

Council Assembly

Ordinary Meeting

Wednesday 24 March 2021
7.00 pm

Online/virtual. This meeting will be livestreamed on Southwark Council's YouTube channel here: <https://www.youtube.com/user/southwarkcouncil>

Councillors are summoned to attend a meeting of the Council to consider the business contained herein

Eleanor Kelly
Chief Executive

INFORMATION FOR MEMBERS OF THE PUBLIC

Access to information

You have the right to request to inspect copies of minutes and reports on this agenda as well as the background documents used in the preparation of these reports.

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Contact

Virginia Wynn-Jones, Andrew Weir by email: virginia.wynn-jones@southwark.gov.uk; andrew.weir@southwark.gov.uk; constitutional.team@southwark.gov.uk

Date: 12 March 2021



Council Assembly

Ordinary Meeting

Wednesday 24 March 2021

7.00 pm

Online. This meeting will be livestreamed on Southwark Council's YouTube channel here: <https://www.youtube.com/user/southwarkcouncil>

Order of Business

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	PART A - OPEN BUSINESS	
1.	PRELIMINARY BUSINESS	
	1.1. APOLOGIES FOR ABSENCE	
	To receive any apologies for absence.	
	1.2. ANNOUNCEMENTS FROM THE MAYOR, MEMBERS OF THE CABINET OR CHIEF EXECUTIVE	
	To receive any announcements from the Mayor, members of the cabinet or the chief executive.	
	1.3. NOTIFICATION OF ANY ITEMS OF BUSINESS WHICH THE MAYOR DEEMS URGENT	
	In special circumstances an item of business may be added to an agenda within seven working days of the meeting.	
	1.4. DISCLOSURE OF INTERESTS AND DISPENSATIONS	
	Members to declare any interests and dispensations in respect of any item of business to be considered at this meeting.	
	1.5. MINUTES	1 - 10
	To approve as a correct record the open minutes of the council assembly meeting held on 24 February 2021.	

2. ISSUES RAISED BY THE PUBLIC

2.1. PETITIONS

No petitions have been received.

2.2. PUBLIC QUESTION TIME

The deadline for public questions is 11.59pm, Thursday 18 March 2021. Questions can be emailed to constitutional.team@southwark.gov.uk.

Questions from the public will be distributed in a supplemental agenda.

3. THEMED DEBATE

3.1. COMMUNITY EVIDENCE

The deadline for community evidence on the theme is 11.59pm, Thursday 18 March 2021. Submissions can be emailed to constitutional.team@southwark.gov.uk.

Submissions from the public will be distributed in a supplemental agenda.

3.2. MOTION ON THE THEME

11 - 13

The leader of the council to present the theme for the meeting: Southwark's Economic Renewal: creating a fair, equal and inclusive local economy.

4. DEPUTATIONS

The deadline for deputation requests is 11.59pm, Thursday 18 March 2021. Deputations can be emailed to constitutional.team@southwark.gov.uk.

Deputation requests will be distributed in a supplemental agenda.

5. ISSUES RAISED BY MEMBERS

5.1. MEMBERS' QUESTION TIME

14 - 18

To receive any questions from members of the council.

5.2. MEMBERS' MOTIONS		19 - 29
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To consider the following motions:

- Bringing back Trams to Southwark
- International Women's Day
- Commercial Events in Southwark Park
- The Union Learning Fund
- Sustainable future funding for Local Welfare Assistance

6. OTHER REPORTS

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7. AMENDMENTS

Any member of the council may submit an amendment to a report or motion on the agenda. The amendments will be circulated to all members in a supplemental agenda.

ANY OPEN ITEMS IDENTIFIED AS URGENT AT THE START OF THE MEETING

EXCLUSION MOTION (IF NECESSARY)

The following motion should be moved, seconded and approved if the council wishes to exclude the press and public to deal with reports revealing exempt information:

“That under the access to information procedure rules of the Southwark constitution, the public be excluded from the meeting for the following items of business on the grounds that they involve the likely disclosure of exempt information as defined in section(s) 1 – 7 of paragraph 10.4 of the procedure rules.”

PART B – CLOSED BUSINESS

ANY CLOSED ITEMS IDENTIFIED AS URGENT AT THE START OF THE MEETING

Item No.

Title

Page No.

Date: 12 March 2021



Council Assembly (Budget and council tax setting meeting)

MINUTES of the Council Assembly (Budget and council tax setting meeting) held on Wednesday 24 February 2021 at 7.00 pm at Virtual/online. Livestream here: <https://www.youtube.com/user/southwarkcouncil>

PRESENT:

The Worshipful the Mayor for 2020-21, Councillor Barrie Hargrove	
The Worshipful the Deputy Mayor for 2020-21, Councillor Sunil Chopra (in the chair)	
Councillor Evelyn Akoto	Councillor Richard Livingstone
Councillor Anood Al-Samerai	Councillor Rebecca Lury
Councillor Humaira Ali	Councillor Alice Macdonald
Councillor Jasmine Ali	Councillor Eliza Mann
Councillor Peter Babudu	Councillor James McAsh
Councillor Maggie Browning	Councillor Hamish McCallum
Councillor Jack Buck	Councillor Darren Merrill
Councillor Radha Burgess	Councillor Victoria Mills
Councillor Victor Chamberlain	Councillor Adele Morris
Councillor James Coldwell	Councillor Graham Neale
Councillor Stephanie Cryan	Councillor Margy Newens
Councillor Helen Dennis	Councillor David Noakes
Councillor Dora Dixon-Fyle MBE	Councillor Damian O'Brien
Councillor Nick Dolezal	Councillor Jason Ochere
Councillor Karl Eastham	Councillor Victoria Olisa
Councillor Gavin Edwards	Councillor Leo Pollak
Councillor Paul Fleming	Councillor Catherine Rose
Councillor Tom Flynn	Councillor Jane Salmon
Councillor Renata Hamvas	Councillor Martin Seaton
Councillor Jon Hartley	Councillor Andy Simmons
Councillor William Hougbo	Councillor Johnson Situ
Councillor Peter John OBE	Councillor Michael Situ
Councillor Nick Johnson	Councillor Charlie Smith
Councillor Eleanor Kerslake	Councillor Cleo Soanes
Councillor Sarah King	Councillor Leanne Werner
Councillor Sunny Lambe	Councillor Dan Whitehead
Councillor Lorraine Lauder MBE	Councillor Kath Whittam
Councillor Richard Leeming	Councillor Bill Williams
Councillor Maria Linforth-Hall	Councillor Kieron Williams
	Councillor Ian Wingfield

1. PRELIMINARY BUSINESS

1.1 APOLOGIES FOR ABSENCE

Apologies for absence were received from Councillor Sirajul Islam.

Apologies for lateness were received from Councillor Eleanor Kerslake.

1.2 ANNOUNCEMENTS FROM THE MAYOR, MEMBERS OF THE CABINET OR CHIEF EXECUTIVE

The Deputy Mayor was in the chair for this meeting. He announced the deaths of ex-Councillors Marjorie Henriquez, Derek Partridge and Denise Capstick.

The Deputy Mayor expressed his condolences on the passing of the former councillors.

Councillors Ian Wingfield and Nick Johnson spoke on Marjorie Henriquez's life.

Councillors Dora Dixon-Fyle and David Noakes spoke on Derek Partridge's life.

Councillors Peter John and Damian O'Brien spoke on Denise Capstick's life.

The meeting held a minute's silence in their memory.

Councillor Leo Pollak apologised for his actions in not being transparent about a Twitter account that he managed, which commented on housing-related issues.

1.3 NOTIFICATION OF ANY ITEMS OF BUSINESS WHICH THE MAYOR DEEMS URGENT

The Mayor agreed to accept item 2.2, Setting the council tax 2021-22, as late and urgent.

At this juncture, the meeting agreed the programme motion.

That the meeting be conducted as follows:

Time	Business
7.00pm – 7.20pm	1. Preliminary business and announcements
7.20pm – 10.00pm	Item 2.1 Policy and Resources Strategy 2021-22 - Revenue Budget
NOTE: 5 minute breaks at 8.00pm and 9.00pm	<ol style="list-style-type: none"> 1. Consideration of this item is not time limited but the meeting is subject to the guillotine. 2. Debate to include: <ul style="list-style-type: none"> • Nine questions on the report • Councillor Rebecca Lury to present recommendations (10 minutes) • Councillor Nick Johnson to reply on behalf of opposition (5 minutes) • Four amendments to be moved and seconded

	<ul style="list-style-type: none"> • Report and amendments to be debated as a single debate (all speakers 3 minutes each) • Reply to the debate from Councillor Rebecca Lury (3 minutes) • Separate vote on each amendment • Recorded vote on substantive motion. <p>Members can only speak once, except for Councillor Rebecca Lury, who will reply to the single debate.</p> <p>This report has a legal requirement to take a recorded vote on the substantive motion.</p>
	<p>Item 2.2 Setting the Council Tax 2021-22</p> <p>This report has a legal requirement to take a recorded vote on the substantive motion.</p>
	<p>Item 2.2 Capital Strategy and Treasury Management Strategy 2021-22</p> <p>To be considered as normal.</p>
	<p>Item 2.4. Capital Programme Refresh for 2020-21 to 2029-30</p> <ol style="list-style-type: none"> 1. Consideration of this item is not time limited but the meeting is subject to the guillotine. 2. Debate to include: <ul style="list-style-type: none"> • Two questions on the report

Item 2 Reports for decision

Each report to have a single debate, subject to the guillotine.

1.4 DISCLOSURE OF INTERESTS AND DISPENSATIONS

The Mayor announced that all councillors had been granted a dispensation by the monitoring officer to vote on Item 2.3: Setting the council tax 2020-21.

The following councillors were granted a dispensation by the monitoring officer to vote on Amendment C:

Councillors Humaira Ali, Peter Babudu, Jack Buck, Victor Chamberlain, Sunil Chopra, Karl Eastham, Richard Leeming, Eliza Mann, James McAsh, Hamish McCallum, David Noakes, Damien O'Brien, Jane Salmon and Dan Whitehead.

1.5 MINUTES

The minutes of the council assembly meeting held on 25 November 2020 were agreed as a correct record.

2. REPORT(S) FOR DECISION FROM THE CABINET

2.1 POLICY AND RESOURCES STRATEGY 2021-22 - REVENUE BUDGET

There were nine questions on the report, the written responses to which were circulated at the meeting. There were nine supplemental questions.

There were five amendments to this report.

In accordance with council assembly procedure rule 1.14.9, Councillor Rebecca Lury, cabinet member for finance, business and jobs, moved the report.

In accordance with council assembly procedure rule 1.14.9, Councillor Nick Johnson responded to the cabinet member's statement.

Councillor Jasmine Ali, seconded by Councillor Stephanie Cryan, moved Amendment A.

Councillor Graham Neale, seconded by Councillor Victor Chamberlain, moved Amendment B.

Councillor Damian O'Brien, seconded by Councillor Dan Whitehead, moved Amendment C.

Councillor William Hougbo, seconded by Councillor Hamish McCallum, moved Amendment D.

Councillor Humaira Ali, seconded by Councillor David Noakes, moved Amendment E.

Following debate (Councillors Kath Whittam, Cleo Soanes, Alice Macdonald, Eliza Mann, Peter Babudu, Richard Livingstone, Jane Salmon, Radha Burgess, Johnson Situ, Evelyn Akoto, Anod Al-Samerai, Helen Dennis, Jack Buck, Catherine Rose and Kieron Williams) Councillor Rebecca Lury exercised her right of reply.

Amendment A – Carried

Amendment B – Lost

Amendment C – Lost

Amendment D – Lost

Amendment E - Lost

At this juncture the clerk explained that the Local Authorities (Standing Orders) (England) (Amendment) Regulations 2014, which had come into force on 25 February 2014, required a recorded vote on key budget decisions by local authorities. The regulations required a

recorded vote on decisions only. Therefore in accordance with council assembly procedure rule 1.16(4) (a roll call recorded vote), an announcement was made at the beginning and end of one minute, after which the vote was taken.

The substantive motion was put to the vote, and the votes having been recorded, the Deputy Mayor declared the result as follows:

In favour of the substantive motion (48):

Councillors Evelyn Akoto, Jasmine Ali, Peter Babudu, Maggie Browning, Jack Buck, Radha Burgess, Sunil Chopra, James Coldwell, Stephanie Cryan, Helen Dennis, Dora Dixon-Fyle, Nick Dolezal, Karl Eastham, Gavin Edwards, Paul Fleming, Tom Flynn, Renata Hamvas, Barrie Hargrove, Jon Hartley, Peter John, Eleanor Kerlake, Sarah King, Sunny Lambe, Lorraine Lauder, Richard Leeming, Richard Livingstone, Rebecca Lury, Alice Macdonald, James McAsh, Darren Merrill, Vicky Mills, Margy Newens, Jason Ochere, Victoria Olisa, Leo Pollak, Sandra Rhule, Catherine Rose, Martin Seaton, Andy Simmons, Johnson Situ, Michael Situ, Charlie Smith, Cleo Soanes, Leanne Werner, Kath Whittam, Bill Williams, Kieron Williams and Ian Wingfield.

Abstained (14):

Councillors Humaira Ali, Anood Al-Samerai, Victor Chamberlain, William Hougbo, Nick Johnson, Maria Linforth-Hall, Eliza Mann, Hamish McCallum, Adele Morris, Graham Neale, David Noakes, Damian O'Brien, Jane Salmon and Dan Whitehead..

Absent (1):

Councillor Sirajul Islam

The Mayor declared that the substantive motion was carried.

RESOLVED:

That Council Assembly:

1. Agreed to increase the Southwark element of the council tax for 2021-21 by 1.99%.
2. Agreed to use the flexibility offered by the government to support Adult Social Care through a precept equivalent to 3% of council tax on the basis that these additional funds will be used exclusively for adult social care.
3. Agreed the recommendations of the 2 February 2021 cabinet for a general fund budget requirement (after specific grants) for 2020-21 of £293.120m.

The New Youth Deal: no young person in Southwark should be left behind

Council assembly noted:

4. Southwark is a youthful borough with a large diverse population of children and young people who make up over 20% of the total population. We have nearly 50,000 children between the ages of 11-19.

5. Young people in the borough have been disproportionately hit by the economic effects of Covid-19 and the poor decision making of our government, with those under 25 in the UK over twice as likely to have lost their job due to the pandemic as over 25s.
6. Young people have been hit with a growing mental health crisis, with one in four in the UK currently feeling 'unable to cope', according to the Prince's Trust. The combined impact of extortionate university fees, stagnating wages and unaffordable housing is leaving many young people feeling that a better life is out of reach.
7. More than 200 young people have accessed Southwark's new free mental health drop in service for children and young people, The Nest, since it opened online in April and physically opened the doors in August 2020.

Council assembly further noted:

8. That the council has numerous distinct funding channels which empower, support and incentivise young people to be their best, including:
 - a. Southwark Works – of which £390,000 is allocated annually for employment work with young people
 - b. Southwark Scholars – the annual commitment of £525k spent paying for young people from low income backgrounds to attend University
 - c. Positive Future for Young People Fund -- £600k made up of the previous Youth and Play Grant Scheme at £100k, and the Positive Futures Fund which provided £500,000 in 2020-21 to provide inspiring opportunities for young people that divert them away from crime
 - d. Paid Internships – which the council funds £150,000 worth of for young people
 - e. Mental Health support - £2.5 million towards our offer for children, young people and families, with a focus on prevention.
9. That on 8 December 2020 Cabinet approved the Strategic Review of Youth Services report, seeking to 'ensure that the voices of young people are at the heart of future decision-making'. This amendment is a result of the report's recommendations.

Council assembly therefore resolved to:

10. Launch a New Youth Deal to make sure no young person is left behind during and after the pandemic, by promoting young people's mental health and wellbeing and enabling young people to access education, training and jobs.
11. Create a new Youth Parliament made of up young people who live in Southwark; this Youth Parliament will have ultimate oversight of the New Youth Deal and the money that is spent on young people in the borough.
12. Consolidate all the funding streams listed above (in point 5) into a single fund titled

the New Youth Deal and dedicate an additional £100,000 for resources and support to co-ordinate the new role of the Youth Parliament and this new way of working.

13. Dedicate £100k towards carrying out the other recommendations of the aforementioned Youth Review as part of the New Youth Deal.
14. Establish a committee to be led by the Deputy Leader & Cabinet Member for Children, Young People & Education, and include the Cabinet Member for Finance and the Cabinet Member for Public Health and Community Safety. The committee will facilitate this move to put young people in control of their funding and of their futures.
15. In light of growing mental health pressures due to Covid, and the increased demand across the borough for mental health services, the council will commit £200,000 to expanding the free mental health drop in service (The Nest) to Southwark schools. This will become part of our commitment to support 100% of children and young people with mental health needs.
16. This £200,000 will be the first priority of all new Covid grant money allocated to the council in the new financial year, and in the event that this funding is not available then the Strategic Director of Finance and Governance will be asked to make appropriate provision from earmarked reserves.

Reinstating the Pioneers Fund

Council assembly noted:

17. That the Southwark Pioneers Fund was launched in 2019 as a way of finding and elevating the entrepreneurs of the future. The scheme was an opportunity for residents to start or grow social enterprises or businesses delivering positive and innovative social outcomes for Southwark resident.
18. That the scheme delivered one round of funding totalling £49,597 before Covid-19 struck and the money was repurposed as an emergency business hardship fund.

Council assembly resolved to:

19. Reinstating the Southwark Pioneers Fund at a cost of £950,000, in order to support the borough's economic renewal post-Covid.

2.2 SETTING THE COUNCIL TAX 2021-22

At this juncture the clerk explained that the Local Authorities (Standing Orders) (England) (Amendment) Regulations 2014, which had come into force on 25 February 2014, required a recorded vote on key budget decisions by local authorities. The regulations required a recorded vote on decisions only. Therefore in accordance with council assembly procedure rule 1.16(4) (a roll call recorded vote), an announcement was made at the beginning and end of one minute, after which the vote was taken.

The substantive motion was put to the vote, and the votes having been recorded,

the Mayor declared the result as follows:

In favour of the substantive motion (62):

Councillors Evelyn Akoto, Humaira Ali, Jasmine Ali, Anood Al-Samerai, Peter Babudu, Maggie Browning, Jack Buck, Radha Burgess, Victor Chamberlain, Sunil Chopra, James Coldwell, Stephanie Cryan, Helen Dennis, Dora Dixon-Fyle, Nick Dolezal, Karl Eastham, Gavin Edwards, Paul Fleming, Tom Flynn, Renata Hamvas, Barrie Hargrove, Jon Hartley, William Hougbo, Peter John, Nick Johnson, Eleanor Kerlake, Sarah King, Sunny Lambe, Lorraine Lauder, Richard Leeming, Maria Linforth-Hall, Richard Livingstone, Rebecca Lury, Alice Macdonald, Eliza Mann, James McAsh, Hamish McCallum, Darren Merrill, Vicky Mills, Adele Morris, Graham Neale, Margy Newens, David Noakes, Damian O'Brien, Jason Ochere, Victoria Olisa, Leo Pollak, Sandra Rhule, Catherine Rose, Jane Salmon, Martin Seaton, Andy Simmons, Johnson Situ, Michael Situ, Charlie Smith, Cleo Soanes, Leanne Werner, Dan Whitehead, Kath Whittam, Bill Williams, Kieron Williams and Ian Wingfield.

Absent (1)

Councillor Sirajul Islam

The Deputy Mayor declared that the substantive motion was carried.

RESOLVED:

1. That the 2021-22 Southwark element of the council tax for band D properties in Southwark, including an increase of 4.99% be set at **£1,164.14**.
2. That the 2021-22 formal resolution for Southwark council taxes in 2021-22 be approved (appendix A).
3. That no discount be applied to properties in the former parish of St Mary Newington for 2021-22.
4. That no discount be applied to properties in the former parish of St Saviour's for 2021-22.
5. That council assembly notes the Greater London Authority (GLA) proposal to set a precept level of **£363.66** at band D, which the GLA will consider on 25 February 2021.
6. That the existing local war disability and war widow/widowers' schemes for housing benefit be continued in 2021-22.
7. That council assembly establishes a council tax setting committee, to set the council tax for the year 2021-22, in accordance with section 67(3) of the Local Government Finance Act 1992, and agrees the role and functions, matters

reserved and political composition as set out in appendix D.

8. That council assembly appointed Councillors Jasmine Ali, William Hounbo, Rebecca Lury, Alice Macdonald, Jane Salmon, Johnson Situ Kieron Williams and Adele Morris (reserve) to serve on the council tax setting committee.
9. That council assembly appointed Councillor Rebecca Lury as chair and Councillor Jane Salmon as vice-chair of the council tax setting committee.
10. The special council tax setting committee will meet at 10am on Friday 26 February 2021. This will allow council tax notices to be issued in line with the normal statutory timetable.

2.3 CAPITAL STRATEGY AND TREASURY MANAGEMENT STRATEGY 2021-22

As the guillotine had fallen, members had up to 15 minutes to debate the report.

Councillor Rebecca Lury, cabinet member for finance, business and jobs, formally moved the report.

Following debate (Councillor Johnson Situ spoke to the report) the recommendations contained within the report were put to the vote and declared to be carried.

RESOLVED:

That council assembly noted:

1. That the council continues to invest in an ambitious long term capital programme that provides significant ongoing benefits throughout the borough and revenue streams to support council services.

That council assembly approved:

2. The Capital Strategy 2021-22 as Appendix A of the report.
3. The Treasury Management Strategy Statement 2021-22 as Appendix B of the report.
4. The Investment Management Strategy 2021-22 as Appendix C of the report.
5. The Minimum Revenue Provision Statement 2021-22 as Appendix D of the report.
6. The Prudential Indicators for 2021-24 as Appendix E of the report.

2.4 CAPITAL PROGRAMME REFRESH FOR 2020-21 TO 2029-30

As the guillotine had fallen, members had up to 15 minutes to debate the report.

There were two questions on the report, the written responses to which were circulated at the meeting. There were two supplemental questions.

Councillor Rebecca Lury, cabinet member for finance, jobs and business, presented the report.

Following debate (Councillor Jasmine Ali) the recommendations contained within the report were put to the vote and declared to be carried.

RESOLVED:

20. That Council Assembly noted the refreshed general fund capital programme for the period 2020-21 to 2029-30 as approved by Cabinet on 2 February 2020 (Appendix 1).

3. AMENDMENTS

Amendments are set out in supplemental agenda no. 2.

The meeting closed at 10.25 pm.

CHAIR:

DATED:

Item No. 3.2	Classification: Open	Date: 24 March 2021	Meeting Name: Council Assembly
Report title:		Motion on the Theme: Southwark's Economic Renewal: creating a fair, equal and inclusive local economy	
Ward(s) or groups affected:		All	
From:		Proper Constitutional Officer	

BACKGROUND INFORMATION

The theme for this meeting is Southwark's Economic Renewal: creating a fair, equal and inclusive local economy.

The relevant cabinet member shall submit a motion on the theme. All other political groups on the council are allowed to submit one amendment to the motion. The cabinet member's motion and the amendments do not need to be seconded. The cabinet member will present the motion to the meeting, followed by the lead opposition spokesperson's response and moving of their amendment, if any. Following this, the subject matter of the theme will be open to debate. Amendment(s) from other opposition groups on the council can be moved during this part of the meeting.

Motion from Councillor Kieron Williams, Leader of the Council

1. Council Assembly notes:
 - a. That Covid-19 continues to have a significant impact on employment in the borough, with nearly 44,000 Southwark residents now unemployed or furloughed.
 - b. Southwark businesses - especially those in retail, hospitality and leisure - and their supply chains have been adversely impacted by lockdown and tier restrictions. Footfall across UK high streets fell 88% in 2020 compared to 2019, according to the High Streets Task Force.
 - c. The impact of Covid-19's economic fallout has not been felt equally; according to the Trade Union Congress (TUC) Covid-19 has caused an unemployment rate amongst black, Asian and minority ethnic workers which is double that of white workers.
 - d. Young people have also been hit particularly hard, with those under 25 in the UK over twice as likely to have lost their job due to the pandemic as over 25s.
 - e. On top of this, adapting to Brexit – from new trade rules to a narrowing workforce - poses more issues and difficulties for Southwark businesses.

2. Council Assembly further notes:

- a. Southwark Council has responded quickly and effectively to deliver a total of £94m grant funding to local businesses throughout the pandemic.
- b. Southwark Council was the first local authority to set up a Discretionary Hardship Fund to support businesses who were not eligible for Government funding during the first lockdown, distributing £2.1m of council funding.
- c. The creation and implementation of an Economic Renewal Plan by the council will ensure that businesses, high streets and town centres are able to recover from the pandemic and becoming thriving centres for our communities.
- d. That the council has created a New Youth Deal to provide support and opportunities for young people in securing jobs, apprenticeships and internships.
- e. That Southwark has committed to a Green New Deal to create 1,000 jobs in green and sustainable industries.
- f. That the council's work on Southwark Stands Together is being successfully integrated into our work supporting employment and businesses. For example, 84.5% of clients supported into work through Southwark Works are from black, Asian or minority ethnic backgrounds.
- g. As part of our commitment to supporting the development of thriving town centres and high streets, detailed cross-council Town Centre Action Plans are being developed.
- h. Southwark Council is the first local authority in London to be accredited as a Living Wage Place, expanding the amount of employers paying the real Living Wage across the borough.

3. Council Assembly further notes:

- a. The government's incompetence, and failure to act fast enough to support businesses who were not eligible for statutory grant funding, leading to an estimated 250,000 small businesses (with fewer than 50 staff) set to fold this year, according to the Federation of Small Businesses.
- b. That the government has provided little or no support to 10% of the UK workforce - especially freelancers, the newly self-employed and those working in creative industries - yet can afford to spend £2bn on contracts with Conservative Party donors and friends of MPs.¹
- c. The government's failure to give adequate notice to businesses who were required to close during lockdown, especially during the early months of the pandemic.

¹ A report by the National Audit Office has shown that £10.5bn of Covid-19 contracts before 31 July 2020 were awarded without a proper tender process. 'Covid-19: Government has spent billions on contracts with little transparency, watchdog says' <https://www.bmj.com/content/371/bmj.m4474> The Labour Party has claimed that the amount of these contracts which are linked to Conservative Party donors and acquaintances of MPs totals £2bn: <https://news.sky.com/story/covid-19-labour-calls-for-government-to-crack-down-on-the-cronyism-over-2bn-coronavirus-contracts-12212275>

- d. The government's dithering and stalling in the extension of the furlough scheme, resulting in waves of unnecessary redundancies.
4. Council Assembly calls on Cabinet to:
- a. Continue to support businesses with grant funding through both the Local Restrictions Grants and the Additional Restrictions Grants.
 - b. Continue to work with partners to shape the economic renewal Southwark needs.
 - c. Establish a Community Wealth Building partnership to ensure that local communities benefit from the economic renewal of the Borough.
 - d. Undertake a review of business support to ensure that future business support in Southwark is targeted at the businesses and entrepreneurs that need it most.
 - e. Support businesses to mitigate the impact of Brexit by providing them with the information they need and helping them to navigate the new legislative requirements.
 - f. Continue to drive forward the Southwark Green New Deal, and lobby government to provide the upskilling and training needed for residents to manage the transition into zero carbon and sustainable jobs, particularly in areas such as construction, transport and manufacturing.
 - g. Call on government to address the disparities in Covid-19 support schemes and remove all exclusions for the 3 million workers currently excluded.

BACKGROUND DOCUMENTS

Background Papers	Held At	Contact
Cabinet members Motion	Constitutional Team 160 Tooley Street London SE1 2QH	Constitutional Team 020 7525 7222

AUDIT TRAIL

Lead Officer	Chidilim Agada, Head of Constitutional Services
Report Author	Virginia Wynn-Jones, Principal Constitutional Officer
Version	Final
Dated	9 March 2021

Agenda Item 5.1

Item No. 4.1	Classification: Open	Date: 24 March 2021	Meeting Name: Council Assembly
Report title:		Members' Question Time	
Ward(s) or groups affected:		All	
From:		Proper Constitutional Officer	

BACKGROUND INFORMATION

Members' question time shall not exceed 30 minutes. During this time, members may not question any one cabinet member or committee chair for longer than fifteen minutes. Members are limited to one question at each meeting.

Questions to the leader will be taken first, followed by question from community council councillors followed by questions to other cabinet members. The order in which the different political groups ask questions of the leader will be rotated. Questions to cabinet members will also be rotated. The order of portfolios will be rotated at each meeting such that the cabinet member answering questions immediately after the leader will be the second to last cabinet member to answer any questions at the next meeting of council assembly. The rotation is in line with decisions of council assembly in July 2014 and rotations circulated by the proper constitutional officer.

Cabinet members and committee chairs have discretion to refer a question to another cabinet member.

Responses to members' questions will be circulated on the evening of the meeting.

The Mayor will ask the member asking the question if they wish to ask one supplemental question to the member to whom the question was asked. The supplemental question must arise directly out of the original question or the reply. Therefore, supplemental questions to the leader or other cabinet members are not free ranging.

No question shall be asked on a matter concerning a planning or licensing application.

Notes:

1. The procedures on members' questions are set out in council assembly procedure rule 2.9 in the Southwark Constitution.
2. In accordance with council assembly procedure rule 2.9 (12) & (13) (prioritisation and rotation by the political groups) the order in which questions to the leader appear in this report may not necessarily be the order in which they are considered at the meeting.

1. QUESTION TO THE LEADER OF THE COUNCIL FROM COUNCILLOR MARGY NEWENS

This has been a difficult year for employment support – both in terms of the vast number of people who became unemployed in Southwark, and the impact of Covid-19 and social distancing on the council's face to face employment services. In light of this, how many unemployed residents have been helped into good quality work since the local elections in 2018?

2. QUESTION TO THE LEADER OF THE COUNCIL FROM COUNCILLOR HUMAIRA ALI

Residents of Rouel Road estate, Perronet House plus several other estates have experienced loss of heating and hot water over one of the most brutally cold winters in recent times. Not only was the council response slow with poor communication, many families saw dramatic increases in heating bills. The final insult is the council has still not paid out any compensation or even made the compensation package available. Can the Leader confirm that not only will all residents be compensated for the inconvenience but all direct and indirect additional costs incurred by residents will be recompensed? Can the Leader also provide the timescale in which this will happen for each development?

3. QUESTION TO THE LEADER OF THE COUNCIL FROM COUNCILLOR MICHAEL SITU

Can the Cabinet Member confirm how much COVID Support Grants have been paid out to Southwark Businesses and what proportion of the amount went to SMEs?

4. QUESTION TO THE LEADER OF THE COUNCIL FROM COUNCILLOR WILLIAM HOUNGBO

Can the Leader provide insight as to why residents of Devon Mansions are being charged for heat alarms given a significant number of factors which mean that residents should not be charged? These include but are not limited to:

1. London Borough of Southwark's public statements in response to the Coroner's recommendations post Lakanal regarding installation of free heat alarms to be rolled out across all Southwark dwellings;
2. London Borough of Southwark's own legal advice states that leaseholders cannot be expected to pay for this;
3. Installation starting without expert advice and then no consultation with residents regarding installation or maintenance. No section 20 notices being issued for this work in spite 10 years of escalations and complaints since 2010 since the last one was decommissioned;
4. Subsequently the expert advice suggests heat alarms inappropriate for inside flats and London Fire Brigade (LFB) advice that they are not suitable for hallways;
5. Furthermore the installations were in the incorrect locations and fitted into 20 year old cracks and a broader state of disrepair.

5. QUESTION TO THE LEADER OF THE COUNCIL FROM COUNCILLOR RICHARD LEEMING

Southwark's town centres have been under increasing pressure in recent times as a result of the continued move to internet shopping and increases in rent and business rates. What support is the council offering to help keep our shopping centres vibrant?

6. QUESTION TO THE LEADER OF THE COUNCIL FROM COUNCILLOR DAMIAN O'BRIEN

In regards to the cladding and snagging scandal in Southwark and the council's planned response via the Housing Safety Board and budget 21-22 commitments, please could the Leader detail how many Private and Housing Associations Residents Associations are now gaining support from the council? Also, how many such associations he plans to contact to provide support and by when?

7. QUESTION TO THE LEADER OF THE COUNCIL FROM COUNCILLOR VICTOR CHAMBERLAIN

Please could the Leader detail by council owned estate over the past 5 years the number of incidents and total hours per year of district heating outages and the maximum outage time per estate? Please could the Leader also indicate the age of these district heating systems for each estate and where they are using temporary systems?

8. QUESTION TO THE LEADER OF THE COUNCIL FROM COUNCILLOR DAVID NOAKES

Please could the Leader list by year since and including 2016 how many EU citizens living in Southwark are registered to vote? Please could the Leader further confirm how many of the circa 47,000 EU citizens living in Southwark are eligible to vote and how many are now actually registered to do so?

9. QUESTION TO THE CABINET MEMBER FOR CLIMATE EMERGENCY, PLANNING AND TRANSPORT FROM COUNCILLOR LEANNE WERNER

Can the Cabinet Member confirm how much the council has reduced its emissions since 2010, and whether it is on track to reach its target of halving emissions by 2022?

10. QUESTION TO THE CABINET MEMBER FOR CLIMATE EMERGENCY, PLANNING AND TRANSPORT FROM COUNCILLOR CLEO SOANES

A key commitment from Southwark Stands Together is supporting our diverse communities through regeneration processes. Can the Cabinet Member tell us how the council has increased representation of Black, Asian and minority ethnic architects and planners, in order to reflect the demographics of areas being regenerated?

11. QUESTION TO THE CABINET MEMBER FOR CLIMATE EMERGENCY, PLANNING AND TRANSPORT FROM COUNCILLOR GRAHAM NEALE

What percentage of the 17% estimated total emissions in Southwark by the council are a result of its fossil fuel usage? Can the Cabinet Member confirm that 100% of its circa £10million per annum gas fuels consumed on all council buildings including all council estates will be green energy by the end of this year? And is the circa £5million a year in electricity usage now already 100% green energy? If not, when will it be?

12. QUESTION TO THE CABINET MEMBER FOR CLIMATE EMERGENCY, PLANNING AND TRANSPORT FROM COUNCILLOR HAMISH McCALLUM

Please could the Cabinet Member advise whether the Bakerloo Line Extension will be built by 2030? If not by when? And how does this impact the council's plan to build 5000 council homes in the Old Kent Road area? Does he agree the Council's Movement Plan is flawed without the building of the extension?

13. QUESTION TO THE CABINET MEMBER FOR CLIMATE EMERGENCY, PLANNING AND TRANSPORT FROM COUNCILLOR ADELE MORRIS

As the Council has declared a Climate Emergency 2 years ago, what steps is the planning department taking to ensure that new developments – including the council's own developments – are meeting the highest environmental standards of carbon neutral or better? At what point can we expect developments not to need to make payments into a carbon offset fund, noting these may be spent miles away from the polluting development?

14. QUESTION TO THE CABINET MEMBER FOR SOCIAL SUPPORT AND HOMELESSNESS FROM COUNCILLOR SUNNY LAMBE

The pandemic has had a profound impact on people receiving social care in Southwark, particularly those in care homes. What work has the council done to support these residents?

15. QUESTION TO THE CABINET MEMBER FOR SOCIAL SUPPORT AND HOMELESSNESS FROM COUNCILLOR CHARLIE SMITH

Sadly the national housing crisis means that there is a quarter of a million households in temporary accommodation across the UK. Southwark has an existing commitment not to use Bed & Breakfast accommodation for families - what other steps is the council taking to improve the quality of temporary accommodation for these residents?

16. QUESTION TO THE CABINET MEMBER FOR PUBLIC HEALTH AND COMMUNITY SAFETY FROM COUNCILLOR VIKKI MILLS

Family Early Help staff and Health Visitors have obviously been working around the clock during the pandemic and we should recognise the amazing work they have done. However, services and support for children under 5 were under pressure prior to the Covid-19 pandemic and this pressure has grown. More

families have been tipped into vulnerability and there have been increases in domestic abuse and perinatal mental illness. At the same time, there has been a big decrease in face-to-face contact, with only 1 in 10 parents of a child under 2 saying they had seen a Health Visitor face-to-face during lockdown (nationally). What planning is taking place to ensure Health Visitors caseloads are manageable as we emerge from lockdown so that no child or mother can fall through a gap and what is the current timetable for the urgent reopening of Children's Centres with full programmes of face-to-face support once government guidelines permit?

Item No. 5.2	Classification: Open	Date: 24 March 2021	Meeting Name: Council Assembly
Report title:		Members' Motions	
Ward(s) or groups affected:		All	
From:		Proper Constitutional Officer	

BACKGROUND INFORMATION

The councillor introducing or “moving” the motion may make a speech directed to the matter under discussion. This may not exceed five minutes¹. A second councillor will then be asked by the Mayor to “second” the motion. This may not exceed three minutes without the consent of the Mayor.

The meeting will then debate the issue and any amendments on the motion will be dealt with. At the end of the debate the mover of the motion may make a concluding speech, known as a “right of reply”. If an amendment is carried, the mover of the amendment shall hold the right of reply to any subsequent amendments and, if no further amendments are carried, at the conclusion of the debate on the substantive motion.

The Mayor will then ask councillors to vote on the motion (and any amendments).

IMPLICATIONS OF THE CONSTITUTION

The constitution allocates responsibility for particular functions to council assembly, including approving the budget and policy framework, and allocates to the cabinet responsibility for developing and implementing the budget and policy framework and overseeing the running of council services on a day-to-day basis. Therefore, any matters that are reserved to the cabinet (i.e. housing, social services, regeneration, environment, education etc.) cannot be decided upon by council assembly without prior reference to the cabinet. While it would be in order for council assembly to discuss an issue, consideration of any of the following should be referred to the cabinet:

- to change or develop a new or existing policy
- to instruct officers to implement new procedures
- to allocate resources.

Note: In accordance with council assembly procedure rule 2.10 (7) & (8) (prioritisation and rotation by the political groups) the order in which motions appear in the agenda may not necessarily be the order in which they are considered at the meeting.

¹ Council assembly procedure rule 1.14 (9)

1. MOTION FROM COUNCILLOR DAMIAN O'BRIEN (Seconded by Councillor Nick Johnson)

Bringing back Trams to Southwark

1. Council Assembly notes that:
 - a. The Croydon Tramlink has been running for around twenty years and is considered a success. Studies found that 19% of Croydon Tramlink passengers switched from cars, there was £1.5 billion inward investment into the area due to its development and that it is liked by all sections of the community.² This piece of infrastructure took only six years to build at a cost of £200m.
 - b. In the last three years, TfL calculated that a potential Sutton tram extension would cost around £425m and could commence service by the mid-2020s.³ Although this work was paused in July 2020, TfL stated that if “new funding opportunities emerge then the case for taking the scheme forward will be reviewed.”
 - c. Edinburgh City Council plans to expand its own tram infrastructure by 2030. This will form part of its ‘City Mobility Plan’ to deliver a net zero carbon transport system, which was approved in February 2021.
 - d. Greater Manchester’s Metrolink trams produce half as much (54 grams) of carbon emissions per passenger kilometre compared to buses (99 grams) and cars (123 grams) since around 70% of the Metrolink system is powered by green electricity generated by wind, solar, water and the rest from recycled waste sources.⁴

2. Council Assembly also notes that:
 - a. London and Southwark have a long history of trams. Their first appearance on the city’s streets stem back to the 19th century. There were tram routes connecting Waterloo to Dulwich and Walworth to Surrey Quays.
 - b. There has been Southwark cross-party support for trams over the last two decades including pushing for the ‘Cross River Tram’ in the early 2000s.
 - c. Southwark Council’s climate emergency declaration set a target for the borough to become carbon neutral by 2030. The low

² <https://publications.parliament.uk/pa/cm200405/cmsselect/cmtran/378/378we06.htm>

³ <https://consultations.tfl.gov.uk/trams/sutton-link/>

⁴ <https://tfgm.com/public-transport/tram/metrolink-and-the-environment>

carbon footprint of trams means they would help Southwark work toward that aim.

3. Council Assembly calls on Cabinet to direct the council to:
 - a. Immediately commence a study into the feasibility and benefits of a pilot tram system in Southwark.
 - b. Investigate routes, like the cycleway 'Southwark Spine,' to ascertain whether they would be suitable for trams and to identify the best site for the pilot.
 - c. Depending on the outcome of the study, lobby to produce an operational pilot tram in Southwark by 2030.

Note: If the motion is agreed, any proposals will be submitted to the cabinet for consideration.

2. **MOTION FROM COUNCILLOR SARAH KING (Seconded by Councillor Victoria Olisa)**

International Women's Day

1. Council Assembly notes that:
 - a. 8 March marked International Women's Day – a day to celebrate the political, social and economic advancement of women while recognising the urgent need for further action. The theme was 'Women in leadership – achieving an equal future in a Covid-19 world'.
 - b. In Southwark and across the UK, women have been on the frontlines of the Covid-19 response in many ways as care workers, health workers, community activists, as teachers and as leaders. We must celebrate and support their leadership.
 - c. But, Covid-19 has also had a devastating impact on women across the UK. It has exacerbated already shockingly high levels of domestic violence. The economic impact has been incredibly harsh as women are more likely to be in low paid work and to be more reliant on childcare and social care, which have all been affected by the pandemic.
 - d. Nationally, women have also not been adequately represented in decision-making, meaning gendered aspects have been missed.
2. Council Assembly further:

- a. Pays tribute to past and present female pioneers - from politicians to community activists to women working in essential services - across the borough who have fought for greater women's rights and transformed their communities and all those women who have fought over the last year against Coronavirus.
 - b. Welcomes the policies and actions already implemented by Southwark Council to advance women's rights, including: the first ever Violence against Women and Girls Strategy, lobbying to make misogyny a hate crime, the Women's Safety Charter, the Sanctuary scheme, the Ethical Care Charter, investment in services from healthcare and housing to education, and the appointment of a Cabinet Member with specific responsibility for women's rights and a Deputy Cabinet Member for Domestic Abuse.
 - c. Welcomes the commitment in the Annual Workforce Equalities Plan to review and refresh current parental, adoption and carers' leave provisions to ensure they are best practice.
 - d. Welcomes action to advance economic equality, including becoming the first local authority to receive accreditation as a Living Wage Place, asking all our contractors with more than 50 employees to publish their gender pay gap and encouraging all Southwark businesses with more than 50 employees to publish their Black, Asian, minority ethnic, and gender pay gaps.
 - e. Recognises that we all have a responsibility as individuals, councillors and in the communities we serve, to advance gender equality, for example: encouraging more women to stand for elected office, to take up community leadership positions, supporting measures to secure gender balanced leadership or calling out gender discrimination wherever we see it.
3. Council Assembly calls on Cabinet to:
- a. Ensure that a gendered approach to both the Covid-19 response and recovery is taken, ensuring that women's voices and experiences are heard and shape the recovery, and to commit to working with partners to capture disaggregated data.
 - b. Support key stakeholders to influence and enrich our council's planning and policy frameworks to reflect the needs and lived experience of women and children in regards to housing, development and infrastructure improvements.

- c. Work with Community Southwark to support the establishment of a Southwark Community Women's Forum.
- d. Take proactive measures to encourage women to stand for elected office and support them when they are elected. This could include:
 - i. Providing all councillors with training on the legal protection available against online and offline abuse and harassment.
 - ii. Supporting local government calls for legislation to permit local councils to retain the option of remote attendance as standard practice for councillors at official council meetings including committee meetings, Council Assembly, officer briefings and committee agenda setting meetings, and putting in place the necessary technology including remote voting. Covid-19 has shown that the use of technology can enable greater participation, especially from women.
- e. Continue to raise awareness and encourage action to tackle violence against women and girls, including working with schools to address sexual harassment, extending the Domestic Abuse Housing Alliance accreditation to council housing resident services and encouraging other major landlords to also seek accreditation.
- f. Review how to improve and strengthen its work and commitments to promote gender equality as part of the Council's refreshed Equality Framework.
- g. Ask the Constitutional Steering Panel to review current parental and carers' leave policies and working practices for councillors.
- h. Ask the Audit, Governance and Standards committee to review the current code of conduct to ensure it adequately addresses gender bias, sexism and discrimination.

Note: If the motion is agreed, any proposals will be submitted to the cabinet for consideration.

3. MOTION FROM COUNCILLOR HAMISH MCCALLUM (Seconded by Councillor Anood Al-Samerai)

Commercial Events in Southwark Park

- 1. Council assembly believes that:
 - a. Southwark Park - along with all Metropolitan Open Land, parks and green spaces across the borough - is vitally important for local residents.

- b. Publicly accessible open spaces have become even more critical during the coronavirus pandemic and as a result of the associated lockdowns and restrictions.
 - c. Access to public open spaces is critical for the physical and mental health of local residents.
 - d. Publicly accessible open spaces should not be fenced off for private large-scale commercially ticketed events.
2. Council assembly notes:
- a. The proposals for a commercial MIK K-Pop music festival to be held in Southwark Park in July 2021 that would see:
 - i. between 10,000 – 12,000 attendees per day for two days
 - ii. around one fifth of Southwark Park fenced off to the public
 - iii. up to nine days' closure in total (including the days to build and dismantle the site)
 - iv. local residents unable to access a significant proportion of their park during this time
 - v. ticket prices that are unaffordable for many local residents
 - b. The considerable impact on local residents of the noise, litter, anti-social behaviour and loss of amenity as a result of the proposed K-Pop event.
 - c. The controversy over a similar event (Alice in Winterland) that occurred in Southwark Park in 2018/19.
 - d. That other commercial events elsewhere in the borough are similarly encroaching on public use of parks and open spaces.
 - e. The relatively small financial benefit to the council of commercial events on this scale.
3. Council assembly therefore resolves:
- a. That it does not support the use of Southwark Park and other public open spaces for private commercial ticketed events.
 - b. To call on Cabinet to reject the proposal for the MIK K-Pop Music Festival.
 - c. To call on Cabinet to amend the Outdoor Events Policy to prohibit all such events in Southwark's parks in the future.

Note: If the motion is agreed, any proposals will be submitted to the cabinet for consideration.

4. MOTION FROM COUNCILLOR ANDY SIMMONS (Seconded by Councillor Dora Dixon-Fyle)

The Union Learning Fund

1. Council Assembly notes that:
 - a. On Tuesday 6 October, the Trade Union Congress (TUC) received a letter from the Department for Education saying that ministers have decided to end the Union Learning Fund from March 2021.
 - b. The Union Learning Fund (ULF) was set up in 1998 under the last Labour Government to support trade unions to widen access to learning and training in workplaces for both union members and non-members. The fund supports workplace projects across England, and is coordinated by the TUC.
 - c. Each year around 200,000 workers are supported into learning or training with union support through the ULF and the TUC, including many Southwark residents via their workplaces. These learners undertake all sorts of job-relevant learning and training, including basic literacy and numeracy, ICT skills, apprenticeships and traineeships, vocational training, continuing professional development and many other informal and formal courses.
 - d. In 2019–20, the ULF was worth £12m. If upheld, this decision will effectively end union-brokered skills training, and will undermine key government skills and retraining priorities at a crucial moment for our economy.
2. Council Assembly understands that:
 - a. Union learning reaches people that other Department for Education programmes do not reach.
 - b. There is an independent evaluation of the Union Learning Fund every two years. It was most recently evaluated by the University of Exeter in 2018. They spoke to 2,459 learners, and found:
 - i. Over two-thirds (68 per cent) of learners with no previous qualifications got a qualification.
 - ii. 47 per cent of those with entry level or level 1 qualifications got a qualification at a higher level.
 - iii. Four in five (80 per cent) said they had developed skills that they could transfer to a new job.
 - iv. Two in three (62 per cent) said their new skills made them more effective in their current job.

- v. One in five (19 per cent) said they had been promoted or given increased responsibility and one in 10 (11 per cent) got a pay rise.
- c. The 2018 independent evaluation found that union learning provided excellent value for money:
- i. For every £1 spent on the Union Learning Fund, there is a return of £12.30: £7.60 to the worker, £4.70 to the employer.
 - ii. The Union Learning Fund delivers an estimated net contribution to the economy of more than £1.4bn as a result of a boost to jobs, wages and productivity.
 - iii. The return to the exchequer (through reduced spending on welfare benefits and other factors resulting from the boost to jobs and wages) is £3.57 for each £1 spent on the Union Learning Fund.
 - iv. The £12m government funding levered in an additional £54m from employers, unions and training providers in 2019–20.
- d. The government has said it will put reskilling workers at the heart of its economic recovery plans after the pandemic. In September 2020, the government announced a new fully funded entitlement to achieve a first level 3 qualification, delivered through the National Skills Fund. Union learning is ideally placed to support this aspiration, in the following ways:
- i. directly, through delivering relevant level 3 courses to workplace learners, which is already a core function of the Union Learning Fund and was assessed as highly effective by the 2018 independent evaluation;
 - ii. directly, through enabling those with basic skills to learn and develop, putting them in a position to progress to level 3 skills.
- e. Successive governments of all parties have valued this role – and have supported the Union Learning Fund. As government funding, it is paid as a contract and is subject to stringent monitoring requirements. Union Learning Fund money can only be spent on the direct costs of getting working people into learning and skills training, and the associated costs of delivering this programme.
- f. ULF projects adapted quickly to delivering online learning and training for workers during the pandemic and have actually surpassed the number of outcomes expected by government since the beginning of April.
3. Council Assembly therefore resolves to:

- a. Express its public support for the continuation of the Union Learning Fund.
- b. Raise this issue with our local MPs and encourage them to call on the Government to reverse its decision.

Note: If the motion is agreed, any proposals will be submitted to the cabinet for consideration.

5. MOTION FROM COUNCILLOR JAMES McASH (Seconded by Councillor Renata Hamvas)

Sustainable future funding for Local Welfare Assistance

1. This Council notes that:
 - a. Until 2013, emergency financial assistance was principally provided by central government, through the Discretionary Social Fund.
 - b. From 2013, the government implemented wholesale reform of the Discretionary Social Fund. Some parts were kept, however, the coalition government abolished Crisis Loans (other than Alignment Payments) and Community Care Grants.
 - c. Responsibility for *emergency financial assistance* was devolved to the local level and funding transferred to local authorities in England on a non-ring-fenced basis, with the intention that they establish their own Local Welfare Assistance (LWA) Schemes to support local people facing a crisis.
 - d. The Government then decided that from 2015/16 onwards there would be no separate LWA funding stream. Instead, it would become part of the general Revenue Support Grant that central government provides to councils to support their spending on any local services.
 - e. In the intervening years, with reduced overall funding for councils, a lack of guidance from central government, and the absence of a statutory requirement for local authorities to deliver emergency financial assistance, local authorities faced difficult decisions about funding and maintaining LWA schemes. In many areas, local welfare provision was either significantly reduced or closed completely.
 - f. Despite this, Southwark Council has retained its own LWA schemes (Southwark Emergency Support Scheme, or SESS, and a separate Hardship Fund).

- g. In 2020/21, in response to significant levels of need during the COVID-19 pandemic, Government provided additional funding to English local authorities to deliver emergency financial assistance. £63million was provided through the Local Authority Emergency Assistance Grant for food and essential items, whilst a further £170million was provided through the COVID Winter Support Grant. Southwark Council received £1.5m in total.
 - h. This funding, whilst welcome, has had to cover a wide range of needs beyond just LWA, including provision through our Community Hub, community grants to support food security and the provision of free school meals during school holidays. The Council will have spent significantly more responding to COVID and providing emergency support with food and other essentials than it has received from government.
 - i. The Council has since April 2020 provided 4,553 individuals and families with support through the emergency support scheme not including the additional support through the community hub or free school meals, totalling £1.45m.
2. This Council believes that:
- a. As a result of the COVID-19 pandemic and its economic impacts, we can expect there to be significant ongoing need for emergency financial assistance, with many Southwark households, including many families with children, likely to face a 'financial crisis' point – a financial problem which puts the immediate health and wellbeing of family members at risk.
 - b. Adequately resourced, local authorities are uniquely well placed to support residents facing financial crisis, with LWA schemes central to that support. Run well, LWA schemes draw on the existing knowledge that councils have of need in their communities, alongside the relationships they hold with local voluntary and community sector partners. The experience of the pandemic has clearly demonstrated the value of the Council's scheme – providing emergency short term support with the cost of essentials for thousands of households that were already vulnerable before experiencing a financial shock due to sudden loss, or interruption to income.
 - c. Whilst local authorities have other mechanisms such as Discretionary Housing Payments and Local Council Tax Support Schemes to support low income households, Covid-19 has demonstrated how important it is for councils to have the capacity to deliver timely and discretionary emergency support to households reaching crisis point.

- d. Central government should therefore provide sustainable, long-term funding for local welfare assistance- to give councils the confidence and certainty that they need to develop an effective local welfare offer.
3. This Council, therefore, resolves:
- a. To maintain its Local Welfare Assistance Scheme, including both SESS and the Hardship Fund, to support residents facing financial crisis.
- b. To use effective communications and engagement to increase awareness of these schemes and to train voluntary sector organisations to support resident referrals.
- c. To campaign for permanent restoration of a central government funding allocation to meet costs of Local Welfare Assistance schemes from 2021/22, and for that funding to be protected in real terms over the following years.
- d. To write to the Chancellor, the Secretary of State for Housing, Communities and Local Government and Secretary of State for Work and Pensions to request that they make such a funding allocation available to local authorities.

Note: If the motion is agreed, any proposals will be submitted to the cabinet for consideration.

BACKGROUND DOCUMENTS

Background Papers	Held At	Contact
Member Motions	Constitutional Team 160 Tooley Street London SE1 2QH	Virginia Wynn-Jones 020 7525 7222

AUDIT TRAIL

Lead Officer	Chidilim Agada, Head of Constitutional Services
Report Author	Virginia Wynn-Jones, Principal Constitutional Officer
Version	Final
Dated	5 March 2021

Item No. 6.1	Classification: Open	Date: 24 March 2021	Meeting Name: Council Assembly
Report title:		Pay Policy Statement	
Ward(s) or groups affected:		All	
From:		Chief Executive	

RECOMMENDATION

1. That the council’s pay policy statement, as set out in Appendix 1, be agreed.

BACKGROUND INFORMATION

2. The Localism Act 2011 (“the Act”) sets down requirements on authorities to prepare pay policy statements on an annual basis. These statements must describe an authority’s policy for the pay of its workforce and be agreed annually in advance of the coming financial year. The Department of Communities and Local Government published initial guidance for local authorities on preparing their statements, which they further supplemented in February 2013, and has been taken into account in developing the pay policy statement given in Appendix 1.

KEY ISSUES FOR CONSIDERATION

3. Pay policy statements must be published and thus open to public scrutiny. Under the Act, the statement must describe specific elements of remuneration paid to chief officers. The roles of chief officers are defined and accord with the descriptions used in the Local Government and Housing Act 1989, these being:
 - The head of the authority’s paid service designated under section 4(1) of that Act
 - Its monitoring officer designated under section 5(1) of that Act
 - A statutory chief officer mentioned in section 2(6) of that Act
 - A non-statutory chief officer mentioned in section 2(7) of that Act
 - A deputy chief officer mentioned in section 2(8) of that Act.
4. Nothing in the Act supersedes existing responsibilities and duties placed on authorities in their role as employers. Each local authority is an individual employer in its own right and has the autonomy to make decisions on pay that are appropriate. Instead, the Act focuses on requiring authorities to be more open about their policies and how decisions are made.

5. The Act does not require authorities to publish specific salary data as part of the pay policy statement. Doing so risks data being out of date where any pay awards apply. The declaration of specific salary information is managed by the publication of the statement of accounts and other information under data transparency arrangements. Such specific information is published on the council's website.
6. Appendix 1 to this report sets out the proposed pay policy statement for agreement by Council Assembly. This reflects the scope of the posts to be captured and the range of information to be included; as defined in the Act. Additionally the Local Government Transparency Code 2015 requires that councils publish the pay multiplier, defined as the ratio between the highest paid taxable earnings for the given year and the median taxable earnings figure of the whole of the authority's workforce. As per the regulations this will coincide with reporting at the end of the financial year and will be published on the council's website. An assessment, using salary information from January 2021, shows that the ratio between the top earner and median earnings is 6.03 to 1. As shown in the table below this ratio has varied slightly from year to year, but represents a stasis compared to 2020.

Year	Ratio
2016	6.02
2017	6.03
2018	6.19
2019	6.19
2020	6.03
2021	6.03

7. Our ratio is comparable to that reported by most other London boroughs. Information is available from 22 other London councils; 16 have a ratio of 5.9 or lower, 3 have a ratio that is between 6.0 and 6.9 to 1, and 3 have a ratio higher than 7 to 1.
8. For the purpose of this report Appendix 3 provides the council's salary and grading structure for the current year (1 April 2020 to 31 March 2021). Southwark uses the pay spines set by the National Joint Council (NJC) for Local Authorities as adjusted by the Greater London Provisional Council (GLPC) for inner London. These pay spinal points incorporate London Living Wage.

Senior managers

9. The pay policy statement is primarily concerned with the salary arrangements of chief officers as defined in the Local Government and Housing Act 1989 (as above).
10. Performance is rewarded through award of incremental progression based on clear achievement.

New employees

11. Members will note that the proposed pay policy statement also makes specific reference to the salary package for staff newly appointed to senior management posts. The Act amended section 112 Local Government Act 1972 (appointment of staff) to provide:

“A local authority’s power to appoint officers on such reasonable terms and conditions as the authority thinks fit is subject to section 41 of the Localism Act 2011 – (requirement for determinations relating to terms and conditions of chief officers to comply with pay policy statement)”.

12. Elected members have a special role in the appointment of chief officers and deputy chief officers as defined, whereby they are notified of the offer of appointment and given the opportunity to raise any well founded and material objection to the proposals for this appointment. To meet requirements under the Act, notification of an appointment includes confirmation of the salary package which attaches to the post and accordance with the council’s pay policy statement.

Leaving the Council

13. The government put in place regulations to bring into force a £95,000 exit pay cap on local authorities in November 2020. However, on 12 February 2021 HMG (Treasury) confirmed that the regulations were to be dis-applied with immediate effect.
14. As a result, the regulations are not included in the Pay Policy Statement. The Pay Policy Statement instead records the Council’s requirement for Council Assembly to approve any termination packages for members of staff that exceed £100,000, in line with the supplementary guidance issued by the Department of Communities and Local Government in February 2013. The requirement is as per previous iterations of the Council Pay Policy Statement prior to the government’s consultation on the introduction of a public sector wide pay cap which began in 2015.

Lowest paid employees

15. The Act requires the council to describe the relationship between the remuneration of its chief officers, and other staff and to define the “lowest-paid employees” adopted by the authority for the purposes of the statement. The specific information to be included on pay actuals is limited.
16. As described in the statement, the use of job evaluation and the grading structure is the method used to determine the relativities of posts across the Southwark structure. The Council maintains a strong commitment to paying all employees the London Living Wage and its current pay spine incorporates the London Living Wage on all spinal column points. The minimum Southwark NJC rate of pay as of 1 April 2020 exceeded the

London Living Wage. The Council is committed to ensuring all employees continue receive London Living Wage, even if future regional pay arrangements were not to incorporate this. The latest London Living Wage rate was announced in November 2020, as part of “Living Wage” week. The hourly rate was set at £10.85 per hour. This rate is independently calculated by the Resolution Foundation and overseen by the Living Wage Commission. It is reviewed annually. The Council’s NJC minimum rate of pay continues to exceed the current London Living Wage.

Policy implications

17. The statement is used as a method to articulate the council’s existing policy on remuneration, with specific details on senior manager posts in particular. As such it does not amend or introduce new policy. Should any current arrangements need amending as a consequence of the development of this statement; the policy implications and contractual implications would require review by cabinet.
18. Publication of the pay statement as presented in Appendix 1 does not create conflict with the General Data Protection Regulation and the Data Protection Act 2018 as it does not contain information relating to a particular individual.

Community equality impact statement

19. Development and publication of the pay policy statement is a useful step in increasing accountability and transparency of council business to the local community. This continues the trend of openness. It allows elected members, those who are directly accountable to the local community, to have input into how decisions on pay are made, particularly senior level pay.
20. The equality analysis provided in Appendix 2 to this report clarifies that there are no adverse implications for people of protected characteristics. Publication of the statement accords with good practice of openness in pay arrangements.
21. The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 introduced mandatory gender pay gap reporting for public sector employers. The council publishes data as required.

Resource implications

22. There are no specific implications arising from the development and publication of the pay statement so far as this represents existing policy. Were future statements seeking agreement to move away from established arrangements it would be necessary to consider financial resources and the employment implications. Changes to individual’s terms and conditions are likely to reflect a contractual change requiring consultation and due process in order to be lawful.

Financial implications

23. There are no immediate financial implications for the council arising from this report. However, if any relevant expenditure requirements emerge from the implementation of recommendation of this report, they will be managed within existing agreed budgets for the council's general fund and housing revenue account.

Consultation

24. The trade unions have been advised of the need to publish the statement and have been provided with a copy. As the statement is a method to articulate existing policy rather than a change, it is not part of the formal consultation process.

SUPPLEMENTARY ADVICE FROM OTHER OFFICERS

Director of Law & Governance

25. Section 38 of the Act requires a relevant authority (which includes a London Borough) to prepare a pay policy statement for each financial year, by 31 March of the year immediately preceding that to which the pay policy statement relates. The pay policy statement must be approved by a resolution of the authority, and it is a matter reserved to Council Assembly.
26. The statement must set out an authority's policies towards a range of issues relating to the pay of its workforce including the remuneration of its chief officers; the remuneration of its lowest-paid employees; and the relationship between the pay of its chief officers and that of other employees. Chief Officer is defined to include chief and deputy chief officers as defined in the Local Government and Housing Act 1989. The statement must state the definition of "lowest paid employees" adopted by the authority for the purposes of the statement and the authority's reasons for adopting that definition. Pay policy statements have to be prepared for each financial year; this began with year 2012/13.
27. The pay policy statement must also specifically cover the authority's policies relating to:
- The level and elements of remuneration for each chief officer (including salary, bonuses and benefits in kind)
 - Remuneration of chief officers on recruitment
 - Increases and additions to remuneration for each chief officer
 - The use of performance-related pay for chief officers
 - The use of bonuses for chief officers
 - The approach to the payment of chief officers on their ceasing to hold office under or to be employed by the authority
 - The publication of and access to information relating to remuneration of chief officers.

28. In complying with its duties relating to pay policy statements, regard must be had to Department of Communities and Local Government ('DCLG') guidance Openness and accountability in local pay: Guidance under section 40 of the Act in 2012 and supplementary guidance (February 2013). The guidance sets out the key policy principles that underpin the pay accountability provisions. Paragraph 2 confirms this guidance was taken into account in preparing this statement.
29. Section 39 of the Act states that an authority's pay policy statement must be approved by a resolution of the authority before it takes effect. This means that the resolution must be by full council before 31 March 2021. Once approved the statement must be published as soon as possible on the authority's website and in any other manner the authority thinks fit. An authority can amend its pay policy statement and any amendment must be made also by resolution by Council Assembly.
30. The draft pay policy statement in Appendix 1 will enable the council to discharge its obligations under sections 38 to 43 of the Act.
31. The Director of Law & Governance notes the requirement under the Local Government Data Transparency Code 2015, as given effect by the Local Government (Transparency Requirements) (England) Regulations 2015 to publish pay multiplier information, (see paragraph 6) and the mandatory reporting of the gender pay gap for public sector employers introduced by the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017.
32. When exercising any of its functions, section 149 Equality Act 2010 requires the authority to have due regard to the need to eliminate discrimination and other prohibited conduct and advance equality of opportunity and foster good relations between people who share a relevant protected characteristic and those who do not. Information about the consideration given to equalities issues is set out in paragraphs 19 to 21 and Appendix 2 of the report.

Strategic Director of Finance and Governance (CE20/088)

33. This report is requesting the Council Assembly to approve the council's pay policy statement, as set out in Appendix 1, be agreed.
34. The strategic director of finance and governance notes that there are no immediate financial implications arising from this report. Any future expenditure due to the implementation of these recommendation will be expected to be met from the exiting revenue budgets across the Council.
35. It is also noted that staffing and any other related costs will be contained within existing departmental revenue budgets

BACKGROUND DOCUMENTS

Background Papers	Held At	Contact
Communities & Local Government: Openness and accountability in local pay	Human Resources Southwark Council 160 Tooley Street London SE1 2QH	Melanie Medley 020 7525 0472
Localism Act – Sections 38 – 43	Human Resources Southwark Council 160 Tooley Street London SE1 2QH	Melanie Medley 020 7525 0472
Local Government Data Transparency Code 2015, as given effect by the Local Government (Transparency Requirements) (England) Regulations 2015	Human Resources Southwark Council 160 Tooley Street London SE1 2QH	Melanie Medley 020 7525 0472
Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017	Human Resources Southwark Council 160 Tooley Street London SE1 2QH	Melanie Medley 020 7525 0472
Supplementary guidance issued by The Department of Communities and Local Government in February 2013	Human Resources Southwark Council 160 Tooley Street London SE1 2QH	Melanie Medley 020 7525 0472

APPENDICES

No.	Title
Appendix 1	Southwark Council – Pay Policy Statement
Appendix 2	Equality Analysis
Appendix 3	Salary & Grading Structure – April 2020

AUDIT TRAIL

Lead Officer	Eleanor Kelly, Chief Executive	
Report Author	Melanie Medley, Head of Human Resources	
Version	Final	
Dated	11 March 2021	
Key Decision?	No	
CONSULTATION WITH OTHER OFFICERS / DIRECTORATES / CABINET MEMBER		
Officer Title	Comments Sought	Comments included
Director of Law & Governance	Yes	Yes
Strategic Director for Finance and Governance	Yes	Yes
Cabinet Member	Yes	Yes
Date final report sent to Constitutional Team		11.March 2021

Southwark Council – Pay Policy Statement

1. Introduction

- 1.1 The Localism Act 2011 requires the council to publish a pay policy statement for each financial year.
- 1.2 This statement relates to year 2021-22 and it is approved by Council Assembly.

2. Scope of Pay Scope

- 2.1 The statement describes our policies towards the pay of senior managers (referred to in the Act as “chief officers”) and our approach to the pay of our lowest paid employees.
- 2.2 Provisions in the Act do not apply to the staff of local authority schools.
- 2.3 Under the Act a “chief officer” is defined as:
- The head of the authority’s paid service designated under section 4(1) of the Local Government and Housing Act 1989
 - Its monitoring officer designated under section 5(1) of that Act
 - A statutory chief officer mentioned in section 2(6) of that Act
 - A non-statutory chief officer mentioned in section 2(7) of that Act
 - A deputy chief officer mentioned in section 2(8) of that Act.
- 2.4 In Southwark, this applies to the Chief Executive, Strategic Directors and Directors. These positions are considered as our senior managers.

3. Remuneration

- 3.1 For existing senior managers the term remuneration is used to describe salary, expenses and other monetary allowances or benefits.
- 3.2 The council does not employ senior managers under a contract for services (people who are self-employed or work through a limited company), and therefore remuneration for such arrangements is not described. All senior managers are paid via the council's payroll with appropriate tax and National Insurance deductions made in accordance with HMRC regulations.

4. Current Pay Structures and arrangements

- 4.1 The Council currently operates
- The Joint National Council (JNC) for LA Chief Executives, and JNC

for LA Chief Officers pay agreements and arrangement

- The National Joint Council (NJC) Greater London Provincial Council (GLPC) Inner London pay agreement for most posts across the authority

- There are a small number of posts under different national schemes such as Soulbury, Teachers, Public Health (Agenda for Change), & Craft Workers.

5. Salary

- 5.1 In Southwark posts, including senior managers, are job evaluated using a single system (the Korn Ferry Group methodology) to determine the job size. The job evaluation results for senior managers are verified by independent experts at the Korn Ferry Group.
- 5.2 The job size determines a job's placement against the pay spine, through an established grading structure.
- 5.3 Grades are linked to the salary scale. Staff have the potential to move through the grade by incremental progression, based on performance.
- 5.4 The pay spine is increased in accordance with pay award settlements determined by the National Joint Council for Local Authorities Services (and regionally varied for inner London by the GLPC) (or other national negotiating bodies where relevant for other terms and conditions).
- 5.5 The Greater London Provincial Council introduced new pay spines that took effect from 1 April 2019. As the council moved away from the standard GLPC grades in 1999 and introduced a Southwark specific grading structure, an interim grading structure based around the GLPC pay spine is currently in place. A review of the Council's grading structure is due to be undertaken by the organization. This approach is supported by our recognised trade unions.
- 5.6 Southwark has introduced special arrangements for its lowest paid workers, as described below. Where there are any amendments, which are determined by the National Joint Council for Local Authorities Services as regionally varied by the GLPC, these will be applied to all relevant employees without further referral to council assembly.
- 5.7 Individual staff are paid within the grade. Employees may move through the grade range by incremental progression; in accordance with a performance management framework.
- 5.8 There is an element of flexibility that allows the payment of non-consolidated market factor supplements to specific roles that are recognised as "hard to fill". Payment is subject to justification against external data and with periodic review.

5.9 For posts at JNC level (grade 14 and above), specific benefits up to a financial cap may be taken in kind (e.g. season ticket purchase, addition pension contributions, health plan) or paid as an addition to salary. For senior managers the annual financial value of such benefits currently ranges from £2,724 up to £6,190, dependent on grade.

6. Other Payments & Expenses

6.1 With the exception of standby payments made to a limited number of posts, no additional allowances are paid to senior managers (as defined in section 2 above).

6.2 Senior managers are not eligible to receive overtime for excess hours worked. In line with all other (non-teaching) staff their full time equivalent weekly hours are 36. However, for senior managers the contract of employment states this as a minimum and individuals are required to do whatever hours are necessary to get the job done, with no additional payment. Where hours are worked outside “normal office hours”; senior managers do not receive enhancements nor shift allowances which other staff on NJC conditions for Local Authorities Services may be entitled.

6.3 Senior managers do not receive an expenses allowance. In line with all other staff, where essential expenses are incurred in the performance of their duties, costs can be reclaimed, where these are reasonable and public money is being used prudently.

6.4 For non-senior managers, appropriate terms and conditions, e.g. shift allowances, reflect the duties and obligations of posts in accordance with the NJC for Local Authorities Services. Bonus payments are only a feature of a small number of Craft Worker terms and conditions (currently under review subject to ballot with recognized trade unions) – otherwise bonus payments are not a feature of pay arrangements. Staff are contracted to work 36 hours per week (full time equivalent). Where service provision demands that it is necessary for additional hours to be worked above the full time equivalent, overtime rates would apply. Rates are determined in accordance with Conditions of Service.

7. Fees for election duties

7.1 Council staff can be employed by the Returning Officer on election duties of varying types. The fees paid to Council employees for undertaking these election duties differ according to the type of election they participate in and the nature of the duties they undertake.

7.2 Returning Officer duties (and those of deputy returning officers) are contractual requirements and fees paid to them for national

elections/referendums are paid in accordance with the appropriate Statutory Fees and Charges Order and are paid by the body responsible for the conduct of the election.

8. Recruitment of Senior Managers

8.1 Vacant senior management positions are recruited to in accordance with the council's recruitment policy with the overarching aim of employing on merit; to engage the best person for the job.

8.2 Senior Managers joining the organisation:–

- Are paid on the grade for their post.
- Join at the bottom spinal column point of the grade; unless the person can demonstrate that payment above the minimum is essential to match current earnings, or to reflect the prevailing market, or to recognise experience and skills to secure engagement. No staff are paid above the grade maximum.
- Do not receive any lump sum payments on joining.
- May receive expenses relating to their home relocation where this is necessary to secure engagement.

8.3 Members have the opportunity to question all salary packages to be offered as part of the recruitment to senior management posts.

9. Leaving the Organisation & Pensioners

9.1 All staff leaving the council (including senior managers) on a voluntary resignation basis do not receive a severance payment.

9.2 Where the council decides to terminate any employee's service on the basis of redundancy, in employment law terms this is based on the facts of the case, (deletion or diminution of the post). Payment entitlements are enshrined in the council policy on redeployment redundancy and reorganisation and comprise contractual entitlements, (notice un-worked, leave not taken), plus redundancy element, in accordance with the statutory table. Payments are made as a multiple of an actual week's pay. Also for those aged 55 and over, under the pension regulations they become entitled to immediate pension as earned in the event of redundancy or efficiency; any costs accruing to the Council for pension payments are capital costs based on an actuarial calculation linked to service and age. Entitlements are not discretionary to an individual once a redundancy situation arises.

9.3 For senior managers, where redundancy or mutual termination occurs information would be included in the declared salary data included in the Statement of Accounts each year. Were an employee's services to be terminated on these bases the council would not re-engage the individual on a contract for services (i.e. self-employed basis).

9.4 Where the Council decides to terminate any employee's service on the basis of mutual termination on efficiency of the service grounds, the Council calculates entitlements relying on the Local Government (Early Termination of Employment) (Discretionary Compensation) (England and Wales) Regulations 2006 and the pension regulation when over 55 years old. Should the cost of the total package exceed £100k, agreement will be obtained via council assembly or another properly constituted Member body, prior to finalization.

9.5 New recruits may be in receipt of a pension under the Local Government Pension Scheme (LGPS) e.g. as a result of service with another Authority. In such cases, the employee's pension entitlement would be abated (reduced in accordance with actuarial calculation) or capped as required under LGPS regulations. This would have no impact on the council's remuneration arrangements.

9.6 Under the LGPS Regulations eligible employees may be considered for one of the Scheme's flexible retirement options. This would include instances where the employee reduces to a part time basis or demotion. On such occasions the council's remuneration arrangements would continue as described above plus any pension payable determined by application of LGPS Regulations and that person's membership entitlements.

10. Lowest Paid Staff

10.1 The Council maintains a strong commitment to paying all employees the London Living Wage and the Council's current pay spine incorporates the London Living Wage on all spinal column points – as set by the NJC and varied regionally by the GLPC.

10.2 The latest London Living Wage rate was announced in November 2020, as part of "Living Wage" week. The hourly rate was set at £10.85 per hour. This rate is independently calculated by the Resolution Foundation and overseen by the Living Wage Commission. It is reviewed annually. The Council's NJC & GLPC minimum rate of pay continues to exceed the current London Living Wage.

11. Other Information

11.1 In addition to this statement the council publishes other information on the detail of payments. Information can be found on the Open Data section of the council's website (www.Southwark.gov.uk). This includes:-

- The council's grading structure and salary scales.
- The annual statement of accounts. This includes the numbers of people earning £50,000 per year or more in £5,000 bandings. The accounts

also give detail, including the name, for those whose pay is £150,000 or more. This covers all remuneration elements including employer's pension contribution.

- 11.2 In accordance with the Local Government Transparency Code 2015; to coincide with the reporting at the end of the financial year, the council publishes the ratio between the highest paid taxable earnings for the given year and the median earnings figure of the whole of the authority's workforce. In January 2021 the ratio between the top earner and median earnings was 6.03 to 1.

EQUALITY ANALYSIS – PAY POLICY STATEMENT

Overview

1. The Localism Act 2011 requires Authorities to develop and publish a pay policy statement. This would include the remuneration arrangements for its most senior staff and approaches on remuneration to its lowest paid employees.

Impact

2. The development and publication of the pay statement does not in itself amend policy. Were changes to arise as a consequence, proposals would require scrutiny including the impact upon people of different protected characteristics.

3. The publication of the pay statement does however accord with good practice on managing equal pay; increasing transparency on organisational arrangements. There are no adverse impacts on people of specific protected characteristics arising from this development. Instead it may reasonably be argued that greater openness may reduce the fear of potential discrimination by setting out arrangements which are in force.

4. On a continuing basis the council undertakes monitoring of its workforce to identify and take action to address potential adverse impacts on people of specific protected characteristics. Monitoring data is published on the council's website through the annual workforce report, in accordance with the specific duties of the Equality Act 2010.

5. The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 introduce mandatory gender pay gap reporting for public sector employers. The council has published data as required.

APPENDIX 3

SALARY & WAGES SCALES as at 1st April 2020

Inner London	
wef 01.04.2020	
1	£21,816
2	£22,209
3	£22,608
4	£23,016
5	£23,427
6	£23,850
7	£24,279
8	£24,717
9	£25,161
10	£25,614
11	£26,076
12	£26,544
13	£27,024
14	£27,510
15	£28,005
16	£28,509
17	£29,022
18	£29,544
19	£30,078
20	£30,618
21	£31,170
22	£31,731
23	£32,301
24	£32,883
25	£33,474
26	£34,074
27	£34,689
28	£35,067
29	£35,949
30	£36,618
31	£37,491
32	£38,442
33	£39,462
34	£40,632
35	£41,607
36	£42,609
37	£43,599
38	£44,598
39	£45,594
40	£46,536
41	£47,568
42	£48,576
43	£49,581
44	£50,559
45	£51,567
46	£52,569
47	£53,574
48	£54,597

01		02		03		04		05		
								6	£23,850	
								7	£24,279	
							4	£23,016	8	£24,717
							5	£23,427	9	£25,161
							6	£23,850	10	£25,614
							7	£24,279	11	£26,076
							8	£24,717	12	£26,544
							9	£25,161	13	£27,024
1	£21,816	3	£22,608	5	£23,427					
2	£22,209	4	£23,016	6	£23,850					

06		06a		07		07a		08	
9	£25,161	15	£28,005	14	£27,510	20	£30,618	20	£30,618
10	£25,614	16	£28,509	15	£28,005	21	£31,170	21	£31,170
11	£26,076	17	£29,022	16	£28,509	22	£31,731	22	£31,731
12	£26,544	18	£29,544	17	£29,022	23	£32,301	23	£32,301
13	£27,024	19	£30,078	18	£29,544	24	£32,883	24	£32,883
14	£27,510			19	£30,078	25	£33,474	25	£33,474
15	£28,005			20	£30,618			26	£34,074
16	£28,509			21	£31,170			27	£34,689

08a		09		10		11		12	
26	£34,074	27	£34,689	31	£37,491	35	£41,607	39	£45,594
27	£34,689	28	£35,067	32	£38,442	36	£42,609	40	£46,536
28	£35,067	29	£35,949	33	£39,462	37	£43,599	41	£47,568
29	£35,949	30	£36,618	34	£40,632	38	£44,598	42	£48,576
30	£36,618	31	£37,491	35	£41,607	39	£45,594	43	£49,581
		32	£38,442	36	£42,609	40	£46,536	44	£50,559
		33	£39,462	37	£43,599	41	£47,568	45	£51,567
		34	£40,632	38	£44,598	42	£48,576	46	£52,569

14		15		16		17		18	
2	£51,663	7	£60,675	12a	£76,074	17	£89,601	22	£105,684
3	£53,349	8	£62,673	13a	£78,585	18	£92,604	23	£109,230
4	£55,089	9	£64,725	14a	£81,207	19	£95,700	24	£112,929
5	£56,880	10	£66,864	15	£83,901	20	£98,907	25	£116,745
6	£58,752	11	£69,075	16	£86,721	21	£102,234	26	£120,684
7	£60,675	12	£71,364	17	£89,601	22	£105,684	27	£124,773
8	£62,673	13	£73,716	18	£92,604	23	£109,230	28	£128,988
9	£64,725	14	£76,179	19	£95,700	24	£112,929	29	£133,383

Chief Officer		Chief Executive	
31	£147,132	38	£186,102
32	£152,151	39	£192,147
33	£157,329	40	£198,390
34	£162,693	41	£204,840
35	£168,234	42	£211,497
36	£173,979		
37	£179,934		
38	£186,102		

Planned Overtime per hr	
grade 9	£ 21.60
grade 10/11	£ 23.12
grade 12	£ 25.09

sleeping in	unit standby
£37.07	£9.46

Standard grades are prefixed LBS-0.
Grades prefixed LBS-1 are for
weekend work where +2 SCP apply.

Grades 6a, 7a and 8a are
temporary.

JNC	
wef 01.04.2020	
2	£51,663
3	£53,349
4	£55,089
5	£56,880
6	£58,752
7	£60,675
8	£62,673
9	£64,725
10	£66,864
11	£69,075
12	£71,364
12a	£76,074
13	£73,716
13a	£78,585
14	£76,179
14a	£81,207
15	£83,901
16	£86,721
17	£89,601
18	£92,604
19	£95,700
20	£98,907
21	£102,234
22	£105,684
23	£109,230
24	£112,929
25	£116,745
26	£120,684
27	£124,773
28	£128,988
29	£133,383
30	
31	£147,132
32	£152,151
33	£157,329
34	£162,693
35	£168,234
36	£173,979
37	£179,934
38	£186,102
39	£192,147
40	£198,390
41	£204,840
42	£211,497

Item No. 6.2	Classification: Open	Date: 24 March 2021	Meeting Name: Council Assembly
Report title:		Member Allowances Scheme 2021-2022	
Ward(s) or groups affected:		All	
From:		Constitutional Steering Panel	

RECOMMENDATIONS

1. That council assembly approve the member allowances scheme for 2021-2022 with effect from 1 April 2021, having regard to the advice of the London Councils Independent Remuneration Panel Report 2018 (see Appendix 1).

BACKGROUND INFORMATION

Legal background

2. Under Section 18 of the Local Government and Housing Act 1989, the Secretary of State may make regulations authorising or requiring councils to make a scheme providing for the payment of allowances to members.
3. The council is required under the Local Authorities (Members' Allowances) (England) Regulations 2003 (as amended) to agree on an annual basis a schedule of Allowances payable to members for the following financial year. Under the regulations, when making or amending a scheme, the council is required to have regard to the recommendations of an Independent Remuneration Panel (section 19 of the Regulations).
4. The council is required, if it wishes to pay such allowances, to adopt a Member Allowances Scheme on an annual basis with effect from 1 April each year.
5. The council must publish its scheme of members' allowances, dealing with basic allowances and special responsibility allowances. Payments to members of the council may only be made in accordance with this.

Current scheme and process for review

6. Southwark's member allowances scheme (see Appendix 2) is comprehensive and includes basic allowances, special responsibility allowances (for posts which carry specific responsibilities) and other allowances and expenses that may be claimed.
7. The proposed member allowances scheme for 2021-2022 is based on the current scheme, which was adopted by council assembly on 15 July 2020 for 2020-2021. The council agreed its scheme, having considered the recommendations of the constitutional steering panel and having taken into account the London Councils Independent Remuneration Panel's 2018 report.

8. The proposed Member Allowances Scheme for 2021-2022 does not change the allowance rates previously agreed. This includes the following:
- On 12 July 2017, council assembly agreed a revision to the Member Allowances Scheme with regard to arrangements for payment and leave made during periods of absence for members in receipt of special responsibility allowances.
 - On 16 March 2016, council assembly agreed an addition to the Member Allowances Scheme to include payment to cabinet members for loss of office. This was amended in March 2019 to capture the spirit and intent of the provisions.
 - On 21 January 2015, council assembly agreed the following:
 - i) That the basic allowance and special responsibility allowances be increased in accordance with the Independent Remuneration Panel recommendation for allowances to be adjusted in line with the local government officer pay settlement and that the licensing sub-committee payment and co-opted member's allowance be increased on the same basis.
 - ii) That the member allowances scheme be amended so in future years the level of the childcare and dependent carers allowances for councillors is automatically reviewed in line with changes in the London Living Wage.
9. The constitutional steering panel and council assembly are under a statutory duty to have regard to the advice of the London Councils Independent Remuneration Panel Report when considering the council's own scheme for member allowances.
10. In Southwark, the constitutional steering panel considers and recommends any changes to the member allowances scheme to council assembly for final adoption. The approval of the scheme and the setting of allowances are matters reserved for decision by council assembly.

KEY ISSUES FOR CONSIDERATION

London Councils Independent Remuneration Panel Report 2018

11. The Local Authorities (Members' Allowances) (England) Regulations 2003 ('the Regulations') authorise the establishment by the Association of London Government (now London Councils) of an independent remuneration panel to make recommendations in respect of the members' allowances payable by London boroughs. Such a panel ('the panel') was established and reported in 2001, 2003, 2006, 2010, 2014 and January 2018. The regulations require a review of the scheme every four years as a minimum. The January 2018 report is the current review. A full copy of the report is set out in Appendix 1.

Basic and special responsibility allowances

12. The principle of pegging the basic allowance and special responsibility allowances in line with the annual local government pay settlement is already recognised in the council's Member Allowances Scheme following the council assembly decision of 21 January 2015. The Licensing Sub-Committee meeting payments and co-opted member allowance will be increased on the same basis.
13. The member allowances scheme, paragraph 36, provides that allowances will be adjusted in line with the national local government officer pay settlement and allowances for officers¹. This includes basic allowance, SRA levels, licensing payments and co-opted member allowances
14. The outcome of the 2020-21 local government pay settlement was for a 2.75% increase for most staff payable from 1 April 2020 to 31 March 2021.
15. The 2021-22 local government pay settlement is still being negotiated. In accordance with Southwark's member allowance scheme, allowances will be increased in line with the agreed outcome.
16. The scheme has been drafted on the basis that the council still wishes to pay the current basic and special responsibility allowances.

Proposed changes to current scheme

17. It is proposed that the only changes to the current scheme be those agreed in line with the local government pay settlement 2021-22. Any changes will be backdated to April 2021 if agreement is achieved after this date.

Community impact statement

18. No significant changes are currently proposed to the member allowances scheme. SRAs are paid to compensate members for their special responsibilities in addition to their role as ward councillors (for which a separate basic allowance is payable). SRAs are not deemed as salary, as members are not employees of the Council.
19. Any changes to the scheme are published on the council's website.

Resource implications

20. The member expenditure budget makes provision for the basic allowance and special responsibility allowances. There is no proposed increase in allowances.

Legal implications

21. The council is under a duty to adopt a scheme of members' allowances by virtue of section 18 of the Local Government and Housing Act 1989 and relevant regulations. It may only pay allowances in accordance with such a

¹ Index linking is to the general settlement rather than any special provision for particular groups of staff such as the low paid.

scheme. Members are reminded of the need to have regard to the guidance issued in relation to members' allowance, which is referred to in the report of the London Councils Remuneration Panel attached (Appendix 1).

22. There is a general rule that members may not usually vote on matters in which they have a disclosable pecuniary interest. However, decisions relating to the member allowances scheme are an exception to this general principle, and members may vote on this issue. The monitoring officer has granted a dispensation.

BACKGROUND DOCUMENTS

Background Papers	Held At	Contact
Member Allowances Scheme, Southwark Constitution: http://moderngov.southwark.gov.uk/documents/s87336/Members%20Allowances%20Scheme_May%202019.pdf	Constitutional Team 160 Tooley Street, London SE1 2QH	Constitutional Team constitutional.team@southwark.gov.uk 020 7525 7055

APPENDICES

Appendix	Title
Appendix 1	London Council Remuneration Panel Report 2018
Appendix 2	Southwark's Member Allowances Scheme

AUDIT TRAIL

Lead Officer	Doreen Forrester-Brown, Director of Law and Governance	
Report Authors	Chidilim Agada, Head of Constitutional Services	
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Officer Title	Comments Sought	Comments Included
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The Remuneration of Councillors in London 2018

Report of the Independent Panel



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Introduction

The Local Authorities (Members' Allowances) (England) Regulations 2003 ('the Regulations') authorise the establishment by the Association of London Government (now London Councils) of an independent remuneration panel to make recommendations in respect of the members' allowances payable by London boroughs. Such a panel ('the Panel') was established and reported in 2001, 2003, 2006, 2010 and 2014. It now comprises Sir Rodney Brooke CBE DL (Chair), Steve Bundred and Anne Watts CBE.

The Regulations require a review of the scheme every four years as a minimum. The current Panel has therefore completed a review of remuneration for councillors in London. We present our findings and recommendations in this report.

As a preparation for our work, we invited all London boroughs to give their views on the operation of the existing scheme. We are grateful for the feedback, which confirms that the existing London scheme of members' allowances is still fit for purpose. We make recommendations accordingly (**recommendations throughout the report are in bold type**). However, where issues have arisen from the comments we received, we have addressed them in this report.

The role of elected members

In our previous reports we reflected on the importance of the role of elected members. We repeat at Appendix B the job profile for councillors which we originally included in our 2010 report. The feedback we have received is that it continues to be appropriate.

The Local Governance Research Unit, based at Leicester Business School, recently launched a Councillor Commission as an independent review of the role and work of the councillor. The Commission's report points out that councillors oversee million-pound budgets, balancing complex financial pressures at a time of severe cutbacks in local authority spending, making decisions which will affect their areas for decades to come. In London each Borough Council is responsible for services crucial to its residents. Each has a revenue budget of up to £1.4bn as well as a substantial capital programme. The scale of their turnover and other financial activities are in many instances comparable with those of large publicly quoted companies.

Councillors are faced with unenviable choices. Demand for local authority services continues to grow. In particular, there is rapid growth in the number of old people with a corresponding increase in demand for social care. London itself faces acute housing problems. Councillors have an increased responsibility for health. Thus the strain on and competition for resources increase the demands made on elected members. The responsibilities and accountabilities are made clear after a tragedy like the Grenfell Tower fire.

The evidence we received confirms that the workload and responsibilities of councillors continue to increase and that their role has become more complex, and not only in the areas of social care, housing and health. There has been growth in the number of sub-regional meetings, partnerships and joint bodies (such as Boards for Health & Wellbeing and Safer Neighbourhoods) which require the commitment and time of leaders, cabinet members and front-line councillors. Partnership engagement makes great demands on councillors. There has been a marked increase in informal meetings, such as working groups, forums and community gatherings as well as formal meetings like local authority companies. The expectations of the public continue to rise.

While valuable to democracy, the use of social media adds to the pressure on councillors by increasing demands from their constituents in several different ways. Communication with councillors is not only easier but immediate. The public expects a speedy response, so that it is now more difficult for councillors in employment to deal with concerns as quickly as voters expect. Not only do social media make it easier for their constituents to get hold of councillors, but they also enable an isolated concern to become an organised campaign.

Recruitment of councillors

We received evidence that it is increasingly difficult to recruit people of quality who are prepared to stand for office as councillors. Though the low level of allowances was mentioned as a reason for this, a major disincentive is the time commitment required of a councillor. That time commitment (as well as finance) can make it difficult to combine the role with a job and a family life. As one councillor commented to the Leicester Business School Commission, 'Serving on outside bodies means that I am working every day of the week, weekends too'. As was pointed out in responses we received, the problem is exacerbated in London, where councillors are on the whole younger than in other parts of the country and often in employment. They also face substantially higher costs of living.

Though the time commitment may be the main disincentive to service as a councillor, it is important that, as far as reasonably possible, financial loss does not prevent people from becoming councillors. Allowances are not shown by polls to be something which influences councillors to take on the role, though they are instrumental in making it possible for some people to do so. Allowances should be set at a level that enables people to undertake the role of councillor, while not acting as an incentive to do so. If it is important that there are no financial incentives to being a councillor, it is equally important that there should not be a financial disincentive. It is clearly desirable that service as a councillor is not confined to those with independent means.

Since our last report the Government has removed the possibility of councillors joining the local government pension scheme. We believe that access to the pension scheme can be an important factor in making service as a councillor financially possible for a wider range of people. It is particularly significant for those who, like elected mayors, leaders and portfolio holders, give most or all of their time to service in local government and lose the opportunity to contribute to a pension scheme elsewhere. Loss of access to a pension scheme imposes a further financial penalty on councillors.

We do not repeat the arguments for appropriate remuneration for councillors which we have set out in our previous reports. We believe them to be self-evident. But we do repeat our belief in the importance of local democracy and the role of councillors within it.

The current financial and political climate

Because of the current financial climate, the local government pay settlement in recent years has been severely limited. Since our last report there have been three awards of 1%. Acutely sensitive to the current financial austerity, some boroughs have frozen members' allowances and failed to apply the pay awards to them. Indeed some boroughs have even reduced members' allowances.

Our recent reports have made no recommendations for increasing the levels of members' allowances other than continuing provision for annual adjustments in accordance with the annual local government pay settlement. As the Government-appointed Councillors' Commission pointed out in their 2007 report, the recommendations of the London Panel has led to some convergence of members' allowances across London. Indeed, the Councillors' Commission recommended a similar system for the country as a whole. Following our recommendations, there is now considerable congruity in the basic allowance made by London boroughs.

However, most London boroughs have not adopted our recommendations in their entirety and there remain substantial differences in the amount of special responsibility allowances. We fully recognise that now is not the time to contemplate a general increase in councillors' allowances. Nevertheless we hope that in the longer term the financial situation will permit further convergence of members' allowances around our recommendations.

Level of Basic Allowance

In our last report we recommended that there should be a Basic Allowance paid to every councillor of £10,703. Updated for the local government staff pay awards since then, the figure is now £11,045. Given the loss of pension rights; growth in the volume and complexity of the work of councillors; and the limited increase in the Basic Allowance since our last report, we believe that there is a strong case for considering a larger increase. The basic allowance is now less than the allowances paid by many similar authorities outside London. In Wales, for example, the government-

appointed commission sets the basic allowance at £13,400 for members of local authorities with populations which are generally substantially lower than those of London boroughs.

However we reluctantly accept that, in the current financial climate, it would be inappropriate to recommend a general increase in members' allowances (beyond the annual updating). Pegging an annual increase to staff pay awards will ensure that councillors can receive annual increases which are in line with those received by staff. **We therefore recommend that the Basic Allowance be set at £11,045.** We believe that it remains sensible to frame recommendations which are common across London.

Special Responsibility Allowances

Given the extent of the responsibilities of leaders of London boroughs, the Panel's first report in 2001 recommended that their remuneration should equate to that of a Member of Parliament. [Our recommendations for other special responsibility allowances are related to that recommended for leaders.]

Since then the increase in the remuneration of Members of Parliament has substantially exceeded the annual local government pay increase to which we tied the special responsibility allowance for the leader of a London borough. At the time of our last report an MP received a salary of £67,060 while our recommendation for a borough leader (increases having been restricted to the local government staff pay increases) was for total remuneration of £65,472, a difference of £1,588. Updated for the local government pay awards, our recommendation for the current total remuneration of a London borough leader would be £68,130. Meanwhile the salary of MPs has increased to £76,011, a difference of £7,881. Moreover MPs continue to be entitled to a pension as well as to sundry other benefits (such as termination payments) which are not available to leaders.

In our current consultation we enquired whether the remuneration of an MP remains a sound comparator to fix the remuneration of a borough leader. In general the responses agreed that the comparator was appropriate and, if anything, that the Leaders of London boroughs warranted a higher remuneration than an MP, because they had greater financial responsibility and legal burdens, and especially given the differential pension arrangements. Indeed one respondent authority suggested that the direct responsibilities of a Leader should command the salary of a Junior Minister.

We sympathise with the responses. Certainly the way in which MPs' remuneration has outpaced that of leaders would prompt a review of the Leaders' allowances had the Panel not had regard to the current stringent economic circumstances. For the same reasons which prompt us to peg the Basic Allowance, **we recommend that the special responsibility allowance for a Leader should be in accordance with our former recommendation, plus the subsequent local government staff pay awards, ie £57,085. We recommend the maintenance of its relation to other special responsibility allowances, as set out in the Appendix to this report.** Nevertheless we hope that parity of the remuneration of the Borough leaders with the remuneration of Members of Parliament will be restored when the economic situation eases and that the other Special Responsibility Allowances will then be adjusted accordingly.

Interpretation of the Scheme

The responses from the boroughs generally indicated no problems with interpretation of our recommendations, though many had adopted lower figures, especially for special responsibility allowances. We continue to believe that the scheme we propose is sufficiently flexible to accommodate the varying political management arrangements of different London boroughs. Specifically, we were asked for guidance on what percentage of councillors should receive a special responsibility allowance. **We reiterate our view that no more than 50% of councillors should receive a special responsibility allowance. We also continue to believe that no member should receive more than one special responsibility allowance though we accept that there might exceptionally be special circumstances where allocation of more than one Special Responsibility Allowance might be justified, eg where members undertake a number of different time-consuming roles such as sitting on licensing hearings.**

We were asked to give more detailed guidance on the roles allocated to different bands and whether these could be tied to the time commitment required of a role, expressed as a percentage of the time commitment of the Leader. However, we believe that the percentages we identify should be tied not only to time commitment but also to levels of responsibility.

Training and Support

The responsibilities of councillors are substantial, extensive and complex. We have mentioned the Grenfell Tower tragedy as a chilling instance of those responsibilities. **We believe that every borough should have an ongoing programme of member training and development and that members should be expected to participate. We believe that members should be provided with logistical and clerical support to help them deal with their workload.**

Barriers to being a councillor

It is important that obstacles to becoming a councillor should be removed wherever possible. Child care costs can be a significant deterrent to service as a councillor. **We repeat our strong view that in appropriate cases when they undertake their council duties, councillors should be entitled to claim an allowance for care of dependents. The dependents' carers' allowance should be set at the London living wage but (on presentation of proof of expense) payment should be made at a higher rate when specialist nursing skills are required.**

We also repeat our belief that members' allowances schemes should allow the continuance of Special Responsibility Allowances in the case of sickness, maternity and paternity leave in the same terms that the council's employees enjoy such benefits (that is to say, they follow the same policies).

Travel and Subsistence allowances

We continue to believe that the Basic Allowance should cover basic out-of-pocket expenses incurred by councillors, including intra-borough travel costs and expenses. The members' allowances scheme should, however, provide for special circumstances, such as travel after late meetings or travel by councillors with disabilities. The scheme should enable councillors to claim travel expenses when their duties take them out of their home borough, including a bicycle allowance.

Allowances for Mayor or Civic Head

Many councils include the allowances for the mayor (or civic head) and deputy in their members' allowance scheme. However these allowances do serve a rather different purpose from the 'ordinary' members' allowances, since they are intended to enable the civic heads to perform a ceremonial role. There are separate statutory provisions (ss 3 and 5 of the Local Government Act 1972) for such allowances and councils may find it convenient to use those provisions rather than to include the allowances in the members' allowance scheme.

Update for inflation

We continue to recommend that for a period of four years the allowances we recommend should be updated annually in accordance with the headline figure in the annual local government pay settlement.

We have been asked whether it is necessary for the annual updating to be formally authorised by the council each year. The Regulations do seem to make this obligatory.

Sir Rodney Brooke CBE DL

Steve Bundred

Anne Watts CBE

London, January 2018

Appendix A

Basic allowance £11,045

Special responsibilities – beyond the basic allowance

The case for special allowances

The reasons for payment of additional special responsibility allowances should be clearly set out in local allowances schemes. Special allowances should come into play only in positions where there are significant differences in the time requirements and levels of responsibility from those generally expected of a councillor.

Calculation of special allowances

The proposed amounts for each band are a percentage of the figure suggested for a council leader depending upon levels of responsibility of the roles undertaken and are explained below. We believe that the SRA, which the previous panel recommended for the leader of a London council (updated), continues to be appropriate.

Categories of special allowances

The regulations specify the following categories of responsibility for which special responsibility allowances may be paid:

- Members of the executive where the authority is operating executive arrangements
- Acting as leader or deputy leader of a political group within the authority
- Presiding at meetings of a committee or sub-committee of the authority, or a joint committee of the authority and one or more other authorities, or a sub-committee of such a joint committee
- Representing the authority at meetings of, or arranged by, any other body
- Membership of a committee or sub-committee of the authority which meets with exceptional frequency or for exceptionally long periods
- Acting as spokesperson of a political group on a committee or sub-committee of the authority
- Membership of an adoption panel
- Membership of a licensing or regulatory committee
- Such other activities in relation to the discharge of the authority's functions as require of the member an amount of time and effort equal to or greater than would be required of him by any one of the activities mentioned above, whether or not that activity is specified in the scheme.

Local discretion

It is for the councils locally to decide how to allocate their councillors between the different bands, having regard to our recommendations and how to set the specific remuneration within the band. They must have regard to our recommendations. We believe these should have the merits of being easy to apply, easy to adapt, easy to explain and understand, and easy to administer.

BAND ONE

The posts we envisage falling within band one include:

- Vice chair of a service, regulatory or scrutiny committee
- Chair of sub-committee
- Leader of second or smaller opposition group
- Service spokesperson for first opposition group
- Group secretary (or equivalent) of majority group
- First opposition group whip (in respect of council business)
- Vice chair of council business
- Chairs, vice chairs, area committees and forums or community leaders
- Cabinet assistant
- Leadership of a strategic major topic
- Acting as a member of a committee or sub-committee which meets with exceptional frequency or for exceptionally long periods
- Acting as a member of an adoption panel where membership requires attendance with exceptional frequency or for exceptionally long periods
- Leadership of a specific major project.

Remuneration

We propose that band one special responsibility allowances should be on a sliding scale of between 20 – 30 per cent of the remuneration package for a council leader.

This would be made up as follows:

Basic allowance: £11,045

Band One allowance: £2,582 to £9,397

Total: £13,627 to £20,442

BAND TWO

The types of office we contemplate being within band two are:

- Lead member in scrutiny arrangements, such as chair of a scrutiny panel
- Representative on key outside body
- Chair of major regulatory committee e.g. planning
- Chair of council business (civic mayor)
- Leader of principal opposition group
- Majority party chief whip (in respect of council business).

Remuneration:

We propose that band two allowances should be on a sliding scale between 40 – 60 per cent, pro rata of the remuneration package for a council leader.

This is made up as follows:

Basic allowance £11,045

Band two allowances: £16,207 to £29,797

Total: £27,252 to £40,842

BAND THREE

We see this band as appropriate to the following posts:

- Cabinet member
- Chair of the Health and Wellbeing Board
- Chair of the main overview or scrutiny committee
- Deputy leader of the council

Remuneration:

We propose that band three allowances should be between 70 – 80 per cent pro rata of the remuneration package for a council leader.

This is made up as follows:

Basic allowance: £11,045

Band three allowance: £36,917 to £43,460

Total: £47,962 to £54,505

BAND FOUR

Leader of cabinet

This is a full-time job, involving a high level of responsibility and includes the exercise of executive responsibilities. It is right that it should be remunerated on a basis which compares with similar positions in the public sector, while still retaining a reflection of the voluntary character of public service.

Remuneration:

We propose that the remuneration package for a council leader under band four of our scheme should be £68,130.

This is made up as follows:

Basic allowance: £11,045

Band four allowance: £57,085.

Total: £68,130

BAND FIVE

Directly elected mayor

A directly elected mayor has a full-time job with a high level of responsibility and exercises executive responsibilities over a fixed electoral cycle. It is right that it should be remunerated on a basis which compares with similar positions in the public sector, while still retaining a reflection of the voluntary character of public service. However we believe this post remains different to that of the strong leader with cabinet model. The directly elected mayor is directly elected by the electorate as a whole. The strong leader holds office at the pleasure of the council and can be removed by the council. We believe that the distinction is paramount and this should be reflected in the salary level.

Remuneration:

We propose that a directly elected mayor should receive a remuneration package of 25 per cent higher than that recommended for a council leader and that it should be a salary set at **£85,162**.

Appendix B

On behalf of the community – a job profile for councillors

Purposes:

1. To participate constructively in the good governance of the area.
2. To contribute actively to the formation and scrutiny of the authority's policies, budget, strategies and service delivery.
3. To represent effectively the interests of the ward for which the councillor was elected, and deal with constituents' enquiries and representations.
4. To champion the causes which best relate to the interests and sustainability of the community and campaign for the improvement of the quality of life of the community in terms of equity, economy and environment.
5. To represent the council on an outside body, such as a charitable trust or neighbourhood association.

Key Tasks:

1. To fulfil the statutory and local determined requirements of an elected member of a local authority and the authority itself, including compliance with all relevant codes of conduct, and participation in those decisions and activities reserved to the full council (for example, setting budgets, overall priorities, strategy).
2. To participate effectively as a member of any committee or panel to which the councillor is appointed, including related responsibilities for the services falling within the committee's (or panel's) terms of reference, human resource issues, staff appointments, fees and charges, and liaison with other public bodies to promote better understanding and partnership working.
3. To participate in the activities of an outside body to which the councillor is appointed, providing two-way communication between the organisations. Also, for the same purpose, to develop and maintain a working knowledge of the authority's policies and practices in relation to that body and of the community's needs and aspirations in respect of that body's role and functions.
4. To participate in the scrutiny or performance review of the services of the authority, including where the authority so decides, the scrutiny of policies and budget, and their effectiveness in achieving the strategic objectives of the authority.
5. To participate, as appointed, in the area and in service-based consultative processes with the community and with other organisations.
6. To represent the authority to the community, and the community to the authority, through the various forums available.
7. To develop and maintain a working knowledge of the authority's services, management arrangements, powers/duties, and constraints, and to develop good working relationships with relevant officers of the authority.
8. To develop and maintain a working knowledge of the organisations, services, activities and other factors which impact upon the community's well-being and identity.
9. To contribute constructively to open government and democratic renewal through active encouragement of the community to participate generally in the government of the area.
10. To participate in the activities of any political group of which the councillor is a member.
11. To undertake necessary training and development programmes as agreed by the authority.
12. To be accountable for his/her actions and to report regularly on them in accessible and transparent ways.

Appendix C

The independent panel members

Sir Rodney Brooke CBE DL had a long career in local government, including as chief executive of West Yorkshire County Council, Westminster City Council and the Association of Metropolitan Authorities. He was knighted in 2007 for his contribution to public service.

Steve Bundred was chairman of Monitor, chief executive of the Audit Commission and chief executive of the London Borough of Camden.

Anne Watts CBE has an extensive career in equality and diversity and governance that spans the private, voluntary and public sectors with organisations including the Open University, the University of Surrey, the Commission for Equality and Human Rights and Business in the Community. She chaired the Appointments Commission.

MEMBER ALLOWANCES SCHEME

Introduction

1. The Local Government and Housing Act 1989 and the Local Authorities (Members' Allowances) (England) Regulations 2003 require authorities to make a scheme for payment of allowances to councillors. The regulations do not limit the amount that can be paid.
2. Before making, amending or reworking its allowance scheme, the council is required to have regard to the recommendations of an independent remuneration panel. The council is not, however, bound to adopt all or any of the panel's recommendations provided it has given them due consideration and is satisfied that it has justifiable reasons for not doing so. For this authority, the relevant independent panel is the London Councils Panel.
3. The annual local government pay settlement rate applicable from 1 April 2020 is 2.75% increase covering the year for 2020-21.

Basic allowance

4. Each member of the council is entitled to receive the annual basic allowance of £11,813. This is paid on a monthly basis rather than as a lump sum.

Special responsibility allowance

5. The council has decided to pay special responsibility allowances (SRAs) to those members whom it considers to have special responsibilities for the discharge of the council's functions. This allowance is in addition to the basic allowance. No member may receive more than one SRA.

Where the leader of the council has appointed two members to the cabinet in a job share, the SRA is split between the members with 50% payable to each member.

The list of SRAs payable is set out below:

Band 1a	SRA
Chair audit & governance committee	£3,088
Deputy leader majority opposition	£3,088
Leader minority opposition	£3,088
Opposition whip	£3,088
Vice-chair overview & scrutiny committee	£3,088
Deputy cabinet member	£3,088

Band 1b	SRA
Community champion	£8,067

Band 1c	SRA
Deputy Mayor	£9,314

Band 1c	SRA
Scrutiny commission chair	£9,314
Planning sub-committee chair	£9,314

Band 2a	SRA
Chair planning committee	£16,106
Chair licensing committee	£16,106
Chief whip	£16,106
Leader majority opposition	£16,106

Band 2b	SRA
Mayor	£25,223
Chair overview & scrutiny committee	£25,223

Band 3	SRA
Cabinet member	£37,451
Deputy leader	£37,451

Band 4	SRA
Leader	£55,797

6. The level of allowance paid to a band 3 or band 4 member is dependent on the average number of hours per week the member is employed elsewhere, as set out below:
- less than 11 hours elsewhere, full SRA
 - 11 to 24 hours elsewhere, two thirds SRA
 - more than 24 hours elsewhere, one third SRA.

Where cabinet members are appointed in a job share, the average number of hours employed elsewhere are doubled.

Licensing committee

7. Ordinary members of a licensing sub-committee will receive a payment of £130.40 per meeting attended.

Members will be selected to attend the sub-committee in accordance with a system of rotation agreed by members of the licensing committee, which ensures all members have an equal opportunity to attend.

Where a sub-committee is cancelled, ordinary members summonsed to sub-committee meetings will be eligible for the attendance payment unless a cancellation notice is sent by 10.00am on the second working day prior to the date of the meeting, thereby giving one clear working day's notice.

Ordinary members attending the licensing committee will not be eligible for the attendance payment.

Travel allowance

8. Councillors (and co-optees receiving a special responsibility allowance) may only claim travel expenses necessarily incurred in carrying out their approved duties outside the borough, subject to the following exceptions:

- Members with mobility difficulties are able to claim the cost of travel when on council business
- Members are able to claim for taxis home after council meetings ending after 9.00pm in summer (BST) and 7.00pm in winter (GMT)
- It is noted that when undertaking civic duties, the Mayor and the Deputy Mayor may be required to use taxis when other forms of transport are unavailable. Similarly cabinet members may on occasions need to take taxis to allow them to efficiently and effectively perform their approved duties, e.g. to enable them to attend back to back meetings.
- Non statutory co-optees (who do not receive an allowance) can claim their travel expenses.

A full list of approved duties is set out in paragraph 27 below.

9. Members cannot reclaim expenses they have incurred due to:
 - a) congestion charges, including fines or penalties
 - b) parking/clamping fines.
10. For public transport, receipts must be produced in respect of all claims. Members using their own transport may submit mileage claims. The maximum rates per mile are set out below.
11. The following is a summary of the conditions, and has been excerpted and adapted from those which apply to officers.

Car users

12. Casual car users allowances – general conditions:
 - Public transport must be used on all appropriate occasions, e.g. where more economic, timely etc
 - Members should not use their own cars when there is room in one of the local authority's cars or in the car of another member making the same journey on the same business. As far as possible journeys over the same route should be arranged so as to synchronise
 - All official mileage has to be recorded
 - Members shall have included and maintain in their insurance policy a clause indemnifying the local authority against all third party claims (including those concerning passengers) arising out of the use of the vehicle on official business
 - Members must ensure that the car they are travelling in has current insurance and MOT certificates and are encouraged to ensure that their car has passed emission checks:
 - For cars less than three years old, annually
 - For cars three years and above, twice yearly.
13. The national joint council reviews the rates payable to staff on an annual basis. The current rates are set out below. There are three bands of allowance according to the cubic capacity of the car: 451-999 cc; 1000-1199 cc; 1200 cc and above.

Casual Users	451-999 cc	1000-1199 cc	1200 cc and above
Per mile-first 8,500 miles	46.9 pence	52.2 pence	65.0 pence
Per mile-after 8,500 miles	13.7 pence	14.4 pence	16.4 pence

Motorcycles and mopeds

There are five bands of allowance according to the engine size of the motorcycle: the rates are set out below:

Engine Size (cc)	
Up to 150	9 pence per mile
151 – 244	14 pence per mile
245 – 500	17 pence per mile
501 – 999	23 pence per mile
1000+	27 pence per mile

Pedal cycles

A monthly cycle allowance is payable to councillors, independent and co-opted members who use their own cycles in connection with their official duties. The rate is currently £20 per month. Members must notify the proper constitutional officer of their intention to claim this allowance, as unlike other travel allowances it is not paid as an expense. Except in circumstances agreed by the proper constitutional officer members in receipt of the cycle allowance may not claim other travel allowances. Except in circumstances agreed by the proper constitutional officer members who have taken advantage of the Bikes4Work scheme are required to use their cycle for normal council business whether they claim the cycle allowance or not and will not be eligible to claim other travel allowances.

Subsistence allowance

14. Subsistence allowance may be claimed in respect of approved duties, except where food is provided, if they involve an absence from the normal place of residence exceeding four hours in total, which includes one hour travelling time.
15. Claims are subject to the following maximum, which are the same for members as they are for officers:

Breakfast	£6.05
Lunch	£8.34
Evening Meal	£10.30

16. The amount to be reimbursed in respect of approved duties is the actual amount spent subject to the maximum figures quoted above. Receipts must be produced in respect of all claims.

Child-care and dependant carers allowance scheme

17. Members may claim this allowance against any costs they incur in arranging carers to look after dependants who cannot be left by themselves by reason of age or other special needs. The allowance may only be claimed in respect of approved duties and is subject to tax and national insurance deductions at personal rates.
18. The maximum rate claimable shall be set at the level of the London living wage rate set annually by the Living Wage Foundation and calculated by the Greater London Authority. The rate shall be reviewed annually so it keeps in line with changes to the London Living Wage and be reported to the chief executive.

19. The following criteria also apply:

- payment is claimable in respect of children aged 15 or under or in respect of other dependants where there is medical or social work evidence that care is required
- the allowance is not payable to a member of the claimant's own household
- the carer must be 18 or over (and not a spouse or partner/co-habitee of the member or a relative living at the same address)
- the claim shall cover the time spent at the meeting plus up to one hour for travel to and from the meeting
- the allowance will be paid upon submission of the claim form and accompanied by relevant receipts
- claims must be submitted within two months of the duty undertaken
- any dispute as to entitlement and any allegation of abuse will be referred to the audit, governance and standards sub-committee for adjudication.

Co-opted members

20. The following allowances are payable to co-opted members:

- a) All statutory co-optees (i.e. statutory co-optees to the education committee) should receive an annual allowance; this is £1,182
 - b) No statutory co-optees may receive more than one allowance under (a) above
 - c) That statutory co-optees should be subject to the same travel and subsistence claim regime as councillors, i.e. not able to claim for intra borough travel and subsistence except where one of the exceptions applies
 - d) Non-statutory co-optees should be able to claim reimbursement of travelling and subsistence expenses.
21. Co-optees may, in writing to the proper constitutional officer, elect not to receive allowances.
22. The allowance to education co-optees should be payable from the date of appointment.
23. Co-optees allowances are subject to the same index linking as members' allowances generally.
24. Co-optees do not receive the basic allowance.
25. If a co-opted member does not serve for the whole of the 12 month period, or become disqualified, they will only be entitled to pro-rata payments for the period(s) during which they were actually a serving co-opted member.
26. Both statutory and non-statutory co-opted members are entitled to claim dependant carer's allowance as set out in paragraphs 17 - 19.

Approved duties

27. For a member, an approved duty for the purpose of travel, subsistence and childcare and dependant carers allowances means:

- a) attendance at a meeting of the council or of any committee or sub-committee of the council
 - b) attendance at a meeting of a body to which the member has been nominated by the council or of any committee or sub-committee of such a body, provided they are a member of the body concerned
 - c) attendance at any other meeting, the holding of which is authorised by the council, or a committee or sub-committee of the council or a joint committee of the council, or a sub committee of such a joint committee, provided that it is a meeting to which members of at least two political groups have been invited
 - d) attendance at a meeting of any association of authorities of which the council is a member
 - e) attendance at a meeting of the cabinet or of any of its committees
 - f) performance of any duty in connection with the discharge of a function of the authority empowering or requiring the inspection of premises
 - g) performance of any duty in connection with arrangements made by the authority for the attendance of pupils at special schools
 - h) any other duty approved by the council for the purpose of, or in connection with, the discharge of the functions of the council, or any of its committees or sub-committees
 - i) any duty for the purpose of or in connection with the discharge of the functions of the cabinet
 - j) attendance at neighbourhood forums that fall within the member's ward
 - k) attendance at tenants' council and leaseholders' council
 - l) attendance at licensing or planning committees as a ward representative.
28. No allowances can be claimed in respect of political group meetings, members' surgeries or attendance at college or school governing bodies.

Entitlement to allowances

29. Allowances are paid automatically in equal monthly instalments. If a member of the council does not serve for the whole of the year, becomes disqualified or ceases to be entitled to a special responsibility allowance (SRA), they will only be entitled to payments for the proportion of the number of days served in that year. Overpayment of SRAs for continuing members will be automatically deducted from the basic allowance. Other overpayments must be repaid to the authority. If the scheme is amended to affect entitlement, any variation will be paid from an agreed date only. Retrospective payments will not be made to members who are no longer serving.

Waiving right to receive allowances

30. Members do not have to take their allowance(s) – if a member wishes to waive their right to receive a basic allowance, SRA, any other allowance, or part thereof, they must notify the proper constitutional officer in writing.

Claiming allowances

31. Claims for travel, subsistence, child-care and independent carers allowances must be submitted within two months of the duty undertaken and accompanied by relevant receipts. Claims submitted outside of the two month period may be put forward to the audit, governance and standards sub-committee for consideration.

Taxation and allowances

32. Allowances are not salaries but are subject to tax and national insurance as any allowance is considered as income. Any such deductions are subject to personal circumstances. Members should note that the council is unable to deal with personal tax enquiries on their behalf and should inform their tax office of any change in circumstances.

Publication of allowances

33. In accordance with the Local Authorities (Members Allowances) (England) Regulations 2003, the council is required to publish details of any basic and special responsibility allowances paid to councillors for the previous financial year, along with details of the allowances scheme which applied at that time. This statutory notice also includes details of subsistence, travel and carer's allowance. In addition, the council publishes further information regarding members' expenses. Any payments to cabinet members for loss of office will also be published.

Withholding allowances

34. The audit, governance and standards sub-committee may withdraw allowances from individual members (including co-opted members) in whole or in part for non-attendance at meetings, or, for elected members only, for failure to attend required training. Withheld allowances are not repayable / recoverable.
35. Audit, governance and standards sub-committee may also consider the withdrawal of allowances for a member given approval by council assembly for a failure to attend, subject to a referral being made by council assembly.

Amendments to the allowances scheme

36. Allowances will be adjusted in line with the national local government officer pay settlement and allowances for officers¹. This includes basic allowance, SRA levels, licensing payments and co-opted member allowances.
37. Travel and subsistence allowances will be amended in line with changes to allowances for officers.
38. Dependant carer's allowance shall be set at the level of the London living wage rate set annually by the Living Wage Foundation and calculated by the Greater London Authority. The rate shall be reviewed annually so it keeps in line with changes to the London Living Wage and be reported to the chief executive.

Special leave arrangements

39. The special leave arrangement for members applies to all recipients of special responsibility allowances. Where SRAs are paid at a reduced level, that level will apply during any special leave absence. Where members have elected not to receive their allowance no special leave payment will be made.

¹ Index linking is to the general settlement rather than any special provision for particular groups of staff such as the low paid.

40. Where a period of special leave includes the annual meeting of council assembly and the member is not reappointed to a post attracting an SRA, the special leave allowance will cease on the day following council assembly.

Maternity leave

41. The maternity leave arrangement will be for up to three months on full allowance. No additional allowance will be paid for absence beyond three months. Antenatal care is part of the normal arrangements for short term absence and is not affected by special leave arrangements.
42. Members are not eligible for Statutory Maternity Pay (SMP) if they are not employed elsewhere. The council cannot pay SMP.

Adoption leave

43. The adoption leave arrangement will be for up to three months on full allowance. No additional allowance will be paid for absence beyond three months.

Paternity leave

44. The paternity leave arrangement will be for ten days paid absence and parental support absence of up to 13 weeks with no allowance.

Sick leave

45. The sick leave arrangement will be for up to six months full allowance in any 12 months.

Other special leave

46. Normal leave arrangements and emergency situations do not affect SRAs. Extended absence e.g. service abroad in the Territorial Army or jury service to be in line with officer guidelines.

Other arrangements

47. During any period for which special leave arrangements are in place any member who is appointed to deputise for the absent member who is not a member of the cabinet will be eligible for the full SRA payments due in the same period.
48. During any period for which special leave arrangements are in place any member who is appointed to deputise for an absent cabinet member will be eligible for a proportion of the SRA payments due in the same period, not exceeding nine tenths of the full SRA payment.

Payment to cabinet members for loss of office

49. Members entitled to a full band 3 or full band 4 SRA will be entitled to a payment for loss of office when they cease to be eligible for a full band 3 or 4 allowance except if it is the last year of their term and they are not seeking re-election.
50. Members must have served at least one year in cabinet to claim a payment for loss of office. Members are eligible to claim a payment for loss of office no more than once in any 4-year council term.

51. The level of payment is set at 4 weeks of the full band 3 or band 4 SRA plus 1 week for every year in continuous full time service. The maximum level any member can receive is 13 weeks of the full band 3 or band 4 SRA. Where a member has not served for a years' continuous full time service, the plus 1 week will be on a pro rata basis.
52. The audit, governance and standards committee (or its relevant sub-committee) will adjudicate on any dispute as to entitlement and any allegation of abuse, and shall be authorised to determine any reduction or withholding of a loss of office payment.

Item No. 6.3	Classification: Open	Date: 24 March 2021	Meeting Name: Council Assembly
Report title:		Constitutional Changes 2021: Disorderly conduct and Local Pensions Board	
Ward(s) or groups affected:		All	
From:		Constitutional Steering Panel	

RECOMMENDATIONS

1. That council assembly agree the proposed changes to the constitution as outlined in Appendices 1 and 2 of the report.

Disorderly conduct at council meetings

2. That committee procedure rules (CPRs) in the council's constitution be updated to include a description of conduct that may be considered disorderly in line with the provisions within paragraph 1.7 of council assembly procedure rules (CAPRs).

Local Pensions Board update

3. That the Local Pensions Board (LPB) membership numbers in the council's constitution be updated to reflect those contained in the LPB terms of reference.

BACKGROUND INFORMATION

4. This report outlines two constitutional changes. The constitutional steering panel has considered the suggested changes to the constitution and recommends them to council assembly.

Reasons for proposing an update to committee procedure rules

5. Southwark, like all councils, wants to ensure that the arrangements supporting the effective conduct of its meetings are efficient, effective and transparent.
6. Council assembly procedure rules (CAPRs) govern the conduct and procedures for council assembly meetings and committee procedure rules (CPRs) govern the conduct and procedures for all other meetings of the council.
7. Currently, the description of conduct that could be considered disorderly is not included in committee procedure rules (CPRs). This description is however included in council assembly procedure rules at paragraph 1.7.

The recommendation is that for consistency and rather than being implied, this section be included in the CPRs.

Reasons for proposing an update to Local Pensions Board (Part 3N of the constitution)

8. The Local Pensions Board (LPB) is an officer level board, with no councillor membership.
9. Currently the constitution part 3N states that the LPB consists of five members, consisting of two employer representatives and two employee representatives and an independent chair.
10. In order to increase representation of the interests of stakeholders in the pension fund, it is recommended that the board will have three employer and three employee representatives, with one member appointed as a vice chair. This increases the board to seven members including the chair. The proposed change to the constitution reflects this.
11. An addition has also been made giving information on accessing the local pension board's terms of reference, which is published on the council website.

KEY ISSUES FOR CONSIDERATION

12. The context for this report is the continued review of efficient democracy.

Community impact statement

13. The proposal in this report provides additional benefits to the public and the local community and enhance the council's commitment to diversity and fairness.

Resource implications

14. The constitution is published on the council's website and is available for viewing online. Limited numbers of the constitution are produced in binder form with loose-leaf pages and dividers. This means that any additional costs arising from the reproduction of small sections of the constitution are reduced compared to the reprinting of the whole constitution. It is anticipated that the cost can be contained within existing budgets.

BACKGROUND DOCUMENTS

Background Papers	Held At	Contact
Southwark Constitution	160 Tooley Street London SE1 5LX	Constitutional Team 020 7525 7228

APPENDICES

No.	Title
Appendix 1	Table setting out the provisions of CAPRs and CPRs in the constitution with regards disorderly conduct.
Appendix 2	Part 3N of the constitution – amendments to the Local Pension Board

AUDIT TRAIL

Lead Officer	Chidilim Agada, Head of Constitutional Services	
Report Author	Chidilim Agada, Head of Constitutional Services Virginia Wynn-Jones, Principal Constitutional Officer Caroline Watson, Divisional Accountant	
Version	Final	
Dated	25 February 2021	
Key Decision?	No	
CONSULTATION WITH OTHER OFFICERS / DIRECTORATES / CABINET MEMBER		
Officer Title	Comments sought	Comments included
Director of Law and Governance	Yes	Yes (Included in the body of the report)
Strategic Director of Finance and Governance	No	Not applicable
Date final report sent to Constitutional Team		25 February 2021

Disorderly Conduct
Council Assembly Procedure Rules (CAPR) and Committee Procedure Rules (CPR)

INTRODUCTION

The below table sets out the provisions of CAPRs and CPRs in the constitution and establishes the similarities and differences.

	Section of Council Assembly Procedure Rules (CAPR)	Similar Section of Committee Procedure Rules (CPR)	Comments
1.	<p>1.5 POWERS OF THE CHAIR <i>This rule cannot be suspended.</i></p> <p>1. Having received the views of the council assembly business panel, the chair shall decide, having taken the advice of the monitoring officer, the council assembly agenda and the timings for relevant sections of the meeting.</p> <p>2. The chair shall decide, having taken the advice of the monitoring officer, all matters of order, competence, relevancy, interpretation of council assembly procedure rules relating to the conduct of the meeting and the appropriateness of council questions.</p>	<p>1.3 POWERS OF THE CHAIR/VICE-CHAIR <i>This rule cannot be suspended.</i></p> <p>1. The chair shall decide, having taken the advice of the monitoring officer, all matters of order, competence, relevancy and interpretation of committee procedure rules relating to the conduct of the meeting.</p>	
2.	<p>1.7 CONDUCT <i>This rule cannot be suspended.</i></p> <p>Equality and diversity 1. Council assembly shall conduct its business in a way that:</p>	None.	<p>Recommendation: For consistency and rather than being implied, the section should be included in Community Procedure Rules (CPRs).</p>

	Section of Council Assembly Procedure Rules (CAPR)	Similar Section of Committee Procedure Rules (CPR)	Comments
	<p>a) promotes equality of opportunity between individuals and treats all people with dignity and respect</p> <p>b) avoids and eliminates discrimination of any kind</p> <p>c) promotes good relations within the community between members of different groups, and encourages the active participation of all.</p> <p>Conduct</p> <p>2. Everyone present at the council assembly meeting must:</p> <p>a) treat other participants with courtesy and respect</p> <p>b) be sensitive to the needs of those participants who are not used to speaking in public, or whose first language is not English</p> <p>c) conduct themselves in a way that does not cause offence to others or limits in any way others' ability to participate in meetings</p> <p>d) only speak when called on by the chair and speak through the chair.</p> <p>3. Unacceptable conduct includes:</p> <p>a) using abusive or unbecoming language or making comments of a personal nature about another person</p> <p>b) discriminatory or other derogatory remarks or actions</p>		

	Section of Council Assembly Procedure Rules (CAPR)	Similar Section of Committee Procedure Rules (CPR)	Comments
	<ul style="list-style-type: none"> c) behaviour that intimidates any person present at the meeting d) preventing others from expressing their views by interrupting or talking while they are speaking e) attributing improper motives to others f) failure to comply with the procedure rules g) treating council officers disrespectfully, either individually or as a group, when speaking to them, or about them h) making comments that relate to an investigation by (whether complete or not), or ruling of, the standards committee or sub-committee insofar as those comments relate to the behaviour or conduct of an individual member or members. i) ignoring or not accepting the authority of the chair. 		
3.	<p>1.8 PREVENTION OF DISORDERLY CONDUCT <i>This rule cannot be suspended.</i></p> <p>Councillors</p> <p>1. A councillor may be directed to discontinue speaking if the chair considers the councillor is being repetitive, irrelevant, using unbecoming language, or is in some other way breaching the order of the meeting.</p> <p>If a member persistently disregards the ruling of the chair by behaving</p>	<p>1.4 PREVENTION OF DISORDERLY CONDUCT <i>This rule cannot be suspended.</i></p> <p>1. A councillor may be directed to discontinue speaking if the chair considers the councillor is being repetitive, irrelevant, using unbecoming language, or is in some other way breaching the order of the meeting.</p> <p>2. If a member persistently disregards the ruling of the chair by behaving</p>	

	Section of Council Assembly Procedure Rules (CAPR)	Similar Section of Committee Procedure Rules (CPR)	Comments
	<p>improperly or offensively or deliberately obstructs business, the chair having warned the councillor shall move that the councillor called by name leaves the meeting. The motion, if seconded, shall be put immediately to the vote without further debate and if carried the councillor shall leave immediately.</p> <p>Members of the public</p> <p>2. In the case of a member of the public disrupting the meeting or if there is a general disturbance, the chair may order the removal of a person or that the public areas be cleared. Re-admission shall be at the discretion of the chair.</p> <p>3. In the event of a general disturbance making orderly business impossible, the chair may adjourn the meeting for as long as he/she thinks necessary for order to be restored.</p>	<p>improperly or offensively or deliberately obstructs business, the chair having warned the councillor shall move that the councillor called by name leaves the meeting. The motion, if seconded, shall be put immediately to the vote without further debate and if carried the councillor shall leave immediately.</p> <p>3. In the case of a member of the public disrupting the meeting or if there is a general disturbance, the chair may order the removal of a person or that the public areas be cleared. Re-admission shall be at the discretion of the chair.</p> <p>4. In the event of a general disturbance making orderly business impossible, the chair may adjourn the meeting for as long as he/she thinks necessary for order to be restored.</p>	

SOUTHWARK COUNCIL LOCAL PENSION BOARD

ROLE AND FUNCTIONS

Regulatory

1. The responsibility of the local pension board, as defined by sections 5(1) and (2) of the Public Services Pensions Act 2013, is to assist the administering authority (Southwark Council), the scheme manager, in ensuring the effective and efficient governance and administration of the Local Government Pension Scheme (LGPS) including:
 - (i) securing compliance with the LGPS regulations and other legislation relating to the governance and administration of the LGPS and any statutory pension scheme that is connected with it
 - (i) securing compliance with requirements imposed in relation to the LGPS and any connected scheme by the Pensions Regulator
 - (ii) such other matters as the LGPS regulations may specify.
2. The administering authority retains ultimate responsibility for the administration and governance of the Southwark Council LGPS. The role of the board is to assist the administering authority to fulfill that responsibility

Terms of Reference

3. The local pension board's terms of reference are published on the council website and can be accessed here.

Reporting

4. To provide an annual report to be incorporated in the statutory annual pension report which is published on the council's website.

Constitution of the board

5. The board shall consist of ~~five~~ seven members and be constituted as follows:
 - (i) ~~two~~ three employer representatives (voting)
 - (ii) ~~two~~ three scheme member representatives (voting)
 - (iii) one independent chair (non voting).
6. One of the six voting members will be appointed as vice chair to act as chair in the chair's absence.
7. Each member of the local pension board must have a nominated substitute.
8. All members of the local pension board and substitute members must be conversant with the regulations governing the local government pension scheme and any document recording policy about the administration of the fund, and the law relating to pensions. Members of the pension board should aim to reach decisions by consensus. Where an agreement cannot be reached, then the local pensions board

will agree how this will be resolved. Decisions/recommendations of the board will be submitted to the relevant officer or body within the council.

10. Any breach brought to the attention of the pension board, whether potential or actual, shall be referred to the council's monitoring officer in the first instance and where required to the national LGPS Advisory Board or the Pensions Regulator.

Item No. 6.4	Classification: Open	Date: 24 March 2021	Meeting Name: Council Assembly
Report title:		Council Assembly Dates and Calendar of Meetings 2021-2022	
Ward(s) or groups affected:		All	
From:		Constitutional Steering Panel	

RECOMMENDATIONS

1. That council assembly agree the following dates for meetings of council assembly be fixed in the council calendar for the 2021-22 municipal year:

Council Assembly	Type of Meeting
Monday 24 May 2021 at 7.00pm (Alternative date as agreed by council assembly 15 July 2020)	Annual Meeting
Wednesday 14 July 2021	Ordinary meeting
Wednesday 24 November 2021	Ordinary meeting
Wednesday 23 February 2022	Budget and council tax setting
Wednesday 23 March 2022 (to be confirmed)	Ordinary meeting
Saturday 21 May 2022 at 11am	Annual meeting <i>Note: May be held jointly with Civic Awards Ceremony</i>

2. That council assembly note the calendar of council meetings for the 2021-22 municipal year as shown at Appendix 1.

BACKGROUND INFORMATION

Council assembly dates

3. Council assembly procedure rules require that meetings shall take place on such dates as agreed by council assembly.
4. The proposed dates are based on the 2020-21 calendar of meetings and in line with the practice adopted at council assembly in July 2016 of five meetings per municipal year, which includes the annual council assembly meeting. The meeting dates in July and November 2021 and March 2022

may be subject to change as constitutional steering panel will review these dates and make recommendations to the Mayor and council assembly.

KEY ISSUES FOR CONSIDERATION

5. A schedule of council assembly meetings for the 2021-22 municipal year has been prepared and is shown at recommendation 1.
6. Council assembly will need to be asked to formally agree these dates, in accordance with constitutional provision council assembly procedure rule 2.1.
7. A calendar of all council meetings for the 2021-22 municipal year (including council assembly meetings) has been prepared and is shown at Appendix 1. Appendix 2 is a list of all meetings for 2021-22 in a table format.
8. The calendar (Appendix 1) includes the dates for school holidays, party conferences and other committed dates. Due to business demands of the service, certain meetings will meet more frequently, for example, cabinet, overview and scrutiny committee and planning committee. Cabinet procedure rule 2.1 requires that the cabinet should meet at least eight times per year; therefore cabinet meetings are scheduled in line with this requirement. Scrutiny sub-committees are included in the draft calendar, pending their establishment by the overview and scrutiny committee.
9. The draft calendar has been circulated to group whips and relevant officers and comments have been collated as received and appropriate amendments made. The meeting cycle and framework has been scheduled in accordance with the council's governance arrangements and the current referral mechanism.
10. Meetings are scheduled to avoid Thursdays as many councillors' surgeries are scheduled then. The calendar is designed to avoid clashes as far as is possible, but some days unavoidably have two meetings on.
11. In respect of meetings other than council assembly, this calendar is subject to amendments, additions and cancellations. The calendar is published on the council's website and is regularly updated throughout the year.
12. The early planning and scheduling of formal council meetings is a vital and integral part of the decision making process. This supports the efficient administration of the council.

Community impact statement

13. Publicising details of council and committee meetings will enable all stakeholders and the community to forward plan, should they wish to attend and, if appropriate, address those meetings, in accordance with the constitution. The constitution enables people, including the local community where relevant, to understand the role that they can play in the decision making of the council.

Resource implications

14. There are no direct resource implications in the context of this report.

SUPPLEMENTARY ADVICE FROM OTHER OFFICERS

15. Any legal issues are outlined in the body of the report.

BACKGROUND DOCUMENTS

Background Papers	Held At	Contact
Southwark Constitution: http://modern.gov.southwark.gov.uk/ieListMeetings.aspx?CId=425&Year=0	Council Offices, 160 Tooley Street, London SE1 2QH	Constitutional Team Email: constitutional.team@southwark.gov.uk Tel: 020 7525 7055

APPENDICES

Appendix	Title
Appendix 1	Council Calendar 2021-22
Appendix 2	Council Calendar 2021-22 (table format)

AUDIT TRAIL

Lead Officer	Chidilim Agada, Head of Constitutional Services	
Report Author	Chidilim Agada, Head of Constitutional Services	
Version	Final	
Dated	9 March 2021	
Key Decision?	No	
CONSULTATION WITH OTHER OFFICERS / DIRECTORATES / CABINET MEMBER		
Officer Title	Comments Sought	Comments Included
Director of Law and Governance	Yes	Incorporated in the report
Strategic Director of Finance and Governance	No	No
Cabinet Member	No	No
Date final report sent to Constitutional Team	9 March 2021	

DRAFT COUNCIL CALENDAR 2021-22							
	DAY	DATE	DETAILS OF MEETING	OTHER EVENTS	TIME	VENUE	INVITE ONLY
May-2021							
	Sat	1					
	Sun	2					
	Mon	3		BANK HOLIDAY			
	Tue	4					
	Wed	5					
	Thu	6		GLA/London Mayoral elections			
	Fri	7					
	Sat	8					
	Sun	9					
	Mon	10	Group meetings		1900		
	Tue	11					
	Wed	12					
	Thu	13					
	Fri	14					
	Sat	15					
	Sun	16					
			Council Assembly (Annual Meeting held jointly with Civic Awards)	<i>Southwark Cathedral is available on this date</i> Notes: (1) Statutory meeting; (2) Alternative date: Monday 24 May 2021	1700		
	Mon	17					
	Tue	18					
	Wed	19					
	Thu	20					
	Fri	21					
	Sat	22					
	Sun	23					
			Council Assembly (Annual Meeting)	<i>Southwark Cathedral is available on this date</i> Notes: (1) Statutory meeting; (2) Alternative dates: Monday 17 May 2021	1900		
	Mon	24					
			Planning Committee	Notes: (1) Development Management items and possible establishment of sub-committees, and appointment of chairs and vice-chairs, (2) alternative date: Wednesday 26 May, Wednesday 9 June 2021		At the rise of council assembly	
			Overview & Scrutiny Committee	Note: (1) To establish any sub-committees and appoint chairs and vice-chairs, (2) alternative date: Wednesday 26 May, Wednesday 9 June 2021		At the rise of council assembly	
	Tue	25					
			Planning Committee	Notes: (1) Development Management items and possible establishment of sub-committees, and appointment of chairs and vice-chairs, (2) alternative date: Monday 24 May, Wednesday 9 June 2021	1830		
	Wed	26					
			Overview & Scrutiny Committee	Note: (1) To establish any sub-committees and appoint chairs and vice-chairs, (2) alternative date: Monday 24 May, Wednesday 9 June 2021	1900		
	Thu	27					
	Fri	28					
	Sat	29		HALF TERM			
	Sun	30					
	Mon	31		BANK HOLIDAY			
Jun-2021							
	Tue	1					
	Wed	2	Audit, Governance and Standards		1830		
	Thu	3					
	Fri	4					
	Sat	5					
	Sun	6					
	Mon	7					
	Tue	8					
	Wed	9	Health & Wellbeing Board		1500		
			Planning Committee	Notes: (1) Development Management items and possible establishment of sub-committees, and appointment of chairs and vice-chairs, (2) alternative dates: Monday 24 May, Wednesday 26 May 2021	1830		
			Overview & Scrutiny Committee	Notes: (1) establishment of sub-committees, and appointment of chairs and vice-chairs, (2) alternative dates: Monday 24 May, Wednesday 26 May 2021	1900		
	Thu	10					
	Fri	11					
	Sat	12					
	Sun	13					
	Mon	14	Group meetings		1900		
			Cabinet		1100 /1600 (tbc)		
	Tue	15	Planning Sub-Committee B		1900		
	Wed	16	Scrutiny Commission 1		1900		
			Constitutional Steering Panel		1800		
	Thu	17					
	Fri	18					
	Sat	19					
	Sun	20					
	Mon	21	Scrutiny Commission 2		1900		
	Tue	22	Licensing Committee		1900		
	Wed	23	Scrutiny Commission 3		1900		
	Thu	24					
	Fri	25					
	Sat	26					
	Sun	27					
	Mon	28	Planning Committee	LGA ANNUAL CONFERENCE/EXHIBITION (tbc)	1830		
	Tue	29		LGA ANNUAL CONFERENCE/EXHIBITION (tbc)	1900		
	Wed	30	Scrutiny Commission 4	LGA ANNUAL CONFERENCE/EXHIBITION (tbc)	1900		
Jul-2021							
	Thu	1					
	Fri	2					

DRAFT COUNCIL CALENDAR 2021-22							
	DAY	DATE	DETAILS OF MEETING	OTHER EVENTS	TIME	VENUE	INVITE ONLY
	Sat	3					
	Sun	4					
	Mon	5	Group meetings		1900		
	Tue	6					
	Wed	7	Corporate Parenting Committee Planning Sub-Committee A Tri-Borough IT Committee		1400 1830 1830		
	Thu	8					
	Fri	9					
	Sat	10					
	Sun	11					
	Mon	12	Overview and Scrutiny Committee		1900		
	Tue	13			1100 /1600 (tbc)		
	Wed	14	Cabinet Council Assembly	Ordinary meeting	1900		
	Thu	15					
	Fri	16					
	Sat	17					
	Sun	18					
	Mon	19	Audit, Governance and Standards committee		1830		
			Audit, governance and standards (Civic awards) sub-committee	Following the rise of the Audit, Governance and Standards committee			
	Tue	20	Planning Committee		1830		
	Wed	21	Health & Wellbeing Board		1500		
	Thu	22					
	Fri	23					
	Sat	24		SCHOOL HOLIDAYS (tbc)			
	Sun	25					
	Mon	26					
	Tue	27					
	Wed	28					
	Thu	29					
	Fri	30					
	Sat	31					
	Aug-2021						
	Sun	1					
	Mon	2					
	Tue	3					
	Wed	4					
	Thu	5					
	Fri	6					
	Sat	7					
	Sun	8					
	Mon	9					
	Tue	10					
	Wed	11					
	Thu	12					
	Fri	13					
	Sat	14					
	Sun	15					
	Mon	16					
	Tue	17					
	Wed	18					
	Thu	19					
	Fri	20					
	Sat	21					
	Sun	22					
	Mon	23					
	Tue	24					
	Wed	25					
	Thu	26					
	Fri	27					
	Sat	28					
	Sun	29					
	Mon	30					
	Tue	31		BANK HOLIDAY			
	Sep-2021						
	Wed	1					
	Thu	2					
	Fri	3					
	Sat	4					
	Sun	5					
	Mon	6	Group meetings		1900		
	Tue	7	Planning Committee		1900		
	Wed	8	Audit, Governance and Standards committee		1830		
	Thu	9					
	Fri	10					
	Sat	11					
	Sun	12					
	Mon	13	Planning Sub-Committee B		1900		
					1100 /1600 (tbc)		
	Tue	14	Cabinet				
	Wed	15	Health & Wellbeing Board		1500		
	Thu	16					
	Fri	17		Labour Party Conference: tbc			
	Sat	18					
	Sun	19					
	Mon	20					
	Tue	21					
	Wed	22					
	Thu	23					
	Fri	24					
	Sat	25		Liberal Democrat Party Conference: tbc			
	Sun	26					
	Mon	27					
	Tue	28					
	Wed	29	Planning Sub-Committee A Scrutiny Commission 1		1830 1900		
	Thu	30					
	Oct-2021						
	Fri	1					
	Sat	2					
	Sun	3		Conservative Party Conference tbc			
	Mon	4	Scrutiny Commission 2		1900		
	Tue	5	Planning Committee		1830		
	Wed	6	Annual Residents' Meeting		1900		
	Thu	7					
	Fri	8					
	Sat	9					
	Sun	10					
	Mon	11	Group meetings		1900		

DRAFT COUNCIL CALENDAR 2021-22							
	DAY	DATE	DETAILS OF MEETING	OTHER EVENTS	TIME	VENUE	INVITE ONLY
	Tue	12					
	Wed	13	Tri-Borough IT Committee		1830		
			Scrutiny Commission 3		1900		
	Thu	14					
	Fri	15					
	Sat	16					
	Sun	17					
	Mon	18	Scrutiny Commission 4		1900		
					1100		
	Tue	19	Cabinet		/1600		
	Wed	20	Planning Sub-Committee B		(tbc)		
					1900		
	Thu	21					
	Fri	22					
	Sat	23					
	Sun	24					
	Mon	25					
	Tue	26					
	Wed	27					
	Thu	28					
	Fri	29					
	Sat	30					
	Sun	31					
	Nov-2021						
	Mon	1	Licensing Committee		1900		
	Tue	2	Planning Committee		1830		
	Wed	3	Corporate Parenting Committee		1400		
			Constitutional Steering Panel		1800		
	Thu	4					
	Fri	5					
	Sat	6					
	Sun	7					
	Mon	8	Overview and Scrutiny Committee		1900		
	Tue	9					
	Wed	10					
	Thu	11					
	Fri	12					
	Sat	13					
	Sun	14					
	Mon	15	Group Meetings		1900		
	Tue	16	Planning Sub-Committee A		1830		
	Wed	17	Audit, Governance and Standards committee		1830		
	Thu	18					
	Fri	19					
	Sat	20					
	Sun	21					
	Mon	22					
	Tue	23					
	Wed	24	Council Assembly	Ordinary meeting	1900		
	Thu	25					
	Fri	26					
	Sat	27					
	Sun	28					
	Mon	29					
	Tue	30	Planning Committee		1830		
	Dec-2021						
	Wed	1	Scrutiny Commission 1		1900		
	Thu	2					
	Fri	3					
	Sat	4					
	Sun	5					
	Mon	6	Planning Sub-Committee B		1900		
	Tue	7	Cabinet (Livesey Trust) Committee		1000		
					1100		
			Cabinet		/1600		
					(tbc)		
	Wed	8					
	Thur	9					
	Fri	10					
	Sat	11					
	Sun	12					
	Mon	13	Scrutiny Commission 2		1900		
	Tue	14	Planning Committee		1830		
	Wed	15					
	Thu	16					
	Fri	17					
	Sat	18					
	Sun	19					
	Mon	20					
	Tue	21					
	Wed	22					
	Thu	23					
	Fri	24					
	Sat	25					
	Sun	26					
	Mon	27					
	Tue	28					
	Wed	29					
	Thu	30					
	Fri	31					
	Jan-2022						
	Sat	1					
	Sun	2					
	Mon	3					
	Tue	4					
	Wed	5	Planning Committee		1830		
	Thu	6					
	Fri	7					
	Sat	8					
	Sun	9					
	Mon	10	Group meetings		1900		
	Tue	11	Scrutiny Commission 3		1900		
	Wed	12			1830		
	Thu	13					
	Fri	14					
	Sat	15					
	Sun	16					
	Mon	17	North-east multi ward area meeting		1900		
			West Central multi ward area meeting		1900		
					1100		
	Tue	18	Cabinet		/1600		
					(tbc)		

DRAFT COUNCIL CALENDAR 2021-22							
	DAY	DATE	DETAILS OF MEETING	OTHER EVENTS	TIME	VENUE	INVITE ONLY
			Planning Committee		1830		
	Wed	19	East Central multi ward area meeting		1900		
	Thu	20					
	Fri	21					
	Sat	22					
	Sun	23					
	Mon	24	Overview and Scrutiny Committee		1000		
			Constitutional Steering Panel		1800		
	Tue	25	Planning Sub-Committee A		1830		
	Wed	26	Scrutiny Commission 4		1900		
	Thu	27					
	Fri	28					
	Sat	29					
	Sun	30					
	Mon	31	Group meetings		1900		
Feb-2022							
	Tue	1	Cabinet		1100 /1600 (tbc)		
	Wed	2	Planning Committee		1830		
	Thu	3					
	Fri	4					
	Sat	5					
	Sun	6					
	Mon	7	Audit, Governance and Standards committee		1830		
	Tue	8	Overview and Scrutiny Committee		1900		
	Wed	9	North-west multi ward area meeting		1900		
			South multi ward area meeting		1900		
	Thu	10					
	Fri	11					
	Sat	12		HALF TERM (tbc)			
	Sun	13					
	Mon	14					
	Tue	15					
	Wed	16					
	Thu	17					
	Fri	18					
	Sat	19					
	Sun	20					
	Mon	21					
	Tue	22	Planning Committee		1830		
	Wed	23	Council Assembly (Budget and council tax setting)	Note: statutory meeting	1900		
	Thu	24					
	Fri	25					
	Sat	26					
	Sun	27					
	Mon	28	Group meetings		1900		
Mar-2022							
	Tue	1					
	Wed	2	Tri-Borough IT Committee		1830		
			Corporate Parenting Committee		1400		
			Constitutional Steering Panel		1800		
			Planning Sub-Committee B		1900		
	Thu	3					
	Fri	4					
	Sat	5					
	Sun	6					
	Mon	7	Audit, governance and standards (Civic awards) sub-committee		1830		
	Tue	8	Cabinet		1100 /1600 (tbc)		
			Scrutiny Commission 1		1900		
	Wed	9	Planning Committee		1830		
	Thu	10					
	Fri	11					
	Sat	12					
	Sun	13					
	Mon	14	Group meetings		1900		
	Tue	15	Scrutiny Commission 3		1900		
	Wed	16	Planning Sub-Committee A		1830		
	Thu	17					
	Fri	18					
	Sat	19					
	Sun	20					
	Mon	21	Planning Committee		1830		
	Tue	22	Scrutiny Commission 2		1900		
	Wed	23	Council Assembly (Ordinary Meeting)		1900		
	Thu	24					
	Fri	25					
	Sat	26					
	Sun	27					
	Mon	28	Group meetings		1900		
	Tue	29	Planning Sub-Committee B		1900		
	Wed	30	Planning Committee		1830		
	Thu	31					
Apr-2022							
	Fri	1					
	Sat	2		SCHOOL HOLIDAYS (tbc)			
	Sun	3					
	Mon	4					
	Tue	5					
	Wed	6					
	Thu	7					
	Fri	8					
	Sat	9					
	Sun	10					
	Mon	11					
	Tue	12					
	Wed	13					
	Thu	14					
	Fri	15		BANK HOLIDAY			
	Sat	16					
	Sun	17		EASTER SUNDAY			
	Mon	18		EASTER MONDAY (Bank Holiday)			
	Tue	19			1900		
	Wed	20	Corporate Parenting Committee		1400		
			Constitutional Steering Panel		1900		
	Thu	21	Scrutiny Commission 4		1900		
	Fri	22					
	Sat	23			1830		
	Sun	24					

DRAFT COUNCIL CALENDAR 2021-22							
	DAY	DATE	DETAILS OF MEETING	OTHER EVENTS	TIME	VENUE	INVITE ONLY
	Mon	25	Planning Sub-Committee A		1830		
	Tue	26	Overview and Scrutiny Committee		1900		
	Wed	27	Planning Committee		1830		
	Thu	28					
	Fri	29					
	Sat	30					
May-2022							
	Sun	1					
	Mon	2		BANK HOLIDAY			
	Tue	3					
	Wed	4					
	Thu	5		COUNCIL ELECTIONS			
	Fri	6					
	Sat	7					
	Sun	8					
	Mon	9	Group meetings		1900		
	Tue	10					
	Wed	11					
	Thu	12					
	Fri	13					
	Sat	14					
	Sun	15					
	Mon	16					
	Tue	17					
	Wed	18					
	Thu	19					
	Fri	20					
	Sat	21	Council Assembly (Annual Meeting held jointly with Civic Awards)	<i>Notes: (1) Statutory meeting</i>	1100		
	Sun	22					
	Mon	23					
	Tue	24					
	Wed	25					
	Thu	26					
	Fri	27					
	Sat	28		HALF TERM (tbc)			
	Sun	29					
	Mon	30		BANK HOLIDAY			
	Tue	31					
Jun-2022							
	Wed	1					
	Thu	2					
	Fri	3					
	Sat	4					
	Sun	5					
	Mon	6					
	Tue	7					
	Wed	8	Planning Committee	Notes: (1) Development Management items and possible establishment of sub-committees, and appointment of chairs and vice-chairs	1830		
	Thu	9	Overview & Scrutiny Committee	<i>Note: (1) To establish any sub-committees and appoint chairs and vice-chair</i>	1900		
	Fri	10					
	Sat	11					

Table of calendar of meetings 2021-2022

	May 2021	June 2021	July 2021	Aug 2021	Sep 2021	Oct 2021	Nov 2021	Dec 2021	Jan 2022	Feb 2022	Mar 2022	Apr 2022	May 2022
Council Assembly	Mon 17 and Mon 24***\$		Wed 14****				Wed 24****			Wed 23%	Wed 23****		Sat 21***
Constitutional Steering Panel		Wed 16					Wed 3		Mon 24		Wed 2	Wed 20	
Party Group Meetings (to be confirmed)	Mon 10	Mon 14	Mon 5		Mon 6	Mon 11	Mon 15		Mon 10 and Mon 31	Mon 28	Mon 14 and Mon 28		Mon 9
Cabinet		Tue 15	Tue 13		Tue 14	Tue 19		Tue 7	Tue 18	Tue 1	Tue 8		
Cabinet (Livesey Trust) Committee								Tue 7					
Overview & Scrutiny Committee	Mon 24 or Wed 26 £££ (or Wed 9 June £££)	Wed 9 £££ (or Mon 24 or Wed 26 May £££)	Mon 12				Mon 8		Mon 24	Tue 8		Tue 26	
Scrutiny Commission 1		Wed 16			Wed 29			Wed 1			Tue 8		
Scrutiny Commission 2		Mon 21				Mon 4		Mon 13			Tue 22		
Scrutiny Commission 3		Wed 23				Wed 13			Tue 11		Tues 15		
Scrutiny Commission 4		Wed 30				Mon 18			Wed 26			Thu 21	
Tri-Borough IT Committee			Wed 7			Wed 13					Tue 1		
Audit, Governance and Standards Committee		Wed 2	Mon 19		Wed 8		Wed 17			Mon 7			
Audit, governance and standards (Civic awards) sub-committee			Mon 19 \$								Mon 7		
Corporate Parenting Committee			Wed 7				Wed 3				Wed 2	Wed 20	
Health & Wellbeing Board		Wed 9	Wed 21		Wed 15								
Licensing Committee		Tue 22					Mon 1						
Planning Committee	Mon 24 or Wed	Wed 9 £££ (or	Tue 20		Tue 7	Tue 5	Tue 2 or Tue	Mon 14	Wed 5 and Tue	Wed 2 and Tue	Wed 9 and Mon	Wed 27	

	May 2021	June 2021	July 2021	Aug 2021	Sep 2021	Oct 2021	Nov 2021	Dec 2021	Jan 2022	Feb 2022	Mar 2022	Apr 2022	May 2022
	26 £££ (or Wed 9 June £££)	Mon 24 or Wed 26 May £££) Mon 28					30		18	22	21 and Wed 30		
Planning Sub-Committee A			Wed 7		Wed 29		Tue 16		Tue 25		Wed 16	Mon 25	
Planning Sub-Committee B		Tue 15			Mon 13	Wed 20		Mon 6			Wed 2 and Tues 29		
North-west multi ward area										Wed 9			
North-east multi ward area									Mon 17				
West Central multi ward area									Mon 17				
East Central multi ward area									Wed 19				
South multi ward area										Wed 9			
Annual Residents' Meeting						Wed 6							

\$ subject to venue availability

% budget and council tax setting

*** annual meeting / held jointly with the civic awards

**** ordinary meeting

££ Development management items and to establish sub-committees and chairs

£££ to establish commissions and appoint chairs

\$\$ following the rise of Audit, Standards And Governance Committee

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**COUNCIL ASSEMBLY AGENDA DISTRIBUTION LIST (OPEN) (FULL LIST)
MUNICIPAL YEAR 2020/21**

NOTE: Original held by Constitutional Team; all amendments/queries to
Virginia Wynn-Jones Tel: 020 7525 7055

ONE COPY TO ALL UNLESS OTHERWISE STATED	Copies	To	Copies
<p>Councillors (1 each) Councillor Jasmine Ali Councillor Radha Burgess Councillor Sunil Chopra Councillor Nick Dolezal Councillor Tom Flynn Councillor Renata Hamvas Councillor Peter John Councillor Lorraine Lauder Councillor Maria Linforth-Hall Councillor Eliza Mann Councillor Darren Merrill Councillor David Noakes Councillor Damian O'Brien Councillor Leo Pollak Councillor Sandra Rhule Councillor Martin Seaton Councillor Andy Simmons Councillor Cleo Soanes Councillor Kath Whittam</p> <p>Electronic Versions (No hard copy) All other councillors</p>	19	<p>Press</p> <p>Southwark News 1 South London Press 1</p> <p>Group Offices</p> <p>Eleanor Mitchell, Labour Group Office 1 Paul Wendt/Pavle Popvic, Liberal Democrat Group Office 1</p> <p>Officers</p> <p>Eleanor Kelly 1 Duncan Whitfield 1 Doreen Forrester-Brown 1 Chidilim Agada 1 Caroline Bruce by email David Quirke-Thornton by email Michael Scorer by email</p> <p>Constitutional Team</p> <p>(Copies to Virginia Wynn-Jones, 2nd Floor, Hub 2, Tooley Street)</p> <p>Others</p> <p>Matt Dean, Grant Thornton 1 Ground floor audit office, Tooley Street</p> <p>Total: 28</p> <p>Last updated: 12 March 2021</p>	