Fully flexible	36.10	36.10	0.00%	
Peckham Pulse	Non Member	Discretionary	Fully flexible	36.10	36.10	0.00%	
Seven Islands Leisure Centre	Non Member	Discretionary	Fully flexible	36.10	36.10	0.00%	
The Castle Centre	Non Member	Discretionary	Fully flexible	36.10	36.10	0.00%	
All Sites	Admissions	Discretionary	Fully flexible	1.50	1.50	0.00%	
All Sites	Replacement Card Fee	Discretionary	Fully flexible	2.25	2.25	0.00%	
Site Specific Non Core Pricing							
Camberwell Leisure Centre	Half of the Main Pool Hire	Discretionary	Fully flexible	67.75	67.75	0.00%	
Camberwell Leisure Centre	Teaching Pool Hire	Discretionary	Fully flexible	67.75	67.75	0.00%	
Camberwell Leisure Centre	Lane Hire	Discretionary	Fully flexible	28.50	28.50	0.00%	
Camberwell Leisure Centre	Meeting Room	Discretionary	Fully flexible	19.60	19.60	0.00%	
Camberwell Leisure Centre	Warwick Hall	Discretionary	Fully flexible	66.60	66.60	0.00%	
Dulwich Leisure Centre	Studio Hire	Discretionary	Fully flexible	27.70	27.70	0.00%	
Dulwich Leisure Centre	Studio Hire (Sat)	Discretionary	Fully flexible	42.70	42.70	0.00%	
Dulwich Leisure Centre	New - Spin studio	Discretionary	Fully flexible	43.85	43.85	0.00%	
Dulwich Leisure Centre	Pool Hire (60min)	Discretionary	Fully flexible	90.05	90.05	0.00%	
Dulwich Leisure Centre	Pool Hire (60min with teacher - £15each)	Discretionary	Fully flexible	130.40	130.40	0.00%	
Geraldine Mary Harmsworth	ATP 5 a-side (Peak)	Discretionary	Fully flexible	76.20	76.20	0.00%	

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Geraldine Mary Harmsworth	ATP 5 a-side (Off Peak)	Discretionary	Fully flexible	43.85	43.85	0.00%	
Geraldine Mary Harmsworth	Netball (Peak)	Discretionary	Fully flexible	43.85	43.85	0.00%	
Geraldine Mary Harmsworth	Netball (Off Peak)	Discretionary	Fully flexible	43.85	43.85	0.00%	
Geraldine Mary Harmsworth	Tennis (Peak)	Discretionary	Fully flexible	8.75	8.75	0.00%	
Geraldine Mary Harmsworth	Tennis (Off Peak)	Discretionary	Fully flexible	6.30	6.30	0.00%	
Geraldine Mary Harmsworth	16+ Drop In Football Session	Discretionary	Fully flexible	4.30	4.30	0.00%	
Geraldine Mary Harmsworth	16+ Drop In Basketball Session	Discretionary	Fully flexible	1.60	1.60	0.00%	
Peckham Pulse	Soft Play	Discretionary	Fully flexible	2.95	2.95	0.00%	
Peckham Pulse	Spa (single session)	Discretionary	Fully flexible	8.55	8.55	0.00%	
Peckham Pulse	Spa Off Peak Concession (single session)	Discretionary	Fully flexible	5.00	5.00	0.00%	
Peckham Pulse	Room 2, 3, 5, 8 and 9 Hire	Discretionary	Fully flexible	8.10	8.10	0.00%	
Peckham Pulse	Room 6 and 7 Hire	Discretionary	Fully flexible	6.75	6.75	0.00%	
Peckham Pulse	Room 4 Hire	Discretionary	Fully flexible	14.65	14.65	0.00%	
Peckham Pulse	Crèche	Discretionary	Fully flexible	14.65	14.65	0.00%	
Peckham Pulse	Studio 1	Discretionary	Fully flexible	42.70	42.70	0.00%	
Peckham Pulse	Studio 2	Discretionary	Fully flexible	25.65	25.65	0.00%	
Peckham Pulse	Spin Studio	Discretionary	Fully flexible	25.65	25.65	0.00%	
Peckham Pulse	Hydro Pool	Discretionary	Fully flexible	128.20	128.20	0.00%	
Peckham Pulse	Main Pool	Discretionary	Fully flexible	148.65	148.65	0.00%	
Surrey Docks Fitness & Watersports Centre	Watersports (Family) Membership Annual	Discretionary	Fully flexible	368.65	368.65	0.00%	
Surrey Docks Fitness & Watersports Centre	Watersports (Adult) Membership Annual	Discretionary	Fully flexible	178.40	178.40	0.00%	
Surrey Docks Fitness & Watersports Centre	Watersports (Junior) Membership Annual	Discretionary	Fully flexible	80.80	80.80	0.00%	
Surrey Docks Fitness & Watersports Centre	Watersports (Sibling) Membership Annual	Discretionary	Fully flexible	67.75	67.75	0.00%	
Surrey Docks Fitness & Watersports Centre	Sailing Adult RYA Level 1 Non Member	Discretionary	Fully flexible	220.00	220.00	0.00%	
Surrey Docks Fitness & Watersports Centre	Sailing Adult RYA Level 1 Member	Discretionary	Fully flexible	161.70	161.70	0.00%	

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Surrey Docks Fitness & Watersports Centre	Sailing Adult RYA Level 2 Non Member	Discretionary	Fully flexible	243.65	243.65	0.00%	
Surrey Docks Fitness & Watersports Centre	Sailing Adult RYA Level 2 Member	Discretionary	Fully flexible	190.55	190.55	0.00%	
Surrey Docks Fitness & Watersports Centre	Regatta Junior	Discretionary	Fully flexible	12.90	12.90	0.00%	
Surrey Docks Fitness & Watersports Centre	Regatta Junior & Adult	Discretionary	Fully flexible	26.20	26.20	0.00%	
Surrey Docks Fitness & Watersports Centre	Regatta Adult	Discretionary	Fully flexible	39.25	39.25	0.00%	
Surrey Docks Fitness & Watersports Centre	RYA Level 3 Non Member	Discretionary	Fully flexible	243.65	243.65	0.00%	
Surrey Docks Fitness & Watersports Centre	RYA Level 3 Member	Discretionary	Fully flexible	173.20	173.20	0.00%	
Surrey Docks Fitness & Watersports Centre	Sailing Adult RYA with Spinnakers Non Member	Discretionary	Fully flexible	243.65	243.65	0.00%	
Surrey Docks Fitness & Watersports Centre	Sailing Adult RYA with Spinnakers Member	Discretionary	Fully flexible	190.55	190.55	0.00%	
Surrey Docks Fitness & Watersports Centre	Sailing Adult- Sail Clinics Non Member	Discretionary	Fully flexible	51.70	51.70	0.00%	
Surrey Docks Fitness & Watersports Centre	Sailing Adult- Sail Clinics Member	Discretionary	Fully flexible	39.25	39.25	0.00%	
Surrey Docks Fitness & Watersports Centre	Sailing Adult- Laser Clinic Non Member	Discretionary	Fully flexible	51.70	51.70	0.00%	
Surrey Docks Fitness & Watersports Centre	Sailing Adult- Laser Clinic Member	Discretionary	Fully flexible	39.25	39.25	0.00%	
Surrey Docks Fitness & Watersports Centre	Sailing Adult- Race Series Non Member	Discretionary	Fully flexible	84.30	84.30	0.00%	
Surrey Docks Fitness & Watersports Centre	Sailing Adult- Race Series Member	Discretionary	Fully flexible	64.70	64.70	0.00%	
Surrey Docks Fitness & Watersports Centre	Sailing Adult- RYA Start Racing Non Member	Discretionary	Fully flexible	205.50	205.50	0.00%	
Surrey Docks Fitness & Watersports Centre	Sailing Adult- RYA Start Racing Member	Discretionary	Fully flexible	154.70	154.70	0.00%	
Surrey Docks Fitness & Watersports Centre	Sailing Adult- River Trips Non Member	Discretionary	Fully flexible	64.70	64.70	0.00%	
Surrey Docks Fitness & Watersports Centre	Sailing Adult- River Trips Member	Discretionary	Fully flexible	51.70	51.70	0.00%	
Surrey Docks Fitness & Watersports Centre	Sailing Adult-RYA Dinghy Instr Non Member	Discretionary	Fully flexible	386.55	386.55	0.00%	
Surrey Docks Fitness & Watersports Centre	Sailing Adult-RYA Dinghy Instr Member	Discretionary	Fully flexible	323.30	323.30	0.00%	
Surrey Docks Fitness & Watersports Centre	Kayaking Adult- BCU 1star Non Member	Discretionary	Fully flexible	130.40	130.40	0.00%	
Surrey Docks Fitness & Watersports Centre	Kayaking Adult- BCU 1star Member	Discretionary	Fully flexible	98.15	98.15	0.00%	
Surrey Docks Fitness & Watersports Centre	Kayaking Adult- BCU 2star Non Member	Discretionary	Fully flexible	192.85	192.85	0.00%	
Surrey Docks Fitness & Watersports Centre	Kayaking Adult- BCU 2star Member	Discretionary	Fully flexible	147.75	147.75	0.00%	

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Surrey Docks Fitness & Watersports Centre	Kayaking Adult- Rolling Clinic Non Member	Discretionary	Fully flexible	64.70	64.70	0.00%	
Surrey Docks Fitness & Watersports Centre	Kayaking Adult- Rolling Clinic Member	Discretionary	Fully flexible	39.25	39.25	0.00%	
Surrey Docks Fitness & Watersports Centre	Kayaking Adult- River tips Non Member	Discretionary	Fully flexible	64.70	64.70	0.00%	
Surrey Docks Fitness & Watersports Centre	Kayaking Adult- River tips Member	Discretionary	Fully flexible	50.75	50.75	0.00%	
Surrey Docks Fitness & Watersports Centre	Windsurfing Adult RYA Level 1 Non Member	Discretionary	Fully flexible	219.35	219.35	0.00%	
Surrey Docks Fitness & Watersports Centre	Windsurfing Adult RYA Level 1 Member	Discretionary	Fully flexible	160.45	160.45	0.00%	
Surrey Docks Fitness & Watersports Centre	Powerboating Adult- RYA Powerboat Level 2 Non Member	Discretionary	Fully flexible	386.55	386.55	0.00%	
Surrey Docks Fitness & Watersports Centre	Powerboating Adult- RYA Powerboat Level 2 Member	Discretionary	Fully flexible	297.35	297.35	0.00%	
Surrey Docks Fitness & Watersports Centre	Powerboating Adult- RYA Safety Boat Non Member	Discretionary	Fully flexible	386.55	386.55	0.00%	
Surrey Docks Fitness & Watersports Centre	Powerboating Adult- RYA Safety Boat Member	Discretionary	Fully flexible	296.15	296.15	0.00%	
Surrey Docks Fitness & Watersports Centre	Sailing Junior- RYA Stage 1 Non Member	Discretionary	Fully flexible	111.80	111.80	0.00%	
Surrey Docks Fitness & Watersports Centre	Sailing Junior- RYA Stage 1 Member	Discretionary	Fully flexible	84.30	84.30	0.00%	
Surrey Docks Fitness & Watersports Centre	Sailing Junior- RYA Stage 2 Non Member	Discretionary	Fully flexible	168.55	168.55	0.00%	
Surrey Docks Fitness & Watersports Centre	Sailing Junior- RYA Stage 2 Member	Discretionary	Fully flexible	127.00	127.00	0.00%	
Surrey Docks Fitness & Watersports Centre	Sailing Junior- RYA Stage 3 Non Member	Discretionary	Fully flexible	236.65	236.65	0.00%	
Surrey Docks Fitness & Watersports Centre	Sailing Junior- RYA Stage 3 Member	Discretionary	Fully flexible	180.65	180.65	0.00%	
Surrey Docks Fitness & Watersports Centre	Sailing Junior- RYA Stage 3 Non Member	Discretionary	Fully flexible	236.65	236.65	0.00%	
Surrey Docks Fitness & Watersports Centre	Sailing Junior- RYA Stage 4 Member	Discretionary	Fully flexible	180.65	180.65	0.00%	
Surrey Docks Fitness & Watersports Centre	Sailing Junior- RYA Stage 1 and 2 Non Member	Discretionary	Fully flexible	236.65	236.65	0.00%	
Surrey Docks Fitness & Watersports Centre	Sailing Junior- RYA Stage 1 and 2 Member	Discretionary	Fully flexible	181.55	181.55	0.00%	
Surrey Docks Fitness & Watersports Centre	Kayaking Junior- BCU 1star Non Member	Discretionary	Fully flexible	168.55	168.55	0.00%	
Surrey Docks Fitness & Watersports Centre	Kayaking Junior- BCU 1star Member	Discretionary	Fully flexible	129.30	129.30	0.00%	
Surrey Docks Fitness & Watersports Centre	Windsurfing Junior- RYA Start Windsurfing Non Member	Discretionary	Fully flexible	196.25	196.25	0.00%	
Surrey Docks Fitness & Watersports Centre	Windsurfing Junior- RYA Start Windsurfing Member	Discretionary	Fully flexible	153.60	153.60	0.00%	
Surrey Docks Fitness & Watersports Centre	Assistant Instructors Non Member	Discretionary	Fully flexible	243.65	243.65	0.00%	

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Surrey Docks Fitness & Watersports Centre	Assistant Instructors Member	Discretionary	Fully flexible	192.85	192.85	0.00%	
Surrey Docks Fitness & Watersports Centre	Sailing with Spinnakers Non Member	Discretionary	Fully flexible	243.65	243.65	0.00%	
Surrey Docks Fitness & Watersports Centre	Sailing with Spinnakers Member	Discretionary	Fully flexible	192.85	192.85	0.00%	
Surrey Docks Fitness & Watersports Centre	Powerboat Junior- Level 1 Non Member	Discretionary	Fully flexible	129.30	129.30	0.00%	
Surrey Docks Fitness & Watersports Centre	Powerboat Junior- Level 1 Member	Discretionary	Fully flexible	129.30	129.30	0.00%	
Surrey Docks Fitness & Watersports Centre	Powerboat Junior- Level 2 Non Member	Discretionary	Fully flexible	319.85	319.85	0.00%	
Surrey Docks Fitness & Watersports Centre	Powerboat Junior- Level 2 Member	Discretionary	Fully flexible	205.50	205.50	0.00%	
Surrey Docks Fitness & Watersports Centre	Club Room Hire Non Member	Discretionary	Fully flexible	65.80	65.80	0.00%	
Surrey Docks Fitness & Watersports Centre	Club Room Hire Member	Discretionary	Fully flexible	52.90	52.90	0.00%	
Surrey Docks Fitness & Watersports Centre	Studio Hire	Discretionary	Fully flexible	47.55	47.55	0.00%	
Surrey Docks Fitness & Watersports Centre	School Groups One off sessions (price per child/adult)	Discretionary	Fully flexible	39.25	39.25	0.00%	
Surrey Docks Fitness & Watersports Centre	School Groups All Day (price per child/adult)	Discretionary	Fully flexible	57.70	57.70	0.00%	
Surrey Docks Fitness & Watersports Centre	School Groups 6 or more booked sessions	Discretionary	Fully flexible	20.15	20.15	0.00%	
Surrey Docks Fitness & Watersports Centre	School Groups All Day (price per child/adult)	Discretionary	Fully flexible	35.65	35.65	0.00%	
Surrey Docks Fitness & Watersports Centre	Launch fee	Discretionary	Fully flexible	58.85	58.85	0.00%	
Surrey Docks Fitness & Watersports Centre	Greenland Dock day hire	Discretionary	Fully flexible	2,140.65	2,140.65	0.00%	
Surrey Docks Fitness & Watersports Centre	Greenland Dock half day hire	Discretionary	Fully flexible	1,129.75	1,129.75	0.00%	
Seven Islands Leisure Centre	Pool Hire	Discretionary	Fully flexible	115.35	115.35	0.00%	
Seven Islands Leisure Centre	Pool Hire	Discretionary	Fully flexible	109.40	109.40	0.00%	
Seven Islands Leisure Centre	Lane Hire	Discretionary	Fully flexible	29.80	29.80	0.00%	
Seven Islands Leisure Centre	Dance Studio / Main Hall Hire (Peak)	Discretionary	Fully flexible	48.75	48.75	0.00%	
Seven Islands Leisure Centre	Dance Studio / Main Hall Hire (Off Peak)	Discretionary	Fully flexible	34.50	34.50	0.00%	
Seven Islands Leisure Centre	Sauna	Discretionary	Fully flexible	7.15	7.15	0.00%	
The Castle Centre	Sauna and Steam	Discretionary	Fully flexible	7.15	7.15	0.00%	
The Castle Centre	Main Pool Hire	Discretionary	Fully flexible	115.35	115.35	0.00%	
The Castle Centre	Main Pool Lane	Discretionary	Fully flexible	29.80	29.80	0.00%	
The Castle Centre	Dance Studio (Peak)	Discretionary	Fully flexible	41.60	41.60	0.00%	
The Castle Centre	Dance Studio (Off Peak)	Discretionary	Fully flexible	23.80	23.80	0.00%	
The Castle Centre	Badminton (Peak)	Discretionary	Fully flexible	11.85	11.85	0.00%	
The Castle Centre	Badminton (Off-Peak)	Discretionary	Fully flexible	7.15	7.15	0.00%	
The Castle Centre	5-A-Side (Peak)	Discretionary	Fully flexible	122.45	122.45	0.00%	
The Castle Centre	5-A-Side (Off Peak)	Discretionary	Fully flexible	50.20	50.20	0.00%	
The Castle Centre	Basketball/Netball (Peak)	Discretionary	Fully flexible	50.20	50.20	0.00%	
The Castle Centre	Basketball/Netball (Off-Peak)	Discretionary	Fully flexible	37.70	37.70	0.00%	
The Castle Centre	Table Tennis (Peak)	Discretionary	Fully flexible	8.10	8.10	0.00%	
The Castle Centre	Table Tennis (Off-Peak)	Discretionary	Fully flexible	7.60	7.60	0.00%	
Southwark Athletics Centre	Track hire Club Booking exclusive use (per hour)	Discretionary	Fully flexible	91.95	91.95	0.00%	
Southwark Athletics Centre	Track hire Club Track Meeting exclusive use (per hour)	Discretionary	Fully flexible	146.60	146.60	0.00%	
Southwark Athletics Centre	Track Hire Southwark school shared use (per hour)	Discretionary	Fully flexible	36.90	36.90	0.00%	
Southwark Athletics Centre	Track Hire Southwark school exclusive use (per hour)	Discretionary	Fully flexible	73.70	73.70	0.00%	
Southwark Athletics Centre	Track Hire non-Southwark school shared use (per hour)	Discretionary	Fully flexible	45.80	45.80	0.00%	

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Fee / Charge Description	Income Type - Mandatory (M) or Discretionary (D)	Nature - Fixed, Capped or Fully flexible	2022-23 Fee £	Proposed 2023-24 Fee £	Percentage increase in fees	Fee comparison position against other Local Authorities in 2022-23, Inflation factor used (where from, source etc.,) and other comments
Photocopying: A3 (colour) - per sheet	Discretionary	Fully flexible	2.20	2.20	0.00%	Charge currently inline with other London boroughs.
Printing from PC's: A4 (b&w) - per sheet	Discretionary	Fully flexible	0.20	0.20	0.00%	Charge currently inline with other London boroughs.
Printing from PC's: A4 (colour)	Discretionary	Fully flexible	1.10	1.10	0.00%	Charge currently inline with other London boroughs.
Printing from PC's: A3 (b&w) - per sheet	Discretionary	Fully flexible	0.30	0.35	16.67%	CPI increase rounded up to nearest 5p
Library notice boards - three weeks	Discretionary	Fully flexible	4.40	4.80	9.09%	CPI increase rounded to nearest 10p
Replacement library card fee - (Adults)	Discretionary	Fully flexible	2.50	2.70	8.00%	CPI increase rounded to nearest 10p. At the upper end of inner London benchmarking.
Replacement library card fee - (Children)	Discretionary	Fully flexible	Free	Free	0.00%	Charge currently inline with other London boroughs.
Coffee vending machine	Discretionary	Fully flexible	1.10	1.20	9.09%	CPI increase. No benchmarking available
Library, Archives and heritage author events/talks/performance (where charged)	Discretionary	Fully flexible	4.50	5.00	11.11%	CPI increase. No benchmarking available
Library Archives and heritage author events/talks/performance (where charged): Southwark Presents card holders	Discretionary	Fully flexible	2.50	2.80	12.00%	CPI increase. No benchmarking available
Hall Hire- No comparator data for hall hires. VAT charged as appropriate for commercial hire						
Hall Hire Tier 1 Commercial rate per hour (Dulwich, Peckham, John Harvard, Camberwell room 3, Canada Water rooms 3 and 6 or combined rooms)	Discretionary	Fully flexible	55.00	60.00	9.09%	CPI increase
Hall Hire Tier 1 Community rate per hour (Dulwich, Peckham, John Harvard, Camberwell room 3, Canada Water rooms 3 and 6 combined rooms)	Discretionary	Fully flexible	28.00	30.00	7.14%	CPI increase (rounded to nearest £1)
Hall Hire Tier 3 Commercial rate per hour (Camberwell Meeting rooms 1&2 and Faraday Room Walworth Library)	Discretionary	Fully flexible	28.00	30.00	7.14%	CPI increase (rounded to nearest £1)
Hall Hire Tier 3 Community rate per hour (Camberwell Meeting rooms 1&2 and Faraday Room Walworth Library)	Discretionary	Fully flexible	13.50	14.50	7.41%	CPI increase (rounded to nearest 50p)
Hall Hire - per hour (Peckham second floor)	Discretionary	Fully flexible	65.00	72.00	10.77%	CPI increase
Hall Hire - per day (Peckham second floor)	Discretionary	Fully flexible	330.00	360.00	9.09%	CPI increase
Hall Hire Tier 2 Commercial rate per hour (East Street, Grove Vale, Southwark Heritage Centre & Walworth Library activity room/meeting room, Canada Water rooms 1, 2, 4 and 5)	Discretionary	Fully flexible	33.00	36.00	9.09%	CPI increase
Hall Hire Tier 2 Community rate per hour (East Street, Grove Vale, Southwark Heritage Centre & Walworth Library activity room/meeting room, Canada Water rooms 1, 2, 4 and 5)	Discretionary	Fully flexible	16.50	18.00	9.09%	CPI increase
Out of hours hire of full library- half day	Discretionary	Fully flexible	270.00	300.00	11.11%	CPI increase
Out of hours hire of full library- full day	Discretionary	Fully flexible	440.00	480.00	9.09%	CPI increase
Hall hire out of hours security and staffing charge- per hour	Discretionary	Fully flexible	28.00	30.00	7.14%	CPI increase (rounded to nearest £1)
Hall Hire loan of laptop and projector	Discretionary	Fully flexible	£5 per booking for laptop and projector; £5 per booking for each additional laptop	£5 per booking for laptop and projector; £5 per booking for each additional laptop	0.00%	No change proposed. Low income item. No comparable benchmarking available
Fees items for Archive and Heritage - VTABLE						
Provision of images or audio visual footage will be at management discretion.	Discretionary	Fully flexible				
POSTAGE						
Postal rates- small sized item (UK)	Discretionary	Fully flexible	cost recovery	cost recovery		cost recovery
Postal rates- medium sized item (UK)	Discretionary	Fully flexible	cost recovery	cost recovery		cost recovery
Postal rates- large sized item (UK)	Discretionary	Fully flexible	cost recovery	cost recovery		cost recovery
Postal rates- international	Discretionary	Fully flexible	cost recovery	cost recovery		cost recovery
REPRODUCTION						
Digital photographing of the collection (up to 5 images)	Discretionary	Fully flexible	2.50	2.50	0.00%	No benchmarking available. No change proposed.
Digital photographing of the collection (per day)	Discretionary	Fully flexible	11.00	11.00	0.00%	Charge currently inline with other London boroughs.

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	JPEG images (mailed to requestors) - per image for those scanned for the first time	Discretionary	Fully flexible	21.50	21.50	0.00%	Charge currently inline with other London boroughs.
	JPEG images- community organisations (mailed to requestors) - per image for those scanned for the first time	Discretionary	Fully flexible	10.00	10.00	0.00%	Charge currently inline with other London boroughs.
	JPEG images (mailed to requestors) - per image for those already scanned	Discretionary	Fully flexible	11.00	11.00	0.00%	Charge currently inline with other London boroughs.
	JPEG images- community organisations (mailed to requestors) - per image for those already scanned	Discretionary	Fully flexible	5.00	5.00	0.00%	Charge currently inline with other London boroughs.
	Digital scanning by off-site storage provider	Discretionary	Fully flexible	cost recovery	cost recovery		
PUBLICATION							
	Stills, images & info provided for planning documentation, commercial reports & surveys, up to 10 print copies and online (per image; management discretion)	Discretionary	Fully flexible	31.00	31.00	0.00%	Charge currently inline with other London boroughs.
	Stills, images & info provided for planning documentation, reports & surveys, non commercial purposes, up to 10 print copies and online (per image; management discretion)	Discretionary	Fully flexible	15.50	15.50	0.00%	Charge currently inline with other London boroughs.
	Stills, images & info provided for books, journals & partworks (per image; management discretion)	Discretionary	Fully flexible	76.00	85.00	11.84%	CPI increase
	Stills, images & info provided for books, journals & partworks- community organisations (per image; management discretion)	Discretionary	Fully flexible	36.00	40.00	11.11%	CPI increase
	Stills, images & info provided for book jackets & record sleeves	Discretionary	Fully flexible	137.00	150.00	9.49%	CPI increase
	Stills, images & info provided for book jackets & record sleeves- community organisations (per image; management discretion)	Discretionary	Fully flexible	66.00	72.00	9.09%	CPI increase
	Stills, images & info provided for other (post cards, greeting cards, giftware, posters, etc.)	Discretionary	Fully flexible	107.00	118.00	10.28%	CPI increase
	Stills, images & info provided for other, e.g. post cards, greeting cards, giftware, posters, newspapers, advertising, etc. - community organisations (per image; management discretion)	Discretionary	Fully flexible	51.00	56.00	9.80%	CPI increase
	Stills, images, and info provided for commercial website/online use, per image	Discretionary	Fully flexible	54.00	60.00	11.11%	CPI increase
	Stills, images, and info provided for non-commercial website/online use, per image	Discretionary	Fully flexible	26.50	29.00	9.43%	CPI increase
AUDIO-VISUAL BROADCAST							
	Audio-visual broadcasting usage per multiple of 30 seconds, commercial: UK rights - single transmission Fee doubled for worldwide broadcasting rights	Discretionary	Fully flexible	76.00	83.00	9.21%	CPI increase
	Audio-visual broadcasting usage per multiple of 30 seconds, non-commercial: UK rights - single transmission Fee doubled for worldwide broadcasting rights	Discretionary	Fully flexible	35.00	38.00	8.57%	CPI increase
	Audio-visual broadcasting usage per multiple of 30 seconds, commercial: UK rights - unlimited broadcasts, 5 year period Fee doubled for worldwide broadcasting rights	Discretionary	Fully flexible	107.00	107.00	0.00%	Charge currently inline with other London boroughs.
	Audio-visual broadcasting usage per multiple of 30 seconds, non-commercial: UK rights - unlimited broadcasts, 5 year period Fee doubled for worldwide broadcasting rights	Discretionary	Fully flexible	52.50	52.50	0.00%	Charge currently inline with other London boroughs.
	Audio-visual broadcasting usage per multiple of 30 seconds, commercial: UK rights - unlimited broadcasts, 10 year period Fee doubled for worldwide broadcasting rights	Discretionary	Fully flexible	325.00	325.00	0.00%	Charge currently inline with other London boroughs.

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	Audio-visual broadcasting usage per multiple of 30 seconds, non-commercial: UK rights - unlimited broadcasts, 10 year period Fee doubled for worldwide broadcasting rights	Discretionary	Fully flexible	160.00	160.00	0.00%	Charge currently inline with other London boroughs.
	Audio-visual broadcasting usage per multiple of 30 seconds, commercial: UK rights - unlimited broadcasts, unlimited period Fee doubled for worldwide broadcasting rights	Discretionary	Fully flexible	610.00	610.00	0.00%	Charge currently inline with other London boroughs.
	Audio-visual broadcasting usage per multiple of 30 seconds, non-commercial: UK rights - unlimited broadcasts, unlimited period Fee doubled for worldwide broadcasting rights	Discretionary	Fully flexible	300.00	300.00	0.00%	Charge currently inline with other London boroughs.
	Audio-visual broadcasting usage per multiple of 30 seconds, commercial: online streaming/online rights	Discretionary	Fully flexible	102.00	102.00	0.00%	No benchmarking available, no change proposed.
	Audio-visual broadcasting usage per multiple of 30 seconds, non-commercial: online streaming/online rights	Discretionary	Fully flexible	50.00	50.00	0.00%	No benchmarking available, no change proposed.

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ROOM HIRE AND STAFF TIME						
Research charge (for officer time spent on researching in response to specific requests) - First 15min free of charge; then charged in half hour increments	Discretionary	Fully flexible	28.00	28.00	0.00%	Charge currently inline with other London boroughs.
Hire of archives searchroom out of hours, commercial group (per hour; minimum hire for 1 hour)	Discretionary	Fully flexible	82.00	82.00	0.00%	Charge currently inline with other London boroughs.
Hire of archives searchroom out of hours, non commercial group (per hour; minimum hire for 1 hour)	Discretionary	Fully flexible	41.00	41.00	0.00%	Charge currently inline with other London boroughs.
Youth Service						
Admission charges made to young people at youth centres	Discretionary	Fully flexible	Zero	Zero		It is proposed not to introduce a charge for this.
Hire of Damilola Taylor Centre Private Hire rates						
Football Pitch/hr- commercial rate	Discretionary	Fully flexible	87.00	96.00	10.34%	CPI increase
Football Pitch/hr- community rate	Discretionary	Fully flexible	49.00	49.00	0.00%	
Dance Studio/hr- commercial rate	Discretionary	Fully flexible	38.00	42.00	10.53%	CPI increase
Dance Studio/hr- community rate	Discretionary	Fully flexible	22.00	22.00	0.00%	
Main Hall / hour- commercial rate	Discretionary	Fully flexible	56.00	62.00	10.71%	CPI increase
Main Hall / hour- community rate	Discretionary	Fully flexible	33.00	33.00	0.00%	
Gym Hire/hr	Discretionary	Fully flexible	38.00	42.00	10.53%	CPI increase
Whole building hire- half day (excluding staffing charges)	Discretionary	Fully flexible	325.00	325.00	0.00%	
Whole building hire- full day (excluding staffing charges)	Discretionary	Fully flexible	550.00	550.00	0.00%	
Hall hire out of hours staff charge- per hour	Discretionary	Fully flexible	28.00	28.00	0.00%	
Common Room	Discretionary	Discretionary	13.00	13.00	0.00%	
All other Youth Centres						
Commercial Organisations during opening hours/hour	Discretionary	Discretionary	44.00	48.50	10.23%	Youth Services charges in line with benchmarking against other central London boroughs. Charges were increased last year. Only CPI increase proposed rounded to the nearest pound
Commercial Organisations out of hours/ hour (excluding staffing charges)	Discretionary	Discretionary	44.00	48.50	10.23%	
Non Commercial & Charities during opening hours/hour	Discretionary	Discretionary	24.00	24.00	0.00%	
Non Commercial & Charities out of hours/ hour (excluding staffing charges)	Discretionary	Discretionary	24.00	24.00	0.00%	
Event hires						
Commercial event admin fee - VAT standard Rate	Discretionary	Fully flexible	220.00	243.00	10.45%	charges increased in line with CPI and rounded to the nearest £1
Commercial events - officer fees above standard service provision - per hour - VAT standard Rate	Discretionary	Fully flexible	66.00	73.00	10.61%	charges increased in line with CPI and rounded to the nearest £1
Community events - officer fees above standard service provision per hour - VAT standard Rate	Discretionary	Fully flexible	28.00	31.00	10.71%	charges increased in line with CPI and rounded to the nearest £1
New Fee Commercial events - officer fees above standard service provision off site - per hour - VAT standard Rate	Discretionary	Fully flexible	0.00	25.00	new	New fee to distinguish from on site monitoring
New Fee Community events - officer fees above standard service provision off site- per hour - VAT standard Rate	Discretionary	Fully flexible	0.00	11.00	new	New fee to distinguish from on site monitoring
Charity Community and Non Profit event admin fee - VAT standard Rate	Discretionary	Fully flexible	77.00	85.00	10.39%	charges increased in line with CPI and rounded to the nearest £1

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	Small event Up to 499 capacity	Discretionary	Fully flexible	£1,743; discounts available for Charity, Community & Non-Profit events in line with Events Discounts Table. Additional event days charged at 30% of the 1st day hire fee (£523). Event rig and de-rig days charged at 15% of the 1st day hire fee (£262). Overstay days charged as rig / de-rig days (£262).	£1,920; discounts available for Charity, Community & Non-Profit events in line with Events Discounts Table. Additional event days charged at 30% of the 1st day hire fee (£576). Event rig and de-rig days charged at 15% of the 1st day hire fee (£289). Overstay days charged as rig / de-rig days (£289).	10.10%	Charges increased in line with CPI and rounded up to the nearest £1.
	Medium event From 500 to 2000 capacity	Discretionary	Fully flexible	£6,560; discounts available for Charity, Community & Non-Profit events in line with Events Discounts Table. Additional event days charged at 30% of the 1st day hire fee (£1,968). Event rig and de-rig days charged at 15% of the 1st day hire fee (£984). Overstay days charged as rig / de-rig days (£984).	£7,223; discounts available for Charity, Community & Non-Profit events in line with Events Discounts Table. Additional event days charged at 30% of the 1st day hire fee (£2,167). Event rig and de-rig days charged at 15% of the 1st day hire fee (£1,084). Overstay days charged as rig / de-rig days (£1,084).	10.10%	Charges increased in line with CPI and rounded up to the nearest £1.
	Large event From 2001 to 7999 capacity	Discretionary	Fully flexible	Price on application	Price on application	0.00%	NB clarification of capacity thresholds in column B
	Major event - 8,000 or more	Discretionary	Fully flexible	Price on application	Price on application	0.00%	NB clarification of capacity thresholds in column B

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	Small funfairs & circuses up to 499 capacity	Discretionary	Fully flexible	£2,307 - VAT exempt. Additional event days charged at 30% of the 1st day hire fee (£692). Event rig and de-rig days charged at 15% of the 1st day hire fee (£346). Overstay days charged as rig / de-rig days (£346).	£2,541 - VAT exempt. Additional event days charged at 30% of the 1st day hire fee (£763). Event rig and de-rig days charged at 15% of the 1st day hire fee (£382). Overstay days charged as rig / de-rig days (£382).	10.10%	charges increased in line with CPI and rounded to the nearest £1
	Large funfairs & circuses up to 1000 capacity - VAT Exempt	Discretionary	Fully flexible	£3,844 - VAT Exempt. Additional event days charged at 30% of the 1st day hire fee (£1154). Event rig and de-rig days charged at 15% of the 1st day hire fee (£577). Overstay days charged as rig / de-rig days (£577).	£4,233 - VAT Exempt. Additional event days charged at 30% of the 1st day hire fee (£1270). Event rig and de-rig days charged at 15% of the 1st day hire fee (£635). Overstay days charged as rig / de-rig days (£635).	10.10%	charges increased in line with CPI and rounded to the nearest £1. NB new wording in column B
	Major circus 1001+ seats - VAT Exempt	Discretionary	Fully flexible	Price on application	Price on application	0.00%	NB new wording in column B
	Private events with exclusive use of a space	Discretionary	Fully flexible	Price on application	Price on application	0.00%	NB new wording in column F
	Events Damage deposit	Discretionary	Fully flexible	£549 or 20% of hire fee whichever is the greater - VAT Exempt	£605 or 20% of hire fee whichever is the greater - VAT Exempt	10.20%	charges increased in line with CPI and rounded to the nearest £1
New Fee	Overstay fee	Discretionary	Fully flexible	15% of the first event hire fee per 24 hours	15% of the first event hire fee per 24 hours	0.00%	
	Fireworks - non resident adult	Discretionary	Fully flexible	9.20	11.00	19.57%	charges increased in line with CPI and rounded to the nearest £1
	Fireworks - non resident children	Discretionary	Fully flexible	2.70	3.00	11.11%	charges increased in line with CPI and rounded to the nearest £1
	Fireworks - non resident family	Discretionary	Fully flexible	22.00	25.00	13.64%	charges increased in line with CPI and rounded to the nearest £1
	Environmental impact fee	Discretionary	Fully flexible	The EIF is 10% of the site hire fee and is payable in addition to the site hire fee.	The EIF is 10% of the site hire fee and is payable in addition to the site hire fee.	0.00%	cost of delivering the service
Events - Trade space							
	Commercial market stall - VAT standard Rate	Discretionary	Fully flexible	98.00	108.00	10.20%	
	Commercial trade space (up to 3m) - VAT Exempt	Discretionary	Fully flexible	121.00	134.00	10.74%	

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	Commercial trade space (3m - 6m) - VAT Exempt	Discretionary	Fully flexible	215.00	237.00	10.23%	charges increased in line with benchmarking against other central London boroughs.
	Non profit market stall - VAT standard Rate	Discretionary	Fully flexible	33.00	37.00	12.12%	
	Non profit trade space (3m) - VAT Exempt	Discretionary	Fully flexible	44.00	49.00	11.36%	
	Non profit trade space (3m - 6m) - VAT Exempt	Discretionary	Fully flexible	77.00	85.00	10.39%	
	Supply of electricity - VAT standard Rate	Discretionary	Fully flexible	88.00	97.00	10.23%	
Film Service (Fees shown below are exclusive of VAT. Appropriate VAT will be added at the time of invoicing/charging.)							
Location Fee	Charity - Low budget	Discretionary	Fully flexible	0	£0.00	0.00%	charges increased in line with CPI and rounded to the nearest £1
	Small crew (fee per hour)	Discretionary	Fully flexible	180.00	200.00	11.11%	
	Small crew (fee per half day)	Discretionary	Fully flexible	450-700	500-900	11%-29%	
	Small crew (fee per full day)	Discretionary	Fully flexible	750-2000	825-2,200	10%-10%	
	Medium crew (fee per half day)	Discretionary	Fully flexible	500-900	550-1,000	10%-11%	
	Medium crew (fee per full day)	Discretionary	Fully flexible	1,000-2500	1,100-2,750	10%-10%	
	Small/Med crew (fee per hour)	Discretionary	Fully flexible	-	-	0.00%	
	Small/Med crew (fee per half day)	Discretionary	Fully flexible	-	-	0.00%	
	Small/Med crew (fee per full day)	Discretionary	Fully flexible	-	-	0.00%	
	Large crew (fee per half day)	Discretionary	Fully flexible	1000-3500	1,100-3,850	10%-10%	
	Large crew (fee per full day)	Discretionary	Fully flexible	2500-7500	2,750-8,250	10%-10%	
	Very Large crew (fee per half day)	Discretionary	Fully flexible	2000-9000	2,200-10,000	10%-11%	
	Very large crew (fee per full day)	Discretionary	Fully flexible	3500-15,500	3,850-17,000	10%-10%	
Stills photography	Small crew photography, up to 5 people (per hour)	Discretionary	Fully flexible	50-115	70-130	40%-13%	
	Large crew photography (per hour)		Fully flexible	150-360	165-400	10%-11%	
Permission for Temporary Structure/s	Fee per half day	Discretionary	Fully flexible	350.00	400.00	14.29%	
	Fee per full day	Discretionary	Fully flexible	600.00	675.00	12.50%	
Admin Fees (one off)	Charity / Student Crew	Discretionary	Fully flexible	35.00	40.00	14.29%	
	Small Crew	Discretionary	Fully flexible	80.00	90.00	12.50%	
	Medium Crew	Discretionary	Fully flexible	180.00	200.00	11.11%	
	Large Crew	Discretionary	Fully flexible	235.00	260.00	10.64%	
	Very Large Crew	Discretionary	Fully flexible	350.00	385.00	10.00%	
Admin Fees (officer time, by hour)							
	Charity - low budget	Discretionary	Fully flexible	N/A	N/A	0.00%	
	Small Crew	Discretionary	Fully flexible	165.00	185.00	12.12%	
	Medium Crew	Discretionary	Fully flexible	165.00	185.00	12.12%	
	Large Crew	Discretionary	Fully flexible	215.00	240.00	11.63%	
	Very Large Crew	Discretionary	Fully flexible	315.00	340.00	7.94%	
New Fee	Film officer processing charge	Discretionary	Fully flexible	-	30% of each cost		New fees
New Fee	Late notice applications	Discretionary	Fully flexible	-	Double admin		New fees
New Fee	Drones/UAS applications	Discretionary	Fully flexible	-	£165 - £330 admin		New fees
Unit Base Fee - High Impact only							
	Per Filming Day	Discretionary	Fully flexible	1500 - 3500	1,650 - 3,850	10%-10%	charges increased in line with CPI and rounded to the nearest £1
Parking Fees							
	Admin Fee (per application)	Discretionary	Fully flexible	70.00	70.00	0.00%	
	Parking bay suspensions (per bay suspension)	Discretionary	Fully flexible	60.00	60.00	0.00%	

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	Parking pay and display bay suspension (per bay suspension)	Discretionary	Fully flexible	50.00	50.00	0.00%	
	Diesel generator fee (less than 20KW generator)	Discretionary	Fully flexible	25.00	25.00	0.00%	
	Diesel generator fee (up to 80KW generator)	Discretionary	Fully flexible	50.00	50.00	0.00%	
	Diesel generator fee (over 80KW generator)	Discretionary	Fully flexible	100.00	100.00	0.00%	
Culture team (Fees shown below are exclusive of VAT. Appropriate VAT will be added at the time of invoicing/charging.)							
	Internal project management fees. Project under £20,000.	Discretionary	Fully flexible	Minimum 10% of overall project budget	Minimum 10% of overall project budget	0.00%	
	External project management fees. Project under £20,000.	Discretionary	Fully flexible	Minimum 15% of overall project budget	Minimum 15% of overall project budget	0.00%	
	Internal and external project management fees. Project over £20,000.	Discretionary	Fully flexible	By negotiation	By negotiation	0.00%	

HOUSING & MODERNISE - FEES & CHARGES

Table 1 – Resident Services

Item	2022-23 Fee	2023-24 Fee	2022-23 to 2023-24 fee increase	HRA/ GF	Mandatory/ Discretionary	V A T	Ref
Assa keys	£24.50	£27.00	10.20%	HRA	Discretionary	Y	1
Entry fobs	£23.50	£26.00	10.64%	HRA	Discretionary	Y	1
Lock changes	Variable	Variable	N/A	HRA	Discretionary	Y	2
General works – people on a means tested benefit	£20.00	£22.00	10.00%	HRA	Discretionary	Y	3
General works – not on a benefit	£40 – 1st hour £30 – additional	£44 – 1st hour £33 – additional	10.00% 10.00%	HRA	Discretionary	Y	3
Initial appointments to survey/check etc.	£10.00	£10.00	0.00%	HRA	Discretionary	Y	3
Replacing light bulbs	£10.00	£11.00	10.00%	HRA	Discretionary	Y	3
Installation of key safes	£40.00	£44.00	10.00%	HRA	Discretionary	Y	3
Installation of smoke alarms/change battery	£20.00	£15.00	-25.00%	HRA	Discretionary	Y	3
Plumbing in washer machine	£40.00	£44.00	10.00%	HRA	Discretionary	Y	3
Galvanised rails	£40 – 1st hour £30 – additional	£44 – 1st hour £33 – additional	10.00% 10.00%	HRA	Discretionary	Y	3
Disconnect and plumb in washing machine at new property	£60.00	£60.00	0.00%	HRA	Discretionary	Y	3
Carpentry work (hanging doors etc.)	£60 minimum charge or hourly rate will apply	£60 minimum charge or hourly rate will apply	0.00%	HRA	Discretionary	Y	3
Energy efficiency work – draught proofing/insulation etc.	£20.00/ £40.00	£22.00/ £44.00	10.00%/ 10.00%	HRA	Discretionary	Y	3
New homes development team	£50 per hour	£50 per hour	0.00%	HRA	Discretionary	Y	3
Mark up on materials purchased through the HP	20% on all materials	20% on all materials	0.00%	HRA	Discretionary	Y	3
Decorating- <ul style="list-style-type: none"> • Painting/refreshing of one room • Painting a door 	£200 per day plus materials £60 minimum charge or hourly rate will apply	£200 per day plus materials £60 minimum charge or hourly rate will apply	0.00%	HRA	Discretionary	Y	3
Visitor parking permits – ten visits	£17.50	£17.50	0.00%	HRA	Discretionary	N	4
Visitor parking permits – sixty visits	£86.00	£86.00	0.00%	HRA	Discretionary	N	4
Replacement of lost permit	£10.00	£10.00	0.00%	HRA	Discretionary	N	4
Second bay parking	£86.00	£86.00	0.00%	HRA	Discretionary	N	4

Area-wide permit (contractors and employees)	£136.00	£136.00	0.00%	HRA	Discretionary	N	4
Southwark-wide permit (contractors and employees)	£136.00	£136.00	0.00%	HRA	Discretionary	N	4
Business permits	£136.00	£136.00	0.00%	HRA	Discretionary	N	4
Carers permits	£37.50	£37.50	0.00%	HRA	Discretionary	N	4
Removal of illegally parked vehicle	£200.00	£200.00	0.00%	HRA	Not LBS	N	4
Daily storage charge – removed vehicle	£40.00	£40.00	0.00%	HRA	Not LBS	N	4
Blue badge	£10.00	£10.00	0.00%	GF	Discretionary	N	5
Travellers sites – single pitch	£97.23	£104.04	7.00%	GF	Mandatory	N	6
Travellers sites - double pitch	£131.98	£141.22	7.00%	GF	Mandatory	N	6
Concierge/ Castlemead – standard	Max. £11.71	Max. £12.88	9.99%	HRA	Discretionary	N	7
Maydew House concierge charge	£11.71	£12.88	9.99%	HRA	Discretionary	N	7
Blackfriars - concierge charge	£9.91	£10.90	9.99%	HRA	Discretionary	N	7
Churchyard Row- concierge charge	£6.77	£7.45	10.04%	HRA	Discretionary	N	7
Hostels:							
Northcott House service charge	£15.45	£16.53	6.99%	HRA	Discretionary	N	8
Hostel laundry charge	£3.19	£3.41	6.90%	HRA	Discretionary	N	8
Hostels part-board charge	£20.00	£21.40	7.00%	HRA	Discretionary	N	8
Nightly Paid Temporary Accommodation:							
Weekly rate	£190.38	£190.38	0.00%	GF	Mandatory	N	9
Daily rate	£27.20	£27.20	0.00%	GF	Mandatory	N	9
Private Sector Leasing/Self-Contained:							
One bedroom	£171.34	£171.34	0.00%	GF	Mandatory	N	9
Two bedrooms	£228.47	£228.47	0.00%	GF	Mandatory	N	9
Three bedrooms	£270.00	£270.00	0.00%	GF	Mandatory	N	9
Four bedrooms	£373.84	£373.84	0.00%	GF	Mandatory	N	9
Five bedrooms	£373.84	£373.84	0.00%	GF	Mandatory	N	9

Notes to Table 1

1	For 2022-23, the proposed fee increases are in line with CPI (10.01% as at September 2023) and rounded to the nearest 50p/£1. The fee quoted is inclusive of VAT.
2	The cost of lock changes vary depending on the type of lock – therefore the cost of the work will be agreed with the resident based on the actual cost to the Council plus an administration fee and charged through the rechargeable repairs process.
3	Handypersons service has reviewed the framework for charging residents for services, benchmarked against similar services provided by other London Boroughs. This report proposes that the fees are increased in line with CPI (10.01% as at September 2023) and rounded to the nearest 50p/£1. VAT will be applicable unless the client qualifies as Exempt according to the HMRC Guidance. The fee quoted is the VAT exclusive amount.
4	No increase to parking charges for 2023-24. Removal of illegally parked vehicles and the daily storage charge thereof is a contracted-out service managed by the environment and leisure department. The fees associated with this service are now set by London Councils on behalf of all 33 London Boroughs. London Councils reserves the right to vary these charges, but there are no proposals to do so at this time.
5	Blue badge charge is set by Department for Transport. There is no proposed increase in 2023-24.
6	Travellers' site pitch fee will increase by the 7% rent cap for 2023-24.
7	For 2022-23, the proposed fee increases are in line with CPI (10.01% as at September 2023). A full review of these services is planned for 2023-24.
8	For 2022-23, the proposed fee increases are in line with the 7% rent cap. Increasing the charge higher than this will likely result in increased begging, arrears and eviction.
9	The council has statutory powers and duties to provide temporary accommodation to homeless applicants under Part VII of the 1996 Housing Act and Homeless Prevention Duty under the Homeless Reduction Act 2018. Southwark Council uses a variety of accommodation to discharge these duties, including nightly paid accommodation, hostels, estate voids and private sector leased properties. Charge is set at 90% of the appropriate January 2011 LHA rate for the property.

Table 2 – Homeowner Services

	2022-23 Fee	2023-24 Fee	2022-23 to 2023- 24 fee increase	HRA/ GF	Mandatory/ Discretionary	VAT	Notes
Discretionary service charge loan application	£666.50	£700.00	5.03%	HRA	Discretionary	N	1
Mandatory service charge loan application	£100.00	£100.00	0.00%	HRA	Mandatory	N	
Voluntary charge application fee	£666.50	£700.00	5.03%	HRA	Discretionary	N	1
Additional discretionary loan application fee	£436.00	£475.50	9.06%	HRA	Discretionary	N	2
Notices of assignment and notices of charge	£10.00/ £30.00	£10.00/ £30.00	0.00%	HRA	Discretionary	N	
Pre-assignment pack	£239.50	£252.00	5.22%	HRA	Discretionary	N	1
Pre-assignment pack – expedited 48 hours	£328.00	£345.00	5.18%	HRA	Discretionary	N	1
Postponement of charge for home improvement	£171.20	£180.00	5.14%	HRA	Discretionary	N	1
Postponement of charge for all other reasons	£240.00	£252.00	5.00%	HRA	Discretionary	N	1
Remortgage	£114.50	£121.00	5.68%	HRA	Discretionary	N	1
Retrospective letter of postponement	£350.50	£368.00	4.99%	HRA	Discretionary	N	1
Gas servicing administration fee	£40.00	£42.00	5.00%	HRA	Discretionary	N	1
Expedition fee for remortgage	£88.50	£93.00	5.08%	HRA	Discretionary	N	1
Expedition fee for pre-assignment	£88.50	£93.00	5.08%	HRA	Discretionary	N	1
Other Administration:							
Section 146 notice fee	£343.00	£361.00	5.25%	HRA	Discretionary	N	1
Document Copies:							
Reproduction copy of lease/leasehold transfer	£45.50	£50.00	9.89%	HRA	Discretionary	N	3
Certified copy of lease/leasehold transfer	£76.00	£83.50	9.87%	HRA	Discretionary	N	3
Reproduction copy of section 125 notice	£32.00	£35.00	9.38%	HRA	Discretionary	N	3

Duplicate right-to-buy documentation	£71.00	£78.00	9.86%	HRA	Discretionary	N	3
Additional completion statement fee	£86.00	£94.50	9.88%	HRA	Discretionary	N	3
Reproduction copy of specification	£28.00	£28.00	0.00%	HRA	Discretionary	N	3
Copies of any other relevant documentation	£0.10	£0.10	0.00%	HRA	Discretionary	N	
Disposals:							
Ad-hoc or voluntary disposals of property or land	£308.00	£339.00	10.06%	HRA	Discretionary	N	3
Purchase of properties freehold on short leases	£308.00	£339.00	10.06%	HRA	Discretionary	N	3
Lease extensions	£308.00	£339.00	10.06%	HRA	Discretionary	N	3
Enfranchisement:							
Collective Enfranchisement – standard charge	£308.00	£339.00	10.06%	HRA	Discretionary	N	3
Lease-back of tenanted properties	£718.00	£790.00	10.03%	HRA	Discretionary	N	3
Individual enfranchisement	£308.00	£339.00	10.06%	HRA	Discretionary	N	3
Sale of freehold reversionary interest	£308.00	£339.00	10.06%	HRA	Discretionary	N	3
Landlords Consent for Alterations Permissions:							
Like-for-like replacements of kitchens/bathrooms	£46.50	£51.00	9.68%	HRA	Discretionary	N	3
Change of boilers/radiators	£90.00	£99.00	10.00%	HRA	Discretionary	N	3
Minor structural alterations	£113.50	£125.00	10.13%	HRA	Discretionary	N	3
Major structural alterations	£308.00	£339.00	10.06%	HRA	Discretionary	N	3
Retrospective permission for any alteration type	£462.00	£508.00	9.96%	HRA	Discretionary	N	3
Legal Discharge of Charge:							
RTB natural redemption fee	£118.00	£128.00	8.47%	HRA	Discretionary	N	3
RTB premature; vol. SCL, discr. SCL	£118.00	£128.00	8.47%	HRA	Discretionary	N	3
Service charge loan arrears fee	£54.50	£57.50	5.50%	HRA	Discretionary	N	3

Right of first refusal – pre-emption requests	£117.50	£129.00	9.79%	HRA	Discretionary	N	3
Equity Share:							
Administration fee	£117.50	£129.00	9.79%	HRA	Discretionary	N	3
Valuation fee	£185.00	£204.00	10.27%	HRA	Discretionary	N	3
Equity Loan:							
Administration fee	£117.50	£129.00	9.79%	HRA	Discretionary	N	3
Valuation fee	£185.00	£204.00	10.27%	HRA	Discretionary	N	3
Other Administration:							
Deed of covenant	£175.00	£193.00	10.29%	HRA	Discretionary	N	3
Rent references	£54.00	£59.00	9.26%	HRA	Discretionary	N	3

Notes to Table 2

1	For 2023-24, the proposed fee increases are below CPI (10.1% as at September 2022 and rounded where appropriate to the nearest 50p/£1) to reflect the cost of living
2	Increase to align with the service charge loan redemption fee. The higher increase is to enable the gradual alignment to the loan application fee as the costs to the Council are the same
3	For 2022-23, the proposed fee increases are in line with CPI (10.01% as at September 2023) and rounded to the nearest 50p/£1.

Table 3 - Other Services

	2022-23 Fee	2023-24 Fee	2022-23 to 2023-24 fee increase	HRA/ GF	Mandatory/ Discretionary	V A T	Notes
Barrow Store – Annual Rents:							
Bournemouth Road	£938.50	£985.50	5.01%	HRA	Discretionary	Y	1
Southwark Park Road - small	£373.00	£392.00	5.09%	HRA	Discretionary	Y	1
Southwark Park Road - large	£938.50	£985.50	5.01%	HRA	Discretionary	Y	1
Portland Street	£1,496.00	£1,571.00	5.01%	HRA	Discretionary	Y	1
Kingston Mews - small	£747.50	£785.00	5.02%	HRA	Discretionary	Y	1
Kingston Mews - large	£1,496.00	£1,571.00	5.01%	HRA	Discretionary	Y	1
Northchurch	£1,350.00	£1,417.50	5.00%	HRA	Discretionary	Y	1
Garages and Non-Residential Weekly Charges							
Concessionary (Blue Badge & Elderly)	£17.40	£18.10	4.02%	HRA	Discretionary	N	2
Standard	£22.40	£23.10	3.13%	HRA	Discretionary	N	2
Private	£39.20	£41.20	5.10%	HRA	Discretionary	Y	2
Small sites rate	£12.00	£12.60	5.00%	HRA	Discretionary	N	2
Larger than average	£5.60	£5.80	3.57%	HRA	Discretionary	N	2
Additional parking	£5.60	£5.80	3.57%	HRA	Discretionary	N	2
Water	£0.50	£0.50	0.00%	HRA	Discretionary	N	
Additional security	£1.00	£1.00	0.00%	HRA	Discretionary	N	
Stores	£3.76	£3.95	5.05%	HRA	Discretionary	N	2
Parking site	£3.76	£3.95	5.05%	HRA	Discretionary	N	2
Pram Sheds	£0.50	£0.50	0.00%	HRA	Discretionary	N	
Private Sector Housing							
Private Sector Housing - DFG charges (owner / occupiers)	17.5% cost of work	17.5% cost of work	0.00%	GF	Discretionary	N	3
Private Sector Housing - DFG charges (housing associations)	20% of cost of work	20% of cost of work	0.00%	GF	Discretionary	N	3
Repair Grants and Loans for home owners and private tenants	15% of cost of work	15% of cost of work	0.00%	GF	Discretionary	N	4
Private Sector Housing team – production of schedule	£80.00	£80.00	0.00%	GF	Discretionary	N	4
Private Sector Housing team administration fee – Landlord Grant	£103.50	£103.50	0.00%	GF	Discretionary	N	4
Private Sector Housing administration fee – for	£27.50	£27.50	0.00%	GF	Discretionary	N	4

private landlord energy saving grants							
Private Sector Housing administration fee – empty homes grant	£103.50	£103.50	0.00%	GF	Discretionary	N	4
Registrars:							
Marriage Ceremonies Mon to Thu Approved Premises before 5pm	£650.00	£710.00	9.23%	GF	Discretionary	N	5
Marriage Ceremonies Fri/ Sat Approved Premises before 5pm	£780.00	£855.00	9.62%	GF	Discretionary	N	5
Marriage Ceremonies BH Sun Approved Premises	£830.00	£910.00	9.64%	GF	Discretionary	N	5
Marriage Ceremonies Mon to Thu Approved Premises after 5pm	£870.00	£950.00	9.20%	GF	Discretionary	N	5
Marriage Ceremonies Fri/ Sat Approved Premises after 5pm	£940.00	£1,030.00	9.57%	GF	Discretionary	N	5
Garden Room Enhanced Ceremonies	£335.00	£365.00	8.96%	GF	Discretionary	N	5
Garden Room Basic Ceremony	£160.00	£175.00	9.38%	GF	Discretionary	N	5
Citizenship:							
Private citizenship Single individual family	£330.00	£360.00	9.09%	GF	Discretionary	Y	6
Private citizenship 2-3 individuals family	£245.00	£260.00	6.12%	GF	Discretionary	Y	6
Private citizenship 4-5 individuals family	£200.00	£220.00	10.00%	GF	Discretionary	Y	6

* For mandatory fees see Appendix A set by the Registrar General

Notes to Table 3

1	For 2023-24, the proposed fee increases are below CPI (10.1% as at September 2023 and rounded where appropriate to the nearest 50p/£1) to reflect the cost of living. Benchmarking has been carried out which shows that Southwark's garage rents are very competitive in the market place, and while higher than many other local authorities do offer excellent value for money when comparing condition and security.
2	<p>Parking facilities will normally be standard-rated VAT unless the letting of garages in conjunction with the letting of dwellings for permanent residential use.</p> <p>Land and property (VAT Notice 742)</p>
3	<p>The private sector housing and adaptations service provides a service to a vulnerable group of homeowners and private tenants who may have a disability and/or are aged 60 plus. This service enables clients to remain in their own homes in a safe, comfortable environment. They offer support and advice during the grant application processing. They also provide a professional surveying and contract administration service. This is from initial inspection through to completed works within the home. The types of works undertaken can be from minor 'staying put' works to complete renovations or adaptations such as a stair lift or extension for a wheelchair user.</p> <p>Fees are based on a percentage of the capital grants that it dispenses. All clients who receive a grant or loan pay a fee for the work undertaken; this is an allowable expense and is taken into account when assessing the grant due to the client. These fees are comparable with other Councils. This report proposes that the fees charged should stay at current rates.</p>
4	<p>The private sector housing team assists non vulnerable homeowners and private landlords who are eligible for grant or loan assistance. The team charges a fee for the schedule of work it produces that will attract grant aid. These fees have remained the same for a number of years and will not be increased.</p> <p>The Private Sector Homes team also works with landlords and homeowners to bring long term empty properties back into use. The team offers a range of grants in order to deliver Southwark's Empty Homes Initiative. The team charges a fee to cover the administration of these discretionary grants.</p>
5	<p>The Southwark Registration Service provides a range of services relating to births, deaths, marriages, civil partnerships, private citizenship ceremonies. Many of the fees charged for these services are prescribed by statute and are updated periodically by the government. However fees for certain services are discretionary and the council can set its own level.</p> <p>Discretionary registrar's fees were ranked against the fees charged by the twelve Inner London local authorities. Where appropriate, fees have been increased to bring them into the upper quartile. Proposed fee increases are within the latest CPI (September 2022) of 10.1%.</p> <p>Discretionary services are not deemed to be price sensitive and basic marriage and civil partnership ceremonies are available at the statutory fee of £46.00 plus £11.00 certificate fee. Table 3 reflect the discretionary component only rounded to the nearest £1 to allow for the addition of the £11.00 statutory certificate fee.</p> <p>Confirmation has been received from HMRC that a registrar's attendance at an approved venue, including council owned receives Non-Business VAT treatment. Therefore VAT is not charged on these fees.</p>

6	Individuals can request a private citizenship ceremony and this is what the fees quoted in Table 3 relate to. However, private citizenship ceremonies are not encouraged by government and relatively few of them take place. This is charged similar to the Garden Room rate
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APPENDIX A – STATUTORY FEES PAYABLE

Summary of fees payable to Registration Authorities in England and Wales from 16 February 2019

Statutory Power	Fee payable for	Amount of fee	Fee Payable to
1. General Search <i>S.31(2), B&D Regn Act 1953;</i> <i>S.64(2), Mge Act 1949</i>	A general search in indexes in his/her office not exceeding 6 successive hours	£18.00	Superintendent Registrar
2. Certificates <i>S.31(2), S.32 and S31(1) B&D Regn Act 1953;</i> <i>S.63 & S.64(2), Mge Act 1949</i>	Issue of a certificate of birth, death or marriage at time of registration, or if requested later then processed within 15 working days	£11.00 (Standard service)	Superintendent Registrar / Registrar
	Issue of a certificate of birth, death or marriage, on or before next working day (orders up to 3pm)	£35.00 (Priority service)	Superintendent Registrar / Registrar
3. Marriages <i>S.27(4), Mge Act 1949</i>	Entry in marriage notice book: a) where both parties to the marriage are exempt persons within the meaning of section 49 of the Immigration Act 2014 b) in any other case	£35.00 £47.00	Superintendent Registrar
<i>S.26(1)(dd), Mge Act 1949</i>	Attending outside his/her office to be given notice of marriage of a house-bound or detained person	£47.00 (Housebound) £68.00 (Detained)	Superintendent Registrar
<i>S.31(5A), Mge Act 1949</i>	Application to reduce the 28 day waiting period	£60.00	Superintendent Registrar
<i>S.2(2), Marriage (Registrar General's Licence) Act 1970</i>	Entry in marriage notice book of notice of marriage by Registrar General's Licence	£3.00†	Superintendent Registrar
<i>S.7, Marriage (Registrar General's Licence) Act 1970</i>	Issue of Registrar General's licence for marriage to be solemnized on the authority of that licence	£15.00	The Registrar General
<i>S.45A(3), Mge Act 1949</i>	Attending a marriage at the residence of a house-bound or detained person	£84.00 (Housebound) £94.00 (Detained)	Superintendent Registrar

<i>S.10(2), Marriage (Registrar General's Licence) Act 1970</i>	Attending a marriage by Registrar General's licence	£2.00†	Superintendent Registrar
<i>S.51(1A)(b), Mge Act 1949; Reg 12(6), The Marriages and Civil Partnerships (Approved Premises) Regulations 2005</i>	Attending with a registrar a marriage on approved premises		As set by the local authority

¹ [as modified by reg 10 of the Marriage of Same Sex Couples (Registration of Buildings and Appointment of Authorised Persons) Regulations 2014

² Other than a correction relating to an error caused by the registrar

³ Other than a correction relating to an error caused by the registrar

Mge Act 1949 = Marriage Act 1949, as amended

B&D Regn Act 1953 = Births and Deaths Registration Act 1953, as amended

RSA 1953 = Registration Service Act 1953, as amended

†Fee payable under Marriage (Registrar General's Licence) Act 1970 by the Registrar General; to be retained by registration officer and not paid to Council

Policy and Resources Strategy 2023/2024

Climate Change Impact Analysis

Purpose of document

This document sets out the initial climate change impact of the budget savings and commitments proposed as part of the Council's Policy and Resources Strategy for 2023/2024.

By its nature, the Climate Change impact of these proposals is limited – the savings and efficiencies account for less than 4% of the total net General Fund Revenue Budget, and far greater impact on carbon reduction is delivered through the capital budget and the Housing Revenue Account.

Background and Context

Southwark Council declared a climate emergency in 2019 and since then has committed to doing all it can to make Southwark a net zero borough by 2030. In July 2021, Cabinet agreed the council's climate strategy and action plan which set out the council's approach and priorities to meet this challenge and reduce the borough's emissions.

As part of developing our climate strategy and action plan, the council commissioned experts from Carbon Descent and Anthesis to carry out work to assess the scale of the challenge and the cost of meeting our ambition. This work demonstrates that as well as investing our own resources, Southwark will require considerable government investment and will need to find ways to leverage money into the borough to support not just the council, but businesses, institutions and residents. The scale of the challenge is huge. We estimate that the cost will be around £3.92bn in capital expenditure, supported by additional revenue funding.

Potential investment or funding streams include, but are not limited to, the council's carbon offset fund, HRA funding, central government grants, revenue and capital funding from the GLA or TfL and various funding bids across the public, private and charity sectors. There is currently no core grant, revenue or capital, provided by central government to local authorities to work addressing the climate emergency.

Since publishing its action plan and strategy the council has established a climate change citizen's jury to work with our residents to better understand their priorities and approach to meeting the challenge. This work built on extensive public consultation we did as part of the initial development of the action plan and strategy. The strategy was assessed by Climate Emergency UK as the second best in London. The work of the jury enabled us to improve it further and publish an updated action plan and annual report in July 2022. This update recognises the ongoing financial challenge that we face to meet our commitment by 2030.

Since publishing our action plan we have made considerable progress. Our commitment to greener buildings is being delivered through a range of measures. The

council's Green Buildings Fund has been established using money from carbon offset to improve buildings in the borough with a focus on decarbonising community buildings, schools and social housing. The first grants from that have now been awarded and we plan to open the fund for public bids in 2023.

The council has successfully bid for and received funding from the Government's Public Sector Decarbonisation Fund which is improving the energy efficiencies and reducing carbon emissions in council buildings. Work is underway to make improvements to Tooley Street, and other council buildings. This is central to our commitment to halve the council's operational emissions by 2026.

As well as money from the Public Sector Decarbonisation Fund, the council has committed £25m capital to projects to reduce emissions. £21m of the £25m has now been committed and in the coming year, we will continue to look further opportunities within the action plan to reduce emissions by using this capital fund.

The council is making buildings greener, and more energy efficient including supporting low carbon and renewable energy. This includes investment in a range of projects to reduce emissions including air source heat pumps at Burgess Park Sports Centre and pilot projects to retrofit schools starting with Brunswick Park and Crampton Primaries. We are also investing in retrofitting work of some of social care centres, and have allocated money to launch a new Library of Things. The council has continued to make capital investment in LED replacements moving to lower energy, more efficient lighting.

The council has made significant investment in retrofitting council owned buildings such as offices, libraries and youth centres, including LED installation, solar PV on nine new sites, air-source heat pumps, glazing improvements and insulation upgrades.

We have also secured £16 million of funding to bring a low-carbon heat network to a new area of Southwark, expected to deliver on average 11,100 tonnes of carbon savings each year. Money allocated through the council's climate change capital fund includes an additional £2.18 million of funding to accelerate plans to switch all street lighting to LED, cutting carbon emissions in half.

The climate action plan commits the council to supporting a circular economy with green jobs. We have secured funding with adjacent boroughs to establish a Green Skills Hub at London South Bank University. The budget provides resources to support the council in the creation of more green jobs and supporting our local economy.

The council is leading the way in divesting its pension fund from fossil fuels. In September 2022, we had reduced the carbon emissions from our pension fund by 56% compared with those at March 2017. This is part of our overall aim of reaching net zero carbon in our pension fund by 2030.

In addition to investment in projects such as those outlines, the council will use its resources to find new ways to secure funding. Work is underway on scoping the Southwark Green Finance initiative, which is a key commitment in the Council Delivery Plan and which will aim to maximise the resources available for climate action. Services such as the new Green Homes Advice Service will help residents to invest in

energy reduction in their own homes and access funding that may be available to do this.

The climate action plan commits the council to promoting active and sustainable travel. Budgets have been prepared in order to deliver this commitment including more routes for walking and cycling and more cycle storage. The council is developing a new EV strategy to ensure that the charging infrastructure is in place to facilitate the move away from petrol and diesel vehicles. While the council is resourcing these initiatives, there remains a reliance on TfL funding in order to deliver most of the strategic improvements required, and the lack of a current long-term funding settlement for TfL does mean that we continue to operate in a challenging environment.

While the council is using its budgets to tackle the climate emergency, without considerable government investment it will not be possible to become carbon neutral and so lobbying is a central part of our response to the climate emergency. The council will call on the government for the required financial and political resource to achieve our target including for a Green Homes Investment Fund at the required scale. The Social Housing Decarbonisation Fund, whilst welcome, does not come close to what is required, especially for a council such as Southwark which is the largest social landlord in London. Government funding too is often short term, making planning and long term strategic investment challenging.

The council is open to all opportunities to increase investment into initiatives that promote climate neutrality and ecological protection. The council is collaborating with London Councils, and will collaborate with the GLA and others to cost share and find innovative green solutions to challenges we face.

The council's decision to amend the constitution to require decision makers to consider the climate impact of decisions in the council is now fully implemented and decision makers now need to be satisfied of the climate impact of a particular decision. Council procurement is one of the largest contributors to the councils emissions. Understanding the climate implications of decisions is therefore important if we are to reduce this impact. The council will review its procurement policy to see what more we can do to reduce the climate impact of our procurement.

Last year's budget introduced a baseline for the council's climate change team. This budget again supports the work of this team, which has a central role in coordinating and leading the council's response to the climate emergency.

Methodology

Through the budget setting process, officers have considered the climate implications of the proposals that have been submitted for consideration. This has enabled the council to consider whether the changes that are made to the budget will have a positive or negative impact on the council's overall emissions.

This is the first time that the council has made a line-by-line assessment of all proposed budget lines for climate impact. Each line was rated with a 1 to 5 score, where 1 was significant positive impact and 5 was significant negative impact. A score of 3 indicated that the proposal had a neutral climate impact.

These assessments, as the proposals were being developed, aimed to give an initial indication of potential impact, on the understanding that further work, in the form of detailed climate change impact assessments may be required for those rated either 1 or 5.

As this approach was developed, we looked at best practice from other local authorities and found no other council that had developed, or was developing, a climate change impact analysis for this purpose. As such we are at the forefront of this work, and will develop the approach further for future years.

Climate Change Impact

From the initial assessments, over 80% of the proposals had a neutral impact on climate change. This is unsurprising given that the majority of our climate impact will naturally occur through our capital programme and Housing Revenue Account as described earlier.

Less than 3% had a potentially negative impact on climate change and just over 15% had a potentially positive impact on climate change.

It is important to recognise that any impact, positive or negative, will be very insignificant in terms of carbon impact.

No proposals were rated as 5 (significant negative impact) and two lines were rated as 1 (significant positive impact). These were two commitments for the creation of the Southwark Energy Advice Service (ref 434) and the Cycling Initiatives (ref 440), both being commitments from the council's Delivery Plan.

Assessing the climate impact of savings and commitments focuses only on those changes, and not the impact of the council's budget overall on climate change. Building on the first year of this process, it is intended to develop the process further and to review the council budget in its entirety rather than just the changes made in the annual budget process.

Looking ahead, the Climate Change Strategy and Action plan established the council's approach to tackling the climate emergency and the work that it will do to tackle it, and these will be updated later in the year. As set out in both the climate strategy and the budget report, it is clear that all the resources that are needed are not available to deliver this.

The table below sets out those lines in the budget which had either a positive or negative impact. In many cases, even when they are positive or negative this is only a relatively small impact for example where there is a reduction in staffing, this may have a positive

impact as there is less travel, office space and resource used to support that staff member. Where a budget proposal has a greater potential impact, this is detailed in the table below.

Budget Lines and Carbon Impact

The table below is a summary of the budget proposals in the full report. This table includes an assessment of the climate impact as positive, negative or neutral. Those which are positive or negative include further details.

Ref.	Description	Climate Impact	£000
101	Council Tax Restructure reflecting digital & online efficiencies	Neutral	(175)
102	Digital Transformation and Channel Shift across financial control, council tax and benefits	Positive - Reduction in resources such as paper, post, travel across London. Also reducing administration requirements generating efficiencies in staffing/office space requirements.	(125)
103	Termination of the Lambeth SMART contract (community alarm and tech enabled care services) - reduction in management support and overtime budgets	Neutral	(45)
104	Cease annual revenue contribution to Brexit risk reserve	Neutral	(300)
105	Reduction in inspection preparation capacity	Neutral	(130)
106	Reduction in PAUSE Service capacity	Neutral	(59)
107	Reduce Clinical Service capacity	Neutral	(78)
108	Public Health investment in Children's and Young People's mental health services	Neutral	(700)
109	Reduction in Data Team Capacity following full implementation of PowerBi and automation of data updates from Mosaic.	Neutral	(70)
110	Reduction in Professional Fees paid for various external services	Neutral	(130)
111	Reduction in business support following the co-location of all Children and Family Division Services to one site.	Neutral	(178)
112	Cessation of buildings costs associated with Children's Service buildings by co-locating divisional services in one building	Neutral	(303)
113	Redistribution of caseload capacity across Safeguarding & Corporate Parenting Services	Neutral	(110)
115	Efficiencies in MASH following implementation of referral portal	Neutral	(35)
116	More efficient use and flow-through of commissioned 16+ provision for children in care and care leavers	Neutral	(535)
117	Develop new commissioned semi-independent accommodation capacity for care leavers	Neutral	(102)
118	Reduction in external legal costs	Neutral	(50)
119	Utilise Smart Working to reduce public transport usage	Neutral	(30)
120	Redesign Children & Family Centre Delivery Model	Neutral	(100)
122	Restructure Family Early Help Delivery Model	Neutral	(150)
123	Reduction in the capacity to evaluate the impact of early help services to a minimum required level.	Neutral	(40)
124	Reduce management capacity across division	Neutral	(172)

125	Reduce capacity within Keeping Families Together Team	Neutral	(54)
126	Increased recruitment of internal foster carers	Neutral	(46)
127	Increasing capacity of existing internal foster care resource to reduce use of agency carers	Neutral	(250)
128	Targeted support to increase access to Housing Benefit entitlements for care leavers	Neutral	(96)
129	Continue to support fewer children to enter or remain care	Neutral	(120)
130	Reduction in Independent Review Officer activity through targeted review of activity for children in long term placements	Neutral	(10)
131	Reinvestment of funding currently spent on health services to protect Family Early Help, mitigated by NHS growth monies.	Neutral	(186)
132	Public Health to fund investment in daily fruit for primary school children as part of our approach to tackling obesity. This results in a saving to the general fund, but no change in provision to children.	Neutral	(363)
134	Efficiency as result of review and re-distribution of work across the Older People & Physical Disability service (OPPD)	Neutral	(275)
135	Management restructure in OPPD Service	Neutral	(70)
136	Review of service and potential efficiencies through in-sourced direct service delivery of the front door of OPPD	Neutral	(400)
137	Redesign hospital discharge pathways and creation of Transfer of care service in line with best practice to achieve earlier reviews and timelier discharges through the system.	Neutral	(250)
138	Creation of Transfer of Care Assessment Unit to deliver bed based reablement with the aim of supporting people to return home and reducing the need for costly residential care.	Neutral	(425)
139	Improved performance outcomes in Reablement	Neutral	(300)
140	Adult Social Care reviews undertaken in line with Care Act eligibility.	Neutral	(600)
141	Work with colleagues to appropriately access NHS funding for complex needs that are eligible for Continuing Health Care or NHS joint funding.	Neutral	(150)
142	Maximise the use of Extra Care Housing for short term step down and step up accommodation	Neutral	(38)
143	Reducing the need for external Best Interests Assessors (BIAs) by increasing in-house capacity, through a programme of staff training.	Neutral	(50)
144	Reduction in training budget as there is now a greater variety of digital training options which can be utilised and provide value for money	Neutral	(20)
145	Business support efficiencies in the Deprivation of Liberty Safeguards (DoLS) team.	Positive - Marginal impact as a reduction in staffing reduced overall office requirement and travel impact	(39)
146	Business efficiencies in the Strategy and Policy team	Positive - Marginal impact as a reduction in staffing reduced overall office requirement and travel impact	(50)
147	Efficiencies in the Learning Disability Service through regular reviews of care, rightsizing packages of care to meet Care Act eligible needs and utilisation of universal services where appropriate.	Neutral	(216)
148	Supported Living re-modelling through work with commissioning to re-procure contracts through greater shared provision	Neutral	(100)

149	To reduce the cost of All Age Disability Service placements through close working with placements team to identify specialist providers and early negotiation of fees.	Neutral	(200)
150	Review care packages for All Age Disabilities service users and carers in line with Care Act eligibility.	Neutral	(137)
151	Reduction in costs of Mental Health section 117 placements through the outcome of Complex Care pathway work	Neutral	(350)
152	Review of ASC contribution to Open Access Hostel provision	Neutral	(80)
153	Review of mainstream packages of support for people with mental health needs in line with Care Act eligibility.	Neutral	(31)
154	Widening the scope of the joint funded team will enable an integrated approach to commissioning that should provide opportunities to improve outcomes and provide reduce inequalities. Expansion of scope will include Public Health, Learning Disability and SEND commissioning. There are vacancies in the joint funded and council-only funded teams.	Neutral	(130)
158	Reduction in IT costs arising from changes to software licensing.	Neutral	(48)
159	Efficiencies (6.5%) in the funding of housing related support services	Neutral	(22)
160	Sexual Health - Efficiencies arising from re-specification of clinic contract	Neutral	(540)
161	Efficiencies of the 0-19 visiting and school nursing contract as result of the continuing reduction of the 0-19 population. The reduction is proposed to be reinvested into other Public Health services as well as children's mental health provision.	Neutral	(863)
162	Reduction in the cost of the Free Healthy School Meals programme due to falling rolls and increasing entitlement to benefits-linked scheme. No reduction in the per-meal amount paid to schools.	Neutral	(190)
163	Efficiencies in Addiction services	Neutral	(260)
164	My Southwark Service Point (MSSP) - service efficiencies - split Housing Revenue Account (£37k) and General Fund (£15k)	Neutral	(15)
165	Phased reduction in Temporary Accommodation contingency.	Neutral	(1,000)
167	Strategic plan required to close operational buildings and move staff into Tooley Street and Queens Road with resultant operational savings	Positive - Closing some operational buildings and making better use of others will reduce the overall energy consumption of the council's estate and have a positive climate impact.	(50)
168	Digital Innovation Fund (DIF) - reduce budget (currently £200k pa)	Neutral	(200)
169	Rationalisation of applications and reduction of Licensing costs for service area.	Positive - By reducing applications, there are less servers which are needed to be maintained. This reduces the carbon emissions of the servers and cooling required.	(25)
170	Reduction of devices as technologies change based on requirements of the service area	Positive - Reducing devices will reduce the requirement for devices being disposed of in the future, which is better for the environment.	(10)
171	Efficiency savings in light of Review of Divisional management overheads	Neutral	(22)
172	Saving from review of business support IT systems	Neutral	(40)

201	Review internal trading fees in line with inflation (still significantly lower than market rates). Necessary in order to ensure that appropriate charges are made to the HRA, other statutory accounts and to external parties where appropriate	Neutral	(300)
202	Improvements in processes for financial assessments and invoicing, creating a more efficient invoicing and payment process in order to maximise client contributions	Neutral	(500)
203	Revenue gained by Southwark Resource Centre (SRC) from increased referrals of more complex health funded clients, and a review of charges for this service in line with inflation.	Neutral	(20)
204	Uplift for increasing number of instructions and maximising fee charging opportunities	Neutral	(116)
205	Insourcing planning P1 viability valuation fees.	Neutral	(150)
206	Recharge of M&A services to external 3rd party	Neutral	(45)
207	Increase in Local Land Charge fees	Neutral	(62)
208	Increase in pre-application fees	Neutral	(92)
209	Income from Community Infrastructure Levy (CIL) administration charges	Neutral	(243)
210	Award of new on-street advertising contract from April 2023	Neutral	(1,000)
211	Increase Garden Waste charge from £40 to £60 per annum. This remains below both the London average and near neighbours.	Negative - Potential negative impact if there is customer resistance to the increased charges	(250)
212	Increase the number of commercial waste collection contracts.	Neutral	(100)
213	Increase bulky waste charge from £25 to £35 per booking, maintaining a low fee compared with the London average.	Neutral	(100)
217	Additional income as a result of extended schemes to licence private rented sector property	Positive - The licencing scheme will improve standards in the private sector this will include the fuel efficiency of homes	(250)
218	Increased Night-time Levy Licencing Fees	Neutral	(200)
219	Additional Income from Increased Fees and Charges across services	Neutral	(300)
222	Reduction in income anticipated through success of Streetspace schemes across the borough. Significantly increased compliance resulting in fewer PCN's issued.	Neutral	2,500
227	Savings from Active Travel (combined savings from Implantation of CPZs across borough and review of Parking Charging Policy)	Positive - These interventions should reduce car use and/or promote alternative sustainable travel	(1,300)
301	Review of corporate contact centre/Exchequer customer services to promote digital first, align performance standards/look at generating economies and consistent approaches to perf management.	Neutral	(95)
305	Reduce Clinical Service Capacity	Neutral	(140)
307	Reduction in building security	Neutral	(43)
308	Reduction in Youth Offending Service	Neutral	(110)
309	Reduce Family Group Conferencing Service	Neutral	(60)
310	Downsizing Council Parenting Team	Neutral	(58)
175	Review of short breaks provision though greater use of direct payments, voluntary sector provision and spot purchased respite care.	Positive - Will reduce overall building usage.	(600)

313	Savings from subsequent review of the new Sustainable Growth Division following its creation in March/April 22	Neutral	(45)
315	Reduce size of commissioning budget that supports residents into employment, apprenticeship and training opportunities	Neutral	(35)
316	Reassessment and re-prioritisation of vulnerable young people commissioning and internships activity	Neutral	(27)
322	Reductions in highways maintenance budgets arising from better upkeep of public realm and tree stock.	Neutral	(50)
324	Take a needs-based, neighbourhood approach to clean streets, focusing activity on town centres and areas of high footfall, making best use of technology, and enhancing flexible working arrangements for staff.	Positive - This review will result in a more efficient use of resources through technology which will reduce vehicle miles	(500)
330	Reduce Mayors transport service to key civic events rather than all mayoral engagements achieving a saving of £50,000 from a transport budget of £70,000. The reduction would leave a budget of £118,000 for the total cost of the civic office including staff costs.	Positive - Will reduce the total number of car journeys. Greater use of the corporate taxi service which will use electric or hybrid vehicles, and more use of public and active transport (walking and cycling)	(50)
401	Elections Act – increase in communication costs and workload of electoral services	Neutral	50
402	Managing the constitutional and governance changes arising from emerging and new legislation e.g Health & Social Care Act.	Neutral	60
403	Safety Valve investment	Neutral	1,311
404	Investment in our service to support Unaccompanied Asylum Seeking Children	Neutral	155
407	Investment in smoking cessation services	Neutral	100
408	Staffing inflation costs for Public Health funded team (ring fenced)	Neutral	80
409	Investment in Substance Misuse - Enhance Young Persons offer and prevention	Neutral	260
410	Funding of the Council's Free Fruit daily offer to primary school children	Neutral	363
411	Contractual uplift to the Public Health Section 75 contracts	Neutral	250
412	Investment in Children's and Young People's Mental Health Services - Prevention and Early Help	Neutral	700
413	New FM contract commences 1 October. Asset verification as part of mobilisation may reveal additional contract costs.	Positive - 50% electrified fleet of vehicles used by the supplier with a rise to 100% planned. Further additions to the net zero programme such as future LED roll out and, solar and insulation projects	200
417	Cloud Infrastructure Azure Phase 2 - revenue costs and associated staffing	Neutral	311
418	Enhancement of the in-sourced leisure budgets to reflect unprecedented pay, high utility cost and inflation pressures.	Neutral	1,400
419	Request for a base budget for gardeners as permanent members of staff	Positive - Increase in increase greening of estates and capacity to absorb CO2 and increase in recycling of organic waste, and increase local food production. Programme raises awareness of climate impact and provide opportunities for residents to work together to contribute to an environmentally more sustainable borough,	70

420	Request for funding to support borough-wide review of playgrounds, including a report with proposed measures to address findings and improve provision and accessibility.	Neutral	110
420	Request for funding to support borough-wide review of playgrounds, including a report with proposed measures to address findings and improve provision and accessibility. Commitment proposed to be funded from Reserve Ref 312:Public Realm	Neutral	(110)
421	Request for funding to support borough-wide review of sport and youth provision.	Neutral	40
421	Request for funding to support borough-wide review of sport and youth provision. Commitment proposed to be funded from Reserve Ref 115 Youth Review	Neutral	(40)
424	Base budget for civic leadership programme	Neutral	150
429	South Dock Marina- One off feasibility, project management and planning cost for extension to berths at Greenland Dock to generate additional income of £420k in 2025/26	Neutral	100
429	South Dock Marina- One off feasibility, project management and planning cost for extension to berths at Greenland Dock to generate additional income of £420k in 2025/26. Commitment Proposed to be funded from Reserve Ref 312- Public Realm	Neutral	(100)
430	Highways maintenance cost as a result of delivering Council Plan targets	Positive - Investment in the delivery of council plan targets which will have a positive impact on the climate.	50
430	Highways maintenance cost as a result of delivering Council Plan targets. Commitment proposed to be funded from Highways Reserves	As above	(50)
432	Investment to develop a thriving neighbourhood model for delivery during 23/24 with further roll out in future years using existing funding	Neutral	200
432	Investment to develop a thriving neighbourhood model for delivery during 23/24 with further roll out in future years using existing funding. Commitment Proposed to be funded from Reserve Ref:111 Neighbourhood Fund	Neutral	(200)
433	To support the achievement of the delivery plan and other key priorities within the department	Neutral	348
434	Creation of Southwark Energy Advice Service through extension of Citizen's Advice Bureau contract	Positive - Providing energy advice to a range of residents including how to improve the energy efficiency of the home; private rented sector tenants needing to engage their landlord about how to improve the energy efficiency of their home; and small private landlords seeking independent advice and about how to improve the energy efficiency of homes they rent out in Southwark – or information, for example, about new statutory Minimum Energy Efficiency Standards	100
435	Changes in the Council's liability for funding the London-wide Freedom Pass scheme.	Neutral	(250)
437	Increase in external Audit fees (net of new grant funding), including objections to accounts	Neutral	262
439	Digital Inclusion - General Fund share of additional investment in internet infrastructure across the borough.	Positive - Investing in our customers will enable them to self-serve using digital means. The outcome will result in less transport required to meet face to face.	36
440	Delivery of Council Delivery Plan Cycling initiatives 2023 - 2027.	Positive - Delivery plan targets in relation to increasing cycling will have a positive impact on climate by encouraging more cycling and reduce reliance on more polluting transport.	300

441	Delivery of Council Delivery Plan Cycling initiatives 2023 - 2027. Commitment to be funded from Highways and Parking Climate Emergency projects reserve	As above	(300)
442	Creation of base-budget for Independent Living Fund to reflect 'rolling-in' of grant in 23/24 Settlement.	Neutral	179
443	Creation of base-budget for Local Council Tax Support Admin Subsidy to reflect 'rolling-in' of grant in 23/24 Settlement.	Neutral	556
444	Creation of base-budget for Natasha's Law funding to reflect 'rolling-in' of grant in 23/24 Settlement.	Neutral	15
445	Impact of Pay Settlement on Members' Allowances	Neutral	60
446	Additional Business Rates payable on Council owned properties arising from the 2023 revaluation	Neutral	975
447	Baselining of correction to London Weighting / Overtime pay calculation, to be distributed across impacted departments	Neutral	1,000
448	Provision to receive bids to alleviate excessive inflationary pressures in the Voluntary Sector	Neutral	200
449	Planned contribution to Public Health reserve	Neutral	100

Policy and Resources Strategy Initial Cumulative Equality Analysis 2023/2024

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Purpose of document

The Cumulative Equality Analysis document is an analysis of all Equality Impact Assessments that have been completed for the 2023/2024 budget setting process, assessing the overall impact that the proposed changes made by the council may have on the borough. The report summarises the data and considerations that were taken into account for each of the protected groups and looks at the cumulative impact of these changes upon each group. The report also sets the specific proposals in the context of the Council Delivery Plan and wider council service delivery. It sets out a cross council overview of the equality analysis of the 2023/2024 budget proposals. The report will also help strengthen scrutiny of the decisions being made by bringing this information together into one place in a transparent and accessible way.

The purpose of the report is to outline how the totality of the council's Budget decision-making impacts on protected groups and what we are doing to meet the public sector Equality Duty (PSED). The PSED requires public bodies to have due regard to the need to eliminate discrimination, advance equality of opportunity and foster good relations between different people when carrying out their activities.

The PSED requires public bodies to consider the potential consequences of decisions for meeting the needs of people who share protected characteristics and to take these into account before a decision is finalised. It does not prevent public bodies from making decisions. The report also recognises that the duty is a proactive and positive one that requires us to advance equality of opportunity and foster good relations between people in all that we do.

The protected characteristics covered by the Equality Duty are:

- i. age;
- ii. disability;
- iii. gender reassignment;
- iv. marriage and civil partnership (but only in respect of eliminating unlawful discrimination);
- v. pregnancy and maternity;
- vi. race – this includes ethnic or national origins, colour or nationality;
- vii. religion or belief – this includes lack of belief;
- viii. sex; and,
- ix. sexual orientation.

The PSED requires us to find out about and give due consideration to the needs of different protected characteristics in relation to the three parts of the duty:

1. Eliminating discrimination, harassment and victimisation
2. Advancing equality of opportunity, including finding out about and meeting diverse needs of our local communities, addressing disadvantage and barriers to equal access; enabling all voices to be heard in our engagement and consultation undertaken; increasing the participation of underrepresented groups; ensuring that people with disabilities are not disadvantaged in comparison to people without disabilities.
3. Fostering good community relations; promoting good relations; to be a borough where all feel welcome, included, valued, safe and respected.

The PSED and the council's vision of creating a more equal Southwark is now reinforced in the two additional council values: that we will:

- Always work to make Southwark more equal and just
- Stand against all forms of discrimination and racism.

Although not covered in law, the Council has committed to consider socio-economic issues as an additional equality strand and to considering impacts on health inequalities.

This document will inform member decisions on equality considerations from the cumulative analysis based on and alongside the more detailed screening and analysis done on individual proposals and the mitigating actions where disproportionate impacts have been identified.

This initial cumulative equality analysis report will be subject to review and revision with input from key stakeholders. It will be reported to the council's Overview and Scrutiny Committee as part of the scrutiny of the 2023/2024 budget and considered by cabinet and Council Assembly in February alongside the budget report. The independent Equalities and Human Rights Panel that provides scrutiny on equality issues will also discuss it at their meetings. Any revisions will be published alongside the final budget reports.

Executive Summary

This report is the third analysis that follows our new approach to equality analysis as part of strengthening the council's approach to embedding equalities in everything we do. We aim to provide information in a comprehensive and transparent way that allows better scrutiny of our decisions.

The report focuses on the council's general fund budget for 2023/2024 set in the context of the ongoing investment and priorities set out in the Council Delivery Plan. It does not cover the council's capital programme or the Housing Revenue Account that are subject to separate scrutiny and decision-making.

Tackling inequality and injustice are a thread that run through all of the commitments in the Council Delivery Plan and the seven priority themes of:

- Transforming our borough
- A thriving and inclusive economy
- A healthy environment
- Quality, affordable homes
- Keeping you safe
- Investing in communities
- Supporting families

The plan sets out what we are doing as a borough to advance equalities, tackle discrimination in all forms while at the same time identifying where impacts are felt and how we intend to mitigate against these. The focus on race, nationality and citizenship is also part of the healing and reconciliation work of the Southwark Stands Together programme. This will deliver on the positive duty in the public Sector Equality Duty to foster good relations not just to measure and avoid discrimination.

The budget planning process is dominated by huge financial uncertainties including the challenges of years of austerity and the impact of Covid-19 on our communities and services. The health emergency is still with us, and where it may have lifted, it has given way to a new crisis in the fastest fall in living standards our country has seen in decades. These financial pressures mean that the council has to make difficult decisions and is again making savings in this year. This report forms part of a rigorous assessment of our budget proposals to look at how they impact on our communities.

While individual impacts and mitigating actions are identified in the analyses. The purpose of this preliminary cumulative impact assessment is to consider the collective effect of any proposals; and assess and ensure that those people having protected characteristics are not disproportionately

disadvantaged. In developing the budget proposals screening has been carried out for each proposal. This has identified any potential impacts, both positive and negative. This is part of an ongoing process of analysis of budget proposals as individual budget proposals are further developed and implemented; they will be subject to further assessment.

In addition to the changes in the detailed tables setting out budget proposals the council is also agreeing in this budget to set aside £34m for increased pay and contractual inflation to ensure that we pay our staff and contractors fairly in the context of inflationary pressures and the cost of living crisis. This aims to have a significant positive impact.

73 proposals have been identified as having no or minimal impact, 35 with some positive impacts and 16 impacting on staffing at this stage in the process. In the case of those having impact mitigating actions have been identified in all cases.

Overall, no disproportionate cumulative impact on any one group has been identified but as set out in this report, we will continue to monitor the impact of these decisions through the strengthened equalities framework.

Background and Context

Given the reduced financial envelope within which all local authorities now operate, it is imperative that robust analysis of the impact of decisions on protected groups continues to be undertaken to ensure that access to our services is fair and that protected groups are getting the support that they need.

In September 2022, Southwark Council agreed a new Council Delivery Plan that covers the period to 2026. The Council Delivery Plan is the overarching business plan for the council and describes our vision for the borough. It sets out the council's priorities and the commitments that we have made to the people of Southwark. It is an action plan, which will drive the work of the entire council and focus our resource and time to ensure we are pulling together so we can make our borough fairer, greener and safer for all our residents

The plan makes a commitment that everything that we do as a council is to work towards a fairer, safer and greener Southwark. Our values inform how we will do this, and will guide our decisions and determine how we deliver on the commitments that we have made. Since 2010, when we first stated our vision, many of the challenges have changed and some of the solutions have too, but our values remain as strong as ever. We remain committed to supporting, standing up for and empowering residents. Our residents are still at the heart of everything we do and they have helped us form the values that underpin the work of the council.

This is why in 2020, when the pandemic took hold and revealed even further the stark inequalities we face, we strengthened our values statement to include a commitment to equality and our opposition to discrimination and racism. As times change we will continue to review and update our values. These values will continue to inform all the work we do across the council and what you can expect from us.

We will:

- Treat residents as if they were a valued member of our own family
- Be open, honest and accountable
- Work for everyone to realise their own potential
- Spend money as if it were from our own pocket
- Make Southwark a place to be proud of
- Always work to make Southwark more equal and just
- Stand against all forms of discrimination and racism

Tackling inequality and injustice are a thread that run through all of the commitments in the Council Delivery Plan and the seven priority themes of:

- Transforming our borough
- A thriving and inclusive economy
- A healthy environment
- Quality, affordable homes
- Keeping you safe
- Investing in communities
- Supporting families

These themes describe how we answer the big questions – tackle the rising cost of living, building more council homes, reducing our carbon emissions, creating new jobs and opportunities and protecting the borough’s mental and physical health.

But the plan also sets out how we will get the basics right – supporting our young people to succeed at school, ensuring our older people are cared for, keeping our streets clean and ensuring our homes and neighbourhoods are safe and well looked after

Southwark stands together is the council’s commitment to tackle racial inequalities. Through the Southwark Stands Together programme the council promotes the basic rights of all people to equality, justice, inclusion and fair treatment. Recent circumstances and events have reignited the need for communities across the globe to unite and to make urgent and sustainable change to give everyone full access to these rights.

Southwark’s response through Southwark Stands Together has put in place a framework that creates a programme within Southwark of actions, education and initiatives translating our firm commitments into real, sustainable outcomes. The programme will continue to evolve over time and seek ways of measuring improvements in the lives of individuals and communities. The overall aim being to improve the lives of our residents, recognising that some change may not be immediate. Whatever the speed or scale of change required; Southwark will not give up on the challenges until they have been overcome.

The recommendations that have emerged from this policy cover a broad range of themes including policing, cultural industries, public realm, health, employment, education and communities as well as our workforce in Southwark.

Prior to COVID and the Southwark Stands Together council wide programme being agreed by Cabinet, a commitment was made to review the council’s approach to equality and replace the Southwark Diversity Standard. This resulted in the agreement of a new overarching Equality Framework for the council 2021. This approach set out how the process for equality analysis relating to the council’s budget will be carried out moving forward seeking to further strengthen this approach.

Methodology

Equality Analyses that were completed for the 2023/2024 budget setting have informed the analysis below. All teams were required to provide a screening of the budget options as the budget was being considered. These were included and discussed in the internal budget challenge sessions. Budget items were rejected in part in response to screenings, or mitigations approved. Where there were impacts identified there was a request to risk assess these looking at both significance and likelihood. Where the risk rating was identified as red or high the service was asked to provide a full analysis.

Across the budget 115 screenings or full assessments have been completed. This cumulative analysis is based on those screening and full impact assessments that have been completed. It shows what the impact on the protected groups is of the budget proposal in those services areas. It should be noted that equality analysis is ongoing and further analysis will be undertaken as implementation proceeds, more data is gathered and decisions are taken. The report summarises the data and considerations that were taken into account for each of the protected groups and looks at the cumulative impact of these changes upon each group. The report also sets the specific proposals in the context of the council plan and wider council service delivery. It sets out a cross council overview of the equality analysis of the 2023/2024 budget proposals.

While individual impacts and mitigating actions are identified in the analyses, the purpose of this preliminary cumulative impact assessment is to consider the collective effect of any proposals; and assess and ensure that those people having protected characteristics are not disproportionately disadvantaged. In developing the budget proposals screening has been carried out for each proposal. This helps identify any potential impacts, positive and negative. It also identifies where full further analysis is to be carried out. As individual budget proposals are further developed and implemented, they will be subject to further assessment.

The Southwark Equality Framework and Equality Objectives

The Southwark Equality Framework explains how the council is putting equality at the heart of everything we do. It sets out what the legislation expects of us and what the council is committed to doing to mainstream our equality, diversity and inclusion work and make it part of our day to day business. The Framework demonstrates how equality legislation and Council equality, diversity and inclusion commitments are central to all that we do as a Council.

The Framework sets out our ambitions for residents and staff, provides a description of how the council meets its obligations to equality and finally sets out an action plan of continual improvement; what we will do to strengthen the approach we take to embedding equality in everything the council does. The Framework builds on our values as a council that are set out in the Council Delivery Plan. The Council Delivery Plan commits us to making Southwark more just and fair, and taking positive action to tackle the inequalities which still affect too many people. It includes a specific commitment to strengthening our current approach to equalities, embedding it further in everything we do as a council.

The Public Sector Equality Duty requires us to publish one or more specific and measurable equality objectives every four years that demonstrate areas where we are tackling inequality and promoting equality. The Equality Objectives are embedded in the Council Delivery Plan

The Framework commits us to continuing making Improvements in how the Council integrates equality impact and needs analysis in the annual budget setting process. In 2020, a member/officer Budget Advisory Panel was set up to help inform the process. This group produced a comprehensive initial cumulative equality impact analysis that looked at the impacts of the council plan and council budget decisions. We have continued to develop and improve this approach and established a member and officer groups to oversee this work.

Further developments in Council equality governance will aim to see links between internal scrutiny of Council equality work undertaken by Overview and Scrutiny and external scrutiny of Council equality work by the Equality and Human Rights Panel as part of the budget Equality Analysis process. The Framework will be reviewed and updated alongside the new Council Delivery Plan in 2023.

Protected groups and impacts

Age

Council Delivery Plan

The commitments in the Council Delivery Plan will have a range of positive impacts on people of all ages in the borough. The Supporting families theme sets out the commitment to support residents at every stage of their lives. We will support children and young people to thrive, ensuring our schools are excellent and that they are guaranteed mental health support when they need it. We will offer a range of activities to keep all our residents fit and healthy, including a new council-run leisure service. We will support older people with the care they need through new residential and home care support. We will tackle fundamental inequalities in access to healthcare so that all our residents can stay healthy.

Further commitments in the plan, which will have a positive impact on young people, include

- Work to tackle youth violence and put young people, victims and their families at the heart of our work
- Free support to get a job for people who face the most barriers, including young people
- 250 paid internships for young people from disadvantaged backgrounds
- Ensuring older and younger people have a full say in creating safe, healthy, green streets

Specific Budget Changes - Age

No cumulative disproportionate impact is identified at this stage on any age group. Detail of specific proposals is set out in the table below.

Department	Ref. No	Proposal	Impact	Mitigation measures/ comments
Environment and Leisure	Regulatory Services 217	Additional income as a result of extended schemes to licence private rented sector property 250k saving from Regulatory Services Private Sector Housing Standards and Enforcement.	Positive impact for some service users	The charging framework will apply to all landlords equally and will not have any adverse impact on any individual group; and we expect a positive outcome for service users or tenants i.e. improving standards in this sector through robust regulation.
Environment and Leisure	Regulatory Services 218	Increased Night-time Levy Licencing Fees	Positive impact for some	The charging framework will apply equally to all businesses and will not have any adverse impact on any individual groups; and we expect a positive outcome for residents and businesses i.e.

		200k saving from Regulatory Services Night Time Economy Team.		improving standards, dealing with antisocial behaviour resulting a thriving local economy.
Environment and Leisure	Communities 419	Create a base budget for gardeners as permanent members of staff To fund the salaries of the 2 x pt. Community Gardening Coordinators, previously funded from the Great Estates Programme budget. Cost is £70k.	Positive impact for all service users	The proposal will have wholly positive impact on the community by allowing for the continuation of a very popular and successful Community Gardening service.
Environment and Leisure	Communities 424	Base budget for civic leadership programme Provide funding to support the delivery of the Civic Leadership programme.	Positive impact for service users	Improve the representation and engagement of underrepresented groups within civic and political roles in the Southwark region. The programme aims to draw its first cohort of participants from our Black Asian and Minority ethnic communities.
Environment and Leisure	Climate Change 433	To support the achievement of the delivery plan and other key priorities within the department Additional budget required to provide programme support to manage the delivery of Council Delivery Plan commitments.	Positive impact for service users	Positive – will enable more effective delivery of council delivery plan which aims to reduce inequality and create a fairer and greener Southwark.
Environment and Leisure	Highways 440 and 441	Delivery of CDP Cycling initiatives 2023 - 2027. Commitment to be funded from Reserve Ref: 231- LTN The proposal is to provide £300k per annum from 23/24 onwards to fund the above and fund 50% of a new cycle officer post.	Positive impact on all	Impact on Service users: <ul style="list-style-type: none"> • Safer cycling for all users • Encourages children to take up cycling • Encourages active travel • Increased health • Reduced car travel within the borough • Reduced car ownership • Reduced pollution from traffic
Environment and Leisure	Waste and Cleaning 211	Increase Garden Waste charge from £40 to £60 per annum. This remains below both the London average and near neighbours.	Minimal impact for some people	Some residents may be socio-economically disadvantaged and the increase in the charge of garden waste collections has potential for minimal negative impact. Consideration was given to setting up a system for concessionary charges. However, given that the level of charge is relatively low, and taking account of the high cost of setting up a system of administration for concessions, it is not feasible to provide concessionary charges. Low cost by contract with the average and near neighbours means minimal impact.
Environment and Leisure	Waste and Cleaning 213	Increase Bulky Waste charge from £25 to £35 per booking	Minimal negative for some people	Minimal negative impact. 11.6% of the Southwark population are over age 65. The budget proposal will affect residents over the age of 65 who use the bulky waste collection service. Consideration was given to setting up a system for concessionary charges. However, given that the level of charge is relatively low, and taking account of the high cost of setting up a system of

administration for concessions, it is not feasible to provide socio-economically disadvantaged residents with concessionary charges.

Children and Adults	Public Health 407	Investment in smoking cessation services	Positive impact for all groups.	The £100k investment will be used to enhance the local stop smoking support offer for our residents, improving access and awareness for smokers from the community.
Children and Adults	Public Health 410	Funding of the Council's Free Fruit daily offer to primary school children	Positive impact	Growth item of £363k with some positive impact expected.
Children and Adults	Public Health 411	Contractual uplift to the Public Health Section 75 contracts	Positive impact	Growth item of £250k with positive impact expected.
Children and Adults	Public Health 412	Investment in Children's and Young People's Mental Health Services - Prevention and Early Help	Positive impact	Growth item of £700k with positive impact expected.
Children and Adults	Adult Social Care 202	Improvements in processes for financial assessments and invoicing creating more efficient invoicing and payment processes in order to maximise client contributions Proposal to be met by carrying out a financial assessment of service-users who haven't had a financial assessment previously and are receiving services that aren't exempt for having a financial assessment	Neutral or No impact on service users	This proposal is about more efficient collection of contributions and not increasing costs. Financial assessments are mostly undertaken for services being received by older adults or adults with physical disabilities (75%), with smaller numbers undertaken adults with learning disabilities (12%), adults receiving mental health support (10%) and adults under the all age disability service (3%). Financial assessments take into consideration a number of factors including levels of income, savings, home ownership and disability related expenditure. Under the Council's charging policy, the Council ensures that service users are left with a level of income that can meet their daily needs after charges have been levied. Service-users with no or low incomes and no or low savings are assessed as nil charge.
Children and Adults	Adult Social Care 203	Increase in attendance at Southwark Resource Centre (SRC) Income generation through increased attendance at Southwark Resource Centre (SRC).	Potential for Positive impact for some service users	There will be no negative impact on service users. Some groups will benefit from this proposal to increase attendance.
Children and Adults	Adult Social Care 143	Proposed reduction in use of external Best Interest Assessors Reduction in the use of external Deprivation of Liberty Safeguards (DoLS) Best Interests Assessors to save £50k per annum.	Potential for Negative Impact but mitigation in place.	There is potential impact on service users requiring a DoLS assessment but this is being mitigated by increasing internal capacity to undertake assessments.

Children and Adults	Adult Social Care 145	<p>Business support efficiencies in the Deprivation of Liberty Safeguards (DoLS) team</p> <p>The proposed deletion of one safeguarding and DoLS officer position that is currently vacant. This is predicted to save: £38k per annum.</p>	Minimal potential negative impact for service users	The proposal deletes a vacant post in the team that triages and processes cases with potential minimal impact.
Children and Adults	Adult Social Care 148	<p>Supported Living re-modelling through work with commissioning to re-procure contracts through greater shared provision</p> <p>This Equalities Analysis (EA) is related to the decision to approve the procurement strategy for Learning Disability Supported Housing and Outreach Service in Southwark.</p>	Potential Positive impact for some service users	<p>The service providers will be required to understand the level of need in Southwark and ensuring the service addresses inequalities and increases progression and equal opportunity to lead independent lives as everyone else.</p> <p>The providers will be required to provide ongoing monitoring data on take-up of the service against this protected characteristic. They will be required to report on service user outcomes which have been outlined in the outcomes framework.</p>
Children and Adults	Adult Social Care 152	<p>Review of ASC contribution to Open Access Hostel provision</p> <p>This Equalities Analysis (EA) is related to the decision to approve the procurement strategy for Mental Health Supported Housing and Outreach Service in Southwark.</p>	Positive impact for some service users	<p>The service providers will be required to understand the level of need in Southwark and ensuring the service addresses inequalities and increases progression and equal opportunity to lead independent lives as everyone else.</p> <p>The providers will be required to provide ongoing monitoring data on take-up of the service against this protected characteristic. They will be required to report on service user outcomes which have been outlined in the outcomes framework.</p>
Children and Adults	Children and Families 106	<p>Reduction in PAUSE Service capacity</p> <p>The Pause Service is a voluntary programme for women who have experienced, or are at risk of, repeat removals of children from their care. The proposals is to reduce the team capacity by one Experienced Practitioner. The Pause offer will be reduced to be a leaner intervention model.</p> <p>Projected savings of £59k.</p>	Negative impact for some service users	<p>This reduction will reduce the volume of interventions the team is able to provide. From the current average level of 20, by approximately 6-8 less women a year. There is the potential for this proposal to increase pressures on those individuals no longer able to access the service, their potential future children, council and wider community services.</p> <p>Pause provides an intensive, trauma informed model of support to women facing multiple disadvantage and who have had multiple children removed from their care. Since Pause began in Southwark 84 women have completed at least twelve months on the programme, who between them had had 264 children removed into the care system. Since graduating from the programme only 5 of these women have gone on to have new children, with 5 infants being born. The positive outcomes for these women are across multiple domains, including mental well-being and engagement in education, employment or training. Each Pause practitioner works with 6-8 women per year.</p>

Of the women Pause Southwark worked with across 2022:

- **90%** have experienced **domestic abuse**
- **90%** have experienced a range of **mental health issues**
- **44%** have had issues with **alcohol misuse**
- **62%** have had issues with **substance misuse**
- **46%** were or had been involved in the **criminal justice system**
- **38%** have a **learning difficulty**
- **50%** are **care experienced**

Due to multiple disadvantages faced by the client group they are identifiably from disadvantaged socio-economic backgrounds therefore the potential impact is disproportionate to this protected characteristic.

Review of the cohort of women supported by the service across multiple years shows a particular concentration in age of service users around the 25-35 age group. Therefore any negative impact could disproportionately impact upon this protected characteristic

The Pause service works exclusively with vulnerable women who have experienced multiple pregnancies, and had children removed from their care, therefore any potential impact will disproportionately impact upon these protected characteristic.

The proposal is to reduce Pause Practitioners from 3 to 2 which would mean an average reduction in 6-8 of our most vulnerable women receiving support each year, a possible increase in the number of children entering care, and a possible increase in women requiring acute adult mental health care and other social supports.

Mitigation

Continued discussion with partnership agencies on the opportunity to joint fund the PAUSE service – and mitigate the reduction in Local Authority funding

Continued funding of the core service to ensure provision for the most vulnerable women

				<p>Delivering a leaner service delivery model, ceasing to follow PAUSE model fidelity, to seek to mitigate the overall reduction in capacity</p> <p>Continued investment in early help services to reduce the need for high end intervention services</p> <p>Development of Family Hubs and Start for Life Programme across multi-agency partnership with parenting and infant support at the core of the new offer to increase resilience in vulnerable communities and reduce demand on high end interventions</p>
Children and Adults	Children and Families 116	<p>More efficient use and flow-through of commissioned 16+ provision for children in care and care leavers</p> <p>More effective contract management to increase accommodation availability for care leavers</p> <p>Projected saving £535k.</p>	Positive impact for service users	Positive impact on closing the gap in life chances for vulnerable young people.
Children and Adults	Children and Families 117	<p>Develop new commissioned semi-independent accommodation capacity for care leavers</p> <p>Increase options for local housing for care leavers</p> <p>Projected saving of £102k.</p>	Positive impact for some service users	Positive impact on availability of local housing for vulnerable young people.
Children and Adults	Children and Families 120	<p>Redesign Children and Family Centre Delivery Model</p> <p>Redesign of delivery model of children's centres to maximise the use of the council estate and community assets, through better co-location of services and increases non-building based function.</p>	Potential for Negative impact on service users with mitigation in place	<p>There is a potential impact from rationalisation of operational delivery assets which could lead to the service offer in particular locations being reduced and relocated, with other locations seeing an increase or merger of services.</p> <p>The Borough is divided into four distinct children and family centre locality delivery areas. Services are provided through a hub and spoke model from 16 delivery sites across the four localities. 'Hub and spoke' localities arrangements are delivered through commissioned providers who are local schools, and VCS organisations. As Children & Family Centres (CFCs) are mostly located within deprived areas, any potential impact could disproportionately affect the socio-economic disadvantage for specific areas whilst positively impacting others.</p>

CFCs provide advice and support for parents and carers. Services are available to all parents of 0-5 year olds in Southwark, from pregnancy to when children are due to begin reception class at primary school. CFCs work with children aged 0-5 in universal and targeted groups sessions, supporting their primary development needs. They also offer support to children aged 0-10 and their families through targeted support, including assessment and support plans.

CFC based services are targeted to provide support specifically to the above defined age groups, and their parents and carers, therefore any potential impact could disproportionately affect those characteristics.

Recent data analysis undertaken shows that approximately 17% of the eligible 0-5 population are actively attending and directly supported by our CFCs, the proposal seeks to understand and ensure that any existing inequality of accessibility is addressed. However, it remains recognised that in potentially advantaging some areas this could disadvantage others to a small degree. It is notable that the 2021 census data notes the largest decline in borough population has been seen among those aged 0 to 4, with a decrease of 21%, or 4,300 people. The 0-9 reduction has been 19%.

2022/23 proposals are for a profiled reduction in funding across the 16 delivery sites of approximately £6,250 per site. This is mitigated by the programme investment from the Family Hubs Programme which is in place to support transformation of delivery across a 3 year period.

Mitigation

Development of the Family Hubs programme to expand the offer of community based and outreach multi-agency support.

Development of increased outreach support, using partnership efficiencies on facilities to ensure the continuation and, where possible, expansion of services with better coordinated community-asset based service delivery. Using existing shared partnership facilities to deliver services where families are more likely to attend.

Undertaking a facilities and accessibility review to ensure equity of access across the borough, particularly for those most in need.

<p>Children and Adults</p>	<p>Children and Families 125</p>	<p>Reduce capacity in Keeping Families Together Team Possible reduction of one practitioner post within the specialist edge of care team Projected saving of £54k.</p>	<p>Possible negative impact for some service users</p>	<p>Possible impact on young people through reduction in service available which is targeted at prevention of entry of children into care. Mitigated as service operates at low volume and reduction on one post does not impact on significant levels of capacity within wider service</p> <p>The Keeping Families Together team delivers an additional intensive support service to adolescents (aged 10-17) who have been identified as at risk of coming into care. As with most statutory social care services, the team is more likely to be working with children from disadvantaged socio-economic backgrounds. This presents the potential for a disproportionate impact of reduced service provision on age and socio economic characteristics. However, the team does not directly hold the casework responsibility for young people, they remain allocated to and supported by the mainstream Social Work Teams, and the wider children’s social care support services. The KFT intervention is non-statutory additionally to prevent entry into care.</p> <p>The team works with an average of 24 young people annually. The proposal would potentially reduce the average number of children worked with to 6 annually.</p> <p>Mitigation Continued investment in early help and preventative service to reduce demand on higher end interventions, and enhance the ability of non-statutory services to support more intensive intervention with those at risk of entering care</p> <p>Improved learning and development offer to wider social work service to increase skills and capacity to deliver similar interventions within mainstream teams</p> <p>Continued reform of social care system to reduce demand on statutory social work, reduce caseloads and increase the capacity for more intensive intervention by all practitioners</p> <p>Development of Adolescent Sure Start programme to provide additional whole system early intervention capacity for adolescents who may be on a trajectory towards higher levels of statutory intervention and potential entry into care</p>
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				Continued support from mainstream social work services
				Review of KFT model to ensure it maximises numbers of young people it could work with and greater uses expertise to build capacity in the wider children's social care system.
Children and Adults	Children and Families 126	Increased recruitment of internal foster carers Recruiting additional foster carers Projected savings of £46k.	Positive impact for some service users	Positive impact on the availability of carers in Southwark with consequent efficiencies.
Children and Adults	Children and Families 127	Increasing capacity of existing internal foster care resource to reduce use of agency carers Increasing internal foster carer capacity Projected savings of £250k.	Assessed as possible positive impact	Positive impact on the availability of carers for vulnerable children.
Children and Adults	Children and Families 128	Targeted support to increase access to Housing Benefit entitlements for care leavers Providing additional support to care leavers to access benefits Projected saving of £96k.	Positive impact for service users	Positive impact on supporting vulnerable young people to access benefits with consequent efficiencies.
Children and Adults	Children and Families 129	Continue to support fewer children to enter or remain care Continued successful delivery of business as usual services to prevent children needing to enter care. Projected saving £120k.	Positive impact for service users	Positive impact in supporting more children to remain at home.
Children and Adults	Children and Families 131	Reinvestment of funding currently spent on health services to protect Family Early Help, mitigated by NHS growth monies Additional investment from NHS funds to support service delivery Projected saving £186k.	Positive impact for service users	Positive impact from investment in support services.
Children and Adults	Children and Families 308	Reduction in Youth Offending Service Increasing management ratios within the service and redistribution of workload capacity across teams Projected saving £110k.	Potential for some impact on some service users	The service works with adolescents (10-17) who have been subject to engagement with criminal justice system. The service provides additional preventative support to children and young people who may be identified as at risk of becoming engaged with criminality or violence. Due to the specific age of the cohort reduction in service

			<p>levels could have a disproportionate impact on this protected characteristic.</p> <p>On average between 80-90% of the cohort of young people being supported by the service are male. A reduction in capacity could have a disproportionate impact on this protected characteristic.</p> <p>The current average caseload of all staff across the service is 5.3. The proposals are for a reduction of 2 posts within the service which would increase average caseloads to 5.8 per worker. In its 2021 Annual Report: inspections of youth offending services, Her Majesty's Inspectorate of Probation identified significant variety in average caseloads nationally, between 3 – 15. Southwark caseloads even accounting for the proposed reductions are at the lower end of the range of national comparators.</p> <p>Importantly the service has a number of additional non-statutory, non-case holding support workers who provide the additional preventative support to young people and their colleagues. Due to the minor reduction in overall capacity it is not anticipated that negative impact on overall delivery will be significant.</p> <p>Mitigation</p> <p>Investment from Government funded Turnaround Project into the service – 3 year ring-fenced funded support to all councils to support every council across England and Wales to deliver additional prevention work through youth offending services to intervene earlier to prevent escalation of offending behaviour and support children away from criminality</p> <p>Management of safe Case Manager workloads in comparison to national findings – and through continued effectiveness of wider council early help and support offer which has successfully reduced first time entrants into the youth justice system by approximately 30% in recent years.</p> <p>Investment in Adolescent Sure Start programme to promote community based early intervention with adolescents at risk of criminality</p>
Children and Adults	Children and Families 310	Disestablish Council Parenting Team Phased reduction of the availability of standalone parenting team within the early help service. Including cessation of council	<p>Negative impact for some</p> <p>The current Parenting Team consists of 3 Parenting Practitioners, an Empowering Parents Empowering Communities Hub lead and a Team Leader. The Team delivers 10 parenting support programmes with capacity to deliver to approximately 450 parents a</p>

run parenting support programmes and the continuation of limited offer through the VCS.

Projected savings £289k.

service users

year. The Team also train and supervise parents to provide peer support groups to their local communities. The proposal is for a reduction of one practitioner post.

Overall, 60% of families referred for a parenting programme reside within the top 20% of deprived areas in the country, with 22% in the top 10%. Reduction in capacity has the potential to impact negatively on the socio-economic protected characteristic. Additionally the majority (56.8%) of referrals to the Parenting Team are from other social care support teams, who are more likely to be working with families already facing disadvantage.

The Parenting Team and its associated programmes work to support the parents of all age groups of children, however, more children and families worked with tend towards younger aged children with parents in the 25-35 age range. Reduction in capacity of the service offer could disproportionately impact specific age groups.

The service has historically worked well with the VCS sector to deliver parenting support peer-led and evidence based programme activity which will seek to be built on in mitigating the proposed change

This approach will be supported by the 3-year transformation funding provided under the Family Hubs and Start for Life Programme which includes significant ring fenced funding towards the piloting and development of new more efficient and community based approaches to delivering parenting support, particularly aimed at younger children.

Mitigation

Re-focus of internal Parenting Team to upscale its existing successes in developing voluntary and community-led capacity for parent peer led support programmes

Family Hubs programme investment in the transformation of parenting support over 3-year period to develop and implement new models of delivery and upskill the wider partnership workforce to deliver.

Children and Adults	Children and Families 404	Investment in our service to support Unaccompanied Asylum Seeking Children Investment in additional support for asylum seeking children Investment of £155k.	Positive impact for service users	Positive impact on the support services for a vulnerable group of children and to positive support their integration into the community.
Children and Adults	Education 403	Safety Valve Investment This is a request for growth. Investment of £1,311k. Investment required to address the requirements from the Education and Skills Funding Agency (ESFA) regarding charges to the Dedicated Schools Grant (DSG), ensuring compliance with the Schools Finance Regulations that would need to be General Fund funded going forward as part of a Safety Valve agreement.	Positive impact for service users	The investment requested releases High Needs Block funding (from the DSG) to ensure the very best outcomes for children and young people as well as ensuring the best possible use of resources whilst the incidence of special needs continues to rise.
Finance and Governance	Exchequer 434	Creation of Southwark Energy Advice Service through extension of Citizen's Advice Bureau contract The Council already commissions Citizens Advice to deliver community advice services and the new Southwark Energy Advice Service provision has been added to the latest contract extension (up to March 2025).	Positive impact expected for all residents.	Additional support to the residents of Southwark. Including people who struggle to access online generic energy advice or understand how to improve the energy efficiency of their home People experiencing issues with their energy suppliers Private rented sector tenants needing to engage their landlord about how to improve the energy efficiency of their home Small private landlords seeking independent advice and about how to improve the energy efficiency of homes they rent out in Southwark – or information, for example, about new statutory Minimum Energy Efficiency Standards.
Chief Executive's	Strategy and Economy / Local Economy team 315	Reduce size of commissioning budget that supports residents into employment, apprenticeship and training opportunities Savings of 6.3% have been modelled on Local Economy budgets. This represents a total savings of £117k, with a £55k reduction in the staffing budgets (currently comprised of 14 FTE) and a £62k reduction in commissioning budgets (employment, apprenticeship and internship support).	Potential negative impact	The pandemic, Brexit and the cost of living crisis are continuing to have far reaching impacts on Southwark's economy and labour market. The provision of effective, targeted wrap-around employment support for those furthest from the labour market will be ever more critical as the economy struggles through a prolonged recession and unemployment starts to rise. If accepted, the impact of this budget proposal will be that fewer residents will be offered employment support through the Southwark Works service. An analysis of the service and its users shows the impact is likely to be on communities from specific protected characteristic backgrounds including age, race and disabilities. Almost 85% of clients supported through Southwark Works are from black or Asian minority ethnic backgrounds.

However, the impact of these savings on our communities will be mitigated through the recommissioning process currently taking place, with a greater proportion of the resource available to be more effectively targeted at those residents most vulnerable and at risk of long-term unemployment who require the most support.

Mitigation

To realise savings from the commissioning budget, it is proposed to reduce the activity that supports residents into work who are closer to the labour market. The impact of these savings on our communities will be mitigated through the recommissioning process of local employment support (Southwark Works) that is currently taking place. The recommissioned delivery will focus a greater proportion of the resource available to be effectively support those residents most vulnerable and at risk of long-term unemployment and so who require the most intensive support.

<p>Chief Executive's</p>	<p>Strategy and Economy / Local Economy team 316</p>	<p>Reassessment and re-prioritisation of vulnerable young people commissioning and internships activity Savings of 6.3% have been modelled on Local Economy budgets. This represents a total savings of £117k, with a £55k reduction in the staffing budgets (currently comprised of 14 FTE) and a £62k reduction in commissioning budgets (employment, apprenticeship and internship support).</p>	<p>Potential negative impact</p>	<p>The pandemic, Brexit and the cost of living crisis are continuing to have far reaching impacts on Southwark's economy and labour market. The provision of effective, targeted wrap-around employment support for those furthest from the labour market will be ever more critical as the economy struggles through a prolonged recession and unemployment starts to rise.</p> <p>If accepted, the impact of this budget proposal will be that fewer residents will be offered employment support through the Southwark Works service. An analysis of the service and its users shows the impact is likely to be on communities from specific protected characteristic backgrounds including age, race and disabilities. Almost 85% of clients supported through Southwark Works are from black or Asian minority ethnic backgrounds.</p> <p>However, the impact of these savings on our communities will be mitigated through the recommissioning process currently taking place, with a greater proportion of the resource available to be more effectively targeted at those residents most vulnerable and at risk of long-term unemployment who require the most support.</p> <p>Mitigation</p>
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				<p>To realise savings from the commissioning budget, it is proposed to reduce the activity that supports residents into work who are closer to the labour market. The impact of these savings on our communities will be mitigated through the recommissioning process of local employment support (Southwark Works) that is currently taking place. The recommissioned delivery will focus a greater proportion of the resource available to be effectively support those residents most vulnerable and at risk of long-term unemployment and so who require the most intensive support.</p>
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Disability

Council Delivery Plan

Many of the commitments in the Council Delivery Plan will positively impact on people with disabilities in the borough. These include specific commitments to:

- Providing great playgrounds for children of all ages, ensuring that wherever you live in Southwark you have local high quality playgrounds, including play equipment for children with disabilities
- Delivering on our Equal Pavements Pledge, working with older people, those with disabilities and limited mobility to make sure Southwark's streets are accessible for everyone
- Increasing disabled parking
- Ensuring people with disabilities have a stronger say in the future of our borough, working together to establish a new Inclusive Southwark Forum
- Guaranteeing mental health support for all Southwark children and young people when they need it, delivered via our ground-breaking Nest walk-in services and support in every Southwark school
- Improving access to mental wellbeing support, launching innovative new mental wellbeing support for adults, designed and delivered with and for people from across Southwark's diverse communities. Including support for parents delivered by parents

Specific Budget Changes - Disability

Overall, the budget aims to positively impact people with disabilities through continued investment in employment support and protecting service areas such as protecting adult mental health services. No cumulative disproportionate impact is identified at this stage on people with disabilities. Detail of specific proposals is set out in the table below.

Department	Ref. No.	Proposal	Impact	Mitigation measures/ comments
Environment and Leisure	Regulatory Services 217	Additional income as a result of extended schemes to licence private rented sector property 250k saving from Regulatory Services Private Sector Housing Standards and Enforcement	Positive impact for some service users	The charging framework will apply to all landlords equally and will not have any adverse impact on any individual group; and we expect a positive outcome for service users or tenants i.e. improving standards in this sector through robust regulation that will have a positive impact.
Environment and Leisure	Regulatory Services 218	Increased Night-time Levy Licencing Fees 200k saving from Regulatory Services Night Time Economy Team.	Positive impact for some service users	The charging framework will apply equally to all businesses and will not have any adverse impact on any individual groups; and we expect a positive outcome for residents and businesses i.e. improving standards, dealing with antisocial behaviour resulting a thriving local economy.

Environment and Leisure	Communities 419	Create a base budget for gardeners as permanent members of staff To fund the salaries of the 2 x pt. (0.6) Hay 6 Community Gardening Coordinators, previously funded from the Great Estates Programme budget. Cost is £70k.	Positive impact for all service users	The proposal will have wholly positive impact on the community by allowing for the continuation of a very popular and successful Community Gardening service.
Environment and Leisure	Climate Change 433	To support the achievement of the delivery plan and other key priorities within the department Additional budget required to provide programme support to manage the delivery of Council Delivery Plan commitments.	Positive impact for all service users	Positive – will enable more effective delivery of council delivery plan which aims to reduce inequality and create a fairer and greener Southwark.
Environment and Leisure	Highways 440 and 441	Delivery of CDP Cycling initiatives 2023 - 2027. Commitment to be funded from Reserve Ref: 231- LTN The proposal is to provide £300k per annum from 23/24 onwards to fund the above and fund 50% of a new cycle officer post.	Positive impact on all	Impact on Service users <ul style="list-style-type: none"> • Safer cycling for all users • Encourages children to take up cycling • Encourages active travel • Increased health • Reduced car travel within the borough • Reduced car ownership • Reduced pollution from traffic
Environment and Leisure	Waste and Cleaning 211	Increase Garden Waste charge from £40 to £60 per annum. This remains below both the London average and near neighbours	Slightly negative for some people	Some residents may be socio-economically disadvantaged and the increase in the charge of garden waste collections could affect them negatively. Consideration was given to setting up a system for concessionary charges. However, given that the level of charge is relatively low, and taking account of the high cost of setting up a system of administration for concessions, it is not feasible to provide socio-economically disadvantaged residents with concessionary charges.
Environment and Leisure	Waste and Cleaning 213	Increase Bulky Waste charge from £25 to £35 per booking	Minimal negative impact for some people	Consideration was given to setting up a system for concessionary charges. However, given that the level of charge is relatively low, and taking account of the high cost of setting up a system of administration for concessions, it is not feasible to provide socio-economically disadvantaged residents with concessionary charges.
Children and Adults	Public Health 407	Investment in smoking cessation services	Positive impact for all groups.	The £100k investment will be used to enhance the local stop smoking support offer for our residents, improving access and awareness for smokers from the community.

Children and Adults	Adult Social Care 148	<p>Supported Living re-modelling through work with commissioning to re-procure contracts through greater shared provision</p> <p>This Equalities Analysis (EA) is related to the decision to approve the procurement strategy for Learning Disability Supported Housing and Outreach Service in Southwark.</p>	Potential Positive impact for some service users	<p>The service providers will be required to understand the level of need in Southwark and ensuring the service addresses inequalities and increases progression and equal opportunity to lead independent lives as everyone else.</p> <p>The providers will be required to provide ongoing monitoring data on take-up of the service against this protected characteristic. They will be required to report on service user outcomes which have been outlined in the outcomes framework.</p>
Children and Adults	Adult Social Care 152	<p>Review of Adult Social Care contribution to Open Access Hostel provision</p> <p>This Equalities Analysis (EA) is related to the decision to approve the procurement strategy for Mental Health Supported Housing and Outreach Service in Southwark.</p>	Positive impact for some service users	<p>The service providers will be required to understand the level of need in Southwark and ensuring the service addresses inequalities and increases progression and equal opportunity to lead independent lives as everyone else.</p> <p>The providers will be required to provide ongoing monitoring data on take-up of the service against this protected characteristic. They will be required to report on service user outcomes which have been outlined in the outcomes framework.</p>
Children and Adults	Adult Social Care 202	<p>Client contributions for Adult Social Care</p> <p>Increasing the income raised through more efficient collection of contributions raised from service users towards the cost of their care.</p>	Negative impact for some service users	<p>This proposal is about more efficient collection of contributions rather than increasing cost.</p> <p>Financial assessments are mostly undertaken for services being received by older adults or adults with physical disabilities (75%), with smaller numbers undertaken adults with learning disabilities (12%), adults receiving mental health support (10%) and adults under the all age disability service (3%). Financial assessments take into consideration a number of factors including levels of income, savings, home ownership and disability related expenditure. Under the Council's charging policy, the Council ensures that service users are left with a level of income that can meet their daily needs after charges have been levied. Service-users with no or low incomes and no or low savings are assessed as nil charge.</p>
Children and Adults	Adult Social Care 203	<p>Increase in attendance at Southwark Resource Centre (SRC)</p> <p>Income generation through increased attendance at Southwark Resource Centre (SRC).</p>	Positive impact for service users	There will be no negative impact on service users. Some groups will benefit from it.

Children and Adults	Adult Social Care 175	<p>Review of short breaks through greater use of direct payments, voluntary sector provision and spot purchased respite care.</p> <p>The proposed redesign of short breaks and change of emphasis from specialist short breaks to a broader framework of short breaks that supports a wider cohort of individuals and is provided as part of an earlier intervention approach. This proposal is required to deliver a saving of £600k.</p>	Neutral or no impact	<p>. This proposal will support the financial sustainability of the council as ASC supports the corporate budget challenge whilst seeking to develop more varied and accessible types of short breaks. It will also support a broadening of the short break offer that focuses on earlier intervention within AAD/LD25. This will enable easier access close to home. It seeks to transform and improve services across the age range.</p> <p>The council will continue to discharge its statutory duties and provide direct payments to individuals and families/carers to meet their eligible care and support needs.</p> <p>The social work service understands the profile of needs and will work closely with individual's families and carers to sign post and support the supplementary delivery of provision provided through universal, third sector and targeted short breaks service, ensuring that individuals are in receipt of eligible benefits and supported to live more independent lives.</p>
Children and Adults	Children and Families 404	<p>Investment in our service to support Unaccompanied Asylum Seeking Children</p> <p>Investment in additional support for asylum seeking children Investment of £155k.</p>	Positive impact for service users	Positive impact on the support services for a vulnerable group of children and to positive support their integration into the community.
Children and Adults	Education 403	<p>Safety Valve Investment</p> <p>This proposal is a request for growth. Investment of £1,311k.</p> <p>Investment required to address the requirements from the Education and Skills Funding Agency (ESFA) regarding charges to the Dedicated Schools Grant (DSG), ensuring compliance with the Schools Finance Regulations that would need to be General Fund funded going forward as part of a Safety Valve agreement.</p>	Positive impact on service users	The investment requested releases High Needs Block funding (from the DSG) to ensure the very best outcomes for children and young people as well as ensuring the best possible use of resources whilst the incidence of special needs continues to rise.
Finance and Governance	Exchequer 434	<p>Creation of Southwark Energy Advice Service through extension of Citizen's Advice Bureau contract</p>	Positive impact expected for all residents.	Additional support to the residents of Southwark. Including people who struggle to access online generic energy advice

The Council already commissions Citizens Advice to deliver community advice services and the new Southwark Energy Advice Service provision has been added to the latest contract extension (up to March 2025).

or understand how to improve the energy efficiency of their home
 People experiencing issues with their energy suppliers
 Private rented sector tenants needing to engage their landlord about how to improve the energy efficiency of their home
 Small private landlords seeking independent advice and about how to improve the energy efficiency of homes they rent out in Southwark – or information, for example, about new statutory Minimum Energy Efficiency Standards.

Environment and Leisure	Communities 448	Provision to receive bids to alleviate excessive inflationary pressures in the Voluntary Sector	No or neutral impact	Responds to inflationary pressures on voluntary sector ⁴ funding ensuring maintenance of services by funded organisations.
Chief Executive's	Strategy and Economy / Local Economy team 315	Reduce size of commissioning budget that supports residents into employment, apprenticeship and training opportunities Savings of 6.3% have been modelled on Local Economy budgets. This represents a total savings of £117k, with a £55k reduction in the staffing budgets (currently comprised of 14 FTE) and a £62k reduction in commissioning budgets (employment, apprenticeship and internship support).	Potential negative impact	<p>The pandemic, Brexit and the cost of living crisis are continuing to have far reaching impacts on Southwark's economy and labour market. The provision of effective, targeted wrap-around employment support for those furthest from the labour market will be ever more critical as the economy struggles through a prolonged recession and unemployment starts to rise.</p> <p>If accepted, the impact of this budget proposal will be that fewer residents will be offered employment support through the Southwark Works service. An analysis of the service and its users shows the impact is likely to be on communities from specific protected characteristic backgrounds including age, race and disabilities. Almost 85% of clients supported through Southwark Works are from black or Asian minority ethnic backgrounds.</p> <p>However, the impact of these savings on our communities will be mitigated through the recommissioning process currently taking place, with a greater proportion of the resource available to be more effectively targeted at those residents most vulnerable and at risk of long-term unemployment who require the most support.</p> <p>Mitigation</p> <p>To realise savings from the commissioning budget, it is proposed to reduce the activity that supports residents into work who are closer to the labour market. The impact of</p>

these savings on our communities will be mitigated through the recommissioning process of local employment support (Southwark Works) that is currently taking place. The recommissioned delivery will focus a greater proportion of the resource available to be effectively support those residents most vulnerable and at risk of long-term unemployment and so who require the most intensive support.

<p>Chief Executive's</p>	<p>Strategy and Economy / Local Economy team 316</p>	<p>Reassessment and re-prioritisation of vulnerable young people commissioning and internships activity</p> <p>Savings of 6.3% have been modelled on Local Economy budgets. This represents a total savings of £117k, with a £55k reduction in the staffing budgets (currently comprised of 14 FTE) and a £62k reduction in commissioning budgets (employment, apprenticeship and internship support).</p>	<p>Potential negative impact</p>	<p>The pandemic, Brexit and the cost of living crisis are continuing to have far reaching impacts on Southwark's economy and labour market. The provision of effective, targeted wrap-around employment support for those furthest from the labour market will be ever more critical as the economy struggles through a prolonged recession and unemployment starts to rise.</p> <p>If accepted, the impact of this budget proposal will be that fewer residents will be offered employment support through the Southwark Works service. An analysis of the service and its users shows the impact is likely to be on communities from specific protected characteristic backgrounds including age, race and disabilities. Almost 85% of clients supported through Southwark Works are from black or Asian minority ethnic backgrounds.</p> <p>However, the impact of these savings on our communities will be mitigated through the recommissioning process currently taking place, with a greater proportion of the resource available to be more effectively targeted at those residents most vulnerable and at risk of long-term unemployment who require the most support.</p> <p>Mitigation</p> <p>To realise savings from the commissioning budget, it is proposed to reduce the activity that supports residents into work who are closer to the labour market. The impact of these savings on our communities will be mitigated through the recommissioning process of local employment support (Southwark Works) that is currently taking place. The recommissioned delivery will focus a greater proportion of the resource available to be effectively support those</p>
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residents most vulnerable and at risk of long-term unemployment and so who require the most intensive support.

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Sexual Orientation and Gender Reassignment

Council Delivery Plan

The Council Delivery Plan includes commitments that will positively impact on this protected characteristic. These include specific commitments to:

- Make it clear that there is no place for hate in Southwark, taking a zero tolerance approach to hate crime
- Securing a permanent LGBTQ+ cultural space in partnership with the community

Specific Budget Changes – SO/GR

No cumulative disproportionate impact is identified at this stage in any of the budget proposals.

Department	Ref. No	Proposal	Impact	Mitigation measures/ comments
Environment and Leisure	Regulatory Services 217	Additional income as a result of extended schemes to licence private rented sector property 250k saving from Regulatory Services Private Sector Housing Standards and Enforcement.	Positive impact for service users	The charging framework will apply to all landlords equally and will not have any adverse impact on any individual group; and we expect a positive outcome for service users or tenants i.e. improving standards in this sector through robust regulation that will have a positive impact.
Environment and Leisure	Regulatory Services 218	Increased Night-time Levy Licencing Fees 200k saving from Regulatory Services Night Time Economy Team.	Positive impact for service users	The charging framework will apply equally to all businesses and will not have any adverse impact on any individual groups; and we expect a positive outcome for residents and businesses i.e. improving standards, dealing with antisocial behaviour resulting a thriving local economy.
Environment and Leisure	Communities 419	Request for a base budget for gardeners as permanent members of staff To fund the salaries of the 2 x pt. (0.6) Hay 6 Community Gardening Coordinators, previously funded from the Great Estates Programme budget, which has now ended. Cost = £70k.	Positive impact for service users	The proposal will have wholly positive impact on the community by allowing for the continuation of a very popular and successful Community Gardening service.
Environment and Leisure	Climate Change 433	To support the achievement of the delivery plan and other key priorities within the department	Positive impact for all	Positive – will enable more effective delivery of council delivery plan which aims to reduce inequality and create a fairer and greener Southwark.

Additional budget required to provide programme support to manage the delivery of Council Delivery Plan commitments.

Environment and Leisure	Highways 440 and 441	Delivery of CDP Cycling initiatives 2023 - 2027. Commitment to be funded from Reserve Ref: 231- LTN The proposal is to provide £300k per annum from 23/24 onwards to fund the above and fund 50% of a new cycle officer post.	Positive impact on all	Impact on Service users <ul style="list-style-type: none"> • Safer cycling for all users • Encourages children to take up cycling • Encourages active travel • Increased health • Reduced car travel within the borough • Reduced car ownership • Reduced pollution from traffic
Environment and Leisure	Waste and Cleaning 211	Increase Garden Waste charge from £40 to £60 per annum. This remains below both the London average and near neighbours.	Minimal negative for some people	Some residents may be socio-economically disadvantaged and the increase in the charge of garden waste collections could affect them negatively. Consideration was given to setting up a system for concessionary charges. However, given that the level of charge is relatively low, and taking account of the high cost of setting up a system of administration for concessions, it is not feasible to provide socio-economically disadvantaged residents with concessionary charges.
Environment and Leisure	Waste and Cleaning 213	Increase Bulky Waste charge from £25 to £35 per booking	Minimal negative impact for some people	Consideration was given to setting up a system for concessionary charges. However, given that the level of charge is relatively low, and taking account of the high cost of setting up a system of administration for concessions, it is not feasible to provide socio-economically disadvantaged residents with concessionary charges.
Children and Adults	Public Health 407	Investment in smoking cessation services	Positive impact for all groups.	The £100k investment will be used to enhance the local stop smoking support offer for our residents, improving access and awareness for smokers from the community.
Children and Adults	Adult Social Care 147	Efficiencies in the Learning Disability Service through regular reviews of care, rightsizing packages of care to meet Care Act eligible needs and utilisation of universal services where appropriate. Regular reviews of care packages as per Care Act eligibility. Review if Direct Payments (DP) is the most appropriate method of arranging support or if an	Positive impact for service users	The service providers will be required to understand the level of need in Southwark and ensuring the service addresses inequalities and increases progression and equal opportunity to lead independent lives as everyone else. The providers will be required to provide ongoing monitoring data on take-up of the service against this protected characteristic. They will be required to report on service user outcomes which have been outlined in the outcomes framework.

		internal, commissioned or universal service offers better Value For Money. £216k saving.		
Children and Adults	Education 403	<p>Safety Valve Investment</p> <p>This proposal is a request for growth. Investment of £1,311k.</p> <p>Investment required to address the requirements from the Education and Skills Funding Agency (ESFA) regarding charges to the Dedicated Schools Grant (DSG), ensuring compliance with the Schools Finance Regulations that would need to be General Fund funded going forward as part of a Safety Valve agreement.</p>	Positive impact for service users	Positive impact on the support services for a vulnerable group of children and to positive support their integration into the community.
Finance and Governance	Exchequer 434	<p>Creation of Southwark Energy Advice Service through extension of Citizen's Advice Bureau contract</p> <p>The Council already commissions Citizens Advice to deliver community advice services and the new Southwark Energy Advice Service provision has been added to the latest contract extension (up to March 2025).</p>	Positive impact expected for all residents.	<p>Additional support to the residents of Southwark. Including people who struggle to access online generic energy advice or understand how to improve the energy efficiency of their home</p> <p>People experiencing issues with their energy suppliers</p> <p>Private rented sector tenants needing to engage their landlord about how to improve the energy efficiency of their home</p> <p>Small private landlords seeking independent advice and about how to improve the energy efficiency of homes they rent out in Southwark – or information, for example, about new statutory Minimum Energy Efficiency Standards.</p>

Ethnicity/Race

Council Delivery Plan

Recognising that racial inequalities continue to be a significant challenge in our society, the Council Delivery Plan includes a number of specific commitments to tackle racial inequality and injustice these include:

- Providing extra support for entrepreneurs who are underrepresented in business, including women, Black, Asian, minority ethnic and disabled people
- Ensuring the council and other big institutions in Southwark buy more goods and services from local businesses, cooperatives, social enterprises and charities, including Black, Asian, ethnic minority and women led-businesses and third sector organisations
- Ensuring the top of the council's workforce is proportionately representative of Southwark's Black, Asian and minority ethnic population by 2030
- Ensuring older and younger people, women and our Black, Asian and minority ethnic communities all have a full say, so we design streets and public transport that works for everyone.
- Working with schools to create a 'We Are Southwark' curriculum, so young people at all Southwark schools can learn about civic involvement, respectful relationships and the rich diversity and history of our borough, including the history of our Black, Asian and minority ethnic communities
- Working with the community to establish a modern centre for Black African and Caribbean elders run by and for the community it serves
- Working with our communities and NHS to reduce inequalities in access to healthcare, including those faced by Black, Asian and ethnic minority people
- Celebrate Southwark's diversity, funding local community groups to deliver events and festivals that showcase the diverse histories, music, food and art of our communities •
- Working with the community to establish a Latin American cultural space, run by and for the community it serves

This builds on the work of Southwark Stands Together, the council's response to a number of global issues including the murder of George Floyd and the resulting Black Lives Matter protests, and the disproportionate impact of COVID-19 on Black, Asian and minority ethnic (BAME) individuals.

Southwark Stands Together is a cross council, wide reaching programme of work which seeks to root out and tackle racial inequalities and injustice. The refreshed plan includes a number of commitments based on recommendations from Southwark Stands Together, which was agreed by Cabinet in September 2020 following a period of significant engagement and consultation, with the action plan and next steps being agreed by Cabinet in October 2020. This includes:

- Supporting Black, Asian and minority ethnic artists to create and showcase new work, including drawing up plans with the community for a Black cultural centre
- Working with partners to increase representation of Black, Asian and minority ethnic communities on Southwark boards and in other community leadership positions
- Increasing the quality and effectiveness of the council's engagement with Black, Asian and minority ethnic communities

- Reviewing the council’s grants to make sure they develop the best value for communities and remove barriers to equal access to funding, particularly for Black, Asian and minority ethnic groups
- Working with the police and our Black, Asian and minority ethnic communities to strengthen trust in policing
- Supporting Black, Asian and minority ethnic-led businesses in Southwark to secure contracts with public sector anchor institutions
- Encouraging all Southwark businesses with more than 50 employees to publish their Black, Asian and minority ethnic pay gaps

Education, employment and business and health inequalities were some of the greatest area of concern from the listening exercises conducted as part of Southwark Stands Together which is why the council is prioritising:

- Supporting residents from diverse backgrounds to access quality employment opportunities including apprenticeships, internships and careers information, advice and guidance.
- Aspiring to end all school exclusions by asking schools to share their data around external, temporary and internal exclusions including information on off rolling. This will enable us to build an evidence base that helps understand the experience of BAME students and develop a strategy that can help eliminate school exclusions for all.
- Improving the experience of young people with respect to meaningful work experience; develop networks within and beyond school that provide advice and guidance and exposure to opportunities that helps them develop their aspirations and confidence and understanding linked to the world of work.
- Developing a strong partnership approach across the whole health sector to address the wider health inequalities that disproportionately impact BAME communities and their physical, mental and emotional wellbeing.
- Recognising that discrimination can occur in many different ways from front line to backroom functions and adopt and embed organisation wide approaches to improve the experiences of BAME patients in health and care

Specific Budget Changes - Race

Overall the proposed changes identified in the budget aim to tackle racial inequality and injustice through for example the Southwark Stands Together programme. No cumulative disproportionate impact is identified at this stage. Detail of specific proposals is set out in the table below.

Department	Ref. No	Proposal	Impact	Mitigation measures/ comments
Environment and Leisure	Regulatory Services 217	Additional income as a result of extended schemes to licence private rented sector property 250k saving from Regulatory Services Private Sector Housing Standards and Enforcement.	Positive impact for some service users	The charging framework will apply to all landlords equally and will not have any adverse impact on any individual group; and we expect a positive outcome for service users or tenants i.e. improving standards in this sector through robust regulation that will have a positive impact.
Environment and Leisure	Regulatory Services	Increased Night-time Levy Licencing Fees	Some positive impact	The charging framework will apply equally to all businesses and will not have any adverse impact on any individual groups; and we expect a positive outcome for residents and

	218	200k saving from Regulatory Services Night Time Economy Team.		businesses i.e. improving standards, dealing with antisocial behaviour resulting a thriving local economy.
Environment and Leisure	Communities 419	Request for a base budget for gardeners as permanent members of staff To fund the salaries of the 2 x pt (0.6) Hay 6 Community Gardening Coordinators, previously funded from the Great Estates Programme budget, which has now ended. Cost = £70k.	Positive impact for service users	The proposal will have wholly positive impact on the community by allowing for the continuation of a very popular and successful Community Gardening service.
Environment and Leisure	Communities 424	Create a base budget for civic leadership programme of £150K Provide funding to support the delivery of the Civic Leadership programme.	Positive impact for service users	Improve the representation and engagement of underrepresented groups within civic and political roles in the Southwark region. The programme aims to draw its first cohort of participants from our Black Asian and Minority ethnic communities.
Environment and Leisure	Climate Change 433	To support the achievement of the delivery plan and other key priorities within the department Additional budget required to provide programme support to manage the delivery of Council Delivery Plan commitments.	Positive impact for service users	Positive – will enable more effective delivery of council delivery plan which aims to reduce inequality and create a fairer and greener Southwark.
Environment and Leisure	Highways 440 and 441	Delivery of CDP Cycling initiatives 2023 - 2027. Commitment to be funded from Reserve Ref: 231- LTN The proposal is to provide £300k per annum from 23/24 onwards to fund the above and fund 50% of a new cycle officer post.	Positive impact for all	Impact on Service users <ul style="list-style-type: none"> • Safer cycling for all users • Encourages children to take up cycling • Encourages active travel • Increased health • Reduced car travel within the borough • Reduced car ownership • Reduced pollution from traffic
Environment and Leisure	Waste and Cleaning 211	Increase Garden Waste charge from £40 to £60 per annum. This remains below both the London average and near neighbours	Slightly negative for some people	Some residents may be socio-economically disadvantaged and the increase in the charge of garden waste collections could affect them negatively. Consideration was given to setting up a system for concessionary charges. However, given that the level of charge is relatively low, and taking account of the high cost of setting up a system of administration for concessions, it is not feasible to provide

				socio-economically disadvantaged residents with concessionary charges.
Environment and Leisure	Waste and Cleaning 213	Increase Bulky Waste charge from £25 to £35 per booking	Minimal negative impact for some people	Consideration was given to setting up a system for concessionary charges. However, given that the level of charge is relatively low, and taking account of the high cost of setting up a system of administration for concessions, it is not feasible to provide socio-economically disadvantaged residents with concessionary charges.
Children and Adults	Public Health 407	Investment in smoking cessation services	Positive impact for all groups.	The £100k investment will be used to enhance the local stop smoking support offer for our residents, improving access and awareness for smokers from the community.
Children and Adults	Adult Social Care 139	Improved performance outcomes in Reablement Increase the number of people that leave reablement service with reduced or no care needs through revised service criteria, increased performance management and revised case allocation process. This is predicted to save: £300k per annum.	Neutral or no impact	There is unlikely potential negative impact on service users as effectiveness will be improved.
Children and Adults	Adult Social Care 142	Maximise the use of Extra Care Housing for short term step down and step up accommodation Cease the external contract for 4 step down flats externally commissioned, making greater use of Council Extra Care Housing provision. This is predicted to save: £38k per annum.	Neutral or no impact	There is unlikely to be potential negative impact on service users requiring temporary accommodation post transfer of care from a hospital setting as the council has significantly increased council internal extra care housing accommodation since originally commissioning the external provider 15+ years ago.
Children and Adults	Adult Social Care 145	Business support efficiencies in the Deprivation of Liberty Safeguards (DoLS) team. The proposed deletion of one safeguarding and DoLS officer position that is currently vacant. This is predicted to save: £38k per annum.	Minimal potential negative impact for service users	The proposal deletes a vacant post in the team that triages and processes cases with potential minimal impact by increasing internal capacity.
Children and Adults	Adult Social Care 46	Business Efficiencies in the Strategy and Policy team	No or neutral negative impact.	There will be some impact on the development of the Adult Social Care Business plan, the development and maintained of policies and procedures, and the delivery of service development projects.

		The proposal aims to deliver a saving of £50,000 through the deletion of one service development officer post.		There is limited potential impact on service users, with impacts being mitigated through reallocation of tasks.
Children and Adults	Adult Social Care 147	<p>Efficiencies in the Learning Disability Service through regular reviews of care, rightsizing packages of care to meet Care Act eligible needs and utilisation of universal services where appropriate</p> <p>Regular reviews of care packages as per Care Act eligibility. Review if Direct Payments (DP) is the most appropriate method of arranging support or if an internal, commissioned or universal service offers better Value For Money. £216k saving.</p>	Positive impact for service users	<p>The service providers will be required to understand the level of need in Southwark and ensuring the service addresses inequalities and increases progression and equal opportunity to lead as independent lives as everyone else.</p> <p>The providers will be required to provide ongoing monitoring data on take-up of the service against this protected characteristic. They will be required to report on service user outcomes which have been outlined in the outcomes framework.</p>
Children and Adults	Adult Social Care 152	<p>Review of ASC contribution to Open Access Hostel provision</p> <p>This Equalities Analysis (EA) is related to the decision to approve the procurement strategy for Mental Health Supported Housing and Outreach Service in Southwark.</p>	Positive impact for service users	<p>The service providers will be required to understand the level of need in Southwark and ensuring the service addresses inequalities and increases progression and equal opportunity to lead independent lives as everyone else.</p> <p>The providers will be required to provide ongoing monitoring data on take-up of the service against this protected characteristic. They will be required to report on service user outcomes which have been outlined in the outcomes framework.</p>
Children and Adults	Adult Social Care 153	<p>Review of mainstream packages of support for people with mental health needs in line with Care Act eligibility.</p> <p>Regular reviews of care packages as per Care Act eligibility. Utilising Mental Health reablement to improve independence and reduce need for mainstream care packages, saving £31k.</p>	Assessed as no or neutral impact.	The potential impact will be marginal on service users and families/carers through the promotion of increased person centred and strengths based approaches. The service will continue to meet Care Act eligible needs.
Children and Adults	Adult Social Care 175	<p>Review of short breaks through greater use of direct payments, voluntary sector provision and spot purchased respite care.</p> <p>The proposed redesign of short breaks and change of emphasis from specialist short breaks to a broader framework of</p>	No or neutral impact on service users	<p>There will be an impact on service users with Learning Disabilities, Autism and challenging behaviours as well as their families and carers.</p> <p>This proposal will support the financial sustainability of the council as ASC supports the corporate budget challenge whilst seeking to develop more varied and accessible types of short breaks. It will also support a broadening of the short</p>

		<p>short breaks that supports a wider cohort of individuals and is provided as part of an earlier intervention approach. This proposal is required to deliver a saving of £600k.</p>		<p>break offer that focuses on earlier intervention within AAD/LD25. This will enable easier access close to home. It seeks to transform and improve services across the age range.</p> <p>The council will continue to discharge its statutory duties and provide direct payments to individuals and families/carers to meet their eligible care and support needs.</p> <p>The social work service understands the profile of needs and will work closely with individual's families and carers to sign post and support the supplementary delivery of provision provided through universal, third sector and targeted short breaks service, ensuring that individuals are in receipt of eligible benefits and supported to live more independent lives.</p>
Children and Adults	Children and Families 116	<p>More efficient use and flow-through of commissioned 16+ provision for children in care and care leavers</p> <p>More effective contract management to increase accommodation availability for care leavers</p> <p>Projected saving £535k.</p>	Positive impact for service users	Positive impact on closing the gap in life chances for vulnerable young people.
Children and Adults	Children and Families 117	<p>Develop new commissioned semi-independent accommodation capacity for care leavers</p> <p>Increase options for local housing for care leavers</p> <p>Projected saving of £102k.</p>	Some positive impact for service users	Positive impact on care leavers through increased access to local housing.
Children and Adults	Children and Families 404	<p>Investment in our service to support Unaccompanied Asylum Seeking Children</p> <p>Investment in additional support for asylum seeking children</p> <p>Investment of £155k.</p>	Positive impact for service users	Positive impact on the support services for a vulnerable group of children and to positive support their integration into the community.
Children and Adults	Education 403	<p>Safety Valve Investment</p> <p>This proposal is a request for growth.</p> <p>Investment of £1,311k.</p>	Positive impact for service users	Positive impact on the support services for a vulnerable group of children and to positive support their integration into the community

		Investment required to address the requirements from the Education and Skills Funding Agency (ESFA) regarding charges to the Dedicated Schools Grant (DSG), ensuring compliance with the Schools Finance Regulations that would need to be General Fund funded going forward as part of a Safety Valve agreement.		
Finance and Governance	Exchequer 434	<p>Creation of Southwark Energy Advice Service through extension of Citizen's Advice Bureau contract</p> <p>The Council already commissions Citizens Advice to deliver community advice services and the new Southwark Energy Advice Service provision has been added to the latest contract extension (up to March 2025).</p>	Positive impact expected for all residents.	<p>Additional support to the residents of Southwark. Including people who struggle to access online generic energy advice or understand how to improve the energy efficiency of their home</p> <p>People experiencing issues with their energy suppliers</p> <p>Private rented sector tenants needing to engage their landlord about how to improve the energy efficiency of their home</p> <p>Small private landlords seeking independent advice and about how to improve the energy efficiency of homes they rent out in Southwark – or information, for example, about new statutory Minimum Energy Efficiency Standards.</p>
Chief Executive's	Strategy and Economy / Local Economy team 315	<p>Reduce size of commissioning budget that supports residents into employment, apprenticeship and training opportunities</p> <p>Savings of 6.3% have been modelled on Local Economy budgets. This represents a total savings of £117k, with a £55k reduction in the staffing budgets (currently comprised of 14 FTE) and a £62k reduction in commissioning budgets (employment, apprenticeship and internship support).</p>	Potential negative impact	<p>The pandemic, Brexit and the cost of living crisis are continuing to have far reaching impacts on Southwark's economy and labour market. The provision of effective, targeted wrap-around employment support for those furthest from the labour market will be ever more critical as the economy struggles through a prolonged recession and unemployment starts to rise.</p> <p>If accepted, the impact of this budget proposal will be that fewer residents will be offered employment support through the Southwark Works service. An analysis of the service and its users shows the impact is likely to be on communities from specific protected characteristic backgrounds including age, race and disabilities. Almost 85% of clients supported through Southwark Works are from black or Asian minority ethnic backgrounds.</p> <p>However, the impact of these savings on our communities will be mitigated through the recommissioning process currently taking place, with a greater proportion of the</p>

				<p>resource available to be more effectively targeted at those residents most vulnerable and at risk of long-term unemployment who require the most support.</p> <p>Mitigation</p> <p>To realise savings from the commissioning budget, it is proposed to reduce the activity that supports residents into work who are closer to the labour market. The impact of these savings on our communities will be mitigated through the recommissioning process of local employment support (Southwark Works) that is currently taking place. The recommissioned delivery will focus a greater proportion of the resource available to be effectively support those residents most vulnerable and at risk of long-term unemployment and so who require the most intensive support.</p>
<p>Chief Executive's</p>	<p>Strategy and Economy / Local Economy team 316</p>	<p>Reassessment and re-prioritisation of vulnerable young people commissioning and internships activity</p> <p>Savings of 6.3% have been modelled on Local Economy budgets. This represents a total savings of £117k, with a £55k reduction in the staffing budgets (currently comprised of 14 FTE) and a £62k reduction in commissioning budgets (employment, apprenticeship and internship support).</p>	<p>Potential negative impact</p>	<p>The pandemic, Brexit and the cost of living crisis are continuing to have far reaching impacts on Southwark's economy and labour market. The provision of effective, targeted wrap-around employment support for those furthest from the labour market will be ever more critical as the economy struggles through a prolonged recession and unemployment starts to rise.</p> <p>If accepted, the impact of this budget proposal will be that fewer residents will be offered employment support through the Southwark Works service. An analysis of the service and its users shows the impact is likely to be on communities from specific protected characteristic backgrounds including age, race and disabilities. Almost 85% of clients supported through Southwark Works are from black or Asian minority ethnic backgrounds.</p> <p>However, the impact of these savings on our communities will be mitigated through the recommissioning process currently taking place, with a greater proportion of the resource available to be more effectively targeted at those residents most vulnerable and at risk of long-term unemployment who require the most support.</p> <p>Mitigation</p>

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To realise savings from the commissioning budget, it is proposed to reduce the activity that supports residents into work who are closer to the labour market. The impact of these savings on our communities will be mitigated through the recommissioning process of local employment support (Southwark Works) that is currently taking place. The recommissioned delivery will focus a greater proportion of the resource available to be effectively support those residents most vulnerable and at risk of long-term unemployment and so who require the most intensive support.

Maternity and pregnancy

Council Delivery Plan

The Supporting Families theme in the Council Delivery Plan commits us to supporting residents at every stage of their lives including supporting new families and ensuring residents have a family centre close by and can access the advice, activities and support they need.

Specific Budget Changes

No cumulative disproportionate impact is identified at this stage. Detail of specific proposals is set out in the table below.

Department	Ref. No	Proposal	Impact	Mitigation measures/ comments
Environment and Leisure	Regulatory Services 217	Additional income as a result of extended schemes to licence private rented sector property 250k saving from Regulatory Services Private Sector Housing Standards and Enforcement.	Positive impact	The charging framework will apply to all landlords equally and will not have any adverse impact on any individual group; and we expect a positive outcome for service users or tenants i.e. improving standards in this sector through robust regulation that will have a positive impact.
Environment and Leisure	Regulatory Services 218	Increased Night-time Levy Licencing Fees 200k saving from Regulatory Services Night Time Economy Team.	Positive impact	The charging framework will apply equally to all businesses and will not have any adverse impact on any individual groups; and we expect a positive outcome for residents and businesses i.e. improving standards, dealing with antisocial behaviour resulting a thriving local economy.
Environment and Leisure	Climate Change 433	To support the achievement of the delivery plan and other key priorities within the department Additional budget required to provide programme support to manage the delivery of Council Delivery Plan commitments.	Positive impact	Positive – will enable more effective delivery of council delivery plan which aims to reduce inequality and create a fairer and greener Southwark.
Environment and Leisure	Waste and Cleaning 211	Increase Garden Waste charge from £40 to £60 per annum. This remains below both the London average and near neighbours	Minimal negative impact for some people	Some residents may be socio-economically disadvantaged and the increase in the charge of garden waste collections could affect them negatively. Consideration was given to setting up a system for concessionary charges. However, given that the level of charge is relatively low, and taking account of the high cost of setting up a system of administration for concessions, it is not feasible to provide socio-

economically disadvantaged residents with concessionary charges.

Environment and Leisure	Waste and Cleaning 213	Increase Bulky Waste charge from £25 to £35 per booking	Minimal negative impact for some people	Consideration was given to setting up a system for concessionary charges. However, given that the level of charge is relatively low, and taking account of the high cost of setting up a system of administration for concessions, it is not feasible to provide socio-economically disadvantaged residents with concessionary charges.
Children and Adults	Public Health 407	Investment in smoking cessation services	Positive impact for all groups.	The £100k investment will be used to enhance the local stop smoking support offer for our residents, improving access and awareness for smokers from the community.
Children and Adults	Adult Social Care 148	Supported Living re-modelling through work with commissioning to re-procure contracts through greater shared provision This Equalities Analysis (EA) is related to the decision to approve the procurement strategy for Learning Disability Supported Housing and Outreach Service in Southwark.	Potential Positive impact for some service users	The service providers will be required to understand the level of need in Southwark and ensuring the service addresses inequalities and increases progression and equal opportunity to lead independent lives as everyone else. The providers will be required to provide ongoing monitoring data on take-up of the service against this protected characteristic. They will be required to report on service user outcomes which have been outlined in the outcomes framework.
Children and Adults	Children and Families 106	Reduction in PAUSE Service capacity The Pause Service is a voluntary programme for women who have experienced, or are at risk of, repeat removals of children from their care. The proposals is to reduce the team capacity by one Experienced Practitioner. The Pause offer will be reduced to be a leaner intervention model. Projected savings of £59k.	Potential Negative impact for some	This reduction will reduce the volume of interventions the team is able to provide. From the current average level of 20, by approximately 6-8 less women a year. There is the potential for this proposal to increase pressures on those individuals no longer able to access the service, their potential future children, council and wider community services. Pause provides an intensive, trauma informed model of support to women facing multiple disadvantage and who have had multiple children removed from their care. Since Pause began in Southwark 84 women have completed at least twelve months on the programme, who between them had had 264 children removed into the care system. Since graduating from the programme only 5 of these women have gone on to have new children, with 5 infants being born. The positive outcomes for these women are across multiple

domains, including mental well-being and engagement in education, employment or training. Each Pause practitioner works with 6-8 women per year.

Of the women Pause Southwark worked with across 2022:

- **90%** have experienced **domestic abuse**
- **90%** have experienced a range of **mental health issues**
- **44%** have had issues with **alcohol misuse**
- **62%** have had issues with **substance misuse**
- **46%** were or had been involved in the **criminal justice system**
- **38%** have a **learning difficulty**
- **50%** are **care experienced**

Due to multiple disadvantages faced by the client group they are identifiable from disadvantaged socio-economic backgrounds therefore the potential impact is disproportionate to this protected characteristic.

Review of the cohort of women supported by the service across multiple years shows a particular concentration in age of service users around the 25-35 age group. Therefore any negative impact could disproportionately impact upon this protected characteristic

The Pause service works exclusively with vulnerable women who have experienced multiple pregnancies, and had children removed from their care, therefore any potential impact will disproportionately impact upon these protected characteristics.

The proposal is to reduce Pause Practitioners from 3 to 2 which would mean an average reduction in 6-8 of our most vulnerable women receiving support each year, a possible increase in the number of children entering care, and a possible increase in women

requiring acute adult mental health care and other social supports.

Mitigation

Continued discussion with partnership agencies on the opportunity to joint fund the PAUSE service – and mitigate the reduction in Local Authority funding

Continued funding of the core service to ensure provision for the most vulnerable women

Delivering a leaner service delivery model, ceasing to follow PAUSE model fidelity, to seek to mitigate the overall reduction in capacity

Continued investment in early help services to reduce the need for high end intervention services

Development of Family Hubs and Start for Life Programme across multi-agency partnership with parenting and infant support at the core of the new offer to increase resilience in vulnerable communities and reduce demand on high end interventions

<p>Finance and Governance</p>	<p>Exchequer 434</p>	<p>Creation of Southwark Energy Advice Service through extension of Citizen's Advice Bureau contract The Council already commissions Citizens Advice to deliver community advice services and the new Southwark Energy Advice Service provision has been added to the latest contract extension (up to March 2025).</p>	<p>Positive impact expected for all residents.</p>	<p>Additional support to the residents of Southwark. Including people who struggle to access online generic energy advice or understand how to improve the energy efficiency of their home including:</p> <ul style="list-style-type: none"> • People experiencing issues with their energy suppliers • Private rented sector tenants needing to engage their landlord about how to improve the energy efficiency of their home • Small private landlords seeking independent advice and about how to improve the energy efficiency of homes they rent out in Southwark – or information, for example, about new statutory Minimum Energy Efficiency Standards
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Sex

Council Delivery Plan

We are committed to promoting equal opportunities employment policies through our own commissioning, and more widely, the previous Borough Plan committed to ensuring all our contractors must publish their gender pay gap and plans to reduce it, through the Fairer Future procurement framework. The plan also included a commitment to go further than this, to encourage all Southwark businesses with more than 50 employees to publish their Black, Asian, minority ethnic, and gender pay gaps, and to support Southwark Black, Asian and minority ethnic-led and women-led businesses to secure contracts with public sector anchor institutions.

The Council Delivery Plan 2022-2026 also includes specific commitments to:

- Providing extra support for entrepreneurs who are underrepresented in business, including women, Black, Asian, minority ethnic and disabled people
- Ensuring the council and other big institutions in Southwark buy more goods and services from local businesses, cooperatives, social enterprises and charities, including Black, Asian, ethnic minority and women led-businesses and third sector organisations
- Ensuring older and younger people, women and our Black, Asian and minority ethnic communities all have a full say, so we design streets and public transport that works for everyone.
- Challenging misogyny, working with our schools, employers and community groups to deliver a major campaign to promote positive male behaviours towards women and make clear male harassment and violence towards women will not be tolerated in Southwark
- Improving public spaces where women tell us they feel unsafe
- Asking all organisations that operate at night in Southwark to sign our Women's Safety Charter including training their staff to support women who report harassment and take action to keep their female customers safe
- Establishing a ground-breaking Women's Safety Centre, so women experiencing violence or abuse can access all the support they need in one place
- Working with the Metropolitan Police to tackle male violence against women, and challenge them to work with women to rebuild their trust and confidence in the Met

Specific Budget Changes

No cumulative disproportionate impact is identified at this stage. Detail of specific proposals is set out in the table below.

Department	Ref. No	Proposal	Impact	Mitigation measures/ comments
Environment and Leisure	Regulatory Services 217	Additional income as a result of extended schemes to licence private rented sector property	Positive impact for some service users	The charging framework will apply to all landlords equally and will not have any adverse impact on any individual group; and we expect a positive outcome for service users or tenants i.e. improving standards in this sector through robust regulation that will have a positive impact.

		250k saving from Regulatory Services Private Sector Housing Standards and Enforcement.		
Environment and Leisure	Regulatory Services 218	Increased Night-time Levy Licencing Fees 200k saving from Regulatory Services Night Time Economy Team.	Positive impact due to improved standards	The charging framework will apply equally to all businesses and will not have any adverse impact on any individual groups; and we expect a positive outcome for residents and businesses i.e. improving standards, dealing with antisocial behaviour resulting a thriving local economy.
Environment and Leisure	Communities 419	Request for a base budget for gardeners as permanent members of staff To fund the salaries of the 2 x pt. (0.6) Hay 6 Community Gardening Coordinators, previously funded from the Great Estates Programme budget, which has now ended. Cost = £70k.	Positive impact of growth	The proposal will have wholly positive impact on the community by allowing for the continuation of a very popular and successful Community Gardening service.
Environment and Leisure	Climate Change 433	To support the achievement of the delivery plan and other key priorities within the department Additional budget required to provide programme support to manage the delivery of Council Delivery Plan commitments.	Positive impact for service users	Positive – will enable more effective delivery of council delivery plan which aims to reduce inequality and create a fairer and greener Southwark.
Environment and Leisure	Highways 440 and 441	Delivery of CDP Cycling initiatives 2023 - 2027. Commitment to be funded from Reserve Ref: 231- LTN The proposal is to provide £300k per annum from 23/24 onwards to fund the above and fund 50% of a new cycle officer post.	Positive impact on all	Impact on Service users: <ul style="list-style-type: none"> • Safer cycling for all users • Encourages children to take up cycling • Encourages active travel • Increased health • Reduced car travel within the borough • Reduced car ownership • Reduced pollution from traffic
Environment and Leisure	Waste and Cleaning 211	Increase Garden Waste charge from £40 to £60 per annum. This remains below both the London average and near neighbours	Slightly negative for some people	Some residents may be socio-economically disadvantaged and the increase in the charge of garden waste collections could affect them negatively. Consideration was given to setting up a system for concessionary charges. However, given that the level of charge is relatively low, and taking account of the high cost of setting up a system of administration for concessions, it is not feasible to provide socio-economically disadvantaged residents with concessionary charges.
Environment and Leisure	Waste and Cleaning	Increase Bulky Waste charge from £25 to £35 per booking	Minimal negative	Consideration was given to setting up a system for concessionary charges. However, given that the level of charge is relatively low,

	213		impact for some people	and taking account of the high cost of setting up a system of administration for concessions, it is not feasible to provide socio-economically disadvantaged residents with concessionary charges.
Children and Adults	Public Health 407	Investment in smoking cessation services	Positive impact for all groups.	The £100k investment will be used to enhance the local stop smoking support offer for our residents, improving access and awareness for smokers from the community.
Children and Adults	Adult Social Care 142	Maximise the use of Extra Care Housing for short term step down and step up accommodation Cease the external contract for 4 step down flats externally commissioned, making greater use of our own Extra Care Housing provision. This is predicted to save: £38,000 per annum.	Potential Negative impact for some service users	There is unlikely potential negative impact on service users requiring temporary accommodation post transfer of care from a hospital setting as we have significantly increased our internal extra care housing accommodation since originally commissioning the external provider 15+ years ago.
Children and Adults	Adult Social Care 147	Efficiencies in the Learning Disability Service through regular reviews of care, rightsizing packages of care to meet Care Act eligible needs and utilisation of universal services where appropriate. Regular reviews of care packages as per Care Act eligibility. Review if Direct Payments (DP) is the most appropriate method of arranging support or if an internal, commissioned or universal service offers better Value For Money. £216k saving.	Positive impact for some service users	The service providers will be required to understand the level of need in Southwark and ensuring the service addresses inequalities and increases progression and equal opportunity to lead independent lives as everyone else. The providers will be required to provide ongoing monitoring data on take-up of the service against this protected characteristic. They will be required to report on service user outcomes which have been outlined in the outcomes framework.
Children and Adults	Children and Families 106	Reduction in PAUSE Service capacity The Pause Service is a voluntary programme for women who have experienced, or are at risk of, repeat removals of children from their care. The proposals is to reduce the team capacity by one Experienced Practitioner. The Pause offer will be reduced to be a leaner intervention model. Projected savings £59k.	Negative impact for some service users	This reduction will reduce the volume of interventions the team is able to provide. From the current average level of 20, by approximately 6-8 less women a year. There is the potential for this proposal to increase pressures on those individuals no longer able to access the service, their potential future children, council and wider community services. Pause provides an intensive, trauma informed model of support to women facing multiple disadvantage and who have had multiple children removed from their care. Since Pause began in Southwark 84 women have completed at least twelve months on the programme, who between them had had 264 children removed into the care system. Since graduating from the programme only 5

of these women have gone on to have new children, with 5 infants being born. The positive outcomes for these women are across multiple domains, including mental well-being and engagement in education, employment or training. Each Pause practitioner works with 6-8 women per year.

Of the women Pause Southwark worked with across 2022:

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Due to multiple disadvantages faced by the client group they are identifiably from disadvantaged socio-economic backgrounds therefore the potential impact is disproportionate to this protected characteristic.

Review of the cohort of women supported by the service across multiple years shows a particular concentration in age of service users around the 25-35 age group. Therefore any negative impact could disproportionately impact upon this protected characteristic

The Pause service works exclusively with vulnerable women who have experienced multiple pregnancies, and had children removed from their care, therefore any potential impact will disproportionately impact upon these protected characteristic.

The proposal is to reduce Pause Practitioners from 3 to 2 which would mean an average reduction in 6-8 of our most vulnerable women receiving support each year, a possible increase in the number of children entering care, and a possible increase in women requiring acute adult mental health care and other social supports.

Mitigation

				<p>Continued discussion with partnership agencies on the opportunity to joint fund the PAUSE service – and mitigate the reduction in Local Authority funding</p> <p>Continued funding of the core service to ensure provision for the most vulnerable women</p> <p>Delivering a leaner service delivery model, ceasing to follow PAUSE model fidelity, to seek to mitigate the overall reduction in capacity</p> <p>Continued investment in early help services to reduce the need for high end intervention services</p> <p>Development of Family Hubs and Start for Life Programme across multi-agency partnership with parenting and infant support at the core of the new offer to increase resilience in vulnerable communities and reduce demand on high end interventions</p>
Children and Adults	Children and Families 308	<p>Reduction in Youth Offending Service</p> <p>Increasing management ratios within the service and redistribution of workload capacity across teams</p> <p>Projected saving £110k.</p>	Potential for some impact on some service users	<p>The service works with adolescents (10-17) who have been subject to engagement with criminal justice system. The service provides additional preventative support to children and young people who may be identified as at risk of becoming engaged with criminality or violence. Due to the specific age of the cohort reduction in service levels could have a disproportionate impact on this protected characteristic.</p> <p>On average between 80-90% of the cohort of young people being supported by the service are male. A reduction in capacity could have a disproportionate impact on this protected characteristic.</p> <p>The current average caseload of all staff across the service is 5.3. The proposals are for a reduction of 2 posts within the service which would increase average caseloads to 5.8 per worker. In its 2021 Annual Report: inspections of youth offending services, Her Majesty's Inspectorate of Probation identified significant variety in average caseloads nationally, between 3 – 15. Southwark caseloads even accounting for the proposed reductions are at the lower end of the range of national comparators.</p>

Importantly the service has a number of additional non-statutory, non-case holding support workers who provide the additional preventative support to young people and their colleagues. Due to the minor reduction in overall capacity it is not anticipated that negative impact on overall delivery will be significant.

Mitigation

Investment from Government funded Turnaround Project into the service – 3 year ring-fenced funded support to all councils to support every council across England and Wales to deliver additional prevention work through youth offending services to intervene earlier to prevent escalation of offending behaviour and support children away from criminality

Management of safe Case Manager workloads in comparison to national findings – and through continued effectiveness of wider council early help and support offer which has successfully reduced first time entrants into the youth justice system by approximately 30% in recent years.

Investment in Adolescent Sure Start programme to promote community based early intervention with adolescents at risk of criminality

Finance and Governance	Exchequer 301	Review of corporate contact centre/Exchequer customer services to promote digital first, align performance standards/look at generating economies and consistent approaches to performance management	Potential Positive impact	The changes to the service model proposed will broaden the offer to residents enabling a number of different channels to contact and interact with the Council, this will ensure that those who require greater one to one contact and who may be digitally excluded will continue to have access to support. It will also ensure that key support is centrally available, enabling the identification of economic and social challenges individuals and families may be facing.
Finance and Governance	Exchequer 434	Creation of Southwark Energy Advice Service through extension of Citizen's Advice Bureau contract The Council already commissions Citizens Advice to deliver community advice services and the new Southwark Energy Advice Service provision has been added to the latest contract extension (up to March 2025).	Positive impact expected for all residents.	Additional support to the residents of Southwark. Including people who struggle to access online generic energy advice or understand how to improve the energy efficiency of their home People experiencing issues with their energy suppliers Private rented sector tenants needing to engage their landlord about how to improve the energy efficiency of their home Small private landlords seeking independent advice and about how to improve the energy efficiency of homes they rent out in Southwark – or information, for example, about new statutory Minimum Energy Efficiency Standards.

Marriage/civil partnership

Council Delivery Plan

No differential impacts were identified in the Council Delivery Plan.

Specific Budget Changes

No cumulative disproportionate impact is identified at this stage. Detail of specific proposals is set out in the table below.

Department	Ref. No	Proposal	Impact	Mitigation measures/ comments
Environment and Leisure	Regulatory Services 217	Additional income as a result of extended schemes to licence private rented sector property 250k saving from Regulatory Services Private Sector Housing Standards and Enforcement.	Positive impact for some service users	The charging framework will apply to all landlords equally and will not have any adverse impact on any individual group; and we expect a positive outcome for service users or tenants i.e. improving standards in this sector through robust regulation that will have a positive impact.
Environment and Leisure	Regulatory Services 218	Increased Night-time Levy Licencing Fees £200k income generation from Regulatory Services Night Time Economy Team	Positive impact for some service users	The charging framework will apply equally to all businesses and will not have any adverse impact on any individual groups; and we expect a positive outcome for residents and businesses i.e. improving standards, dealing with antisocial behaviour resulting a thriving local economy.
Environment and Leisure	Communities 419	Request for a base budget for gardeners as permanent members of staff To fund the salaries of the 2 x pt. (0.6) Hay 6 Community Gardening Coordinators, previously funded from the Great Estates Programme budget, which has now ended. Cost = £70k.	Positive impact of growth for all	The proposal will have wholly positive impact on the community by allowing for the continuation of a very popular and successful Community Gardening service.
Environment and Leisure	Climate Change 433	To support the achievement of the delivery plan and other key priorities within the department Additional budget required to provide programme support to manage the delivery of Council Delivery Plan commitments.	Potential Positive impact	Positive – will enable more effective delivery of council delivery plan which aims to reduce inequality and create a fairer and greener Southwark.

Environment and Leisure	Highways 440 and 441	Delivery of CDP Cycling initiatives 2023 - 2027. Commitment to be funded from Reserve Ref: 231- LTN The proposal is to provide £300k per annum from 23/24 onwards to fund the above and fund 50% of a new cycle officer post.	Positive impact on all	Impact on Service users <ul style="list-style-type: none"> • Safer cycling for all users • Encourages children to take up cycling • Encourages active travel • Increased health • Reduced car travel within the borough • Reduced car ownership • Reduced pollution from traffic
Environment and Leisure	Waste and Cleaning 211	Increase Garden Waste charge from £40 to £60 per annum. This remains below both the London average and near neighbours.	Slightly negative for some people	Some residents may be socio-economically disadvantaged and the increase in the charge of garden waste collections could affect them negatively. Consideration was given to setting up a system for concessionary charges. However, given that the level of charge is relatively low, and taking account of the high cost of setting up a system of administration for concessions, it is not feasible to provide socio-economically disadvantaged residents with concessionary charges.
Environment and Leisure	Waste and Cleaning 213	Increase Bulky Waste charge from £25 to £35 per booking	Minimal negative impact for some people	Consideration was given to setting up a system for concessionary charges. However, given that the level of charge is relatively low, and taking account of the high cost of setting up a system of administration for concessions, it is not feasible to provide socio-economically disadvantaged residents with concessionary charges.
Children and Adults	Public Health 407	Investment in smoking cessation services	Positive impact for all groups.	The £100k investment will be used to enhance the local stop smoking support offer for our residents, improving access and awareness for smokers from the community.
Children and Adults	Adult Social Care 148	Supported Living re-modelling through work with commissioning to re-procure contracts through greater shared provision This Equalities Analysis (EA) is related to the decision to approve the procurement strategy for Learning Disability Supported Housing and Outreach Service in Southwark.	Potential Positive impact for some service users	The service providers will be required to understand the level of need in Southwark and ensuring the service addresses inequalities and increases progression and equal opportunity to lead independent lives as everyone else. The providers will be required to provide ongoing monitoring data on take-up of the service against this protected characteristic. They will be required to report on service user outcomes which have been outlined in the outcomes framework.
Finance and Governance	Exchequer 434	Creation of Southwark Energy Advice Service through extension of Citizen's Advice Bureau contract The Council already commissions Citizens Advice to deliver community	Positive impact expected for all residents.	Additional support to the residents of Southwark. Including people who struggle to access online generic energy advice or understand how to improve the energy efficiency of their home People experiencing issues with their energy suppliers

advice services and the new Southwark Energy Advice Service provision has been added to the latest contract extension (up to March 2025).

Private rented sector tenants needing to engage their landlord about how to improve the energy efficiency of their home
Small private landlords seeking independent advice and about how to improve the energy efficiency of homes they rent out in Southwark – or information, for example, about new statutory Minimum Energy Efficiency Standards.

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Religion or belief

Council Delivery Plan

A number of Council Delivery Plan commitments will have a positive impact on fostering good community relations, including tackling hate-crime; and celebrating and promoting the rich diversity of the borough.

Faith groups will continue to play played an important role in the implementation of a number of areas of work outlined in the Council Delivery Plan.

In September 2020 the council's cabinet agreed a faith strategy action plan. The Strategy and the action plan were co-produced with faith organisations and overseen by a steering group that included faith leaders, Community Southwark and the council. The work has developed using collaborative approaches, both building on existing links and relationships and using outreach to address gaps in faith community participation. This has resulted in a wider range of faith communities getting involved. The faith strategy equality analysis completed in the period January to February 2019 is still relevant and was reviewed in February 2021.

Specific Budget Changes

No cumulative disproportionate impact is identified at this stage in any of the budget proposals.

Department	Ref. No	Proposal	Impact	Mitigation measures/ comments
Environment and Leisure	Regulatory Services 217	Additional income as a result of extended schemes to licence private rented sector property 250k saving from Regulatory Services Private Sector Housing Standards and Enforcement.	Positive impact for some service users	The charging framework will apply to all landlords equally and will not have any adverse impact on any individual group; and we expect a positive outcome for service users or tenants i.e. improving standards in this sector through robust regulation.
Environment and Leisure	Regulatory Services 218	Increased Night-time Levy Licencing Fees 200k saving from Regulatory Services Night Time Economy Team.	Positive impact for some service users	The charging framework will apply equally to all businesses and will not have any adverse impact on any individual groups; and we expect a positive outcome for residents and businesses i.e. improving standards, dealing with antisocial behaviour resulting a thriving local economy.
Environment and Leisure	Communities 419	Request for a base budget for gardeners as permanent members of staff To fund the salaries of the 2 x pt. (0.6) Hay 6 Community Gardening Coordinators, previously funded from the	Positive impact of growth for all	The proposal will have wholly positive impact on the community by allowing for the continuation of a very popular and successful Community Gardening service.

		Great Estates Programme budget, which has now ended. Cost = £70k.		
Environment and Leisure	Climate Change 433	To support the achievement of the delivery plan and other key priorities within the department Additional budget required to provide programme support to manage the delivery of Council Delivery Plan commitments.	Potential Positive impact	Positive – will enable more effective delivery of council delivery plan which aims to reduce inequality and create a fairer and greener Southwark.
Environment and Leisure	Highways 440 and 441	Delivery of CDP Cycling initiatives 2023 - 2027. Commitment to be funded from Reserve Ref: 231- LTN The proposal is to provide £300k per annum from 23/24 onwards to fund the above and fund 50% of a new cycle officer post.	Positive impact on all	Impact on Service users <ul style="list-style-type: none"> • Safer cycling for all users • Encourages children to take up cycling • Encourages active travel • Increased health • Reduced car travel within the borough • Reduced car ownership • Reduced pollution from traffic
Environment and Leisure	Waste and Cleaning 211	Increase Garden Waste charge from £40 to £60 per annum. This remains below both the London average and near neighbours	Slightly negative for some people	Some residents may be socio-economically disadvantaged and the increase in the charge of garden waste collections could affect them negatively. Consideration was given to setting up a system for concessionary charges. However, given that the level of charge is relatively low, and taking account of the high cost of setting up a system of administration for concessions, it is not feasible to provide socio-economically disadvantaged residents with concessionary charges.
Environment and Leisure	Waste and Cleaning 213	Increase Bulky Waste charge from £25 to £35 per booking	Minimal negative impact for some people	Consideration was given to setting up a system for concessionary charges. However, given that the level of charge is relatively low, and taking account of the high cost of setting up a system of administration for concessions, it is not feasible to provide socio-economically disadvantaged residents with concessionary charges.
Children and Adults	Public Health 407	Investment in smoking cessation services	Positive impact for all groups.	The £100k investment will be used to enhance the local stop smoking support offer for our residents, improving access and awareness for smokers from the community.
Children and Adults	Adult Social Care 148	Supported Living re-modelling through work with commissioning to re-procure contracts through greater shared provision	Potential Positive impact for some	The service providers will be required to understand the level of need in Southwark and ensuring the service addresses inequalities and increases progression and equal opportunity to lead independent lives as everyone else.

		This Equalities Analysis (EA) is related to the decision to approve the procurement strategy for Learning Disability Supported Housing and Outreach Service in Southwark.	service users	The providers will be required to provide ongoing monitoring data on take-up of the service against this protected characteristic. They will be required to report on service user outcomes which have been outlined in the outcomes framework.
Finance and Governance	Exchequer 434	<p>Creation of Southwark Energy Advice Service through extension of Citizen's Advice Bureau contract</p> <p>The Council already commissions Citizens Advice to deliver community advice services and the new Southwark Energy Advice Service provision has been added to the latest contract extension (up to March 2025).</p>	Positive impact expected for all residents.	<p>Additional support to the residents of Southwark. Including people who struggle to access online generic energy advice or understand how to improve the energy efficiency of their home</p> <p>People experiencing issues with their energy suppliers</p> <p>Private rented sector tenants needing to engage their landlord about how to improve the energy efficiency of their home</p> <p>Small private landlords seeking independent advice and about how to improve the energy efficiency of homes they rent out in Southwark – or information, for example, about new statutory Minimum Energy Efficiency Standards.</p>

Socio-economic disadvantage

Council Delivery Plan

The council recognises that socio-economic disadvantage can have a significant impact on the ability of individuals to live healthy lives, to access employment opportunities and to fulfil their potential. We are committed to ensuring that every resident in Southwark has access to opportunities, and that life chances are not determined by background.

Specific commitments that seek to address socio-economic disadvantage include

Providing one-to-one support for residents who have lost their jobs because of COVID-19, and making adult learning accessible to all, including basic qualifications in English, maths and digital skills.

Young people from socio-economic disadvantaged families are more likely to be disproportionately impacted in education as a result of COVID-19 and the closure of schools during the pandemic. Recognising this, the refreshed Council Delivery Plan includes a commitment to support schools to close the attainment gap.

The proportion of people in the social housing sector who are from lower socio-economic backgrounds is greater than their representation in the borough as a whole. Residents who are on lower incomes are also disproportionately likely to suffer from poor housing conditions and overcrowding, including in the private rented sector. The council has sought to tackle this through a number of Council Delivery Plan commitments, including building new council homes, guaranteeing council estates are clean, safe and cared for, delivering a Gold Standard for private rented homes

Specific new commitments related to housing in the Council Delivery Plan that are likely to have a positive impact on socio-economic disadvantage include:

- Ending rough sleeping in Southwark, including campaigning for an end to 'no recourse to public funds' laws that trap people on the street
- Lobbying the government to fix the broken housing system
- Tacking action to reduce the number of empty homes
- Improving and expanding council estates with more council homes, including the Tustin, Maydew and the Aylesbury
- Introducing a new quality standard for temporary accommodation that guarantees it is good quality and families have self-contained accommodation

Specific Budget Changes

No cumulative disproportionate impact is identified at this stage. Detail of specific proposals is set out in the table below.

Department	Ref. No	Proposal	Impact	Mitigation measures/ comments
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Environment and Leisure	Waste and Cleaning 211	Increase Garden Waste charge from £40 to £60 per annum. This remains below both the London average and near neighbours	Slightly negative for some people	Some residents may be socio-economically disadvantaged and the increase in the charge of garden waste collections could affect them negatively. Consideration was given to setting up a system for concessionary charges. However, given that the level of charge is relatively low, and taking account of the high cost of setting up a system of administration for concessions, it is not feasible to provide socio-economically disadvantaged residents with concessionary charges.
Environment and Leisure	Waste and Cleaning 213	Increase Bulky Waste charge from £25 to £35 per booking	Minimal negative impact for some people	Consideration was given to setting up a system for concessionary charges. However, given that the level of charge is relatively low, and taking account of the high cost of setting up a system of administration for concessions, it is not feasible to provide socio-economically disadvantaged residents with concessionary charges.
Environment and Leisure	Regulatory Services 217	Additional income as a result of extended schemes to licence private rented sector property 250k saving from Regulatory Services Private Sector Housing Standards and Enforcement.	Potential Negative impact for some service users	The charging framework will apply equally to all businesses and will not have any adverse impact on any individual groups; and we expect a positive outcome for residents and businesses i.e. improving standards, dealing with antisocial behaviour resulting a thriving local economy.
Environment and Leisure	Highways, Parking and Markets 227	Active Travel (combined savings from Implementation of controlled parking across borough and review of Parking Charging Policy)	Positive impact for some groups	<p><u>Impacts of Controlled parking</u></p> <ul style="list-style-type: none"> • Reduced car travel within the borough (commuter traffic) • Free up kerb space for infrastructure such as cycle hangars, pocket parks, trees, planting. • Better turnover of parking to promote shoppers at local shops • Generally ensures resident parking • Permit costs may not find favour with all residents • Parking space available for local businesses, deliveries • Reduced pollution from traffic • Busses subject to less congestion <p><u>Impacts of Parking charges review</u></p> <ul style="list-style-type: none"> • Increase in cost assessed as having minimal impact on motorists and affordability of owning a vehicle
Environment and Leisure	Communities 419	Growth Bid - Community Gardening To fund the salaries of the 2 x pt. (0.6) Hay 6 Community Gardening Coordinators, previously funded from the	Positive impact of growth	The proposal will have wholly positive impact on the community by allowing for the continuation of a very popular and successful Community Gardening service.

		Great Estates Programme budget, which has now ended. Cost = £70k.		
Environment and Leisure	Communities 424	Create a base budget for civic leadership programme of 150K Provide funding to support the delivery of the Civic Leadership programme.	Positive impact for all	Improve the representation and engagement of underrepresented groups within civic and political roles in the Southwark region. The programme aims to draw its first cohort of participants from our Black Asian and Minority ethnic communities.
Environment and Leisure	Climate Change 433	To support the achievement of the delivery plan and other key priorities within the department Additional budget required to provide programme support to manage the delivery of Council Delivery Plan commitments.	Possible Positive impact for service users	Positive – will enable more effective delivery of council delivery plan which aims to reduce inequality and create a fairer and greener Southwark.
Environment and Leisure	Highways 440 and 441	Delivery of CDP Cycling initiatives 2023 - 2027. Commitment to be funded from Reserve The proposal is to provide £300k per annum from 23/24 onwards to fund the above and fund 50% of a new cycle officer post.	Positive impact on all	Impact on Service users <ul style="list-style-type: none"> • Safer cycling for all users • Encourages children to take up cycling • Encourages active travel • Increased health • Reduced car travel within the borough • Reduced car ownership • Reduced pollution from traffic
Children and Adults	Public Health 407	Investment in smoking cessation services	Positive impact for all groups.	The £100k investment will be used to enhance the local stop smoking support offer for our residents, improving access and awareness for smokers from the community.
Children and Adults	Adult Social Care 138	Transfer of Care Assessment Unit - new OP residential provider This unit funded by Discharge To Assess funds and will be utilised to deliver bed based reablement with the aim of supporting people to return home, reducing the need for residential care. This is predicted to save: £425k per annum.	Any potential negative impact for service users mitigated and potential positive impacts.	There is unlikely to be negative impact to service users as the Assessment Unit outcomes are to increase the likelihood of the person being able to return to their own home or the right care and support setting.
Children and Adults	Adult Social Care 148	Supported Living re-modelling through work with commissioning to re-procure contracts through greater shared provision	Potential Positive impact for some	The service providers will be required to understand the level of need in Southwark and ensuring the service addresses inequalities and increases progression and equal opportunity to lead independent lives as everyone else.

		This Equalities Analysis (EA) is related to the decision to approve the procurement strategy for Learning Disability Supported Housing and Outreach Service in Southwark.	service users	The providers will be required to provide ongoing monitoring data on take-up of the service against this protected characteristic. They will be required to report on service user outcomes which have been outlined in the outcomes framework.
Children and Adults	Adult Social Care 152	Review of ASC contribution to Open Access Hostel provision This Equalities Analysis (EA) is related to the decision to approve the procurement strategy for Mental Health Supported Housing and Outreach Service in Southwark.	Positive impact for some.	The service providers will be required to understand the level of need in Southwark and ensuring the service addresses inequalities and increases progression and equal opportunity to lead independent lives as everyone else. The providers will be required to provide ongoing monitoring data on take-up of the service against this protected characteristic. They will be required to report on service user outcomes which have been outlined in the outcomes framework.
Children and Adults	Adult Social Care 203	Increase in attendance at Southwark Resource Centre (SRC) Income generation through increased attendance at Southwark Resource Centre (SRC).	Some Positive impact for service users	There will be no negative impact on service users. Some groups will benefit from it.
Children and Adults	Adult Social Care 175	Review of short breaks through greater use of direct payments, voluntary sector provision and spot purchased respite care. The proposed redesign of short breaks and change of emphasis from specialist short breaks to a broader framework of short breaks that supports a wider cohort of individuals and is provided as part of an earlier intervention approach. This proposal is required to deliver a saving of £600k.	No or neutral impact	The move away from focussing on specialist short breaks may put pressure on other teams including the council's placement team. Redesign of the service provides mitigation.
Children and Adults	Children and Families 106	Reduction in PAUSE Service capacity The Pause Service is a voluntary programme for women who have experienced, or are at risk of, repeat removals of children from their care. The proposal is to reduce the team capacity by one Experienced Practitioner. The Pause offer will be reduced to be a leaner intervention model. Projected savings £59k.	Negative impact for some service users	This reduction will reduce the volume of interventions the team is able to provide. From the current average level of 20, by approximately 6-8 less women a year. There is the potential for this proposal to increase pressures on those individuals no longer able to access the service, their potential future children, council and wider community services. Pause provides an intensive, trauma informed model of support to women facing multiple disadvantage and who have had multiple children removed from their care. Since Pause began in Southwark 84 women have completed at least twelve months on

the programme, who between them had had 264 children removed into the care system. Since graduating from the programme only 5 of these women have gone on to have new children, with 5 infants being born. The positive outcomes for these women are across multiple domains, including mental well-being and engagement in education, employment or training. Each Pause practitioner works with 6-8 women per year.

Of the women Pause Southwark worked with across 2022:

- **90%** have experienced **domestic abuse**
- **90%** have experienced a range of **mental health issues**
- **44%** have had issues with **alcohol misuse**
- **62%** have had issues with **substance misuse**
- **46%** were or had been involved in the **criminal justice system**
- **38%** have a **learning difficulty**
- **50%** are **care experienced**

Due to multiple disadvantages faced by the client group they are identifiable from disadvantaged socio-economic backgrounds therefore the potential impact is disproportionate to this protected characteristic.

Review of the cohort of women supported by the service across multiple years shows a particular concentration in age of service users around the 25-35 age group. Therefore any negative impact could disproportionately impact upon this protected characteristic

The Pause service works exclusively with vulnerable women who have experienced multiple pregnancies, and had children removed from their care, therefore any potential impact will disproportionately impact upon these protected characteristic.

The proposal is to reduce Pause Practitioners from 3 to 2 which would mean an average reduction in 6-8 of our most vulnerable women receiving support each year, a possible increase in the number of children entering care, and a possible increase in

				<p>women requiring acute adult mental health care and other social supports.</p> <p>Mitigation</p> <p>Continued discussion with partnership agencies on the opportunity to joint fund the PAUSE service – and mitigate the reduction in Local Authority funding</p> <p>Continued funding of the core service to ensure provision for the most vulnerable women</p> <p>Delivering a leaner service delivery model, ceasing to follow PAUSE model fidelity, to seek to mitigate the overall reduction in capacity</p> <p>Continued investment in early help services to reduce the need for high end intervention services</p> <p>Development of Family Hubs and Start for Life Programme across multi-agency partnership with parenting and infant support at the core of the new offer to increase resilience in vulnerable communities and reduce demand on high end interventions</p>
Children and Adults	Children and Families 116	<p>More efficient use and flow-through of commissioned 16+ provision for children in care and care leavers</p> <p>More effective contract management to increase accommodation availability for care leavers</p> <p>Projected saving £535k.</p>	Positive impact for service users	Positive impact on closing the gap in life chances for vulnerable young people.
Children and Adults	Children and Families 117	<p>Develop new commissioned semi-independent accommodation capacity for care leavers</p> <p>Increase options for local housing for care leavers</p> <p>Projected saving of £102k.</p>	Positive impact for some service users	Positive impact on availability of local housing for vulnerable young people.
Children and Adults	Children and Families 120	<p>Redesign Children and Family Centre Delivery Model</p> <p>Redesign of delivery model of children's centres to maximise the use of the council estate and community assets, through better co-location of services and increases non-building based function.</p>	Potential Negative impact for service users with mitigation in place	<p>There is a potential impact from rationalisation of operational delivery assets which could lead to the service offer in particular locations being reduced and relocated, with other locations seeing an increase or merger of services.</p> <p>The Borough is divided into four distinct children and family centre locality delivery areas. Services are provided through a hub and</p>

spoke model from 16 delivery sites across the four localities. 'Hub and spoke' localities arrangements are delivered through commissioned providers who are local schools, and VCS organisations. As Children & Family Centres (CFCs) are mostly located within deprived areas, any potential impact could disproportionately affect the socio-economic disadvantage for specific areas whilst positively impacting others.

CFCs provide advice and support for parents and carers. Services are available to all parents of 0-5 year olds in Southwark, from pregnancy to when children are due to begin reception class at primary school. CFCs work with children aged 0-5 in universal and targeted groups sessions, supporting their primary development needs. They also offer support to children aged 0-10 and their families through targeted support, including assessment and support plans.

CFC based services are targeted to provide support specifically to the above defined age groups, and their parents and carers, therefore any potential impact could disproportionately affect those characteristics.

Recent data analysis undertaken shows that approximately 17% of the eligible 0-5 population are actively attending and directly supported by our CFCs, the proposal seeks to understand and ensure that any existing inequality of accessibility is addressed. However, it remains recognised that in potentially advantaging some areas this could disadvantage others to a small degree. It is notable that the 2021 census data notes the largest decline in borough population has been seen among those aged 0 to 4, with a decrease of 21%, or 4,300 people. The 0-9 reduction has been 19%.

2022/23 proposals are for a profiled reduction in funding across the 16 delivery sites of approximately £6,250 per site. This is mitigated by the programme investment from the Family Hubs Programme which is in place to support transformation of delivery across a 3 year period.

Mitigation

Development of the Family Hubs programme to expand the offer of community based and outreach multi-agency support.

Development of increased outreach support, using partnership efficiencies on facilities to ensure the continuation and, where possible, expansion of services with better coordinated community-asset based service delivery. Using existing shared partnership facilities to deliver services where families are more likely to attend.

Undertaking a facilities and accessibility review to ensure equity of access across the borough, particularly for those most in need.

<p>Children and Adults</p>	<p>Children and Families 122</p>	<p>Reductions in Family Early Help Service Reduction of 2 practitioners posts within early help services Projected savings £150k.</p>	<p>Negative impact for some service users with mitigation in place</p>	<p>Proposal would mean reduced capacity in the service to provide support and intervention for vulnerable families in need of targeted early help services.</p> <p>As at 3 January 2023 there were 642 children being actively supported by the Family Early Help Service. This gives an average workload across all staff of 16.05 children</p> <p>The proposal is to reduce overall capacity by 2.5 posts, and redistribute workloads. The revised workload would equate to approximately 17.12 children per worker.</p> <p>Whilst any reduction in numbers has a negative impact on the capacity to deliver necessary levels of support to children and families it is not anticipated that a significant impact will be seen from this current proposal. The Family Early Help Service will need to ensure those that receive such targeted early help services are those that most need them to ensure caseloads remain manageable to undertake effective work.</p> <p>It is recognised nationally that families experiencing socio-economic disadvantage are most likely to be in need of support services as such any negative impact of the proposal will disproportionately impact on those groups</p> <p>Mitigation Delivery of an improved partnership early intervention model to reduce overall demand on local authority services Streamlining of family early help assessment and intervention delivery model to increase the throughput of family support activities and reduce overall demand levels and workloads across the service</p>
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				Analysis of existing workloads across service shows re-distributed increase in individual caseloads of retained staff will be marginal
Children and Adults	Children and Families 125	Reduce capacity in Keeping Families Together Team Reduction of one practitioner post within the specialist edge of care team Projected saving £54k.	Negative impact for some service users with mitigation in place.	<p>Possible impact on young people through reduction in service available which is targeted at prevention of entry of children into care. Mitigated as service operates at low volume and reduction on one post does not impact on significant levels of capacity within wider service</p> <p>The Keeping Families Together team delivers an additional intensive support service to adolescents (aged 10-17) who have been identified as at risk of coming into care. As with most statutory social care services, the team is more likely to be working with children from disadvantaged socio-economic backgrounds. This presents the potential for a disproportionate impact of reduced service provision on age and socio economic characteristics. However, the team does not directly hold the casework responsibility for young people, they remain allocated to and supported by the mainstream Social Work Teams, and the wider children's social care support services. The KFT intervention is non-statutory additionally to prevent entry into care.</p> <p>The team works with an average of 24 young people annually. The proposal would potentially reduce the average number of children worked with to 6 annually.</p> <p>Mitigation</p> <p>Continued investment in early help and preventative service to reduce demand on higher end interventions, and enhance the ability of non-statutory services to support more intensive intervention with those at risk of entering care</p> <p>Improved learning and development offer to wider social work service to increase skills and capacity to deliver similar interventions within mainstream teams</p> <p>Continued reform of social care system to reduce demand on statutory social work, reduce caseloads and increase the capacity for more intensive intervention by all practitioners</p>

Development of Adolescent Sure Start programme to provide additional whole system early intervention capacity for adolescents who may be on a trajectory towards higher levels of statutory intervention and potential entry into care

Continued support from mainstream social work services

Review of KFT model to ensure it maximises numbers of young people it could work with and greater uses expertise to build capacity in the wider children's social care system.

Children and Adults	Children and Families 126	Increased recruitment of internal foster carers Recruiting additional foster carers Projected savings of £46k	Potential Positive impact service users	Positive impact on the availability of carers in Southwark with consequent efficiencies.
Children and Adults	Children and Families 127	Increasing capacity of existing internal foster care resource to reduce use of agency carers Increasing internal foster carer capacity Projected savings £250k.	Assessed as possible positive impact	Positive impact on the availability of carers for vulnerable children with consequent efficiencies.
Children and Adults	Children and Families 128	Targeted support to increase access to Housing Benefit entitlements for care leavers Providing additional support to care leavers to access benefits Projected saving £96k.	Positive impact for service users	Positive impact on supporting vulnerable young people to access benefits with consequent efficiencies.
Children and Adults	Children and Families 129	Continue to support fewer children to enter or remain in care Continued successful delivery of business as usual services to prevent children needing to enter care Projected saving £120k.	Positive impact for service users	Positive impact in supporting more children to remain at home.
Children and Adults	Children and Families 305	Reduce Clinical Service Capacity Phased reductions in the capacity of clinical services which provides therapeutic support to children and families and specialist advise and support to social work teams Projected saving £140k.	Potential negative impact on some service users	Clinical Service practitioners work across the Children & Families Division to deliver clinical assessment and interventions to promote the mental health and wellbeing of children, young people and families to promote social care outcomes (e.g. reduced harm, reduced need for local authority care or care placement stability).

			<p>They provide expert assessments for court work reducing the need for such assessments to be commissioned outside the council.</p> <p>They provide reflective consultation and assistance to social work and youth justice staff to enhance their approach to risk management and improving outcomes for children, young people, and their families and carers.</p> <p>The team are also integrated into the delivery of the divisional and partnership high quality practice learning and development offer. They support decision making and a clinical perspective on the design and delivery of supporting interventions across all practice areas.</p> <p>In 2021-22 the clinical teams delivered assessment and interventions to 322 children, or an average of 24 children per practitioner. The reduced capacity could lead to 48 less children being able to access high level clinical and therapeutic support, or an increase of caseloads to 29 per practitioner annually, which has the potential to reduce the level of intensity of support offered.</p> <p>Clinical Practitioner support is highly qualified and should be recognised alongside other clinical and mental health support services. Discussions are progressing with partnership services on the principle that improving health outcomes holistically is a joint responsibility with benefits realised by multiple agencies. The intention is to seek a review of current funded arrangements and mitigate some of the impact on council costs through joint funding arrangements for the wider clinical and mental health support offer embedded and linked to the Clinical Service. If successful this could reduce the impact of capacity reductions in the service.</p> <p>Any significant reductions to the Clinical Service will require reconsideration of the social work practice model that has led to reduced numbers of children in care and court proceedings, was positively commended by Ofsted and integral to good service rating (Inspection Sept 2022).</p>
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			<p>The Clinical Service provides support to the most vulnerable children and young people who are subject to the intervention of our statutory social work and youth offending services. By the nature of their multiple-disadvantage necessitating this level of support these children are disproportionately those facing socio-economic disadvantage, therefore any potential reduction in capacity could adversely impact this groups.</p> <p>Mitigation</p> <p>Continue to seek joint funding arrangements to reduce the impact on overall capacity</p> <p>Re-distribution of capacity within retained staff group</p> <p>All children and young people continue to be supported by mainstream social care and youth offending teams</p> <p>Further embed the clinical training and workforce development offer to mainstream social care and youth offending teams to offset reductions in specialised capacity.</p>
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Children and Adults

Children and Families
308

Reduction in Youth Offending Service
Increasing management ratios within the service and redistribution of workload capacity across teams
Projected saving £110k.

Potential for some impact on some service users

The service works with adolescents (10-17) who have been subject to engagement with criminal justice system. The service provides additional preventative support to children and young people who may be identified as at risk of becoming engaged with criminality or violence. Due to the specific age of the cohort reduction in service levels could have a disproportionate impact on this protected characteristic.

On average between 80-90% of the cohort of young people being supported by the service are male. A reduction in capacity could have a disproportionate impact on this protected characteristic.

The current average caseload of all staff across the service is 5.3. The proposals are for a reduction of 2 posts within the service which would increase average caseloads to 5.8 per worker. In its 2021 Annual Report: inspections of youth offending services, Her Majesty’s Inspectorate of Probation identified significant variety in average caseloads nationally, between 3 – 15. Southwark caseloads even accounting for the proposed reductions are at the lower end of the range of national comparators.

Importantly the service has a number of additional non-statutory, non-case holding support workers who provide the additional preventative support to young people and their colleagues. Due to the minor reduction in overall capacity it is not anticipated that negative impact on overall delivery will be significant.

Mitigation

Investment from Government funded Turnaround Project into the service – 3 year ring-fenced funded support to all councils to support every council across England and Wales to deliver additional prevention work through youth offending services to intervene earlier to prevent escalation of offending behaviour and support children away from criminality

Management of safe Case Manager workloads in comparison to national findings – and through continued effectiveness of wider council early help and support offer which has successfully reduced first time entrants into the youth justice system by approximately 30% in recent years.

Investment in Adolescent Sure Start programme to promote community based early intervention with adolescents at risk of criminality

<p>Children and Adults</p>	<p>Children and Families 309</p>	<p>Reduce Family Group Conferencing Service Reduced offer of Family Group Conferences to be more targeted at those who would most benefit from this. Consolidation of responsibilities within existing roles that promote improvement in family engagement. Projected savings £60k.</p>	<p>Potential for minimal negative impact</p>	<p>The service supports family networks to come together to develop family designed and owned solutions, without the involvement of professionals, to the difficulties families face that contribute to their involvement with social care, particularly with child protection and edge of local authority care processes.</p> <p>This FGC Team includes roles providing support to children who have been in care to reconnect with their networks to and develop their links to support them into adulthood; and support in facilitation of the division’s lived experience family council group.</p> <p>The proposal is to reduce capacity within the team by 1 post and consolidate wider responsibilities as far as possible within the within the retained staff group, maintaining as much capacity as possible to continue to promote the primary team purpose of delivering Family Group Conferences.</p> <p>Across the last 3 years the service has delivered an average of 134 Conferences annually. With the consolidation of other team</p>
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				<p>roles it is believed that reduction in capacity can be minimised but it is still likely that less family group conferences will be delivered, likely around 25%.</p> <p>Family group conferences are disproportionately provided to those facing existing socio-economic disadvantage, therefore any potential reduction in capacity could adversely impact those groups.</p> <p>Mitigation Focussing capacity on the primary delivery of FGCs to families most in need</p> <p>Upskilling of the wider workforce to deliver similar family group decision making processes at earlier points in family involvement with social care and early help services</p> <p>Embedding family network focused development tools within early intervention and social work practice to expedite professional understanding of family and network capacity to support their vulnerable members.</p>
Children and Adults	Children and Families 310	<p>Downsizing Council Parenting Team</p> <p>Phased reduction of the availability of standalone parenting team within the early help service. Including cessation of council run parenting support programmes and the continuation of limited offer through the VCS.</p> <p>Projected savings £58k.</p>	Negative impact for some service users	<p>The current Parenting Team consists of 3 Parenting Practitioners, an Empowering Parents Empowering Communities Hub lead and a Team Leader. The Team delivers 10 parenting support programmes with capacity to deliver to approximately 450 parents a year. The Team also train and supervise parents to provide peer support groups to their local communities. The proposal is for a reduction of one practitioner post.</p> <p>Overall, 60% of families referred for a parenting programme reside within the top 20% of deprived areas in the country, with 22% in the top 10%. Reduction in capacity has the potential to impact negatively on the socio-economic protected characteristic. Additionally the majority (56.8%) of referrals to the Parenting Team are from other social care support teams, who are more likely to be working with families already facing disadvantage.</p> <p>The Parenting Team and its associated programmes work to support the parents of all age groups of children, however, more children and families worked with tend towards younger aged children with parents in the 25-35 age range. Reduction in</p>

capacity of the service offer could disproportionately impact specific age groups.

The service has historically worked well with the VCS sector to deliver parenting support peer-led and evidence based programme activity which will seek to be built on in mitigating the proposed change

This approach will be supported by the 3-year transformation funding provided under the Family Hubs and Start for Life Programme which includes significant ring fenced funding towards the piloting and development of new more efficient and community based approaches to delivering parenting support, particularly aimed at younger children.

Mitigation

Re-focus of internal Parenting Team to upscale its existing successes in developing voluntary and community-led capacity for parent peer led support programmes

Family Hubs programme investment in the transformation of parenting support over 3-year period to develop and implement new models of delivery and upskill the wider partnership workforce to deliver.

Finance and Governance	Exchequer 434	<p>Creation of Southwark Energy Advice Service through extension of Citizen's Advice Bureau contract</p> <p>The Council already commissions Citizens Advice to deliver community advice services and the new Southwark Energy Advice Service provision has been added to the latest contract extension (up to March 2025).</p>	Positive impact expected for all residents.	<p>Additional support to the residents of Southwark. Including people who struggle to access online generic energy advice or understand how to improve the energy efficiency of their home</p> <p>People experiencing issues with their energy suppliers</p> <p>Private rented sector tenants needing to engage their landlord about how to improve the energy efficiency of their home</p> <p>Small private landlords seeking independent advice and about how to improve the energy efficiency of homes they rent out in Southwark – or information, for example, about new statutory Minimum Energy Efficiency Standards.</p>
Chief Executive's	Strategy and Economy / Local Economy team 315	<p>Reduce size of commissioning budget that supports residents into employment, apprenticeship and training opportunities</p> <p>Savings of 6.3% have been modelled on Local Economy budgets. This represents</p>	Potential negative impact	<p>The pandemic, Brexit and the cost of living crisis are continuing to have far reaching impacts on Southwark's economy and labour market. The provision of effective, targeted wrap-around employment support for those furthest from the labour market will be ever more critical as the economy struggles through a prolonged recession and unemployment starts to rise.</p>

a total savings of £117k, with a £55k reduction in the staffing budgets (currently comprised of 14 FTE) and a £62k reduction in commissioning budgets (employment, apprenticeship and internship support).

If accepted, the impact of this budget proposal will be that fewer residents will be offered employment support through the Southwark Works service. An analysis of the service and its users shows the impact is likely to be on communities from specific protected characteristic backgrounds including age, race and disabilities. Almost 85% of clients supported through Southwark Works are from black or Asian minority ethnic backgrounds.

However, the impact of these savings on our communities will be mitigated through the recommissioning process currently taking place, with a greater proportion of the resource available to be more effectively targeted at those residents most vulnerable and at risk of long-term unemployment who require the most support.

Mitigation

To realise savings from the commissioning budget, it is proposed to reduce the activity that supports residents into work who are closer to the labour market. The impact of these savings on our communities will be mitigated through the recommissioning process of local employment support (Southwark Works) that is currently taking place. The recommissioned delivery will focus a greater proportion of the resource available to be effectively support those residents most vulnerable and at risk of long-term unemployment and so who require the most intensive support.

<p>Chief Executive's</p>	<p>Strategy and Economy / Local Economy team 316</p>	<p>Reassessment and re-prioritisation of vulnerable young people commissioning and internships activity</p> <p>Savings of 6.3% have been modelled on Local Economy budgets. This represents a total savings of £117k, with a £55k reduction in the staffing budgets (currently comprised of 14 FTE) and a £62k reduction in commissioning budgets (employment, apprenticeship and internship support).</p>	<p>Potential negative impact</p>	<p>The pandemic, Brexit and the cost of living crisis are continuing to have far reaching impacts on Southwark's economy and labour market. The provision of effective, targeted wrap-around employment support for those furthest from the labour market will be ever more critical as the economy struggles through a prolonged recession and unemployment starts to rise.</p> <p>If accepted, the impact of this budget proposal will be that fewer residents will be offered employment support through the Southwark Works service. An analysis of the service and its users shows the impact is likely to be on communities from specific protected characteristic backgrounds including age, race and disabilities. Almost 85% of clients supported through</p>
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			<p>Southwark Works are from black or Asian minority ethnic backgrounds.</p> <p>However, the impact of these savings on our communities will be mitigated through the recommissioning process currently taking place, with a greater proportion of the resource available to be more effectively targeted at those residents most vulnerable and at risk of long-term unemployment who require the most support.</p> <p>Mitigation</p> <p>To realise savings from the commissioning budget, it is proposed to reduce the activity that supports residents into work who are closer to the labour market. The impact of these savings on our communities will be mitigated through the recommissioning process of local employment support (Southwark Works) that is currently taking place. The recommissioned delivery will focus a greater proportion of the resource available to be effectively support those residents most vulnerable and at risk of long-term unemployment and so who require the most intensive support.</p>
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Human Rights Impacts

Council Delivery Plan

Our commitment to equality and justice runs throughout the Council Delivery Plan, both in the commitments we make to the people of Southwark, and the way we deliver services every day. As a council, we are committed to taking all necessary steps to meet our commitments to equalities under the Public Sector Equality Duty, including regularly reporting back to the public so they can hold us to account.

As a Council, we are fully committed to implementation of the Human Rights Act as relevant to Council services and functions. Implementation of Council Delivery Plan commitments at service level will be fully informed by an equality analysis process, which will include areas of the Human Rights Act as relevant.

Staff impacts

Council Delivery Plan

Both the Council Delivery Plan and the Southwark Stands Together programme commit to the creation of an inclusive, fair and representative workplace at all levels. The Council Delivery Plan includes a specific commitment to ensuring that the top of the council workforce is proportionally representative of Southwark's BAME population by 2030.

Specific commitments as part of the workforce work stream of Southwark Stands Together include:

- Renew workforce statistics and work the creation of targets and measures to build a more, inclusive workforce at all levels
- Look at our corporate learning and development offer and review our workforce development schemes including career progression, coaching, mentoring and reverse mentoring
- Use the outcomes from the focus groups to inform the review and, where appropriate revision of the council's employment policy and procedures
- Use the outcomes of our listening circles, upcoming focus groups and ongoing engagement activities to inform a work plan, which will include measurable objectives and outcomes
- Renew our commitment to equality and anti-racism with refreshed and on-going internal communications, and engagement activities. Themes will include but are not limited ally-ship, white privilege, gas lighting, micro-aggressions and incivilities
- Embark upon an on-going retraining and re-education programme of our leaders and managers so that they understand the critical roles they play in addressing racism, structural racism and injustice in the workforce. We want to ensure our leaders are actively anti-racist
- Review our engagement strategy with all staff with a view to create more dynamic two-way communication channels between staff, trade unions and workforce leads on highlighting opportunities and also areas of concern to ensure our support is appropriate and targeted
- Ensure there is always a safe space in which staff feel they can share their lived experiences of working at Southwark free from any repercussions
- Work with equality, diversity and inclusion (EDI) partner in the next phase of staff engagement

Specific Budget Changes

A list of the proposals that have a potential impact on staff is set out below. As specific proposals come forward to deliver the required saving and at each stage of implementation thereafter the different impacts will be assessed in accordance with the council's relevant procedures. Consultation will also take place with staff and Unions as proposals come forward and throughout implementation in line with council policies and procedures.

Department	Division	Proposal	Staff Impact
Finance and Governance	Exchequer 101	Council Tax Restructure Projected savings £175k in 23/24.	The proposal is to reduce the staffing in council tax service by 4. These officers currently carry out transitional functions within the council tax service. As specific proposals come forward to deliver the required saving and at each stage of implementation thereafter the different impacts will be assessed in accordance with the council's relevant procedures.
Finance and Governance	Exchequer 102	Digital Transformation and Channel Shift across financial control, council tax and benefits Projected savings £125k	The initial proposal is to reduce 3 staff across 3 teams within Exchequer, financial control, benefits and council tax. As specific proposals come forward to deliver the required saving and at each stage of implementation thereafter the different impacts will be assessed in accordance with the council's relevant procedures.
Finance and Governance	Exchequer 173	Review of the approach of delivering and supporting payroll , including re-alignment of internal staff and reliance on external support partners. Projected saving £70k.	The current payroll team sits within Financial Control and Processing, the current staff are supported by an external SAP payroll specialist. The proposal is to re-align and reduce the use of external provision and increase internal capacity – aligning transitional HR teams and payroll to ensure a more seamless service.
Environment and Leisure	Communities 419	Commitment/Growth - Community Gardening Cost = £70k.	To fund the salaries of the 2 Community Gardening Coordinators, previously funded from the Great Estates Programme budget, which has now ended. Positive impact
Chief Executive's	Planning and Growth / Sustainable Growth 313	Staff Efficiency Savings following service review	Sustainable Growth was established as a new division from April 1 st 2022. The division is the result of the merger of the former Regeneration North, Regeneration South and Regeneration Capital projects teams. The merger has allowed for staff efficiency savings to be made which will not impact on delivery.
Chief Executive's	Local Economy 315	Reduce size of commissioning budget that supports residents into employment, apprenticeship and training opportunities £55k reduction in the staffing budgets	The impact of saving of 6.3% will effectively require a medium to longer term reduction on local economy team capacity by 1.0 FTE, from 14.0 FTE down to 13.0 FTE. The impact of this saving will be mitigated in the short term through a recruitment freeze rather than an immediate reduction in head count.

Children and Adults	Adult Social Care 134	Efficiency review of vacant posts in Older People and Physical Disability (OPPD) Service Projected saving £275k p.a.	The proposed deletion of 5 vacant posts across the OPPD service that have been vacant for 2 years.
Children and Adults	Adult Social Care 135	Management restructure in OPPD Service Predicted saving £70k p.a.	Restructure of this service will allow for the deletion of one team manager post, which is currently vacant.
Children and Adults	Adult Social Care 145	Business support efficiencies in the Deprivation of Liberty Safeguards (DoLS) team. The proposed deletion of one safeguarding and DoLS officer position that is currently vacant. This is predicted to save: £38k p.a.	The proposal deletes a vacant post in the team that triages and processes cases with potential minimal impact.
Children and Adults	Adult Social Care 146	Business Efficiencies in the Strategy and Policy team Projected saving £50k	The proposal aims to deliver a saving through the deletion of one service development officer post.
Children and Adults	Commissioning 154	Review of joint commissioning team to reflect wider scope (and therefore efficiencies) of joint commissioning across both organisations. Projected saving £130k.	The council contributes £416k to the team budget. The proposal is to reduce the council contribution by £130k.
Children and Adults	Children and Families 109	Reduction in Data Team Capacity following full implementation of PowerBi and automation of data updates from Mosaic. Projected saving £70k.	The reduction of two vacant data posts. Assessed as having no or neutral impact.
Children and Adults	Children and Families 111	Reduction in business support posts following the co-location of all Children and Family Division Services to one site. Projected saving £178k.	Service efficiency with no impact on service users by reduction of admin posts across the service. As specific proposals come forward to deliver the required saving and at each stage of implementation thereafter the different impacts will be assessed in accordance with the council's relevant procedures.

Children and Adults	Children and Families 115	Reduce Information Officer posts in MASH following implementation of referral portal Projected saving £35k.	Reduction of administrative posts through use of technological solutions. As specific proposals come forward to deliver the required saving and at each stage of implementation thereafter the different impacts will be assessed in accordance with the council's relevant procedures.
Children and Adults	Children and Families 122	Reductions in Family Early Help Service Projected savings £150k.	The proposal is to reduce overall capacity by 2.5 posts, and redistribute workloads. The revised workload would equate to approximately 17.12 children per worker. Whist any reduction in numbers has a negative impact on the capacity to deliver necessary levels of support to children and families it is not anticipated that a significant impact will be seen from this current proposal. The Family Early Help Service will need to ensure those that receive such targeted early help services are those that most need them to ensure caseloads remain manageable to undertake effective work. Mitigation Successful implementation of more effective whole partnership and community based early intervention and support will successfully release the targeted and specialist capacity within the local authority to work with those most in need more consistently.
Children and Adults	Children and Families 123	Reduction in the capacity to evaluate the impact of early help services to a minimum required level Projected saving £40k.	Removal of vacant post in data team with no or neutral impact.
Children and Adults	Children and Families 125	Reduce capacity in Keeping Families Together Team Possible reduction of one practitioner post within the specialist edge of care team Projected saving £54k.	Possible impact on young people through reduction in service available which is targeted at prevention of entry of children into care. Mitigated as service operates at low volume and reduction on one post does not impact on significant levels of capacity within wider service. The team works with an average of 24 young people annually. The proposal would potentially reduce the average number of children worked with to 6 annually. Mitigation Continued investment in early help and preventative service to reduce demand on higher end interventions, and enhance the ability of non-

			<p>statutory services to support more intensive intervention with those at risk of entering care</p> <p>Improved learning and development offer to wider social work service to increase skills and capacity to deliver similar interventions within mainstream teams</p>
Housing and Modernisation	Customer Experience 164	<p>My Southwark Service Point service efficiencies</p> <p>Achieving saving of £15k and additional saving to the Housing Revenue Account (£37k).</p>	<p>As specific proposals come forward to deliver the required saving and at each stage of implementation thereafter the different impacts will be assessed in accordance with the council's relevant procedures.</p>
Housing and Modernisation	Customer Experience 415	<p>Additional project manager post to meet increased demand for sustainability schemes</p>	<p>Positive – additional staff</p>
Housing and Modernisation	Customer Experience 436	<p>General Fund share of additional staff to improve customer experience and reduce complaints</p>	<p>An ongoing carry forward budget of £175k exists to support additional staff to manually raise jobs on Northgate from webforms/emails. A base budget needs to be established – current structure is 5.6 x BSO posts (hay 06) = £176k (at mid-point). Funding is split 70/30 between HRA and General Fund. Northgate requires jobs to be allocated to specific trades, complex repair requests often involve multiple trades and an understanding of the repairs required.</p> <p>Positive impact.</p>

Additional proposals assessed as having no or neutral equality impact across protected characteristics

The following proposals have been assessed as having no or minimal disproportionate impact on any group.

Department	Ref No.	Proposal	Impact	Mitigation measures/ comments
Environment and Leisure	Highways 210	£1m income from new on street advertising contract	Neutral or no impact	Projected £1m Income from awarding of new on street advertising contract from April 2023.
Environment and Leisure	Waste and Cleansing 212	Increase the number of commercial waste collection contracts	No impact	No impact. The increase in the number of commercial waste collection contracts operated by the council has no impact on any particular group.
Environment and Leisure	Culture 219	Additional income from fees and charges across services	Neutral or no impact	Increases in fees and charges for 2023/24 for Libraries, Arts and Events and Youth Service: Film Office: Only inflationary increases are being proposed. Youth facilities hire: Only inflationary increases are being proposed Libraries related fees: No increases proposed. Events: Only inflationary increases are being proposed.
Environment and Leisure	Highways, Parking and Markets 222	Reduction in income anticipated through success of Streetspace schemes across the borough. Significantly increased compliance resulting in fewer PCN's issued.	Neutral or no impact	No impact identified in this proposal. The original scheme had a detail impact assessment carried out and took into account all of the findings.
Environment and Leisure	Leisure 223	South Dock Marina – enhanced boat lifting (429) Increased income associated with enhanced lifting capability at SDM boatyard.	Neutral or no impact	Enhanced boatyard service offer to river users.

Environment and Leisure

Highways, Parking and Markets
227

Active Travel (combined savings from Implementation of controlled parking across borough and review of Parking Charging Policy)

Positive impact for some groups

Impacts of Controlled parking

- Reduced car travel within the borough (commuter traffic)
- Free up kerb space for infrastructure such as cycle hangars, pocket parks, trees, planting.
- Better turnover of parking to promote shoppers at local shops
- Generally ensures resident parking
- Permit costs may not find favour with all residents
- Parking space available for local businesses, deliveries
- Reduced pollution from traffic
- Busses subject to less congestion

Impacts of Parking charges review

- Increase in cost assessed as having minimal impact on motorists and affordability of owning a vehicle

Environment and Leisure	Highways 322	Reductions in highways maintenance budgets arising from better upkeep of public realm and tree stock	Overall Neutral or no impact	<p>Proposal has some positive impacts including:</p> <ul style="list-style-type: none"> • Reduced potential for footway trips and reduce possible trip claims. • Reduced potential for tyre damage claims caused by tree roots pushing out kerbs • Ensuring compliance with council Equal Pavements Pledge • Safer footways ensuring compliance with Section 41 Highways Act • Complying with council tree planting/retention strategy • Increased carbon reduction • Maintaining council highway tree stock • Removal of some parking spaces • Potential to be incorporated/used as traffic calming schemes
Environment and Leisure	Waste and Cleansing 324	Take a needs-based, neighbourhood approach to clean streets, focusing activity on town centres and areas of high footfall, making best use of technology, and enhancing flexible working arrangements for staff	Neutral or no impact	Cleanliness performance information indicates that the cleanliness standards vary in different parts of the borough. The changes to street cleaning operations that are made to deliver the required savings will be focussed on ensuring that the overall level of cleanliness in the borough is good and that cleanliness standards are as consistent as possible throughout the borough.

Environment and Leisure	Communities 330	Reduce use of Mayor's Chauffeur Service	Neutral or no impact	Proposal reduces use of the chauffeur service to key civic events which does not impact on the mayor's ability to complete their schedule of events.
Environment and Leisure	Leisure 418	A requirement to increase the leisure budget to enable the successful insourcing of the service in June 2023 Increases in budget provision is requested to meet additional costs of operating facilities due to national cost of living rise, specifically; utility costs, changes to NNDR rates, changes in VAT arrangements and potential reduction in anticipated receipts due to cost of living increases and challenges to household budgets for a discretionary leisure activity.	Neutral or no impact	The impact of the cost of living crisis will be further mitigated through increased leisure budget provision – an increase which will prevent the need for increases in leisure centre prices in 2023.
Environment and Leisure	Leisure 420 and 421	Borough wide review of playgrounds to improve provision and accessibility Audit of playgrounds, sport and youth provision to identify any gaps in provision and accessibility.	Neutral or no impact	No impact on service users, the wider community, or socio-economic disadvantage, as it is a review of existing provision. Any potential subsequent changes identified as a result of the audit work will be subject to a further EQIA and could have positive impacts...
Environment and Leisure	Leisure 429	South Dock Marina – feasibility study for additional berths at South Dock Marina Seeking £100k non-recurring funding to enable a feasibility study into additional berths at Greenland Dock.	Neutral or no impact	No service user or community impact from the feasibility study
Environment and Leisure	Highways 430	Highways maintenance cost as a result of delivering Council Plan targets. Commitment proposed to be funded from Highways Reserves	Neutral or no impact	Ensures assets are maintained in good condition. No effect on road maintenance (cycle routes etc.) Will ensure “right repair first time” approach to footway maintenance. Minimises disruption to highway users through emergency road works. Better co-ordination of road works. Less temporary repairs. Increased longevity of footway surfacing.
Environment and Leisure	Highways 430	Highways maintenance cost as a result of delivering Council Plan targets	Neutral or no impact	Ensures assets are maintained in good condition. No effect on road maintenance (cycle routes etc.) Will ensure “right repair first time” approach to footway maintenance. Minimises disruption to highway users through emergency road works. Better co-ordination of road works. Less temporary repairs. Increased longevity of footway surfacing.
Environment and Leisure	Communities 432	One off cost on Council Delivery Plan Commitment on Thriving Neighbourhoods. Design, development and implementation of Thriving Neighbourhoods and Neighbourhood Management approach - developing neighbourhood action plans	Neutral	One-off costs of £220 k proposed to be funded from reserves so overall neutral. A detailed equality assessment will be undertaken as the project is implemented which is expected to show a positive impact.

		with residents and work on refocusing of existing council resources for ongoing implementation from 24/25 onwards.		
Environment and Leisure	Communities 448	Provision to receive bids to alleviate excessive inflationary pressures in the Voluntary Sector	No or neutral impact	Responds to inflationary pressures on voluntary sector4 funding ensuring maintenance of services by funded organisations.
Chief Executive's	Planning and Growth /Sustainable Growth 171	Management Efficiency Savings	Neutral or no impact	Sustainable Growth was established as a new division from April 1 st 2022. The division is the result of the merger of the former Regeneration North, Regeneration South and Regeneration Capital projects teams. The merger has allowed for efficiency savings to be made in light of a Review of Divisional management overheads.
Chief Executive's	Planning and Growth / Property 172	Saving from review of business support IT systems This is a saving from the rationalisation of IT systems supporting the service.	Neutral or no impact	There are no impacts or potential impacts on service users and/or the wider community.
Chief Executive's	Planning and Growth / Property 204	Income Generation through uplift for increasing number of instructions and maximising fee charging opportunities.	Neutral or no impact	Users of the service will be tenants of the council, who have tenancies of council owned commercial properties (shops, offices, business units etc.) in the borough. The service is open equally to all members of the community within the definitions given above, and may include people with protected characteristics. Fee income modelling has assumed nil increase in rents charged to the smallest businesses concerned. All transactions will be handled though the Property Team to ensure consistency and equality of treatment. In rent reviews and lease renewals there are various protections for the tenant, including third party determination and statutory frameworks to be observed.
Chief Executive's	Planning and Growth / Property 205	Insourcing planning P1 viability valuation fees. Seek to secure additional income of £150k in 2023/24 by insourcing specific valuation work required in the course of the planning process (and currently undertaken at higher cost by external firms).	Neutral or no impact	The proposal will maintain at the same level or reduce the amount of fee payable by all applicants and will have a neutral or potentially positive impact across all members of the community, including people with protected characteristics who choose to access the service.
Chief Executive's	Planning and Growth /Sustainable Growth 206	Recharge of M and A services to external third parties	Neutral or no impact	Sustainable Growth was established as a new division from April 1 st 2022. The division is the result of the merger of the former Regeneration North, regeneration South and Regeneration Capital projects teams. The merger has identified opportunities for the recharge of professional services to external third parties for non –statutory works.

Chief Executive's	Planning and Growth /Sustainable Growth 207	Increase in Local Land Charges fees and charges Increase of land charges fee and charges, the charges have not increased since 2015 and we will increase these for 2023/24 by approx. 9%.	Neutral or no impact	No impact expected due to increase in these charges.
Chief Executive's	Planning and Growth /Sustainable Growth 208	Income generation – increase in pre-application fees. The Planning Division offers professional planning advice to developers before they submit formal planning applications. This service is subject to a fee payable. Fees for the pre-application service are normally increased once a year in line with inflation and consideration of fees charged by similar planning authorities.	Neutral or no impact	Fees charged are reasonable and proportionate to the service offered and are an essential part of enabling developers to submit planning applications that are complete and address the relevant planning policies.
Chief Executive's	Planning and Growth /Sustainable Growth 209	Income from Community Infrastructure Levy Administration Charges Income from CIL administration charges, will be used to offset the various costs that creating and operating CIL incur.	Neutral or no impact	The CIL administration charge is a proportion of CIL collected and it is regulated by a statutory scheme. It is paid by developers on the implementation of development. There are no impacts or potential impacts on service users and/or the wider community.
Chief Executive's	Strategy and Economy / Local Economy team 315	Reduce size of commissioning budget that supports residents into employment, apprenticeship and training opportunities Projected saving £35k	Neutral or no impact	No negative impact expected of the proposals. To realise savings from the commissioning budget, it is proposed to reduce the activity that supports residents into work who are closer to the labour market. The impact of these savings on our communities will be mitigated through the recommissioning process of local employment support (Southwark Works) that is currently taking place. The recommissioned delivery will focus a greater proportion of the resource available to be effectively support those residents most vulnerable and at risk of long-term unemployment and so who require the most intensive support.
Chief Executive's	Strategy and Economy / Local Economy team 316	Reassessment and re-prioritisation of vulnerable young people commissioning and internships activity	Neutral or no impact	No negative equality impact expected of the proposals. To realise savings from the commissioning budget, it is proposed to reduce the activity that supports residents into work who are closer to the labour market. The impact of these savings on our communities will be mitigated through the recommissioning process of local employment support (Southwark Works) that is currently taking place. The recommissioned delivery will focus a greater proportion of the resource available to be effectively support those residents most vulnerable and at risk of long-term unemployment and so who require the most intensive support.

<p>Children and Adults</p>	<p>Public Health 160</p>	<p>Sexual Health – efficiencies arising from respecification of clinic contract</p> <p>The level of need for sexual health services in Southwark is high, with the council having some of the highest rates of sexually transmitted infections, HIV, and unplanned pregnancy in the country. This is attached to health inequalities experienced by those categorised as being within health inclusion groups and is summarised within the sexual health strategy.</p>	<p>Neutral or no impact</p>	<p>The proposal utilises public health reserve funding to contribute to the total saving of £540k together with the following proposed changes.</p> <p>Efficiencies in the provision in Primary Care settings. It is expected that as services are developed to provide more targeted outreach that demand can be managed and reduced. It is expected that the temporary additional capacity commissioned as a way to manage capacity issues in primary care during the height of COVID pandemic demands on primary care capacity, will be a short-term need as primary care capacity returns to pre-COVID levels of capacity.</p> <p>The current Young Persons service provision has recently undergone a review to help inform future commissioning plans and will be maintained at current levels. The contract arrangement aims to strengthen the provision of sexual health services for young people and specifically young people within health inclusion groups.</p> <p>Reducing funding to core sexual and reproductive health services is subject to detailed negotiations with existing service providers.</p> <p>The impact of this budget proposal means that the contract extension option will absorb some contract variation elements.</p> <p>Proposal maintains level of funding for out of area sexual health activity.</p> <p>Proposal increases funding to the tri-partite Lambeth, Southwark and Lewisham commissioned element of the service</p> <p>Funding for e-service sexual health activity is to be maintained at current levels and has the benefit of diverting demand from face to face service provision and creates more accessible services.</p>
<p>Children and Adults</p>	<p>Public Health 161</p>	<p>Efficiencies in the 0-19 visiting and school nursing contract as a result of the</p>	<p>Neutral or no impact</p>	<p>Proposed impact of savings overall Health visiting service</p>

continuing reduction of the 0-19 population.

Proposed efficiency saving £863k

- Evidence of reducing 0-5 population (between 11% and 25% lower) and reduction in service activity data (12% reduction since 2018/19).
- The magnitude of the reduction in eligible population is similar to the reduction in budget (11.5%) that the service is expected to meet.
- Population level indicators also reveal a reduction in the levels of need.
- Therefore, implementing the budget savings is not expected to adversely impact the eligible.

School nursing service

- There is evidence of increasing 5-19 population and worsening need indicators; this would result in increased demand for the service.
- It is therefore likely that overall demand on the school nursing service has increased.

Proposed Mitigation if any negative impact happens

Assessments will take into account any additional needs identified. As the operating budget changes are implemented, there will be close working with providers and users to ensure that mothers and children and young people identified to be more vulnerable are offered higher tiers of service provision owing to their increased vulnerability.

The reduction is proposed to be reinvested into other Public Health services as well as children’s mental health provision.

Children and Adults	Public Health 162	<p>Reduction in the due to falling school rolls and increasing entitlement to benefits-linked scheme with no reduction in the per-meal amount paid to schools</p> <p>The proposal identifies savings of £190k from the Council’s Free Healthy School Meals Programme for grant maintained nurseries and primary schools. The savings will be achieved through efficiencies.</p>	Neutral or no impact	There is anticipated to be no impact on pupils who are entitled to free school meals in grant maintained nurseries and primary schools. All children who want a school meal on any given day will continue to receive one.
Children and Adults	Public Health	Efficiencies in Substance Misuse services	Neutral or no impact	This proposal does not impact on current service users and/or the wider community as the SSMTR grant is new funding received by

To utilise the Supplementary Substance Misuse Treatment and Recovery Grant (SSMTR Grant) to fund £260k of the Young Persons Prevention Service as part of the new all age community drug recovery service.

Southwark until 2025, (indicatively agreed by central government on an annual basis) and will be used to ensure that the current investment in services for young people are maintained.

Children and Adults	Public Health 408	Staffing inflation costs for Public Health Funded Team	Neutral or no impact	Assessed as having no impact.
Children and Adults	Public Health 409	Substance Misuse - Young Persons Prevention To utilise the Supplementary Substance Misuse Treatment and Recovery Grant (SSMTR Grant) to fund £260,000 of the Young Persons Prevention Service as part of the new all age community drug recovery service.	Neutral or no impact	From 2023 a new all age community drug and alcohol early intervention, prevention, treatment and recovery service will commence. This proposal does not impact on current service users and/or the wider community as the SSMTR grant is new monies received by Southwark until 2025, (indicatively agreed by central government on an annual basis) and will be used to ensure that the current investment in services for young people are maintained.
Children and Adults	Commissioning 154	Review of joint commissioning team to reflect wider scope (and therefore efficiencies) of joint commissioning across both organisations The council contributes £416k to the team budget. The ICB has been involved. The proposal is to reduce the contribution by £130k.	Neutral or no impact	There is a high level of vacancies (6/19) within the team by the conclusion of the review and therefore redundancies from any reorganisation is highly unlikely. Expansion of scope within the joint funded commissioning team to include Public Health, Learning Disability and SEND commissioning. There are vacancies in the joint funded team so this can be managed through the review.
Children and Adults	Commissioning 158	Reduction in IT costs from changes to software licencing. Discontinue transferring money for individual iworld licences which are now covered by a single enterprise (corporate) licence	Neutral or no impact	£48k is transferred to Housing and Modernisation for accessing iworld (housing electronic records system). The department has a more cost effective way for council officers accessing the system and therefore the £48k is not required for this purpose.
Children and Adults	Commissioning 159	Efficiencies in the funding of housing related support services. Efficiencies of 6.5%) in the funding.	Neutral or no impact	£390k is transferred to Resident Services as a contribution to Housing Solutions. The proposed reduction is £22k for 2023/2024 (6.5%).
Children and Adults	Adult Social Care 134	Efficiency review of vacant posts in Older People and Physical Disability (OPPD) Service	Neutral or no impact	Potential impact mitigated as work has been distributed across the service. Cases are triaged and prioritised by managers. The current waiting time for non-urgent cases is 4 weeks

The proposed deletion of 5 vacant posts across the OPPD service that have been vacant for 2 years. This is predicted to save: £275k per annum.

Children and Adults	Adult Social Care 135	Management restructure in OPPD Service Restructure of this service will allow for the deletion of one team manager post, which is currently vacant. This is predicted to save: £70k per annum.	Neutral or no impact	This post is currently vacant and work is being managed sufficiently. The post has been vacant for over a year due to being unable to recruit the relevant professionally qualified person. Reorganisation of management portfolios has ensured the work continues to be safely managed.
Children and Adults	Adult Social Care 136	Review of service and potential efficiencies through in-sourced direct service delivery of the front door of OPPD Variation in contract to provide the front door service for OPPD via direct Adult Social Care service delivery. Proposed budget saving - £400k.	Neutral or no impact	Unlikely to be potential impact on service users/ wider community as primary work is currently being undertaken by the service.
Children and Adults	Adult Social Care 137	Redesign hospital discharge pathways In line with current Adult Social Care best practice and NHS Discharge Standards. The Hospital Discharge Team (HDT) will become a Transfer of Care Service including increased efficiency of pathways from hospital to the community delivering the right care at the right time. This is predicted to save: £250k per annum.	Neutral or no impact	There is unlikely to be negative impact on service users as the pathways are promoting increased person centred and strengths based approaches to deliver the right support at the right time.
Children and Adults	Adult Social Care 138	Creation of Transfer of Care Assessment Unit to deliver bed based reablement with the aim of supporting people to return home and reducing the need for costly residential care This unit funded by Discharge To Assess funds and will be utilised to deliver bed based reablement with the aim of supporting people to return home, reducing the need for residential care. This is predicted to save: £425k per annum.	Any potential negative impact for service users mitigated and potential positive impacts.	There is unlikely to be potential negative impact to service users as the Assessment Unit outcomes are to increase the likelihood of the person being able to return to their own home or the right care and support setting.
Children and Adults	Adult Social Care 139	Improved performance outcomes in Reablement Increase the number of people that leave reablement service with reduced or no care needs through revised service criteria,	Neutral or no impact	There is unlikely potential negative impact on service users as effectiveness will be improved.

		increased performance management and revised case allocation process. This is predicted to save: £300k p.a.		
Children and Adults	Adult Social Care 140	Adult Social Care reviews undertaken in line with Care Act eligibility Review care packages of service users and carers to meet statutory requirements of support. To review if Direct Payments (DP) is the most appropriate method of arranging support or if an internal, commissioned or universal service offers better Value For Money. Ensure service users have a current financial assessment and benefits are fully maximised for recipients. This is predicted to save: £600k p.a.	Neutral or no impact	There is unlikely to be potential impact on service users as the aim is to achieve better value for money through alternative service offers and maximisation of benefits.
Children and Adults	Adult Social Care 141	Work with colleagues to appropriately access NHS funding for people with complex needs that are eligible for CHC or NHS joint funding. Continuing Health Care and joint funded S.117 funding for eligible clients This is predicted to save: £150k p.a.	Neutral or no impact	There is unlikely to be potential negative impact on service users as this approach will ensure more people access Health funding that they are entitled to and therefore are not unnecessarily paying means tested charges.
Children and Adults	Adult Social Care 142	Maximise the use of Extra Care Housing for short term step down and step up accommodation Cease the external contract for 4 step down flats externally commissioned, making greater use of Council Extra Care Housing provision. This is predicted to save: £38kp.a.	Neutral or no impact	There is unlikely to be potential negative impact on service users requiring temporary accommodation post transfer of care from a hospital setting as the council has significantly increased council internal extra care housing accommodation since originally commissioning the external provider 15+ years ago.
Children and Adults	Adult Social Care 144	Reduction in Adult Social Care training budget Reduction in training budget as now a greater variety of digital training options which can be utilised and provide value for money and save £20k per annum.	Neutral or no impact	There is limited potential impact on service users, with impacts being mitigated through alternative training delivery that provides better value for money.

Children and Adults	Adult Social Care 146	<p>Business Efficiencies in the Strategy and Policy team</p> <p>The proposal aims to deliver a saving of £50,000 through the deletion of one service development officer post.</p>	Neutral or no impact	<p>There will be some impact on the development of the Adult Social Care Business plan, the development and maintained of policies and procedures, and the delivery of service development projects.</p> <p>There is limited potential impact on service users, with impacts being mitigated through reallocation of tasks.</p>
Children and Adults	Adult Social Care 147	<p>Efficiencies in the Learning Disability Service through regular reviews of care, rightsizing packages of care to meet Care Act eligible needs and utilisation of universal services where appropriate.</p> <p>Regular reviews of care packages as per Care Act eligibility. Review if Direct Payments (DP) is the most appropriate method of arranging support or if an internal, commissioned or universal service offers better Value For Money. £216k saving.</p>	Neutral or no impact	<p>The service providers will be required to understand the level of need in Southwark and ensuring the service addresses inequalities and increases progression and equal opportunity to lead independent lives as everyone else.</p> <p>The providers will be required to provide ongoing monitoring data on take-up of the service against this protected characteristic. They will be required to report on service user outcomes which have been outlined in the outcomes framework.</p>
Children and Adults	Adult Social Care 149	<p>To reduce the cost of All Age Disability Service placements through the outcome of Complex Care pathway work.</p> <p>Improving early identification and negotiation of 0-17 All Age Disability Placement to reduce spend by £200k</p>	Neutral or no impact	There is unlikely to be an impact on children and young people with Learning Disabilities and Autism or their families and carers who are supported within the All Age Disability team.
Children and Adults	Adult Social Care 150	<p>Efficiencies within All Age Disability, whilst fully complying with the statutory responsibilities within the Care Act</p> <p>Regular reviews of care packages as per legislation. Review if Direct Payments (DP) is the most appropriate method of arranging support or if an internal, commissioned or universal service offers better value for money with a £137k saving.</p>	Neutral or no impact	The potential impact will be marginal on service users and families/carers through the promotion of increased person centred and strengths based approaches.
Children and Adults	Adult Social Care 151	<p>Reducing the cost of Mental Health Act S.117 placements through the outcome of Complex Care pathway work</p> <p>Working closely with SLaM and the ICB to reduce the number of placements made for S.117 MH cases into spot placements. This will involve utilising existing block</p>	Neutral or no impact	The potential impact will be minimal on service users and families/carers through the promotion of increased person centred and strengths based approaches. The service will continue to meet Care Act eligible needs.

commissioned provision, providing additional community services to support individuals including personal health budgets.

Children and Adults	Adult Social Care 153	Review of mainstream packages of support for people with mental health needs in line with Care Act eligibility Regular reviews of care packages as per Care Act eligibility. Utilising Mental Health reablement to improve independence and reduce need for mainstream care packages, saving £31k.	Neutral or no impact	The potential impact will be marginal on service users and families/carers through the promotion of increased person centred and strengths based approaches. The service will continue to meet Care Act eligible needs.
Children and Adults	Adult Social Care 175	Review of short breaks through greater use of direct payments, voluntary sector provision and spot purchased respite care The proposed redesign of short breaks and change of emphasis from specialist short breaks to a broader framework of short breaks that supports a wider cohort of individuals and is provided as part of an earlier intervention approach. This proposal is required to deliver a saving of £600k.	Neutral or no impact	Any impact mitigated by service redesign for service users
Children and Adults	Adult Social Care 442	Creation of base-budget for Independent Living Fund to reflect 'rolling-in' of grant in 23/24 Settlement Growth budget from the transfer of £179 ILF (Independent Living Fund) Grant to the Social Care Grant.	Neutral or no impact	This effects a small cohort of people with disabilities and high support needs to enable them to live in the community. All current and potential recipients will be assessed in line with the care act and associated statutory guidance to ensure that they receive the support to which they are entitled.
Children and Adults	Children and Families 105	Reduction in inspection preparation capacity Projected saving £130k.	Neutral or no impact	Following positive Ofsted inspection (Sept 2022), reductions in budgets held to support inspection readiness.
Children and Adults	Children and Families 107	Reduce Clinical Service Capacity Reduce the equivalent of one clinical practitioner service manager. Projected saving of £78k.	Neutral or no impact	Reduction in management ratios within the service, no anticipated impact on the front line service offer.
Children and Adults	Children and Families 108	Public Health investment in Children's and Young People's mental health services Projected saving £700k	Neutral or no impact	Re-investment of public health funds into children's mental health services assessed as no or neutral impact.

Children and Adults	Children and Families 110	Reduction in Professional Fees paid for various external services	Neutral or no impact	Reduction in miscellaneous payments and fees such as external assessments and professional subscriptions assessed as having no or neutral impact.
Children and Adults	Children and Families 112	Cessation of buildings costs associated with Children's Service buildings by co-locating divisional services in one building Projected saving - £303k.	Neutral or no impact	Efficiencies achieved through building closures assessed as having no or neutral impact.
Children and Adults	Children and Families 113	Redistribution of caseload capacity across Safeguarding and Corporate Parenting Services Projected saving £110k.	Neutral or no impact	<p>Possible minimal impact due to less workers across the system, some existing posts have minimal caseloads and these can be redistributed across the system with minor impact on overall caseloads of staff.</p> <p>As at 26 January 2023 there were 2065 children and young people being actively supported by the statutory social work and leaving care services. This gives an average workload across all staff of 12.29 children per worker.</p> <p>The proposal is to reduce overall capacity by 2 posts, and redistribute workloads. The revised workload would equate to approximately 12.43 children per worker.</p> <p>Whilst any reduction in social work numbers has a negative impact on the capacity to deliver the same levels of support to children and families it is not anticipated that a significant impact will be seen from this current proposal.</p> <p>It is notable that the number of children in the care of the council has reduced by 5% over the previous year and the longer term trend of children from the borough entering care is one of slowly reducing numbers through the work of "good" Ofsted rated services.</p> <p>It is recognised nationally that children and families from deprived backgrounds are more likely to be subject to statutory child protection interventions. However, the minimal increase in overall caseloads is not expected to disproportionately impact on any of the protected characteristics</p> <p>Mitigation Continuing work to deliver improvements in partnership early intervention to reduce the need for statutory intervention</p>

				Continuing to develop our workforce and learning and development offer to build on previous success in increasing the impact, efficiency and effectiveness of our social work services – which decreases the length of intervention with families and consequent overall levels of demand.
Children and Adults	Children and Families 118	Reduction in external legal costs Projected saving £50k.	Neutral or no impact	Reduction in use of external legal services assessed as having no or neutral impact.
Children and Adults	Children and Families 119	Utilise Smart Working to reduce public transport usage Projected saving £30k	Neutral or no impact	Reduction in staff use of public transport by implementation of Smart working with no or neutral impact.
Children and Adults	Children and Families 124	Reduce management capacity across division Projected saving £172k	Neutral or no impact	Redistribution of management capacity across the division to ensure consistent reporting accountability.
Children and Adults	Children and Families 130	Reduction in Independent Review Officer activity through targeted review of activity for children in long term placements Projected Saving £10k.	Neutral or no impact	Efficiency from reduced service need due to alternative areas of successful delivery to prevent children needing to enter care.
Children and Adults	Children and Families 305	Reduce Clinical Service Capacity Phased reductions in the capacity of the clinical services which provides therapeutic support to children and families and specialist advise and support to social work teams Projected saving £140k.	Neutral or no impact	<p>Possible impact through loss of capacity to provide therapeutic support to vulnerable children and families, mitigated by alternative service offers.</p> <p>Continue to seek joint funding arrangements to reduce the impact on overall capacity. Re-distribution of capacity within retained staff group. All children and young people continue to be supported by mainstream social care and youth offending teams. Further embed the clinical training and workforce development offer to mainstream social care and youth offending teams to offset reductions in specialised capacity.</p> <p>Reductions in clinical assessment and intervention capacity could decrease the timeliness and impact of social care intervention leading to increases in overall system demand. Improved cross system knowledge and skills could conversely promote efficiency and throughput of casework and reduce overall demand.</p> <p>Possible reductions in stability of care placements for our looked after children who are well supported by clinical practitioners to remain in their placements when issues arise</p>

Children and Adults	Children and Families 307	Reduction in building security Projected savings of £43k.	Neutral or no impact	Reduction in need for building security following closure of buildings
Children and Adults	Education 132	Public Health to fund investment in daily fruit for primary school children as part of our approach to tackling obesity. This results in a saving to the general fund, but no change in provision to children. Projected saving £363k.	Neutral or no impact	No adverse impact expected for the proposal.
Finance and Governance	Housing Customer Services 103	Ending of the Lambeth SMART contract (community alarm and tech enabled care services) - reduction in management support and overtime budgets A revised contract price has been presented for years 3-5.	Neutral or no impact	There will be no impact on service delivery to Southwark residents.
Finance and Governance	Director's Office 104	Cease annual revenue contribution to Brexit risk reserve	Neutral or no impact	No impact expected for this proposal.
Finance and Governance	Law and Governance 201	Review internal trading fees in line with inflation (still significantly lower than market rates). Necessary in order to ensure that appropriate charges are made to the HRA, other statutory accounts and to external parties where appropriate.	Neutral or no impact	No impact expected for this proposal with income generation of £300k per annum.
Finance and Governance	Exchequer 301	Review of corporate contact centre/Exchequer customer services to promote digital first, align performance standards/look at generating economies and consistent approaches to performance management.	Neutral or no impact	The changes to the service model proposed will broaden the offer to residents enabling a number of different channels to contact and interact with the Council, this will ensure that those who require greater one to one contact and who may be digitally excluded will continue to have access to support. It will also ensure that key support is centrally available, enabling the identification of economic and social challenges individuals and families may be facing.
Finance and Governance	Law and Governance 401	Elections Act – increase in communication costs and workload of electoral services.	Neutral or no impact	No negative impact expected for this growth proposal.
Finance and Governance	Law and Governance 402	Managing the constitutional and governance changes arising from emerging and new legislation e.g. Health and Social Care Act.	Neutral or no impact	No negative impact expected for this proposal.
Finance and Governance	Corporate 435	Changes in the Council's liability for funding the London-wide Freedom Pass scheme.	Neutral or no impact	No impact expected for this proposal.

Finance and Governance	Professional Finance Services 437	Increase in external Audit fees (net of new grant funding), including objections to accounts	Neutral or no impact	No impact expected for this proposal.
Housing and Modernisation	Resident Services 165	Phased reduction of Temporary Accommodation contingency budget The aim is to contain temporary accommodation spend within the allocated budget (£15.967m) through the incremental reduction of contingency funding used to cover overspend.	Neutral or no impact	Residents will continue to receive services in line with the statutory requirements and will benefit from the elimination of backlogs and enhancements in systems/processes to access services.
Housing and Modernisation	Corporate Facilities management 167	Strategic plan required to close operational buildings and move staff into Tooley Street and Queens Road with resultant operational savings of £50k.	Neutral or no impact	Change of staff location assessed as having no or neutral impact.
Housing and Modernisation	Customer Experience (TDS) 168	Digital Innovation Fund (DIF) - reduce budget (currently £200k pa) Option to retain reserve to fund revenue projects proposals equating to £200,000 per annum.	Neutral or no impact	This fund has been set up to allocate to service areas to assist with innovation ideas. At present there is unallocated funding (£800k). In the short term the service user will be unaffected. After the reserve is spent, the main risk is the cost of a missed opportunity due to lack of innovation funding.
Housing and Modernisation	Customer Experience (TDS) 169	Rationalisation of IT applications and reduction of Licencing costs	Neutral or no impact	No impact, provision continues as before. Redesigned processes will allow the budget of £25k to be released.
Housing and Modernisation	Customer Experience (TDS) 170	Reduction of devices as technologies change based on requirements of the service area	No impact	Neutral or no impact change in requirement for electronic devices due to technological changes achieving efficiency of £10k.
Housing and Modernisation	Corporate Facilities management 413	New FM contract commences 1 October. Asset verification as part of mobilisation may reveal additional contract costs.	Neutral or no impact	Commitment/growth of £200k – no impact expected.
Housing and Modernisation	Customer Experience (TDS) 417	Cloud Infrastructure Azure Phase 2 - revenue costs and associated staffing	Neutral or no impact	Pressure for £311,111 for 23/24,24/25,25/26 This cost is due to the utilisation of the cloud the move of more servers from the data centres in Brent and Croydon.
Finance and Governance	Exchequer 443	Creation of base budget for Local Council Tax Support Admin Subsidy to reflect 'rolling-in' of grant in 23/24 Settlement.	Neutral or no impact	Assessed as no or neutral impact.

Environment and Leisure	Environment 444	Creation of base budget for Natasha's Law funding to reflect rolling-in of grant in 23/24 settlement Natasha's Law protects people with food allergies who rely on the transparency and accuracy of labelling of pre-packed foods.	Neutral or no impact	Assessed as no or neutral impact.
Finance and Governance	Corporate 445	Impact of pay settlement on members Allowances	Neutral or no impact	Responds to inflationary pressures on voluntary sector4 funding ensuring maintenance of services by funded organisations.
Finance and Governance	Corporate 446	Additional Business Rates payable on council owned properties arising from the 2023 evaluation	Neutral or no impact	Assessed as no or neutral impact.
Finance and Governance	Corporate 447	Baselining of correction to London Weighting/Overtime pay calculation to be distributed across impacted departments	Neutral or no impact	Assessed as no or neutral impact.
Children and Adults	Public Health 449	Planned contribution to Public Health Reserve	Neutral or no impact	Assessed as no or neutral impact.

Appendix A: Summary of Demographics in Southwark

Population

Southwark is one of the most densely populated and diverse boroughs in the country, with a young, growing and mobile population. Over 320,000 people live in Southwark, up from 256,700 in 2001. This represents an increase of more than a fifth over that period. Southwark has one of the fastest growing populations in South East London. Our population is projected to grow by almost 20% by 2030; equating to an extra 60,000 residents.

The growth in our population is being driven by both natural change i.e.: more births than deaths, and international migration into the borough. Southwark has one of the highest population turnover rates in the country, with the equivalent of 10% of our population moving in, and 10% of our population moving out each year. Migration flows peak among those in their late teens and 20s, declining thereafter. The majority of our population turnover is within London, with 60% of our population inflow coming from other parts of the capital, along with 64% of our population outflow.

Age

Southwark has a much younger population than the London or national average. The median age of Southwark residents in 2020 was 33.9 years; two years younger than the London average and almost seven years younger than the national average. While our population is comparatively young, this is not driven by a large number of children and young people. It is primarily a result of the large number of young adults in their 20s and 30s.

Ethnicity

Southwark is a diverse borough with people from a wide range of ethnicities and backgrounds. Over 120 languages are spoken here, and 11% of households have no members who speak English as a first language.

Just over half (51%) of Southwark's population is of white ethnicity, almost a third (28%) black and a just over 20% of Asian (10%) or other (11%) ethnicities. This differs from the rest of London where a considerably smaller proportion (13%) identify as black and a considerably larger proportion identify as Asian (21%).

The ethnic diversity of the borough varies markedly across age groups and the population under 20 is much more diverse than other age groups, with a similar proportion of young people from white and black ethnic backgrounds.

Ethnic minority groups in Southwark are not evenly spread across the borough

- The highest concentration of people identifying themselves as white is in the south of the borough
- The highest concentration of people identifying themselves as from a black minority group is in and around the centre of the borough
- The highest concentration of people identifying themselves as from an Asian minority group is in the north of the borough

Pregnancy and Maternity

The fertility rate in Southwark is significantly below London and England, with just under 4,600 live births in 2015

Disability

Approximately 14% of people living in inner London have a disability, equating to 44,800 people in Southwark

Sexual Orientation

Estimates indicate that Southwark has the second largest gay or lesbian population in the UK, after Lambeth. 88% of the population identify as heterosexual or straight, 5% as gay or lesbian, 0.8% bisexual, 0.9% other and 5.2% refusing to say.

Religion or belief

Over half (52.5%) of Southwark residents stated their religion as Christian at the time of the Census. 26.7% say they have no religion and 8.5% state they are Muslim with a wide range of religions and beliefs represented in the borough.

Marriage and Civil Partnership

Over half (54.7%) of adults in Southwark had never been married or registered in a civil partnership at the time of the Census. 28.5% are married and 0.9% in a same sex civil partnership.

Gender Reassignment

Currently there are no standard or robust sources of statistics regarding gender reassignment, nor is there standard data on the use of health services or referrals to gender identity clinics. However, GIRES (the Gender Identity Research and Education Society) estimate that 0.6-1% of the population may experience gender dysphoria.

DRAFT

OVERVIEW AND SCRUTINY COMMITTEE (OSC) – 24 JANUARY 2023

RECOMMENDATIONS TO CABINET ON POLICY AND RESOURCES STRATEGY 2022/23

OSC recommendations	Officer response
Climate Change Impact Analysis	
<p>1. OSC notes that as part of the budget scrutiny process for 2022/23 it recommended that for the 2023-24 budget scrutiny process a more holistic approach is completed, similar to the line-by-line process for EQIA's, which seeks to quantify the climate impact of each budget measure (where appropriate).</p>	<p>Noted and agreed.</p>
<p>2. OSC notes the climate change impact analysis document, but considers that the information contained within is not adequate, and was not circulated in a timely manner to enable OSC to properly consider or give weight to the climate change impact of the budget proposals. OSC recommends that a further fuller report including the methodology used and actual anticipated results is produced as soon as possible to enable impacts to be properly factored into the rest of the budget setting process for 2023/24.</p>	<p>Noted.</p> <p>These issues will be considered as part of the review of the procedure and format as set out above.</p> <p>OSC members are asked to recognise that the nature of these budget proposals means that they have limited impact on climate change</p> <p>A fuller report has been prepared and is appended to the 6 February 2023 budget report to cabinet .</p>
Equalities and Human Rights Panel Feedback on the Cumulative Equality Analysis 2023-24	
<p>3. OSC notes the feedback from the Equalities and Human Rights Panel on the cumulative equality analysis for 2023-24, particularly</p>	<p>Noted and agreed.</p>

<p>around the analysis of the impacts on protected characteristics, and recommends that cabinet consider the content of the feedback document in the framing of the budget.</p>	
<p>4. OSC recommends that cabinet invite the Equalities and Human Rights Panel to its next meeting in light of the concerns being raised by the panel.</p>	<p>Noted.</p>
<p>Timeliness of information being provided to OSC as part of the Budget Scrutiny Process</p>	
<p>5. OSC notes the constrictions placed upon the council in preparing information on the budget in light of the timing of the announcement of the Local Government Settlement, but requests that the cabinet member and officers, endeavour to release as much information earlier where possible.</p>	<p>Noted.</p> <p>OSC members are asked to consider - especially in the context of one year funding settlements that are announced normally in week preceding Christmas - the provision of information at an earlier time is not straightforward. The council has consistently provided an early indication of budget proposals through cabinet at the start of December, in advance of the provisional local government settlement.</p> <p>It should be noted that earlier publication of proposals would involve earlier assumptions and estimates that may appear misleading or ultimately inaccurate. In this year, the vast majority of budget proposals have remained consistent between the January and December budget reports which has given the opportunity to consider earlier scrutiny. This must remain a matter for OSC.</p> <p>All efforts will be made in subsequent years to provide timely information to both OSC members and residents.</p>
<p>Recommendations relating to budget proposals</p>	
<p>Health and Wellbeing Portfolio</p>	

<p>6. Line 161 - That cabinet be requested to review the impact on users of the service and take mitigating actions into account</p>	<p><i>Efficiencies of the 0-19 visiting and school nursing contract as result of the continuing reduction of the 0-19 population. The reduction is proposed to be reinvested into other Public Health services as well as children's mental health provision. (Efficiency saving : £863K)</i></p> <p>Efficiencies in the 0-19 health visiting and school nursing contract are as a result of the significant reduction in the 0-19 population. The budget reduction has been proposed for reinvestment into other Public Health priorities such as children's mental health – prevention and early help. No further mitigating actions are required.</p> <p>The reinvestment is set out in Line 142 (Commitments).</p>
<p>7. Line 312 - That a full and further consultation be undertaken with the users of the respite services, and the portfolio holder look at how the service can be reconfigured to be less expensive, but be able to continue to offer the respite provided by Southwark, and not just through the use of direct payments. If the outcome of the consultation is not in support of the saving, then it is recommended that this line is removed.</p>	<p><i>Review of short breaks provision though greater use of direct payments, voluntary sector provision and spot purchased respite care.(Savings : £0.6m)</i></p> <p>The Review of Short Breaks will consult service users and their family carers. The views of service users and family carers will inform future provision, not just Direct Payments (which the Council is legally obliged to offer).</p> <p>The most significant aspect affecting cost is people opting for Direct Payments resulting in reduced use of services. When people opt for Direct Payments, the Council, like all Councils, then does not have that money to spend on services and so must re-configure options for respite care and short breaks to be sustainable and value for money. The critical reconciliation is that eligible needs must be met, and they will be.</p>
<p>Jobs, Business and Town Centres Portfolio</p>	
<p>8. Line 316 – That if a cut is proposed for this activity, it is recommended that the impact is clearly outlined to OSC, including what this would mean in terms of hitting targets around</p>	<p><i>Reassessment and re-prioritisation of vulnerable young people commissioning and internships activity. (Savings : £27k)</i></p>

<p>internships, employment, apprenticeships and training opportunities. Should the impact be severe then it is recommended that this line is removed and re-examined in its entirety, and consideration be given to other places which the council might be able to make efficiencies if possible.</p>	<p>The committee should note that there was a drafting omission in the equality impact assessment summary for proposals 315 and 316 (page 60 of the cumulative equality analysis paper). The paper stated “No negative equality impact expected of the proposals”. Further detail should have been included in the summary. This is set out below and responds to the comments raised.</p> <p>To realise savings from the commissioning budget, it is proposed to reduce the activity that supports residents into work who are closer to the labour market. The impact of these savings on our communities will be mitigated through the recommissioning process of local employment support (Southwark Works) that is currently taking place. The recommissioned delivery will focus a greater proportion of the resource available to be effectively support those residents most vulnerable and at risk of long-term unemployment and so who require the most intensive support.</p>
<p>Children, Young People, Education and Refugees Portfolio</p>	
<p>9. Lines 106, 113, 120, 122, 125, 161, 30, 308, 309, 310 - That cabinet be requested to review the impact on users of the services and take mitigating actions into account.</p>	<p>See attached report Appendix I (i), Appendix I (ii). And Appendix H ‘Cumulative Equality Analysis’</p>
<p>Leisure, Parks, Streets and Clean Air Portfolio</p>	
<p>10. Line 210 - OSC welcomes the intention of the council to raise £1m from on-street advertising that will help fund key services. OSC recommends that the Council explores the potential to generate additional income from on-street advertising.</p>	<p><i>Award of new on-street advertising contract from April 2023 (Income generation: £1m)</i></p> <p>Noted and Agreed</p> <p>We will continue to assess new opportunities for raising income. However, we cannot prudently commit to achieving more than £1m in the 2023-24 budget; if there are additional income benefits</p>

	<p>achieved in year and beyond then these will help offset savings requirements in future years</p>
<p>11. Line 213 - That the impact of the increase in the bulky waste charge be monitored and a quarterly update be provided to OSC. Should the monitoring over a period of time show an increase in fly-tipping than previously seen, then cabinet be recommended to review the bulky waste charge. As part of a review, cabinet consider whether to offer the collection of fewer items for a smaller fee.</p>	<p><i>Increase bulky waste charge from £25 to £35 per booking, maintaining a low fee compared with the London average. (Income generation: £100k)</i></p> <p>Noted.</p> <p>The impact of the increase in the bulky waste charge will be closely monitored by the service.</p> <p>The charge is routinely reviewed on an annual basis and is benchmarked against other local authorities. This will continue to be undertaken both in terms of the fees charged and the number of items that are offered for collection and any recommendations for change will be reviewed as part of the annual review of fees and charges.</p>
<p>Communities, Equalities and Finance Portfolio</p>	
<p>12. Line 167 - That OSC recommends that the cabinet member continues with the work around the council rationalising its office space to make savings with a view to extending this.</p>	<p><i>Strategic plan required to close operational buildings and move staff into Tooley Street and Queens Road with resultant operational savings (Efficiencies £50k)</i></p> <p>Work continues to review the council's estate, both operational and administrative buildings. A strategic budget saving of £213k was included while developing options for building closures, as a consequence of new ways of working following the Covid-19 pandemic. Since this time, both Sumner and Curlew houses have been identified as buildings for closure. These buildings will be emptied and staff relocated in the coming months, to enable savings to be achieved. Given the progress made to date and the options to look at other buildings during 2023-24, the original saving has now</p>

	been increased from 50k to £150k. Any shortfall arising from the updated target will need to be met from contingency or reserves.	
13. Line 330 - That a report be submitted to OSC on the review of the mayor's budget and the operations of the mayor's office	<p><i>Reduce Mayors transport service to key civic events rather than all mayoral engagements achieving a saving of £50,000 from a transport budget of £70,000. The reduction would leave a budget of £118,000 for the total cost of the civic office including staff costs. (Savings of £50k)</i></p> <p>Noted and agreed.</p>	
14. Line 401 / 402 - That OSC consider how it could use the voluntary sector as a commissioned service to deliver the work that the council has committed to around these areas.	<i>Elections Act – increase in communication costs and workload of electoral services (Commitments 50k)</i>	
	<i>Managing the constitutional and governance changes arising from emerging and new legislation e.g. Health & Social Care Act. (Commitments £60k)</i>	
	Noted and agreed. This will require further consideration in advance of the launch of activities in April 2023 which are currently being planned.	243
15. Line 433 - That cabinet be recommended to provide more detail on this line in their report.	<p><i>To support the achievement of the delivery plan and other key priorities within the department (Commitments £348k)</i></p> <p>Noted.</p>	
16. Line 448 – That OSC receives more information on this as it develops.	<p><i>Provision to receive bids to alleviate excessive inflationary pressures in the Voluntary Sector (Commitment £200k)</i></p> <p>Noted</p>	

Appendix I (i)

Item No.	Classification: Open	Date: 6 February 2023	Meeting Name: Cabinet
Report title:		Policy & Resources Strategy 2023/2024 - Response to Overview & Scrutiny Commission Recommendation on Review of Equality Analyses	
Ward(s) or groups affected:		All	
Cabinet Member:		Cllr Stephanie Cryan – Cabinet Member for Communities, Equalities and Finance	

FOREWORD - COUNCILLOR STEPHANIE CRYAN, CABINET MEMBER FOR COMMUNITIES, EQUALITIES AND FINANCE

Considering how our decisions impact on equality and tackling inequality in Southwark is a key part of our budget setting process. This addendum report to the cabinet report provides additional valuable insight. It brings together all of the equality screening and analysis that has been carried out as the budget proposals have developed and focuses on those groups of people that may be affected multiple times by different proposed changes so for example all of the proposals impacting on children and young people are considered together rather than looking at changes through the lens of only one individual proposal.

The report also focuses on reviewing a number of specific screenings and analyses highlighted through the council's budget scrutiny process and reports the results of that review. Regardless of the officer advice it is our duty as decision makers is to satisfy ourselves that we have consciously and conscientiously considered what we know about the impact of our proposals on equality alongside other considerations when making our decisions.

While it is inevitable, given the financial challenges we continue to face, that our decisions may have some negative impacts, where these have been identified mitigating actions and continued monitoring and review of impacts is planned to take place to deal with this. At this stage in the process the report concludes that there is no identifiable significant negative impact on any one protected characteristic it is now our duty to satisfy ourselves that we have sufficient information to allow us to assess the impacts as we make our decision.

RECOMMENDATION(S)

Recommendation(s) for the Cabinet

1. That cabinet note the officer review of equality analyses as set out in this report.
2. That cabinet note the responsibilities that the Public Sector Equality Duty places on decision makers as set out in this report.

BACKGROUND INFORMATION

3. Under the equality duty (set out in the Equality Act 2010), public authorities including local authorities must have 'due regard' to the need to eliminate unlawful discrimination, harassment and victimisation as well as to advance equality of opportunity and foster good relations between people who share a protected characteristic and those who do not.
4. The protected characteristics covered by the equality duty are: age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex and sexual orientation. The duty also covers marriage and civil partnerships, but only in respect of eliminating unlawful discrimination.
5. The law requires that public authorities demonstrate that they have had 'due regard' to the aims of the equality duty in their decision-making. Assessing the potential impact on equality of proposed changes to policies, procedures and practices is one of the key ways in which public authorities can demonstrate that they have had 'due regard'.
6. By law, assessments of impact on equality must:
 - Contain enough information to enable a public authority to demonstrate it has had 'due regard' to the aims of the equality duty in its decision-making
 - Consider ways of mitigating or avoiding any adverse impacts.
7. Such assessments do not have to take the form of a document called an equality impact assessment but should consist of something that systematically assesses any adverse impacts of a change in policy, procedure or practice will be required.
8. Assessing impact on equality is not an end in itself and it should be tailored to, and be proportionate to, the decision that is being made.
9. Whether it is proportionate for an authority to conduct an assessment of the impact on equality of a financial decision or not depends on its relevance to the authority's particular function and its likely impact on people with

protected characteristics.

10. Assessments of impact on equality are based on relevant information and enable the decision-maker to understand the equality implications of a decision and any alternative options or proposals.
11. There is no prescribed format for assessing the impact on equality.
12. In summary, public authorities covered by the general equality duty must ensure that:
 - Decision-makers are aware of the general equality duty requirements and place equality considerations at the centre of policy formulation, side by side with other considerations.
 - Decision-makers understand that the duty falls on them personally. What they know and what they take into account is what matters – not what is in the mind of officers who report to them.
 - Compliance with the general equality duty takes place before and at the time a particular policy is under consideration and when a decision is taken.
 - Decision-makers consciously consider the need to do the things set out in the aims of the general equality duty as an integral part of the decision-making process. They must recognise it is not just a matter of ‘box ticking’.
 - Decision-makers have sufficient information to understand the effects of the policy, or of the particular decision, on the aims set out in the general equality duty.
 - Decision-makers review policies or decisions if circumstances change (e.g. if the make-up of service users alters). This is vital as the duty is a continuing one.
 - Decision-makers take responsibility for complying with the general equality duty with regard to all relevant functions. Responsibility cannot be delegated to external organisations that are carrying out public functions on their behalf.
 - Decision-makers consciously consider the need to do the things set out in the aims of the general equality duty not only when a policy is developed and decided upon, but when it is being implemented.
13. As in previous years officers have produced an initial Cumulative Equality Analysis document. This is an analysis of all Equality Impact Assessments or Screenings that have been completed for the 2023/2024 budget setting process, assessing the overall impact that the proposed changes made by the council may have on the borough.

14. The report is a high level summary of the data and considerations that were taken into account for each of the protected groups and looks at the cumulative impact of these changes upon each group to identify whether any particular protected characteristic is significantly disproportionately impacted.
15. The report also sets the specific proposals in the context of the Council Delivery Plan and wider council service delivery. It sets out a cross council overview of the equality analysis of the 2023/2024 budget proposals. The report is also designed to help strengthen scrutiny of the decisions being made by bringing this information together into one place in a transparent and accessible way.
16. The purpose of the report is to outline how the totality of the council's Budget decision-making impacts on protected groups and what we are doing to meet the public sector Equality Duty (PSED). The PSED requires public bodies to have due regard to the need to eliminate discrimination, advance equality of opportunity and foster good relations between different people when carrying out their activities.

KEY ISSUES FOR CONSIDERATION

17. At its meeting held on 23rd January 2023 the Overview & Scrutiny Committee conducted a scrutiny review of the council's budget proposals. A copy of the Cumulative Equality Analysis of the Budget Proposals was available to the commission as part of this scrutiny session and questions were asked on it of cabinet members and officers throughout the session.
18. The Overview & Scrutiny Committee met again on the evening of 24th January 2023 to consider its recommendations to Cabinet. In advance of this meeting a submission was received by the Chair of OSC from the Equalities & Human Rights Panel.
19. The Equalities & Human Rights Panel is commissioned by the council to act as a critical friend to the council in relation to the Public Sector Equality Duty, including providing feedback and challenge when appropriate. It also reviews Equality Analyses undertaken by the council, and provides constructive feedback and challenge on these as well.
20. It is a closed panel and there are currently 10 members from a variety of VCSOs representing many of the protected characteristics strands. These include Citizens Advice Southwark, Southwark Law Centre, Southwark Pensioners Centre, Southwark Disablement Association, Metro Charity, Community Southwark, Southside Rehabilitation Association, Inspire, Latin American Women's Rights service, Southwark Day Centre for Asylum Seekers.
21. In their submission the EHRP picked out a number of the budget proposals

that it noted as ones with a potential negative impact on children and young people for review and these are the ones covered by this report and considered by the Overview & Scrutiny Committee. Copies of the initial screenings/assessments are attached as Appendix 1 to this report.

22. Officers have conducted that review of these specific proposals and the accompanying Equality Screenings/analyses and among other things considered whether in the officers view:

- They clearly set out the financial proposal, reason for the change, how the change may impact on protected groups and how they relate to each other (to establish whether there is a possible cumulative impact of the proposals taken together on a particular protected characteristic).
- What research or data is available to support the assessments of impact?
- Whether they are sufficient to identify whether there is a positive or negative impact to see if particular protected characteristics are more likely to be affected than others.
- Whether they are sufficient to identify that there is no or neutral impact that gives potential for discrimination or on opportunities to advance equality.
- Whether there are adjustments or mitigating actions identified to better advance equality, reduce the negative impact and monitor it.

23. In summary the position on these proposals is as follows:

Ref No:	Proposal	Assessment	Mitigation where necessary
106	<p>Reduction in PAUSE Service capacity The Pause Service is a voluntary programme for women who have experienced, or are at risk of, repeat removals of children from their care. The proposals is to reduce the team capacity by one Experienced Practitioner. The Pause offer will be reduced to be a leaner intervention model. Projected savings of £59k.</p>	<p>Negative impact for some service users – the proposal is projected to reduce the volume of interventions from the current average level of 20 by 6-8 women per year. The screening includes reference to data on women Pause works with on which the analysis is based.</p>	<p>The screening includes mitigation proposals including continued discussion with partnership agencies on the opportunity to joint fund the PAUSE service – and mitigate the reduction in Local Authority funding. Continued funding of the core service to ensure provision for the most vulnerable women</p> <p>Delivering a leaner service delivery model, to seek to mitigate the</p>

			<p>overall reduction in capacity</p> <p>Continued investment in early help services to reduce the need for high end intervention services</p> <p>Development of Family Hubs and Start for Life Programme across multi-agency partnership with parenting and infant support at the core of the new offer to increase resilience in vulnerable communities and reduce demand on high end interventions</p>
113	<p>Redistribution of caseload capacity across Safeguarding and Corporate Parenting Services</p> <p>Projected efficiency saving £110k.</p>	<p>Neutral or no impact/ possible minimal impact due to less workers across the system, some existing posts have minimal caseloads and these can be redistributed across the system with minor impact on overall caseloads of staff.</p> <p>As at 26 January 2023 there were 2,065 children and young people being actively supported by the statutory social work and leaving care services. This gives an average workload across all staff of 12.29 children per worker.</p> <p>The proposal is to reduce overall capacity by 2 posts, and redistribute workloads. The revised workload would equate to approximately 12.43</p>	<p>Continuing work to deliver improvements in partnership early intervention to reduce the need for statutory intervention</p> <p>Continuing to develop our workforce and learning and development offer to build on previous success in increasing the impact, efficiency and effectiveness of our social work services – which decreases the length of intervention with families and consequent overall levels of demand.</p>

		<p>children per worker.</p> <p>Whilst any reduction in social work numbers has a negative impact on the capacity to deliver the same levels of support to children and families it is not anticipated that a significant impact will be seen from this current proposal.</p> <p>It is notable that the number of children in the care of the council has reduced by 5% over the previous year and the longer term trend of children from the borough entering care is one of slowly reducing numbers through the work of "good" Ofsted rated services.</p> <p>It is recognised nationally that children and families from deprived backgrounds are more likely to be subject to statutory child protection interventions. However, the minimal increase in overall caseloads is not expected to disproportionately impact on any of the protected characteristics</p>	
120	<p>Redesign Children and Family Centre Delivery Model</p> <p>Redesign of delivery model of children's centres to maximise the use of the</p>	<p>Potential for Negative impact on service users with mitigation in place. The analysis includes available</p>	<p>Development of the Family Hubs programme to expand the offer of community based and outreach multi-agency support.</p>

	<p>council estate and community assets, through better co-location of services and increases non-building based function. Projected efficiency saving £100k.</p>	<p>data including that the 2021 census data notes the largest decline in borough population has been seen among those aged 0 to 4, with a decrease of 21%, or 4,300 people. The 0-9 reduction has been 19%.</p>	<p>Development of increased outreach support, using partnership efficiencies on facilities to ensure the continuation and, where possible, expansion of services with better coordinated community-asset based service delivery. Using existing shared partnership facilities to deliver services where families are more likely to attend. Undertaking a facilities and accessibility review to ensure equity of access across the borough, particularly for those most in need.</p>
122	<p>Reductions in Family Early Help Service Reduction of 2 practitioners posts within early help services Projected savings £150k.</p>	<p>Negative impact for some service users with mitigation in place. The screening refers to available data. As at 3 January 2023 there were 642 children being actively supported by the Family Early Help Service. This gives an average workload across all staff of 16.05 children.</p> <p>The proposal is to reduce overall capacity by 2.5 posts, and redistribute workloads. The revised workload would equate to approximately 17.12 children per worker</p>	<p>Delivery of an improved partnership early intervention model to reduce overall demand on local authority services Streamlining of family early help assessment and intervention delivery model to increase the throughput of family support activities and reduce overall demand levels and workloads across the service</p> <p>Analysis of existing workloads across service shows re-distributed increase in individual caseloads of retained staff will be marginal</p>
125	<p>Reduce capacity in Keeping Families Together Team Reduction of one practitioner post within the specialist edge of care team Projected saving £54k.</p>	<p>Negative impact for some service users with mitigation in place. The team works with an average of 24 young people</p>	<p>Continued investment in early help and preventative service to reduce demand on higher end interventions, and enhance the ability of non-statutory services to</p>

		<p>annually. The proposal would potentially reduce the average number of children worked with to 6 annually.</p>	<p>support more intensive intervention with those at risk of entering care</p> <p>Improved learning and development offer to wider social work service to increase skills and capacity to deliver similar interventions within mainstream teams</p> <p>Continued reform of social care system to reduce demand on statutory social work, reduce caseloads and increase the capacity for more intensive intervention by all practitioners</p> <p>Development of Adolescent Sure Start programme to provide additional whole system early intervention capacity for adolescents who may be on a trajectory towards higher levels of statutory intervention and potential entry into care</p> <p>Continued support from mainstream social work services</p> <p>Review of KFT model to ensure it maximises numbers of young people it could work with and greater uses expertise to build capacity in the wider children's social care system.</p>
161	<p>Efficiencies in the 0-19 visiting and school nursing contract as a result of the continuing reduction of the 0-19 population.</p> <p>Proposed efficiency saving £863k</p>	<p>Overall neutral or no impact. Full Analysis conducted that includes available data and among other things identifies that the reduction in eligible population is similar</p>	<p>Proposed mitigation in case of any negative impact as this proposal goes forward and further analysis is conducted includes that assessments will take into account any additional needs</p>

		to the reduction in budget that the service is expected to meet.	<p>identified. As the operating budget changes are implemented, there will be close working with providers and users to ensure that mothers and children and young people identified to be more vulnerable are offered higher tiers of service provision owing to their increased vulnerability.</p> <p>The reduction is proposed to be reinvested into other Public Health services as well as children's mental health provision.</p>
175	<p>Review of short breaks through greater use of direct payments, voluntary sector provision and spot purchased respite care.</p> <p>The proposed redesign of short breaks and change of emphasis from specialist short breaks to a broader framework of short breaks that supports a wider cohort of individuals and is provided as part of an earlier intervention approach. This proposal is required to deliver a saving of £600k.</p>	Neutral or no impact	<p>This proposal will support the financial sustainability of the council as ASC supports the corporate budget challenge whilst seeking to develop more varied and accessible types of short breaks. It will also support a broadening of the short break offer that focuses on earlier intervention within AAD/LD25. This will enable easier access close to home. It seeks to transform and improve services across the age range.</p> <p>The council will continue to discharge its statutory duties and provide direct payments to individuals and families/carers to meet their eligible care and support needs.</p> <p>The social work service understands the profile of needs and will work closely with individual's families and carers to sign post and support the supplementary delivery of</p>

			provision provided through universal, third sector and targeted short breaks service, ensuring that individuals are in receipt of eligible benefits and supported to live more independent lives.
305	<p>Reduce Clinical Service Capacity Phased reductions in the capacity of the clinical services which provides therapeutic support to children and families and specialist advise and support to social work teams Projected saving £140k.</p>	Neutral or no impact taking into account mitigation	<p>Possible impact through loss of capacity to provide therapeutic support to vulnerable children and families, mitigated by alternative service offers. Continue to seek joint funding arrangements to reduce the impact on overall capacity. Re-distribution of capacity within retained staff group. All children and young people continue to be supported by mainstream social care and youth offending teams. Further embed the clinical training and workforce development offer to mainstream social care and youth offending teams to offset reductions in specialised capacity. Reductions in clinical assessment and intervention capacity could decrease the timeliness and impact of social care intervention leading to increases in overall system demand. Improved cross system knowledge and skills could conversely promote efficiency and throughput of casework and reduce overall demand.</p> <p>Possible reductions in stability of care placements for our looked after children who are well supported by clinical practitioners to remain in their</p>

			placements when issues arise
308	<p>Reduction in Youth Offending Service Increasing management ratios within the service and redistribution of workload capacity across teams Projected saving £110k.</p>	<p>Potential for some impact on some service users. Data suggests among other things that The current average caseload of all staff across the service is 5.3. The proposals are for a reduction of 2 posts within the service which would increase average caseloads to 5.8 per worker. In its 2021 Annual Report: inspections of youth offending services, Her Majesty's Inspectorate of Probation identified significant variety in average caseloads nationally, between 3 – 15. Southwark caseloads even accounting for the proposed reductions are at the lower end of the range of national comparators.</p>	<p>Investment from Government funded Turnaround Project into the service – 3 year ring-fenced funded support to all councils to support every council across England and Wales to deliver additional prevention work through youth offending services to intervene earlier to prevent escalation of offending behaviour and support children away from criminality</p> <p>Management of safe Case Manager workloads in comparison to national findings – and through continued effectiveness of wider council early help and support offer which has successfully reduced first time entrants into the youth justice system by approximately 30% in recent years.</p> <p>Investment in Adolescent Sure Start programme to promote community based early intervention with adolescents at risk of criminality</p>
309	<p>Reduce Family Group Conferencing Service Reduced offer of Family Group Conferences to be more targeted at those who would most benefit from this. Consolidation of responsibilities within existing roles that promote improvement in family engagement. Projected savings £60k.</p>	<p>Potential for minimal negative Impact.</p> <p>The proposal is to reduce capacity within the team by 1 post and consolidate wider responsibilities as far as possible within the retained staff group, maintaining as much capacity as possible to continue to promote the primary</p>	<p>Focusing capacity on the primary delivery of FGCs to families most in need</p> <p>Upskilling of the wider workforce to deliver similar family group decision making processes at earlier points in family involvement with social care and early help services</p> <p>Embedding family network focused</p>

		team purpose of delivering Family Group Conferences.	development tools within early intervention and social work practice to expedite professional understanding of family and network capacity to support their vulnerable members.
310	<p>Downsizing Council Parenting Team</p> <p>Phased reduction of the availability of standalone parenting team within the early help service. Including cessation of council run parenting support programmes and the continuation of limited offer through the VCS. Projected savings £58k.</p>	<p>Negative impact for some service users. The current Parenting Team consists of 3 Parenting Practitioners, an Empowering Parents Empowering Communities Hub lead and a Team Leader. The Team delivers 10 parenting support programmes with capacity to deliver to approximately 450 parents a year. The Team also train and supervise parents to provide peer support groups to their local communities. The proposal is for a reduction of one practitioner post.</p> <p>Overall, 60% of families referred for a parenting programme reside within the top 20% of deprived areas in the country, with 22% in the top 10%. Reduction in capacity has the potential to impact negatively on the socio-economic protected characteristic. Additionally the majority (56.8%) of referrals to the Parenting Team are</p>	<p>Re-focus of internal Parenting Team to upscale its existing successes in developing voluntary and community-led capacity for parent peer led support programmes</p> <p>Family Hubs programme investment in the transformation of parenting support over 3-year period to develop and implement new models of delivery and upskill the wider partnership workforce to deliver.</p>

		<p>from other social care support teams, who are more likely to be working with families already facing disadvantage.</p> <p>The Parenting Team and its associated programmes work to support the parents of all age groups of children, however, more children and families worked with tend towards younger aged children with parents in the 25-35 age range. Reduction in capacity of the service offer could disproportionately impact specific age groups.</p> <p>The service has historically worked well with the VCS sector to deliver parenting support peer-led and evidence based programme activity which will seek to be built on in mitigating the proposed change</p> <p>This approach will be supported by the 3-year transformation funding provided under the Family Hubs and Start for Life Programme which includes significant ring fenced funding towards the piloting and development of new more efficient and community based approaches</p>	
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		to delivering parenting support, particularly aimed at younger children.	
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24. As a result the Cumulative Equality Impact Assessment document has been revised (Appendix B) to provide some more detail on these proposals.
25. It is officers view having conducted this review that each of these screenings/analyses clearly set out the proposals and the potential impacts, are supported by the available data, identify impacts on particular protected characteristics and include mitigations where necessary.
26. It should also be noted that equality analysis is an ongoing process that does not end once proposals are agreed and implemented. Monitoring and review is essential and will take place if these proposals continue.
27. Having reviewed these assessments the conclusion of the initial cumulative equality analysis that there is no significant disproportionate impact on any one protected characteristic is unchanged.

SUPPLEMENTARY ADVICE FROM OTHER OFFICERS

Director of Law and Governance

28. This report is provided in the context of the public sector equality duty in section 149 Equality Act 2010 which requires the Cabinet to have due regard to the need to eliminate discrimination, advance equality of opportunity, and to foster good relations between people with protected characteristics and others when exercising its functions. The report provides an analysis of equality issues that have been raised by the Overview and Scrutiny Committee in its recommendations on the council budget proposals for 2023-24 which are being considered by the Cabinet on 6 February 2023.
29. As indicated in the report the Cabinet should give due regard to the equality duty with reference to the particular matters identified in this report, and any relevant material in the other budget papers, including any potential negative impacts on people with protected characteristics and any mitigation referred to. Cabinet will note that a Cumulative Equality Impact assessment which had already been prepared has been updated, and in the light of this should consider the impact on individuals and their protected characteristics as a result of the potential effect on them of a combination of budget proposals. Cabinet will also note that in relation to some of the proposals additional equality analysis will be undertaken as further decisions are made in relation to the particular areas being addressed.

APPENDICES

No.	Title
Appendix 1	Copies of Equality Screenings/Analyses
Appendix 2/Appendix H	Policy & Resources Strategy 2023/2024 Initial Cumulative Equality Impact Assessment 2023/2024

AUDIT TRAIL

Cabinet Member	Cllr Stephanie Cryan, Cabinet Member for Communities, Equalities and Finance	
Lead Officer	Stephen Douglass, Director of Communities	
Report Author	Stephen Douglass, Director of Communities	
Version	Final	
Dated	1 February 2023	
Key Decision?	Yes	
CONSULTATION WITH OTHER OFFICERS / DIRECTORATES / CABINET MEMBER		
Officer Title	Comments Sought	Comments Included
Director of Law and Governance	Yes	Yes
Strategic Director of Finance and Governance	Yes	Yes
List other officers here		
Cabinet Member	Yes	Yes
Date final report sent to Constitutional Team		1 February 2023

Appendix 1 Equality Screenings/Analysis

2023/24 budget process**Budget proposal equality impact and needs analysis screening template**

This template should be used to carry out and record an initial screening of the equality implications of each budget proposal. Please note that this is not a substitute for a full equality analysis, which is required for all high and medium impact areas. A full equality analysis is required to inform the budget proposal decision making process in all high and medium impact areas for January Cabinet, Overview and Scrutiny and Council Assembly.

The equality screening template must be completed and be available for the first budget challenge round in the autumn.

1. Details of budget proposal

Budget proposal	Reduction in PAUSE Service capacity
Department	Children's & Adults' Services
Division	Children & Families
Lead officer	Michael Crowe, Service Development Manager
Date	16 th December 2022

2. Brief summary of the budget proposal, its aims and the projected saving

Brief description of budget proposal	<p>The Pause Service is a voluntary programme for women who have experienced, or are at risk of, repeat removals of children from their care. The proposals is to reduce the team capacity by one Experienced Practitioner. The Pause offer will be reduced to be a leaner intervention model.</p> <p>Projected saving of £59k</p>
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3. Potential impacts on service users and/or the wider community; consider also socio-economic disadvantage

Service user / wider community impacts	<p>This reduction will reduce the volume of interventions the team is able to provide. With approximately with 6-7 less women, usually from disadvantaged groups, a year in receipt of services. This could potentially increase pressures on those individuals and wider community services.</p>
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4. Potential impacts the proposal may have internally, for example on the services delivered by other departments or on staff

Internal impacts on the council	<p>Reduction will impact on existing postholder with potential for re-deployment or loss of office.</p> <p>Possible increase in demand on services needed in the event of further pregnancies resulting from the lack of access to preventative services.</p>
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Appendix 1 Equality Screenings/Analysis

5. How does the proposal impact on Borough Plan priorities and areas of work ?

impact on Borough Plan	There is a risk of adverse impact on Borough plan priorities to tackle health inequalities and support a great start in life.
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6. Potential impacts on particular “protected characteristics” which includes meeting needs of diverse groups, any impacts for community relations and positive, negative, disproportionate or adverse impacts.

Please mark with an “X” whether the proposal is likely to have a “positive, negative or neutral” impact on people with the following protected characteristic. Please use as much information and data as possible to undertake the initial screening assessment, including service user and community/staff feedback.

Please remember : How does the budget proposal incorporate and consider below:

The public sector equality duty (PSED) requires us to find out about and give due consideration to the needs of different protected characteristics in relation to the three parts of the duty:

1. Eliminating discrimination, harassment and victimisation
2. Advancing equality of opportunity, including finding out about and meeting diverse needs of our local communities, addressing disadvantage and barriers to equal access; enabling all voices to be heard in our engagement and consultation undertaken; increasing the participation of under represented groups
3. Fostering good community relations; promoting good relations; to be a borough where all feel welcome, included, valued, safe and respected.

The PSED is now also further reinforced in the two additional Fairer Future For All values: that we will

- a. Always work to make Southwark more equal and just
- b. Stand against all forms of discrimination and racism

7. Socio-economic disadvantage – although the Equality Act 2010 does not include socio-economic status as one of the protected characteristics, Southwark Council recognises that this continues to be a major cause of inequality in the borough. Socio economic status is the measure of an area’s, an individual’s or family’s economic and social position in relation to others, based on income, education, health, living conditions and occupation.

Does the proposal positively/ negatively or have a neutral impact on addressing socio-economic disadvantage in the borough ?

Appendix 1 Equality Screenings/Analysis

Section 3: Pre-implementation equality analysis

Protected characteristic	Needs/Impacts		
	Positive	Neutral	Negative/Disproportionate/Adverse
Age			X
Sex			X
Race		x	
Disability		x	
Sexual orientation		x	
Gender reassignment/Gender identity		x	
Religion or belief		x	
Pregnancy or maternity			x
Socio_Economic Disadvantage			x

8. Risk Level

Please assign a risk level to any negative impacts on particular equality groups using the risk matrix provided.

Protected characteristic	Description of potential negative, disproportionate or adverse impacts	Risk level
Age	The Pause programme works most commonly with particular age groups of early to early middle adulthood. The reduction in capacity will have an adverse impact on the availability of services to a particular age group	Amber (C2)
Sex	The Pause programme delivers exclusively to women. The proposals will reduce the capacity of the service which works exclusively to support vulnerable women	Amber (C2)
Pregnancy or maternity	The Pauses programme supports women who have had multiple children removed into care to prevent further pregnancies. The reduction in service provision could lead to more vulnerable women becoming pregnant and facing further removals of their children	Amber (C2)
Socio_Economic Disadvantage	Most of the client group worked with by the service face existing socio-economic disadvantage, the reduction in service could compound concerns for this vulnerable group	Amber (C2)

Appendix 1 Equality Screenings/Analysis

9. Checklist

Please complete each row of the checklist

Checklist		
	Yes	No
Have any potential significant concerns amongst service users or the wider community been identified?	x	
Have you used information and data to inform your initial equality screening exercise ? Please outline data sources.	x	
Have any potential internal impacts been identified?	x	
Have any potential negative, disproportionate or adverse impacts on particular protected characteristics been identified?	x	
Have potential negative, disproportionate or adverse impacts been assigned a risk level using the matrix provided?	x	
Have any potential negative, disproportionate or adverse impacts of this proposal been assigned a "red" risk level?		x
Where a red risk level has been assigned, has a full equality analysis been completed in respect of this proposal?		x
Is a full equality analysis planned in respect of this proposal?		x

Equality impacts risk matrix

How to use this matrix

- For negative impacts identified assign an overall risk level using the matrix below. This is based on the likelihood of the negative/adverse impact occurring and the seriousness of the impact.
- For **red** risk level impacts a full equality analysis should be completed. **Amber** risk level proposals may also need to be considered for a full analysis, particularly where the equality groups affected may face cumulative effects from other proposals.
- A full equality analysis must accompany the final budget proposal presented to Cabinet in January and to Overview and Scrutiny Committee and Council Assembly in February.

SERIOUSNESS OF IMPACT (1-4)

		1	2	3	4	
LIKELIHOOD OF OCCURRING (A-D)	A					Seriousness: 1 = Major 2 = Significant 3 = Moderate 4 = Minor
	B					
	C					
	D					

Likelihood:

- A = Very likely
- B = Likely
- C = Unlikely
- D = Very unlikely

Appendix 1 Equality Screenings/Analysis

2023/24 budget process**Budget proposal equality impact and needs analysis screening template**

This template should be used to carry out and record an initial screening of the equality implications of each budget proposal. Please note that this is not a substitute for a full equality analysis, which is required for all high and medium impact areas. A full equality analysis is required to inform the budget proposal decision making process in all high and medium impact areas for January Cabinet, Overview and Scrutiny and Council Assembly.

The equality screening template must be completed and be available for the first budget challenge round in the autumn.

1. Details of budget proposal

Budget proposal	Redesign Children & Family Centre Delivery Model
Department	Children's & Adults' Services
Division	Children & Families
Lead officer	Michael Crowe, Service Development Manager
Date	16th December 2022

2. Brief summary of the budget proposal, its aims and the projected saving

Brief description of budget proposal	Redesign of delivery model of children's centres to maximise the use of the council estate and community assets, through better co-location of services and increases non-building based function
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3. Potential impacts on service users and/or the wider community; consider also socio-economic disadvantage

Service user / wider community impacts	Some potential loss of local facilities mitigated by increased outreach functions
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4. Potential impacts the proposal may have internally, for example on the services delivered by other departments or on staff

Internal impacts on the council	None
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5. How does the proposal impact on Borough Plan priorities and areas of work ?

impact on Borough Plan	N/a
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Appendix 1 Equality Screenings/Analysis

6. Potential impacts on particular “protected characteristics” which includes meeting needs of diverse groups, any impacts for community relations and positive, negative, disproportionate or adverse impacts.

Please mark with an “X” whether the proposal is likely to have a “positive, negative or neutral” impact on people with the following protected characteristic. Please use as much information and data as possible to undertake the initial screening assessment, including service user and community/staff feedback.

Please remember : How does the budget proposal incorporate and consider below:

The public sector equality duty (PSED) requires us to find out about and give due consideration to the needs of different protected characteristics in relation to the three parts of the duty:

4. Eliminating discrimination, harassment and victimisation
5. Advancing equality of opportunity, including finding out about and meeting diverse needs of our local communities, addressing disadvantage and barriers to equal access; enabling all voices to be heard in our engagement and consultation undertaken; increasing the participation of under represented groups
6. Fostering good community relations; promoting good relations; to be a borough where all feel welcome, included, valued, safe and respected.

The PSED is now also further reinforced in the two additional Fairer Future For All values: that we will

- a. Always work to make Southwark more equal and just
- b. Stand against all forms of discrimination and racism

7. Socio-economic disadvantage – although the Equality Act 2010 does not include socio-economic status as one of the protected characteristics, Southwark Council recognises that this continues to be a major cause of inequality in the borough. Socio economic status is the measure of an area’s, an individual’s or family’s economic and social position in relation to others, based on income, education, health, living conditions and occupation.

Does the proposal positively/ negatively or have a neutral impact on addressing socio-economic disadvantage in the borough ?

Appendix 1 Equality Screenings/Analysis

Section 3: Pre-implementation equality analysis

Protected characteristic	Needs/Impacts		
	Positive	Neutral	Negative/Disproportionate/Adverse
Age			x
Sex		x	
Race		x	
Disability		x	
Sexual orientation		x	
Gender reassignment/Gender identity		x	
Religion or belief		x	
Pregnancy or maternity		x	
Socio_Economic Disadvantage			x

8. Risk Level

Please assign a risk level to any negative impacts on particular equality groups using the risk matrix provided.

Protected characteristic	Description of potential negative, disproportionate or adverse impacts	Risk level
Age	Services within children & family centres work predominantly with young and new families. Reduction in site specific services could negatively impact on some geographically specific groups	Green (C3)
Socio-economic disadvantage	Centres are predominantly located within areas of high socio-economic need – reduction in site specific services could impact adversely on some groups – however this is mitigated by enhanced outreach function and the continued provision of centres within wider locales	Green (C3)

9. Checklist

Appendix 1 Equality Screenings/Analysis

Please complete each row of the checklist

Checklist		
	Yes	No
Have any potential significant concerns amongst service users or the wider community been identified?		x
Have you used information and data to inform your initial equality screening exercise ? Please outline data sources.	x	
Have any potential internal impacts been identified?	x	
Have any potential negative, disproportionate or adverse impacts on particular protected characteristics been identified?	x	
Have potential negative, disproportionate or adverse impacts been assigned a risk level using the matrix provided?	x	
Have any potential negative, disproportionate or adverse impacts of this proposal been assigned a "red" risk level?		x
Where a red risk level has been assigned, has a full equality analysis been completed in respect of this proposal?		x
Is a full equality analysis planned in respect of this proposal?		x

Appendix 1 Equality Screenings/Analysis

Equality impacts risk matrix**How to use this matrix**

- For negative impacts identified assign an overall risk level using the matrix below. This is based on the likelihood of the negative/adverse impact occurring and the seriousness of the impact.
- For **red** risk level impacts a full equality analysis should be completed. **Amber** risk level proposals may also need to be considered for a full analysis, particularly where the equality groups affected may face cumulative effects from other proposals.
- A full equality analysis must accompany the final budget proposal presented to Cabinet in January and to Overview and Scrutiny Committee and Council Assembly in February.

SERIOUSNESS OF IMPACT (1-4)

		SERIOUSNESS OF IMPACT (1-4)			
		1	2	3	4
LIKELIHOOD OF OCCURRING (A-D)	A				
	B				
	C				
	D				

Likelihood:
A = Very likely
B = Likely
C = Unlikely
D = Very unlikely

Seriousness:
1 = Major
2 = Significant
3 = Moderate
4 = Minor

Appendix 1 Equality Screenings/Analysis

2023/24 budget process**Budget proposal equality impact and needs analysis screening template**

This template should be used to carry out and record an initial screening of the equality implications of each budget proposal. Please note that this is not a substitute for a full equality analysis, which is required for all high and medium impact areas. A full equality analysis is required to inform the budget proposal decision making process in all high and medium impact areas for January Cabinet, Overview and Scrutiny and Council Assembly.

The equality screening template must be completed and be available for the first budget challenge round in the autumn.

1. Details of budget proposal

Budget proposal	Reduce capacity in Keeping Families Together Team
Department	Children's & Adults' Services
Division	Children & Families
Lead officer	Michael Crowe, Service Development Manager
Date	16th December 2022

2. Brief summary of the budget proposal, its aims and the projected saving

Brief description of budget proposal	Reduction of one practitioner post within the specialist edge of care team Projected saving of £54k
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3. Potential impacts on service users and/or the wider community; consider also socio-economic disadvantage

Service user / wider community impacts	Possible impact on young people through reduction in service available which is targeted at prevention of entry of children into care. Mitigated as service operates at low volume and reduction on one post does not impact on significant levels of capacity within wider service
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4. Potential impacts the proposal may have internally, for example on the services delivered by other departments or on staff

Internal impacts on the council	None
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5. How does the proposal impact on Borough Plan priorities and areas of work ?

Appendix 1 Equality Screenings/Analysis

impact on Borough Plan	N/a
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6. Potential impacts on particular “protected characteristics” which includes meeting needs of diverse groups, any impacts for community relations and positive, negative, disproportionate or adverse impacts.

Please mark with an “X” whether the proposal is likely to have a “positive, negative or neutral” impact on people with the following protected characteristic. Please use as much information and data as possible to undertake the initial screening assessment, including service user and community/staff feedback.

Please remember : How does the budget proposal incorporate and consider below:

The public sector equality duty (PSED) requires us to find out about and give due consideration to the needs of different protected characteristics in relation to the three parts of the duty:

1. Eliminating discrimination, harassment and victimisation
2. Advancing equality of opportunity, including finding out about and meeting diverse needs of our local communities, addressing disadvantage and barriers to equal access; enabling all voices to be heard in our engagement and consultation undertaken; increasing the participation of under represented groups
3. Fostering good community relations; promoting good relations; to be a borough where all feel welcome, included, valued, safe and respected.

The PSED is now also further reinforced in the two additional Fairer Future For All values: that we will

- a. Always work to make Southwark more equal and just
- b. Stand against all forms of discrimination and racism

7. Socio-economic disadvantage – although the Equality Act 2010 does not include socio-economic status as one of the protected characteristics, Southwark Council recognises that this continues to be a major cause of inequality in the borough. Socio economic status is the measure of an area’s, an individual's or family’s economic and social position in relation to others, based on income, education, health, living conditions and occupation.

Does the proposal positively/ negatively or have a neutral impact on addressing socio-economic disadvantage in the borough ?

Section 3: Pre-implementation equality analysis

Appendix 1 Equality Screenings/Analysis

Protected characteristic	Needs/Impacts		
	Positive	Neutral	Negative/Disproportionate/Adverse
Age			x
Sex		x	
Race		x	
Disability		x	
Sexual orientation		x	
Gender reassignment/Gender identity		x	
Religion or belief		x	
Pregnancy or maternity		x	
Socio_Economic Disadvantage			x

8. Risk Level

Please assign a risk level to any negative impacts on particular equality groups using the risk matrix provided.

Protected characteristic	Description of potential negative, disproportionate or adverse impacts	Risk level
Age	The team works predominantly to support adolescents to remain in the care of their families. Reduction in service capacity would disproportionately impact that age group of children	Green (C3)
Socio-economic disadvantage	The majority of children supported by the team come from disadvantaged backgrounds, reduction in service capacity could disproportionately impact those groups	Green (C3)

Appendix 1 Equality Screenings/Analysis

9. Checklist

Please complete each row of the checklist

Checklist		
	Yes	No
Have any potential significant concerns amongst service users or the wider community been identified?		x
Have you used information and data to inform your initial equality screening exercise ? Please outline data sources.	x	
Have any potential internal impacts been identified?	x	
Have any potential negative, disproportionate or adverse impacts on particular protected characteristics been identified?	x	
Have potential negative, disproportionate or adverse impacts been assigned a risk level using the matrix provided?	x	
Have any potential negative, disproportionate or adverse impacts of this proposal been assigned a "red" risk level?		x
Where a red risk level has been assigned, has a full equality analysis been completed in respect of this proposal?		x
Is a full equality analysis planned in respect of this proposal?		x

Equality impacts risk matrix

How to use this matrix

- For negative impacts identified assign an overall risk level using the matrix below. This is based on the likelihood of the negative/adverse impact occurring and the seriousness of the impact.
- For **red** risk level impacts a full equality analysis should be completed. **Amber** risk level proposals may also be need to be considered for a full analysis, particularly where the equality groups affected may face cumulative effects from other proposals.
- A full equality analysis must accompany the final budget proposal presented to Cabinet in January and to Overview and Scrutiny Committee and Council Assembly in February.

SERIOUSNESS OF IMPACT (1-4)

		SERIOUSNESS OF IMPACT (1-4)			
		1	2	3	4
LIKELIHOOD OF OCCURRING (A-D)	A	Major	Significant	Moderate	Minor
	B	Major	Significant	Moderate	Minor
	C	Moderate	Moderate	Minor	Minor
	D	Minor	Minor	Minor	Minor

Likelihood:
A = Very likely
B = Likely
C = Unlikely
D = Very unlikely

Seriousness:
1 = Major
2 = Significant
3 = Moderate
4 = Minor

Appendix 1 Equality Screenings/Analysis

2023/24 budget process**Budget proposal equality impact and needs analysis screening template**

This template should be used to carry out and record an initial screening of the equality implications of each budget proposal. Please note that this is not a substitute for a full equality analysis, which is required for all high and medium impact areas. A full equality analysis is required to inform the budget proposal decision making process in all high and medium impact areas for January Cabinet, Overview and Scrutiny and Council Assembly.

The equality screening template must be completed and be available for the first budget challenge round in the autumn.

1. Details of budget proposal

Budget proposal	Reduce Clinical Service Capacity
Department	Children's & Adults' Services
Division	Children & Families
Lead officer	Michael Crowe, Service Development Manager
Date	16th December 2022

2. Brief summary of the budget proposal, its aims and the projected saving

Brief description of budget proposal	<p>Phased reductions in the capacity of the clinical services which provides therapeutic support to children and families and specialist advice and support to social work teams</p> <p>Projected saving £420k</p>
---	--

3. Potential impacts on service users and/or the wider community; consider also socio-economic disadvantage

Service user / wider community impacts	Possible impact through loss of capacity to provide therapeutic support to vulnerable children and families
---	--

4. Potential impacts the proposal may have internally, for example on the services delivered by other departments or on staff

Internal impacts on the council	Possible impact on wider social care services by reducing specialist capacity to support change in family circumstances leading to increased and longer term intervention by wider social care teams
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5. How does the proposal impact on Borough Plan priorities and areas of work ?

Appendix 1 Equality Screenings/Analysis

impact on Borough Plan	Possible reduction in services to support the health and wellbeing of children and families
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6. Potential impacts on particular “protected characteristics” which includes meeting needs of diverse groups, any impacts for community relations and positive, negative, disproportionate or adverse impacts.

Please mark with an “X” whether the proposal is likely to have a “positive, negative or neutral” impact on people with the following protected characteristic. Please use as much information and data as possible to undertake the initial screening assessment, including service user and community/staff feedback.

Please remember : How does the budget proposal incorporate and consider below:

The public sector equality duty (PSED) requires us to find out about and give due consideration to the needs of different protected characteristics in relation to the three parts of the duty:

1. Eliminating discrimination, harassment and victimisation
2. Advancing equality of opportunity, including finding out about and meeting diverse needs of our local communities, addressing disadvantage and barriers to equal access; enabling all voices to be heard in our engagement and consultation undertaken; increasing the participation of under represented groups
3. Fostering good community relations; promoting good relations; to be a borough where all feel welcome, included, valued, safe and respected.

The PSED is now also further reinforced in the two additional Fairer Future For All values: that we will

- a. Always work to make Southwark more equal and just
- b. Stand against all forms of discrimination and racism

7. Socio-economic disadvantage – although the Equality Act 2010 does not include socio-economic status as one of the protected characteristics, Southwark Council recognises that this continues to be a major cause of inequality in the borough. Socio economic status is the measure of an area’s, an individual's or family’s economic and social position in relation to others, based on income, education, health, living conditions and occupation.

Does the proposal positively/ negatively or have a neutral impact on addressing socio-economic disadvantage in the borough ?

Section 3: Pre-implementation equality analysis

Appendix 1 Equality Screenings/Analysis

Protected characteristic	Needs/Impacts		
	Positive	Neutral	Negative/Disproportionate/Adverse
Age		X	
Sex		X	
Race		X	
Disability		X	
Sexual orientation		X	
Gender reassignment/Gender identity		X	
Religion or belief		X	
Pregnancy or maternity		X	
Socio_Economic Disadvantage			X

8. Risk Level

Please assign a risk level to any negative impacts on particular equality groups using the risk matrix provided.

Protected characteristic	Description of potential negative, disproportionate or adverse impacts	Risk level
Socio-economic disadvantage	A high proportion of services users are from deprived backgrounds as such reduction in capacity within these services could negatively impact on the ability to support those families and promote their wellbeing	Amber (C2)

9. Checklist

Appendix 1 Equality Screenings/Analysis

Please complete each row of the checklist

Checklist		
	Yes	No
Have any potential significant concerns amongst service users or the wider community been identified?		x
Have you used information and data to inform your initial equality screening exercise ? Please outline data sources.	x	
Have any potential internal impacts been identified?	x	
Have any potential negative, disproportionate or adverse impacts on particular protected characteristics been identified?	x	
Have potential negative, disproportionate or adverse impacts been assigned a risk level using the matrix provided?	x	
Have any potential negative, disproportionate or adverse impacts of this proposal been assigned a "red" risk level?		x
Where a red risk level has been assigned, has a full equality analysis been completed in respect of this proposal?		x
Is a full equality analysis planned in respect of this proposal?		x

Appendix 1 Equality Screenings/Analysis

Equality impacts risk matrix

How to use this matrix

- For negative impacts identified assign an overall risk level using the matrix below. This is based on the likelihood of of the negative/adverse impact occurring and the seriousness of the impact.
- For **red** risk level impacts a full equality analysis should be completed. **Amber** risk level proposals may also be need to be considered for a full analysis, particularly where the equality groups affected may face cumulative effects from other proposals.
- A full equality analysis must accompany the final budget proposal presented to Cabinet in January and to Overview and Scrutiny Committee and Council Assembly in February.

SERIOUSNESS OF IMPACT (1-4)

Likelihood:

- A = Very likely
- B = Likely
- C = Unlikely
- D = Very unlikely

LIKELIHOOD OF OCCURRING (A-D)

	1	2	3	4
A				
B				
C				
D				

Seriousness:

- 1 = Major
- 2 = Significant
- 3 = Moderate
- 4 = Minor

Appendix 1 Equality Screenings/Analysis

2023/24 budget process**Budget proposal equality impact and needs analysis screening template**

This template should be used to carry out and record an initial screening of the equality implications of each budget proposal. Please note that this is not a substitute for a full equality analysis, which is required for all high and medium impact areas. A full equality analysis is required to inform the budget proposal decision making process in all high and medium impact areas for January Cabinet, Overview and Scrutiny and Council Assembly.

The equality screening template must be completed and be available for the first budget challenge round in the autumn.

1. Details of budget proposal

Budget proposal	Reduction in Youth Offending Service
Department	Children's & Adults' Services
Division	Children & Families
Lead officer	Michael Crowe, Service Development Manager
Date	16th December 2022

2. Brief summary of the budget proposal, its aims and the projected saving

Brief description of budget proposal	Increasing management ratios within the service and redistribution of workload capacity across teams Projected saving £110k
---	--

3. Potential impacts on service users and/or the wider community; consider also socio-economic disadvantage

Service user / wider community impacts	Possible impact of less capacity to support vulnerable young people at risk of criminality. Possibel impact on wider community of less intervention capacity to prevent young people reoffending
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4. Potential impacts the proposal may have internally, for example on the services delivered by other departments or on staff

Internal impacts on the council	None
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5. How does the proposal impact on Borough Plan priorities and areas of work ?

impact on Borough Plan	Possible less capacity to support closing the gap in life chances, and safer neighbourhoods priorities
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Appendix 1 Equality Screenings/Analysis

6. Potential impacts on particular “protected characteristics” which includes meeting needs of diverse groups, any impacts for community relations and positive, negative, disproportionate or adverse impacts.

Please mark with an “X” whether the proposal is likely to have a “positive, negative or neutral” impact on people with the following protected characteristic. Please use as much information and data as possible to undertake the initial screening assessment, including service user and community/staff feedback.

Please remember : How does the budget proposal incorporate and consider below:

The public sector equality duty (PSED) requires us to find out about and give due consideration to the needs of different protected characteristics in relation to the three parts of the duty:

1. Eliminating discrimination, harassment and victimisation
2. Advancing equality of opportunity, including finding out about and meeting diverse needs of our local communities, addressing disadvantage and barriers to equal access; enabling all voices to be heard in our engagement and consultation undertaken; increasing the participation of under represented groups
3. Fostering good community relations; promoting good relations; to be a borough where all feel welcome, included, valued, safe and respected.

The PSED is now also further reinforced in the two additional Fairer Future For All values: that we will

- a. Always work to make Southwark more equal and just
- b. Stand against all forms of discrimination and racism

7. Socio-economic disadvantage – although the Equality Act 2010 does not include socio-economic status as one of the protected characteristics, Southwark Council recognises that this continues to be a major cause of inequality in the borough. Socio economic status is the measure of an area’s, an individual’s or family’s economic and social position in relation to others, based on income, education, health, living conditions and occupation.

Does the proposal positively/ negatively or have a neutral impact on addressing socio-economic disadvantage in the borough ?

Appendix 1 Equality Screenings/Analysis

Section 3: Pre-implementation equality analysis

Protected characteristic	Needs/Impacts		
	Positive	Neutral	Negative/Disproportionate/Adverse
Age	X		
Sex	X		
Race		x	
Disability		x	
Sexual orientation		x	
Gender reassignment/Gender identity		x	
Religion or belief		x	
Pregnancy or maternity		x	
Socio_Economic Disadvantage	X		

8. Risk Level

Please assign a risk level to any negative impacts on particular equality groups using the risk matrix provided.

Protected characteristic	Description of potential negative, disproportionate or adverse impacts	Risk level
Age	Service works predominantly with adolescents. There is a possible negative impact of reduced capacity leading to less individual intervention time for those young people	Green (C3)
Sex	The majority of service users are male and as such reduction of the service will disproportionality impact this protected group	Green (C3)
Socio-economic disadvantage	A high proportion of service users are from disadvantaged backgrounds and as such are disproportionately impacted by reductions in capacity	Green (C3)

Appendix 1 Equality Screenings/Analysis

9. Checklist

Please complete each row of the checklist

Checklist		
	Yes	No
Have any potential significant concerns amongst service users or the wider community been identified?		
Have you used information and data to inform your initial equality screening exercise ? Please outline data sources.		
Have any potential internal impacts been identified?		
Have any potential negative, disproportionate or adverse impacts on particular protected characteristics been identified?		
Have potential negative, disproportionate or adverse impacts been assigned a risk level using the matrix provided?		
Have any potential negative, disproportionate or adverse impacts of this proposal been assigned a "red" risk level?		
Where a red risk level has been assigned, has a full equality analysis been completed in respect of this proposal?		
Is a full equality analysis planned in respect of this proposal?		

Equality impacts risk matrix

How to use this matrix

- For negative impacts identified assign an overall risk level using the matrix below. This is based on the likelihood of the negative/adverse impact occurring and the seriousness of the impact.
- For **red** risk level impacts a full equality analysis should be completed. **Amber** risk level proposals may also need to be considered for a full analysis, particularly where the equality groups affected may face cumulative effects from other proposals.
- A full equality analysis must accompany the final budget proposal presented to Cabinet in January and to Overview and Scrutiny Committee and Council Assembly in February.

SERIOUSNESS OF IMPACT (1-4)

		SERIOUSNESS OF IMPACT (1-4)			
		1	2	3	4
LIKELIHOOD OF OCCURRING (A-D)	A				
	B				
	C				
	D				

Likelihood:
A = Very likely
B = Likely
C = Unlikely
D = Very unlikely

Seriousness:
1 = Major
2 = Significant
3 = Moderate
4 = Minor

Appendix 1 Equality Screenings/Analysis

2023/24 budget process**Budget proposal equality impact and needs analysis screening template**

This template should be used to carry out and record an initial screening of the equality implications of each budget proposal. Please note that this is not a substitute for a full equality analysis, which is required for all high and medium impact areas. A full equality analysis is required to inform the budget proposal decision making process in all high and medium impact areas for January Cabinet, Overview and Scrutiny and Council Assembly.

The equality screening template must be completed and be available for the first budget challenge round in the autumn.

1. Details of budget proposal

Budget proposal	Reduce Family Group Conferencing Service
Department	Children's & Adults' Services
Division	Children & Families
Lead officer	Michael Crowe, Service Development Manager
Date	16th December 2022

2. Brief summary of the budget proposal, its aims and the projected saving

Brief description of budget proposal	Reduced offer of Family Group Conferences to be more targeted at those who would most benefit from this. Consolidation of responsibilities within existing roles that promote improvement in family engagement. Projected savings of £60k
---	--

3. Potential impacts on service users and/or the wider community; consider also socio-economic disadvantage

Service user / wider community impacts	The service supports family and community networks to come together to provide their own support to vulnerable members of their networks. Reactions in the service offer could impact on the capacity of families to self-help and identify how they can resolve support from within
---	---

4. Potential impacts the proposal may have internally, for example on the services delivered by other departments or on staff

Internal impacts on the council	None
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5. How does the proposal impact on Borough Plan priorities and areas of work ?

Appendix 1 Equality Screenings/Analysis

impact on Borough Plan	Possible negative impact on closing the gap in life chances of vulnerable families
-------------------------------	---

6. Potential impacts on particular “protected characteristics” which includes meeting needs of diverse groups, any impacts for community relations and positive, negative, disproportionate or adverse impacts.

Please mark with an “X” whether the proposal is likely to have a “positive, negative or neutral” impact on people with the following protected characteristic. Please use as much information and data as possible to undertake the initial screening assessment, including service user and community/staff feedback.

Please remember : How does the budget proposal incorporate and consider below:

The public sector equality duty (PSED) requires us to find out about and give due consideration to the needs of different protected characteristics in relation to the three parts of the duty:

1. Eliminating discrimination, harassment and victimisation
2. Advancing equality of opportunity, including finding out about and meeting diverse needs of our local communities, addressing disadvantage and barriers to equal access; enabling all voices to be heard in our engagement and consultation undertaken; increasing the participation of under represented groups
3. Fostering good community relations; promoting good relations; to be a borough where all feel welcome, included, valued, safe and respected.

The PSED is now also further reinforced in the two additional Fairer Future For All values: that we will

- a. Always work to make Southwark more equal and just
- b. Stand against all forms of discrimination and racism

7. Socio-economic disadvantage – although the Equality Act 2010 does not include socio-economic status as one of the protected characteristics, Southwark Council recognises that this continues to be a major cause of inequality in the borough. Socio economic status is the measure of an area’s, an individual's or family’s economic and social position in relation to others, based on income, education, health, living conditions and occupation.

Does the proposal positively/ negatively or have a neutral impact on addressing socio-economic disadvantage in the borough ?

Appendix 1 Equality Screenings/Analysis

Section 3: Pre-implementation equality analysis

Protected characteristic	Needs/Impacts		
	Positive	Neutral	Negative/Disproportionate/Adverse
Age		X	
Sex		X	
Race		X	
Disability		X	
Sexual orientation		X	
Gender reassignment/Gender identity		X	
Religion or belief		X	
Pregnancy or maternity		X	
Socio_Economic Disadvantage			X

8. Risk Level

Please assign a risk level to any negative impacts on particular equality groups using the risk matrix provided.

Protected characteristic	Description of potential negative, disproportionate or adverse impacts	Risk level
Socio-economic	The service provides support disproportionately to disadvantaged families, reducing team capacity could mean less support and intervention to those families	Amber (C2)

Appendix 1 Equality Screenings/Analysis

9. Checklist

Please complete each row of the checklist

Checklist		
	Yes	No
Have any potential significant concerns amongst service users or the wider community been identified?		x
Have you used information and data to inform your initial equality screening exercise ? Please outline data sources.	x	
Have any potential internal impacts been identified?	x	
Have any potential negative, disproportionate or adverse impacts on particular protected characteristics been identified?	x	
Have potential negative, disproportionate or adverse impacts been assigned a risk level using the matrix provided?	x	
Have any potential negative, disproportionate or adverse impacts of this proposal been assigned a "red" risk level?		x
Where a red risk level has been assigned, has a full equality analysis been completed in respect of this proposal?		x
Is a full equality analysis planned in respect of this proposal?		x

Appendix 1 Equality Screenings/Analysis

Equality impacts risk matrix

How to use this matrix

- For negative impacts identified assign an overall risk level using the matrix below. This is based on the likelihood of the negative/adverse impact occurring and the seriousness of the impact.
- For **red** risk level impacts a full equality analysis should be completed. **Amber** risk level proposals may also need to be considered for a full analysis, particularly where the equality groups affected may face cumulative effects from other proposals.
- A full equality analysis must accompany the final budget proposal presented to Cabinet in January and to Overview and Scrutiny Committee and Council Assembly in February.

SERIOUSNESS OF IMPACT (1-4)

		1	2	3	4
LIKELIHOOD OF OCCURRING (A-D)	A				
	B				
	C				
	D				

Likelihood:
A = Very likely
B = Likely
C = Unlikely
D = Very unlikely

Seriousness:
1 = Major
2 = Significant
3 = Moderate
4 = Minor

Appendix 1 Equality Screenings/Analysis

2023/24 budget process**Budget proposal equality impact and needs analysis screening template**

This template should be used to carry out and record an initial screening of the equality implications of each budget proposal. Please note that this is not a substitute for a full equality analysis, which is required for all high and medium impact areas. A full equality analysis is required to inform the budget proposal decision making process in all high and medium impact areas for January Cabinet, Overview and Scrutiny and Council Assembly.

The equality screening template must be completed and be available for the first budget challenge round in the autumn.

1. Details of budget proposal

Budget proposal	Disestablish Council Parenting Team
Department	Children's & Adults' Services
Division	Children & Families
Lead officer	Michael Crowe, Service Development Manager
Date	16th December 2022

2. Brief summary of the budget proposal, its aims and the projected saving

Brief description of budget proposal	Phased reduction of the availability of standalone parenting team within the early help service. Including cessation of council run parenting support programmes and the continuation of limited offer through the VCS. Projected savings £289k
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3. Potential impacts on service users and/or the wider community; consider also socio-economic disadvantage

Service user / wider community impacts	Cessation of the service would impact on the availability of parenting support to vulnerable families and vulnerable children. Possible impact on wider community of unaddressed support needs for parents
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4. Potential impacts the proposal may have internally, for example on the services delivered by other departments or on staff

Internal impacts on the council	Loss of office impact for staff in post
--	--

5. How does the proposal impact on Borough Plan priorities and areas of work ?

Appendix 1 Equality Screenings/Analysis

impact on Borough Plan	Impacts on capacity to improve the health and wellbeing of residents and closing the gap in life chances for some residents
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6. Potential impacts on particular “protected characteristics” which includes meeting needs of diverse groups, any impacts for community relations and positive, negative, disproportionate or adverse impacts.

Please mark with an “X” whether the proposal is likely to have a “positive, negative or neutral” impact on people with the following protected characteristic. Please use as much information and data as possible to undertake the initial screening assessment, including service user and community/staff feedback.

Please remember : How does the budget proposal incorporate and consider below:

The public sector equality duty (PSED) requires us to find out about and give due consideration to the needs of different protected characteristics in relation to the three parts of the duty:

1. Eliminating discrimination, harassment and victimisation
2. Advancing equality of opportunity, including finding out about and meeting diverse needs of our local communities, addressing disadvantage and barriers to equal access; enabling all voices to be heard in our engagement and consultation undertaken; increasing the participation of under represented groups
3. Fostering good community relations; promoting good relations; to be a borough where all feel welcome, included, valued, safe and respected.

The PSED is now also further reinforced in the two additional Fairer Future For All values: that we will

- a. Always work to make Southwark more equal and just
- b. Stand against all forms of discrimination and racism

7. Socio-economic disadvantage – although the Equality Act 2010 does not include socio-economic status as one of the protected characteristics, Southwark Council recognises that this continues to be a major cause of inequality in the borough. Socio economic status is the measure of an area’s, an individual's or family’s economic and social position in relation to others, based on income, education, health, living conditions and occupation.

Does the proposal positively/ negatively or have a neutral impact on addressing socio-economic disadvantage in the borough ?

Appendix 1 Equality Screenings/Analysis

Section 3: Pre-implementation equality analysis

Protected characteristic	Needs/Impacts		
	Positive	Neutral	Negative/Disproportionate/Adverse
Age			x
Sex		x	
Race		x	
Disability		x	
Sexual orientation		x	
Gender reassignment/Gender identity		x	
Religion or belief		x	
Pregnancy or maternity		x	
Socio_Economic Disadvantage			x

8. Risk Level

Please assign a risk level to any negative impacts on particular equality groups using the risk matrix provided.

Protected characteristic	Description of potential negative, disproportionate or adverse impacts	Risk level
Age	The service works with predominantly young families and cessation of the service will adversely impact young parents	Amber (C2)
Socio-economic disadvantage	Services are provided predominantly to those from disadvantaged backgrounds, reduction in service availability will potential leave needs of disadvantage communities less supported	Amber (C2)

Appendix 1 Equality Screenings/Analysis

Equality impacts risk matrix**How to use this matrix**

- For negative impacts identified assign an overall risk level using the matrix below. This is based on the likelihood of the negative/adverse impact occurring and the seriousness of the impact.
- For **red** risk level impacts a full equality analysis should be completed. **Amber** risk level proposals may also need to be considered for a full analysis, particularly where the equality groups affected may face cumulative effects from other proposals.
- A full equality analysis must accompany the final budget proposal presented to Cabinet in January and to Overview and Scrutiny Committee and Council Assembly in February.

SERIOUSNESS OF IMPACT (1-4)

		SERIOUSNESS OF IMPACT (1-4)			
		1	2	3	4
LIKELIHOOD OF OCCURRING (A-D)	A				
	B				
	C				
	D				

Likelihood:
A = Very likely
B = Likely
C = Unlikely
D = Very unlikely

Seriousness:
1 = Major
2 = Significant
3 = Moderate
4 = Minor

Appendix 1 Equality Screenings/Analysis

2023/24 budget process**Budget proposal equality impact and needs analysis screening template**

This template should be used to carry out and record an initial screening of the equality implications of each budget proposal. Please note that this is not a substitute for a full equality analysis, which is required for all high and medium impact areas. A full equality analysis is required to inform the budget proposal decision making process in all high and medium impact areas for January Cabinet, Overview and Scrutiny and Council Assembly.

The equality screening template must be completed and be available for the first budget challenge round in the autumn.

1. Details of budget proposal

Budget proposal	Redistribution of caseload capacity across Safeguarding & Corporate Parenting Services
Department	Children's & Adults' Services
Division	Children & Families
Lead officer	Michael Crowe, Service Development Manager
Date	16th December 2022

2. Brief summary of the budget proposal, its aims and the projected saving

Brief description of budget proposal	Reduction in posts within social work services and re-distribution of case load capacity
---	--

3. Potential impacts on service users and/or the wider community; consider also socio-economic disadvantage

Service user / wider community impacts	Possible minimal impact due to less workers across the system, some existing posts have minimal caseloads and these can be redistributed across the system with minor impact on overall caseloads of staff
---	--

4. Potential impacts the proposal may have internally, for example on the services delivered by other departments or on staff

Internal impacts on the council	Limited impact on other staff who may see a small increase in their average workload
--	--

5. How does the proposal impact on Borough Plan priorities and areas of work ?

impact on Borough Plan	N/a
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Appendix 1 Equality Screenings/Analysis

6. Potential impacts on particular “protected characteristics” which includes meeting needs of diverse groups, any impacts for community relations and positive, negative, disproportionate or adverse impacts.

Please mark with an “X” whether the proposal is likely to have a “positive, negative or neutral” impact on people with the following protected characteristic. Please use as much information and data as possible to undertake the initial screening assessment, including service user and community/staff feedback.

Please remember : How does the budget proposal incorporate and consider below:

The public sector equality duty (PSED) requires us to find out about and give due consideration to the needs of different protected characteristics in relation to the three parts of the duty:

1. Eliminating discrimination, harassment and victimisation
2. Advancing equality of opportunity, including finding out about and meeting diverse needs of our local communities, addressing disadvantage and barriers to equal access; enabling all voices to be heard in our engagement and consultation undertaken; increasing the participation of under represented groups
3. Fostering good community relations; promoting good relations; to be a borough where all feel welcome, included, valued, safe and respected.

The PSED is now also further reinforced in the two additional Fairer Future For All values: that we will

- a. Always work to make Southwark more equal and just
- b. Stand against all forms of discrimination and racism

7. Socio-economic disadvantage – although the Equality Act 2010 does not include socio-economic status as one of the protected characteristics, Southwark Council recognises that this continues to be a major cause of inequality in the borough. Socio economic status is the measure of an area’s, an individual’s or family’s economic and social position in relation to others, based on income, education, health, living conditions and occupation.

Does the proposal positively/ negatively or have a neutral impact on addressing socio-economic disadvantage in the borough ?

Appendix 1 Equality Screenings/Analysis

Section 3: Pre-implementation equality analysis

	Needs/Impacts		
Protected characteristic	Positive	Neutral	Negative/Disproportionate/Adverse
Age		x	
Sex		x	
Race		x	
Disability		x	
Sexual orientation		x	
Gender reassignment/Gender identity		x	
Religion or belief		x	
Pregnancy or maternity		x	
Socio_Economic Disadvantage		x	

8. Risk Level

Please assign a risk level to any negative impacts on particular equality groups using the risk matrix provided.

Protected characteristic	Description of potential negative, disproportionate or adverse impacts	Risk level

Appendix 1 Equality Screenings/Analysis

9. Checklist

Please complete each row of the checklist

Checklist		
	Yes	No
Have any potential significant concerns amongst service users or the wider community been identified?		x
Have you used information and data to inform your initial equality screening exercise ? Please outline data sources.	x	
Have any potential internal impacts been identified?	x	
Have any potential negative, disproportionate or adverse impacts on particular protected characteristics been identified?		x
Have potential negative, disproportionate or adverse impacts been assigned a risk level using the matrix provided?		x
Have any potential negative, disproportionate or adverse impacts of this proposal been assigned a "red" risk level?		x
Where a red risk level has been assigned, has a full equality analysis been completed in respect of this proposal?		x
Is a full equality analysis planned in respect of this proposal?		x

Equality impacts risk matrix

How to use this matrix

- For negative impacts identified assign an overall risk level using the matrix below. This is based on the likelihood of the negative/adverse impact occurring and the seriousness of the impact.
- For **red** risk level impacts a full equality analysis should be completed. **Amber** risk level proposals may also need to be considered for a full analysis, particularly where the equality groups affected may face cumulative effects from other proposals.
- A full equality analysis must accompany the final budget proposal presented to Cabinet in January and to Overview and Scrutiny Committee and Council Assembly in February.

SERIOUSNESS OF IMPACT (1-4)

		SERIOUSNESS OF IMPACT (1-4)			
		1	2	3	4
LIKELIHOOD OF OCCURRING (A-D)	A				
	B				
	C				
	D				

Likelihood:
A = Very likely
B = Likely
C = Unlikely
D = Very unlikely

Seriousness:
1 = Major
2 = Significant
3 = Moderate
4 = Minor

Appendix 1 Equality Screenings/Analysis

2023/24 budget process**Budget proposal equality impact and needs analysis screening template**

This template should be used to carry out and record an initial screening of the equality implications of each budget proposal. Please note that this is not a substitute for a full equality analysis, which is required for all high and medium impact areas. A full equality analysis is required to inform the budget proposal decision making process in all high and medium impact areas for January Cabinet, Overview and Scrutiny and Council Assembly.

The equality screening template must be completed and be available for the first budget challenge round in the autumn.

1. Details of budget proposal

Budget proposal	The redesign of short breaks
Department	Children's and Adult's Services
Division	Adult Social Care
Lead officer	Rob Skipwith
Date	09/11/2022

2. Brief summary of the budget proposal, its aims and the projected saving, efficiency, commitment

Brief description of budget proposal	The proposed redesign of short breaks and change of emphasis from specialist short breaks to a broader framework of short breaks that supports a wider cohort of individuals and is provided as part of an earlier intervention approach. This proposal is required to deliver a saving of £600,000
---	---

3. Potential impacts on service users and/or the wider community; consider also socio-economic disadvantage

Service user / wider community impacts	There will be an impact on service users with Learning Disabilities, Autism and challenging behaviours as well as their families and carers.
---	--

4. Potential impacts the proposal may have internally, for example on the services delivered by other departments or on staff

Internal impacts on the council	The move away from focussing on specialist short breaks may put pressure on other teams including the council's placement team.
--	---

Appendix 1 Equality Screenings/Analysis

5. How does the proposal impact on the Council Delivery Plan priorities and areas of work ?

Council Delivery Plan impact	This does not impact the Council Delivery Plan or associated work.
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6. Potential impacts on particular “protected characteristics” which includes meeting the needs of diverse groups, any impacts for community relations and positive, negative, disproportionate or adverse impacts.

Please mark with an “X” whether the proposal is likely to have a “positive, negative or neutral” impact on people with the following protected characteristic. Please use as much information and data as possible to undertake the initial screening assessment, including service user and community/staff feedback.

Please remember: How does the budget proposal incorporate and consider the below:

The public sector equality duty (PSED) requires us to find out about and give due consideration to the needs of different protected characteristics in relation to the three parts of the duty:

- a. Eliminating discrimination, harassment and victimisation
- b. Advancing equality of opportunity, including finding out about and meeting diverse needs of our local communities, addressing disadvantage and barriers to equal access; enabling all voices to be heard in our engagement and consultation undertaken; increasing the participation of under represented groups
- c. Fostering good community relations; promoting good relations; to be a borough where all feel welcome, included, valued, safe and respected.

The PSED is now also further reinforced in the two additional Fairer Future For All values: that we will:

- a. Always work to make Southwark more equal and just
- b. Stand against all forms of discrimination and racism

7. Socio-economic disadvantage – does the proposal positively/ negatively or have a neutral impact on addressing socio-economic disadvantage in the borough ?

Although the Equality Act 2010 does not include socio-economic status as one of the protected characteristics, Southwark Council recognises that this continues to be a major cause of inequality in the borough. Socio economic status is the measure of an area’s, an individual’s or family’s economic and social position in relation to others, based on income, education, health, living conditions and occupation.

Appendix 1 Equality Screenings/Analysis

Section 3: Pre-implementation equality analysis

Protected characteristic	Needs/Impacts		
	Positive	Neutral	Negative/Disproportionate/Adverse
Age		x	
Sex		x	
Race			x
Disability			x
Sexual orientation		x	
Gender reassignment/Gender identity		x	
Religion or belief		x	
Pregnancy or maternity		x	
Socio_Economic Disadvantage			x

8. Risk Level

Please assign a risk level to any negative impacts on particular equality groups using the risk matrix provided.

Protected characteristic	Description of potential negative, disproportionate or adverse impacts	Risk level
Race	Black, Asian Minority Ethnic people are disproportionately represented within the cohort of individuals supported by the All Age Disability & Learning Disability service	
Disability	The cohort of individuals accessing short break services are disabled	
Socio_Economic Disadvantage	CYP& Adults with disability in Southwark are more likely to be social economically disadvantaged than those without disability	

Appendix 1 Equality Screenings/Analysis

9. Checklist

Please complete each row of the checklist

Checklist		
	Yes	No
Have any potential significant concerns amongst service users or the wider community been identified?		x
Have you used information and data to inform your initial equality screening exercise ? Please outline data sources. Mosaic, Power BI, Existing JSNA	x	
Have any potential internal impacts been identified?	x	
Have any potential negative, disproportionate or adverse impacts on particular protected characteristics been identified?	x	
Have potential negative, disproportionate or adverse impacts been assigned a risk level using the matrix provided?	x	
Have any potential negative, disproportionate or adverse impacts of this proposal been assigned a "red" risk level?	x	
Where a red risk level has been assigned, has a full equality analysis been completed in respect of this proposal?		x
Is a full equality analysis planned in respect of this proposal?	x	

Appendix 1 Equality Screenings/Analysis

Equality impacts risk matrix

How to use this matrix

- For negative impacts identified assign an overall risk level using the matrix below. This is based on the likelihood of the negative/adverse impact occurring and the seriousness of the impact.
- For **red** risk level impacts a full equality analysis should be completed. **Amber** risk level proposals may also need to be considered for a full analysis, particularly where the equality groups affected may face cumulative effects from other proposals.
- A full equality analysis must accompany the final budget proposal presented to Cabinet and Council Assembly in February.

		SERIOUSNESS OF IMPACT (1-4)			
		1	2	3	4
LIKELIHOOD OF OCCURRING (A-D)	A				
	B				
	C				
	D				

Likelihood:
A = Very likely
B = Likely
C = Unlikely
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Seriousness:
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Appendix 1 Equality Screenings/Analysis

2023/24 budget process**Budget proposal equality impact and needs analysis screening template**

This template should be used to carry out and record an initial screening of the equality implications of each budget proposal. Please note that this is not a substitute for a full equality analysis, which is required for all high and medium impact areas. A full equality analysis is required to inform the budget proposal decision making process in all high and medium impact areas for January Cabinet, Overview and Scrutiny and Council Assembly.

The equality screening template must be completed and be available for the first budget challenge round in the autumn.

1. Details of budget proposal

Budget proposal	Reductions in Family Early Help Service
Department	Children's & Adults' Services
Division	Children & Families
Lead officer	Michael Crowe, Service Development Manager
Date	16th December 2022

2. Brief summary of the budget proposal, its aims and the projected saving

Brief description of budget proposal	Reduction of 2 practitioners posts within early help services Projected savings £150k
---	--

3. Potential impacts on service users and/or the wider community; consider also socio-economic disadvantage

Service user / wider community impacts	Proposal would mean reduced capacity in the service to provide support and intervention for vulnerable families. Impact is minor as capacity can be redistributed to wider services
---	--

4. Potential impacts the proposal may have internally, for example on the services delivered by other departments or on staff

Internal impacts on the council	Possible minor impact on increase in workload of other service staff
--	---

5. How does the proposal impact on Borough Plan priorities and areas of work ?

impact on Borough Plan	Possible impact on capacity to provide services to support closing the gap in life chances
-------------------------------	---

Appendix 1 Equality Screenings/Analysis

6. Potential impacts on particular “protected characteristics” which includes meeting needs of diverse groups, any impacts for community relations and positive, negative, disproportionate or adverse impacts.

Please mark with an “X” whether the proposal is likely to have a “positive, negative or neutral” impact on people with the following protected characteristic. Please use as much information and data as possible to undertake the initial screening assessment, including service user and community/staff feedback.

Please remember : How does the budget proposal incorporate and consider below:

The public sector equality duty (PSED) requires us to find out about and give due consideration to the needs of different protected characteristics in relation to the three parts of the duty:

1. Eliminating discrimination, harassment and victimisation
2. Advancing equality of opportunity, including finding out about and meeting diverse needs of our local communities, addressing disadvantage and barriers to equal access; enabling all voices to be heard in our engagement and consultation undertaken; increasing the participation of under represented groups
3. Fostering good community relations; promoting good relations; to be a borough where all feel welcome, included, valued, safe and respected.

The PSED is now also further reinforced in the two additional Fairer Future For All values: that we will

- a. Always work to make Southwark more equal and just
- b. Stand against all forms of discrimination and racism

7. Socio-economic disadvantage – although the Equality Act 2010 does not include socio-economic status as one of the protected characteristics, Southwark Council recognises that this continues to be a major cause of inequality in the borough. Socio economic status is the measure of an area’s, an individual’s or family’s economic and social position in relation to others, based on income, education, health, living conditions and occupation.

Does the proposal positively/ negatively or have a neutral impact on addressing socio-economic disadvantage in the borough ?

Appendix 1 Equality Screenings/Analysis

Section 3: Pre-implementation equality analysis

Protected characteristic	Needs/Impacts		
	Positive	Neutral	Negative/Disproportionate/Adverse
Age		x	
Sex		x	
Race		x	
Disability		x	
Sexual orientation		x	
Gender reassignment/Gender identity		x	
Religion or belief		x	
Pregnancy or maternity		x	
Socio_Economic Disadvantage			x

8. Risk Level

Please assign a risk level to any negative impacts on particular equality groups using the risk matrix provided.

Protected characteristic	Description of potential negative, disproportionate or adverse impacts	Risk level
Socio-economic	The service mostly works to support vulnerable families with a higher proportion of services provided to those from disadvantage socio-economic backgrounds. Reduction in capacity to support those families could lead to an adverse impact on their health and wellbeing. Mitigated by minimal reduction in service offer, and sufficient capacity to absorb within wider services	Green(C3)

Appendix 1 Equality Screenings/Analysis

9. Checklist

Please complete each row of the checklist

Checklist		
	Yes	No
Have any potential significant concerns amongst service users or the wider community been identified?		x
Have you used information and data to inform your initial equality screening exercise ? Please outline data sources.	x	
Have any potential internal impacts been identified?	x	
Have any potential negative, disproportionate or adverse impacts on particular protected characteristics been identified?	x	
Have potential negative, disproportionate or adverse impacts been assigned a risk level using the matrix provided?	x	
Have any potential negative, disproportionate or adverse impacts of this proposal been assigned a "red" risk level?		x
Where a red risk level has been assigned, has a full equality analysis been completed in respect of this proposal?		x
Is a full equality analysis planned in respect of this proposal?		x

Appendix 1 Equality Screenings/Analysis

Equality impacts risk matrix**How to use this matrix**

- For negative impacts identified assign an overall risk level using the matrix below. This is based on the likelihood of the negative/adverse impact occurring and the seriousness of the impact.
- For **red** risk level impacts a full equality analysis should be completed. **Amber** risk level proposals may also need to be considered for a full analysis, particularly where the equality groups affected may face cumulative effects from other proposals.
- A full equality analysis must accompany the final budget proposal presented to Cabinet in January and to Overview and Scrutiny Committee and Council Assembly in February.

SERIOUSNESS OF IMPACT (1-4)

		SERIOUSNESS OF IMPACT (1-4)			
		1	2	3	4
LIKELIHOOD OF OCCURRING (A-D)	A				
	B				
	C				
	D				

Likelihood:
A = Very likely
B = Likely
C = Unlikely
D = Very unlikely

Seriousness:
1 = Major
2 = Significant
3 = Moderate
4 = Minor

Appendix 1 Equality Screenings/Analysis

2023/24 budget process**Budget proposal equality impact and needs analysis screening template**

This template should be used to carry out and record an initial screening of the equality implications of each budget proposal. Please note that this is not a substitute for a full equality analysis, which is required for all high and medium impact areas. A full equality analysis is required to inform the budget proposal decision making process in all high and medium impact areas for January Cabinet, Overview and Scrutiny and Council Assembly.

The equality screening template must be completed and be available for the first budget challenge round in the autumn.

1. Details of budget proposal

Budget proposal	Reduction in FEH Evaluation Officer posts
Department	Children's & Adults' Services
Division	Children & Families
Lead officer	Michael Crowe, Service Development Manager
Date	16th December 2022

2. Brief summary of the budget proposal, its aims and the projected saving

Brief description of budget proposal	Removal of vacant post in data team Projected saving of £40k
---	---

3. Potential impacts on service users and/or the wider community; consider also socio-economic disadvantage

Service user / wider community impacts	None
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4. Potential impacts the proposal may have internally, for example on the services delivered by other departments or on staff

Internal impacts on the council	None
--	------

5. How does the proposal impact on Borough Plan priorities and areas of work ?

impact on Borough Plan	N/a
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Appendix 1 Equality Screenings/Analysis

6. Potential impacts on particular “protected characteristics” which includes meeting needs of diverse groups, any impacts for community relations and positive, negative, disproportionate or adverse impacts.

Please mark with an “X” whether the proposal is likely to have a “positive, negative or neutral” impact on people with the following protected characteristic. Please use as much information and data as possible to undertake the initial screening assessment, including service user and community/staff feedback.

Please remember : How does the budget proposal incorporate and consider below:

The public sector equality duty (PSED) requires us to find out about and give due consideration to the needs of different protected characteristics in relation to the three parts of the duty:

1. Eliminating discrimination, harassment and victimisation
2. Advancing equality of opportunity, including finding out about and meeting diverse needs of our local communities, addressing disadvantage and barriers to equal access; enabling all voices to be heard in our engagement and consultation undertaken; increasing the participation of under represented groups
3. Fostering good community relations; promoting good relations; to be a borough where all feel welcome, included, valued, safe and respected.

The PSED is now also further reinforced in the two additional Fairer Future For All values: that we will

- a. Always work to make Southwark more equal and just
- b. Stand against all forms of discrimination and racism

7. Socio-economic disadvantage – although the Equality Act 2010 does not include socio-economic status as one of the protected characteristics, Southwark Council recognises that this continues to be a major cause of inequality in the borough. Socio economic status is the measure of an area’s, an individual’s or family’s economic and social position in relation to others, based on income, education, health, living conditions and occupation.

Does the proposal positively/ negatively or have a neutral impact on addressing socio-economic disadvantage in the borough ?

Section 3: Pre-implementation equality analysis

Protected characteristic	Needs/Impacts		
	Positive	Neutral	Negative/Disproportionate/Adverse
Age		x	
Sex		x	
Race		x	
Disability		x	
Sexual orientation		x	
Gender reassignment/Gender identity		x	
Religion or belief		x	
Pregnancy or maternity		x	
Socio_Economic Disadvantage		x	

8. Risk Level

Please assign a risk level to any negative impacts on particular equality groups using the risk matrix provided.

Protected characteristic	Description of potential negative, disproportionate or adverse impacts	Risk level

Appendix 1 Equality Screenings/Analysis

9. Checklist

Please complete each row of the checklist

Checklist		
	Yes	No
Have any potential significant concerns amongst service users or the wider community been identified?		x
Have you used information and data to inform your initial equality screening exercise ? Please outline data sources.		x
Have any potential internal impacts been identified?		x
Have any potential negative, disproportionate or adverse impacts on particular protected characteristics been identified?		x
Have potential negative, disproportionate or adverse impacts been assigned a risk level using the matrix provided?		x
Have any potential negative, disproportionate or adverse impacts of this proposal been assigned a "red" risk level?		x
Where a red risk level has been assigned, has a full equality analysis been completed in respect of this proposal?		x
Is a full equality analysis planned in respect of this proposal?		x

Appendix 1 Equality Screenings/Analysis

Equality impacts risk matrix**How to use this matrix**

- For negative impacts identified assign an overall risk level using the matrix below. This is based on the likelihood of the negative/adverse impact occurring and the seriousness of the impact.
- For **red** risk level impacts a full equality analysis should be completed. **Amber** risk level proposals may also need to be considered for a full analysis, particularly where the equality groups affected may face cumulative effects from other proposals.
- A full equality analysis must accompany the final budget proposal presented to Cabinet in January and to Overview and Scrutiny Committee and Council Assembly in February.

SERIOUSNESS OF IMPACT (1-4)

		SERIOUSNESS OF IMPACT (1-4)			
		1	2	3	4
LIKELIHOOD OF OCCURRING (A-D)	A				
	B				
	C				
	D				

Likelihood:
A = Very likely
B = Likely
C = Unlikely
D = Very unlikely

Seriousness:
1 = Major
2 = Significant
3 = Moderate
4 = Minor



BUDGET PROPOSAL EQUALITY IMPACT AND NEEDS ANALYSIS TEMPLATE

BUDGET PROPOSAL		Reduction in funding for 0-19 community children's services (health visiting and school nursing)			
EQUALITY ANALYSIS AUTHOR		Youssof Oskrochi, senior public health specialist			
STRATEGIC DIRECTOR:		David Quirke-Thornton			
DEPARTMENT		Children & Adults	DIVISION	Public Health	
PERIOD ANALYSIS UNDERTAKEN		2022			
DATE OF REVIEW (IF APPLICABLE)					
SIGN-OFF	Sangeeta Leahy	POSITION	Director of Public Health	DATE	26/01/2023

Guidance notes

Things to remember:

Under the Public Sector Equality Duty (PSED) within the Equality Act 2010, public authorities are required to have due regard to the aims of the general equality duty when making decisions, *including budget related decisions*.

The public sector equality duty (PSED) requires us to find out about and give due consideration to the needs of different protected characteristics in relation to the three parts of the duty:

1. Eliminating discrimination, harassment and victimisation
2. Advancing equality of opportunity, including finding out about and meeting diverse needs of our local communities, addressing disadvantage and barriers to equal access; enabling all voices to be heard in our engagement and consultation undertaken; increasing the participation of under represented groups
3. Fostering good community relations; promoting good relations; to be a borough where all feel welcome, included, valued, safe and respected.

The PSED is now also further reinforced in the two additional Fairer Future For All values: that we will

- a. Always work to make Southwark more equal and just
- b. Stand against all forms of discrimination and racism.

Appendix 1 Equality Screenings/Analysis

The PSED is also about relevance and proportionality, hence the higher the degree of relevance to equalities an area has, so accordingly the degree of data/information required.

The “protected characteristics” under the Act are: Age, Sex, Disability, Race Religion/Belief, Sexual Orientation, Gender Reassignment, Pregnancy and Maternity Marriage and Civil Partnerships¹. In addition the Council also considers socio-economic status and socio-economic disadvantage.

An equality impact and needs analysis should be completed in respect of key budget proposals where it is identified via screening that there is a significant risk of the decision having an adverse, negative or disproportionate impact on equality groups sharing a “protected characteristic”. Indicate also where the proposal will have a positive impact on our duty to promote equality.

The Council also has a specific duty to publish information showing how it has met its duties under the Act. A full equality impact and needs analysis for all high and medium impact areas must accompany the final Cabinet report on budget proposals in January

Understanding the implications of the council’s budget decisions on people with different protected characteristics is an important part of complying with the general equality duty.

Under the PSED the council must ensure that:

- Decision-makers are aware of the general equality duty’s requirements.
- The general equality duty is complied with before and at the time a proposal is under consideration and when a decision is taken.
- We consciously consider the need to do the things set out in the aims of the general equality duty as an integral part of the decision-making process.
- We have sufficient information to understand all the potential effects of the proposal.
- We consciously consider the need to do the things set out in the aims of the general equality duty not only when a proposal is developed and decided upon, but when the decision is being implemented.
- Importantly an equality analysis informs the decision making process from the start and carries through into implementation stages.

The budget setting process:

1. Undertake an initial equality screening using all available information, including any consultation and engagement data; primary or secondary research; demographic data; local feedback etc.
2. An initial equality screening should be available at the first budget challenge process; if a full equality analysis has also begun at this stage then this should also be made available at the budget challenge process.
3. Where the initial equality screening highlights that a full equality analysis is required, then it should be started at the earliest.
4. An initial equality screening and where possible a full equality analysis should inform the decision making process at December Cabinet.
5. At the January Cabinet an initial equality screening and full equality analysis where highlighted must be available to decision makers.
6. The same must be made available to the Equality and Human Rights Panel (EHRP) in January and also to Overview and Scrutiny Committee in January.

¹ Only the “eliminate unlawful discrimination” part of the duty applies to marriage and civil partnerships

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7. All documents should also be made available to full Council Assembly in February.
8. As part of the implementation of the budget decision the full equality analysis must be reviewed and added to as required.

When carrying out the analysis:

- How does the proposal sit with Borough Plan commitments and priorities ?
- Consider all the protected characteristics and all aims of the general equality duty (apart from in relation to marriage and civil partnership, where only the discrimination aim applies).
- In addition, consider impacts and needs arising from socio-economic disadvantage in the borough. Overall will the proposal help to address socio-economic disadvantage in the borough ?
- Under the socio-economic duty we are required to ensure that we do not make conditions worse for those experiencing socio-economic disadvantage and to mitigate possible adverse impacts wherever possible.
- Focus on understanding the effects of a proposal on equality and any actions needed as a result, not just the production of the document.
- It is about finding out about and understanding needs and impacts for diverse groups in relation to the three parts of the duty when developing a specific budget proposal.
- Take a proportionate approach. In practice this means giving greater consideration to the Duty when a proposal has the potential to have a significant effect on discrimination or equality of opportunity, the public or employees, and less consideration when the effect on equality is slight.
- Use good evidence. Where it isn't available, take steps to gather it (where practical and proportionate). Information and data is key to an adequate equality analysis.
- Using insights from engagement with employees, service users and others can help provide evidence for equality analysis.
- Findings from an equality analysis help us to understand needs/impacts and implications for diverse groups in the community. A decision maker then has to weigh up the findings in relation to all material considerations and on balance make the final decision. The Council needs to be able to demonstrate that it has undertaken a reasonable and rational process of decision making.
- Where mitigating actions are identified in the equality analysis, these should then be incorporated into departmental and service business plans.

The public will be able to view and scrutinise any equality analysis undertaken. Equality analysis should therefore be written in a clear and transparent way using plain English. Equality analysis will be published under the council's publishing of equality information.

Equality analysis should be reviewed after a sensible period of time to see if the effects that were expected have occurred. This does not always mean repeating the full equality analysis, but using the experience gained through implementation to check the findings and to make any necessary adjustments.

Engagement with the community is recommended as part of the development of an equality analysis.

Appendix 1 Equality Screenings/Analysis

Section 1: Description of budget proposal**Background**

Since 2015, Guys and St Thomas's (GSTT) community services have provided the 0-19 children's community services for Southwark. They have operated under a section 75 agreement that Southwark holds with the South East London ICS (previously CCG).

We have been working with the service over the years to adapt to the needs of the changing population.

Current financial situation

The cost of the original contract was ~£7.5m, split between the health visiting (HV) at ~£6.25m and school nursing (SN) services at ~£1.27m.

The nature of the variation is a new total contract value of £6,649,364.00.

Summary needs assessment (details in appendix 1)

A review and analysis of the population level estimates of need available (both snapshot and trend data) have allowed an assessment to be made with the following outcomes (Table 1):

1. There is very high confidence that the 0-5 population has decreased and has reduced demand and need compared to previous years.
2. There is high confidence that the 5-19 population (and therefore school nursing service) has increased demand and need levels compared to previous years.

Table 1. Summary of the evidence and judged impact on health visiting and school nursing service needs

Service	Markers suggestive of increased needs	Markers suggestive of static need	Markers suggestive of reduced need	Interpretation	Confidence
Health Visiting (0 to <5 population)	<ul style="list-style-type: none"> Lower % of healthy weight children entering reception than London 	<ul style="list-style-type: none"> Deprivation score has improved slightly Safeguarding demands for 0-4's remained relatively static. 	<ul style="list-style-type: none"> Large reduction in 0-5 population Reduction in LAC rate Reduction is service activity Falling <18's conception rate 	Overall reduced need levels	Very high

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School Nursing (5 to 19 population)	<ul style="list-style-type: none"> • Increase in 5-19 population • Lower % of healthy weight children in Year 6 than London • Lower attainment at foundation levels than London • Higher % of SMEH students than London • Increase in FSM eligibility • Higher % of students with SEND requirements • Increase in age 12+ safeguarding demand 	<ul style="list-style-type: none"> • Deprivation score has improved slightly • Safeguarding demands for 5-11's remained relatively static or reduced. 	<ul style="list-style-type: none"> • Reduction in LAC rate • Improvement in youth justice figures 	Overall increased need levels	High
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Proposed impact of savings overall

Health visiting service

- Evidence of reducing 0-5 population (between 11% and 25% lower) and reduction in service activity data (12% reduction since 2018/19).
- The magnitude of the reduction in eligible population is similar to the reduction in budget (11.5%) that the service is expected to meet.
- Population level indicators also reveal a reduction in the levels of need.
- Therefore, implementing the budget savings is not expected to adversely impact the eligible.

School nursing service

- There is evidence of increasing 5-19 population and worsening need indicators; this would result in increased demand for the service.
- It is therefore likely that overall demand on the school nursing service has increased.

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Section 2: Overview of service users and key stakeholders consulted

Service users and stakeholders	
Key users of the department or service	Health visiting and school nursing providers – Not formally yet consulted as part of this work. Children and their families aged 0 to under 5 (health visiting service) – Not formally yet consulted as part of this work. Children and their families aged 5-19 (School nursing service) – Not formally yet consulted as part of this work.
Key stakeholders who were/are involved in development of this budget proposal	Public health commissioners in Southwark Public health commissioners in London Borough of Lambeth Children and Adults board Councillor leads Finance

Please remember : How does the budget proposal incorporate and consider below:

The public sector equality duty (PSED) requires us to find out about and give due consideration to the needs of different protected characteristics in relation to the three parts of the duty:

4. Eliminating discrimination, harassment and victimisation
5. Advancing equality of opportunity, including finding out about and meeting diverse needs of our local communities, addressing disadvantage and barriers to equal access; enabling all voices to be heard in our engagement and consultation undertaken; increasing the participation of under represented groups
6. Fostering good community relations; promoting good relations; to be a borough where all feel welcome, included, valued, safe and respected.

The PSED is now also further reinforced in the two additional Fairer Future For All values; that we will

- a. Always work to make Southwark more equal and just
- b. Stand against all forms of discrimination and racism

Socio-economic disadvantage – although the Equality Act 2010 does not include socio-economic status as one of the protected characteristics, Southwark Council recognises that this continues to be a major cause of inequality in the borough. Socio economic status is the measure of an area's, an individual's or family's economic and social position in relation to others, based on income, education, health, living conditions and occupation

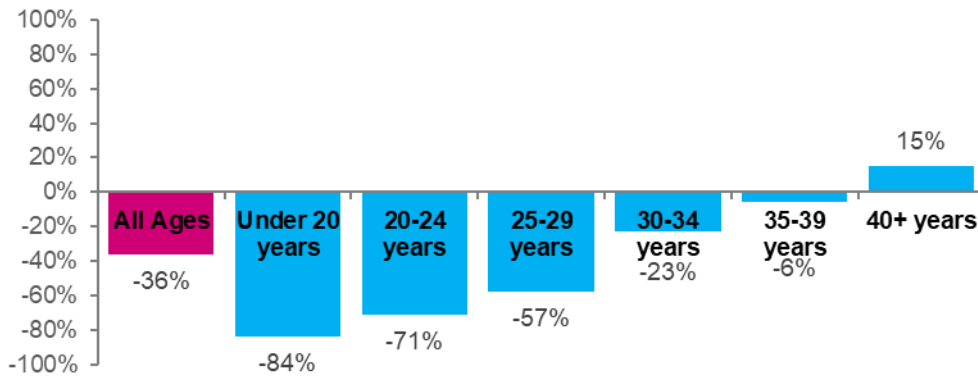
Appendix 1 Equality Screenings/Analysis

Section 3: Pre-implementation equality analysis

This section considers the potential needs and impacts (positive and negative) on groups with 'protected characteristics', the equality information on which this analysis is based and any mitigating actions to be taken. It is about needs and impacts of diverse groups in relation to the three parts of the duty (see pages above).

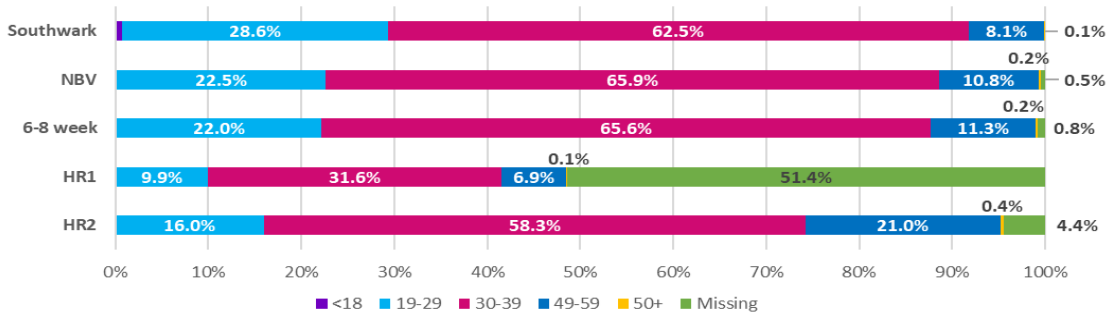
Age – Older people, young people etc
Potential impacts (positive and negative) of budget proposal, which includes addressing needs of these groups; This also includes needs/impacts arising from socio-economic disadvantage and age.
<p>Impact assessment: No impact</p> <ol style="list-style-type: none"> 1. It is anticipated that there is no impact as the savings will adjust the overall financial envelop to be more aligned with the reduction in child population and the associated reduction in services. 2. It is unlikely that a reduction in operating budget would have any impact based on maternal age, especially as the service is estimated to be currently under-utilised. 3. It maybe that the impacts of the increased cost of living and other wider socio economic may affect the health needs of this population. This will be carefully monitored as services are re-aligned to the changing population.
Equality information on which above analysis is based
<p>Definition: Where this is referred to, it refers to a person belonging to a particular age (e.g. 32 year olds) or range of ages (e.g. 18 - 30 year olds).</p> <p>Data and background</p> <ol style="list-style-type: none"> 4. Since 2010, the age profile of mothers in the borough has changed, with significant reductions in births among younger women and increases among those aged 40 and over <p>Figure 1. Percentage change in live births in Southwark by age between 2010 and 2021.</p>

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5. A review of service equity in March 2022 identified that there was a smaller proportion of young mothers (aged 19-29) enrolled in the service than would be expected for Southwark’s population
6. The service recently decommissioned the Family Nurse Practitioner (FNP) programme, which specifically targeted mothers under 19 years old. This seems appropriate given that in 2021 only around 33 births in the borough were to mothers under 20 and this number is likely to decrease further.
7. It is however likely that young and more vulnerable mothers will continue to have greater needs. As the operating budget changes are implemented, there will be close working with providers and users to ensure that young mothers continue to be identified and offered higher tiers of service provision owing to their increased vulnerability.

Figure 2. Maternal age comparison: Southwark and health visiting services



Mitigating actions to be taken

8. As the operating budget changes are implemented, there will be close working with providers and users to ensure that young or vulnerable mothers continue to be identified and offered higher tiers of service provision owing to their increased vulnerability.

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Disability - A person has a disability if s/he has a physical or mental impairment which has a substantial and long-term adverse effect on that person's ability to carry out normal day-to-day activities. Important to also consider impacts on different disabilities.			
Possible impacts (positive and negative) of budget proposal, which includes addressing needs of disabled people. A disabled person should not be in a less favourable position to a non-disabled person as a result of this proposal and decision.			
This also includes needs/impacts arising from socio-economic disadvantage and disability.			
Impact assessment: No impact			
<ol style="list-style-type: none"> 1. It is unlikely that a reduction in operating budget would have any impact on users with disabilities. 2. The national specification for health visiting services accounts for disabilities within its need levels and thus it is expected that at the minimum the current status quo is maintained. 3. The provider should however remain vigilant and be receptive to any issues and/or approaches which may arise from service users with disabilities regarding their access to the service. 			
Equality information on which above analysis is based			
<ol style="list-style-type: none"> 4. The annual population survey 2009/10 estimated that there were 36,600 people in Southwark with a disability, 17.5% of the adult population². 5. Health visiting services stratify clients into risk groups based on criterion that include disability. 			
Table 1. Proportion (and number) of HV clients by level of need per year			
	Universal	UP	UPP
2018/19	89.0% (13,166)	9.4% (1,383)	1.6% (234)
2019/20	89.3% (12,324)	9.2% (1,263)	1.5% (211)
2020/21	89.9% (11,540)	8.5% (1,095)	1.6% (203)
2021/22*	88.8%	9.6%	1.6%

² [Southwark | Statistical Databank \(southwarkstats.com\)](https://southwarkstats.com)

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Average	89.3%	9.2%	1.6%
<p>6. Whilst this is lower than the recorded disability proportion of Southwark (10.8% vs 17.5%), it should be noted that:</p> <ul style="list-style-type: none"> (a) Not all disabilities may require a higher levels of support, (b) The Southwark estimate is adult population and the health visiting service also considers the disability status of the child. (c) Not all clients at higher levels of need will be due to disabilities as the criteria are broad (e.g. mental health, substance misuse etc.). 			
Mitigating actions to be taken			
<p>7. As the operating budget changes are implemented, there will be close working with providers and users to ensure that mothers and children with disabilities continue to be identified and offered appropriate service provision owing to their increased vulnerability.</p>			

Gender reassignment - The process of transitioning from one gender to another. And Gender Identity – this includes the wide spectrum of all gender identities.
Possible impacts (positive and negative) of budget proposal, which includes addressing needs of these groups.
Impact assessment: No impact
Equality information on which above analysis is based.
<ol style="list-style-type: none"> 1. Stonewall estimate that up to 1% of the population may identify as transgender, including people who identify as non-binary.³ 2. Applying this estimate to Southwark suggests up to 2,567⁴ residents may identify as transgender. 3. The service does not currently collect information on gender reassignment for

³ [The truth about trans \(stonewall.org.uk\)](http://stonewall.org.uk)

⁴ Based on Southwark's ONS 2020 mid year population estimate of 256,712.

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demographic or criteria assessment purposes for this age group.
Mitigating actions to be taken
4. Assessments will take into account any additional needs identified for this population group. As the operating budget changes are implemented, there will be close working with providers and users to ensure that mothers and children and young people identified to be more vulnerable are offered higher tiers of service provision owing to their increased vulnerability.

Marriage and civil partnership - (Only to be considered in respect to the need to eliminate discrimination).
Possible needs/ impacts (positive and negative) of budget proposal
Impact assessment: No impact
Equality information on which above analysis is based
1. Census 2011 data revealed that over half of adults in Southwark had never been married or registered in a civil partnership at the time of the Census.
Mitigating actions to be taken
2. It is not anticipated that any operating budget changes will impact on this population group. Specific vulnerabilities associated with personal marriage or civil partnership circumstances will be assessed and identified as part of the routine assessment for vulnerabilities.

Pregnancy and maternity - Pregnancy is the condition of being pregnant or expecting a baby. Maternity refers to the period after the birth, and is linked to maternity leave in the employment context. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth, and this includes treating a woman unfavourably because she is breastfeeding.

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<p>Possible impacts (positive and negative) of budget proposal, which includes addressing needs of these groups.</p> <p>This also includes needs/impacts arising from socio-economic disadvantage and pregnancy and maternity.</p>														
<p>Impact assessment: No impact</p> <p>1. It is unlikely that a reduction in operating budget would have any impact on pregnant users.</p>														
<p>Equality information on which above analysis is based</p> <p>2. In 2021, Southwark had a total fertility rate⁵ of 1.1 children per woman. This is lower than the national average for England (1.62).</p> <p>3. In 2021, Southwark had 3,372 live births, down from 5,265 in 2010, a 36% decrease.</p> <p>4. In 2021, 67% of mothers giving birth in Southwark were aged 30-39 with less than 1% being under 20</p>														
<p>Figure 3. Live births in Southwark in 2021 by maternal age</p> <table border="1"> <caption>Data for Figure 3: Live births in Southwark in 2021 by maternal age</caption> <thead> <tr> <th>Maternal Age Group</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>Under 20 years</td> <td>1%</td> </tr> <tr> <td>20-24 years</td> <td>6%</td> </tr> <tr> <td>25-29 years</td> <td>16%</td> </tr> <tr> <td>30-34 years</td> <td>37%</td> </tr> <tr> <td>35-39 years</td> <td>30%</td> </tr> <tr> <td>40+ years</td> <td>9%</td> </tr> </tbody> </table>	Maternal Age Group	Percentage	Under 20 years	1%	20-24 years	6%	25-29 years	16%	30-34 years	37%	35-39 years	30%	40+ years	9%
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30-34 years	37%													
35-39 years	30%													
40+ years	9%													
<p>Mitigating actions to be taken</p> <p>5. It is not anticipated that any operating budget changes will impact on this population group. Specific vulnerabilities associated with pregnancy and maternity circumstances will be assessed and identified as part of the routine</p>														

⁵ The total fertility rate in a specific year is defined as the total number of children that would be born to each woman if she were to live to the end of her child-bearing years and give birth to children in alignment with the prevailing age-specific fertility rates.

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assessment for vulnerabilities.

Race - Refers to the protected characteristic of Race. It refers to a group of people defined by their race, colour, and nationality (including citizenship) ethnic or national origins.

Possible impacts (positive and negative) of budget proposal, which includes addressing diverse needs of these groups.

This also includes needs/impacts arising from socio-economic disadvantage and race/ethnicity.

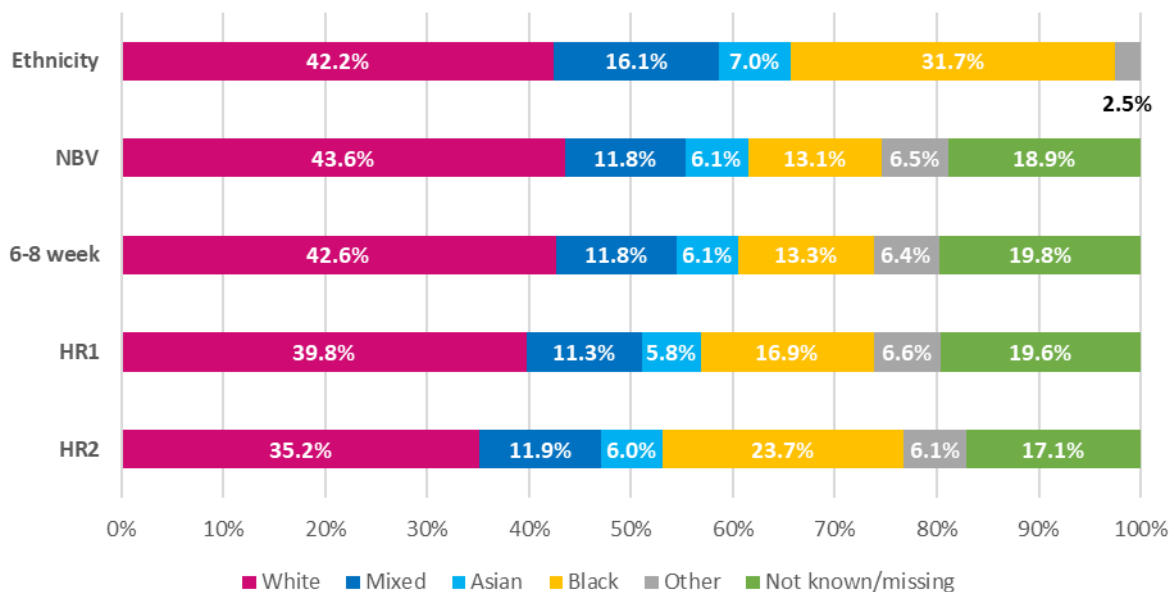
Impact assessment: No impact

1. Black and minority ethnic populations may experience different health needs compared to a white population for example particular health conditions such as sickle cell, heart disease, diabetes and hypertension.

Equality information on which above analysis is based

2. Southwark is an ethnically diverse borough with around 60% of its population being from Black and other ethnic minority backgrounds.
3. In 2021, the majority of births within Southwark (54%) occur to women who were not born in the UK. The most common countries were Nigeria, Sierra Leone, USA, France and Ghana.

Figure 4. Ethnicity comparison - Southwark and health visiting services



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<p>4. The same review also identified that those from Black and other ethnic backgrounds were less likely to have completed appointments when compared to those from White ethnic group.</p> <p>5. To note that there are data collection issues around recording of ethnicity with around 20% of clients not having ethnicity data recorded.</p>
<p>Mitigating actions to be taken</p>
<p>6. It is not anticipated that any operating budget changes will impact on this population group. Specific vulnerabilities associated with health conditions affecting a BAME mother or child will be assessed and identified as part of the routine assessment for vulnerabilities.</p>

<p>Religion and belief - Religion has the meaning usually given to it but belief includes religious and philosophical beliefs including lack of belief (e.g. Atheism). Generally, a belief should affect your life choices or the way you live for it to be included in the definition.</p>
<p>Possible impacts (positive and negative) of budget proposal, which includes addressing needs of these groups.</p>
<p>Impact assessment: No impact</p> <p>1. It is unlikely that a reduction in operating budget would have any impact on users based on their religion.</p>
<p>Equality information on which above analysis is based</p> <p>2. Southwark is a religiously diverse borough with around 65% of its population stating that they were religious at the time of the 2011 Census.</p>
<p>Mitigating actions to be taken</p> <p>3. It is not anticipated that any operating budget changes will impact on this population group. Specific vulnerabilities associated with personal religious practice and circumstances will be assessed and identified as part of the routine assessment for vulnerabilities.</p>

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Sex - A man or a woman.
Possible impacts (positive and negative) of budget proposal, which includes addressing needs of these groups; This also includes needs/impacts arising from socio-economic disadvantage and sex.
Impact assessment: No impact 1. It is unlikely that a reduction in operating budget would have any impact on this characteristic.
Equality information on which above analysis is based
2. The 0-5 health-visiting programme is primarily aimed at mothers and their children owing to the fact that the service model begins during pregnancy and follows the mother and child from there. 3. It would be expected that in a situation where the mother is no longer able to care for the child (e.g. death) and the father instead becomes the primary care giver, that the service continue to provide the same service irrespective of parental sex.
Mitigating actions to be taken
4. It is not anticipated that any reduction in operating budget will impact on this population group. Specific vulnerabilities will be assessed and identified as part of the routine assessment for vulnerabilities.

Sexual orientation - Whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes
Possible impacts (positive and negative) of budget proposal, which includes addressing needs of these groups

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Impact assessment: No impact

1. It is unlikely that a reduction in operating budget would have any impact on users based on their sexual orientation.
2. Stakeholders will need to work closely with the LGBTQ+ community to collect sexual orientation data given the relatively large gay and lesbian population within Southwark and ensure that service provision is equitable.

Equality information on which above analysis is based

3. Southwark's has one of the largest gay and lesbian populations in the country, with around 5% (12,900) of adults in the borough identifying as such).

Figure 5. Southwark residents identifying as gay or lesbian 2013-2015

4. Evidence exists which shows that even in the context of robust equity policies, barriers exist which may prevent marginalised groups from effectively accessing healthcare due to bias or lack of familiarity amongst staff with particular groups⁶.
5. For same sex couples, these barriers include avoidant or uncomfortable behaviour when asking questions about relationships and/or sexual identify or the assumption that clients are heterosexual. These may reduce engagement with services.
6. The data LGBTQ+ is currently limited.

Mitigating actions to be taken

⁶ Henry von Doussa, Jennifer Power, Ruth McNair, Rhonda Brown, Margot Schofield, Amaryll Perlesz, Marian Pitts, Andrew Bickerdike, Building healthcare workers' confidence to work with same-sex parented families, *Health Promotion International*, Volume 31, Issue 2, June 2016, Pages 459–469, <https://doi.org/10.1093/heapro/dav010>

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7. It is not anticipated that any operating budget change will impact on this population group. Specific vulnerabilities associated with LGBTQ+ circumstances will be assessed and identified as part of the routine assessment for vulnerabilities.

SocioEconomic Disadvantage - Socio economic status is the measure of an area's, an individual's or family's economic and social position in relation to others, based on income, education, health, living conditions and occupation. Please also consider socio-economic disadvantage in relation to age, race, disability, sex, sexual orientation etc.

Possible impacts (positive and negative) of budget proposal, which includes addressing needs of these groups

Impact assessment: No impact

Equality information on which above analysis is based

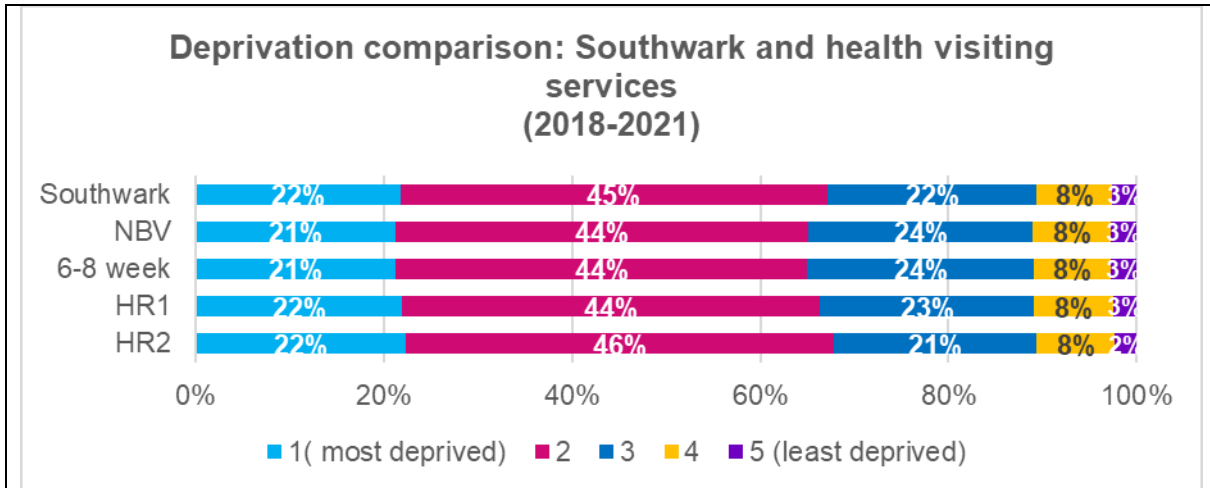
1. Southwark has one of the highest IDACI⁷ indices in London⁸ and although it has seen an improvement between 2015 and 2019, it is still one of the most deprived boroughs.
2. The general index of multiple deprivation (IMD) ranking tells a similar story, while Southwark improved compared to other local authorities in England between 2015 and 2019, it still remains one of the most deprived boroughs in the country overall⁹.
3. For the Health visiting service, there is no indication that there is differential service provision according to level of deprivation. The deprivation distribution of the population is reflected in the service.

⁷ Index of deprivation which highlights where deprivation is most affecting children

⁸ [South East London CYP MH Inequalities snapshot \(healthylondon.org\)](https://www.healthylondon.org/south-east-london-cypmh-inequalities-snapshot)

⁹ Indices of Deprivation 2019. Southwark's JSNA. Southwark Council: London. 2019.

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Mitigating actions to be taken

4. It is not anticipated that any operating budget change will impact on this population group. Specific vulnerabilities associated with socio economic disadvantage will be assessed and identified as part of the routine assessment for vulnerabilities.

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Section 4: Summary of Equality Impact and Needs Analysis for Budget Proposal

Potential impacts (positive and negative) of proposed policy/decision/business plan/budget proposal
<p>No impact.</p> <p>It is not anticipated that any operating budget change will impact on this population group. Specific vulnerabilities associated with protected characteristics will be assessed and identified as part of the routine assessment for vulnerabilities.</p>
Equality information on which above analysis is based
See Appendix and above.

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Section 5: Further actions

5. Further analysis and actions; including mitigation actions and actions to tackle inequality and promote equality.			
Based on the initial analysis above, please detail the key mitigating actions and desired outcomes, or the areas identified as requiring more data or detailed analysis. Please also note interrelations between the different protected characteristics; all of us are made up of many of the protected characteristics.			
	Description of issue	Action and desired outcome	Timeframe
1	Further detail on how the service will implement the savings	Request for breakdown of costs	By March 23
2	High risk families / vulnerable parents need more support	Development of new pathway to support high risk families (Bright Beginnings)	By Nov 22
3	Strengthened monitoring and oversight	Oversight from a new monitoring board	Quarterly from Apr 23
4	Additional service level information on the school nursing service	Service to share their school nursing processes and overviews for deep dive analysis	By March 23
5	Further information on implementation of health visitor audit (Summer 22)	Engagement with this from service in the monitoring board	Quarterly as above
6	Develop service specification and KPIs	Development of these, and agreement into the service	By Dec 22

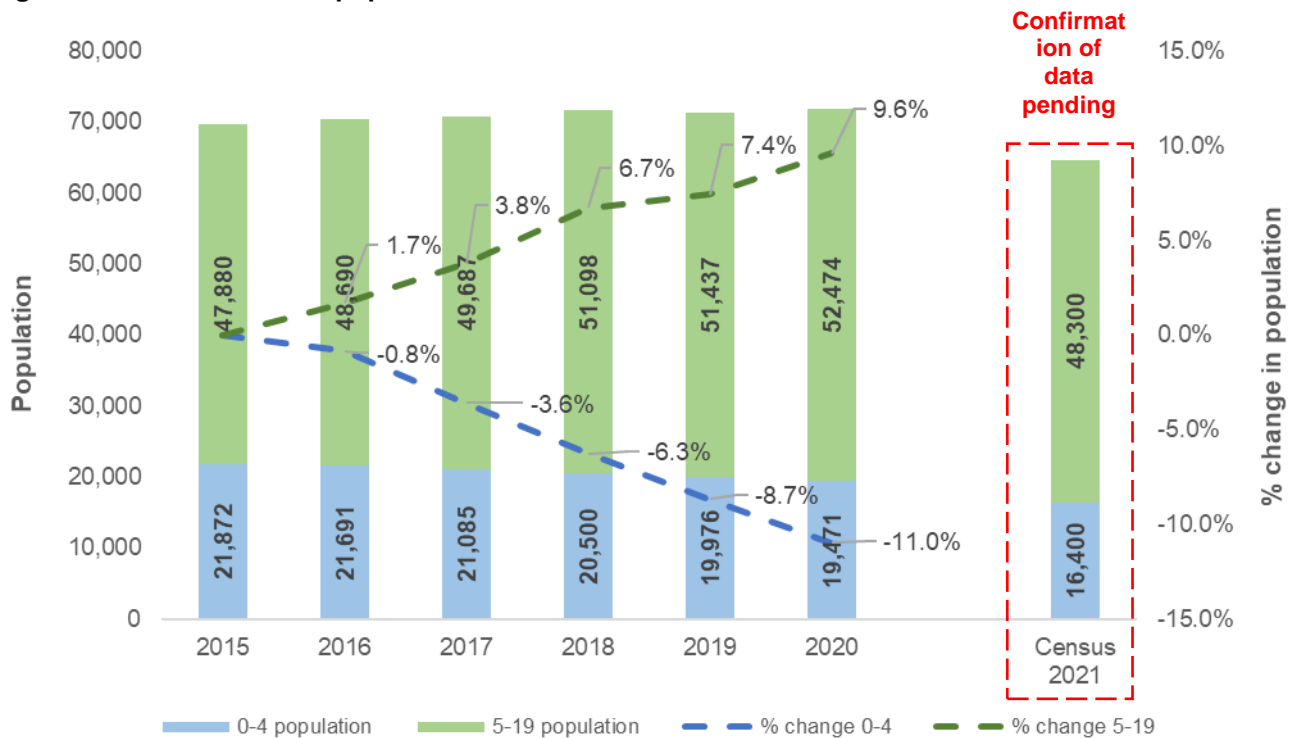
Appendix

Whole population statistics

Demographics

From 2015 to 2020, the 0-19 population in Southwark has changed significantly; the 0 to 4 (including under 5's) population has decreased by 11% or 2,401 children, while the 5-19 population has increased by 9.6% or 4,594 children (Figure 6).

Figure 6. Southwark's 0-19 population between 2015 and 2020



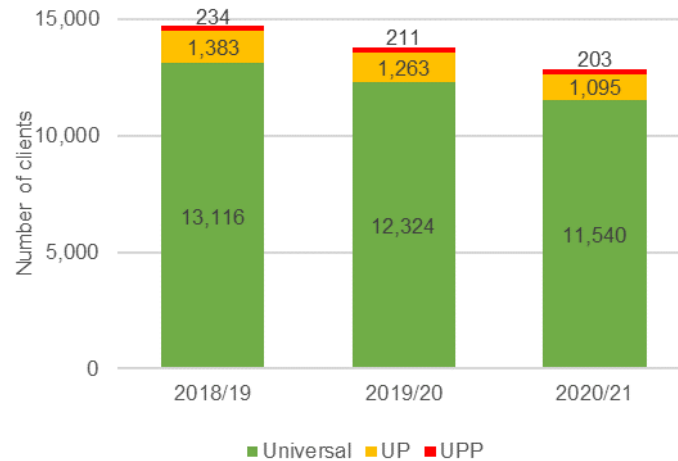
It is important to note that these figures might overestimate the population size in both age groups as the Census 2021 results show a much larger 25% decrease in the 0-5 population and only a 0.9% increase in the 5-19 population.

HV service data supports the fact that the eligible population is now smaller than what it has been¹⁰. The services own activity figures demonstrate a reduction in activity levels by 12% between 2018/19 and 2020/21 (Figure 7).

Figure 7. Number of clients registered with the HV service provider 2018/19 to 2020/21

¹⁰ Anonymised client level service activity data (EYMDs) provided by GSTT (March 2022).

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Deprivation

Broadly speaking, the needs of a population are closely reflected by the level of deprivation in an area.

Deprivation is a measure which tells us the relative disadvantages a local area has which prevents those living there from having a good quality of life.

Southwark has one of the highest IDACI¹¹ indices in London¹² and although it has seen an improvement between 2015 and 2019, it is still one of the most deprived boroughs.

The general index of multiple deprivation (IMD) ranking tells a similar story, while Southwark improved compared to other local authorities in England between 2015 and 2019, it still remains one of the most deprived boroughs in the country overall¹³.

As levels of deprivation increase, generally so do the needs. In reality however it is a little more nuanced and we need to consider a broad range of different indicators to assess the needs of the population.

It is important to note that population need is not the same as individual need (as each person is different) but looking at the needs of a population supports making informed to meet individual need.

Safeguarding

Since 2013, the rate of Southwark's children on CPP has varied between 45 and 53 per 10,000 and always higher than London.

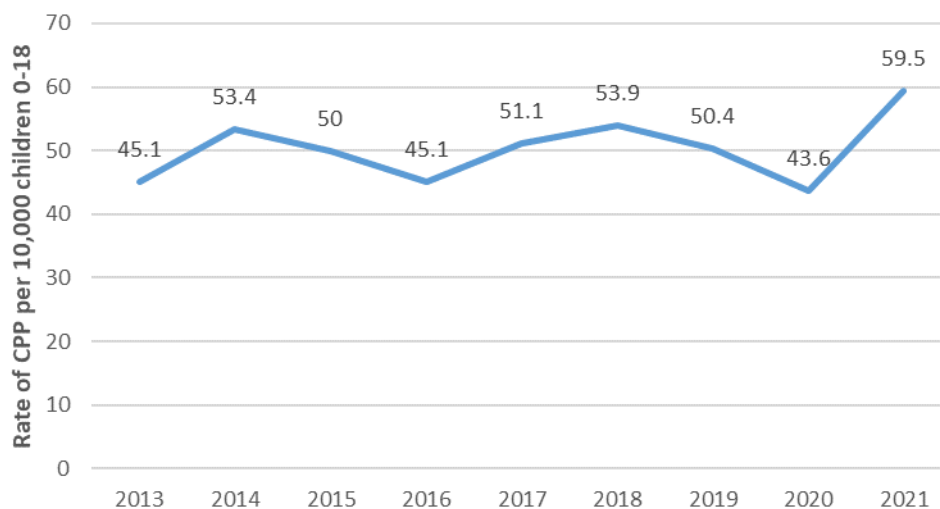
As a result of the pandemic this went up to 59.5 per 10,000 for 2020/21; a 36% increase on the year before and the second highest in London (average 31 per 10,000).

¹¹ Index of deprivation which highlights where deprivation is most affecting children

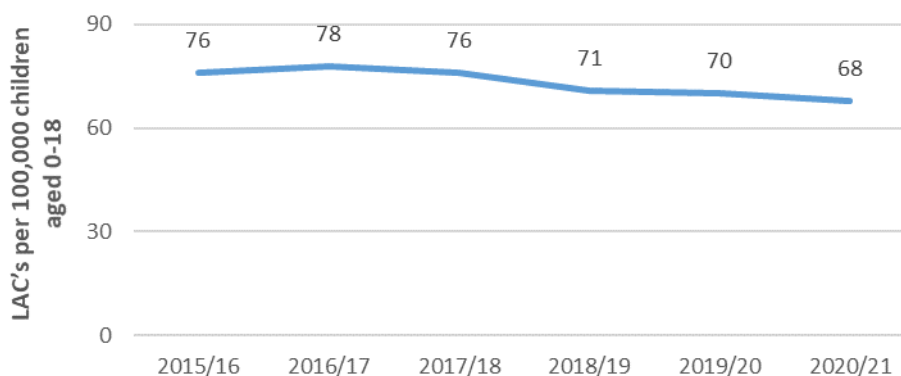
¹² [South East London CYPMH Inequalities snapshot \(healthylondon.org\)](https://www.healthylondon.org/)

¹³ Indices of Deprivation 2019. Southwark's JSNA. Southwark Council: London. 2019.

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Figure 8. Rates of CPP's per 10,000 children (0-18) in Southwark 2013 to 2021**Looked after children**

The rate of looked after children in Southwark has been gradually reducing since 2015 (Figure 9).

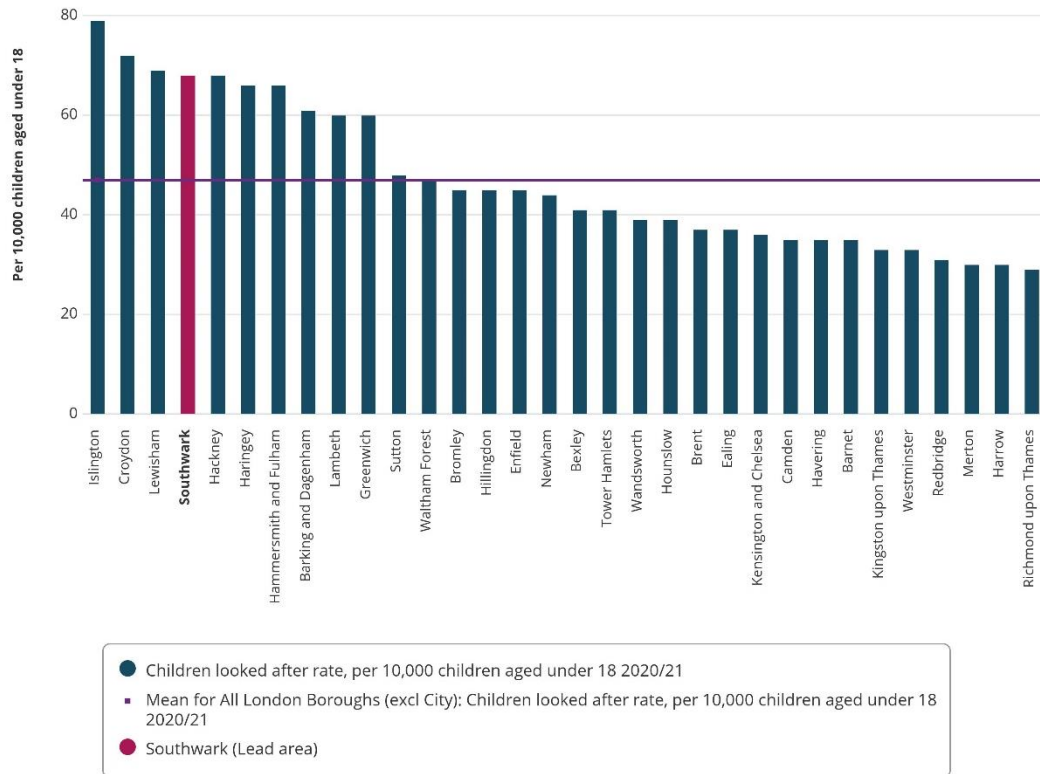
Figure 9. Rate of LAC's per 100,000 children aged 0-18 in Southwark 2015 to 2021

Nevertheless, Southwark still has the fourth highest rate of looked after children (LAC) per 10,000 children under 18 in London (Figure 10)¹⁴.

Figure 10. Children looked after rate, per 10,000 children aged under 18 (from 2015/16 to 2020/21)

¹⁴ [Children looked after rate, per 10,000 children aged under 18 in Southwark | LG Inform \(local.gov.uk\)](#)

Appendix 1 Equality Screenings/Analysis



A higher proportion of LAC's in Southwark have special educational need and disability (SEND) requirements (35.1%) than the London average (32.3%)

Appendix 1 Equality Screenings/Analysis

Vaccinations

Children in Southwark generally have higher or similar vaccination coverage rates¹⁵ than London (Table 2).

Table 2. Vaccination rates in Southwark vs London for major childhood vaccinations

Vaccination	Age group	Data	Southwark	London
Flu vaccine	2-3 years	2020/21	48.2%	47.1%
MMR two doses	<5 year old	2020/21	83.1%	74.7%
DTaP/IPV pre-school booster	<5 year old	2020/21	79.3%	72.3%
HPV one dose (females)	12-13 year old	2020/21	77.9%	70.4%
HPV one dose (males)	12-13 year old	2020/21	78.4%	65.9%
Meningococcal ACWY	13-15 year old	2020/21	77.4%	77.8%

In addition, the percentage of LAC in Southwark with up to date vaccinations (86%) is amongst the highest in London (average 76%).

¹⁵ [Childhood Vaccinations Rates in Your Area | LG Inform \(local.gov.uk\)](#)

Needs relating to 0 to under 5's Health Visiting

Safeguarding in under 5's

Between 2019/20 and 2020/21, there was a 15.4% (475) reduction in the number of contacts and a 5.5% (47) reduction in both number of referrals and assessments made for <5's safeguarding concerns (**Figure 11**).

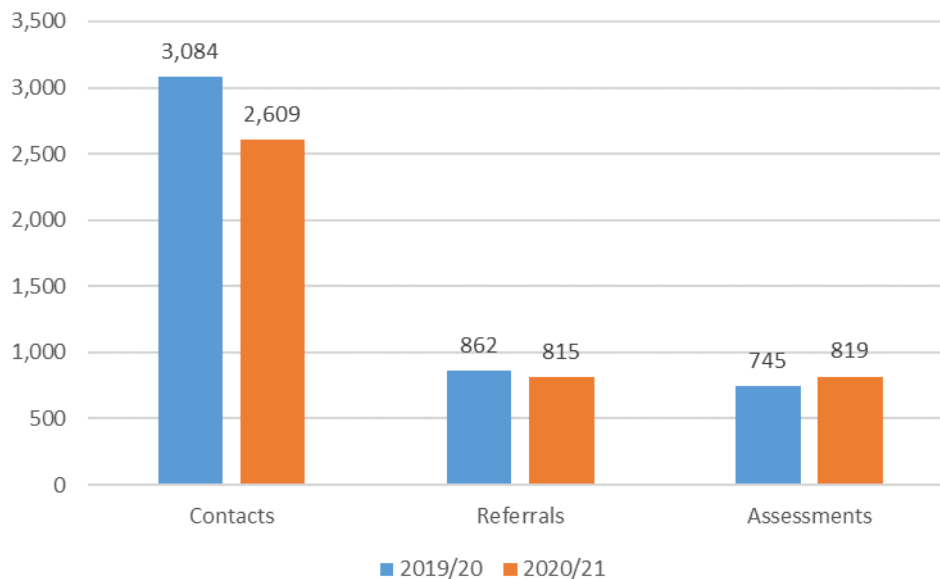
This was however in the context of increasing rates of contacts resulting in referrals (28% in 2019/20 to 31.2% in 2020/21) and increasing rates of referrals resulting in assessments (86.4% in 2019/20 to 100% in 2020/21).

For 2020/21 the number of assessments is greater than referrals due to individuals being referred prior to birth ("unborn" classification) and then assessed once born.

Therefore, while numbers have gone down, a greater proportion of referrals are leading into the child protection plan (CPP) process thus indicating greater need of each.

Overall, the demand on the service is likely to remain the same; fewer cases, but more likely to require entry into CPP process.

Figure 11. 0-4's safeguarding services front door activity data (2019/20 to 2020/21)

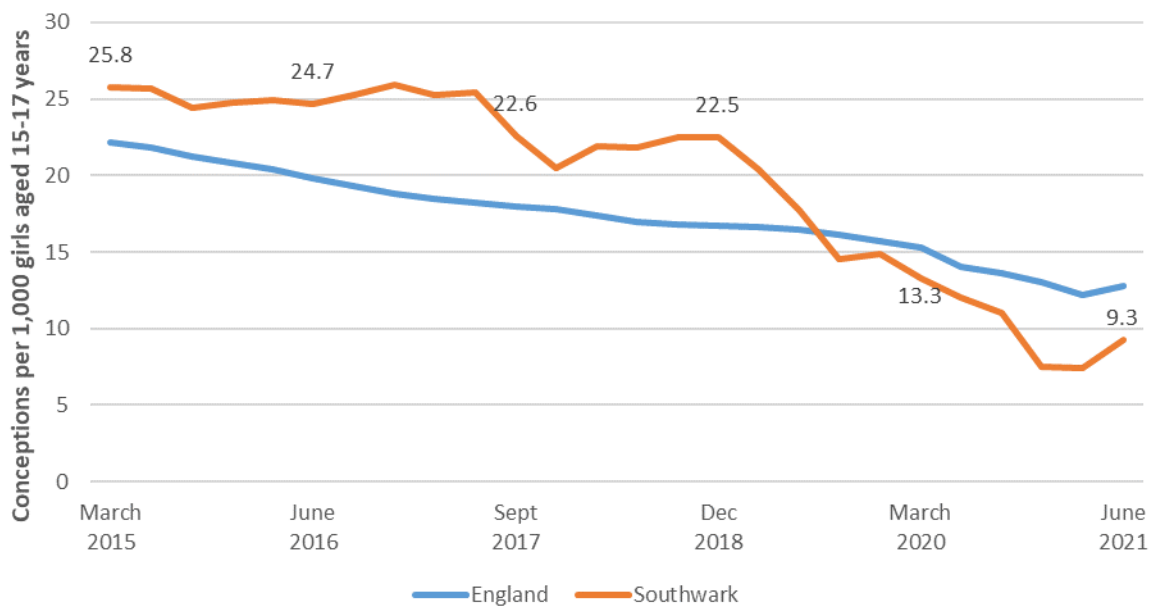


Appendix 1 Equality Screenings/Analysis

Conception in under 18's

The under 18's conception rate in Southwark has reduced by 64% since 2015, standing at 9.3 conceptions per 1,000 girls aged 15-17 years (Figure 12). This reflects the national trend but Southwark has seen big improvements in recent years.

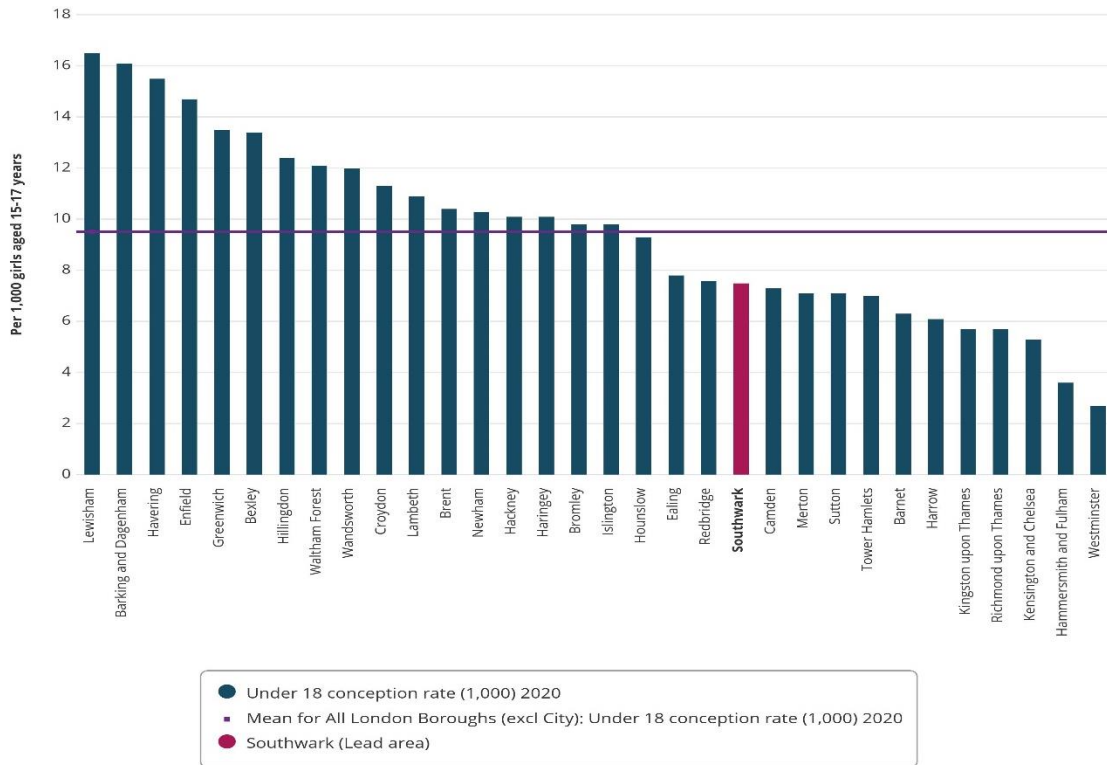
Figure 12. Conception rate per 1,000 women at ages under 18 (from 2015 to 2021) for Southwark



As a result, Southwark has one of the lowest under 18's conception rates in London and well below the London average (Figure 13).

Figure 13. Conception rate per 1,000 women at ages under 18 (from 2015 to 2020) for London

Appendix 1 Equality Screenings/Analysis



Needs relating to School Nursing

Physical, mental health and educational needs of schoolchildren

The evidence regarding needs of schoolchildren in Southwark is varied.

Between 2012/13 and 2018/19, the proportion of children at foundation stage achieving the expected level in Personal, Social and Emotional Development has increased from 80.7% to 84.2%¹⁶, although this is still below the London average.

Similar improvements were seen when looking at the percentage of all children achieving at least the expected level in the prime areas of learning and in the specific areas of literacy and mathematics at foundation stage, improving from 59.6% to 74.1% and now being higher than London average¹⁷.

Children in Southwark however are generally less likely to be a healthy weight; in 2019/20 only 73% of those in reception¹⁸ and 58% of those in Year 6¹⁹ were healthy weight, both below the London average. Unfortunately, data that is more recent is currently not available.

Southwark has one of the highest proportion of school children have social, emotional and mental health (SEMH) needs at 3%. This is higher than the London (2.6%) average and only lower than Lambeth (3.2%) and Bromley (3.2%) in South East London. Nationally there is evidence that the number of CYP aged 5-19 experiencing mental health problems is growing²⁰.

In Southwark, approximately 34.8% of students were eligible for free school meals (FSM) in the 2021/22 academic year, an increase of 50.6% since 2015/16 (from 23.1% to 34.8%)²¹.

Southwark ranks higher than the London average (25.4%) but lower than other inner London boroughs such as Islington, Camden, Hackney, Tower Hamlets, Lambeth and Westminster (**Figure 14**).

Eligibility for FSM is considered a proxy measure for deprivation; therefore, higher proportions for students eligible for FSM can be indicators of increased need.

In 2020, amongst those with SEMH, approximately 45% were eligible for FSM²².

Children on FSM (and therefore those most likely to be deprived) in Southwark generally do well however, with over 67% achieving at least the expected level in the

¹⁶ [Percentage of children achieving at least the expected level in Personal, Social and Emotional Development at foundation stage in Southwark | LG Inform \(local.gov.uk\)](#)

¹⁷ [Percentage of all children achieving at least the expected level in the prime areas of learning and in the specific areas of literacy and mathematics at foundation stage in Southwark | LG Inform \(local.gov.uk\)](#)

¹⁸ [Percentage of children in reception year who are healthy weight in Southwark | LG Inform \(local.gov.uk\)](#)

¹⁹ [Percentage of children in year 6 who are healthy weight in Southwark | LG Inform \(local.gov.uk\)](#)

²⁰ [Improving children and young people's mental health services - The Health Foundation](#)

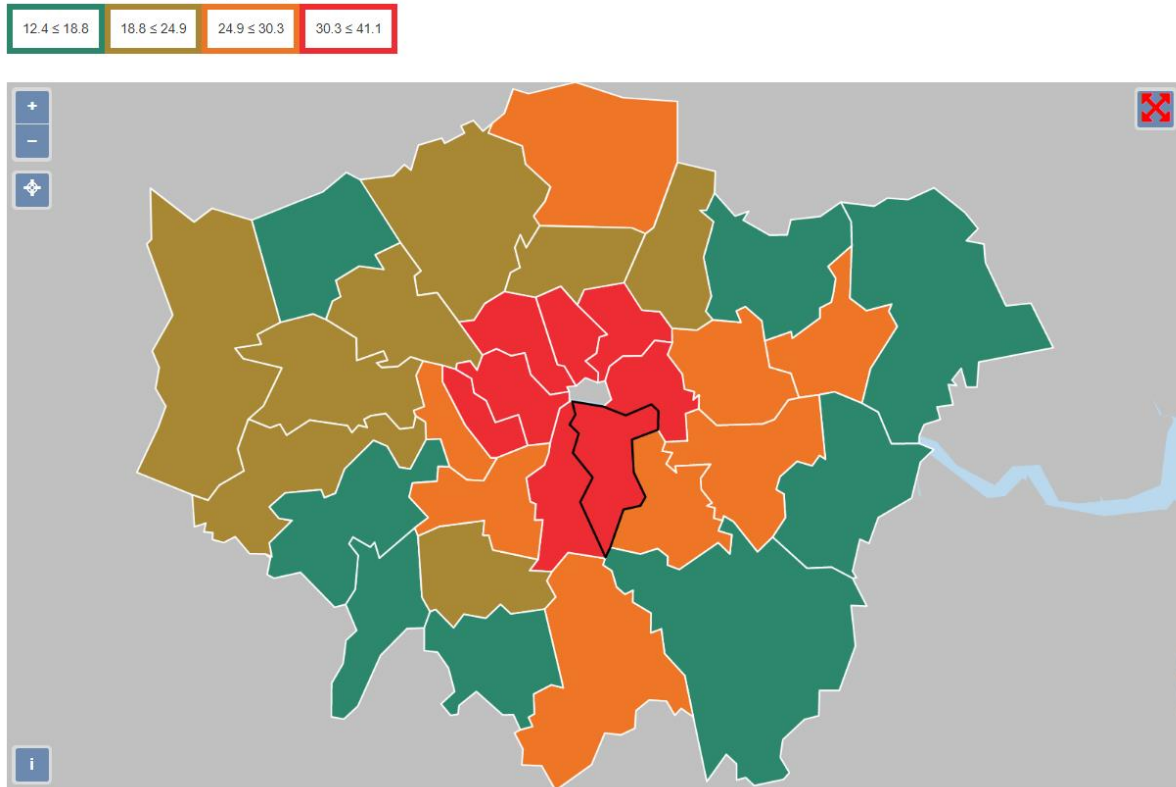
²¹ [Percentage of all pupils known to be eligible for free school meals in Southwark | LG Inform \(local.gov.uk\)](#)

²² [CYPMH Inequalities Data Snapshot South East London \(healthyLondon.org\)](#)

Appendix 1 Equality Screenings/Analysis

prime areas of learning and in the specific areas of literacy and mathematics at foundation stage (2018/19), more than the London average²³.

Figure 14. Geographic comparison of proportion of students eligible for FSM (Southwark marked)



²³ [Percentage of pupils with eligible for free school meals achieving at least the expected level in the prime areas of learning and in the specific areas of literacy and mathematics at foundation stage in Southwark | LG Inform \(local.gov.uk\)](#)

Appendix 1 Equality Screenings/Analysis

Special Educational Needs and Disabilities (SEND)

In 2021/22, 19.6% of Southwark pupils either had a statutory plan of SEN (statement or EHC plan, total 4.3%) or were receiving SEN support (15.3%). Overall this is higher than the London average (16.1%)²⁴.

The proportion of Southwark pupils with SEND requirements has increased since 2017/18, with students requiring a statement or EHC plan increasing by 38% (from 3.1% to 4.3%) and those with SEN support increasing 10.8% (from 13.8% to 15.3%).

Pupils who are looked after children (LAC) or children in need (CIN) are highly represented within the SEND cohort.

Southwark has a higher proportion of LAC pupils with (35.1%) and without statements/plans (29.7%) than the London average (32.2% and 25.2% respectively).

In addition, 18.6% of CIN have SEND requirements with 41.5% of those having an active statement or EHC plan, higher than the London average (34.6%).

Primary SEND needs in Southwark schools are broadly similar to those in London but with some notable differences (Table 3)

Table 3. Significant differences in the primary needs of schoolchildren in Southwark vs London (2021/22)

	More need (vs London)	Lower need (vs London)
Primary school	<ul style="list-style-type: none"> ASD (18.9% vs 13.9%) Specific learning difficulties (9.9% vs 7.2%) 	<ul style="list-style-type: none"> SALC need (38.1% vs 41.8%) SEMH needs (13.0% vs 14.6%) Moderate learning difficulties (7.6% vs 9.1%)
Secondary school	<ul style="list-style-type: none"> ASD (13.1% vs 11.7%) Other difficulty/disability (13.0% vs 6.1%) 	<ul style="list-style-type: none"> SEMH needs (19.3% vs 22.4%) SALC needs (16.6% vs 19.3%) Moderate learning difficulty (11.5% vs 13.6%)
Special schools	<ul style="list-style-type: none"> ASD (47.9% vs 41.8%) SEMH needs (15.7% vs 8.0%) Primary physical disability (2.8% vs 1.4%) Specific learning disability (2.8% vs 1.6%) 	<ul style="list-style-type: none"> Moderate learning disability (1.8% vs 9.3%) SALC needs (1.7% vs 7.0%)

ASD: autistic spectrum disorder

SALC: Speech, Language and Communication

SEMH: Social, Emotional and Mental Health

²⁴ A statutory plan of SEN (statement or EHC plan) or are receiving SEN support, data from [Local area Special Educational Needs and Disabilities report for London Borough of Southwark | LG Inform](#)

Appendix 1 Equality Screenings/Analysis

Safeguarding in 5-11

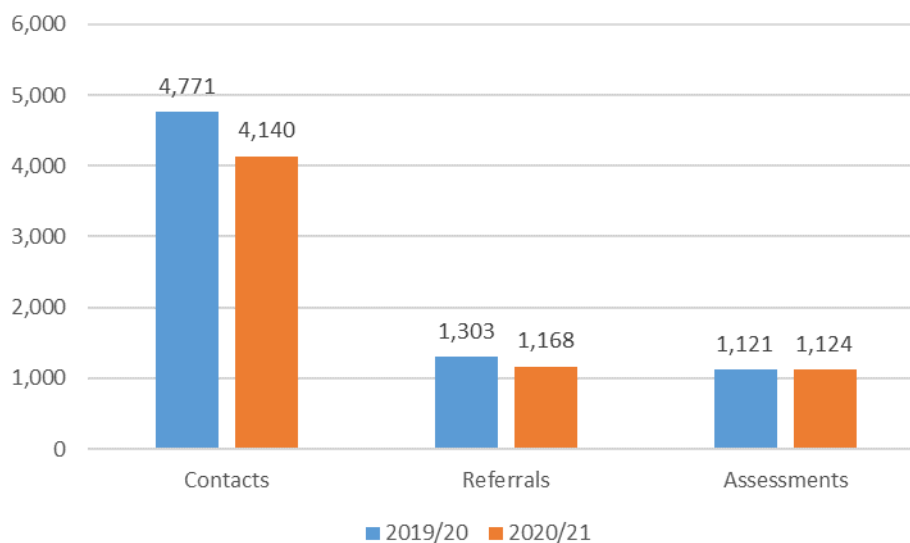
Between 2019/20 and 2020/21, there was a 13.2% (631) reduction in the number of contacts, a 10.4% (135) reduction in the number of referrals and an essentially static (0.3% increase or 3 children) number of assessments made for 5-11's safeguarding concerns (Figure 15).

This was in the context of relatively static rates of contacts resulting in referrals (27.3% in 2019/20 to 28.2% in 2020/21) and increasing rates of referrals resulting in assessments (86% in 2019/20 to 96.2% in 2020/21).

Therefore, while numbers have gone down significantly and a broadly similar proportion of contacts result in referrals, of those contacts that do require referral, most reach assessment.

Overall, the demand on the service is likely to have remained either static or decreased: fewer overall numbers and similar levels requiring entry into CPP process.

Figure 15. 5-11's safeguarding services front door activity data (2019/20 to 2020/21)



Appendix 1 Equality Screenings/Analysis

Safeguarding in 12+

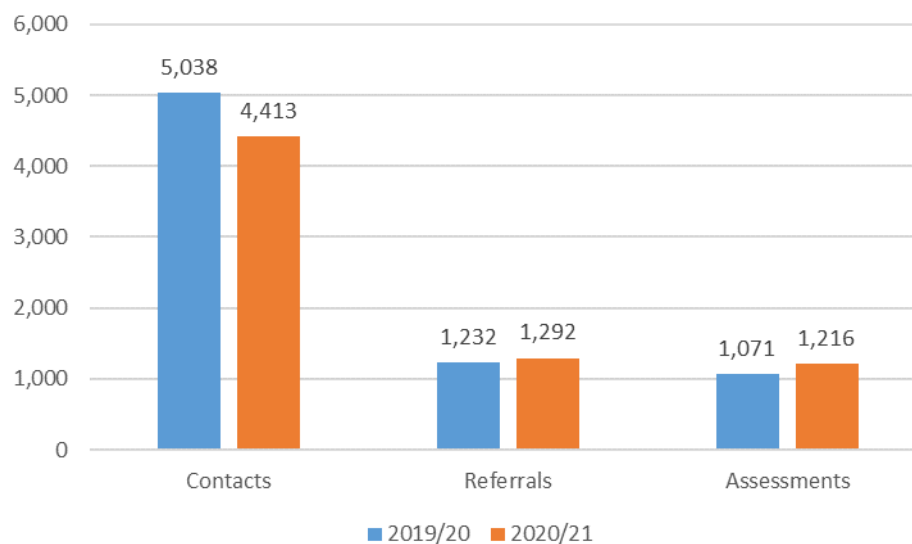
Between 2019/20 and 2020/21, there was a 12.4% (625) reduction in the number of contacts, a 4.9% (60) increase in the number of referrals and a 13.5% (145) increase in the number of assessments made for 12+ safeguarding concerns (**Figure 16**).

This was in the context of increasing rates of contacts resulting in referrals (24.5% in 2019/20 to 29.3% in 2020/2) and rates of referrals resulting in assessments (86.9% in 2019/20 to 94.1% in 2020/21).

Therefore numbers have increased significantly and both a larger proportion of contacts result in referrals and a larger portion of referrals require assessment (and therefore formal entry into CPP process).

Overall, the demand on the service is likely to have increased; more overall numbers and greater proportion requiring entry into CPP process.

Figure 16. 12+ safeguarding services front door activity data (2019/20 to 2020/21)



Appendix 1 Equality Screenings/Analysis

Youth justice

In 2021, Southwark generally had lower rates of youth justice incidents than other boroughs in London (Figure 17)²⁵, although the rates of first time entrants is higher than the London average²⁶ (Figure 18).

Figure 17. Headline youth justice figures for London (Southwark highlighted)

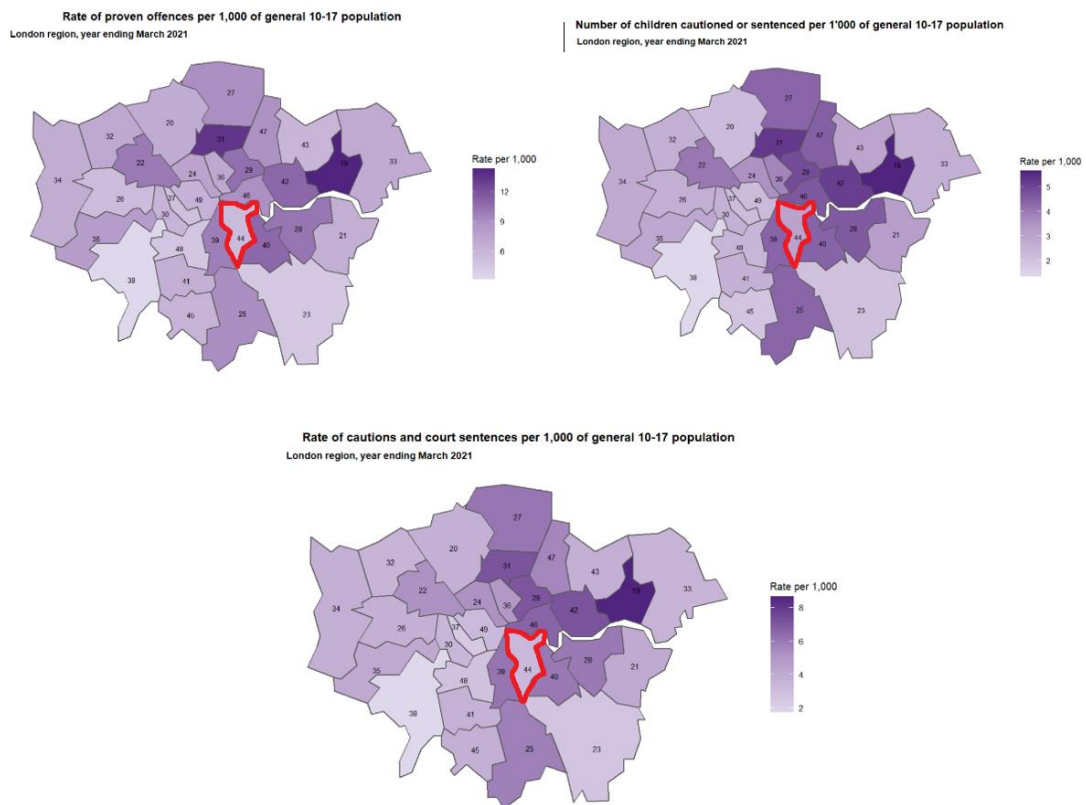
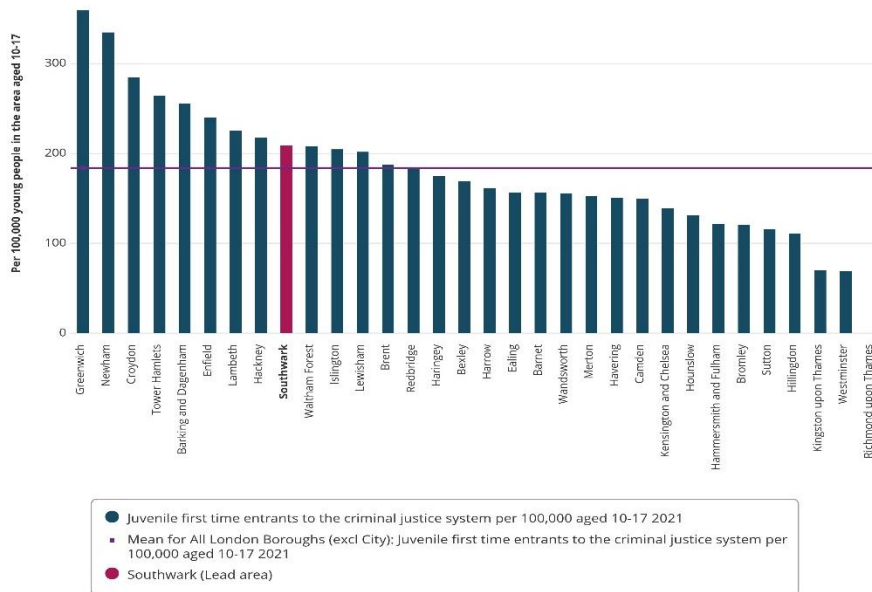


Figure 18. Juvenile first time entrants to the criminal justice system per 100,000 of 10-17 year olds (from 2010 to 2021)

²⁵ [Youth justice statistics: 2020 to 2021 - GOV.UK \(www.gov.uk\)](http://www.gov.uk)

²⁶ [Juvenile first time entrants to the criminal justice system per 100,000 of 10-17 year olds in Southwark | LG Inform \(local.gov.uk\)](http://local.gov.uk)

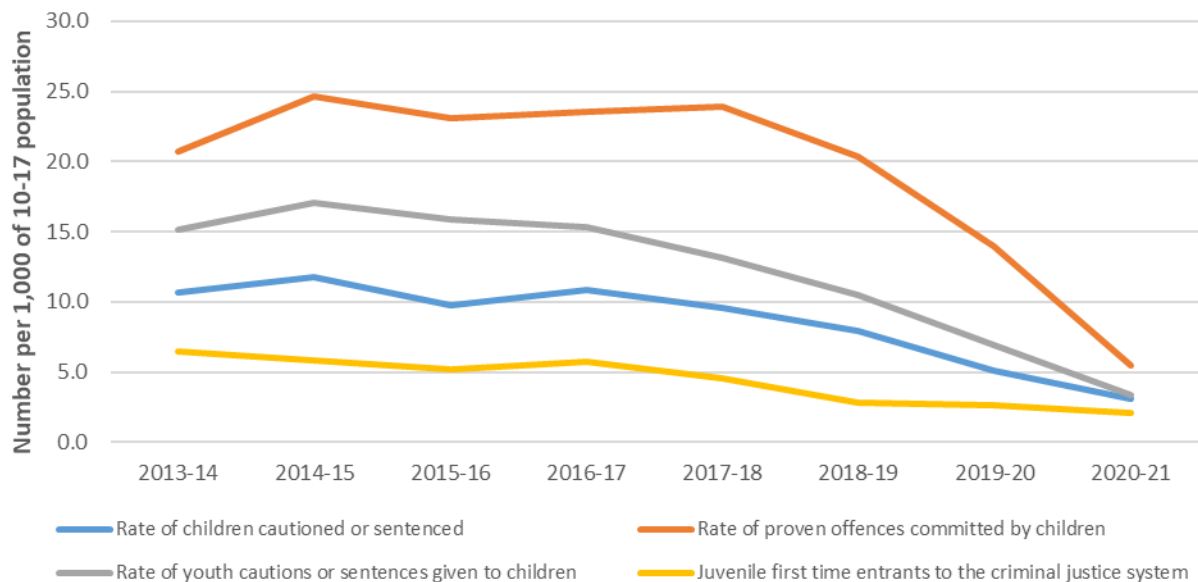
Appendix 1 Equality Screenings/Analysis



Since 2017/18 Southwark’s youth justice statistics have however improved substantially (Figure 19):

- 77% reduction in the rate of proven offences committed by children,
- 75% reduction in the rate of youth cautions or sentences given to children,
- 68% reduction in rates of children cautioned or sentenced²⁷,
- 54% reduction in the rate of juvenile first entrants to the criminal justice system.

Figure 19. Youth justice headline figures from 2013 to 2021



²⁷ [Youth justice statistics - GOV.UK \(www.gov.uk\)](http://www.gov.uk)

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