

Council Assembly

Ordinary meeting

Wednesday 22 March 2023

7.00 pm

Council Offices, 160 Tooley Street, London SE1 2QH

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

Althea Loderick
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.

Babysitting/Carers allowances

If you are a resident of the borough and have paid someone to look after your children, an elderly dependant or a dependant with disabilities so that you could attend this meeting, you may claim an allowance from the council. Please collect a claim form at the meeting.

Access

The council is committed to making its meetings accessible. Further details on building access, translation, provision of signers etc for this meeting are on the council's web site: www.southwark.gov.uk or please contact the person below.

Contact

Virginia Wynn-Jones, Andrew Weir on 020 7525 7055 or 020 7525 7222 or email: virginia.wynn-jones@southwark.gov.uk; andrew.weir@southwark.gov.uk; constitutional.team@southwark.gov.uk

Date: 10 March 2023



Council Assembly

Ordinary meeting

Wednesday 22 March 2023
7.00 pm
Council Offices, 160 Tooley Street, London SE1 2QH

Order of Business

Item No.	Title	Page No.
	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 - 15
	To approve as a correct record the open minutes of the council assembly meeting held on 22 February 2023.	

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 16 March 2023. 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 16 March 2023. 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

16 - 21

The Cabinet Member for Community Safety and Cabinet Member for Leisure, Parks, Streets and Clean Air to present the theme for the meeting.

4. DEPUTATIONS

The deadline for deputation requests is 11.59pm, Thursday 16 March 2023. 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

22 - 27

To receive any questions from members of the council.

5.2. MEMBERS' MOTIONS		28 - 35
------------------------------	--	---------

To consider the following motions:

- Tackling Second Homes with Council Tax Premiums
- This Council commits to being a Diverse Council
- One year on, Southwark stands with Ukraine
- RSPCA: Pets as Prizes
- Local Climate Action Bonds for Southwark

6. REPORTS FOR DECISION

6.1. ADJUSTMENT OF MEMBER ALLOWANCES IN LINE WITH THE NATIONAL LOCAL GOVERNMENT OFFICER PAY SETTLEMENT 2022-23 AND MEMBER ALLOWANCES SCHEME 2023-2024		36 - 66
--	--	---------

6.2. PAY POLICY STATEMENT		67 - 75
----------------------------------	--	---------

6.3. COUNCIL ASSEMBLY DATES AND CALENDAR OF MEETINGS 2023-2024		76 - 101
---	--	----------

6.4. SPECIAL URGENCY AND URGENT IMPLEMENTATION DECISIONS - ANNUAL REPORT		102 - 105
---	--	-----------

6.5. APPOINTMENT OF RETURNING OFFICER AND ELECTORAL REGISTRATION OFFICER		106 - 108
---	--	-----------

6.6. APPOINTMENT OF INDEPENDENT PERSONS		109 - 111
--	--	-----------

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

8. APPOINTMENT OF INDEPENDENT PERSONS

Date: 10 March 2023



Council Assembly (Budget and council tax setting meeting)

MINUTES of the Council Assembly (Budget and council tax setting meeting) held on Wednesday 22 February 2023 at 7.00 pm at Council Offices, 160 Tooley Street, London SE1 2QH

PRESENT:

The Worshipful the Mayor for 2022-23, Councillor Sunil Chopra (Chair)

Councillor Suzanne Abachor	Councillor Richard Livingstone
Councillor Evelyn Akoto	Councillor James McAsh
Councillor Jasmine Ali	Councillor Hamish McCallum
Councillor Naima Ali	Councillor Kimberly McIntosh
Councillor John Batteson	Councillor Darren Merrill
Councillor Rachel Bentley	Councillor Victoria Mills
Councillor Cassandra Brown	Councillor Portia Mwangangye
Councillor Maggie Browning	Councillor Graham Neale
Councillor Victor Chamberlain	Councillor Margy Newens
Councillor Stephanie Cryan	Councillor Jason Ochere
Councillor Sam Dalton	Councillor Reginald Popoola
Councillor Helen Dennis	Councillor Sandra Rhule
Councillor Dora Dixon-Fyle MBE	Councillor Bethan Roberts
Councillor Esme Dobson	Councillor Catherine Rose
Councillor Gavin Edwards	Councillor Jane Salmon
Councillor Sabina Emmanuel	Councillor Martin Seaton
Councillor Sam Foster	Councillor Andy Simmons
Councillor Renata Hamvas	Councillor Michael Situ
Councillor Jon Hartley	Councillor Charlie Smith
Councillor Esme Hicks	Councillor Cleo Soanes
Councillor Emily Hickson	Councillor Emily Tester
Councillor Adam Hood	Councillor Chloe Tomlinson
Councillor Laura Johnson	Councillor Kath Whittam
Councillor Sunny Lambe	Councillor Kieron Williams
Councillor Richard Leeming	Councillor Ian Wingfield

1. PRELIMINARY BUSINESS

1.1 APOLOGIES FOR ABSENCE

Apologies for absence were received from Councillors Ellie Cumbo, Natasha Ennin, Barrie Hargrove, Ketzia Harper, Nick Johnson, Maria Linforth-Hall, Alice Macdonald, Leo Pollak, Joseph Vambe and Irina von Weise.

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

The Mayor of Southwark announced the one year anniversary of the start of the war in Ukraine, and the earthquakes in Turkey, Syria and the Kurdistan region. The meeting held a minute's silence in honour of their losses.

The Mayor of Southwark celebrated Duncan Whitfield OBE, the strategic director of finance and governance, on presenting his last budget for Southwark Council after 18 years' service. He was joined by Councillor Kieron Williams and Councillor Victor Chamberlain.

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

Council assembly agreed to accept items 2.1, 2.2 and 2.3 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	<p>Item 2.1. Policy and Resources Strategy 2023-24 - Revenue Budget</p> <p>1. Consideration of this item is not time limited but the meeting is subject to the guillotine.</p> <p>2. Debate to include:</p> <ul style="list-style-type: none"> • Nine questions on the report • Councillor Stephanie Cryan to present recommendations (10 minutes) • Councillor Victor Chamberlain to reply on behalf of opposition (5 minutes) • Five amendments to be moved and seconded • Report and amendments to be debated as a single debate (all speakers 3 minutes each)

	<ul style="list-style-type: none"> • Reply to the debate from Councillor Stephanie Cryan (3 minutes) • Separate vote on each amendment • Recorded vote on substantive motion. <p>Members can only speak once, except for Councillor Stephanie Cryan, 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 2023-24</p> <p>This report has a legal requirement to take a recorded vote on the substantive motion.</p>
	<p>Item 2.3. Capital Strategy and Treasury Management Strategy 2023-24</p> <p>To be considered as normal.</p>

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 2.2: Setting the council tax 2023-24.

1.5 MINUTES

The minutes of the council assembly meeting held on 23 November 2022 were agreed as a correct record.

2. REPORTS FOR DECISION FROM THE CABINET

2.1 POLICY AND RESOURCES STRATEGY 2023-24 - REVENUE BUDGET

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

There were five amendments to this report.

In accordance with council assembly procedure rule 1.14.9, Councillor Stephanie Cryan, cabinet member for communities, equalities and finance, moved the report.

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

Councillor Adam Hood, seconded by Councillor Rachel Bentley, moved Amendment A.

Councillor Emily Tester, seconded by Councillor David Watson, moved Amendment B.

Councillor Graham Neale, seconded by Councillor Hamish McCallum, moved Amendment C.

Councillor Jasmine Ali, seconded by Councillor Chloe Tomlinson, moved Amendment D.

Councillor Kimberly McIntosh, seconded by Councillor John Batteson, moved Amendment E.

Following debate (Councillors Sunny Lambe, James McAsh, Bethan Roberts, Richard Livingstone, Portia Mwangangye, Cleo Soanes, Evelyn Akoto, Catherine Rose, Kath Whittam, Martin Seaton, Gavin Edwards, Ian Wingfield, Jason Ochere, Charlie Smith, Sabina Emmanuel and Kieron Williams), Councillor Stephanie Cryan exercised her right of reply.

Amendment A – Lost

Amendment B – Lost

Amendment C – Lost

Amendment D – Carried

Amendment E – Carried

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 (53):

Councillors Suzanne Abachor, Evelyn Akoto, Jasmine Ali, Naima Ali, John Batteson, Rachel Bentley, Cassandra Brown, Maggie Browning, Victor Chamberlain, Sunil Chopra, Stephanie Cryan, Sam Dalton, Helen Dennis, Dora Dixon-Fyle, Esme Dobson, Gavin Edwards, Sabina Emmanuel, Sam Foster, Renata Hamvas, Jon Hartley, Esme Hicks,

Emily Hickson, Adam Hood, Laura Johnson, Sarah King, Sunny Lambe, Richard Leeming, Richard Livingstone, Alice Macdonald, James McAsh, Hamish McCallum, Kimberly McIntosh, Darren Merrill, Victoria Mills, Portia Mwangangye, Graham Neale, Margy Newens, Jason Ochere, Reginald Popoola, Sandra Rhule, Bethan Roberts, Catherine Rose, Jane Salmon, Martin Seaton, Andy Simmons, Michael Situ, Charlie Smith, Cleo Soanes, Emily Tester, Chloe Tomlinson, David Watson, Kath Whittam, Kieron Williams, and Ian Wingfield

Against (0):

Abstained (0):

Absent (10):

Councillors Ellie Cumbo, Natasha Ennin, Barrie Hargrove, Ketzia Harper, Nick Johnson, Maria Linforth-Hall, Alice Macdonald, Leo Pollak, Joseph Vambe and Irina von Weise.

The Mayor declared that the substantive motion was carried.

RESOLVED:

That Council Assembly:

1. Approved the allocation of the additional £1.157m funding from the final local government finance settlement comprising:
 - £0.185m additional Services Grant
 - £0.972m one off NNDR levy release

as detailed in paragraphs 14-19 of this report and lines 447 and 455 of Appendix E to the report.
2. Approved the final balanced budget position as detailed in Table 1 in the report.
3. Agreed to increase the Southwark local council tax for 2023-24 by 2.99%.
4. Agreed to use the flexibility offered by government to support Adult Social Care through a precept of 2% of council tax on the basis that these additional funds will be used exclusively for adult social care.
5. Noted the 6 February 2023 cabinet report at Appendix 1 of the report, which details the draft budget following the local government provisional settlement.
6. Noted the announcement from the Chancellor of the Exchequer of further details of the means tested benefits to support the most vulnerable, including pensioners and disabled people of up to £1,350.

Right to food – Free School Meals

7. Council assembly noted that:

- a. Southwark Council has led the way in improving access to healthy affordable food. We have made this a priority because no one should go hungry, yet research by the Food Foundation has found that across our country 9.7 million adults (18.4% of households) have experienced food insecurity in the past month. This situation is getting worse, with one in four households with children experiencing food insecurity in September 2022, a 50% increase since April. In Southwark, foodbank use has increased four-fold since 2020. To end hunger in Southwark the council is:
- i. Making Southwark a Right to Food borough by working with local businesses, community groups and schools to ensure everyone in Southwark has access to healthy, affordable food. This work is being taken forward through our Food Security Action Plan and Southwark Food Action Alliance.
 - ii. Supporting the development of community fridge, pantry and neighbourhood food models to help provide more dignity and community food resilience, working collaboratively with over 60 organisations locally.
 - iii. Delivering free healthy school meals (FHSM) for all primary and nursery school children. Southwark has now delivered FHSM for over a decade and remains one of only five councils in England to have made school meals free for all primary school children.
 - iv. We have delivered Free Healthy Meals in our nurseries for over five years
 - v. The results of Free School Meals in all primary schools the results have been phenomenal. Over the last ten years our schools have gone from fourth bottom to 98% Ofsted good or outstanding.
 - vi. The universal school meals programme is without question a fundamental part of our school improvement journey.
 - vii. It is widely known how beneficial a healthy lunchtime meal is for children, not only in protecting their health, but also in setting the foundations for improved behaviour and success with their studies.
 - viii. Pilot studies of universal free school meals in the UK noted improved academic attainment, particularly for pupils from less affluent families:
 - Pupils made between four and eight weeks' more progress than expected
 - 23% increase in the number of children eating vegetables at lunchtime and
 - 8% reduction in children consuming crisps and soft drinks
 - ix. Free School Meals improves pupil's concentration and behaviour in class
 - x. Increases the amount of fruit and vegetables, and reduces the amount of sugar and salt, consumed by pupils at lunchtime and encourages children to try new

food.

- xi. Ensuring school meals are healthy and nutritious by increasing funding to £2.41 per primary pupil (a rise from £1.90).
- xii. Providing free school meals in the holidays for low-income families. Southwark led the way providing these meals to help end hunger during the holidays, and has continued to provide them when many councils have not.
- xiii. Southwark Labour led the way in Lobbying Government to fund universal primary free school meals and increase the income threshold for eligibility of free school meals for secondary aged pupils. This includes adding our voice to national campaigns, including the National Education Union's 'Free School Meals for All' campaign, and working with politicians leading the campaign in Parliament.
- xiv. Running Food and Fun holiday programmes of healthy food and activities for school-aged children and families experiencing hardship.

8. Council assembly further noted that:

- a. The Mayor of London is to be applauded for following Southwark's example and announcing that the Greater London Authority (GLA) will fund the extension of free school meals for all children at London primary schools for the 2023/4 school year. This will mean the Council will no longer need to fund primary free school meals during this period.
- b. Southwark intervention to Free School meals removes stigma and enables children's educational outcomes to be as good, and often better than, their counterparts in well-heeled boroughs.
- c. When the Conservatives voted to end holiday free school meals in 2020, Southwark Council was one of the first local authorities to join Marcus Rashford's campaign while stepping up and taking swift action to tackle holiday hunger.
- d. In contrast, the government has yet to confirm Southwark's allocation of the Household Support Fund. As the council has used this funding to finance holiday free school meals the government has left low-income families with no certainty on whether these meals will be provided for them this Easter and for the rest of 2023/24.
- e. Council assembly therefore resolved to:
 - i. Invest in a major new pilot programme to ensure all students at Southwark secondary schools have access to healthy nutritious food. We will work with schools, young people and families to develop a new programme to ensure secondary students from low-income families do not go hungry. This commitment will be funded through the saving to the council that will result

from the GLA paying for free primary school meals in 2023/24. The pilot will proceed once the council has received full confirmation of funding from the GLA and will be funded from existing council budgets for free school meals.

- ii. Act to end holiday hunger, investing £3 million to extend our holiday free school meals programme. Southwark led the way funding free school meals during the holidays for low-income families. Now we will guarantee these meals for every holiday up to and including Easter 2024 so all qualifying children and young people have the cost of their weekday lunches covered. This will be funded from the council's Cost of Living Fund which will be supplemented by a transfer of reserves (£3m) from the Fair Funding and Levelling Up reserve.

Cost of living

9. Council assembly noted that:

- a. The Council is on residents' sides during the cost of living crisis. We have made this our top priority and have put in place one of the most comprehensive support packages in the country. To support Southwark residents through this crisis the council has:
 - i. Distributed over £30m of support for those in greatest need through our Southwark Cost of Living Fund and other initiatives
 - ii. Helped over 11,000 residents on low incomes by providing a payment of £100 each to help with the rising cost of living.
 - iii. Launched a new Southwark Energy Savers Service so people on low incomes can access the best advice to keep their bills down, with long-term funding for this service secured through this budget.
 - iv. Continued to provide free help for Southwark residents to get a job and build a career, having helped over 12,000 people into work and created over 4,000 apprenticeships, more than any other London borough
 - v. Put in place support through the council's local support team and by funding Citizens Advice Southwark to ensure local people do not miss out on social security payments they are entitled to.
 - vi. Established a Community Referral Pathway, working with local community groups, schools and public services to ensure all of this support reaches those most in need, we expect that more than fifteen thousand households will have been referred and received support through this pathway this year
 - vii. Ensured Southwark's council tax remains one of the lowest in London
 - viii. Maintained one of the most supportive Council Tax Reduction Schemes in the

country, providing a discount of up to 100% for low-income households. Southwark Council had to step in to provide this vital help with council tax after the coalition government ended Council Tax Benefit.

10. Council assembly further noted that:
- a. The council's Cost of Living Fund payments of £100 to households facing financial hardship have been a lifeline for thousands of Southwark residents, however this support is not currently funded beyond March 2023.
 - b. The cost of living crisis has been made more acute due to low pay, conditions and job security in some sectors of our economy. Ensuring fair pay and conditions for all, including a living wage, is fundamental to building an economy where everyone can afford the essentials in life.
 - c. Trade unions have a vital role to play in achieving this. Research by the TUC has found that workers who are members of a trade union, on average, receive higher pay than non-members, better sickness and pension benefits, more paid holiday and the right to more flexible working hours. However, public awareness of the benefits of trade union membership is low.
11. Council assembly therefore resolved to:
- a. Extend our help for Southwark residents hardest hit by the cost of living crisis, supporting an additional 20,000 households facing financial hardship with £100 Cost of Living awards, funded from the council's Cost of Living Fund, which will be supplemented by a transfer of £2 million from the Fair Funding Review & Levelling Up reserve.
 - b. Invest £100,000 to launch an older people's food security pilot to tackle food poverty amongst our older residents. This will be funded from the Public Health reserve.
 - c. Establish a new Southwark Living Wage Unit, tasked with doubling the number of Southwark employers who pay at least the London Living Wage to all their staff. Working with the Living Wage Foundation, trade unions and community groups to make the case to employers. This unit will be funded for three years by a one of transfer off £250k over three years from the Economic Risk reserve.
 - d. Champion workers' rights, investing £50,000 to deliver a major public awareness campaign to make sure Southwark residents know their rights at work and the benefits of trade union membership. The fund will be created by transferring balances from the Leaving European Union Risk reserve.

Southwark 2030 fund

12. Council assembly noted:
- a. This council continues to be ambitious for the long-term future of our residents and

borough and is committed to working with local people to set shared ambitions for Southwark and agree shared plans to deliver that change. That is why we have launched Southwark 2030, to bring local people, community groups, businesses and public services together to share ideas and hopes, so we that we can work together to deliver the very best. Hundreds of Southwark residents have already taken part, with many more opportunities for local people to get involved over the coming weeks.

- b. Through the initial sessions, residents have expressed their view that we have made great strides in improving our borough for everyone, driving up standards in education, building thousands of new council homes, and nurturing our parks and open spaces. A recent YouGov poll on Levelling Up also named Southwark as one of only four council areas in Britain where people were most likely to say they felt their local area had improved in recent years. However, in common with the rest of our city we are also a place of contrast. Inequalities in health, housing, income and access to opportunities remain, despite efforts to reduce them. Through two crises – COVID-19 and cost of living – we have seen the disproportionate impact on some of our residents, especially those from Black, Asian and ethnic minority communities, and those on lower incomes. As we look ahead to the future, we – the council, community groups, businesses and local organisations – want our borough to be ready to grasp every opportunity, and strong enough to weather any future crises.

13. Council assembly therefore resolved to:

- a. Use Southwark 2030 to create a bright future for our borough, raising our ambition again on the fairer, greener and safer borough we can deliver together. Setting out a shared vision for Southwark by 2030, and a renewed plan to get there.
- b. Create a £3 million Southwark 2030 Fund to invest in projects that support this vision for our borough. These projects will be inspired by the needs and desires of residents as identified thorough Southwark 2030, turning ideas into reality. This fund will be created by transferring balances from the Leaving European Union Risk reserve (£2.3million) and the London Devolution reserve (£700,000).

Streets for People

14. Council assembly noted:

- a. The council will make our streets safer, greener and healthier so wherever you are travelling across Southwark you can get there easily on foot, public transport or cycle. The climate emergency is one of the biggest challenges we face with transport being the second largest source of carbon emission form our borough. Our recent Climate Emergency Citizens Jury identified ‘making walking great again’ as the number one priority. We will are therefore taking urgent action, putting the environment, carbon reduction, recycling and waste removal at the heart of everything we do as a council to create Streets for People.

15. Council assembly further noted that:

- a. The council is committed to improving air quality and road safety at every Southwark school. Making even more roads outside schools car-free at the start and end of the school day, reducing traffic near schools and providing more green screens, trees and air cleaning.
 - b. We will work with local communities to design safer, greener and healthier streets for walking and cycling, including safer junctions and crossings, prioritising areas with high health inequalities and low car ownership first.
 - c. The Council has been working with residents and businesses to improve the streets of the borough for people.
 - d. To make sure we're listening to everyone who travels in Southwark, we're consulting on our Sustainable Transport Strategy 2022-2026.
 - e. We have made improvements to cycling, and walking routes and improved accessibility for those wheeling by widening pavements, reducing traffic and making cycle lanes safer.
16. Council assembly resolved to:
- a. Invest £2 million from the Highways and Parking Climate Emergency Projects Reserve, in projects to support fairer, greener safer streets with more active travel, safer school journeys, reduced carbon emissions, better air quality, cleaner streets and town centres. Delivering on our commitment to streets for people. This will cover a range of investments to create more spaces for people and make our streets Greener and Safer for everyone in the borough to use. This investment will help to deliver:
 - i. Safer, greener and healthier streets for walking, scooting and cycling
 - ii. Improved air quality and road safety outside Southwark schools, speeding up the roll out of School Streets
 - iii. Equal Pavements that are accessible for all, working with older people, those with disabilities and limited mobility to make sure Southwark's streets are accessible for everyone.
 - iv. A Cycle Friendly Borough, with more opportunities for all communities to have access to a bike and cycle training. Creating a new cycling plan to deliver the infrastructure, storage and network of routes for safe cycling for all that are able.
 - v. Additional resource to consult, design and deliver neighbourhood parking schemes to support Streets for People, freeing up more kerbside for other uses, green spaces and infrastructure
 - vi. Cleaner streets, including enhanced graffiti and fly tipping removal services, capital investment in modern street cleansing equipment, new modern litter

bin infrastructure and more places to recycle

Windrush commemoration fund

17. Council assembly noted:

- a. The council is committed to celebrating the diversity and heritage of our borough, including the contributions of the many migrant communities who have shaped Southwark's history and continue to shape our present and future.

18. Council assembly further noted:

- b. The 75th anniversary of the arrival of MV Empire Windrush at the Port of Tilbury on the Thames marks a seminal moment in our nation's shared history. Southwark is immensely proud of the contributions of generations of people from the Caribbean. Since 2018, the council has been committed to supporting those impacted by the Windrush scandal and has called on the Government to provide support, and ensure this support is taken up by all those affected. The council will hold the Government to account on their promise to pay compensation, and we will continue to do all we can to ensure that this atrocity is never forgotten.

19. Council assembly resolved to:

- a. Announce a new commemoration fund to coincide with the 75th anniversary of the arrival of the Empire Windrush. The £75,000 fund will be used to help our community to celebrate and commemorate the date and the contributions to Southwark made by the Windrush generations and generations of people from the Caribbean. The fund will be created by transferring balances from the Leaving European Union Risk reserve.

2.2 SETTING THE COUNCIL TAX 2023-24

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 (45):

Councillors Suzanne Abachor, Evelyn Akoto, Jasmine Ali, Naima Ali, John

Batteson, Cassandra Brown, Maggie Browning, Sunil Chopra, Stephanie Cryan, Sam Dalton, Helen Dennis, Dora Dixon-Fyle, Esme Dobson, Gavin Edwards, Sabina Emmanuel, Sam Foster, Renata Hamvas, Jon Hartley, Esme Hicks, Emily Hickson, Laura Johnson, Sarah King, Sunny Lambe, Richard Leeming, Richard Livingstone, Alice Macdonald, James McAsh, Kimberly McIntosh, Darren Merrill, Victoria Mills, Portia Mwangangye, Margy Newens, Jason Ochere, Reginald Popoola, Sandra Rhule, Bethan Roberts, Catherine Rose, Martin Seaton, Andy Simmons, Michael Situ, Charlie Smith, Cleo Soanes, Chloe Tomlinson, Kath Whittam, Kieron Williams, and Ian Wingfield.

Against (8):

Councillors Rachel Bentley, Victor Chamberlain, Adam Hood, Hamish McCallum, Graham Neale, Jane Salmon, Emily Tester, and David Watson.

Abstained (0):

Absent (10):

Councillors Ellie Cumbo, Natasha Ennin, Barrie Hargrove, Ketzia Harper, Nick Johnson, Maria Linforth-Hall, Alice Macdonald, Leo Pollak, Joseph Vambe and Irina von Weise.

The Mayor declared that the substantive motion was carried.

RESOLVED:

1. That the 2023-24 Southwark element of the council tax for band D properties in Southwark, including an increase of 2.99% be set at **£1,258.78** (appendix B of the report).
2. That the 2023-24 formal resolution for Southwark council taxes in 2023-24 be approved (appendix A of the report).
3. That no discount be applied to properties in the former parish of St Mary Newington for 2023-24.
4. That no discount be applied to properties in the former parish of St Saviour's for 2023-24.
5. That council assembly noted the Greater London Authority (GLA) proposal to set a precept level of **£434.14** at band D, which the GLA will consider on 23 February 2023 (appendix C of the report).
6. That the existing local war disability and war widow/widowers' schemes for housing benefit be continued in 2023-24.

7. That council assembly established a council tax setting committee, to set the council tax for the year 2023-24, in accordance with section 67(3) of the Local Government Finance Act 1992, and agreed the role and functions, matters reserved and political composition (appendix D of the report).
8. That council assembly appoints Councillors Stephanie Cryan, Jane Salmon, Rachel Bentley, Dora Dixon-Fyle, Catherine Rose, Martin Seaton and Kieron Williams to serve on the council tax setting committee.
9. That council assembly appoints Councillor Stephanie Cryan as chair and Councillor Jane Salmon as vice-chair of the council tax setting committee.
10. The special council tax setting committee will meet on Friday 24 February 2023. This will allow council tax notices to be issued in line with the normal statutory timetable.

2.3 CAPITAL STRATEGY AND TREASURY MANAGEMENT STRATEGY 2023-24

Councillor Stephanie Cryan, cabinet member for communities, equalities and finance, formally moved the report.

The recommendations contained within the report were put to the vote and declared to be carried.

RESOLVED:

That council assembly noted:

1. The significant movements in the macro-economic environment and financial markets worldwide in 2022-23 and that this will require a reset of the council's Treasury Management Strategy.
2. 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.
3. That council assembly approved:
 - a. The Capital Strategy 2023-24 at Appendix A of the report
 - b. The Treasury Management Strategy Statement 2023-24 at Appendix B of the report
 - c. The Investment Management Strategy 2023-24 at Appendix C of the report

- d. The Minimum Revenue Provision Statement 2023-24 at Appendix D of the report
- e. The Prudential Indicators for 2023-26 at Appendix E of the report.

3. **AMENDMENTS**

Amendments are set out in supplemental agenda no. 2.

The meeting closed at 9.30 pm.

CHAIR:

DATED:

Item No. 3.2	Classification: Open	Date: 22 March 2023	Meeting Name: Council Assembly
Report title:		Motion on the Theme: Safer Southwark Communities	
Ward(s) or groups affected:		All	
From:		Proper Constitutional Officer	

BACKGROUND INFORMATION

The theme for this meeting is Safer Southwark Communities.

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 Dora Dixon-Fyle, Cabinet Member for Community Safety and Councillor Catherine Rose, Cabinet Member for Leisure, Parks, Streets and Clean Air

1. This council notes:

Safe Streets

- a. The council is committed to ensuring that Southwark is a safe place for everyone, young and old. We are working to make our streets and estates safer, cleaner and greener, with more community safety wardens, upgraded lighting and more CCTV. We work with our communities to prevent and reduce abuse, crime and anti-social behaviour, protecting everyone.
- b. The council is committed to launching a £2 million antisocial behaviour task force to provide a highly visible presence to tackle crime and anti-social behaviour hotspots, with more community safety wardens. Work has started on the creation of the task force, commencing recruitment for more community wardens, increasing the number of targeted patrols for crime and anti-social behaviour. This task force will be mobile, able to respond to incidents on estates, in town centres and anywhere they are needed.

- c. Southwark Council has invested in CCTV, increasing the operator capacity by 20%.
- d. The council has carried out over 900 weapon sweeps in the past 12 months.
- e. The council investing in better and more reliable lighting on our streets, over 7,000 lamppost columns have been upgraded to LED lighting.
- f. The council is working with the community to identify areas that will benefits from enhanced lighting.
- g. The council welcome the national Labour party's commitment to five missions for a better Britain, including making Britain's streets safe.
- h. The council has an ongoing commitment to and ambition for, healthier neighbourhoods, cleaner air and safer roads
- i. In December 2022, the council launched 'Streets for People' a bold plan for the transformation of our streets, making it safer to walk & cycle and to make our air healthier to breath.
- j. At last month's council assembly, an additional £2million was announced to make Southwark streets safer, greener and healthier. This included investment into enhanced graffiti removal & fly tipping removal services.

Tackling Violence against women

- k. Southwark Council is committed to ending misogyny and harassment of, and violence against, women. Working with women and men to find solutions to these deep rooted issues. We will challenge ourselves, our partners and men, to take action as allies, so women can live free from violence, abuse and fear.
- l. We will challenge misogyny and take a zero-tolerance approach to violence against women and girls. Always putting victims and survivors first. Girls and women experience harassment every day from boys and men. Staring, unwelcome comments, and jokes of a sexual nature are harassment. These seemingly small acts can grow into violence and abuse.
- m. On last year's White Ribbon Day (25 November), Southwark Council unveiled a new campaign tackling misogyny in the borough. The council's campaign 'Through Her Eyes', has been viewed online over 400,000 times, and has been shortlisted for Campaign of the Year at this year's Local Government Chronical Awards.
- n. During 21/22, the council undertook our first Public Women's Safety Survey, asking residents, workers and visitors to Southwark about safety in the borough; how safe they feel, when and where they do not feel safe. This information along with Police Violence Against

Women and Girls (VAWG) crime data identified 5 areas in the borough which are disproportionately impacted by VAWG. A number of interventions were deployed to reduce crime and improve women's safety in these areas. This included Environmental Visual Audits identifying environmental factors such as lighting which could be removed/improved to make the areas safer.

- o. Southwark have established a network safe havens at businesses in known harassment hotspots where women and other vulnerable people can access safety and support when in need at night-time, staff in these businesses have received training to administer support.
- p. The council have to developed the Safe Spaces Initiative which is now operational in 47 venues, comprising of Children and Family Centres, Secondary and Primary Schools and other community venues.
- q. While the council will continue to provide safe space for women, we are also committed to tackling the root cause of violence against women and girls. We believe women and girls should be able to walk our streets without fear or intimidation. It is not for them to adapt their behaviour, to avoid unwanted attention from men and to feel safe.

Growing up free from crime

- r. The council is committed to working with young people to end youth violence, and ensure you can live your life free from crime as you grow up in our borough. The council works to end youth violence, putting young people, victims and their families at the heart of our community safety work. Our Community Harm and Exploitation Hub continues to engage with young people and their families. These are young people who have been involved in or victims of gangs, county lines and/or serious youth violence.
- s. The council's Youth Justice Service works closely with young people aged 11 – 18 year olds who have either, committed or who are at risk of committing an offence. A thematic review of the services at the height of the Covid-19 pandemic from the HMPPS and MoJ - commended the YJS service as a national exemplar. Praising the Southwark multi agency team for going over and above to support young people to successfully improve their life chances and to them from reoffending.
- t. The council is leading the way with an innovative Youth Independent Advisory Group. This group works with the police to understand the perspective of those subject to Stop and Search, training officers to understand the perspective of young people on anything relating to policing.
- u. Southwark council believes that the best way for young people in our borough to grow up free from crime is to ensure that they have

support and opportunities. That is why Southwark's Youth New Deal, is putting young people at the heart of how we deliver services, delivering employment opportunities, providing mental health support, giving young people a voice and creating a positive future. We want to make sure no young person is left behind.

- v. Southwark works is a free employment support service for residents of all ages, experiences and backgrounds. It offers one to one support to help find a new job or a better job The Southwark post 16 service provides advice and guidance for residents aged 16 or 17-year-old who are not in education, employment or training.
- w. The Nest in Southwark provides free mental health and wellbeing support for young people aged 13 – 25. This supports young people and their families with the opportunities, experiences and tools to enable them to develop their emotional and social skills through one-to-one and group work.
- x. Southwark Youth Parliament supports the council's engagement with young people, as they lead on developing exciting and empowering ways of addressing priority issues that matter most to young people in Southwark.
- y. The Council launched the Positive Future For Young People Fund, part of the council's Youth New Deal. The Youth New Deal is committed to raise the profile of services in Southwark so that every young person have positive lives now and in the future.

Working effectively with the police

- z. We know that in order to work effectively with the police we also need to challenge them to rebuild trust with our communities, especially with women and Black and minority ethnic residents.
- aa. The council is extremely concerned by the Baroness Casey Review into the Metropolitan Police's culture and standards, which highlights serious issues in the Met that must be addressed.
- bb. The council facilitates Walk and Talk sessions, targeted in specific areas identified through local intelligence. There has been a renewed launch of these to increase trust and confidence in the local police.

2. The Council resolves to:

Safe Streets

- a. Ensure the Council's anti-social behaviour task force has a significant impact on reducing crime, crime hotspots and anti-social behaviour, making Southwark residents feel safe.

- b. Campaign with the Mayor of London to fully reverse damaging police cuts. The Conservatives have cut £1 billion from London's policing budget.
- c. Continue to invest in our CCTV network, and explore the options for the installation of HD cameras.
- d. Continue to make our streets safer, greener and healthier so wherever you are travelling across Southwark you can get there easily and safely on foot, bike or public transport.
- e. In order to deliver on Vision Zero, a strategy to eliminate all traffic fatalities and severe injuries, while increasing safe, healthy, equitable mobility for all, call on the Government to give local authorities the power of civil enforcement to tackle speeding on our roads, and the resources and powers to increase road safety.
- f. Call on the Government to grant local authorities additional powers to set the fines for graffiti and fly tipping, so that councils can increase the resource that goes into keeping our streets clean and safe.

Tackling Violence against women

- g. Build on the success of the Safe Spaces programme and expand the programme into an even greater number of venues.
- h. Establish a ground-breaking Women's Safety Centre, so women experiencing violence or abuse can access all the support they need in one place and online.
- i. Encourage even more business to sign up to the council's already established women's safety charter.

Working with the Met

- j. Following the Baroness Casey review, challenge the Metropolitan Police Service ("the Met") to work with women and our Black, Asian and Minority ethnic communities to rebuild trust and confidence in the Met.
- k. We will work with the local community and police to ensure stop and search is used fairly.
- l. Build on the brilliant work of the Youth Independent Advisory Group, to create the opportunity for other groups to review and challenge policing practices constructively
- m. Work with the Mayor of London to implement the Transparency, Accountability and Trust in Policing Action Plan to:

- i. deliver better use of police powers,
- ii. make Black communities safer,
- iii. create a police service that better represents and understands Black communities, and
- iv. hold the police to account for what they do.

BACKGROUND DOCUMENTS

Background Papers	Held At	Contact
Cabinet members Motion	Constitutional Team 160 Tooley Street London SE1 2QH	Constitutional Team Constitutional.Team@southwark.gov.uk

AUDIT TRAIL

Lead Officer	Chidilim Agada, Head of Constitutional Services
Report Author	Virginia Wynn-Jones, Principal Constitutional Officer
Version	Final
Dated	10 March 2023

Agenda Item 5.1

Lab/LD

Item No. 5.1	Classification: Open	Date: 22 March 2023	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.

Lab/LD

1. QUESTION TO THE LEADER OF THE COUNCIL FROM COUNCILLOR SABINA EMMANUEL

Can the Leader of the Council please tell us more about the Southwark 2030 listening events that have been taking place since the start of the year?

2. QUESTION TO THE LEADER OF THE COUNCIL FROM COUNCILLOR EMILY TESTER

Southwark Council has taken an unacceptable amount of time to make a decision on the future of Maydew House. It has been empty for over seven years, leaving the residents of Abbeyfield Estate living on a building site. The estate has become less safe and a far less pleasant place to live as a direct result of Southwark's failures. Can the council outline how it will ensure residents are never left waiting this long for a vital decision again? What lessons has the council learned from this failure?

3. QUESTION TO THE LEADER OF THE COUNCIL FROM COUNCILLOR KETZIA HARPER

How will the Land Commission change the way we think how we use land for the benefit of local people?

4. QUESTION TO THE LEADER OF THE COUNCIL FROM COUNCILLOR IRINA VON WIESE

Southwark's small local businesses suffer from the double whammy of lower demand due to the cost of living crisis and higher costs due to increased rents and higher utility bills. I therefore welcome the intention of the Council to 'nurture our home-grown businesses as much as possible, especially those headed up by people from underrepresented groups'. Can the leader of the council please explain, in this context, how it was possible that virtually all local providers of tennis coaching – all of them experienced, highly skilled and well loved by local communities for many years – have been excluded from a recent license renewal in favour of one large, corporate provider – the National Tennis Association, based in Norfolk – with no connection to Southwark?

5. QUESTION TO THE LEADER OF THE COUNCIL FROM COUNCILLOR JOSEPH VAMBE

Can the leader of the council outline what Southwark Council will be doing to mark Hate Crime Awareness Week?

6. QUESTION TO THE LEADER OF THE COUNCIL FROM COUNCILLOR ADAM HOOD

Voter ID requirements brought in by the Elections Bill 2022 will act as a barrier to political participation for many, especially some of the most vulnerable groups. Will the council commit to the lobbying central government to scrap voter-ID requirements ahead of the next elections? Will the council then go further in

Lab/LD

showing its commitment to democratic representation by lobbying for a proportionally representative voting system in UK general elections?

7. QUESTION TO THE LEADER OF THE COUNCIL FROM COUNCILLOR ANDY SIMMONS

Would the Leader be able to give an update on the Dulwich Upper Wood retaining wall?

8. QUESTION TO THE LEADER OF THE COUNCIL FROM COUNCILLOR MARIA LINFORTH-HALL

Fly-tipping on our streets and estates has huge negative social, environmental and economic impacts on communities in Southwark. Councillors receive countless reports of illegal dumped waste every day from exasperated residents. Despite this, the amount of fines given for fly-tipping offenses has actually decreased since 2018. Does the council agree that it must increase enforcement of these fines in order to act as an effective deterrent to fly-tipping? How does the council plan to increase enforcement of fly-tipping offenses?

9. QUESTION TO THE LEADER OF THE COUNCIL FROM COUNCILLOR JON HARTLEY

What were the key topics discussed at the recent Climate Conference?

10. QUESTION TO THE LEADER OF THE COUNCIL FROM COUNCILLOR RACHEL BENTLEY

In July last year, Southwark voted to approve the Councils for Fair Tax Declaration and join other boroughs in standing up for responsible tax conduct. What tangible steps has the council made towards ensuring Southwark is a fair tax borough? What steps will the council be taking to ensure Southwark is a fair tax borough?

11. QUESTION TO THE LEADER OF THE COUNCIL FROM COUNCILLOR ESME HICKS

Can the Leader tell us about the cultural together fund, which was open for application in January and February this year, and how this grant will support Southwark's arts and culture organisation?

12. QUESTION TO THE LEADER OF THE COUNCIL FROM COUNCILLOR JANE SALMON

Tenants and residents' associations throughout Southwark have raised serious concerns about anti-social behaviour and publicly criticised the response from the Southwark Anti-Social Behaviour Unit (SASBU). How is the council going to ensure that residents feel safe on our streets and our estates? Can the council provide an update on the recruitment of community wardens, including how many have been recruited so far and how many will be recruited by the end of this year?

Lab/LD

13. QUESTION TO THE LEADER OF THE COUNCIL FROM COUNCILLOR GAVIN EDWARDS

On 14 July 2021, responding to a question at council assembly, Nunhead and Queen's Road Ward Councillors asked about a crossing at over Evelina Road (near Kimberley Avenue).

In the Cabinet Member's answer, we were informed 'Our top priority is to work swiftly in relation to improving safety at this junction and ensure there are safe crossing points along Evelina Road. As a result, our Highways team recently arranged for traffic, pedestrian and junction counts to be conducted at the junction of Kimberley Avenue and Evelina Road. The Highways team are in the process of producing a full technical note with recommendations to improve safety. This is likely to include a proposal for a pedestrian crossing near the new Co-op on Evelina Road, as well as additional traffic calming measures in response to complaints of speeding along this specific stretch of road.'

This crossing has yet to be implemented. This continues to be a place in desperate need of this crossing. Can we have a date for the implementation of this crossing?

14. QUESTION TO THE LEADER OF THE COUNCIL FROM COUNCILLOR NICK JOHNSON

The Thames Footpath by Odessa Wharf has been closed for many years. Cabinet had approved the budget to re-open the path but have since not commissioned any work on the site. Access to the Thames is a fundamental right of all citizens and its loss is sorely missed.

Can the Leader reaffirm the council's commitment to re-opening the Thames Footpath by Odessa Wharf in SE16 and commit to a timeframe for its re-opening?

15. QUESTION TO THE LEADER OF THE COUNCIL FROM COUNCILLOR HAMISH MCCALLUM

Free activities for babies, toddlers and children across Bermondsey and Rotherhithe have become massively over-subscribed, resulting in numerous parents being turned away every session. How does the council plan to increase capacity for these popular activities? Will the council establish a Family Hub in or around Southwark Park as called for by the local online community of parents 'Chatty Dads and Chatty Mums'? Will the council expand Rotherhithe Children's Centre to provide additional activities sessions?

16. QUESTION TO THE CABINET MEMBER FOR COMMUNITIES, EQUALITIES AND FINANCE FROM COUNCILLOR SAM FOSTER

How much support has been issued to residents via the community referral service?

Lab/LD

17. QUESTION TO THE CABINET MEMBER FOR COMMUNITIES, EQUALITIES AND FINANCE FROM COUNCILLOR ELLIE CUMBO

What support is the council giving to residents given the expected rise in the energy price cap?

18. QUESTION TO THE CABINET MEMBER FOR COMMUNITIES, EQUALITIES AND FINANCE FROM COUNCILLOR NAIMA ALI

Can the cabinet member outline what preparation we are making for the new Voter ID requirements?

19. QUESTION TO THE CABINET MEMBER FOR COMMUNITIES, EQUALITIES AND FINANCE FROM COUNCILLOR VICTOR CHAMBERLAIN

Every year, LGBTQ+ charity Stonewall publishes a list of the [top 100 employers for LGBTQ+ inclusivity in the workplace](#). Last month, the 2023 top 100 was published and Southwark Council, despite representing the fourth largest LGBTQ+ population in the UK, was not on it. Southwark Liberal Democrats have asked numerous times for Southwark to aim to be on this list and been given assurances by cabinet members that this was a shared aim. Why, despite these assurances, has Southwark failed to be included in the top 100 employers for LGBTQ+ inclusivity? How is Southwark going improve sufficiently to ensure that it is included in the top 100 for 2024?

20. QUESTION TO THE CABINET MEMBER FOR COMMUNITIES, EQUALITIES AND FINANCE FROM COUNCILLOR GRAHAM NEALE

Southwark produces a large volume of written materials for internal and external communications. Much of this material does not meet the standards set by the [dyslexia friendly style guide](#) produced by the Dyslexia Society and, therefore, potentially excludes people with dyslexia. Does the council agree that Southwark must endeavour to be inclusive to all groups, including those with dyslexia? Will the council commit to producing a house-style that conforms to the dyslexia friendly style guide from the dyslexia society?

21. QUESTION TO THE CABINET MEMBER FOR COMMUNITIES, EQUALITIES AND FINANCE FROM COUNCILLOR SAM DALTON

What is the council doing to promote digital inclusion in the borough, including to improve digital infrastructure, and what is it doing to ensure that residents can fully access opportunities and services provided by the council if they are not online?

22. QUESTION TO THE CABINET MEMBER FOR COMMUNITIES, EQUALITIES AND FINANCE FROM COUNCILLOR DAVID WATSON

How much has Southwark council spent on 'Southwark 2030' so far? Specifically, how much has been spent on consultancy staff and communications (including graphic design and branding) in relation to 'Southwark 2030' and how much is projected to be spent over the course of the consultation?

Lab/LD

23. QUESTION TO THE CABINET MEMBER FOR HEALTH AND WELLBEING FROM COUNCILLOR LAURA JOHNSON

Can the cabinet member let us know how many residents used the warm hubs and what lessons were learned from the delivery of this service?

24. QUESTION TO THE CABINET MEMBER FOR HEALTH AND WELLBEING FROM COUNCILLOR BARRIE HARGROVE

Food insecurity is shamefully an ever increasing problem in Tory Britain. What work has been done with the voluntary sector to tackle food insecurity in Southwark?

25. QUESTION TO THE CABINET MEMBER FOR HEALTH AND WELLBEING FROM COUNCILLOR ESME DOBSON

The council has recently implemented the residential care charter; can you update us on how many residential homes have signed up?

Item No. 5.2	Classification: Open	Date: 22 March 2023	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 VICTOR CHAMBERLAIN (Seconded by Councillor Emily Tester)

Tackling Second Homes with Council Tax Premiums

1. Council assembly notes that:
 - a. The UK is in the midst of a housing crisis.
 - b. As of 1 February 2023, Southwark had 17,509 residents on the housing waiting list.
 - c. While thousands in our borough wait years for decent accommodation, those with means continue to buy up properties, reducing the housing supply even further and exacerbating housing inequality.
 - d. To the detriment of ordinary residents, Southwark has become fertile ground for the development of ‘investment properties’ – destined to be second homes for, or left empty by, the lucky few who can afford them.
 - e. British Land is advertising ‘The Founding’ in Canada Water as “the next big thing for investors eyeing residential property in London” at expos in China and Singapore. This is a flagrant insult to the thousands in our Borough who cannot find a decent home.
 - f. Central government and local authorities must do what they can to discourage the ownership of second homes and, in turn, the cynical prioritisation of ‘investment properties’ over affordable homes by developers.
2. Council assembly further notes that:
 - a. Councils will be granted additional powers by central government to tackle second homes.
 - b. Clauses 73 of the Levelling Up and Regeneration Bill will allow councils to charge an additional 100% council tax premium on second homes.
 - c. These additional powers will discourage purchase of second homes and bring in additional revenue for the council.
 - d. Southwark must ensure residents now that it will use these new powers to the full effect as soon as they are implementable.
3. Council assembly resolves to:

- a. Implement the full council tax premium for second homes (as outlined in clause 73 of the Levelling Up and Regeneration Bill) as soon as it is legally permitted.
- b. Use any additional revenue from the premium to improve customer services for residents in council properties who are facing a crisis of disrepair.
- c. Lobby central government to introduce further legislation allowing councils to impose higher council tax premiums on empty and second homes.

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

2. MOTION FROM COUNCILLOR STEPHANIE CRYAN (Seconded by Councillor Natasha Ennin)

This Council commits to being a Diverse Council

1. Council Assembly notes:
 - a. Councillors represent their community and it is important that they reflect the diversity within their communities, particularly those with protected characteristics (age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, sexual orientation).
 - b. Diversity in representation makes for good decision making.
 - c. The work of Baroness Debbie Wilcox of Newport and the Co-operative Party in developing a Declaration for councils aimed at increasing diversity in local government.
 - d. The council has already adopted a parental leave policy setting out members' entitlement to maternity, paternity, shared parental and adoption leave and relevant allowances.
2. This Council resolves to:
 - a. Provide a clear public commitment to improving diversity in democracy by signing up to the Co-operative Party's Diverse Councils Declaration.
 - b. Demonstrate an open and welcoming culture to all, promoting the highest standards of behaviour and conduct.
 - c. Set out a local Diverse Council Action Plan ahead of the next local elections. Including:

- i. Encourage each political group to appoint Diversity Ambassadors to work with each other and local party associations to encourage recruitment of candidates from under-represented groups.
 - ii. Encourage and enable people from under-represented groups to stand for office through the provision of activities such as mentoring and shadowing programmes and information and learning events for people interested in standing as official candidates.
 - iii. Proactive engagement and involvement with local community groups and partner organisations supporting and representing under-represented groups
 - iv. Encourage each political group to ensure that all members and candidates complete a candidates' and councillors' survey distributed at election time.
 - v. Encourage each political group to set ambitious targets for candidates from under-represented groups at the next local elections.
- d. Work towards the standards for member support and development as set out in the LGA Councillor Development Charter and/or Charter Plus.
- e. Demonstrate a commitment to a duty of care for councillors by:
- i. providing access to counselling services for all councillors having regard for the safety and wellbeing of councillors whenever they are performing their role as councillors.
 - ii. taking a zero-tolerance approach to bullying and harassment of members including through social networks.
- f. Provide flexibility in council business by:
- i. regularly reviewing and staggering meeting times
 - ii. encouraging and supporting remote attendance at meetings, where physical attendance is not a legal requirement
 - iii. agreeing recess periods to support councillors with caring or work commitments.
- g. Encourage all members take up the allowances and salaries to which they are entitled, particularly any reimbursement for costs of

care, so that all members receive fair remuneration for their work and that the role of member is not limited to those who can afford it.

- h. Ensure that councillors from under-represented groups are represented whenever possible in high profile, high influence roles.

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

3. MOTION FROM COUNCILLOR ADAM HOOD (Seconded by Councillor Irina von Wiese)

One year on, Southwark stands with Ukraine

1. Council assembly notes that:
 - a. On 24 February 2022, Vladimir Putin commenced his illegal invasion of the sovereign state of Ukraine.
 - b. Within this unprecedented humanitarian crisis, over 8,000 people have died and more than 8,000,000 have been forced to flee their country as refugees.
 - c. The whole United Kingdom, from local authorities to central government, must continue to stand in unwavering support of Ukraine and in explicit condemnation of Vladimir Putin's illegal invasion.
2. Council assembly welcomes that:
 - a. One year ago, a cross-party motion expressed Southwark's support for Ukraine in the face of Russian aggression.
 - b. Southwark is a borough of sanctuary for refugees and has welcomed over 450 refugees since the invasion began.
3. Council assembly further notes that:
 - a. Southwark's public support for Ukraine is undermined by its continued use of Veolia as its main waste contract partner.
 - b. Veolia has continued to operate in Russia while receiving over £100m in British taxpayer money through government, NHS and local government contracts.
 - c. The Ukrainian Foreign Ministry named Veolia as one of the 50 international companies that are still operating in Russia and funding Russian war crimes.
4. Council assembly resolves to:

- a. Inform Veolia that, if it does not immediately cease all operations in Russia, Southwark Council may begin the process of finding a new waste management partner for the borough.
- b. Unilaterally condemn, on behalf of all elected members of Southwark Council, the cruel, criminal and unprovoked aggression of Vladimir Putin and Russia against Ukraine.

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 Portia Mwangangye)

RSPCA: Pets as Prizes

1. This Council:
 - a. Is concerned about the number of cases reported to the RSPCA each year, regarding pets given as prizes via fairgrounds, social media and other channels in England - and notes the issue predominantly concerns goldfish.
 - b. Is concerned for the welfare of those animals that are being given as prizes.
 - c. Recognises that many cases of pets being given as prizes may go unreported each year.
 - d. Supports a move to ban the giving of live animals as prizes, in any form, in Southwark.
2. The Council agrees to:
 - a. Ban outright the giving of live animals as prizes, in any form, on Southwark land.
 - b. Write to the UK Government, urging an outright ban on the giving of live animals as prizes on both public and private land.

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

5. MOTION FROM COUNCILLOR RACHEL BENTLEY (Seconded by Councillor Graham Neale)

Local Climate Action Bonds for Southwark

1. Council assembly notes that:

- a. Southwark Council must prioritise tackling the climate emergency, dedicating sufficient funding and investment in positive policies that reduce emissions, improve air quality and promote biodiversity protection in Southwark and across the globe.
 - b. The Southwark Citizen's Jury on Climate showed us all the pivotal role the local community can and must take in the council's climate strategy.
 - c. Launching a 'Local Climate Action Bond' scheme can further democratise Southwark's approach to tackling the climate emergency.
 - d. A Local Climate Action Bond is a type of Community Municipal Investment that allows residents, from Southwark or elsewhere, to invest their money in specific income generating projects that benefit the local community and have a positive climate impact.
 - e. Investors can choose to give back the interest on their investments to fund smaller, non-income generating projects such as wildflower meadows.
2. Council assembly further notes that:
- a. The UK's first Community Municipal Investment in West Berkshire raised £1m which was used in part to fund solar panel installation on public buildings.
 - b. Neighbouring Lewisham has just launched its own Climate Action Bond, aiming to raise £1m for local climate initiatives.
 - c. Islington, Camden and local authorities around the UK have funded similar projects through launching Community Municipal Investment using the 'Abundance Investment' platform.
3. Council assembly resolves to:
- a. Launch Southwark's own Local Climate Action Bond through the Abundance Investment platform or a similar platform.
 - b. Using multi-ward forums, consult with residents to determine which projects would bring the most benefit to each local community.
 - c. Reinvest any returned interest in socially and environmentally positive schemes around Southwark.

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	Constitutional Team Constitutional.Team@southwark.gov.uk

AUDIT TRAIL

Lead Officer	Chidilim Agada, Head of Constitutional Services
Report Author	Virginia Wynn-Jones, Principal Constitutional Officer
Version	Final
Dated	3 March 2023

Item No. 6.1	Classification: Open	Date: 22 March 2023	Meeting Name: Council Assembly
Report title:		Adjustment of member allowances in line with the national local government officer pay settlement 2022-23 and Member Allowances Scheme 2023-2024	
Ward(s) or groups affected:		All	
From:		Constitutional Steering Panel	

RECOMMENDATIONS

1. That council assembly approve with immediate effect (back dated to 1 April 2022), the adjustment of member allowances in line with the national local government officer pay settlement and allowances for officers 2022-2023, as detailed in paragraphs 20 to 22 of this report.
2. That council assembly approve, with effect from 1 April 2023, the member allowances scheme for 2023-2024 as detailed in paragraphs 20 to 29 and Appendix 2 of this report, having had regard to the advice of the London Councils Independent Remuneration Panel Report 2022 (see Appendix 1).

BACKGROUND INFORMATION

Legal background

3. 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.
4. 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 section 19 of the Regulations, when making or amending a scheme, the council is required to have regard to the recommendations of an Independent Remuneration Panel (IRP).
5. 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.
6. 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

7. 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.
8. The proposed member allowances scheme for 2023-2024 is based on the current scheme, which was adopted by council assembly on 23 March 2022 for 2022-2023. 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 2022 report. The IRP usually produces a report every 3 to 4 years. The attached Appendix 1 was produced in 2022. The report indicates they are doing a further investigation in 2022-23 with a view to reporting in the latter part of 2023.
9. The proposed scheme for 2023-2024 maintains the following allowance arrangements previously agreed:
 - On 13 July 2022, council assembly agreed a revision to the scheme with regard to setting out members' entitlement to maternity, adoption and shared parental leave and relevant allowances.
 - On 12 July 2017, council assembly agreed a revision to the scheme with regard to arrangements for payment and leave made during periods of absence for members in receipt of special responsibility allowances.
 - 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.
10. 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.
11. 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.
12. 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 2022

13. 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, 2018 and 2022. The regulations require a review of the scheme every four years as a minimum. The 2022 report is the current review. A full copy of the report is set out in Appendix 1.

Basic and special responsibility allowances

14. The principle of pegging the basic allowance and special responsibility allowances (SRA) 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.
15. The member allowances scheme, paragraph 38, 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
16. In 2021-22, the outcome of the local government pay settlement was for a 1.75% increase for most staff, payable from 1 April 2021 to 31 March 2022. This was applied to members.
17. For 2022-2023, the local government pay settlement offer was a fixed sum rather than a percentage increase. London Councils advised all London Boroughs that it had been appraised by the Head of London Regional Employers Organisation that the fixed sum equates to an uplift of 4.04% across all allowances. London Councils recommended that boroughs also use the 4.04% uplift for their member allowances for 2022-23. It is of course up to each borough to determine the allowances it pays to member.
18. The 2023-24 local government pay settlement has not yet been negotiated. The National Employers are proposing a flat rate (rather than percentage) increase again. This proposal is subject to agreement with trade unions, but assuming it is agreed, we will be in a very similar position for the 2023/24 member allowances. In accordance with Southwark's member allowance scheme, allowances will be increased in line with any agreed outcome.
19. The scheme has been drafted on the basis that the council still wishes to pay the current basic and special responsibility allowances.

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

PROPOSED CHANGES TO CURRENT SCHEME

Local government pay settlement

20. A 4.04% increase recommended by London Councils does not fully reflect staff pay in London, including the London weighting. At Southwark, the 2022-23 pay settlement increase equates to a 5.95% percent increase across all officer grades.
21. It is proposed that changes be agreed as follows:
- Increase the total budget for all councillor allowances by 5.95%, equal to the staff pay settlement increase
 - Uplift the basic allowance for all councillors by 5.95%; also to be applied to licensing sub-committee payment and co-optees' annual allowance
 - Increase the total budget for special responsibility allowances (SRAs) by 5.95%
 - Use this to fund both: a 2.91% increase to all SRAs, and the proposed revaluing of some SRAs (as detailed in paragraphs 27 and 28 of this report).
22. In line with the local government pay settlement 2022-23, the changes will be backdated to 1 April 2022.

Payment to cabinet members for loss of office

23. On 16 March 2016, and amended in March 2019, council assembly agreed an addition to the scheme to include payment to cabinet members for loss of office. This is to cease.

Basic allowance

24. A basic allowance is paid to all councillors in recognition of their commitment to attend formal meetings of the Council as well as meetings with officers and constituents. The basic allowance is intended to cover any incidental costs which may arise.
25. Each councillor will be entitled to claim a basic allowance of £12,736 per annum (this includes the 5.95% uplift), which is payable monthly via the Council's payroll.

Special responsibility allowance

26. A special responsibility allowance (SRA) is payable in addition to the basic allowance to those councillors that are given significant additional Council duties.
27. It is recommended that the following changes are made to the current SRAs:

- Revalue band 1b at £6,311, half way between 1a and 1c (currently £8,211)
 - Revalue band 2b to £24,025 (currently £25,665; £26,412 with the 2.91% uplift)
 - Create an allowance for vice chair of planning committee at Band 1a
 - Regrade the community champion role to the new 1b
 - Regrade the deputy mayor role to the new 1b (currently 1c)
 - Regrade the deputy cabinet member to 1c (currently 1a)
 - Regrade the chair audit, governance and standards committee to the new 1b (currently 1a)
 - Regrade the chair of planning committee and chair of licensing committee to 2b (currently 2a)
28. The above changes will be achieved at cost zero to the current member allowances budget:
- The SRAs for community champions and the deputy mayor has been reduced.
 - It is proposed to delete one planning sub-committee therefore one planning sub-committee chair SRA instead of two. It is also proposed to have two main planning committees, where the chair sits on both, with a new SRA for a vice chair who also sits on both. (Note: The changes to committees and membership will be established at the annual meeting in May as part of the establishment of committees and panels report).
 - Band 2b has also been reduced in value to fund these changes.
29. The revised member allowances payments for 2023-2024 (i.e. from 1 April 2023) are as follows:

Basic allowance	
All councillors	£12,736

Licensing sub-committee	
Per meeting	£140.57

Independent persons and co-optees (i.e. statutory co-optees to the education committee)	
Annual allowance (paid monthly)	£1,275

Band 1a	SRA
Vice-chair overview & scrutiny committee	£3,235
Vice chair of planning committee	£3,235
Deputy leader majority opposition	£3,235
Leader minority opposition	£3,235
Opposition whip	£3,235
Band 1b	
Community champion	£6,495
Deputy Mayor	£6,495
Chair audit and governance committee	£6,495
Band 1c	
Scrutiny commission chair	£9,753
Planning sub-committee chair	£9,753

Deputy cabinet member	£9,753
Band 2a	
Chief whip	£16,866
Leader majority opposition	£16,866
Band 2b	
Mayor	£24,025
Chair overview & scrutiny committee	£24,025
Chair planning committee	£24,025
Chair licensing committee	£24,025
Band 3	
Cabinet member	£39,218
Deputy leader	£39,218
Band 4	
Leader	£58,427

30. Our current member allowances payments (1 April 2022 to 21 March 2023):

Basic allowance	Current	5.95% increase
All councillors	£12,021	£12,736

Licensing sub-committee	Current	5.95% increase
Per meeting	£132.68	£140.57

Co-optees (i.e. statutory co-optees to the education committee) and Independent persons	Current	5.95% increase
Annual allowance (paid monthly)	£1,203	£1,275

Band 1a	SRA	2.91% increase
Chair audit & governance committee	£3,144	£3,235
Deputy leader majority opposition	£3,144	£3,235
Leader minority opposition	£3,144	£3,235
Opposition whip	£3,144	£3,235
Vice-chair overview & scrutiny committee	£3,144	£3,235
Deputy cabinet member	£3,144	£3,235
Band 1b		
Community champion	£8,211	£8,450
Band 1c		
Deputy Mayor	£9,477	£9,753
Scrutiny commission chair	£9,477	£9,753
Planning sub-committee chair	£9,477	£9,753
Band 2a		
Chair planning committee	£16,389	£16,866
Chair licensing committee	£16,389	£16,866
Chief whip	£16,389	£16,866
Leader majority opposition	£16,389	£16,866
Band 2b		
Mayor	£25,665	£26,412
Chair overview & scrutiny committee	£25,665	£26,412

Band 1a	SRA	2.91% increase
Band 3		
Cabinet member	£38,109	£39,218
Deputy leader	£38,109	£39,218
Band 4		
Leader	£56,775	£58,427

Policy framework implications

31. This report is not considered to have direct policy implications.

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

32. 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. This report is not considered to have direct community, equalities (including socio-economic) and health impacts.

Climate change implications

33. There are no immediate climate change implications arising from this report.

Legal implications

34. 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 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).

35. 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.

Financial implications

36. The member expenditure budget makes provision for the basic allowance and special responsibility allowances. Additional costs arising from the local government pay settlement will be met from existing base budget and will not result in a budget pressure for the council.

Consultation

37. Consultation has been undertaken with the group whips.

BACKGROUND DOCUMENTS

Background Papers	Held At	Contact
Member Allowances Scheme, Southwark Constitution: https://moderngov.southwark.gov.uk/documents/s100490/Members%20Allowances%20Scheme_October%202020.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 2022
Appendix 2	Amended Southwark's Member Allowances Scheme

AUDIT TRAIL

Lead Officer	Doreen Forrester-Brown, Assistant Chief Executive - Governance and Assurance		
Report Authors	Chidilim Agada, Head of Constitutional and Member Services		
Version	Final		
Dated	2 March 2023		
Key Decision?	No		
CONSULTATION WITH OTHER OFFICERS / DIRECTORATES / CABINET MEMBER			
Officer Title	Comments Sought	Comments Included	
Assistant Chief Executive - Governance and Assurance	Yes	Yes	
Strategic Director of Finance and Governance	Yes	Yes	
Cabinet Member	Yes	Yes	
Date final report sent to Constitutional Team	2 March 2023		

The Remuneration of Councillors in London 2022

Report of the Independent Panel



Contents

Summary.....	p3
Background.....	p3
The role of elected members	p3
Recruitment of councillors	p4
The current financial climate	p5
Level of Basic Allowance.....	p5
Special Responsibility Allowances.....	p5
Training and support.....	p6
Barriers to being a councillor.....	p6
Travel and Subsistence Allowances.....	p7
Allowances for Mayor or Civic Head.....	p7
Update for inflation.....	p7
Appendix A: Special responsibilities – beyond the basic allowance	p8
Appendix B: On behalf of the community – a job profile for councilors.....	p11
Appendix C: The independent panel members.....	p12

Summary

At the time of writing this report the country is still responding to the shock of the tragic death of Sir David Amess MP. It is a sad reminder of the vital role that all elected representatives play in the life of our country and how your roles are at the heart of our democratic and civic society. It is also a reminder of the risks that are linked to your roles. It is vital that we have a system of support in place that recognises the full scale of the responsibilities of councillors and one that supports residents in both wanting to come forward to undertake these roles and then when they are elected enables them to be effective. Our work as an independent remuneration panel can play a part in that endeavour.

The report below details our position as the output for the 2021 review. In short, we are very conscious about the huge changes that have taken place as a society during the last few years. Our residents, businesses and communities have been dealing with, and continue to deal with, major challenges. The feedback we have received supports our view that this has had a major impact on the demands placed on all councillors and of those councillors charged with special responsibilities. There is now greater than ever demands for time spent on wider partnership working, the situations faced by many residents are ever more challenging and complex, the ease of access afforded by technology has increased expectations for almost constant access and rapid responses. The burden of responsibility for effective government at a local level is extremely significant.

At the same time, many aspects of the current situation are still relatively recent. It remains rather unclear how these recent patterns of demands and increased expectations will play out and settle over time. With this level of uncertainty, we do not believe that at the current time we have the evidence available to recommend any significant changes in the remuneration of councillors.

However, given the wider background, we have concluded that, instead of waiting four years to undertake the next review, it would be preferable to undertake a review commencing in the summer of 2022 with the aim of concluding it in the latter half of 2023. As well as enabling us to re-assess the situation, this timescale would enable us to undertake more detailed consultations and seek wider views as part of the evidence gathering that will be needed.

As well as the substantive recommendations in the report, we therefore recommend that we undertake a further review of the remuneration of councillors during 2022-23.

Background

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 2018. It now comprises Mike Cooke (Chair), Sir Rodney Brooke CBE DL 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. 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.

Our last report reflected on research that identified 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. These challenges continue and have been exacerbated by the impact of the Covid-19

Pandemic and the continuing recovery effort from it.

In London, each borough 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 difficult 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 coupled with higher levels of homelessness than other parts of the country. Councillors have an increased responsibility for local and place-based health outcomes. Thus, the strain on and competition for resources increase the demands made on elected members.

The feedback we received is that the workload and responsibilities of councillors continues to increase and that their role has become more complex, and not only in the areas of social care and housing. There has been a growth in other public sector activities including community safety with increasing engagement with the Police, increasing expectations for closer working with health services, and in some boroughs more involvement with joint venture partnerships and local authority trading companies. Since the start of the Pandemic, there has been an important and significant role for councillors in local welfare support and greater liaison with the voluntary sector. This all requires the commitment and time of leaders, cabinet members and front-line councillors. The Pandemic has also heightened the significant role of councillors as a point contact for information, advice and reassurance for communities.

While valuable to democracy, the growth in digital connectivity and the availability and use of social media and other forms of messaging applications 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 to deal with concerns as quickly as voters expect. Not only does social media make it easier for their constituents to access councillors, but they also enable an isolated concern to become an organised campaign. The expectations of the public continue to rise.

Recruitment of councillors

We received feedback that it continues to be challenging to recruit candidates generally but also from a diverse background and of a high enough calibre who are prepared to stand for office as councillors. Though financial deterrents were cited amongst a number of reasons for this, a major disincentive is the time commitment required of a councillor. Time pressures (as well as finance) can make it difficult to combine the role with a job and caring responsibilities. As was pointed out in the 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 which are continuing to rise.

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 who have retired or with independent means.

In 2014 the Government removed the possibility of councillors joining the local government pension scheme. Almost half of the responses we received cited the lack of pension provision as a factor that influences people whether to run for council office. 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 for advancement in their particular profession and to contribute to a pension scheme elsewhere. In view of the importance this could have for recruiting a diverse range of councillors in future and to wider issues for local democracy, the Panel intends to look at lobbying opportunities on this issue as part of its further review in 2022-23.

The current financial climate

Because of the financial climate over the last decade, the local government pay settlement over much of this period has been either frozen or severely limited. Since our last report there have been modest increases from 2% in 2018-19 to 2.75% last year.

Acutely sensitive to the ongoing financial austerity, 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.

Our recommendations have led to some convergence of members' allowances across London. 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.

In reaching our views this year, we have been acutely conscious of the continuing financial challenges to council budgets including the impact from the Covid-19 Pandemic. This adds to the view that now is not the time to contemplate a general increase in councillors' allowances.

Level of Basic Allowance

In our last report we recommended that there should be a Basic Allowance paid to every councillor of £11,045. Updated for the local government staff pay awards since then (and including an indicative 1.75% award for 2021-22 which is still the subject of negotiation), the figure is now £12,014. Given all the circumstances including 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 looking again at the level of the allowance. The basic allowance is now less than the allowances paid by many similar authorities outside London. In our last report we highlighted that in Wales, for example, the government-appointed commission set the basic allowance at £13,400 for members of local authorities with populations which are generally substantially lower than those of London boroughs. In its most recent report, published in February 2021, this had increased to £14,368.

However, the wider context is one of considerable uncertainty including whether trends in demands will be sustained. If they are so, as seems likely, the consequences of the changing patterns of work remains unclear added to which is the current financial climate. All this suggests to us that now is not the right moment to recommend major changes to the current allowances (beyond the annual updating). Linking the allowances to 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 £12,014 pending the outcome of the 2021-22 award. 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 £76,011 while our recommendation for a borough leader (increases having been restricted to the local government staff pay increases) was for a total remuneration of £68,130, a difference of £7,881. Updated for the local government pay awards (and indicative 2021-22 award), our recommendation for the current total remuneration of a London borough leader would be £74,106. Meanwhile the salary of MPs has increased to £81,932, a difference of £7,826. Moreover, MPs continue to be entitled to a pension as well as to 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 suggested that the comparator was appropriate with some feedback noting 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, a couple of respondent authorities 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 progressed compared to that of leaders could be argued to warrant a review of the Leaders' allowances.

We are also aware of the very significant expectations on leaders and leading members to participate in wider cross borough, pan-London and partnership working, the demands of which (both in terms of time commitments but importantly in terms of responsibility and significance) appear to have increased dramatically over the last 18 months. Our report makes no recommendations in respect of remuneration for these roles at this stage but we propose to return to this issue as part of the further review that is proposed.

However, for the same reasons which prompt us to maintain the current Basic Allowance, (namely a significant uncertainty over the long term implications of the changes we have been witnessing in the last 18 months, combined with the financial challenges faced at this time) 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 (including an indicative uplift of 1.75% for 2021-22 which is still the subject of negotiation), ie £62,092. We recommend the maintenance of its relation to other special responsibility allowances, as set out in the Appendix to this report.

However, we believe that it is important to undertake a more detailed review, along with the Basic Allowances, of the special responsibility allowances having allowed further time for the new patterns of demands and expectations to become even clearer. We envisage beginning this review in the summer of 2022 and concluding the review during the latter half of 2023.

Training and support

The responsibilities of councillors are substantial, extensive and complex. We have mentioned the increased role that councillors have delivered particularly during the Pandemic. The Pandemic has also resulted in an acceleration of more flexible ways of working including greater use of digital technology. While this has provided a range of benefits including less travelling for work it has required councillors to have the necessary digital skills. Additionally, the move to audio-visual conferencing has resulted in a growth in meetings for many contributing to an overall increase in 'screen time'. Training and development is beyond the direct remit of our Panel but is an important part of ensuring that residents can step forward and become successful and effective elected local representatives. Addressing the financial aspects but not the support aspects would be counter-productive. For this reason, we believe that every borough should have an ongoing programme of member training and development and that members should be provided with the logistical and clerical support and the appropriate IT equipment 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. Care costs can be a significant deterrent to service as a councillor. Our strong view is 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.

One respondent authority stressed that member allowances schemes present an opportunity to better support councillors by providing not just remuneration but wider support packages. Our view is 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

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 all allowances 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.

Mike Cooke

Sir Rodney Brooke CBE DL

Anne Watts CBE

London, 6 January 2022

Appendix A

Basic allowance £12,014

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: £12,014

Band One allowance: £2,807 to £10,218

Total: £14,821 to £22,232

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 £12,014

Band two allowances: £17,628 to £32,450

Total: £29,642 to £44,464

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: £12,014

Band three allowance: £39,860 to £47,271

Total: £51,874, to £59,285

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 £74,106.

This is made up as follows:

Basic allowance: £12,014

Band four allowance: £62,092.

Total: £74,106

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 £92,633.

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 represent effectively the interests of the ward for which the councillor was elected, and deal with constituents' enquiries and representations including, where required, acting as a liaison between the constituent and the local authority and where appropriate other public service providers.
10. To contribute constructively to open government and democratic renewal through active encouragement of the community to participate generally in the government of the area.
11. To participate in the activities of any political group of which the councillor is a member.
12. To undertake necessary training and development programmes as agreed by the authority.
13. To be accountable for his/her actions and to report regularly on them in accessible and transparent ways.

Appendix C

The independent panel members

Mike Cooke

Mike Cooke was the Chief Executive of the London Borough of Camden for seven years, where he had also been Director of Housing and Adult Social Care and HR Director. He has extensive experience of partnership working across London including as the CELC lead on children and chairing the London Safeguarding Children Board. Mike also has worked for seven years in financial services where he developed an expertise in remuneration.

Until November 2020 Mike had been a Non-Executive Director of the Central and North West London NHS Foundation Trust where he was chair of the HR Committee. Mike's current role is the independent Chair of the North Central London Integrated Health and Care System.

Sir Rodney Brooke CBE, DL

Sir Rodney Brooke has 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.

Dr Anne Watts CBE

Anne Watts has an extensive career in governance, diversity and inclusion spanning commercial, public and voluntary sectors. She has held executive roles for HSBC and Business in the Community and was chair of the Appointments Commission. She has carried out reviews of Government departments and the Army. In addition she has been a member of Government Pay review bodies and Deputy Chair, University of Surrey where she chaired Remuneration Committee and the new Vet School.

She is a non-exec of Newable (previously Greater London Enterprise) where she chairs ESG Committee and is a non-exec of Newflex subsidiary. In addition she continues to sit on the Race and Gender Equality Leadership teams for Business in the Community.

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 2022-2023 local government pay settlement offer was a fixed sum rather than a percentage increase. At Southwark, the 2022-23 pay settlement increase equated to a 5.95% percent increase across all officer grades. Council assembly agreed that basic allowance for all councillors, licensing sub-committee payment and co-optees annual allowance is uplifted by 5.95% and special responsibility allowances uplifted by 2.91%.

Basic allowance

4. Each member of the council is entitled to receive the annual basic allowance of £12,736. 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
Vice-chair overview & scrutiny committee	£3,235
Vice chair of planning committee	£3,235
Deputy leader majority opposition	£3,235
Leader minority opposition	£3,235

Opposition whip	£3,235
Band 1b	
Community champion	£6,495
Deputy Mayor	£6,495
Chair audit and governance committee	£6,495
Band 1c	
Scrutiny commission chair	£9,753
Planning sub-committee chair	£9,753
Deputy cabinet member	£9,753
Band 2a	
Chief whip	£16,866
Leader majority opposition	£16,866
Band 2b	
Mayor	£24,025
Chair overview & scrutiny committee	£24,025
Chair planning committee	£24,025
Chair licensing committee	£24,025
Band 3	
Cabinet member	£39,218
Deputy leader	£39,218
Band 4	
Leader	£58,427

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 £140.57 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 £1,275.
 - 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.

Parental Leave for Councillors

30. The following leave periods will apply:
- a) Members giving birth are entitled to up to 39 weeks maternity leave, with the option to extend up to 52 weeks if required, by notifying the monitoring officer, (subject to 30(h) – six months attendance rule).
 - b) In addition, where the birth is premature, the member is entitled to take leave during the period between the date of the birth and the due date in addition up to the 52 weeks' period. In such cases any leave taken to cover prematurity of 28 days or less shall be deducted from any extension beyond the initial period up to 52 weeks.
 - c) In exceptional circumstances, and only in cases of prematurity of 29 days or more, additional leave may be taken by agreement, and such exceptional leave shall not be deducted from the total up to 52 week entitlement.
 - d) Members shall be entitled to take maternity/adoption support leave (formerly known as paternity leave) with up to two weeks paid SRA allowance and up to 13 weeks with no SRA allowance if they are the biological father or nominated carer of their partner/spouse following the birth of their child(ren).
 - e) A member who is seeking to make Shared Parental Leave arrangements is requested to advise the Council of this intention at the earliest possible opportunity. Every effort will be made to accommodate such arrangements.

- f) Where both parents are members, leave may be shared up to a maximum of 52 weeks. Special and exceptional arrangements may be made in cases of prematurity.
- g) A member who adopts a child through an approved adoption agency shall be entitled to take up to 39 weeks adoption leave from the date of placement, with the option to extend up to 52 weeks by if required, by notifying the monitoring officer.
- h) Any member who takes maternity, shared parental or adoption leave retains their legal duty under the Local Government Act 1972 to attend a meeting of the Council within a six-month period unless Council Assembly agrees to an extended leave of absence prior to the expiration of that six-month period.
- i) Any member intending to take maternity, maternity/adoption support, shared parental or adoption leave will be responsible for ensuring that they comply with the relevant notice requirements of the Council, by notifying the monitoring officer, both in terms of the point at which the leave starts and the point at which they return.
- j) Any member taking leave should ensure that they respond to reasonable requests for information as promptly as possible, and that they keep officers and colleagues informed and updated in relation to intended dates of return and requests for extension of leave.
- k) If an election is held during the member's maternity, maternity/adoption support, shared parental or adoption leave and they are not re-elected, or decide not to stand for re-election, their basic allowance and SRA if appropriate will cease from the Monday after the election date when they would technically leave office.

Basic Allowance

- 31. All members shall continue to receive their basic allowance in full whilst on maternity, adoption or maternity/adoption support leave.

Waiving right to receive allowances

- 32. 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

- 33. 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

- 34. 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

35. 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

36. 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.
37. 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

38. 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.
39. Travel and subsistence allowances will be amended in line with changes to allowances for officers.
40. 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

41. 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

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

members have elected not to receive their allowance no special leave payment will be made.

42. 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

43. The maternity leave arrangement will be for up to 6 weeks full SRA allowance, 20 weeks half SRA allowance and 13 weeks SRA unpaid (subject to 30(h) above – six months attendance rule). No additional allowance will be paid for absence beyond 26 weeks. Antenatal care is part of the normal arrangements for short term absence and is not affected by special leave arrangements.
44. Members are not eligible for Statutory Maternity Pay (SMP) if they are not employed elsewhere. The council cannot pay SMP.

Adoption leave

45. The adoption leave arrangement will be for up to 6 weeks on full SRA allowance, 20 weeks half SRA allowance and 13 weeks SRA unpaid. No additional allowance will be paid for absence beyond 26 weeks.

Maternity/Adoption Support Leave

46. The maternity/adoption support leave arrangement will be for two weeks paid SRA allowance and up to 13 weeks with no SRA allowance.

Sick leave

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

Other special leave

48. 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

49. During any period for which special leave arrangements are in place any member who is appointed to deputise for the absent member will be eligible for the full SRA payments due in the same period up to a maximum of 52 weeks. Where a substantive member has more than one position with an SRA, only one member can deputise and receive one SRA for both positions. Payment to cabinet members for loss of office will not apply to members who deputise for a cabinet member.

Item No. 6.2	Classification: Open	Date: 22 March 2023	Meeting Name: Council Assembly
Report title:		Annual Pay Policy Statement	
Ward(s) or groups affected:		All	
From:		Doreen Forrester-Brown, Assistant Chief Executive – Governance and Assurance	

RECOMMENDATIONS

1. That council assembly approve the annual pay policy statement set out at Appendix A.

BACKGROUND INFORMATION

2. The Localism Act 2011 (“the Act”) requires local authorities to prepare and publish a pay policy statement every year. This statement must describe the authority’s policy for the pay of its workforce, in particular its senior officers; it must also be agreed annually in advance of the forthcoming financial year.

KEY ISSUES FOR CONSIDERATION

3. Under the requirements of the Act, the council’s pay policy statement must describe specific elements of the remuneration paid to chief officers. Chief officers are defined in accordance with the following descriptions used in the Local Government and Housing Act 1989:
 - the head of the authority’s paid service
 - the monitoring officer
 - statutory chief officers
 - non-statutory chief officers
 - deputy chief officers.
4. For Southwark Council, the roles included in this definition are the Chief Executive, Strategic Directors, Assistant Chief Executives, and Directors.
5. Nothing in the Act supersedes the council’s responsibilities and duties as an employer. Each local authority is an employer in its own right and has the autonomy to make decisions on pay as it considers appropriate. Rather, the purpose of the Act is to promote greater transparency about the pay policies and decisions of local authorities.

6. The council's annual pay policy statement is set out at Appendix A. The policy reflects the requirements of both the Act and the Local Government Transparency Code 2015.

Policy implications

7. The pay policy statement is a means of explaining the council's policies about pay, with a specific focus on the pay of senior officers. As such, the adoption and publication of the pay policy statement does not, in itself, represent the introduction of a new policy or the amendment of an existing policy. Any amendments to the council's pay policies are made in line with the requirements of the council's Constitution, HR policies and Schemes of Management.

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

8. Under section 149 of the Equality Act 2010, the council has a duty when exercising its functions to have due regard to:
- the need to eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Equality Act 2010
 - the need to advance equality of opportunity between persons who share protected characteristics and those who do not
 - the need to foster good relations between those who have protected characteristics and those who do not.
9. The protected characteristics are age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.
10. The publication of the council's pay policy statement supports the objectives of the Equality Act 2010 by promoting openness and transparency with regard to the council's pay arrangements. The publication of this statement does not adversely impact on any of the duties defined in the Equality Act 2010.

Resource implications

11. The publication of the council's pay policy statement does not, in itself, generate any new resource implications.

Financial implications

12. The publication of the council's pay policy statement does not, in itself, generate any new financial implications.

Consultation

13. There is no requirement to consult on the publication of the council's pay policy statement. Any changes to the council's existing arrangements are

subject to consultation with affected employees and trade union representatives in line with the requirements of the council's Constitution, HR policies and Schemes of Management.

SUPPLEMENTARY ADVICE FROM OTHER OFFICERS

Assistant Chief Executive – Governance and Assurance

14. Section 38 of the Localism Act 2011 requires any relevant authority (including all local authorities) to prepare a pay policy statement for each financial year and publish it by 31 March of the year immediately preceding the period to which the statement applies. The pay policy statement must be approved by a resolution of the authority, and under the Constitution of Southwark Council, this is a matter reserved to Council Assembly.
15. The pay policy statement must set out an authority's policies across a range of issues related to the remuneration of the workforce including: the remuneration of senior managers; the remuneration of the lowest-paid employees; and the relationship between the remuneration of senior managers and that of other employees.
16. In addition, the pay policy statement must address the authority's policies towards:
 - the remuneration of chief officers
 - the remuneration of chief officers upon appointment
 - increases and additions to the remuneration of chief officers
 - the use of performance-related pay for chief officers
 - the use of bonuses for chief officers
 - the approach to the payment of chief officers upon ceasing to hold office and/or be employed by the authority
 - the publication of and access to information regarding the remuneration of chief officers.
17. 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 a resolution must be approved by Council Assembly before 31 March 2023. Once approved, this statement must be published on the council's website and by any other means the council thinks fit. An authority can amend its pay policy statement and any amendment must also be made by the resolution of Council Assembly.
18. The adoption and publication of the pay policy statement attached at Appendix A will enable the council to discharge its obligations under sections 38 to 43 of the Act.

Strategic Director, Finance and Governance (FC22/052)

19. This report is requesting Council Assembly approve the council's pay policy statement, as set out at Appendix A.

20. The Strategic Director, Finance and Governance notes that there are no immediate financial implications arising from this report.

BACKGROUND DOCUMENTS

Background Document	Held by and Contact
N/A	N/A

APPENDICES

No.	Title
Appendix A	Pay Policy Statement

AUDIT TRAIL

Lead Officer	Doreen Forrester-Brown, Assistant Chief Executive – Governance and Assurance	
Report Author	Ben Plant, Director of People and Organisational Development	
Version	Final	
Dated	9 March 2023	
Key Decision?	No	
CONSULTATION WITH OTHER OFFICERS / DIRECTORATES / CABINET MEMBER		
Officer Title	Comments Sought	Comments Included
Assistant Chief Executive – Governance and Assurance	Yes	Yes
Strategic Director of Finance and Governance	Yes	Yes
Cabinet Member	Yes	Yes
Date final report sent to Constitutional Team	9 March 2023	

LONDON BOROUGH OF SOUTHWARK – PAY POLICY STATEMENT

Introduction

1. The Localism Act 2011 (“the Act”) requires local authorities to prepare and publish a pay policy statement every year.
2. This statement relates to the financial year 2023-24 and is presented to Council Assembly for approval.

Scope of the pay policy statement

3. This statement describes the council’s policies about the pay of senior officers (referred to in the Act as “chief officers”) and also the pay of the council’s lowest paid employees.
4. The provisions in the Act do not apply to the employees of local authority schools.
5. Under the requirements of the Act, a chief officer is defined as:
 - the head of the authority’s paid service
 - the monitoring officer
 - statutory chief officers
 - non-statutory chief officers
 - deputy chief officers
6. For Southwark Council, the roles included in this definition are the Chief Executive, Strategic Directors, Assistant Chief Executives, and Directors. These roles represent the council’s senior management. A structure chart containing these roles can be found on the [open data page of the council’s website](#).

Remuneration

7. The term remuneration is used to describe the salary, expenses and other monetary benefits or allowances paid to employees.
8. All senior managers are paid via the council’s payroll – or, in the case of interim senior managers, via the council’s agency worker supplier – with appropriate tax and national insurance deductions made in accordance with HMRC regulations.
9. The council does not employ senior managers via contracts for services.

Pay structures and arrangements

10. The council participates in the pay structures and arrangements negotiated via:
- the Joint National Council (JNC) for local authority chief executives
 - the JNC for local authority chief officers
 - the National Joint Council (NJC) Greater London Provincial Council (GLPC) inner London pay agreement, which applies to most posts across the council
 - a number of different national structures which cover a comparatively small number of posts, including the JNC for Craft and Associated Employees and the JNC for Youth and Community Workers

Grading structure

11. All council posts, including senior manager posts, are evaluated using the Hay methodology. When senior manager posts are evaluated, independent verification is provided via the Korn Ferry Group, who are responsible for the Hay job evaluation framework.
12. The evaluation outcome for each post determines its placement on the council's grading structure. Each grade contains multiple spinal column points. Employees are able to progress up their grade on the basis of their performance, as measured once a year through the council's annual appraisal scheme.
13. The council's grading structure is attached at **Appendix 1**.
14. For posts at grade 14 and above, further benefits are available such as a season ticket, additional pension contributions or a health plan. Depending on the grade of the post, the value of this additional contribution ranges from £2,724 to £6,190.
15. Market supplements may be paid where a role is designated as "hard to fill" and there is evidence the salary offered by the council is uncompetitive, which in turn is adversely impacting on the council's ability to recruit to the role or retain an existing postholder. All market supplements are subject to a business case and regular review.

Other payments and expenses

16. Senior managers are not eligible for overtime. Their contract for employment states they are required to work whatever hours are necessary to get the job done. Where senior managers work outside "normal hours", they do not receive any enhancements or shift allowances.
17. Senior managers do not receive an expenses allowance. In line with all other council staff, if a senior manager incurs essential expenses during the

performance of their duties, these expenses may be reclaimed so long as they are reasonable and it can be demonstrated that public money is being spent prudently.

18. The council does not operate a bonus scheme for senior managers.

Fees for election duties

19. Council staff may be employed by the Returning Officer for the purpose of undertaking election duties of varying types. The fees payable will vary depending on the type of election and the nature of the duties discharged.
20. Returning Officer and Deputy Returning Officer duties are paid in accordance with the guidance determined by the body responsible for the conduct of the election.

Recruitment of senior managers

21. Vacant senior management posts are filled in line with the requirements of the council's recruitment and selection policy, which has been designed to support the overarching aim of recruiting on merit – in other words, to appoint the best available person for the job.
22. Senior managers joining the council:
- typically start at the bottom of the grade – unless there is a business case for starting the employee further up the grade, for example if this is necessary to match their existing salary
 - do not receive a lump sum for joining the council
 - may receive expenses to support their relocation if they meet the eligibility criteria set out in the council's policy covering relocation expenses

Leaving the council

23. Employees leaving the council as a result of resignation, including senior managers, do not receive a severance payment.
24. If the council decides to end an employee's service on the basis of redundancy, a compensatory payment is made in line with the provisions set out in the council's reorganisation, redeployment and redundancy procedure. Payment is made as a multiple of the employee's actual week's pay. In addition, for employees aged 55 and over, the relevant pension regulations mean the employee made redundant is entitled to an immediate pension, which may generate additional cost for the council. In these circumstances, this entitlement is not discretionary and must be provided.

25. If a senior manager is made redundant, the value of the associated payment is reported in the Statement of Accounts for the year the redundancy occurred. If an employee is made redundant, the council will not re-engage the individual on a consultancy basis.
26. Under the Local Government Pension Scheme (LGPS) regulations, employees may be considered for one of the Scheme's flexible retirement options. This includes instances where the employee reduces their hours to a part-time basis or moves into a lower graded role. On such occasions, the council's remuneration arrangements, as described in this policy, continue to apply, and in addition the employee will receive a pension paid in line with the requirements of the LGPS regulations and the employee's accrued entitlement.

Lowest paid employees

27. As a Living Wage Employer, the council is committed to ensuring all its employees are paid at least the London Living Wage, which is calculated annually by the Resolution Foundation using the best available evidence about living standards in London and the UK.
28. The latest London Living Wage is £11.95 per hour. This rate was announced in September 2022 and represents an 8.1% increase on the previous year's London Living Wage of £11.05. The council's minimum rate of pay continues to exceed the London Living Wage.
29. The Local Government Transparency Code 2015 includes a specific requirement for local authorities to publish their pay multiplier, which is defined as the ratio between the salary of the highest paid employee and the median (or average) salary paid to the council's workforce. On 31 January 2023, the council's pay multiplier was 5.48. In other words, the salary of the council's highest paid employee was 5.48 times greater than the median (or average) salary paid to the council's workforce.

Further information

30. In addition to this pay policy statement, the council publishes further associated information on the open data pages of its website, including the council's:
 - [grading structure](#)
 - [organisational structure](#)
 - [annual statement of accounts](#), which includes the number of people earning £50,000 per year or more in £5,000 bandings, and further information about those senior managers whose annual salary is £150,000 or more

SALARY & WAGES SCALES as at 1st April 2022

Inner London												JNC			
wef 01.04.22												wef 01.04.22			
1	£24,771														
2	£24,954													2	£54,366
3	£25,359													3	£56,076
4	£25,776													4	£57,843
5	£26,193													5	£59,661
6	£26,625													6	£61,560
7	£27,060													7	£63,513
8	£27,507													8	£65,541
9	£27,957													9	£67,623
10	£28,419													10	£69,795
11	£28,890													11	£72,039
12	£29,364													12	£74,361
13	£29,853													12a	£79,143
14	£30,348													13	£76,749
15	£30,852													13a	£81,690
16	£31,365													14	£79,248
17	£31,887													14a	£84,354
18	£32,418													15	£87,087
19	£32,961													16	£89,949
20	£33,510													17	£92,874
21	£34,071													18	£95,922
22	£34,644													19	£99,063
23	£35,223													20	£102,318
24	£35,814													21	£105,696
25	£36,417													22	£109,197
26	£37,026													23	£112,797
27	£37,653													24	£116,550
28	£38,037													25	£120,423
29	£38,934													26	£124,422
30	£39,615													27	£128,571
31	£40,503													28	£132,849
32	£41,472													29	£137,310
33	£42,510													30	£143,814
34	£43,701													31	£151,266
35	£44,691													32	£156,360
36	£45,711													33	£161,616
37	£46,719													34	£167,061
38	£47,736													35	£172,686
39	£48,747													36	£178,515
40	£49,707													37	£184,560
41	£50,757													38	£190,821
42	£51,783													39	£196,956
43	£52,806													40	£203,292
44	£53,799													41	£209,841
45	£54,825													42	£216,597
46	£55,845														

01	02	03	04	05
				6 £26,625
				7 £27,060
			4 £25,776	8 £27,507
			5 £26,193	9 £27,957
		2 £24,954	6 £26,625	10 £28,419
	1 £24,771	3 £25,359	7 £27,060	11 £28,890
	2 £24,954	4 £25,776	8 £27,507	12 £29,364
1 £24,771	3 £25,359	5 £26,193	9 £27,957	13 £29,853
2 £24,954	4 £25,776	6 £26,625		

06	06a	07	07a	08
9 £27,957	15 £30,852	14 £30,348	20 £33,510	20 £33,510
10 £28,419	16 £31,365	15 £30,852	21 £34,071	21 £34,071
11 £28,890	17 £31,887	16 £31,365	22 £34,644	22 £34,644
12 £29,364	18 £32,418	17 £31,887	23 £35,223	23 £35,223
13 £29,853	19 £32,961	18 £32,418	24 £35,814	24 £35,814
14 £30,348		19 £32,961	25 £36,417	25 £36,417
15 £30,852		20 £33,510		26 £37,026
16 £31,365		21 £34,071		27 £37,653

08a	09	10	11	12
26 £37,026	27 £37,653	31 £40,503	35 £44,691	39 £48,747
27 £37,653	28 £38,037	32 £41,472	36 £45,711	40 £49,707
28 £38,037	29 £38,934	33 £42,510	37 £46,719	41 £50,757
29 £38,934	30 £39,615	34 £43,701	38 £47,736	42 £51,783
30 £39,615	31 £40,503	35 £44,691	39 £48,747	
	32 £41,472	36 £45,711	40 £49,707	
	33 £42,510	37 £46,719	41 £50,757	
	34 £43,701	38 £47,736	42 £51,783	

14	15	16	17	18
2 £54,366	7 £63,513	12a £79,143	17 £92,874	22 £109,197
3 £56,076	8 £65,541	13a £81,690	18 £95,922	23 £112,797
4 £57,843	9 £67,623	14a £84,354	19 £99,063	24 £116,550
5 £59,661	10 £69,795	15 £87,087	20 £102,318	25 £120,423
6 £61,560	11 £72,039	16 £89,949	21 £105,696	26 £124,422
7 £63,513	12 £74,361	17 £92,874	22 £109,197	27 £128,571
8 £65,541	13 £76,749	18 £95,922	23 £112,797	28 £132,849
9 £67,623	14 £79,248	19 £99,063	24 £116,550	29 £137,310

19	Chief Officer	Chief Executive
28 £132,849	31 £151,266	38 £190,821
29 £137,310	32 £156,360	39 £196,956
30 £143,814	33 £161,616	40 £203,292
31 £151,266	34 £167,061	41 £209,841
32 £156,360	35 £172,686	42 £216,597
33 £161,616	36 £178,515	
	37 £184,560	
	38 £190,821	

Planned Overtime p/h	
grade 9	£ 22.86
grade 10-11	£ 24.47
grade 12	£ 26.56

Sleeping in	unit standby
39.24	10.02

Grades 6a, 7a and 8a are temporary

Item No. 6.3	Classification: Open	Date: 22 March 2023	Meeting Name: Council Assembly
Report title:		Council Assembly Dates and Calendar of Meetings 2023-2024	
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 2023-24 municipal year:

Council Assembly	Type of Meeting
Saturday 20 May 2023 at 11am (Date as agreed by council assembly 24 March 2022)	Mayor Making/Annual Meeting <i>Note: To be held jointly with Civic Awards Ceremony</i>
Wednesday 23 July 2023	Ordinary meeting
Wednesday 22 November 2023	Ordinary meeting
Wednesday 21 February 2024	Budget and council tax setting
Wednesday 20 March 2024	Ordinary meeting
Wednesday 22 May 2024 at 6pm <i>*Alternative date: Saturday 1 June 2024 at 11am</i>	Mayor Making/Annual meeting <i>Note: May be held jointly with Civic Awards Ceremony</i>

*Note that 1 June 2024 is the last Saturday of half-term.

2. That council assembly agree dates for Mayor Making / Annual meetings of council assembly for 2025 to 2027 municipal years as detailed in paragraph 6 of this report.
3. That the calendar of council meetings for the 2023-24 municipal year as shown at Appendix 1 be noted.

BACKGROUND INFORMATION

Council assembly dates

4. Council assembly procedure rules require that meetings shall take place on such dates as agreed by council assembly.

5. The proposed dates are based on the 2022-23 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.
6. The Mayor Making/Annual meeting is usually held at Southwark Cathedral in May. Dates at the Cathedral get booked up quite early therefore proposed future dates for the Mayor Making/Annual meeting are listed below in order to secure the booking at the earliest. The dates are:
 - Saturday 17 May 2025 11am
 - Saturday 16 May 2026 11am
 - Saturday 15 May 2027 11am

KEY ISSUES FOR CONSIDERATION

7. A schedule of council assembly meetings for the 2023-24 municipal year has been prepared and is shown at recommendation 1.
8. Council assembly will need to be asked to formally agree these dates, in accordance with constitutional provision council assembly procedure rule 2.1.
9. A calendar of all council meetings for the 2023-24 municipal year (including council assembly meetings) has been prepared and is shown at Appendix 1. Appendix 2 is a list of all meetings for 2023-24 in a table format.
10. 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.
11. 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.
12. 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.
13. 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.

Policy framework implications

14. This report is not considered to have direct policy implications.

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

15. 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.

Climate change implications

16. There are no direct climate change implications arising from this report.

Legal implications

17. Legal comments are incorporated within the report.

Financial implications

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

Consultation

19. Consultation has been undertaken with the Mayor, Group whips and relevant officers.

SUPPLEMENTARY ADVICE FROM OTHER OFFICERS

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

BACKGROUND DOCUMENTS

Background Papers	Held At	Contact
Southwark Constitution: http://moderngov.southwark.gov.uk/ieListMeetings.aspx?CIId=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 2023-24
Appendix 2	Council Calendar 2023-24 (table format)

AUDIT TRAIL

Lead Officer	Chidilim Agada, Head of Constitutional and Member Services	
Report Author	Chidilim Agada, Head of Constitutional and Member Services Gerald Gohler, Constitutional Officer	
Version	Final	
Dated	20 February 2023	
Key Decision?	No	
CONSULTATION WITH OTHER OFFICERS / DIRECTORATES / CABINET MEMBER		
Officer Title	Comments Sought	Comments Included
Assistant Chief Executive – Governance and Assurance	Yes	Incorporated in the report
Strategic Director of Finance and Governance	No	No
Cabinet Member	No	No
Date final report sent to Constitutional Team	20 February 2023	

Draft Calendar of Meetings 2023 – 24

May 2023						
Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
1 Early May Bank Holiday	2	3	4	5	6	7
8 Party Group Meetings (tbc) 7pm	9	10	11	12	13	14
15	16	17	18	19	20 Council Assembly (Annual Meeting) 11am Overview & Scrutiny Committee (to <i>establish commissions and appoint chairs</i>) TBC 12noon Planning Committee (to <i>establish sub-</i>	21

					<i>committees and chairs) 12noon</i>	
22	23	24	25	26	27	28
29 Spring Bank Holiday, Half-term start	30	31	1	2	4	5

June 2023						
Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
29	30	31	1	2 Half-term end	3	4
5	6 London Councils – Leaders Committee 11.30am-1.30pm (tbc) Audit, Governance and Standards Committee 6.30pm Planning Committee 6.30pm	7 Overview & Scrutiny Committee 7pm	8	9	10	11
12 Party Group Meetings (tbc) 7pm	13 Cabinet 11am Planning Sub-Committee B 6.30pm	14 Constitutional Steering Panel 6pm Scrutiny Commission 1 7pm	15	16	17	18
19 Scrutiny Commission 2 7pm	20 Licensing Committee 7pm	21 Scrutiny Commission 3 7pm	22	23	24	25
26	27 Scrutiny Commission 4 7pm	28	29	30	1	2

July 2023						
Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
3 Party Group Meetings (tbc) 7pm	4	5 Corporate Parenting Committee 2pm Planning Sub-Committee A 6.30pm	6	7	8	9
10 Cabinet 11am Overview & Scrutiny Committee 7pm	11 London Councils – Leaders Committee 11.30am-1.30pm (tbc) Joint IT Committee (Brent, Lewisham & Southwark) 6pm (tbc)	12 Council Assembly <i>Ordinary meeting</i> 7pm	13	14	15	16
17 Audit, Governance and Standards Committee 6.30pm Audit, governance and standards (Civic awards)sub-committee \$\$ <i>following the rise the above</i>	18 Planning Committee 6.30pm	19	20 Health & Wellbeing Board 10am	21	22 School holidays start	23

24	25	26	27	28	29	30
31						

August 2023						
Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
31	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28 Summer Bank Holiday	29	30	31	1	2	3

September 2023						
Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
28	29	30	31	1 school holidays finish	2	3
4 Party Group Meetings (tbc) 7pm	5	6 Audit, Governance and Standards Committee 6.30pm	7	8	9	10
11 Planning Sub-Committee B 6.30pm	12 Cabinet 11am	13 Planning Committee 6.30pm	14	15	16	17
18 Party Group Meetings (tbc) 7pm	19 Scrutiny Commission 1 7pm	20 Scrutiny Commission 3 7pm	21	22	23 Liberal Democrat Party Conference (tbc)	24 Liberal Democrat Party Conference (Tbc)
25 Liberal Democrat Party Conference (Tbc)	26 Liberal Democrat Party Conference (Tbc)	27	28	29	30	1

October 2023						
Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
2 Scrutiny Commission 2 7pm Planning Sub-Committee A 6.30pm	3 London Councils – Leaders Committee 11.30am-1.30pm (tbc) Planning Committee 6.30pm	4 Overview & Scrutiny Committee 7pm	5	6	7	8 Labour Party Conference (tbc)
9 Labour Party Conference (tbc)	10 Labour Party Conference (tbc)	11 Labour Party Conference (tbc)	12	13	14	15
16 Scrutiny Commission 4 7pm	17 Cabinet 11am	18 Planning Sub-Committee B 6.30pm	19	20	21	22
23 Half-term (tbc)	24	25	26	27	28	29
30	31 Licensing Committee 7pm	1	2	3	4	5

November 2023						
Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
30	31	1 Corporate Parenting Committee 2pm Constitutional Steering Panel 6pm	2	3	4	5
6	7 Planning Committee 6.30pm	8	9	10	11	12
13 Party Group Meetings (tbc) 7pm	14 Planning Sub-Committee A 6.30pm	15 Audit, Governance and Standards Committee 6.30pm Scrutiny Commission 1 7pm	16 Health & Wellbeing Board 10am	17	18	19
20 Scrutiny Commission 2 7pm	21	22 Council Assembly (<i>Ordinary meeting</i>) 7pm	23	24	25	26

<p>27</p> <p>Scrutiny Commission 3 7pm</p>	<p>28</p> <p>Joint IT Committee (Brent, Lewisham & Southwark) 6pm (tbc)</p> <p>Planning Committee 6.30pm</p>	<p>29</p> <p>Overview & Scrutiny Committee 7pm</p>	<p>30</p>	<p>1</p>	<p>2</p>	<p>3</p>
---	---	---	------------------	-----------------	-----------------	-----------------

December 2023						
Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
27	28	29	30	1	2	3
4 Planning Sub-Committee B 6.30pm	5 Cabinet 11am Cabinet (Livesey Trust) Committee 10am Scrutiny Commission 4 7pm	6 East Central multi ward area 6pm (non-decision making)	7	8	9	10
11	12 London Councils – Leaders Committee 11.30am-1.30pm (tbc) Planning Committee 6.30pm	13	14	15	16	17
18	19	20	21 School Holidays start (tbc)	22	23	24
25 Christmas Day	26 Boxing Day	27	28	29	30	31

January 2024						
Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
1 New Year's Day	2	3	4	5 School holidays end (tbc)	6	7
8 Party Group Meetings (tbc) 7pm	9 Planning Committee 6.30pm	10 Overview and Scrutiny Committee 7pm	11	12	13	14
15 South multi ward area 6pm (non-decision making) North-west multi ward area 6.30pm (non-decision making)	16 Cabinet 11am Planning Committee 6.30pm	17 North-east multi ward area 6pm (non-decision making) West Central multi ward area 6pm (non-decision making)	18	19	20	21
22 Overview & Scrutiny Committee 10am Constitutional Steering Panel 6pm	23 Overview & Scrutiny Committee 7pm	24 Planning Sub-Committee A 6.30pm	25	26	27	28
29	30	31	1	2	3	4

Party Group Meetings (tbc) 7pm	Scrutiny Commission 4 7pm	Planning Committee 6.30pm				
-----------------------------------	---------------------------	---------------------------	--	--	--	--

February 2024						
Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
29	30	31	1	2	3	4
5 Cabinet 11am Audit, Governance and Standards Committee 6.30pm Scrutiny Commission 1 7pm	6 London Councils – Leaders Committee 11.30am-1.30pm (tbc) Scrutiny Commission 2 7pm	7	8	9	10	11
12 Half-term (tbc)	13 London Councils – Leaders Committee 11.30am-1.30pm (tbc)	14	15	16	17	18
19 Scrutiny Commission 3 7pm Tenant Forum	20 Planning Committee 6.30pm	21 Council Assembly (<i>Budget & Council Tax setting meeting</i>) 7pm	22	23	24	25

7pm						
26 Party Group Meetings (tbc) 7pm	27 Planning Sub-Committee B 6.30pm Homeowner Forum 7pm	28 Corporate Parenting Committee 2pm Constitutional Steering Panel 6pm Overview & Scrutiny Committee 7pm	29	1	2	3

March 2024						
Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
4 Audit, governance and standards (Civic awards) sub-committee 6pm	5 Cabinet 11am North-east multi ward area 6pm West Central multi ward area 6pm	6 Planning Committee 6.30pm	7	8	9	10
11 Party Group Meetings (tbc) 7pm	12 South-multi ward area 6pm North-west multi ward area 6.30pm	13 Planning Sub-Committee A 6.30pm	14 Health & Wellbeing Board 10am	15	16	17
18 East Central multi ward area 6pm	19 London Councils – Leaders Committee 11.30am-1.30pm (tbc) Joint IT Committee (Brent, Lewisham & Southwark) 6pm (tbc)	20 Council Assembly (<i>ordinary meeting</i>) 7pm	21	22	23	24

25 Party Group Meetings (tbc) 7pm	26 Planning Sub-Committee B 6.30pm	27 Planning Committee 7pm	28	29 Good Friday / School holidays start (tbc)	30	31
--	---	-------------------------------------	-----------	---	-----------	-----------

April 2024						
Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
1 Easter Monday	2	3	4	5	6	7
8	9	10	11	12 End of school holidays (tbc)	13	14
15 Planning Sub-Committee A 6.30pm Scrutiny Commission 1 7pm	16 Corporate Parenting Committee 2pm Planning Committee 6.30pm	17 Constitutional Steering Panel 6pm Scrutiny Commission 2 7pm	18	19	20	21
22	23	24 Overview & Scrutiny Committee	25	26	27	28
29	30	1	2	3	4	5

	Scrutiny Commission 3 7pm					
--	------------------------------	--	--	--	--	--

May 2024						
Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
29	30	1 Scrutiny Commission 4 7pm	2 Mayoral/GLA elections	3	4	5
6 Early May Bank Holiday	7	8	9	10	11	12
13 Party Group Meetings (tbc) 7pm	14	15	16	17	18	19
20	21	22 Council Assembly (Annual Meeting) 6pm Overview & Scrutiny Committee (<i>to establish commissions and appoint chairs</i>) TBC 7pm	23	24	25	26

		Planning Committee (to establish sub-committees and chairs) 7pm Alternative date Sat 1 June 2024				
27 Spring Bank Holiday, Half-term start (tbc)	28	29	30	31 End of half-term	1 Council Assembly (Annual Meeting) 11am Overview & Scrutiny Committee (to establish commissions and appoint chairs) TBC 12noon Planning Committee (to establish sub-committees and chairs) 12noon Alternative date: Wed 22 May 2024	2



June 2024						
Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
3	4 London Councils – Leaders Committee 11.30am-1.30pm (tbc) Audit, Governance and Standards Committee 6.30pm Planning Committee 6.30pm	5 Overview & Scrutiny Committee 7pm	6	7	8	9
10 Party Group Meetings (tbc) 7pm	11	12	13	14	15	16
17 Scrutiny Commission 2 7pm	18 Cabinet 11am Planning Sub-Committee B 6.30pm	19 Constitutional Steering Panel 6pm Scrutiny Commission 1 7pm	20	21	22	23
24 Scrutiny Commission 3 7pm	25 Licensing Committee 7pm	26 Scrutiny Commission 4 7pm	27	28	29	30

Table of calendar of meetings 2023-2024

	May 2023	June 2023	July 2023	Aug 2023	Sep 2023	Oct 2023	Nov 2023	Dec 2023	Jan 2024	Feb 2024	Mar 2024	Apr 2024	May 2024
Council Assembly	Sat 20**		Wed 12 ***				Wed 22 ***			Wed 21 %	Wed 20 ***		Wed 22 or Sat 1 June **\$
Constitutional Steering Panel		Wed 14					Wed 1		Mon 22	Wed 28		Wed 17	
Party Group Meetings (to be confirmed)	Mon 8	Mon 12	Mon 3		Mon 4 Mon 18		Mon 13		Mon 8 and Mon 29	Mon 26	Mon 11 and Mon 25		Mon 13
Cabinet		Tue 13	Mon 10		Tue 12	Tue 17		Tue 5	Tue 16	Mon 5	Tue 5		
Cabinet (Livesey Trust) Committee								Tue 5					
Overview & Scrutiny Committee	Sat 20 £££	Wed 7	Mon 10			Wed 4	Wed 29		Wed 10 and Mon 22 and Tue 23	Wed 28		Wed 24	Wed 22 or Sat 1 June £££\$
Scrutiny Commission 1		Wed 14			Wed 19		Wed 15			Mon 5		Mon 15	
Scrutiny Commission 2		Mon 19				Mon 2	Mon 20			Tue 6		Wed 17	
Scrutiny Commission 3		Wed 21			Tue 20		Mon 27			Mon 19		Tue 30	
Scrutiny Commission 4		Tue 27				Mon 16		Tue 5	Tue 30				Wed 1
Tri-Borough IT Committee			Tue 11				Tue 28				Tue 19		
Audit, Governance and Standards Committee		Tue 6	Mon 17		Wed 6		Wed 15			Mon 5			
Audit, governance and standards (Civic awards) sub-committee			Mon 17 \$\$								Mon 4		
Corporate Parenting Committee			Wed 5				Wed 1			Wed 28		Tue 16	
Health & Wellbeing Board			Thu 20				Thu 16				Thu 14		
Licensing Committee		Tue 20				Tue 31							
Planning Committee	Sat 20 ££	Tue 6	Tue 18		Wed 13	Tue 3	Tue 7 and Tue 28	Tue 12	Tue 9 and Tue 16 and Wed 31	Tue 20	Wed 6 and Wed 27	Tue 16	Wed 22 or Sat 1 June ££\$
Planning Sub-Committee A			Tue 5			Mon 2	Tue 14		Wed 24		Wed 13	Mon 15	
Planning Sub-Committee B		Tue 13			Mon 11	Wed 18		Mon 4		Tue 27	Tue 26		
North-west multi ward area									Mon 15 &		Tue 12		
North-east multi ward area									Wed 17 &		Tue 5		
West Central multi ward area									Wed 17 &		Tue 5		
East Central multi ward area								Wed 6 &			Mon 18		
South multi ward area									Mon 15 &		Tue 12		

\$ subject to venue availability

% budget and council tax setting

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

***** ordinary meeting**

££ to establish sub-committees and chairs

£££ to establish commissions and appoint chairs

\$\$ following the rise of Audit, Standards and Governance Committee
& non-decision making meeting

Item No. 6.4	Classification: Open	Date: 22 March 2023	Meeting Name: Council Assembly
Report title:		Special Urgency and Urgent Implementation Decisions – Annual Report	
Ward(s) or groups affected:		All	
From:		Proper Constitutional Officer	

RECOMMENDATION

1. That council assembly notes the schedule of special urgency and urgent implementation decisions (set out in Appendix 1) taken in accordance with access to information procedure rules 19 and 20.

BACKGROUND INFORMATION

2. The Local Authorities (Executive Arrangements) (Meetings and Access to Information) (England) Regulations 2012 requires local authorities to consider an annual report detailing each executive decision where the making of the decision was agreed as a special urgency decision.
3. Special urgency decisions are decisions that need to be taken within five clear working days; i.e. the requirements of access to information procedure rule 18 (general exception) on notice cannot be complied with.
4. The procedure for special urgency decisions is set out in Rule 19 of the access to information procedure rules. It states:

“If the date by which a decision must be taken means that rule 18 (general exception) cannot be followed, then the decision can only be taken if the decision maker (if an individual) or the chair of the body making the decision, obtains the agreement of the chair of the overview and scrutiny committee that the taking of the decision cannot be reasonably deferred.

If there is no chair of the overview and scrutiny committee, or the chair of overview and scrutiny committee is unable to act, then the agreement of the Mayor of the council, or in his/her absence the Deputy Mayor will suffice.”

5. Urgent implementation decisions are decisions that whether they have been included on the forward plan or not, need to be implemented immediately by virtue of the urgency of the actions that need to be taken. These decisions are not subject to call-in. Decisions taken under urgent implementation are not required to be reported to council assembly, however as urgency also applies these have been included.

6. The procedure for urgent implementation is set out in Rule 20 of the access to information procedure rules. It states:

“If a decision needs to be implemented immediately by virtue of the urgency of the actions that need to be taken, then the decision can only be taken if the decision maker (if an individual) or the chair of the body making the decision obtains the agreement of the chair of overview and scrutiny committee both that the decision proposed is:

- a) reasonable in all circumstances
- b) to be treated as a matter of urgency.”

KEY ISSUES FOR CONSIDERATION

7. The schedule listed as Appendix 1 contains details of those decisions which have been considered under the provisions of special urgency or urgent implementation since the last annual report of 23 March 2022. There was 1 Urgent Implementation decisions in this period.

Policy framework implications

8. This report is not considered to have direct policy implications.

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

9. There are no direct community, equalities or health impacts arising from this report.

Climate change implications

10. There are no direct climate change implications arising from this report.

BACKGROUND DOCUMENTS

Background Papers	Held At	Contact
Special Urgency and Urgent Implementation Decisions	Council Offices, 160 Tooley Street, SE1 2QH	Virginia Wynn-Jones 020 7525 7055
Link		
Gateway 2 - Contract Award Approval: Enabling works and demolition for Phase 1 of the Tustin Estate Low Rise - Southwark Council		

APPENDICES

No.	Title
Appendix 1	Schedule of Special Urgency and Urgent Implementation Decisions

AUDIT TRAIL

Lead Officer	Chidilim Agada, Head of Constitutional Services	
Report Author	Maria Lugangira, Principal Constitutional Officer	
Version	Final	
Dated	28 February 2023	
Key Decision?	No	
CONSULTATION WITH OTHER OFFICERS / DIRECTORATES / CABINET MEMBER		
Officer Title	Comments Sought	Comments Included
Assistant Chief Executive Governance and Assurance	No	No
Strategic Director of Finance	No	No
Cabinet Member	No	No
Date final report sent to Constitutional Team	28 February 2023	

**REPORT TO COUNCIL ASSEMBLY – 22 MARCH 2023
SPECIAL URGENCY AND URGENT IMPLEMENTATION DECISIONS**

This schedule lists details of those decisions which have been considered under the provisions of special urgency or urgent implementation since the last annual report of 23 March 2022. There was 1 Urgent Implementation decision in this period.

REPORT TITLE/DECISION SUMMARY	DATE AND MEMBER WHO AGREED TO SPECIAL URGENCY / URGENT IMPLEMENTATION	REASON FOR URGENCY	DATE DECISION AGREED
<p>Gateway 2 - Contract Award Approval Enabling works and demolition for Phase 1 of the Tustin Estate Low Rise Redevelopment Programme</p>	<p>Urgent Implementation 26 July 2022 Councillor Ian Wingfield, Chair of Overview and Scrutiny Committee</p>	<p>The Gateway 2 decision was required to be taken on 27 2022 July and implemented immediately in order for the necessary contract and site mobilisation to place in order to meet the start on site requirement for GLA grant funding. The decision could not be taken earlier as a cost was still being obtained due to current construction market turbulence</p> <p>Delaying the decision would have created a significant programme risk to meeting the target start on site date which risks the grant funding that the council has secured.</p>	<p>27 July 2022</p>

Item No. 6.5	Classification: Open	Date: 22 March 2023	Meeting Name: Council Assembly
Report title:		Appointment of Returning Officer and Electoral Registration Officer	
Ward(s) or groups affected:		All	
From:		Doreen Forrester-Brown, Assistant Chief Executive – Governance and Assurance	

RECOMMENDATIONS

1. That council assembly approves the appointment of Althea Loderick as Southwark Council’s Returning Officer for local elections and Electoral Registration Officer.
2. That council assembly approves the continued appointment of Frances Biggs as Deputy Electoral Registration Officer.
3. That council assembly approves that authority to appoint Deputy Electoral Registration Officers be delegated to the Electoral Registration Officer (Althea Loderick).
4. That council assembly approves that the proper officer for the purpose of deciding polling districts and polling places will be the Assistant Chief Executive – Governance and Assurance.

BACKGROUND INFORMATION

5. The Strategic Director of Finance and Governance, Duncan Whitfield, is currently the council’s Returning Officer for local elections, and its Electoral Registration Officer. Both appointments were made by Council Assembly in 2015. As a result of his imminent retirement it is necessary to appoint a new Returning Officer and Electoral Registration Officer.
6. Every council in England is required by Section 35 of the Representation of the People Act 1983 (“the Act”) to appoint an officer of the council to be the Returning Officer (RO) for local elections. This officer is designated as the proper officer for the council for all RO functions under the Act.
7. Section 8(2)(a) of the Act also requires the council to appoint an officer to be the Electoral Registration Officer (ERO). The ERO is responsible for the preparation and maintenance of the registers of parliamentary electors for any parliamentary constituency or part of a constituency within its area, and of local government electors for its area.
8. According to Section 28(1) of the Act, only the ERO may act as the (Acting) Returning Officer at Parliamentary elections, the Returning Officer for these elections being the Mayor. It makes sense, therefore, to ensure that one

officer is appointed as both the RO and ERO.

9. The registration officer is an officer of the council, but is not under the direction and control of the appointing council when acting as the ERO. The ERO for the borough will have personal responsibility for the compiling, maintenance and distribution of the register of electors, in accordance with relevant legislation.

KEY ISSUES FOR CONSIDERATION

10. The recent senior management changes agreed by the council's Chief Executive, Althea Loderick, included consideration of the ERO and RO roles, which proposed that she should take over these responsibilities.

Deputy ERO

11. The ERO's duties and powers may be performed and exercised by any deputy by virtue of section 52(2) and must also be approved by the council. The purpose of the deputy ERO is that in the event of the ERO's incapacity to act or of a vacancy, the deputy is empowered to carry out the ERO's duties.
12. Frances Biggs, head of electoral services, has agreed to continue to act as Deputy Registration Officer.
13. Council assembly should note that the RO can appoint deputies to carry out these duties as necessary.

Policy implications

14. This report is not considered to have direct policy implications.

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

Community impact statement

15. This report is not considered to contain any proposals that would have a significant impact on any particular community or group.

Equalities (including socio-economic) impact statement

16. This report is not considered to contain any proposals that would have a significant equalities impact.

Health impact statement

17. This report is not considered to contain any proposals that would have a significant health impact.

Climate change implications

18. This report is not considered to contain any proposals that would have a

significant impact on climate change.

Resource implications

19. Although a personal responsibility, section 52 of the Act requires the council to provide the ERO with the resources required in order to fulfill their obligations. The council has a duty to assign such officers to assist the registration officer as may be required to carry out their functions under the Act.

Supplemental Advice from Officers

Assistant Chief Executive – Governance and Assurance

20. The appointment of the RO and ERO is a statutory requirement and is a matter for Council Assembly. It is not an Executive function. All other points are dealt with in the report.

Financial implications

21. The remuneration for the role of RO will be met from existing budgets. Costs for regional elections and national electoral event are met from central funds.

APPENDICES

No.	Title
None	

AUDIT TRAIL

Lead Officer	Doreen Forrester-Brown, Assistant Chief Executive – Governance and Assurance	
Report Author	Allan Wells, Specialist Governance Lawyer	
Version	Final	
Dated	28 February 2023	
Key Decision?	No	
CONSULTATION WITH OTHER OFFICERS / DIRECTORATES / CABINET MEMBER		
Officer Title	Comments sought	Comments included
Assistant Chief Executive – Governance and Assurance	Yes	Yes
Strategic Director of Finance and Governance	Yes	Yes
Cabinet Member	No	No
Date final report sent to Constitutional Team	28 February 2023	

Item No. 6.6	Classification: Open	Date: 22 March 2023	Meeting Name: Council Assembly
Report title:		Appointment of Independent Persons	
Ward(s) or groups affected:		All	
From:		Assistant Chief Executive – Governance and Assurance	

RECOMMENDATIONS

1. That council assembly approves the appointment of the two individuals named in the closed report as independent persons for three years with effect from 1 April 2023, subject to the clearance of satisfactory employment checks.

BACKGROUND INFORMATION

2. Section 28 of the Localism Act 2011 requires provision for the appointment of at least one independent person whose views must be sought and taken into account before the authority makes a decision on an allegation or complaint relating to a member.
3. The independent persons will advise the council prior to any decision to investigate an allegation or complaint relating to whether a member has failed to comply with the code of conduct. The independent persons may be consulted by the council's monitoring officer in respect of an allegation against a member in other circumstances. They may also be consulted by a member or co-opted member of the council against whom an allegation or complaint has been made.
4. Additionally, the views of the independent persons will be considered by the council's audit governance and standards committee or its sub-committees, who are responsible for determining the outcome of any complaints and remedial action. The independent person will therefore be required to attend relevant meetings as and when they are called.
5. These persons cannot be a current or past (i.e. in the last five years) member or co-opted member of the authority or a relative or close friend of someone in this position.
6. The Localism Act 2011 requires that the process to appoint independent persons must be open and transparent and any appointment must be approved by a majority of members of the authority, which in effect requires approval by council assembly.

KEY ISSUES FOR CONSIDERATION

7. The council currently has two independent persons who both had their terms of office extended by council assembly in November 2022 after initial periods of four years. One of these will continue in post until November 2025 and the other is standing down at the end of March 2023. The monitoring officer considers that ideally there should be a minimum of three independent persons appointed by the council at any one time to manage anticipated workloads, availability and avoid any potential conflicts- particularly if advising members.
8. At its meeting held on 17 October 2022 the audit, governance and standards committee noted the application process and appointed a panel comprising three members of the committee to assist the monitoring officer in interviewing applicants with a view to making appointment recommendations to Council Assembly.
9. Following a shortlisting process, the selection panel met on 24 and 26 January 2023 to interview candidates and make a recommendation to council assembly for appointments.
10. Council assembly is asked to appoint the two named individuals set out in the recommendations in the closed report. These were the candidates that the panel proposed for appointment following the interviews. A summary biography for these individuals is set out in Appendix 1 of the closed report.
11. As with independent members in the past, references have been sought and relevant pre-appointment checks have been made. The monitoring officer is satisfied with the outcome of these.
12. The period of appointment is for three years, which can be extended for a further period by council assembly.

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

Community impact statement

13. The position of independent person is required by statute and the individuals appointed play an important part in the work of the council monitoring the probity and conduct of elected councillors for the benefit of the community that the council serves.

Equalities (including socio-economic) impact statement

14. The appointment process for independent persons is an open and transparent one that takes account of the need to ensure that council is complying with the public sector equality duty. The composition of the selection panel was in accordance with the diversity criteria in the council's recruitment process. Overall, the independent persons appointed continue to reflect a diverse representation.

Health impact statement

15. There is no obvious health impact arising from this report.

Climate change implications

16. There is no obvious climate change impact arising from this report.

Resource implications

17. Expenditure relating to recruitment and the annual fixed allowance can be contained within current budgets.

Legal implications

18. The legal statutory context to this re-appointment is set out above.

BACKGROUND DOCUMENTS

Background Papers	Held At	Contact
Audit Governance and Standards Committee – previous reports and agenda	Constitutional Team, 160 Tooley Street, London SE1 2QH	Chidilim Agada 020 7525 7225

APPENDICES

No.	Title
Appendix 1	Biography (see closed agenda)

AUDIT TRAIL

Lead Officer	Doreen Forrester-Brown, Assistant Chief Executive – Governance and Assurance	
Report Author	Allan Wells, Specialist Governance Lawyer	
Version	Final	
Dated	28 February 2023	
Key Decision?	No	
CONSULTATION WITH OTHER OFFICERS / DIRECTORATES / CABINET MEMBER		
Officer Title	Comments Sought	Comments included
Assistant Chief Executive – Governance and Assurance	Yes	Incorporated in report
Strategic Director of Finance and Governance	No	No
Cabinet Member	No	No
Date final report sent to Constitutional Team	28 February 2023	

This page is intentionally blank.

**COUNCIL ASSEMBLY AGENDA DISTRIBUTION LIST (OPEN) (FULL LIST)
MUNICIPAL YEAR 2022/23**

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 Sunil Chopra Councillor Renata Hamvas Councillor Maria Linforth-Hall Councillor Darren Merrill Councillor Leo Pollak Councillor Sandra Rhule Councillor Martin Seaton Councillor Andy Simmons Councillor Cleo Soanes Councillor Kath Whittam Councillor Kieron Williams</p> <p>Electronic Versions (No hard copy) All other councillors</p>	<p>12</p>	<p>Press</p> <p>Southwark News South London Press</p> <p>Group Offices</p> <p>Jack Beddoe, Labour Group Office Euan Cadzow-Webb, Liberal Democrat Group Office</p> <p>Officers</p> <p>Althea Loderick Duncan Whitfield Doreen Forrester-Brown Chidilim Agada Caroline Bruce David Quirke-Thornton Michael Scorer Sangeeta Leahy</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 Ground floor audit office, Tooley Street</p> <p>Total:</p> <p>Last updated: March 2023</p>	<p>by email by email</p> <p>by email by email</p> <p>by email by email by email by email by email by email</p> <p>8</p> <p>by email</p> <p>20</p>