

Council Assembly

Wednesday 17 July 2024
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

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Contact

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constitutional.team@southwark.gov.uk

Date: 5 July 2024



Council Assembly

Wednesday 17 July 2024
7.00 pm
Council Offices, 160 Tooley Street, London SE1 2QH

Order of Business

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PART A - OPEN BUSINESS

1. PRELIMINARY BUSINESS

1.1. APOLOGIES FOR ABSENCE

To receive any apologies for absence.

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

To receive any announcements from the Mayor, members of the cabinet or the chief executive.

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

In special circumstances an item of business may be added to an agenda within seven working days of the meeting.

1.4. DISCLOSURE OF INTERESTS AND DISPENSATIONS

Members to declare any interests and dispensations in respect of any item of business to be considered at this meeting.

1.5. MINUTES

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To approve as a correct record the open minutes of the ordinary and extraordinary council assembly meetings held on 20 March 2024, and the annual council assembly meeting held on 22 May 2024.

Item No.	Title	Page No.
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 11 July 2024. 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 11 July 2024. 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	40 - 44
	The cabinet member for new homes and sustainable development to present the theme for the meeting.	
4.	DEPUTATIONS	
	The deadline for deputation requests is 11.59pm, Thursday 11 July 2024. 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	45 - 50
	To receive any questions from members of the council.	
	5.2. MEMBERS' MOTIONS	51 - 57

To consider the following motions:

- Declaring a Housing Emergency
- Debate Not Hate
- Ending the Lower Road Chaos

6. OTHER REPORTS

6.1. PROPOSED AMENDMENTS TO THE CONSTITUTION: HUMAN RESOURCES	58 - 65
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6.2. PAY POLICY STATEMENT 2024-25	66 - 78
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6.3. TREASURY MANAGEMENT - OUTTURN 2023-24	79 - 90
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7. AMENDMENTS

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

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

EXCLUSION MOTION (IF NECESSARY)

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

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

PART B – CLOSED BUSINESS

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



Council Assembly (Ordinary meeting)

MINUTES of the Council Assembly (Ordinary meeting) held on Wednesday 20 March 2024 at 7.00 pm at Council Offices, 160 Tooley Street, London SE1 2QH

PRESENT:

The Worshipful the Mayor for , Councillor Michael Situ (Chair)

Councillor Suzanne Abachor	Councillor Sarah King
Councillor Evelyn Akoto	Councillor Sunny Lambe
Councillor Jasmine Ali	Councillor Richard Leeming
Councillor Naima Ali	Councillor Richard Livingstone
Councillor John Batteson	Councillor James McAsh
Councillor Rachel Bentley	Councillor Hamish McCallum
Councillor Cassandra Brown	Councillor Darren Merrill
Councillor Maggie Browning	Councillor Victoria Mills
Councillor Victor Chamberlain	Councillor Portia Mwangangye
Councillor Sunil Chopra	Councillor Graham Neale
Councillor Stephanie Cryan	Councillor Margy Newens
Councillor Ellie Cumbo	Councillor Jason Ochere
Councillor Helen Dennis	Councillor Leo Pollak
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 Natasha Ennin	Councillor Andy Simmons
Councillor Sam Foster	Councillor Charlie Smith
Councillor Renata Hamvas	Councillor Cleo Soanes
Councillor Barrie Hargrove	Councillor Emily Tester
Councillor Ketzia Harper	Councillor Chloe Tomlinson
Councillor Jon Hartley	Councillor Joseph Vambe
Councillor Youcef Hassaine	Councillor Irina Von Wiese
Councillor Esme Hicks	Councillor David Watson
Councillor Emily Hickson	Councillor Kath Whittam
Councillor Adam Hood	Councillor Kieron Williams
Councillor Laura Johnson	Councillor Ian Wingfield
Councillor Nick Johnson	

1. PRELIMINARY BUSINESS

1.1 APOLOGIES FOR ABSENCE

Apologies for absence were received from Councillors Sam Dalton, Maria Linforth-Hall, Kimberly McIntosh, Reggie Popoola and Sandra Rhule.

Apologies for lateness were received from Councillor Evelyn Akoto.

Apologies for early departure were received from Councillors Gavin Edwards and Hamish McCallum.

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

The Mayor confirmed the meeting was not being livestreamed as the council was in the pre-election period for the GLA elections, which began on 18 March 2024.

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

At this point, the programme motion was agreed:

The order of business and timings for the evening will be as follows:

Time	Business
19:00 – 19:10	1. Preliminary business and announcements
19:10 – 19.20	2.2 Public questions <ul style="list-style-type: none"> One public question
19:20 – 20:20 (18 minutes – 5 minutes' speech) (7 minutes) (5 minutes) (27 minutes) (3 minutes)	Themed debate 3.1 Community Evidence <ol style="list-style-type: none"> Nicola Howard, Family Hub; Nicola Noble, Surrey Square Primary School Ade Odunlade, Miata Noah, Haajera Adil; South London Listens Nicole Gordon, Better Bankside 3.2 Motion on the Theme <ol style="list-style-type: none"> Councillor Kieron Williams, leader of the council Councillor Rachel Bentley, opposition spokesperson Themed debate open to all other councillors Cabinet member's right of reply to the debate
20:20 – 20:25	Recess
20:25 – 20:50 (4 minutes' speech,	4. Deputation requests <ol style="list-style-type: none"> Marcia Road Residents Southwark Trades Union Council

question to the cabinet; no questions from members)	3. Kirby Estate residents' group and London Play
20:50 – 21:25 (5 minutes) (15 minutes) (15 minutes)	5.1 Members' Question Time <ul style="list-style-type: none"> • Late questions • Members' questions to the leader • Members' questions to the cabinet
21:25 – 22:00	5.2 Motions
	Motion 1 – Back the Bakerloo line extension (Lab)
	Motion 2 – A fair deal for housing in Southwark (LD)
	Motion 3 – Southwark Council calls for an immediate ceasefire in Gaza (joint)
	Motion 4 – Protecting play spaces in Southwark (LD)
	Motion 5 – Improving inclusivity for people with dyslexia (LD)
22:00*	6. Reports
	6.1 Proposed Constitutional updates 2023-24: Council assembly procedure rules
	6.2 Review of Call-in Procedure
	6.3 Adjustment of member allowances in line with the national local government officer pay settlement and Member Allowances Scheme 2024-2025
	6.4 Council Assembly Dates and Calendar of Meetings 2024-2025
	6.5 Special Urgency and Urgent Implementation Decisions – Annual Report 2024

* subject to the guillotine rule; maximum 15 minutes debate per item.

Note: Any time left remaining on any item will be rolled into the next items.

That the meeting be conducted as follows:

Item 3 - Themed debate

Community Evidence Submissions

To receive submissions from the groups listed in the themed section of the agenda:

1. Nicola Howard, Family Hub and Nicola Noble, Surrey Square Primary School (joint)
2. Ade Odunlade, Miata Noah, Haajera Adil; South London Listens
3. Nicole Gordon, Better Bankside

(Five minutes to speak)

Format

A five minute presentation from the groups.

3.1 Motion on the theme

Themed debate

To run as listed in the timings above.

Item 4 – Deputations

That the meeting agree to hear deputations from:

1. Marcia Road Residents
2. Southwark Trades Union Council
3. Kirby Estate residents' group and London Play

(Four minutes to speak; deputation question to relevant cabinet member, no questions from members)

Item 5.2 General motions:

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

Item 7 Amendments:

To amend the mover and seconder of **Amendment B** to be:

Moved: Councillor Jane Salmon

Seconded: Councillor Irina von Wiese

To amend the seconder of **Amendment G** to be:

Seconded: Cllr Jane Salmon

1.4 DISCLOSURE OF INTERESTS AND DISPENSATIONS

The Monitoring Officer has given all members a dispensation to vote on Item 6.3: Member Allowances Scheme 2024-25.

Councillor Bethan Roberts declared an interest in Motion 2: A fair deal for housing in Southwark, and did not participate in the debate or voting on this item.

1.5 MINUTES

The minutes of the ordinary meeting of council assembly held on 21 February 2024 were approved as a correct record.

2. ISSUES RAISED BY THE PUBLIC**2.1 PETITIONS**

There were no petitions.

2.2 PUBLIC QUESTION TIME

(See page 1 of supplemental agenda 1 and additional papers circulated at the meeting)

There was one question from the public, the answer to which had been circulated before the meeting. The public questioner asked one supplemental question; the response was given by the cabinet member for communities, democracy and finance.

3. THEMED DEBATE

3.1 COMMUNITY EVIDENCE

The meeting agreed to receive submissions from the following:

Nicola Howard, Family Hub, and Nicola Noble, Surrey Square Primary School

Nicola Noble gave her apologies to the meeting. The representative spoke to the meeting for five minutes.

South London Listens

The representatives spoke to the meeting for five minutes.

Better Bankside

The representatives spoke to the meeting for five minutes.

3.2 MOTION ON THE THEME

Councillor Kieron Williams, leader of the council, presented the motion in the themed debate.

Councillor Rachel Bentley, the opposition spokesperson, responded to the motion and proposed Amendment A.

Following debate (Councillors Barrie Hargrove, Jasmine Ali, David Watson, Richard Leeming, Suzanne Abachor, James McAsh, Ian Wingfield, Victoria Mills, and Catherine Rose) Councillor Kieron Williams responded to the debate.

Amendment A was put to the vote and declared to be Lost.

The motion was put to the vote and declared to be Carried.

RESOLVED:

Notes

Southwark is a truly remarkable place. Our borough's success builds on our rich

history. For centuries, Southwark has been a centre of diversity, creativity and innovation. We have much to be proud of, and every reason to have high ambitions for the decades ahead.

To continue to achieve those ambitions we must unite our community with common cause in delivering the future to which we aspire. That is why the council is working with the people and organisations of our borough to agree our shared Southwark 2030 plan. Thousands of Southwark residents and hundreds of Southwark organisations have already been involved in shaping this plan. This work is ensuring that we agree the right shared goals for the future of our borough.

Our greatest strength is the people of our borough, and the plan will therefore at its core be one that unlocks their potential. For centuries, people from across Britain and around the world have been drawn to Southwark to work, to study and make this borough their home. From the first Roman and Anglo Saxon settlers, to Flemish weavers in the fourteenth century, Dutch pottery makers in the sixteenth century and Irish labourers in the eighteenth century, to the Windrush generation from the Caribbean and Commonwealth, people from across Africa, South America, Europe and China, alongside many more people from around the world and across our country, generation after generation, have brought new ideas and cultures that have come together to make Southwark one of the most diverse and creative places in the world. Our Southwark 2030 plan will draw on all of the talent in our community to deliver the change our borough needs.

To achieve the true potential of Southwark we need to unite the people and organisations of our borough with common purpose in delivering the big changes that our community need. That is why our Southwark 2030 plan will be one jointly owned and agreed, not just by the council as the democratic leadership of the borough, but also by our wider community, public services, business, education and cultural sectors. A shared plan setting out our shared ambitions and commitment to deliver them, together with our brilliant schools and universities, our world leading hospitals, innovative businesses and vibrant voluntary, community, faith, arts and cultural sectors all playing their part.

We have many successes to build on. In the last 14 years, Southwark has achieved so much, in very hard times. Working with the community to deliver what Southwark residents want, despite huge funding pressures imposed on local public services, including the council, schools, and our NHS, from Liberal Democrat and Conservative governments.

To give just a few examples of our successes, over recent years we have:

- **Transformed our schools**, from being some of the worst in the country to being some of the best, with 98% now rated as Good or Outstanding. Our schools also have a nationally leading offer of free healthy school meals and mental health support.

- **Created thousands of good jobs**, and supported thousands of Southwark residents into them, with the number of jobs in our borough at a record high, our employment rate lifted from below the London and national average to above both, and more apprenticeships created than any other London borough.
- **Built more council and social rent homes than any other council**, with over 3,000 new council homes built or under construction and more social rent homes started than any other borough in the country since 2015.
- **Delivered new and better parks, libraries, leisure centres and theatres**, opening six new libraries since 2010, new leisure centres and parks opened and under construction at Elephant and Castle and Canada Water, millions of pounds invested in our existing parks including the complete transformation of Burgess Park, and seven new theatres opened across our borough.

The Southwark 2030 plan will build on these successes and the many others our community and Labour run council are already delivering together.

In an ever-changing national and global political environment, we must continue to raise our ambitions for our borough, making sure we are the driving force behind what happens to Southwark and the people that live, work and study here.

Last year the council embarked on Southwark 2030, to outline a shared vision for the borough, developed by people who live, work, and study in Southwark.

The development of the plan is being undertaken collaboratively with our borough community. Over 5,000 people have been involved a programme of engagement through our Social Life, Life After Covid and Southwark 2030 involvement processes.

The Southwark 2030 engagement plan has been co-designed with local community groups and public sector partners. The comprehensive approach has reached a full range of Southwark residents. Including in-depth conversations with people who live, work, study and visit the borough, held in local venues across the borough. Thirty listening events hosted by a wide range of local community and voluntary groups, organised to reach resident who are often less heard, including events hosted by women's, older people's, LGBTQ+, migrants, parents, youth, disability and religious groups. Representative surveys of Southwark residents on their aspirations for their families and our borough. Decision at empowering ward forums. Work with schools and youth groups to hear the views of children and young people.

With local groups and organisations also given the opportunity to drive the direction of the Strategy and partners from the voluntary sector, NHS, schools universities,

Police and cultural institutions activity engaged throughout.

During the consultation process residents have shared the things they love about Southwark: our vibrant and diverse culture, our fantastic schools, our drive to deliver good quality housing, our thriving small business and town centres, our green spaces and our accessible leisure centres.

We also learned about the priorities that people in Southwark want to see progress; even more and better affordable homes, reducing anti-social behaviour, increased access to the mental health support, creating cleaner air, extra chances to gain good jobs and skills, increased opportunities for young people and making sure everyone feel part of a community.

Southwark 2030 will build on what residents have told us, and ensure we have a shared plan focused on delivering on the goals that matter to our residents, ensuring:

- Children can flourish
- People can have good homes, that they can afford
- Our borough is safe
- We improve health and especially mental health
- There are good jobs for Southwark residents
- Our environment is clean and healthy
- Our neighbourhoods are great places to live.

Above all the plan will focus on closing the gaps across our community in each of the above areas. Because whilst our borough, city and country are full of opportunity, the gaps across our society means too many people in Britain today are being left behind. In Southwark, we are determined to lead in the way in closing that gap.

The work in these areas will be guided by overarching principle to guide our borough's plan between now and 2030:

- Reducing inequality
- Investing in prevention
- Empowering people.

Southwark 2030: a proud history and a vibrant future: harnessing all of the strengths of our borough to deliver opportunity for all.

1. Council assembly resolves to:
 - a. Thank everyone who was involved in the engagement process so far across our community and voluntary, public, business, education and cultural sectors.

2. Council assembly asks cabinet to:

- a. Finalise and agree our Southwark 2030 Plan. This plan should deliver on the priorities of our community, including those set out above, and be developed in partnership with residents and organisations of our borough.
- b. Establish a new partnership structure with local public services, anchor organisations and key businesses to ensure that they are part of delivering this vision.
- c. Utilise this partnership to develop and agree actions that focus on the transformation changes we want to make together as we look to the future.
- d. Allocate the Southwark 2030 fund towards delivering that plan, ensuring the funding is used to deliver on these priorities.
- e. Put in place annual reporting on the progress in delivering the plan, and the goals within it.

4. **DEPUTATIONS**

As part of the programme motion the meeting agreed to hear deputations from:

Marcia Road Residents

The group's representatives spoke to the meeting for four minutes and thereafter asked a question of the cabinet member for the climate emergency, clean air and streets.

Southwark Trades Union Council

The group's representatives spoke to the meeting for four minutes and thereafter asked a question of the leader of the council.

Kirby Estate residents' group and London Play

The group's representatives spoke to the meeting for four minutes and thereafter asked a question of the cabinet member for neighbourhoods, leisure and parks.

5. **ISSUES RAISED BY MEMBERS**

5.1 MEMBERS' QUESTION TIME

There was one late question to the leader from Councillor Victor Chamberlain, the written response to which was circulated before the meeting. There were two supplemental questions.

There were 27 members' questions, the written responses to which were circulated before the meeting. There were 18 supplemental questions.

5.2 MEMBERS' MOTIONS

Motion 1: Back the Bakerloo Line Extension

This motion was considered prior to the guillotine having fallen.

Councillor Richard Livingstone moved the motion. Councillor Cassandra Brown seconded the motion.

There was one amendment to the motion. Councillor Jane Salmon moved Amendment B. Councillor Irina von Wiese seconded Amendment B. After debate (Councillors Helen Dennis, Renata Hamvas, Charlie Smith, Victoria Mills, and Kieron Williams), Councillor Richard Livingstone responded to the debate.

The Mayor of Southwark called for an adjournment for five minutes.

Amendment B was put to the vote and declared to be lost.

The substantive motion was put to the vote and declared to be carried.

Note: This motion will be referred as a recommendation to the cabinet for consideration.

1. Council Assembly believes:
 - a. The Bakerloo Line Upgrade and Extension will deliver for people and businesses across our city and country, creating a more connected, productive and sustainable city and supporting the national economic growth our country needs.
 - b. The Bakerloo Line is an iconic part of the Underground, and a vital piece of economic infrastructure with 920,000 jobs – one in six in London – within a 12-minute walk of a station.
 - c. The Bakerloo Line Upgrade and Extension would have a transformational impact on London, by:
 - i. Boosting the economy:
 - Supporting 150,000 jobs in total, including nearly 10,000 directly
 - Creating 190,000 sqm of new commercial floorspace,

- Generating £1.5bn of GVA per year
- ii. Tackling the housing crisis:
 - Supporting 107,000 homes along the entire line
 - This includes unlocking 20,400 new homes as a direct result of the extension
- iii. Greening our transport network:
 - Creating 150,000 additional public transport trips
 - 20,800 fewer car trips daily
 - Improving connectivity, with travel time from Old Kent Road to Oxford Circus cut by nearly two thirds from 38 minutes to 13 minutes;

2. Council Assembly notes:

- a. The recent major construction milestone with a “bottoming out” ceremony for the new integrated ticket hall at Elephant and Castle’s Northern line tube station. The ITH will serve as the primary entrance to the Northern Line and represents the first piece of substantial infrastructure to support the proposed Bakerloo Line extension
- b. Over the last decade, the council has invested over £70m into the Elephant & Castle tube upgrade, providing a new step-free station and integrating the Northern line with the Bakerloo Line and its anticipated extension.
- c. That the Mayor of London, and the Deputy Mayor for Transport, have offered their vocal support for the Bakerloo Line Extension.
- d. Southwark’s Cabinet have just agreed an allocation of Strategic CIL of £350,000 towards the Elephant and Castle over-ground station and £250,000 towards the Bakerloo Line Extension.
- e. The Bakerloo Line Extension now has support from numerous Councils across London and the Leader of the Council Kieron Williams has been a key voice in rallying and securing this support.
- f. The Bakerloo Line Extension is vital to delivering new homes, jobs and green spaces in the Old Kent Road Opportunity Area – 20,000 new homes in total, which are much needed given the current housing crisis.
- g. That Southwark has an impressive record of affordable housing delivery along the Old Kent Road. Of the 3,333 homes already delivered or on site there, over 50% are affordable. The Bakerloo Line Extension would enable us to deliver many more genuinely affordable homes that Southwark residents need.
- h. The Bakerloo Line Upgrade and Extension cannot happen without more support from government. Transport for London (TfL) has succeeded in boosting passenger numbers and restoring finances after the devastating impact of the pandemic. However, as with all major transport networks,

TfL will need ongoing support with capital funding to maintain the network and invest in future growth.

- i. The Government announced a short sighted and insufficient one-year capital investment deal for TfL in December. However, this provides only £250m next year, half the £500m to £600m TfL requires annually from government to meet its capital needs.
3. Council Assembly resolves to:
 - a. Continue to campaign for the Bakerloo line extension working with TfL, the Mayor of London, councils across London and our wider community
 - b. Work with the Mayor of London to continue to deliver major upgrades to the transport network in Southwark to deliver for Southwark Residents including through increased bus capacity, including a Bakerloo Bus, on the Old Kent Road.
 - c. Ask the Cabinet to produce a new piece of work outlining a path to secure the necessary funding from government that would see the BLE come to fruition
 - d. Ensure there is continued investment from Southwark's Strategic Community Infrastructure Levy into the Bakerloo line extension
 - e. After the Mayoral election in May, call on the newly elected Mayor of London to back the Bakerloo line extension.

Motion 2: A Fair Deal for Housing in Southwark

This motion was considered prior to the guillotine having fallen.

Councillor Emily Tester moved the motion. Councillor Victor Chamberlain seconded the motion.

There was one amendment to the motion. Councillor Emily Hickson moved Amendment C. Councillor Kath Whittam seconded Amendment C.

Councillor Maggie Browning proposed a motion to extend the guillotine by ten minutes. This was seconded by Councillor Chloe Tomlinson. This was put to the vote and agreed.

After debate (Councillors Sarah King and Sam Foster), Councillor Emily Tester responded to the debate.

Amendment C was put to the vote and declared to be carried.

The substantive motion as amended was put to the vote and declared to be carried.

Note: This motion will be referred as a recommendation to the cabinet for consideration.

1. Council Assembly notes the context that Southwark finds itself in:
 - a. In the context of a housing crisis, Southwark Council is building more council homes than any other local authority. Everyone should be able to afford somewhere they can call home. That is why we are focusing on building new council homes that Southwark residents can actually afford.
 - b. Building genuinely affordable homes is the way to tackle the housing crisis. That is why since 2014 we have built or started building over 3,000 new council homes.
 - c. The latest 'London Assembly Affordable Housing Monitor 2023' reported that there were more social rent and London affordable rent starts in Southwark than in any other London council since 2015.
 - d. The council works with external partners to ensure that social rent homes are delivered as part of every major schemes. This has led, directly, to the planning consent being granted to at least 14,985 affordable homes, including 9,623 social rent homes in Southwark since 2010.
 - e. We have a plan to deliver affordable homes for Southwark residents who do not qualify for social housing, and are working on pilots for Keyworker Homes and a Community Land Trust.
 - f. We are the largest social landlord in London, and look after 55,000 homes.
 - g. The council is always working to improve our housing stock, since 2010, we have installed 23,500 new bathrooms and kitchens.
 - h. Satisfaction with repairs is now up to 90%. Feedback from residents shows has been significant improvement in our repairs and maintenance service delivery over the past 12 months, continued implementation of our repairs service improvement plan will ensure that this pace of progress continues as we head further into 2024.
 - i. The council has created a Repair Improvement Residents Board, a panel of residents who can now get involved in making decisions about their home and estates to make improvements to our service.
 - f. One third of our residents live in privately rented homes; that is why Southwark Council introduced the Gold Standard Charter (GSC) which is a voluntary scheme that rewards landlords and managing agents who provide a professional level of service and good practice to their tenants in the private rented sector.
 - g. The council has now rolled out its Private Rented Property Licensing scheme, one of the largest in the country to protect residents in the private rented sector.
 - h. Whilst the challenges around Temporary Accommodation are significant, we have an action plan to address homelessness and rough sleeping, set out

alongside our draft strategy published for Cabinet last month. Southwark has also introduced the Good Homes Standard for Temporary Accommodation and signed the London Mayor's Charter to End Rough Sleeping

- i. We are committed to using all powers at our disposal to reduce the number of Empty Homes in the borough. The council will be extending the council tax premium in 24/25 to homes empty for one year or more, and to second homes. While there is more work to do, we are making significant progress bringing homes borough back into use and have developed a comprehensive action plan to use all the available powers to reduce the number of empty homes in the borough, in the continuing housing crises.
 - j. Last week, Southwark Council hosted the Future of Council Housing summit the first of its kind, bringing together the country's largest local authority social landlords, each managing around 20,000 council homes or more. The Summit will inform a major report, authored by respected housing policy, to be published in June. It will set out a comprehensive plan to fix a broken financial model and enable councils to play their part in addressing the national housing crisis.
2. Council Assembly further notes:
- a. What Southwark has achieved is remarkable against the backdrop of all councils facing extraordinary challenges in delivering and retaining council homes.
 - b. The UK is facing a national housing crisis; the scale of the challenge is huge. Across our country over a quarter of a million people are homeless, with one and a half million more living in overcrowded homes. 1 in 23 children in London are living in temporary accommodation.
 - c. In addition, almost one in five council leaders and chief executives in England surveyed by the Local Government Association think it is very or fairly likely that their chief finance officer will need to issue a Section 114 notice this year or next due to a lack of funding to keep key services running.
 - d. Since 2010, Conservative and Liberal Democrat governments have taken political decisions, in the full knowledge it would directly impact local government and most importantly our residents.
 - e. The Affordable Housing Grant was reduced by 60% in 2010 by the Coalition, making it much harder to build social rent homes without significant borrowing and private subsidy.
 - f. That the increase in overcrowding and escalating need for temporary accommodation is worsened by the Benefit Cap agreed by the Coalition which makes it impossible for low-income families to access appropriate housing in the private rented sector in Southwark.
 - g. The Conservatives, with their former Prime Minister Liz Truss, crashed the economy with the disastrous mini budget, and as a result, house building

across London and the country has stalled

- h. There has been a significant reduction of income into the HRA when taking inflation into account as a result of 1% rent cap for 4 years, and then a 7% rent cap. This was right decision for our tenants during a cost-of-living crisis, but without central government financial support local councils are bearing this cost.
 - i. Significant new spending pressure at approx. £100 million to works from Fire and Building Safety Acts on 180 high-rise buildings, again lacking any funding support from the Government
 - j. The impact of the rent cap and the Building Safety Act costs alone will result in £40 million additional cost for Southwark Council in 2024/25.
 - k. In contrast to this, in government Labour delivered a huge upgrade to homes social rent homes – through the Decent Homes Programme, over a million homes were improved between 2001 and 2010.including 810,000 new kitchens, 610,000 new bathrooms and 1,140,000 new central heating systems.
 - l. Labour in government also presided over a halving in homelessness and all but eliminated rough sleeping
3. Council Assembly recognises:
- a. It was right that residents of Devon Mansions and Canada Estate received an unreserved apology, due to the frustration and stress caused during recent major works, and the poor communications they received throughout the project. Labour ward councillors pushed hard for residents to be heard, referring these cases to the Overview and Scrutiny Committee.
 - b. A Task and Finish Group has been established, internal and external audits will be carried out, to put right what is wrong. This root and branch examination of what went wrong here will lead to changes in the Housing Team and how it operates, to ensure this situation never reoccurs.
 - c. The Council is committed to re-establishing trust with residents, dramatically improving communication with residents and to learn from these events. Residents' voices will be heard in the investigation process and residents are helping to appoint an independent surveyor.
 - d. It has been incredibly disappointing to have to temporarily pause the new homes schemes on four sites: Sceaux Gardens, Bells Gardens, Lindley Estate and Styles House. In addition, that the Council is committed to working with residents to bring forward short-term solutions for these sites, as well as viable plans for the delivery of new homes.
4. Council Assembly resolves to:
- a. Make improving the condition of our council homes the first priority for the council, continuing to improve repairs and bring forward a new Safe, Dry,

Warm programme

- b. Continue to build more council homes, bringing forward plans to deliver the next round of our new council homes programme, including viable schemes on sites which are currently 'paused'.
- c. Continue to use our planning policy to secure new affordable and social homes.
- d. Campaign for Bakerloo Line Extension which would directly support an additional 10,500 homes in Southwark.
- e. Deliver on building safety and fire safety work, ensure that our homes are safe and that our residents feel safe in their homes.
- f. Embed the learning from Devon Mansions and Canada Estates, committing to re-establishing trust with residents and dramatically improving communication with residents
- g. Roll out more protections and support for private renters, extending our licensing scheme so landlords have to meet higher standards and funding free advice services so support is there if your landlord is acting unfairly. Campaign for further powers to regulate the sector including three-year tenancies and powers to control rents.
- h. Support homeowners affected by the Cladding Crisis, campaigning for remedial costs to be paid for by developers and will do everything within our power to fight for a fair deal so that leaseholders are not left bearing these costs.
- i. We will take a zero tolerance approach to rogue landlords and empty homes, using all the powers available to the council to tackle the worst offenders and campaigning for the resources and powers to bring more long-term empty homes back into use.
- j. Following the general election work with the government to Get Britain building again by reforming planning laws to kick-start 1.5 million new homes, transport, clean energy, and new industries in all parts of the country. Because cheaper bills, the chance to own your own home, and modern infrastructure are key to growth and the foundations of security.
- k. Call on the government to invest supporting local authorities in making future improvements to council homes, and use the findings of the Council House 20 report that will be produced later this year.

Motion 3: Southwark Council calls for an immediate ceasefire in Gaza

This motion was considered after the guillotine had fallen.

The motion was put to the vote and declared to be carried.

Note: This motion will be referred as a recommendation to the cabinet for consideration.

1. Council Assembly notes:
 - a. Our profound horror and despair at scenes that we have seen unfolding over the past five months in Israel and in Gaza.
 - b. On 7 October 2023 Hamas killed around 1,200 Israelis, and took around 240 hostages, with over 100 still being held;
 - c. Since 7 October 2023, over 30,000 Palestinians have been killed and around 1.9 million have been displaced, with Gaza now facing a severe humanitarian crisis;
 - d. That these events have led to a deeply worrying increase in antisemitism and Islamophobia across the UK.
2. Council Assembly resolves to:
 - a. Stand with the residents of our borough who have been profoundly affected by this conflict, especially those who may be fearing for the lives of their families and friends currently in the region. It is an unconscionable position for far too many.
 - b. Stand firm and united against antisemitism and Islamophobia in all its forms.
 - c. Thank community leaders across our borough for the role they are playing in reducing tensions at this sensitive and difficult time.
3. Council Assembly believes:
 - a. That there can be no excuse for the scale of this suffering, no excuse for terrorist attacks, hostage taking or the utterly disproportionate scale of civilian deaths in Gaza.
 - b. That the fighting must stop now, with an immediate ceasefire observed by all sides. All hostages released. The siege conditions in Gaza ended, with full access for the food medicines, electricity and supplies needed to end the humanitarian crisis.
 - c. That an immediate ceasefire must be accompanied by a political process with the support of the UN, that delivers a permanent end to this suffering and a just and lasting peace.
4. Council Assembly also believes:
 - a. There can be no place for hate in our borough. Southwark must be a safe place for people of all faiths and nationalities. We must support people whose families and loved ones are caught up in this conflict and extend a special welcome to anyone fleeing war and persecution, in

keeping with the Southwark's tradition as a borough of sanctuary.

5. Council resolves to:
 - a. Work with our local Jewish, Muslim and wider community to continue to ensure antisemitism and Islamophobia are not tolerated in our borough, and to be ready to welcome refugees fleeing this conflict.
 - b. Write to the Prime Minister and Foreign Secretary to ask the UK Government to:
 - call for an immediate bilateral ceasefire and unfettered humanitarian access to Gaza
 - work to advance a serious and concerted international effort for a two-state solution and a just and lasting peace.
 - provide safe and legal routes for refugees fleeing the region
 - request central government funding to support community cohesion at a local level.

Motion 4: Protecting Play Spaces in Southwark

This motion was considered after the guillotine had fallen.

There was one amendment to the motion.

Amendment D was put to the vote and declared to be carried.

The substantive motion as amended was put to the vote and declared to be carried.

Note: This motion will be referred as a recommendation to the cabinet for consideration.

1. Council assembly notes:
 - a. Access to outdoor play is fundamental to the physical, social, mental and emotional development of children.
 - b. Article 31 of the UN Convention on the Rights of the Child states that Governments must “respect, protect and fulfil” the “right of the child to rest and leisure, to engage in play and recreational activities”.
 - c. The UK is currently failing in that duty, with children suffering damage to their mental health and wellbeing due to the lack of accessible play spaces.
 - d. The impact of Covid lockdowns on the mental health of young people is yet to be fully understood but it is a clear that we must provide every opportunity for the affected generation to play and develop socially.
 - e. The disastrous cuts to local government funding implemented by the Conservative Government have left playgrounds falling into disrepair across the UK.

f. The Southwark Plan 2022 policies P13-15 and P57 and London Plan 2021 policies D6, H16 and S4 set out the council's requirements in respect of design and open space. These policies are relevant for amenity space, play space and open space. Open spaces are an essential resource for residents and visitors and all development should ensure that there is sufficient amenity and play space in accordance with GLA guidance. Where the council accepts that the policy requirements cannot be met fully onsite, a financial S106 planning obligation is required in order to ensure that the impact of development is mitigated.

2. Council assembly further notes:

- a. The council has just completed an initial phase of an audit of all play provision in Southwark. This has identified 200 play sites, placing Southwark and one of the best provided boroughs for play in London.
- b. In recent years the council has made significant investment into play spaces, investing;
 - I. £1.2 million at St Marys Churchyard Playground and Plaza,
 - II. £1.1 million at Camberwell Green Playground,
 - III. £680,000 at Nelson Square Playground and MUGA,
 - IV. £600,000 at Pullens Gardens Playground and park,
 - V. £500,000 at Southwark Park Playground,
 - VI. £4 million at Peckham Rye Park Playground and new playroom building,
 - VII. £1.5 million at Mint Street Adventure Playground and building,
 - VIII. £700,000 at Leyton Square Playground,
 - IX. £3.3 million at Burgess Park West Playground and park expansion and
 - X. £1.5 million at Dickens Square Park Playground and park expansion.
- c. Many playground improvements are instigated by active ward councillors who have access to Cleaner, Greener Safer funding and local CIL. They can and do use this money to prioritise the improvement of play spaces within their ward. Initial development and assessment studies funded by CSG can then ensure that well designed schemes can be consulted on with the local community and additional a or external funding found to deliver these improvements.
- d. Council recognises and is grateful for the efforts made by active ward councillors to improve play spaces in our local parks and housing estates. This can be done with initial funding from the Cleaner, Greener, Safer fund and local CIL.
- e. This is also done, by working with local community partners to support provision of better quality play space; in locations, the Council does not direct responsibility for. An example of this can be seen at Dog Kennel Hill Adventure Playground in Champion Hill ward.

3. Council assembly resolves to:

- a. Complete the next phase on the 2024 Play Audit, which will include a detailed design and costing plan for priority play areas, and consultation with key

stakeholders.

- b. Continue to invest in our 200+ play spaces in parks and on estates.
- c. Based on information highlighted by the Play Audit, work to secure funding for inclusive play spaces and equipment.
- d. Based on information highlighted by the Play Audit, work to secure the funding for phase 1 for further playground investment, to encompass a range of possible actions from remedial improvements and better maintenance, additional and more inclusive accessible facilities or the full refurbishment of a site.
- e. Establish clear prioritisation and delivery programme for further phases of playground investment and improvement.

Motion 5: Improving Inclusivity for People with Dyslexia

This motion was considered after the guillotine had fallen.

There was one amendment to the motion.

Amendment E was put to the vote and declared to be carried.

The substantive motion as amended was put to the vote and declared to be carried.

Note: This motion will be referred as a recommendation to the cabinet for consideration.

1. Council assembly notes:

- a. The council has a duty to ensure all services and materials are accessible to everyone.
- b. Dyslexia is a protected characteristic covered by the Equality Act 2010.
- c. This year the council launched a new branding and visual identity that includes a guide to be used in all council documents on 'How to write in plain English' and 'Write accessible content for our website and intranet'
- d. These contain information to ensure that all written documents and webpages are accessible to everyone.
- e. The 'How to write in plain English guide' contains guidance on layout, headings and structure and writing style that reflect the much of the guidance within the Dyslexia friendly style guide.
- f. Both the Dyslexia friendly style guide and Southwark's house style guide recommends:
 - I. The use of Arial typeface, no smaller than font size 12.
 - II. Avoiding the use of underlining and italics.

- III. Avoiding the use of all capital letters and uppercase letters for continuous text.
 - IV. Using headings and styles to create consistent structure to help people navigate through your content
 - V. For headings, use a font size that is at least 20% larger than the normal text.
 - VI. Add extra space around headings and between paragraphs.
 - VII. Ensure hyperlinks look different from headings and normal text.
 - VIII. Using single colour backgrounds, avoiding background patterns or pictures and distracting surrounds.
 - IX. Using sufficient contrast levels between background and text.
 - X. Using dark coloured text on a light (not white) background.
 - XI. Left align text, without justification.
 - XII. Being concise, avoiding using long, dense paragraphs
 - XIII. Using simple clear language and every day words.
 - XIV. Using bullet points and numbering rather than continuous prose.
 - XV. Avoiding abbreviations where possible
- g. The new house branding and visual identity does not currently offer specific guidance on:
- I. Inter-character spacing and inter-word spacing
 - II. The use of alternatives to white paper
 - III. The use of matt paper rather than gloss
 - IV. Using images to support text.
 - V. Giving instructions clearly
 - VI. Avoid double negatives
 - VII. Providing a glossary of abbreviations and jargon.

2. Council assembly resolves to:

- a. Implement the full roll out and adoption of the new style guide, continuing to make all staff aware of the guides
- b. Ask officers to explore how we could incorporate guidance on the areas within the Dyslexia style guide that are not currently referenced within the new visual identity guides
- c. Regularly review documents and webpages for internal and external use, to make sure that where possible, the house guide is being followed and that all written documents and webpages are accessible to everyone on the understanding that documents may need to be tailored to be accessible to a specific audience.

6. REPORT(S) FOR DECISION FROM THE CABINET

6.1 PROPOSED CONSTITUTIONAL UPDATES 2023-24: COUNCIL ASSEMBLY PROCEDURE RULES

There was one amendment to this report. Amendment F was moved by Councillor

Graham Neale. Amendment F was seconded by Councillor Adam Hood.

After debate, (Councillors Maggie Browning, Sabina Emmanuel and Ian Wingfield) Amendment F was put to the vote and declared Lost.

The recommendations were put to the vote and declared Carried.

RESOLVED:

1. ***That council assembly agreed the proposed changes to the constitution affecting council assembly as outlined in Appendix 1 and 2 of the report.***

Consequential changes

2. That the proper constitutional officer be authorised to make any necessary consequential changes to the constitution as a result of the above.

6.2 REVIEW OF CALL-IN PROCEDURE

The recommendations were put to the vote and declared Carried.

RESOLVED:

1. That 'the use of call-in: guidance for English authorities' issued by the Centre for Governance and Scrutiny (CfGS), Appendix 1 of the report be noted, section 1 in particular (purpose of call-in).
2. That having regard to the CfGS guidance, the findings from the review of the council's current call-in process (Appendix 2 of the report) be noted.
3. That the main findings set out in paragraphs 13 to 41 of the report be noted (arising report recommendations set out at paragraphs 4 to 7).
4. That it be noted that written guidance on the call-in process in the form of a protocol/procedure note is being prepared for circulation to members, and publication on the council website (paragraphs 15 to 16 of the report).
5. That overview and scrutiny procedure rule 17.4 be amended to 'any five members of the council (including education representatives for the purpose of education decisions only)' (paragraphs 23 to 27 of the report).
6. That the 'Guidance Note: Principles of Decision Making' prepared to support the decision making process (Appendix 3 of the report) be noted.
7. That the proposed changes take effect from 1 April 2024 to enable training for both

members and officers on any new call-in arrangements ahead of implementation (paragraphs 42 to 43 of the report).

6.3 ADJUSTMENT OF MEMBER ALLOWANCES IN LINE WITH THE NATIONAL LOCAL GOVERNMENT OFFICER PAY SETTLEMENT AND MEMBER ALLOWANCES SCHEME 2024-2025

There was one amendment to this report. Amendment G was moved by Councillor Emily Tester. Amendment G was seconded by Councillor Jane Salmon.

After debate, (Councillor Stephanie Cryan, Margy Newens, Ellie Cumbo and Richard Livingstone) Amendment G was put to the vote and declared Lost.

Councillor Graham Neale made a point of personal explanation during the debate.

The recommendations were put to the vote and declared Carried.

RESOLVED:

3. ***That council assembly approved with immediate effect the adjustment of member allowances in line with the national local government officer pay settlement and allowances for officers as detailed in paragraph 20 of the report.***
4. ***That council assembly approved, with effect from 1 April 2024, the member allowances scheme for 2024-2025 as detailed in paragraphs 20 to 26 and Appendix 2 of the report, having had regard to the advice of the London Councils Independent Remuneration Panel Report 2023 (see Appendix 1 of the report).***

6.4 COUNCIL ASSEMBLY DATES AND CALENDAR OF MEETINGS 2024-2025

The recommendations were put to the vote and declared Carried.

RESOLVED:

1. That council assembly agreed the following dates for meetings of council assembly be fixed in the council calendar for the 2024-25 municipal year:

Council Assembly	Type of Meeting
Wednesday 22 May 2024	Mayor Making/Annual meeting
Wednesday 10 July 2024	Ordinary meeting
Wednesday 20 November 2024	Ordinary meeting

Wednesday 26 February 2025	Budget and council tax setting
Wednesday 19 March 2025	Ordinary meeting
Saturday 17 May 2025	Mayor Making/Annual meeting

2. That council assembly noted the agreement in May 2023 for the dates of the annual/mayor making meetings for 2025 to 2027 as set out below:
 - Saturday 17 May 2025 11am
 - Saturday 16 May 2026 11am
 - Saturday 15 May 2027 11am
3. That council assembly noted the calendar of council meetings for the 2024-25 municipal year as shown at Appendix 1.

6.5 SPECIAL URGENCY AND URGENT IMPLEMENTATION DECISIONS - ANNUAL REPORT 2024

The recommendations were put to the vote and declared Carried.

RESOLVED:

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

7. AMENDMENTS

The meeting closed at 10.40 pm.

CHAIR:

DATED:



Council Assembly (Extraordinary meeting)

MINUTES of the Council Assembly (Extraordinary meeting) held on Wednesday 20 March 2024 at 9.00 pm at Council Offices, 160 Tooley Street, London SE1 2QH

PRESENT:

The Worshipful the Mayor for , Councillor Michael Situ (Chair)

Councillor Suzanne Abachor	Councillor Sarah King
Councillor Evelyn Akoto	Councillor Sunny Lambe
Councillor Jasmine Ali	Councillor Richard Leeming
Councillor Naima Ali	Councillor Richard Livingstone
Councillor John Batteson	Councillor James McAsh
Councillor Rachel Bentley	Councillor Darren Merrill
Councillor Cassandra Brown	Councillor Victoria Mills
Councillor Maggie Browning	Councillor Portia Mwangangye
Councillor Victor Chamberlain	Councillor Graham Neale
Councillor Sunil Chopra	Councillor Margy Newens
Councillor Stephanie Cryan	Councillor Jason Ochere
Councillor Ellie Cumbo	Councillor Leo Pollak
Councillor Helen Dennis	Councillor Bethan Roberts
Councillor Dora Dixon-Fyle MBE	Councillor Catherine Rose
Councillor Esme Dobson	Councillor Jane Salmon
Councillor Sabina Emmanuel	Councillor Martin Seaton
Councillor Natasha Ennin	Councillor Andy Simmons
Councillor Sam Foster	Councillor Charlie Smith
Councillor Renata Hamvas	Councillor Cleo Soanes
Councillor Barrie Hargrove	Councillor Emily Tester
Councillor Ketzia Harper	Councillor Chloe Tomlinson
Councillor Jon Hartley	Councillor Joseph Vambe
Councillor Youcef Hassaine	Councillor Irina Von Wiese
Councillor Esme Hicks	Councillor David Watson
Councillor Emily Hickson	Councillor Kath Whittam
Councillor Adam Hood	Councillor Kieron Williams
Councillor Laura Johnson	Councillor Ian Wingfield
Councillor Nick Johnson	

1. PRELIMINARY BUSINESS

1.1 APOLOGIES FOR ABSENCE

Apologies for absence were received from Councillors Sam Dalton, Gavin Edwards, Maria Linforth-Hall, Hamish McCallum, Kimberly McIntosh, Reggie Popoola and Sandra Rhule.

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

There were none.

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

There were none.

1.4 DISCLOSURE OF INTERESTS AND DISPENSATIONS

There were none.

2. REPORT(S) FOR DECISION

2.1 FREEDOM OF THE BOROUGH 2024

The recommendations were put to the vote and declared Carried.

RESOLVED:

1. That the recommendation from the constitutional steering panel to confer the award of Freedom of the Borough to the nominees outlined in the closed report be agreed.

2.2 FREEDOM OF THE BOROUGH 2024

The recommendations were put to the vote and declared Carried.

RESOLVED:

That Council Assembly agreed the nominations for the award of Freedom of the Borough.

The meeting closed at 10.45 pm.

CHAIR:

DATED:



Council Assembly (Mayor Making/Annual meeting)

MINUTES of the Council Assembly (Mayor Making/Annual meeting) held on Wednesday 22 May 2024 at 6.00 pm at Southwark Cathedral, London Bridge, London SE1 9DA

PRESENT:

The Worshipful the Mayor for 2023-24, Councillor Michael Situ	
The Worshipful the Mayor for 2024-25, Councillor Naima Ali	Councillor Michael Situ (Chair)
Councillor Suzanne Abachor	Councillor Sunny Lambe
Councillor Evelyn Akoto	Councillor Richard Leeming
Councillor Jasmine Ali	Councillor Maria Linforth-Hall
Councillor Naima Ali	Councillor Richard Livingstone
Councillor John Batteson	Councillor James McAsh
Councillor Rachel Bentley	Councillor Kimberly McIntosh
Councillor Cassandra Brown	Councillor Darren Merrill
Councillor Maggie Browning	Councillor Portia Mwangangye
Councillor Victor Chamberlain	Councillor Graham Neale
Councillor Sunil Chopra	Councillor Margy Newens
Councillor Stephanie Cryan	Councillor Jason Ochere
Councillor Ellie Cumbo	Councillor Leo Pollak
Councillor Sam Dalton	Councillor Reginald Popoola
Councillor Helen Dennis	Councillor Sandra Rhule
Councillor Dora Dixon-Fyle MBE	Councillor Catherine Rose
Councillor Esme Dobson	Councillor Jane Salmon
Councillor Gavin Edwards	Councillor Martin Seaton
Councillor Sabina Emmanuel	Councillor Andy Simmons
Councillor Natasha Ennin	Councillor Charlie Smith
Councillor Sam Foster	Councillor Cleo Soanes
Councillor Renata Hamvas	Councillor Joseph Vambe
Councillor Barrie Hargrove	Councillor Irina Von Wiese
Councillor Youcef Hassaine	Councillor Kath Whittam
Councillor Adam Hood	Councillor Kieron Williams
Councillor Laura Johnson	Councillor Ian Wingfield
Councillor Nick Johnson	

1. ELECTION OF THE MAYOR

The Mayor of Southwark, Councillor Michael Situ, welcomed everyone to the meeting.

The Mayor announced that the leaders of each political group wished to make a statement.

Thereafter, Councillors Kieron Williams and Victor Chamberlain paid tribute to the outgoing Mayor.

The Mayor asked for nominations for Mayor for the ensuing municipal year 2024-25.

Councillor Kieron Williams, seconded by Councillor Evelyn Akoto, moved that Councillor Naima Ali be elected Mayor of the London Borough of Southwark for the municipal year 2024-25.

The nomination was put to the vote and it was:

RESOLVED: That Councillor Naima Ali be elected Mayor for the 2024-25 municipal year.

Councillor Naima Ali accepted the office of Mayor. The clerk declared that Councillor Naima Ali was duly elected Mayor of Southwark for 2024-25.

The new Mayor signed the declaration of acceptance of office and took the chair.

The new Mayor stated that she appointed her daughter, Kafia Elmi, as her Mayoress.

The new Mayor appointed Councillor Sunny Lambe as Deputy Mayor.

The new Mayor gave her incoming speech and announced that her chosen charities would be Speakerbox, Action Aid, and Living Bankside.

2. PRELIMINARY BUSINESS

2.1 APOLOGIES FOR ABSENCE

Apologies were received from Councillors Ketzia Harper, Jon Hartley, Esme Hicks, Emily Hickson, Sarah King, Hamish McCallum, Victoria Mills, Bethan Roberts, Emily Tester, Chloe Tomlinson, and David Watson.

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

There were none.

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

There were none.

2.4 DISCLOSURE OF INTERESTS AND DISPENSATIONS

There were none.

2.5 MINUTES

The minutes of the ordinary and extraordinary meetings of council assembly on 20 March 2024 were agreed as a correct record.

3. REPORTS

3.1 EXECUTIVE FUNCTIONS 2024-2025

RESOLVED:

1. ***That council assembly received a report from the leader on the following executive issues for the coming municipal year 2024-25:***
 - ***Noted the appointment by the leader of cabinet members***
 - ***Noted the appointment of deputy cabinet members***
 - ***Noted the establishment and appointment of any cabinet committees***
 - ***Noted the leader's report on the delegation of executive functions to the full cabinet, cabinet committees, individual cabinet members, chief officers and other delegations.***

Appointment of the cabinet

2. ***That the leader reported to council assembly on the appointment of members of the cabinet and determination of their executive functions:***

Cabinet portfolio	Cabinet member
Leader	Cllr Kieron Williams
Deputy Leader and Cabinet Member for Children, Education and Refugees	Cllr Jasmine Ali
Health and Wellbeing	Cllr Evelyn Akoto
Climate Emergency, Jobs and Business	Cllr John Batteson

Equalities, Democracy and Finance	Cllr Stephanie Cryan
New Homes and Sustainable Development	Cllr Helen Dennis
Community Safety and Neighbourhoods	Cllr Natasha Ennin
Council Homes	Cllr Sarah King
Clean Air, Streets and Waste	Cllr James McAsh
Leisure, Parks and Young People	Cllr Portia Mwangangye

3. ***That the leader reported to council assembly on the appointment of deputy cabinet members and determination of their duties and responsibilities.***

Deputy Cabinet members:

Supported Housing	Cllr Sam Dalton
Green Finance	Cllr Emily Hickson
Resident Engagement	Cllr Bethan Roberts
Neighbourhoods	Cllr Joseph Vambe

4. ***That the leader reported on the establishment of the cabinet committees:***

- ***Cabinet (Livesey Trust) Committee***
- ***Better Placed Joint Committee***
- ***Joint IT Committee (Brent, Lewisham and Southwark).***

Delegation of executive functions

5. ***That the leader reported on the delegation of executive functions between full cabinet, individual decision makers, chief officers and any other delegations.***
6. ***That council assembly noted the leader's report on changes to the delegation of executive functions to the full cabinet, cabinet committees, individual cabinet members, chief officers and any other delegations.***
7. ***That council assembly noted that as a consequence of recommendation 6, the proper constitutional officer will update Part 3 of the constitution in accordance with the leader's report on the delegation of executive functions.***

3.2 ESTABLISHMENT OF COMMITTEES, PANELS AND RELATED MATTERS 2024-2025

The nominations for chairs and vice chairs of committees and the nominations to the Local Government Association General Assembly were circulated.

There were five contested positions.

The position of chair of overview and scrutiny committee was put to the vote, and it was agreed that Councillor Ian Wingfield be appointed chair of overview and scrutiny committee.

The position of vice chair of planning committee A was put to the vote, and it was agreed that Councillor Kath Whittam be appointed vice chair of planning committee A.

The position of vice chair of planning committee B was put to the vote, and it was agreed that Councillor Kath Whittam be appointed vice chair of planning committee B.

The position of community champion for North-west multi-ward area was put to the vote, and it was agreed that Councillor Sunil Chopra be appointed community champion for North-east multi-ward area.

The position of community champion for North-east multi-ward area was put to the vote, and it was agreed that Councillor Leo Pollak be appointed community champion for North-east multi-ward area.

The substantive motion was carried.

RESOLVED:

1. ***That council assembly noted the appointment of political group leaders deputies and whips.***

LABOUR GROUP

Leader	Councillor Kieron Williams
Deputy Leader	Councillor Jasmine Ali
Chief Whip	Councillor Maggie Browning

LIBERAL DEMOCRAT GROUP

Leader	Councillor Victor Chamberlain
Deputy Leader	Councillor Rachel Bentley
Chief Whip	Councillor David Watson

2. ***That council assembly noted the political balance of the council as follows:***

Group	Members	%
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Labour	52	82.54
Liberal Democrat	11	17.46
Total	63	100.00

3. *That council assembly noted that there is no change to proportionality and the allocation of seats on committees and panels as agreed by council assembly on 21 May 2022 except for changes to the planning committee as set out in the report.*
4. *That council assembly established the following committees for the coming municipal year 2024-25 and noted the amended calendar of planning committee meetings for the 2024-25 municipal year as shown in Appendix 1 of the report.*

Table 2: Ordinary Committees - Total number of seats 42

Committee	Total	Lab	Lib Dem
Committee 1 Appointments Committee	7	6	1
Committee 2 Planning Committee A	7	6	1
Committee 3 Planning Committee B	7	6	1
Committee 4 Planning (Smaller Applications) Committee	7	5	2
Committee 5 Audit, Governance and Standards Committee	7	6	1
Committee 6 Corporate Parenting Committee	7	6	1
Total	42	35	7

Table 3: Other committees - Total number of seats 26

Committee	Total	Lab	Lib Dem
Overview and Scrutiny Committee	11	9	2
Licensing Committee	15	12	3
Total	26	21	5

Table 4: Multi-ward areas

1.	North-west
2.	North-east
3.	West-central
4.	East-central

5.	South
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Health and wellbeing board

5. ***That the health and wellbeing board be established as a committee of the council under the Health and Social Care Act 2012.***
6. ***That it be noted that the leader of the council nominates the local authority membership. In accordance with committee procedure rules, the cabinet member with responsibility for health chairs the board.***

Appointment of chairs and vice chairs

7. ***That council assembly appointed chairs and vice chairs for the following committees:***

Committees

- Appointments committee
Chair: Councillor Kieron Williams
Vice-chair:
- Planning committee A
Chair: Councillor Richard Livingstone
Vice-chair: Councillor Kath Whittam
- Planning committee B
Chair: Councillor Richard Livingstone
Vice-chair: Councillor Kath Whittam
- Planning small applications committee
Chair: Councillor Cleo Soanes
Vice-chair: Councillor Jane Salmon
- Audit, governance and standards committee
Chair: Councillor Barrie Hargrove
Vice-chair: Councillor Graham Neale
- Corporate parenting committee
Chair: Councillor Jasmine Ali
- Overview and scrutiny committee
Chair: Councillor Ian Wingfield
Vice-chair: Councillor Irina von Wiese
- Licensing committee

Chair: Councillor Renata Hamvas

Note:

All outstanding appointments will be referred to the first meeting of the respective committees in the 2024-25 municipal year.

Appointment of community champions

8. ***That council assembly appointed community champions for the following multi-ward areas:***

COMMUNITY CHAMPIONS

	Councillor	Multi-ward area
1.	Sunil Chopra	North-west
2.	Leo Pollak	North-east
3.	Jason Ochere	West-central
4.	Sabina Emmanuel	East-central
5.	Andy Simmons	South

DEPUTY COMMUNITY CHAMPIONS

	Councillor	Multi-ward area
1.	Joseph Vambe	North-west
2.	Bethan Roberts	North-east
3.	Sam Foster	West-central
4.	Reggie Popoola	East-central
5.	Richard Leeming	South

Establishment of the council's panels

9. **That council assembly established the following council panels (see paragraph 53 of the report):**

Table 5: Panels - Total number of seats 16

Panel	Total	Lab	Lib Dem
Council assembly business panel	4	3	1
Constitutional steering panel	4	3	1
Pensions advisory panel	3	2	1
Voluntary bodies appointments panel	5	4	1
Total	16	12	4

Appointments of chair to constitutional steering panel and voluntary bodies

appointments panel

10. That council assembly appoints a chair to the following panels:

- **Constitutional steering panel: Councillor Maggie Browning**
- **Voluntary bodies appointments panel: Councillor Stephanie Cryan**

Urgency committee

11. That the role of the urgency committee between a municipal election and the annual meeting of council assembly, as agreed by council assembly on 26 March 2014, be noted as set out in paragraphs 55 and 56 of the report.

Appointments to Local Government Association (LGA) General Assembly

12. That council assembly appointed three representatives and allocates the seven votes to representatives to attend the LGA General Assembly.

Councillor Kieron Williams	3
Councillor Jasmine Ali	3
Councillor Victor Chamberlain	1

Other appointments to joint committees/outside bodies

That council assembly noted the cabinet and other committees will make appointments to all other outside committees and bodies for the municipal year 2024-25 as required by part 3Q of the constitution.

3.3 NOMINATIONS TO LONDON COUNCILS COMMITTEES, GREATER LONDON EMPLOYMENT FORUM, BOROUGH LEAD MEMBERS, LONDON LOCAL GOVERNMENT PENSION SCHEME (LGPS) COMMON INVESTMENT VEHICLE (CIV) LTD AND LONDON COUNCILS LIMITED 2024-25

RESOLVED:

1. LONDON COUNCILS LEADERS' COMMITTEE (S101 JOINT COMMITTEE)

Note: Council Assembly may only nominate cabinet members as representatives or deputies to this joint committee.

1 representative and up to 2 deputies

Labour nomination

Councillor Kieron Williams

Deputies

Labour nominations **Councillor Jasmine Ali**

2. LONDON COUNCILS TRANSPORT AND ENVIRONMENT COMMITTEE (S101 ASSOCIATED JOINT COMMITTEE)

Note: **Council Assembly may only nominate cabinet members as representatives or deputies to this joint committee.**

1 representative and up to 4 deputies

Labour nomination **Councillor Kieron Williams**

Deputies

Labour nominations -

3. LONDON COUNCILS GRANTS COMMITTEE (ASSOCIATED JOINT COMMITTEE)

Note: **Council Assembly may only nominate cabinet members as representatives or deputies to this joint committee**

1 representative and up to 4 deputies

Labour nomination **Councillor Stephanie Cryan**

Deputies

Labour nominations -

4. GREATER LONDON EMPLOYMENT FORUM

1 representative and 1 deputy

Labour nomination **Councillor Stephanie Cryan**

Deputy

Labour nomination **Councillor John Batteson**

5. LONDON COUNCILS BOROUGH LEAD MEMBER – CHILDREN AND YOUNG PEOPLE/SAFEGUARDING AND SCHOOLS

Labour nomination **Councillor Jasmine Ali**

6. LONDON COUNCILS BOROUGH LEAD MEMBER – SKILLS AND EMPLOYMENT

- Labour nomination** **Councillor John Batteson**
7. LONDON COUNCILS BOROUGH LEAD MEMBER – COMMUNITIES
- Labour nomination** **Councillor Stephanie Cryan**
8. LONDON COUNCILS BOROUGH LEAD MEMBER – ECONOMIC DEVELOPMENT/BUSINESS
- Labour nomination** **Councillor John Batteson**
9. LONDON COUNCILS BOROUGH LEAD MEMBER – CRIME AND PUBLIC PROTECTION
- Labour nomination** **Councillor Natasha Ennin**
10. LONDON COUNCILS BOROUGH LEAD MEMBER – ARTS/CULTURE, TOURISM, SPORT AND LEISURE
- Labour nomination** **Councillor Portia Mwangangye**
11. LONDON COUNCILS BOROUGH LEAD MEMBER – HEALTH AND SOCIAL CARE INCLUDING ADULT SERVICES
- Labour nomination** **Councillor Evelyn Akoto**
12. LONDON COUNCILS BOROUGH LEAD MEMBER – HOUSING AND REGENERATION
- Labour nomination** **Councillor Helen Dennis**
13. LONDON COUNCILS BOROUGH LEAD MEMBER – PLANNING/ INFRASTRUCTURE/DEVELOPMENT
- Labour nomination** **Councillor Helen Dennis**
14. LONDON COUNCILS BOROUGH LEAD MEMBER – ENVIRONMENTAL ISSUES
- Labour nomination** **Councillor John Batteson**
15. LONDON COUNCILS BOROUGH LEAD MEMBER – LICENCING AND REGULATORY SERVICES
- Labour nomination** **Councillor Natasha Ennin**

16. LONDON COUNCILS BOROUGH LEAD MEMBER – DIGITAL INNOVATION LEADS

Labour nomination

Councillor Stephanie Cryan

17. LONDON COUNCILS BOROUGH LEAD MEMBER – DEVOLUTION AND LEVELLING UP

Labour nomination

Councillor Stephanie Cryan

18. LONDON COUNCILS BOROUGH LEAD MEMBER – FINANCE AND CORPORATE SERVICES

Labour nomination

Councillor Stephanie Cryan

3.4 OVERVIEW AND SCRUTINY COMMITTEE ANNUAL REPORT 2023-24

The report was deemed to be formally moved. After debate (Councillor Ian Wingfield, Councillor Irina von Wiese), it was put to the vote and

RESOLVED:

1. That council assembly noted the scrutiny activity for the 2023/24 municipal year as detailed in paragraphs 6 - 54 of the report.

4. AMENDMENTS

There were none.

The meeting closed at 8.00 pm.

CHAIR:

DATED:

Meeting Name:	Council Assembly
Date:	17 July 2024
Report title:	Motion on the Theme: Renewing our borough: a strategy for building the homes and infrastructure we need
Ward(s) or groups affected:	All
Classification:	Open
Reason for lateness (if applicable):	N/A
From:	Proper Constitutional Officer

BACKGROUND INFORMATION

The theme for this meeting is Renewing our borough: a strategy for building the homes and infrastructure we need.

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 Helen Dennis, Cabinet Member for New Homes and Sustainable Development

Renewing our borough: a strategy for building the homes and infrastructure we need

1. Council Assembly believes that:
 - a. Everyone should be able to afford somewhere they can call home. And that delivering new, high quality social rent, including council homes, and other genuinely affordable homes, should be central to this Council’s ambitions and plans;
 - b. That transport and community infrastructure is essential in order to support existing and new residents in our borough, and to help us achieve wider priorities such as tackling the climate emergency, reducing inequality, and creating decent jobs;

- c. The Council should use every tool available in order to secure delivery of new homes and the infrastructure that residents need;
 - d. The Council will need to work with a wide range of partners in different ways, from voluntary and community groups, public organisations, and developers, in order to further increase the social and affordable housebuilding and infrastructure we need in Southwark.
2. Council Assembly notes that:
- a. Under Conservative and Liberal Democrat governments we have had 14 years of under-investment in housing and infrastructure, and policies such as the Benefit Cap which have driven an increase in homelessness and numbers on the council's housing waiting list;
 - b. That under the Conservatives, the UK has experienced the lowest levels of investment of any G7 country;
 - c. Building genuinely affordable homes was hugely impacted by the Coalition's decision in 2010 to reduce the affordable housing grant by 60%;
 - d. Housebuilding has completely collapsed across London as a result of Conservative economic mismanagement, with a 90% fall in affordable housing starts in 23/24;
 - e. The Conservative government turned its back on London, failing to back the Bakerloo Line Extension, and failing to invest properly in the nation's capital despite some of the highest levels of deprivation;
 - f. The Labour Party has a plan to get Britain building again with 1.5 million new homes and will build more high-quality, well-designed, and sustainable homes along with the infrastructure our communities need.
3. Council Assembly also notes:
- a. That the Labour administration has a plan for delivering genuinely affordable new homes in Southwark. That in 2023-24, 550 social rent homes were completed in Southwark, the highest number in London, and that last year we granted planning permission for a further 794 social rent homes in Southwark;
 - b. That the Old Kent Road opportunity area in particular is delivering new homes at a pace, achieving over 50% affordable homes on sites which are completed or on site to date;
 - c. That Southwark is building more council homes than any other council in the country, with 3,000 new council homes either completed or currently on site;

- d. That our Estate Renewal programmes on the Aylesbury, Tustin and Ledbury Estates are driven by the need for good quality homes for our residents which are sustainable and fit for the future. And that the First Development Site on the Aylesbury Estate is delivering 581 new council homes for local residents;
 - e. That whilst the economic recession has affected our ability to deliver new council homes over the last year, the Labour administration has a viable plan to start bringing forward new homes on additional sites, whilst prioritising investment from our Housing Revenue Account (HRA) into existing stock;
 - f. That the Labour administration also has plans to bring forward Keyworker Homes, dedicated homes for older residents, a new nursing home, to expand Housing First, and to facilitate the delivery of Community Land Trusts in Southwark.
4. In addition, Council Assembly notes:
- a. That this Labour administration is among other things delivering:
 - i. Over £70m of investment via Strategic Community Infrastructure Levy (SCIL) into the Elephant & Castle tube upgrade;
 - ii. Additional investment via SCIL into wider station improvements, including at Elephant & Castle Overground Station and Peckham Rye;
 - iii. Significant investment into preparatory work for the Bakerloo Line Extension, and spearheading the Back the Bakerloo campaign with other London Councils;
 - iv. Investment in improvements to our streets including more cycle storage and new pedestrian crossings via our Streets for People strategy;
 - v. A new leisure centre at Canada Water, whilst also opening up Greenland Dock for supervised swimming this summer;
 - vi. New libraries across Southwark including the new Una Marson library on the Aylesbury Estate;
 - vii. Plans for new integrated Health Hubs across the borough including on the Aylesbury, at Canada Water and at Elephant & Castle;
 - viii. A refurbished Walworth Town Hall, following the devastating fire in 2013 with new workspace and community space;

- ix. Plans for a new LGBTQ+ Cultural Centre as part of the Native Land development at Bankside;
 - x. Innovative community partnership projects with groups like Livesey Exchange and Kingswood Arts;
 - xi. A new home for our Southwark Young Advisers coming soon at 231 Old Kent Road;
 - xii. A new home for the Southwark Pensioners' Centre, supported through SCIL;
 - xiii. The extension of SELCHP to reduce our carbon emissions and connect more homes and organisations to this low-carbon source of heating and hot water;
 - xiv. Improved, and new, parks through development, such as the Bramcote Park project and 12 acres of new open space at Canada Water.
- b. That this Labour administration set up the Southwark Land Commission, the first of its kind in London, to look at how we could free up more public land for public good.
 - c. That through development in Southwark, we have not only secured tens of millions of pounds in investment through Community Infrastructure Levy but have also benefited from additional council tax and business rates receipts which support our General Fund and keep our frontline services going.

5. Council Assembly therefore resolves to support the council in:

- a. Bringing forward the next phase of its New Homes Programme, including the delivery of new council homes, keyworker homes, a new nursing home, and backing local people to build genuinely affordable homes via a Community Land Trust pilot scheme;
- b. Continuing to maximise the delivery of social rent homes through development in accordance with planning policy and always pushing developers to go further;
- c. Responding to what residents say they need and setting out further plans for capital investment in the borough; and to support its bids to other funders such as TfL and the department for transport (DfT);
- d. Campaigning for the Bakerloo Line Extension, and in discussions with the Mayor of London about implementing the 'Bakerloop' bus;
- e. Responding to the Southwark Land Commission including through the establishment of a Southwark Land Partnership, development of 'affordable workspace hubs', and identification of 'pilot sites' to test

new models of community participation;

- f. Setting out the process this autumn for a further round of local CIL allocations, whilst preparing the way for a new framework designed to maximise impact and reduce inequality;
- g. Working with the new government to ensure that policies are fit for purpose and that the sustainable Future of Council Housing is especially high on its agenda.

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	28 June 2024

Meeting Name:	Council Assembly
Date:	17 July 2024
Report title:	Members' Question Time
Ward(s) or groups affected:	All
Classification:	Open
Reason for lateness (if applicable):	N/A
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 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 by group.

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 (13) (prioritisation and rotation by the political groups) the order in which questions to the leader appear in this report may not necessarily be the order in which they are considered at the meeting.

1. QUESTION TO THE LEADER OF THE COUNCIL FROM COUNCILLOR JASON OCHERE

Can the Leader provide an update on the progress being made in improving our repairs service?

2. QUESTION TO THE LEADER OF THE COUNCIL FROM COUNCILLOR DAVID WATSON

The Leader told us in November that we should expect proposals on local community infrastructure levy (CIL) allocations in the spring, yet none have emerged. With millions of pounds of this funding sitting in the Council's bank account and many community projects in desperate need of support, these needless delays are negatively impacting our residents and communities. When can we expect to see the local CIL allocation proposals and can the cabinet member confirm that funding will be allocated to projects in the wards it was created, in line with what local community groups and charities are asking?

3. QUESTION TO THE LEADER OF THE COUNCIL FROM COUNCILLOR IAN WINGFIELD

Can the Leader give an update on Southwark 2030 and what a new government means for the borough's ambitions?

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

In June, the council referred itself to the Regulator of Social Housing due to its failure to conduct electrical safety tests. Once again, council tenants have been seriously let down. With the Grenfell Tower disaster having been started by an electrical fire, residents are understandably very anxious about what this means for them and their families. How long has the council known it has not been following best practice in conducting electrical safety tests and why was the referral not made sooner?

5. QUESTION TO THE LEADER OF THE COUNCIL FROM COUNCILLOR RENATA HAMVAS

With tightening budgets due to central government cuts to councils, we need to find new, innovative ways of funding our drive toward Net Zero. One such initiative is the Southwark Green Investment Fund. Could the Leader provide an update on the first round of fundraising and the next steps for the fund?

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

At the budget, the council unanimously endorsed the creation of a Pride Fund, which was a very welcome step forward in supporting our thriving LGBTQ+ communities in Southwark. But the process has been met by local LGBTQ+ organisations with disappointment and frustration. The funds were too small

and confirmed far too late to allow proper planning – just 24 hours before Pride month began, and didn't even support the official Pride in Southwark event. Will the Cabinet Member commit to taking these lessons on board next year to ensure that the fund genuinely matches its purpose?

7. QUESTION TO THE LEADER OF THE COUNCIL FROM COUNCILLOR SAM DALTON

Can the Leader confirm that the new zebra crossing on Long Lane and part-closure of Wild's Rents, called for by local residents and councillors in London Bridge and West Bermondsey and Chaucer wards to improve pedestrian safety and reduce traffic, will go ahead later this year?

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

The affordable housing monitor tracking actual affordable houses versus S.106 obligations has not been updated since 2022, with the last audit supposedly occurring last March. As of 2022, at least 14 developments did not meet the agreed S.106 provision of either affordable, socially rented, or intermediate units. Can the cabinet member provide an update on the missing information and when we can expect to see the latest audit, and what enforcement action has been taken against those that have not met their S.106 obligations?

9. QUESTION TO THE LEADER OF THE COUNCIL FROM COUNCILLOR ESME DOBSON

The Council recently completed 12 brand new council homes on Nunhead Lane, as part of continued delivery in the borough. Can the Leader outline how the council plans to continue to build good council homes for our residents?

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

Last year we raised the issue of the council imposing tennis coaching from the National Tennis Association on all parks in Southwark, overriding long standing local tennis coaches in the process. Many coaches were subsequently folded into the new arrangement under this provider, but we have now learned that at least one long standing coach is now barred from coaching tennis in any park in Southwark, despite support from parents and guardians. Does the council stand by its statement from last year that this has been "fair and transparent"?

11. QUESTION TO THE LEADER OF THE COUNCIL FROM COUNCILLOR KATH WHITTAM

Could the Leader update us on the council's progress in reaching 100,000 trees in the borough?

12. QUESTION TO THE LEADER OF THE COUNCIL FROM COUNCILLOR GRAHAM NEALE

With support from both parties, the Green Finance initiative launched to great success, with the target £1 million raised well before the initial deadline. With clear appetite for this sort of investment, will the council consider expanding its ambitions to raise even more vital funds to tackle the climate emergency beyond the initial £6 million target?

13. QUESTION TO THE LEADER OF THE COUNCIL FROM COUNCILLOR REGGIE POPOOLA

Last week we celebrated an amazing 20 years of Southwark Works. Could the Leader update us on how the occasion was marked and on Southwark's plans for the future?

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

At the November council assembly, the leader committed to looking into the issues of security doors at Bradley House. Despite repeated requests there are still issues with the doors. Did he look into it and do nothing, or did he not look into it at all?

15. QUESTION TO THE DEPUTY LEADER AND CABINET MEMBER FOR CHILDREN, EDUCATION AND REFUGEES FROM COUNCILLOR MARGY NEWENS

What update can the cabinet member give on Southwark's ambitions to become a Borough of Sanctuary?

16. QUESTION TO THE CABINET MEMBER FOR EQUALITIES, DEMOCRACY AND FINANCE FROM COUNCILLOR JOSEPH VAMBE

Last month we celebrated Pride Month. Could the Cabinet Member for Equalities, Democracy and Finance update us on what events took place in Southwark and how we are celebrating our LGBTQ+ Community?

17. QUESTION TO THE CABINET MEMBER FOR COMMUNITY SAFETY AND NEIGHBOURHOODS FROM COUNCILLOR CASSANDRA BROWN

Recently residents have reported issues with antisocial behaviour on the Longfield Estate. How is the cabinet member working with residents and the police to tackle this issue?

18. QUESTION TO THE CABINET MEMBER FOR CLIMATE EMERGENCY, JOBS AND BUSINESS FROM COUNCILLOR ADAM HOOD

The shops at Crossthwaite Avenue are facing extraordinary rent hikes. It is shocking that the council is not protecting exactly the type of small local businesses that deserve to thrive. The lack of engagement from senior officials and councillors responsible in a transparent discussion with the shopkeepers has led to outrage in the local community, with over 25,000 signatures to the petition to date. The issue has clearly exposed problems with the council's

attitude towards small business and the consequences of its outsourced operations. Will the council work to resolve the situation by ensuring that rent increases are index linked to inflation only, and reviewing the currently outsourced arrangement for managing commercial lettings to ensure that policies for supporting local businesses are embedded into practice?

19. QUESTION TO THE CABINET MEMBER FOR NEW HOMES AND SUSTAINABLE DEVELOPMENT FROM COUNCILLOR HAMISH MCCALLUM

Will the council provide an update on the progress of all council 'infill' developments throughout the borough?

For each development on an existing estate, can the council provide the following information:

- The current stage of construction (i.e. planning submitted/granted, contractors appointed, hoardings erected, demolition/ground works completed, building frame started, external works completed, or properties occupied, etc)
- The projected completion date and number of new homes provided (split by affordable and not affordable) upon completion.

20. QUESTION TO THE CABINET MEMBER FOR HEALTH AND WELLBEING FROM COUNCILLOR MARTIN SEATON

Could the Cabinet Member for Health and Wellbeing update on any progress made by the maternity commission?

21. QUESTION TO THE CABINET MEMBER FOR LEISURE, PARKS AND YOUNG PEOPLE FROM COUNCILLOR MAGGIE BROWNING

Can the cabinet member tell me what steps are being taken to ensure Peckham Rye Park is being protected during GALA festival and after the event is finished?

22. QUESTION TO THE CABINET MEMBER FOR NEW HOMES AND SUSTAINABLE DEVELOPMENT FROM COUNCILLOR MICHAEL SITU

Can the cabinet member provide an update on the proposed Bakerloo Line upgrade and expansion, following public events at The UK's Real Estate Investment and Infrastructure Forum (UKREiiF) in May?

23. QUESTION TO THE CABINET MEMBER FOR CLEAN AIR, STREETS AND WASTE FROM COUNCILLOR JANE SALMON

The problems we are seeing on Lower Road are partly due to the coincidence with other projects needing to restrict traffic flow, including Thames Water maintenance and improvement works. On Lower Road and across the borough there is an increasing sense that water maintenance works are poorly planned and take far too long. Whilst the council does have limited powers to penalise

over-running works, what more can the council do to ensure that disruption from these projects are minimised before spades hit the ground?

24. QUESTION TO THE CABINET MEMBER FOR COMMUNITY SAFETY AND NEIGHBOURHOODS FROM COUNCILLOR MARIA LINFORTH-HALL

Public consumption of illegal drugs is becoming an increasing issue in St George's and across the borough, representing a problem both for residents having to deal with needles, other drug paraphernalia and increasing anti-social behaviour, but also of course for those trapped in addiction. The systems currently in place are clearly not sufficient to deal with this problem. What more will the council do to ensure that the Southwark anti-social behaviour unit (SASBU) are able to properly target their resources on known hotspots, and help those dealing with addiction get the help they need?

25. QUESTION TO THE CABINET MEMBER FOR COUNCIL HOMES FROM COUNCILLOR BARRIE HARGROVE

Can the cabinet member explain the way by which leaseholder charges are calculated on district heating systems?

26. QUESTION TO THE CABINET MEMBER FOR CLIMATE EMERGENCY, JOBS AND BUSINESS FROM COUNCILLOR YUCEF HASSAINE

Could the Lead Member for Climate Emergency, Jobs and Business update me on Southwark's Climate Action Day, which took place last month?

Meeting Name:	Council Assembly
Date:	17 July 2024
Report title:	Members' Motions
Ward(s) or groups affected:	All
Classification:	Open
Reason for lateness (if applicable):	N/A
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, council assembly without prior reference to the cabinet cannot decide upon any matters that are reserved to the cabinet (i.e. housing, social services, regeneration, environment, education etc.) 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.

¹ Council assembly procedure rule 1.14 (9)

Note: In accordance with council assembly procedure rule 2.10 (8) & (9) (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. MOTION FROM COUNCILLOR VICTOR CHAMBERLAIN (Seconded by Councillor Irina von Wiese)

Declaring a Housing Emergency

1. Council Assembly notes:
 - a. The housing crisis continues apace, with Trust for London's analysis of poverty levels in London showing that the poorest are being increasingly priced out of London.
 - b. That whilst all parties acknowledge the scale of housing issues here in Southwark, and the housing crisis, there is a need for focused urgency in the same manner that led to the Climate Emergency being declared.
 - c. That whilst Councils like Chelmsford, Edinburgh, and Crawley have all declared Housing Emergencies, no London Borough has yet made the same declaration despite our housing crises being acutely worse.
 - d. Lack of funding and other challenges have resulted in the low number of council home starts and approvals in the last year: 26 and 16 respectively.
 - e. That despite Labour's boasting, it is clear that we are still not building enough homes. Labour have let council home starts grind to a halt in Southwark and across London, and the Mayor of London was recently admonished for using misleading statistics in relation to his own record.
 - f. The knock-on effect this is having on our population and schools, with four primary schools closing in 2 years, the number of primary school places the lowest since 2014, and the biggest year-on-year drop in school places since 2014.
 - g. That the crisis recently drew national attention, with the News Agents podcast branding Peckham as "ground zero" for the crisis of children in temporary accommodation. Indeed, 53% of households in Southwark in temporary accommodation have children.
 - h. That many of the issues the council are directly responsible for in its own council stock (such as damp and mould, structural issues, and overcrowding) exist in Housing Association homes,

but there exist fewer formal mechanisms to enforce and scrutinise standards.

- i. That following the general election, Labour now hold every lever of power, and therefore have the responsibility and means to solve the housing emergency and coordinate action across the housing sector.
- j. That the housing emergency is fundamentally rooted in a problem of insufficient supply of good quality and genuinely affordable homes to meet increasing demand – and the route out lies through dramatic increase of supply of all tenures, but especially social housing.

2. Council Assembly resolves:

- a. To declare a Housing Emergency, the first London local authority to do so.
- b. That the declaration of the state of emergency in housing should act as a rallying point to demand affordable, secure, and decent housing for everyone.
- c. That the declaring of a Housing Emergency should lead to cross-council focus on the issue across all policy, in the same way that the Climate Emergency is.
- d. To lobby central government to empower councils like ours to regain our place as major house builder and change housing revenue account (HRA) borrowing rules to make it easier for councils to build.
- e. To write to Government asking for urgent action to tackle rising temporary accommodation need that is increasingly out of borough, placing huge strain on residents, council resources, and impacting on people's wellbeing and livelihoods.
- f. To volunteer to the Community Land Auction Trial to explore and demonstrate its capabilities in an inner city context. This would raise vital revenue to support new social homes and local services, and boost supply of all tenures.
- g. To explore use of Community Development Orders and Local Development Orders to boost housebuilding by and for the community.
- h. To amend the local plan to streamline and encourage gentle density, from small changes like mansards to more radical interventions, all whilst maintaining or raising the minimum

social housing requirements, and ensuring full local buy-in.

- i. To lobby government for more planning officers to set up a dedicated delivery and implementation team to make sure existing planning consents can be implemented as quickly as possible.
- j. To call on the government to amend legislation to allow the Council to alter leasehold contracts to secure cheaper and better deals for leaseholders
- k. To implement a Social Housing Improvement Plan in partnership with Housing Associations, holding them to the same standards and accountability that the council is. The Council should look to councils like Richmond who have already implemented these strategies.
- l. To ensure that this improvement plan should focus on holding Housing Associations (HAs) to account, and work to ensure that the same high standards and scrutiny that apply to council housing is equally applied to HA accommodation. This should be done through an enhanced version of the existing scrutiny function, either by requiring HAs to come to overview and scrutiny committee (OSC), or creating a new scrutiny commission to focus exclusively on HAs. This should investigate and hold HAs to account on their work with the police, health services and other key stakeholders to deliver quality housing for residents.
- m. To adopt a strict policy to remove HAs from Southwark's approved HA list where repeated issues around safety and repairs have been neglected.
- n. To commit to take advantage of any right to buy reforms at the earliest opportunity, to ensure that we maximize the retention of council owned stock, and maximum value is obtained and retained to reinvest in housing should right to buy continue.

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

2. MOTION FROM COUNCILLOR CATHERINE ROSE (Seconded by Councillor Jason Ochere)

Debate Not Hate

1. Southwark council notes that:
 - a. The intimidation and abuse of councillors, in person or otherwise, undermines democracy; preventing elected

members from representing the communities they serve, deterring individuals from standing for election, and undermining public life in democratic processes.

- b. This council notes that increasing levels of toxicity in public and political discourse is having a detrimental impact on local democracy and that prevention, support and responses to abuse and intimidation of local politicians must improve to ensure councillors feel safe and able to continue representing their residents.
2. Southwark council therefore commits to:
 - a. Challenging the normalisation of abuse against councillors and officers and uphold exemplary standards of public and political debate in all it does.
 - b. Signing up to the LGA's Debate Not Hate campaign. The campaign aims to raise public awareness of the role of councillors in local communities, encourage healthy debate and improve the response to and support those in public life facing abuse and intimidation.
 3. Southwark council further commits to:
 - a. Writing to the local Members of Parliament to ask them to support the campaign.
 - b. Write to the Government to ask them to work with the LGA to develop and implement a plan to address abuse and intimidation of all politicians including councillors.
 - c. Ensuring the council has a clear reporting mechanism, which councillors can use to monitor and record incidents of harassment and abuse of councillors and officers.
 - d. Regularly review the support available to councillors in relation to abuse and intimidation and councillor safety.
 - e. Work with the local police to ensure there is a clear and joined-up mechanism for reporting threats and other concerns about the safety of councillors and their families and discuss the need to take a preventative approach that accounts for the specific risks that councillors face, as they do with other high-risk individuals, like MPs
 - f. Take a zero-tolerance approach to abuse of councillors and officers.

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 Jane Salmon)

Ending the Lower Road Chaos

1. Council assembly notes
 - a. That improving active travel infrastructure in Southwark is welcome, with segregated cycle lanes being a key part of promoting safe cycling in our borough, helping to reduce our emissions, encourage a healthy and active population, and improve air quality.
 - b. That despite best intentions, the implementation of CS4 has been plagued with issues, with residents of Surrey Quays and Rotherhithe facing delays, poor communication and consultation, and traffic chaos along Lower Road, Redriff Road and Ann Moss Way.
 - c. That residents and Liberal Democrat Councillors made repeated warnings to Transport for London (TfL) and the council. They warned that the plans, including the removal of the bus lane, would lead to gridlock, especially with the Canada Water redevelopment happening at the same time.
 - d. Despite these warnings, TfL's "temporary fix" has led to the traffic chaos seen every day.
 - e. The modelling conducted in advance of the scheme that allegedly showed that the implementation of the cycleway would not significantly disrupt traffic flow has been shown to be self-evidently insufficient.
 - f. That any monitoring currently in place is wholly inadequate and is not providing the council or TfL with the information it needs to fix this problem.
2. Council assembly resolves to:
 - a. Apologise to residents for the traffic chaos caused by the works on Lower Road.
 - b. Adjust parking arrangements on Lower Road to open a second lane of traffic.

- c. Reverse or close the flow of Cope Street, which is exacerbating the issue.
- d. Redesign the cycleway at the Ann Moss Way junction to improve safety.
- e. Improve modelling processes, taking on board lessons learned from the Lower Road debacle to ensure that this does not happen again.
- f. Improve and have meaningful consultation and engagement with residents prior to the implementation of future schemes.
- g. Commit the Cabinet Member for Clean Air, Streets, and Waste to providing an update to council members on the improvements to be made to ongoing processes.

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	28 June 2024

Meeting name:	Council Assembly
Date:	17 July 2024
Report title:	Proposed Amendments to the Constitution: Human Resources (HR)
Ward(s) or groups affected:	All
Classification:	Open
From:	Constitutional Steering Panel

RECOMMENDATIONS

That Council Assembly:

1. Agrees the proposed amendments to the constitution outlined in Appendix A of this report
2. Authorises the Proper Constitutional Officer to make all associated consequential changes to the constitution

BACKGROUND INFORMATION

3. Under the Local Government Act 2000, the council is required to maintain a constitution that sets out who is responsible for making decisions, how decisions should be made, the council’s standing orders, and the code of conduct for councillors.
4. The council’s constitution is regularly reviewed and updated to ensure good governance and transparent decision-making. The Constitutional Steering Panel is responsible for considering amendments to the constitution before they are presented to Council Assembly for agreement. The proposed amendments in Appendix A were considered by the Constitutional Steering Panel on 19 June 2024.

KEY ISSUES FOR CONSIDERATION

5. Officers in the Human Resources (HR) service are undertaking a comprehensive review of the council’s HR policies and procedures. This review has been designed to:
 - support the council’s ambition to be an exemplary employer
 - promote fairness and consistency in people management practice across the council

- reflect changes in legislation and guidance as well as best practice promoted by organisations such as the Chartered Institute for Personnel Development (CIPD), which is the professional body for HR
 - ensure there is consistency and clarity across the council's full range of HR policies and procedures
6. As part of this work, officers have identified four proposed amendments to the constitution, which are set out in **Appendix A**.

Policy framework implications

7. If the amendments proposed in this report are approved by Council Assembly, the relevant changes to the constitution will be implemented with immediate effect.

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

Community impact statement

8. The proposals in this report do not have a direct community impact.
9. The latest version of the council's constitution is always available on the council's website where it is fully accessible to the general public.

Equalities (including socio-economic) impact statement

10. 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
11. The protected characteristics are age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity status, race, religion or belief, sex and sexual orientation.
12. The proposals in this report are not anticipated to adversely impact on any of the duties defined in the Equality Act 2010.

Health impact statement

13. The proposals in this report do not have a direct health impact.

Climate change implications

14. The proposals in this report do not have a direct climate change impact.

Resource implications

15. The proposals in this report do not have direct resource implications.

Legal implications

16. Please refer to the supplementary advice provided by the Assistant Chief Executive – Governance and Assurance at para. 19.

Financial implications

17. The proposals in this report do not have direct financial implications.

Consultation

18. The proposals in this report have been subject to consultation with relevant officers and councillors, including the Leader of the Council and the Cabinet Member for Equalities, Democracy and Finance.

SUPPLEMENTARY ADVICE FROM OTHER OFFICERS

Assistant Chief Executive – Governance and Assurance

19. There are no specific legal implications arising from the recommendations in this report. The Assistant Chief Executive – Governance and Assurance and her staff will continue to provide advice to officers on any legal and governance issues arising from implementation of the proposed changes set out in Appendix A.

Strategic Director of Finance (FC24/006)

20. This report recommends Council Assembly agree the proposed amendments to the constitution outlined in Appendix A of this report and authorise the Proper Constitutional Officer to make all associated consequential changes to the constitution.

21. The Strategic Director of Finance notes that there are no immediate financial implications due to the implementation of the recommendations.

BACKGROUND DOCUMENTS

Background Document	Held by and Contact
Southwark Council constitution	Constitutional Services constitutional.team@southwark.gov.uk

APPENDICES

No.	Title
A.	Proposed Amendments to the Constitution

AUDIT TRAIL

Lead Officer	Doreen Forrester-Brown, Assistant Chief Executive – Governance and Assurance	
Report Authors	Ben Plant, Director of People and Organisational Development	
Version	Final	
Dated	20 June 2024	
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	Yes	Yes
Cabinet Member	Yes	Yes
Date final report sent to Constitutional Team		20 June 2024

APPENDIX A: PROPOSED AMENDMENTS TO THE CONSTITUTION

Section of the constitution	Proposed amendment	Rationale
<p>Part 3B: Cabinet</p> <p>NB. This section of the constitution sets out areas that are the responsibility of Cabinet.</p>	<p>Replace:</p> <ul style="list-style-type: none"> • To have responsibility for all staffing and human resource matters including the number and type of staff, equalities issues and health and safety, subject to the authority’s personnel policies and procedures except for appointments and dismissals <p>With:</p> <ul style="list-style-type: none"> • To agree strategic policies and priorities for the council’s workforce, in line with the budget and policy framework set by Council Assembly, and oversee implementation 	<p>The proposed amendment is designed to better reflect the strategic role of the cabinet and how this is distinct from the managerial/operational leadership role of the chief executive.</p> <p>The cabinet is responsible for setting strategic policies and priorities for the council’s workforce and overseeing their implementation. Examples include:</p> <ul style="list-style-type: none"> • the council’s workforce strategy • Southwark Stands Together, which includes commitments to tackle racial disparities in the council’s workforce and address under-representation in senior management roles • specific decisions to in-source services and offer the council’s terms and conditions to affected staff, for example in relation to leisure services <p>The council’s chief executive, as the head of paid service, is responsible for the managerial leadership of the council. This includes operational responsibility for all council employees, as well as responsibility for the council’s human resources and health and safety functions.</p> <p>NB. Arrangements for appointing and dismissing officers can be found in the Officer Employment Procedure Rules, which comprise Part 4.12 of the constitution.</p>

Section of the constitution	Proposed amendment	Rationale
<p>Part 3B: Cabinet</p> <p>NB. This section of the constitution sets out areas that are the responsibility of Cabinet.</p>	<p>Replace:</p> <ul style="list-style-type: none"> • To have responsibility for all equalities and diversity matters concerning both employment policy and practices and service delivery and the active promotion of the council’s equalities policies <p>With:</p> <ul style="list-style-type: none"> • To agree strategic equality policies and priorities in relation to the council’s workforce and service delivery, in line with the budget and policy framework set by Council Assembly, and oversee implementation 	<p>The proposed amendment is designed to better reflect the strategic role of the cabinet and how this is distinct from the managerial/operational leadership role of the chief executive.</p> <p>The cabinet is responsible for setting strategic equality policies and priorities and overseeing their implementation. Recent examples include:</p> <ul style="list-style-type: none"> • the Southwark Council Equality Framework, which includes the council’s approach to meeting the requirements of the Public Sector Equality Duty and the Equality Act 2010 • Southwark Stands Together, which includes a broad range of commitments focused on tackling racial inequality and promoting anti-racist practice <p>The council’s chief executive, as the head of paid service, is responsible for the managerial leadership of the council. This includes responsibility for promoting equality and diversity in employment policy and practice, and also in service delivery.</p> <p>NB. This section of the constitution contains further clauses detailing Cabinet’s responsibility for promoting human rights and fulfilling the requirements of the Equality Act 2010. These clauses are unaffected by the proposed amendment.</p>

Section of the constitution	Proposed amendment	Rationale
<p>Part 3C: Full Cabinet</p> <p>NB. This section of the constitution sets out all matters reserved for Cabinet decision by Council Assembly.</p>	<p>Replace:</p> <ul style="list-style-type: none"> • Approval to the creation of posts at grade 17 and above <p>With:</p> <ul style="list-style-type: none"> • Approval of the creation of new senior management posts, defined as chief officer posts (ie. those posts reporting directly to the chief executive, or otherwise designated as chief officers by legislation) and director posts 	<p>When the constitution was initially drafted, posts at grade 17 and above comprised the council’s senior management team (also known as the directors’ forum), specifically:</p> <ul style="list-style-type: none"> • the chief executive • chief officers, ie. those officers who report directly to the chief executive and make up the corporate management team (CMT) • directors, who report into members of CMT <p>Following changes to the council’s pay and grading structure, the senior management team now consists of posts at grade 18 and above. However, the constitutional requirement for Cabinet to approve new posts at grade 17 has meant that some changes outside of the senior management team have been taken to Cabinet for approval. This is inappropriate since posts at grade 17 are typically located in the fourth tier of the council’s organisational structure, which is a level that is ordinarily outside the remit of councillor decision-making.</p> <p>The proposed amendment is intended to address this anomaly and ensure that – regardless of the specific pay and grading structure adopted by the council – new senior management posts (defined as chief officer posts and director posts) can only be created with the approval of Cabinet. This reflects the arrangement that was intended when the constitution was initially drafted.</p>

Section of the constitution	Proposed amendment	Rationale
<p>Part 4.12: Officer Employment Procedure Rules</p>	<p>Replace:</p> <ul style="list-style-type: none"> • Every appointment of a person to a paid office of the council shall be made on merit, and in accordance with the council's policies and procedures contained in the Business Managers' Handbook on the Source <p>With:</p> <ul style="list-style-type: none"> • Every appointment of a person to a paid office of the council shall be made on merit, and in accordance with the council's agreed HR policies and procedures 	<p>The Business Managers' Handbook no longer exists and represents outdated terminology.</p> <p>The proposed amendment clarifies that appointments should be made in line with the council's agreed HR policies and procedures.</p> <p>NB. Any changes to HR policy are subject to consultation with trade unions.</p>

Meeting name:	Council Assembly
Date:	17 July 2024
Report title:	Pay Policy Statement 2024-25
Ward(s) or groups affected:	All
Classification:	Open
From:	Constitutional Steering Panel

RECOMMENDATION

1. That Council Assembly agrees the annual pay policy statement at Appendix A

BACKGROUND INFORMATION

2. Under the Localism Act 2011, the council is required to prepare and publish an annual pay policy statement. The purpose of this statement is to promote transparency about the council’s approach to paying its most senior officers, including how this compares to the pay of other council employees.
3. The pay policy statement must be approved by Council Assembly and published on the council’s website. While the pay policy statement does not form part of the council’s constitution, it is good practice for the statement to be reviewed by the Constitutional Steering Panel before it is presented to Council Assembly.
4. This year’s pay policy statement was reviewed by the Constitutional Steering Panel on 19 June 2024.

KEY ISSUES FOR CONSIDERATION

5. Officers in the Human Resources (HR) service are undertaking a comprehensive review of the council’s HR policies and procedures. This review has been designed to:
 - support the council’s ambition to be an exemplary employer
 - promote fairness and consistency in people management practice across the council
 - reflect changes in legislation and guidance as well as best practice promoted by organisations such as the Chartered Institute for Personnel Development (CIPD), which is the professional body for HR

- ensure there is consistency and clarity across the council's full range of HR policies and procedures.
6. As part of this work, officers have updated the format and range of information included in the pay policy statement. These changes support the council's commitment to maximum transparency about its HR policies and practices, including those that relate to pay. However, it is important to note that the substance of the council's pay framework remains unchanged from previous years. The pay policy statement for 2024-25 is attached at **Appendix A**.

Policy framework 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 any existing policy. All 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

Community impact statement

8. The proposals in this report do not have a direct community impact.
9. Once the pay policy statement has been approved by Council Assembly, it will be published on the open data pages of the council's website.

Equalities (including socio-economic) impact statement

10. 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.
11. The protected characteristics are age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity status, race, religion or belief, sex and sexual orientation.
12. The proposals in this report are not anticipated to adversely impact on any of the duties defined in the Equality Act 2010.

Health impact statement

13. The proposals in this report do not have a direct health impact.

Climate change implications

14. The proposals in this report do not have a direct climate change impact.

Resource implications

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

Legal implications

16. Please refer to the supplementary advice provided by the Assistant Chief Executive – Governance and Assurance at paras. 19 – 22.

Financial implications

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

Consultation

18. There is no requirement to consult on the publication of the council's pay policy statement. Any changes to the council's pay policies are subject to consultation with trade unions.

SUPPLEMENTARY ADVICE FROM OTHER OFFICERS

Assistant Chief Executive – Governance and Assurance

19. Section 38 of the Localism Act 2011 ("the Act") requires any relevant authority (including all local authorities) to publish a pay policy statement every year. The pay policy statement must be approved by a resolution of the authority, and under the council's constitution, this is a matter reserved to Council Assembly.
20. 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.
21. 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. Once approved, the statement must be published on the council's website and by any other means the council thinks fit. An authority may amend its pay policy statement, but any amendment must also be made by the resolution of Council Assembly.

22. 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 of Finance (FC24/007)

23. This report requests Council Assembly agree the annual pay policy statement at Appendix A.
24. The Strategic Director of Finance notes that there are no immediate financial implications due to the implementation of the report's recommendation.

BACKGROUND DOCUMENTS

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

APPENDICES

No.	Title
A.	Pay Policy Statement 2024-25

AUDIT TRAIL

Lead Officer	Doreen Forrester-Brown, Assistant Chief Executive – Governance and Assurance	
Report Authors	Ben Plant, Director of People and Organisational Development	
Version	Final	
Dated	1 July 2024	
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	Yes	Yes
Cabinet Member	Yes	Yes
Date final report sent to Constitutional Team	1 July 2024	

<p style="text-align: center;">LONDON BOROUGH OF SOUTHWARK</p> <p style="text-align: center;">PAY POLICY STATEMENT 2024/25</p>
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Part 1. Introduction

In accordance with the requirements of the Localism Act 2011, the council prepares and publishes an annual pay policy statement. The purpose of this statement is to promote transparency about the council's approach to paying its most senior officers, including how this compares to the pay of other council employees.

The government has published the following guidance to assist councils in preparing their annual pay policy statement:

- Openness and accountability in local pay (2012)
- Openness and accountability in local pay: supplementary guidance (2013)

The council has taken this guidance into account.

For the purpose of preparing this pay policy statement, the council's most senior officers have been defined as its chief officers and deputy chief officers, in line with the guidance published by government.

The council's chief officer posts are as follows:

- Chief Executive
- Strategic Director of Children and Adult Services
- Strategic Director of Environment, Neighbourhoods and Growth
- Strategic Director of Finance
- Strategic Director of Housing
- Strategic Director of Integrated Care and Health
- Assistant Chief Executive – Governance and Assurance
- Assistant Chief Executive – Strategy and Communities
- Director of Children and Families
- Director of Public Health

Deputy chief officer posts are those posts that report into a chief officer. They are a mixture of director, assistant director, and head of service posts. Officers who provide support services are excluded from the definition of a deputy chief officer.

It is a requirement of the Localism Act 2011 that this pay policy statement is:

- approved by Council Assembly every year
- published on the council's website

The council may update its pay policy statement throughout the year, but any amendments must be approved by Council Assembly.

This pay policy statement does not apply to council employees working in local authority maintained schools.

Part 2. Appointment and pay of senior officers

Appointment of chief officers

Council Assembly is responsible for approving the appointment of the chief executive.

The Appointments Committee, which consists of seven councillors, is responsible for:

- recommending the appointment of the chief executive to Council Assembly
- making appointments to all other chief officer posts, including the council's monitoring officer and chief finance officer

Chief officers, including the chief executive, may only be appointed where no well-founded and material objection has been made by any member of the cabinet.

Appointment of deputy chief officers

The relevant chief officer is responsible for making appointments to all deputy chief officer posts in their department.

Deputy chief officers may only be appointed where no well-founded and material objection has been made by any member of the cabinet.

Pay of chief officers and deputy chief officers

All of the council's chief officers and deputy chief officers are assigned to one of the following grades in the council's pay structure:

Grade 14		Grade 15		Grade 16		Grade 17	
Pt.	Salary	Pt.	Salary	Pt.	Salary	Pt.	Salary
2	£52,271	7	£65,736	12a	£81,915	17	£96,126
3	£58,041	8	£67,836	13a	£84,552	18	£99,282
4	£59,868	9	£69,990	14a	£87,309	19	£102,531
5	£61,752	10	£72,240	15	£90,138	20	£105,900
6	£63,717	11	£74,562	16	£93,099	21	£109,398
7	£65,736	12	£76,965	17	£96,126	22	£113,019
8	£67,836	13	£79,437	18	£99,282	23	£116,745
9	£69,990	14	£82,023	19	£102,531	24	£120,630

Grade 18		Grade 19		Grade 20		Grade 21	
Pt.	Salary	Pt.	Salary	Pt.	Salary	Pt.	Salary
22	£113,019	28	£137,499	31	£156,561	38	£197,502
23	£116,745	29	£142,116	32	£161,835	39	£203,850
24	£120,630	30	£148,848	33	£167,274	40	£210,408
25	£124,638	31	£156,561	34	£172,911	41	£217,188
26	£128,778	32	£161,835	35	£178,731	42	£224,178
27	£133,071	33	£167,274	36	£184,764		
28	£137,499			37	£191,022		
29	£142,116			38	£197,502		

The council uses the Korn Ferry Hay job evaluation method to determine the specific grade that applies to each chief officer and deputy chief officer post. This method is based on three key factors:

- the skill, knowledge and experience required to meet the demands of the job
- the complexity of thought required to analyse problems and draw conclusions
- the extent to which the job is responsible for the achievement of results, and the degree to which the postholder can directly or indirectly influence the conduct of the organisation

In accordance with the requirements of the Accounts and Audit (England) Regulations 2011 and the Accounts and Audit Regulations 2015, the council publishes information about the pay of senior officers as part of its annual accounts. This includes the name, job title and pay of employees who are paid £150,000 or more. This information can be found on the open data pages of the council's website.

Pay upon appointment

New chief officers and deputy chief officers are typically appointed at the bottom of the pay scale for their post. However, in some circumstances, it may be necessary to make an appointment further up the pay scale – for example, to match a candidate's existing salary or to secure a specific candidate with particular experience and competence.

The Appointments Committee is responsible for agreeing the starting salary of the chief executive. The starting salary for all other chief officers and deputy chief officers is determined by the relevant line manager in consultation with the council's Human Resources (HR) department. The line manager must ensure that pay upon appointment is consistent with the grades and salary ranges set out in this pay policy statement unless a market supplement applies to the post (see "additional payments and allowances" below).

Annual pay award

In common with all council employees, chief officers and deputy chief officers receive an annual pay award which is negotiated nationally. The pay award for the chief

executive is determined by the Joint National Committee for Chief Executives of Local Authorities. The pay award for all other chief officers and deputy chief officers is determined by the Joint National Committee for Chief Officers.

The salary ranges presented in this pay policy statement reflect the outcome of the national negotiations in 23/24, which resulted in a pay award of 3.50% for all chief officers and deputy chief officers. The pay award for 24/25 remains subject to negotiation and will be implemented once the relevant joint committees have reached an agreement.

Incremental progression

In common with all council employees, chief officers and deputy chief officers are able to move up the pay scale for their post, a process referred to as incremental progression.

Arrangements for making decisions about incremental progression are set out in the performance management policy maintained by the council's HR department. In summary, chief officers and deputy chief officers may be awarded one increment per annum – ie. move up one point on the pay scale for their post – if this is justified by their performance during the previous year.

Any employee who is not awarded an increment has the right to appeal this decision.

Additional payments and allowances

Chief officers and deputy chief officers are not eligible for overtime, standby allowances, shift allowances, or any other allowances for working irregular hours.

In common with all council employees, chief officers and deputy chief officers may be paid any of the following:

Payment type	Paid when:
Honoraria	An employee is: <ul style="list-style-type: none"> temporarily covering some, but not all, of the duties of a higher graded post undertaking exceptionally onerous duties outside the normal expectations of their post
Acting up allowance	An employee is temporarily covering all of the duties of a higher graded post
Market supplement	There is evidence that the pay scale for a post is uncompetitive and this is adversely impacting on the council's ability to attract and retain employees

Arrangements for calculating and making decisions about these payments are set out in the relevant policies and procedures maintained by the council's HR department. Any such payments must be authorised in advance and made on the basis of a robust business case.

Bonuses

Bonuses are not paid to chief officers, deputy chief officers, or any other employee.

Pay protection

The council does not offer pay protection to chief officers, deputy chief officers or any other employee. If a chief officer or deputy chief officer is deployed to a lower graded post, they are assigned to a point on the pay scale for that post with immediate effect.

Taxation

The council aims to directly employ all chief officers and deputy chief officers. Where this is the case, officers are paid using the council's payroll system with tax and national insurance contributions deducted at source.

From time to time, it may be necessary or desirable to fill a chief officer or deputy chief officer post using an agency worker or consultant – for example, when a post has been established, or needs to be covered, for a fixed period of time. In these circumstances, the council is responsible for assessing whether “off-payroll working rules” apply. These rules are designed to ensure that agency workers or consultants are classified as “employed for tax purposes” if they are working like an employee.

In deciding whether “off-payroll working rules” apply, the council follows all guidance and advice published by HM Revenue and Customs.

Pension arrangements

In line with the requirements of the Pensions Act 2008, and in common with all council employees, chief officers and deputy chief officers are auto-enrolled into the Local Government Pension Scheme (LGPS) so long as they:

- are aged between 22 and the State Pension age
- have a contract for at least three months

The LGPS is a public service pension scheme and its rules are made with the approval of Parliament. Employees' contribution to the scheme varies on the basis of their salary; similarly, the council's contribution varies to ensure the benefits of the scheme are properly funded.

In common with all council employees, chief officers and deputy chief officers may pay Additional Voluntary Contributions (AVCs) to increase their pension benefits. Conversely, all employees may elect to join the 50/50 section of the LGPS, which offers half the normal benefits in return for half the normal contribution.

All employees, including chief officers and deputy chief officers, can choose to opt out of the LGPS if they wish.

Under the LGPS Regulations 2013 and the LGPS (Transitional Provisions, Savings and Amendment) Regulations 2014, the council is required to maintain a policy

describing how it applies certain discretionary powers associated with its operation of the LGPS. The council's policy, "Statement of Employing Authority Discretions Policy", is published on the council's website. This policy is subject to periodic review.

Fees for election duties

In common with all council employees, chief officers and deputy chief officers may be engaged to undertake election duties of various types. The fees paid to council employees for this work will vary depending on:

- the nature of the work they undertake
- the type of election
- the scale of fees approved for the election

Fees are paid by the body responsible for the conduct of the election, which may be the UK Government, the Greater London Authority (GLA) or the council, depending on the type of election.

Leaving the council

The following arrangements are applicable to all employees, including chief officers and deputy chief officers.

Redundancy

The council is committed to working with employees and trade union representatives to avoid redundancies wherever possible. However, if an employee leaves the council as a result of being made redundant, it is the council's policy to make a redundancy payment calculated through reference to the employee's age and years of completed service. This payment can range from one week's pay up to a maximum of thirty weeks' pay.

Arrangements for consulting and deciding on redundancies are set out in the reorganisation, redeployment and redundancy policy maintained by the council's HR department.

Flexible retirement

Employees may apply for flexible retirement once they are aged 55 or over. Flexible retirement allows an individual to begin receiving their pension while remaining an employee by working reduced hours or moving to a lower graded post. All requests for flexible retirement are considered in line with the relevant policies and procedures maintained by the council's HR department.

Early retirement: ill health and efficiency

Employees may be considered for early retirement, either on the grounds of ill health or in the interests of efficiency. Applications for ill health retirement must be supported by an independent occupational health assessment. All requests for early retirement

are considered in line with the relevant policies and procedures maintained by the council's HR department.

Special severance payments

On occasion, it may be appropriate to make a special severance payment to an employee who is leaving the council. Reasons for making such a payment include settling potential or actual claims that may otherwise result in legal proceedings. The council operates under a best value duty and will only make a special severance payment when there is a clear, evidenced justification for doing so. Any such payments are considered and authorised in line with the relevant policies and procedures maintained by the council's HR department.

Re-employment

Any employee, including chief officers and deputy chief officers, who leaves the council as a result of redundancy, or in the interests of efficiency, or following receipt of a special severance payment, will not be permitted to work for the council in any capacity for at least one year, unless exceptional circumstances apply and approval is obtained from the council's monitoring officer and chief finance officer.

There is no such restriction on employees who are made redundant by another local authority. However, should the council employ an individual in receipt of a redundancy payment from another local authority, officers in the council's HR department will refer to the provisions of the Redundancy Payments (Continuity of Employment in Local Government etc.) (Modification) Order 1999 (as amended) to determine if the recovery of a redundancy payment should be made.

Part 3. Relationship between senior officers' pay and pay of other employees

Lowest-paid employees

For the purpose of preparing this pay policy statement, the council's lowest-paid employees have been defined as employees on the lowest pay point used by the council, which is grade 1, point 2. Employees on this pay point who work full-time receive an annual salary of £27,206.

A small number of employees are paid less than this amount because they transferred into the council on the terms and conditions of their previous employer, and this included a rate of pay below the lowest point on the council's pay scale. In these circumstances, it is the council's policy to offer the opportunity for employees to transfer on to the council's terms and conditions. However, there is no requirement for employees to agree they will do so.

London Living Wage

The council is an accredited Living Wage Employer and committed to ensuring all its employees are paid at least the London Living Wage. Currently, the lowest pay point on the council's pay scale exceeds the London Living Wage.

Employees on the terms and conditions of their previous employer are always paid at least the London Living Wage, irrespective of the pay they received before they transferred into the council.

A new London Living Wage is announced every year, usually in October or November. Accredited employers are expected to implement the new rate by 1 May the following year. It is the council's policy to implement each new rate with immediate effect.

Average pay of council employees

For the purpose of preparing this pay policy statement, the average pay of council employees has been defined as the median salary. This is determined by arranging every employee's salary from the lowest to the highest and selecting the salary in the middle. The council's average, or median, salary is £40,389.

Pay ratios

The council publishes two pay ratios every year:

- the ratio between the pay of the chief executive and the council's lowest-paid employees
- the ratio between the pay of the chief executive and the average pay of council employees

This information is set out in the following tables:

	2022/23	2023/24
Chief executive's pay	£216,597	£224,178
Lowest-paid employees' pay	£24,771	£27,206
Ratio	8.7	8.2

	2022/23	2023/24
Chief executive's pay	£216,597	£224,178
Average pay of council employees	£39,653	£40,389
Ratio	5.8	5.6

Part 4. Other information

In addition to this pay policy statement, the council publishes the following related information on the open data pages of its website:

- the council's senior management structure
- the council's pay scale
- the number of employees who are trade union representatives, and an estimate of the time and cost associated with trade union activities

Meeting Name:	Council Assembly
Date:	17 July 2024
Report title:	Treasury Management – Outturn 2023-24
Ward(s) or groups affected:	All
Classification:	Open
Reason for lateness (if applicable):	N/A
From:	Strategic Director of Finance

RECOMMENDATION

1. That Council Assembly note the 2023-24 treasury management annual outturn report and in particular;
 - the update on the Economic Background.
 - that all treasury management activity was undertaken in compliance with the 2023-24 approved treasury management strategy and the council's prudential indicators for 2023-24, attached at appendix A.
 - that the balance outstanding on all external debt as at 31 March 2024 was £1,085m.
 - that the balance on investments as at 31 March 2024 stood at £63m.

BACKGROUND INFORMATION

2. In compliance with the Local Government Act 2003, the council has adopted the Chartered Institute of Public Finance and Accountancy (CIPFA) Treasury Management Code of Practice (the Code). The Code requires local authorities to prepare an annual treasury management strategy and, as a minimum, formally report on their treasury activities and arrangements to Council Assembly mid-year and after the financial year-end.
3. The Code provides the following objective regarding treasury management:

“It is important that treasury management policies adequately reflect risk and in particular security, liquidity and yield, in that order of importance. No treasury management transaction is without risk and management of

risks is the key purpose of the treasury management strategy.”

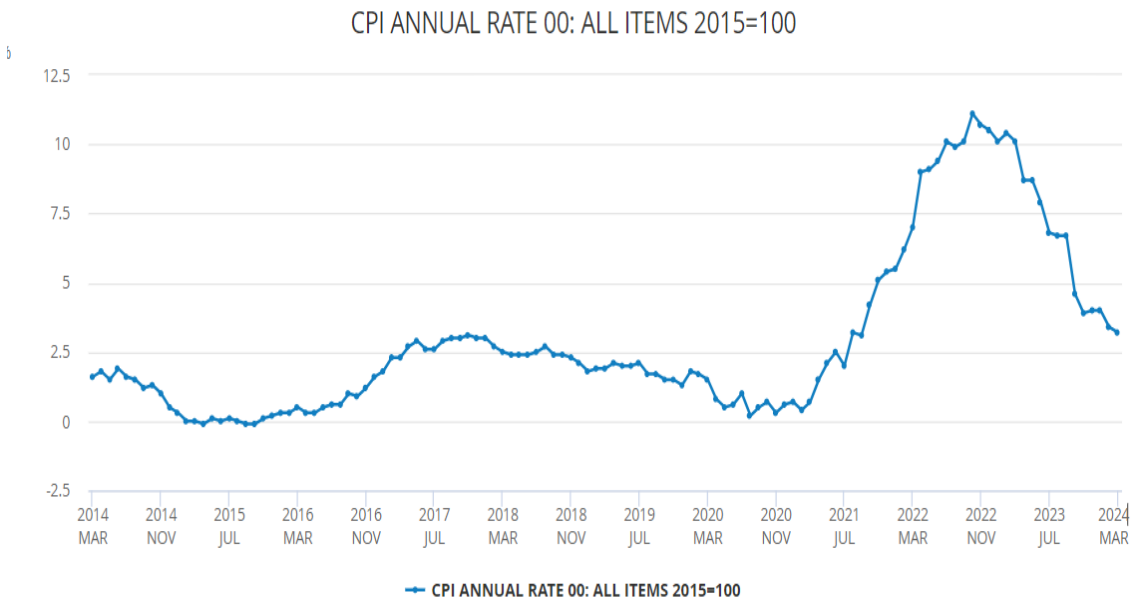
4. The council is exposed to financial risks from its investments, existing external debt, as well as future borrowing requirements arising from the council’s capital programme. The risks include potential losses from investments and increased borrowing costs from changing interest rates. The successful identification, monitoring and control of risk remain central to the Authority’s treasury management strategy.

KEY ISSUES FOR CONSIDERATION

Economic Background: April 2023 to March 2024

5. UK inflation continued to decline from the 8.7% seen at the start of 2023/24. By February 2024, consumer price inflation (CPI) had fallen to 3.4%, but was still above the Bank of England’s 2% target at the end of the period. The core measure of CPI, i.e. excluding food and energy, also slowed in February to 4.5% from 5.1% in January, a rate that had stubbornly persisted for three consecutive months.
6. The UK economy entered a technical recession in the second half of 2023. The Office for National Statistics reported a rebound in activity with the economy expanding 0.2% in January 2024. The data suggests that prior increases in interest rates and higher price levels are depressing growth, which will continue to bear down on inflation throughout 2024.

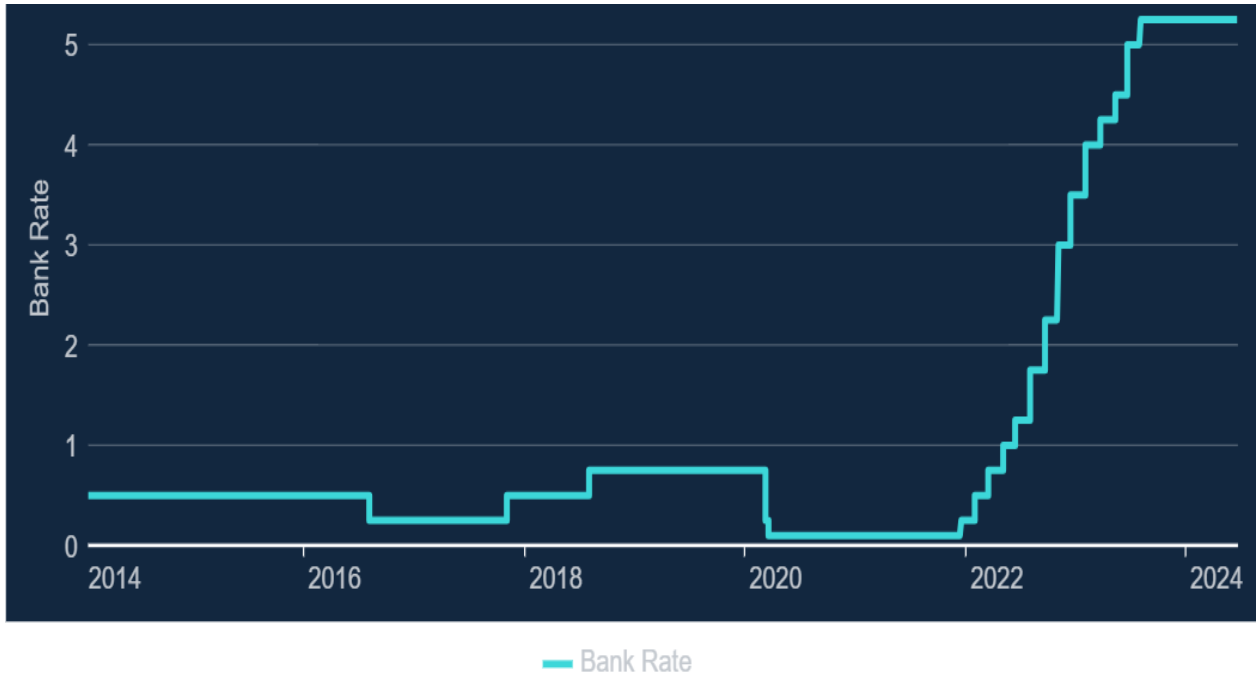
CPI Inflation 2014 – 2024



7. The Monetary Policy Committee (MPC) increased the Bank of England base rate from 4.25% to 5.25% in August 2023 and this rate was maintained through to March 2024.

8. Following the MPC meeting in August 2023, Arlingclose, the authority's treasury adviser, maintained its central view that the base rate will peak at 5.25% and that interest rates will most likely start to be cut later in the second quarter of 2024.

Bank of England base rate 2014 - 2024



OUTTURN 2023-24

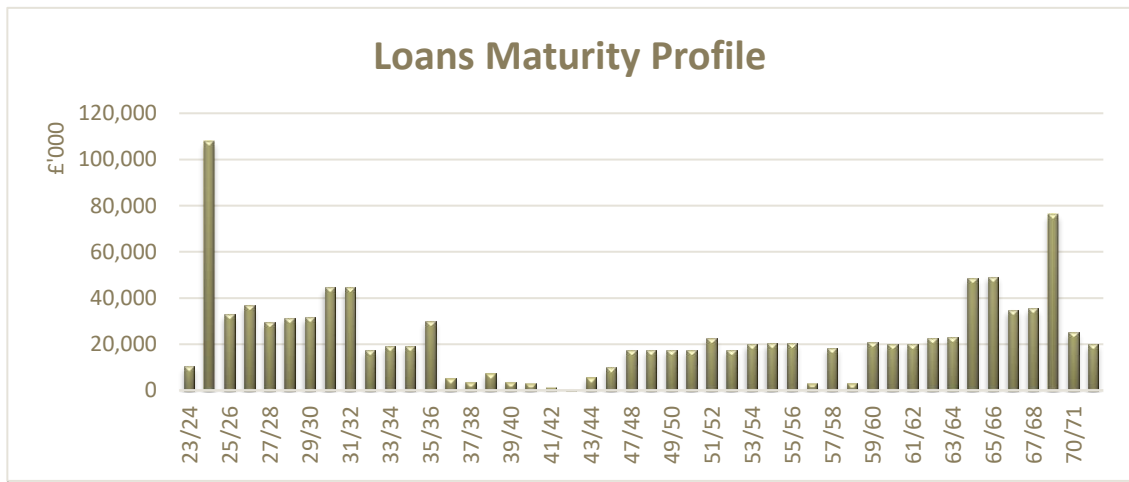
9. The 2023-24 treasury management strategy was approved by Council Assembly in February 2023. Under financial delegation, all executive, managerial and operational decisions are the responsibility of the Strategic Director of Finance.

Debt Management

10. As at 31 March 2024, outstanding debt held by the council was £1,085m, (£991m as at 31 March 2023).
11. In the financial year to 31 March 2024, the council borrowed £115m from the Public Works Loans Board, in various tranches ranging from 1 to 13 years maturity, at an average interest rate of 4.21%.
12. Long-term borrowing is supplemented by short-term borrowing from other local authorities to manage cash flow. This approach continued during 2023-24. As at 31 March 2024: Short-term borrowings outstanding from other local authorities was £65m at an average rate of 6.29%. The weighted average rate of interest for the council's overall debt portfolio was 3.91%

as at 31 March 2024. (Long-term weighted average rate of 3.76% and short-term weighted average was 6.22%).

13. It is expected that further borrowing will be required in 2024-25 to re-finance maturing debt and to finance the growing capital programme. The council will consider a number of borrowing sources, both long and short term. Decisions on the most optimal and value for money source and duration of the borrowing will be made in the context of any changes in interest rates and the longer term cash flow requirements of the council.
14. The maturity profile of outstanding long-term debt as at 31 March 2024 is shown in the chart below:



Provision for repayment of debt

15. Each year, the general fund sets aside sums, known as the minimum revenue provision (MRP), to reduce its borrowing liabilities. In 2023-24, £12.6m (£11.2m in 2022-23) was set aside to repay debt. The HRA can, voluntarily, also set aside sums to reduce its borrowing liabilities. However, there were no additional sums set aside in 2023-24.

Investment Management

16. CIPFA published a revised Treasury Management in the Public Services Code of Practice and Cross-sectoral Guidance Notes on 20th December 2021. These define treasury management investments as investments that arise from the organisation's cash flows or treasury risk management activity that ultimately represents balances that need to be invested until cash is required for use in the course of business.
17. The council has funds invested, representing income received in advance of expenditure plus balances and reserves held. Council cash that is not immediately required for current expenditure is invested in money market instruments in accordance with the DLUHC Guidance on Local Authority Investments and the investment strategy as approved by Council Assembly each financial year.

18. In accordance with DLUHC guidance, the council gives priority to the security and liquidity of any investments made and then seeks a return commensurate with these principles. The Authority's objective when investing money is to strike an appropriate balance between risk and return, minimising the risk of incurring losses from defaults and the risk of receiving unsuitably low investment income.
19. Council investments are managed both in-house and delegated to two external fund managers (Alliance Bernstein and Aberdeen Standard Investments). The focus for in-house investment is to meet variable near-term cash liquidity requirements. The council has been winding down its investments with external fund managers to help reduce the council's borrowing requirement.
20. The external fund managers invest over a longer term, across a range of investment instruments including UK government gilts, supranational bank bonds, and certificates of deposits and covered bonds issued by major banks/ building societies. The use of fund managers has the advantage of diversification of investment risk, coupled with the services of professional fund managers, which over the longer term, provides enhanced returns commensurate with the council's risk appetite. Although investments can be redeemed from the fund managers at short notice, the intention initially, was to hold them for the medium term.
21. However, considering our borrowing requirements, we have gradually been winding down our portfolio with the external fund managers. The maturity profiles have been restructured, with full liquidation by September 2024. The process is designed to create minimum deviation from current portfolio valuation. Their performance and suitability in meeting the council's investment objectives are regularly monitored.
22. As at 31 March 2024, total investments stood at £63m (£220m at 31 March 2023). The overall rate of return on investments during 2023-24 was 4.43% (2.07 % in 2022-23).
23. Internally managed funds achieved a return on its share of the portfolio of 4.46% in 2023-24. (2.14% in 2022-23)
24. To assess the external fund manager's portfolio, the council measures the return against a composite investment benchmark of three month LIBID and one to three year gilt index. For the financial year, the benchmark index annualized return was 4.37%. Actual external fund manager return was 4.70%, indicating a better performance compared to the benchmark.
25. The rate of return generated by the treasury management portfolio is a consequence of the council's prudent, low risk approach to treasury management investment policy. This is in line with the requirements of the statutory guidance for local government treasury investments issued by DLUHC.

26. The distribution of investments by maturity and credit rating as at 31 March 2024 is set out in the following table.

Maturity Profile and Credit Ratings

Investment Maturity	A		AA		AAA		Total	
	£m	%	£m	%	£m	%	£m	%
Up to 1 Year	7	11	5	9	40	63	52	83
1-2 Years	1	1	2	3	3	5	6	9
2-5 Years	2	3	3	5	0	0	5	8
Total	10	15	10	17	43	68	63	100

AAA represents the highest credit quality, AA represents very high credit quality and A represents high credit quality.

Table: Revenue Implications of Treasury Management Activities

27. As can be seen from the table below, net interest payable shows a favourable variance against budget of £6.2m.

	2023-24		
	Budget	Outturn	Variance
	£'000	£'000	£'000
HRA			
Interest payable	24,731	32,793	8,062
Interest receivable	(450)	(9,080)	(8,630)
HRA Net Interest	24,281	23,713	(568)
GF			
Interest payable	12,901	6,623	(6,278)
Interest receivable	(700)	(70)	630
GF Net Interest	12,201	6,553	(5,648)
NET INTEREST TOTAL	36,482	30,266	(6,216)

Non-Treasury Investments

28. The definition of investments in CIPFA's revised Treasury Management Code now covers all the financial assets of the Council as well as other non-financial assets which are held primarily or partly for financial return. These include:

- The council's commercial property portfolio is valued at £309.5m (£309.5m at 31 March 2023), and this generated investment income of £20.9m in 2023-24.

- The balance of loans to local institutions totalled £26.4m at 31 March 2024.

Prudential Indicators - Actuals

29. Local authority borrowing, investment and capital finance activity is supported by the Prudential Code for Capital Finance, the Treasury Management in the Public Services Code of Practice and related guidance published by CIPFA. The codes require councils to set a series of indicators and limits each year. The 2023-24 indicators were agreed in February 2024, before the start of the financial year. Appendix A shows the outturn of the Authority against the 2023-24 prudential indicators.
30. The council complied with its prudential indicators throughout 2023-24.

Community, Equalities (including socio-economic) and Health Impacts

31. This report monitors the council's compliance with the treasury management strategy and prudential indicators as agreed in February 2023. This report has been judged to have no direct impact on local people and communities.

Climate change implications

32. There are no climate change implications arising directly from this report.

Resource implications

33. There are no direct resource implications in this report.

Consultation

34. There has been no consultation on this report.

SUPPLEMENTAL ADVICE FROM ASSISTANT CHIEF EXECUTIVE – GOVERNANCE AND ASSURANCE

35. The constitution determines that agreeing the treasury management strategy is a function of the council assembly and that review and scrutiny of strategies and policies is the responsibility of the audit, governance and standards committee.
36. Financial standing orders require the Strategic Director of Finance to set out the treasury management strategy for consideration and decision by council assembly, and report on activity on a regular basis to cabinet and at mid and year-end to council assembly. Furthermore, all executive and operational decisions are delegated to the strategic director of finance and governance.

37. The Local Government Act 2003 (“the 2003 Act”) and supporting regulations require local authorities to determine annual borrowing limits and have regard to the Prudential Code for Capital Finance, and the Treasury Management in the Public Services Code of Practice and Guidance, published by the Chartered Institute of Public Finance and Accountancy, when considering borrowing and investment strategies, determining or changing borrowing limits or prudential indicators.
38. Section 15(1) of the 2003 Act requires a local authority “to have regard (a) to such guidance as the Secretary of State may issue”. This guidance is found in the Ministry of Housing, Communities and Local Government Guidance on Local Authority Investments updated February 2018 and there is statutory guidance on the Minimum Revenue Provision (MRP) made under section 21(1A) of the 2003 Act.
39. Section 12 of the 2003 Act grants local authorities the powers to invest for any purpose relevant to its functions or for the purposes of the prudent management of its financial affairs.

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

Community impact statement

40. 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

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

Health impact statement

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

Climate change implications

43. This report is not considered to contain any proposals that would have a significant impact on climate change.

BACKGROUND DOCUMENTS

Background Papers	Held at	Contact
Capital and Treasury Management Strategy 2023-24	160 Tooley Street	Caroline Watson

APPENDICES

No.	Title
Appendix A	Prudential Indicators – 2023-24 Actuals

AUDIT TRAIL

Lead Officer	Clive Palfreyman, Strategic Director of Finance	
Report Author	Caroline Watson, Chief Investment Officer	
Version	Final	
Dated	02 July 2024	
Key Decision?	No	
CONSULTATION WITH OTHER OFFICERS / DIRECTORATES / CABINET MEMBER		
Officer Title	Comments Sought	Comment included
Assistant Chief Executive – Governance & Assurance	Yes	Yes
Strategic Director, Finance	No	N/A
Cabinet Member	Yes	No
Date final report sent to Constitutional Team	02 July 2024	

PRUDENTIAL INDICATORS: 2023-24 ACTUALS

BACKGROUND

- Capital finance, borrowing and investment arrangements are supported by a series of prudential indicators, drawn from the Prudential Code on Capital Finance for Local Authorities and the Treasury Management in the Public Services Code of Practice plus Guidance, published by CIPFA. The Local Government Act 2003 requires that councils have regard to these codes. The indicators were approved by Council Assembly in February 2023. This appendix updates the 2023-24 indicators as per the un-audited statement of accounts for 2023-24.
- The indicators are grouped into three broad areas: affordability and prudence, capital finance and treasury management. The indicators are of a technical nature and existing budgets take account of capital finance and treasury activities. The indicators themselves have no effect on those budgets.

AFFORDABILITY AND PRUDENCE INDICATORS

- The indicators below are for affordability and prudence.

2022-23	2023-24	
		Ratio of Financing Cost to Net Revenue Stream A measure of the cost of borrowing and long term liabilities (e.g. PFI) net of interest income and set-asides, as a percentage of revenue.
7%	8%	HRA
4%	3%	General fund

		Capital Financing Requirements (CFR) and Gross Debt The CFR is the balance remaining on past capital expenditure financed through debt and long term liabilities (e.g. PFI). The level of gross debt should not exceed the CFR unless prudent over the short term. Actual gross debt remained below the CFR throughout 2023-24 on account of cash balances, internal borrowing and PFI transactions.
£1,503m	£1,753m	CFR
£991m	£1,085m	Gross debt

CAPITAL FINANCING INDICATORS

4. The indicators below are for capital finance.

2022-23	2023-24	
Capital Expenditure - Capital expenditure includes PFI funded spend.		
£318m	£331m	HRA
£88m	£102m	General fund
£406m	£433m	Total

Capital Financing Requirement (CFR) - the CFR is capital expenditure yet to be financed through borrowing and long term liabilities (e.g. PFI), taking into account available internal resources.		
£704m	£896m	HRA
£799m	£857m	General fund
£1,503m	£1,753m	Total

TREASURY MANAGEMENT INDICATORS

5. The indicators below are for treasury management.

Operational Boundary and Authorised Limit for External Debt:			
These are limits the council determines to accommodate borrowing and long term liabilities.			
The lower limit is the operational boundary and takes account of existing positions and ordinary activity and the higher limit is the authorised limit, enabling additional borrowing to be taken for very short periods, in the interest of prudence, within a risk controlled framework.			
2022-23 Outturn	2023-24 Limit	2023-24 Outturn	Operational Boundary
£991m	£1,519m	£1,085m	Borrowing (maximum outstanding in year)
£76m	£ 71m	£66m	Other Long -Term Liabilities
£1,067m	£1,590m	£1,151m	Total

Authorised Limit			
£991m	£1,910m	£1,085m	Borrowing (maximum outstanding in year)
£76m	£ 120m	£66m	Other Long -Term Liabilities
£1,067m	£2,030m	£1,151m	Total

2022-23 Outturn	2023-24 Limit	2023-24 Outturn	
77%	100%	94%	Gross and Net Debt An upper limit on net debt as a percentage of gross debt. The net debt has remained below gross on account of investments held to meet spend.
			Maturity Structure of Borrowing Limits accommodating existing positions with flexibility to vary exposure within a risk controlled framework.
9%	35%	11%	Under 1 year
4%	35%	3%	1 year and within 2 years
9%	50%	9%	2 years and within 5 years
10%	75%	14%	5 years and within 10 years
69%	100%	63%	10 years and over
			Limits on Investments Greater than One Year Caps on the maximum exposure to longer investments, while recognising benefits from prudent exposure within a risk controlled framework.
6%	65%	18%	Percentage longer than one year
9.4 months	2.5 years	1.1 months	Overall maximum average maturity

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**COUNCIL ASSEMBLY AGENDA DISTRIBUTION LIST (OPEN) (FULL LIST)
MUNICIPAL YEAR 2024/25**

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 Clive Palfreyman Doreen Forrester-Brown Stephen Gaskell Chidilim Agada Toni Ainge David Quirke-Thornton Hakeem Osinaike Sangeeta Leahy</p> <p>Constitutional Team</p> <p>(Copies to Virginia Wynn-Jones, 2nd Floor, Hub 2, Tooley Street)</p> <p>Total:</p> <p>Last updated: March 2024</p>	<p>by email by email</p> <p>by email by email</p> <p>by email by email 1 1 by email by email by email by email</p> <p>6</p> <p>20</p>