



COUNCIL MEETING - 26 FEBRUARY 2015

Councillors of the London Borough of Islington are summoned to attend a meeting of the Council to be held in the Council Chamber at the Town Hall, Upper Street, London N1 Council Chamber, Town Hall, Upper Street, N1 2UD on **at 7.30 pm**.

Lesley Seary

Chief Executive

AGENDA

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1. Minutes	1 - 14
The Minutes of the Council meeting held on 4 December 2014.	
2. Declarations of Interest	

If you have a **Disclosable Pecuniary Interest*** in an item of business:

- if it is not yet on the council's register, you **must** declare both the existence and details of it at the start of the meeting or when it becomes apparent;
- you may **choose** to declare a Disclosable Pecuniary Interest that is already in the register in the interests of openness and transparency.

In both the above cases, you **must** leave the room without participating in discussion of the item.

If you have a **personal** interest in an item of business **and** you intend to speak or vote on the item you **must** declare both the existence and details of it at the start of the meeting or when it becomes apparent but you **may** participate in the discussion and vote on the item.

- *(a) **Employment, etc** - Any employment, office, trade, profession or vocation carried on for profit or gain.
- (b) **Sponsorship** - Any payment or other financial benefit in respect of your expenses in carrying out duties as a member, or of your election; including from a trade union.
- (c) **Contracts** - Any current contract for goods, services or works, between you or your partner (or a body in which one of you has a beneficial interest) and the council.
- (d) **Land** - Any beneficial interest in land which is within the council's area.
- (e) **Licences**- Any licence to occupy land in the council's area for a month or longer.

- (f) **Corporate tenancies** - Any tenancy between the council and a body in which you or your partner have a beneficial interest.
- (g) **Securities** - Any beneficial interest in securities of a body which has a place of business or land in the council's area, if the total nominal value of the securities exceeds £25,000 or one hundredth of the total issued share capital of that body or of any one class of its issued share capital.

This applies to **all** members present at the meeting.

3. Mayoral Announcements

- (i) Apologies
- (ii) Order of business
- (iii) Declaration of discussion items by the Majority and Opposition parties

4. Leader's Announcements

5.	Executive Appointments	15 - 16
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7.	Questions from Members of the Public	
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 Despatched : 18 February 2015

LONDON BOROUGH OF ISLINGTON
COUNCIL MEETING - 4 DECEMBER 2014

MINUTES OF PROCEEDINGS

At the meeting of the Council held at Council Chamber, Town Hall, Upper Street, N1 2UD on 4 December 2014 at 7.30 pm.

Councillors Present:

Debono	R Perry	Kay
Andrews	Poole	Ngongo
Burgess	Smith	Nicholls
Caluori	Spall	O'Halloran
Chowdhury	Watts	Parker
Convery	Webbe	Picknell
Doolan	Court	Poyser
Fletcher	Diner	Russell
Gallagher	Donovan	Shaikh
Hull	Erdogan	Turan
Ismail	Gantly	Ward
Kaseki	Gill	Ward
Murray	Heather	Wayne
A Perry	Jeapes	Williamson

The Mayor (Councillor Theresa Debono) in the Chair

11 MINUTES

RESOLVED:

That the minutes of the Council meeting on 16 October 2014 be confirmed as a correct record and the Mayor be authorised to sign them.

12 DECLARATIONS OF INTEREST

None.

13 MAYORAL ANNOUNCEMENTS

(i) Apologies for absence

Apologies for absence were received from Councillors Comer-Schwartz, Greening, Hamitouch, Khan, Klute and O'Sullivan. Apologies for lateness were received from Councillor Court and Councillor Ngongo.

(ii) Order of Business

The order of business was not changed.

(iii) Declaration of discussion items

None.

(iv) Mayor's Announcements

The Mayor led the Council in a minute's silence in memory of Alex Farrell, who was a councillor from 1978 to 1986 and chaired the Arts and Recreations Committee.

The Mayor thanked colleagues for supporting the charity dinner, reminded colleagues to encourage nominations for the Civic Awards and Ben Kinsella Awards and wished everyone a happy Christmas.

(v) Length of speeches

The Mayor asked colleagues to do their utmost to keep speeches within the permitted length.

14 LEADER'S ANNOUNCEMENTS

Councillor Watts advised how pleased he has been by the public response to the Leader's Question Time meetings and announced that more meetings will be scheduled during next year. Councillor Watts also welcomed the changes to make it easier for members of the public to participate in Council meetings and the new standing item for questions from the Youth Council.

Councillor Watts advised he was very proud of the improvement in GCSE results; from being ranked 143 in the country in 2010, following this year's results we are now ranked 39th. Combined with the primary school results, it shows that children attending state schools in Islington are being given the best start in life.

Councillor Watts thanked Councillor Robert Khan, Councillor Claudia Webbe, Maggie Semple and everyone who worked on the Employment Commission. The final report was published in late November and it signals some of the important steps we can take that will change lives.

Finally, Councillor Watts advised that he was proud to announce that we are the first Council to pay London Living Wage to home carers.

15 PETITIONS

Councillor Olly Smith presented a petition on behalf of opponents to the closure of the Buffalo Bar.

Councillor Kat Smith presented a petition on behalf of the residents of Cutbush House.

16 REVISED REPORT OF THE CHIEF WHIP

Councillor Alice Perry, seconded by Councillor Poole, moved the recommendations in the report.

The recommendations were put to the vote and carried.

RESOLVED:

- a) That the Council's Constitution be amended to allow an additional 20 minutes for Youth Council Questions be agreed.
- b) That the appointment of Councillor Richard Watts as the Council's representative to Greater London Enterprise (GLE) with immediate effect until 2015/16 or until a successor is appointed be agreed.
- c) That the appointment of Rose-Marie McDonald and James Rooke as co-opted members of the Housing Scrutiny Committee until 30 September 2016 or until a successor is appointed be agreed.

17 QUESTIONS FROM MEMBERS OF THE YOUTH COUNCIL

1. Youth Councillor Ryan to Councillor Joe Caluori, Executive Member for Children and Families

Career and Education Planning

Youth Cllrs can report that in a response to a ballot in which nearly 600 young people voted during September and October, the top issue which young people are concerned about is access to high quality work experience which is linked to their career ideas. What pressure can be put onto school head teachers to provide a quality work experience offer available to all the young people within the borough?

Reply:

We want a work experience offer that helps people to investigate ideas and dreams and helps them learn a little about the world of work. We don't just want it to be stuffing envelopes. Head Teachers want the same thing we do and ultimately they will be convinced by the evidence. I would suggest that you add some anecdotal evidence to your survey results, to show what young people think has and hasn't worked and to provide a challenge to those Head Teachers who think that any work experience will do.

2. Youth Councillor Christiane to Cllr Richard Watts, Council Leader

Youth Employment

Please can Cllr Richard Watts inform the youth council how he intends to take the Employment Commission recommendation forward?

Reply:

Thank you for your question and thank you all for attending this evening. There are three main recommendations in the Employment Commission report. The first is to work with all the organisations across the borough who are providing support, including Job Centre Plus, to ensure that we work together and target resources more effectively. The second is to work with employers to increase the number of local people they employ; there are 1.3 jobs for everyone of working age, but we still have a high number of unemployed people. Lots of employers either don't know about the services, don't think they will get the right people or don't advertise their vacancies at all and fill them through word of mouth/adverts in windows. By working with businesses we expect that more vacancies will be properly advertised. The third

recommendation is to build relationships between schools and employers. We've made vast improvements in education but we need to provide a direct line to employment. The kind of work experience Joe just spoke about is important but we also want to see local companies investing in and developing trainees; there's a lot of work to do on improving opportunities for young people. If we can action all three recommendations, it will change economic opportunities for people in the borough.

3. Youth Councillor Dinari to Cllr Janet Burgess, Executive Member for Health and Wellbeing

Health and Wellbeing

In a nationwide ballot in which 865,000 11- to 18-year-olds took part during the summer, improving mental health services was the number 1 issue which received the most votes during a debate in parliament by young people. Given this fact, what plans are in place to promote mental health service to young people and at the same time reducing the stigma around mental health within the borough?

Reply:

Thank you for your question. It is a heartening question because it shows that some of the stigma around mental health is decreasing. It is also very important for us to concentrate on young people; three quarters of people with mental health problems experience the onset before they are 18 years old. We are committed to provide mental health services across all schools and health centres. A Key Stage 3 teaching resource has also been developed to help students manage anxiety and reduce stigma. Training is also available for anyone in the borough who works with young people. I would be very happy to meet you to discuss this further.

4. Youth Councillor Ryan to Cllr Joe Caluori, Executive Member for Children and Families

Youth Provision

We will continue to work with the commissioning team to develop a stimulating and vibrant youth offer ensuring young people of Islington have access to the best quality youth services. What is your vision for youth provision beyond 2015, particularly in light of the savings that the council has to make?

Reply:

Thank you for your question. Rather than get bogged down with the machinery of the process, providers and contracts, I think that we need to think about what success looks like and work back from there. There's a lot happening in the borough, not just in the Council. Councillor Kat Fletcher is looking at provision and would be happy to meet you. There are a wide variety of services on offer across the borough regardless of where you live. Even if we had a lot of funding available, we should still ask this question and I'd like to see ideas from the young people themselves. I hope young people will work with us to develop a shared vision which we can work back from.

5. Youth Councillor Anastasia to Cllr Joe Caluori, Executive Member for Children and Families

Youth Councillors

In Labour's 2014 Manifesto you talk about giving more power to us, the Youth Council, to influence decisions affecting young people in the borough. We see our

invite today as a way of providing that greater influence but how else do you envisage the Youth Council having more power now and in the future?

Reply:

Thank you for your question. Today is an important first step to make Youth Councillors more formally part of what we do. We will meet regularly; how much influence you will have is up to you, but you are pushing on an open door. Listen to your supporters and promote their views. You are the voice of young people in the borough and the opportunity is there for you to take.

18 QUESTIONS FROM MEMBERS OF THE PUBLIC

1. Question from Kate Calvert to Councillor Claudia Webbe.

Does the Council support improvement to Archway gyratory for all users?

Reply:

The council, together with the local community, has long campaigned for improvements to Archway gyratory. We therefore welcome TfL's consultation on proposals for changes to this busy and dangerous one-way system. We feel the latest design provides some real opportunities and benefits for the local community, despite some of the challenges. TfL's proposals will help to regenerate the area providing a new public open space and safer pedestrian routes, improving resident access to the businesses on the Archway island as well as giving cyclists a safer passage through the junction. The Council would like to see a proposal that it feels best balances the needs of all users of the area. However, the Council has not yet taken a formal position on the proposals; we want to hear the views from local residents and businesses first.

Supplementary Question:

Does the Council agree to running empty buses?

Reply: We wouldn't support empty buses running. The idea is to transport people safely through and to give people better access to all the facilities in the area. You may have some information about empty buses that you want to give me later, but do we support empty buses? No.

2. Question from Anita Frizzarin to Councillor Claudia Webbe, Executive Member for Environment.

How many bicycle hangers have been installed since I asked about this at the last full council and Cllr Webbe said there are no obstacles to putting cycle parking on the road?

Reply:

Thank you. Welcome again Anita. We currently do not have any of these installed, however I am pleased to inform you that we are working towards a secure cycle storage / bike hangar pilot scheme in the borough.

Supplementary Question:

Explain in what way you are working towards this?

Reply:

The issue is one of funding. Subject to funding and planning permission, we hope to do this by the summer of next year.

3. Question from David Lincoln to Councillor Claudia Webbe, Executive Member for Environment.

Holloway School recently converted its impressive bicycle parking racks into picnic benches. This is sadly indicative of the failure to get Islington's children cycling to school despite many children saying that cycling is their preferred transport option and despite the tremendous health & social benefits that could be achieved by incorporating this physical activity into children's daily routine. Now that the 'Tufnell Park Loop' bid for Cycle to School Partnership funding has been rejected by TfL, what practical steps will the council take to facilitate a sustained increase in children cycling to school and play in Tufnell Park?

Reply:

Thank you David for the important question. We were very supportive of the bid to TfL and are equally disappointed with the result. However, none of the bids for the Cycle to School Partnership (CtSP) programme across London were successful and this was due to TfL reallocating funding to their Quietways programme. TfL have very recently informed us that they have decided to absorb the Cycle to Schools Partnership (CtSP) programme into the Quietways programme. They stated that it was always their intention to support a small number of pilot projects, however, a significantly greater number of proposals were put forward from London local authorities than could have been supported under the CtSP budget. They also stated that when they reviewed the CtSP submissions, it became clear that in many cases there were overlaps with the proposed Quietway routes and as a consequence, they have decided to consider these as part of the wider potential network of Quietway routes.

Supplementary Question:

London has a big problem with obesity and the answer seems obvious. There was a lot of investment from Islington and Camden in the scheme and it would be good to ensure that the investment is not wasted and explore ways at least elements of the scheme can be implemented – explore how children and people in Tufnell Park can cycle safely as part of their daily routine.

As a borough we have done a lot to enable children to cycle. We do Bikeability at all primary schools, so children know how to cycle safely. We have funding to continue the programmes to 2017 and staff trained as cycle instructors at lots of play facilities. The 20MPH helps to promote cycling; perception of safety is the number one barrier. We are not only a pro-cycling borough, we are doing everything possible to support it for the next generation.

4. Question from Charlie Kiss to Councillor Watts, Leader of the Council

I wish to ask the Council Leader, Richard Watts, if in addition to flying the transgender flag, whether Islington Council intends to do anything else and if the Council will be consulting the trans-gender community.

Reply:

Thank you Charlie. I was proud to be a part of the flag raising and I am proud that Councillor Osh Gantly, the first openly trans-gender elected councillor serves this borough. We fundamentally believe in equality and do what we can to support all groups in the community and are happy to consult.

5. Question from Jasmine Smith to Councillor Murray, Executive Member for Housing and Development

I handed in a petition to the Corporate Director Housing and Adult Social Services on 1 November, regarding the trees on the Packington Estate. I have had no response and would like to know if I can have an answer.

Reply:

Thank you for bringing it to my attention. The Corporate Director Housing and Adult Social Services is on leave at the moment, but I will get back to you as soon as he is back and will consult with ward councillors.

6. Question from Ruth Hayes to Councillor Richard Watts, Leader of the Council

I welcome the Employment Commission report and would like to know how advice services can work with the Council and other agencies to ensure people get help with in-work benefits, employment rights and other advice to keep jobs and progress.

Reply:

It is really important to get people into work, but it is also important to ensure those in work get the right support and legal advice. It's not just important to get a job, but to get a good job. We face some difficult budget decisions, but I can assure you we recognise the importance of the voluntary sector. I hope we've been a good friend to the law centre. We need to work with organisations such as yours to ensure that people have access to good advice; there are lots of people on zero hours contracts and low pay and we look forward to working with you over the next few years.

7. Question from the floor to Councillor Webbe, Executive Member for Environment.

I would like to congratulate the Council for achieving the highest ever recycling figure. It is however lower than the London average and much lower than the national average. Will the Council reassess its targets to have more ambition?

Reply:

Thank you for your question and your congratulations for the achievements to date. We are an inner London borough and when we compare our figures to neighbouring boroughs we are doing well. That tells us something about the environment we operate in compared to outer London and the rest of the country. Because of the way our streets and estates are designed, recycling here is in a different format altogether; we have much denser tower blocks. We don't have the gardens that other boroughs with high garden waste recycling figures do. We want to improve the recycling figures, but faced with the number of challenges we have, we are doing well against our neighbours.

Supplementary question:

Knowing that every £1 recycled is £5 saved, I don't see why high rise is a barrier and am sure there is more the council can do.

Reply:

I hear and sympathise with your question, but we have to be realistic. The targets are set to increase each year, but there is no point setting targets that we know aren't achievable. We've done the analysis and have set progressive targets that are achievable and still put us ahead of neighbouring and other inner London boroughs.

8. Benali Hamdache to Cllr Richard Watts, Council Leader.

In the light of the outrage over Israeli Government's actions in Gaza, will Islington Council commit to not using service providers linked to occupied territory in the West Bank?

Reply:

I am proud of many member of the council and local MPs who have spoken out for justice in the middle east. To my knowledge we don't use any contractors linked to companies working in the occupied territory in the West Bank. We did a lot of legal work on this issue over the NLWA contracts and will do as we are bound to do and follow the law.

Supplementary question:

Would the council do an assessment to ensure that you are not using those providers?

Reply:

I can confirm right now that we are not using Veolia or G4S.

19 QUESTIONS FROM MEMBERS OF THE COUNCIL

Question (a) Councillor Raphael Andrews to Councillor Claudia Webbe, Executive Member for Environment.

Can the Executive Member explain what is being done to improve the safety of cyclists in Owen street and Margery Street Cycle paths and also update the Council with what action is been taken to deal with the Clerkenwell road accident.

Reply:

Thank you for your question, which is dear to my heart. Owen Street is a priority in the Ward Improvement Plan and Clerkenwell Councillors did the same. You are right to ask what progress we are making. Owen Street and Margery Street form part of one of the Quietway Routes, Quietway Route 2: (Bloomsbury to Walthamstow). Design is currently being prepared for this route with a view to consult before Christmas and deliver the scheme for Spring 2015. The Council has been working with the owners of Owen Street, which is a private road, to secure legitimate cycle access as well as designing an improved cycle lane through to St John Street. The design also includes improvements for Margery Street to the existing segregated contraflow cycle facility to allow for increased cycle volumes. Transport for London is currently preparing design to improve the route for cyclists through the Margery

Street – Farringdon Road – Calthorpe Street junction. Clerkenwell Road and Old Street also form part of the cycle Grid funding – from the junction with Farringdon Road to Old Street gyratory. Preliminary design and traffic modeling of the signalized junctions is currently being prepared for cycle improvements along the length of this route with a view to providing segregated cycle facilities where possible. The Council plans to consult on the proposals in Spring 2015 with a view to deliver the scheme in 2016. The Council is coordinating the design with TfL design improvements for the Farringdon Road – Clerkenwell Road junction and also the Old Street gyratory proposals (which include segregated cycle facilities) which is currently out for consultation.

Supplementary question:

It is good to be reassured that we have actually managed to get progress, thank you for that. Can you tell us what effect the introduction of the 20MPH speed limit across Islington has had?

Reply:

We pioneered and implemented the first 20MPH speed limit, which makes it safer for cyclists and pedestrians too. We got it boroughwide and we got it enforced. The Police are working with us to make it safer and cycling lobby groups tell us it is much improved. I don't have figures in terms of accidents to hand, but I will forward them onto you.

Question (b) Councillor Clare Jeapes to Councillor Andy Hull, Executive Member for Finance and Performance.

Can the Executive Member for Finance please explain the importance he attaches to Islington's Ecology Centre in drawing up proposals for next year's budget?

Reply:

To answer your question, Clare, in the most straightforward of terms: in drawing up proposals for next year's budget, I attach the *highest* importance to Islington's Ecology Centre.

The Ecology Centre in Highbury West – and Gillespie Park in which it sits – has, ever since it first opened, been one of Islington's most important progressive institutions. It is a genuine hidden gem. An oasis of natural calm between the hustle and bustle of Holloway and Finsbury Park.

For many years, it has played a vital role in providing an authentic experience of nature on Islington residents' doorstep and a quiet escape from the pressures of city living. It delivers an exemplary environmental education programme, supporting the boroughs schools in the science curriculum but also works with The Garden Classroom to provide a broad range of outdoor learning, including literacy and numeracy work. Lots of the work there is carried out by a committed group of up to 20 volunteers that meet every week to carry out a wide range of practical conservation tasks but also providing a place for people to socialise and get outdoors.

The Ecology Centre has carried out important outreach work in the local community and has recently been working with Centre 404 to give children with physical and mental disabilities an opportunity to take part in environmental education classes. The centre has a Somali parents group growing food there. It also hosts a very successful weekly Deaf Lunch Club, to name just a few of the initiatives that take place there all year round.

A place of calm and tranquillity, the Ecology Centre holds regular workshops and projects with the Medical Foundation for the Care of the Victims of Torture. As a result of one such

project, there's a mosaic there made by torture survivors from around the world, and a set of poems that go with it, telling their stories of horrors we can barely imagine, their survival, and the triumph of hope over fear it represents for us all.

I recently attended a fantastic Apple Day there, where I met the Ecology Centre's own council apprentice, Luis, running a fierce kids' competition to see who could peel the longest apple peel.

It's in the grounds of the Ecology Centre that a tree is planted in memory of our much-missed friend and colleague, Kate Dixon.

And it's where many comrades in this room came to help me and my wife celebrate our wedding party just over two years ago.

So, for a whole raft of reasons, we shall do everything we can to ensure that both the Ecology Centre and the Nature Conservation Team who staff it are protected from the government's savage cuts in next year's Budget. I am confident that, despite everything this government is throwing at us, we will find a way.

Supplementary question:

It's great that the Ecology Centre is to be protected, but the cuts that the Tory-led government are forcing upon us sound huge: just how big and unfair are they?

Reply:

- £112m government cuts in past four years
- £95m more in the four years to come
- Between 2010 and 2016, the Government will have cut this Council's funding in half
- Meantime, David Cameron's Oxfordshire Council has seen its budget increase
- The independent Office of Budget Responsibility, commenting on George Osborne's Autumn Statement yesterday, said that only 40 per cent of the Government's planned cuts have been made in this Parliament. That means that 60 per cent of them are still to come. Public spending is heading towards an 80-year low, to a time before the NHS existed.
- That is why, come May next year, We Back Ed and Cameron Must Go.

Question (c) Councillor Gary Poole to Councillor Paul Convery, Executive Member for Community Safety.

How many arrests have there been for possession of Cannabis, in Islington in the past 12 months?"

Reply:

Between 1 Nov 2013 and 31 October 2014, there were 863 recorded offences of cannabis possession. Of these, 849 were for possession only and 16 for possession with intent to supply. Of the 849 possession offences, 260 led to arrest and, of the 16 intent to supply offences, 14 led to arrests.

Possession of cannabis		
Outcome type		
Arrested & cautioned	54	6%
Arrested and charged	206	24%

Cautioned away from police station	45	5%
Community resolution triage	2	0%
Crime related incident	9	1%
Entered in error	10	1%
FPN issued	80	9%
Formal warning	393	45%
Insufficient evidence to proceed	18	2%
Not in the public interest	11	1%
Summoned	3	0%
Youth cautions	7	1%
Youth triage	35	4%
Total	873	100%

Supplementary question:

I think that members will be aghast at the number of arrests in this borough for what is a serious crime. You can't walk along the road without being assailed and we all know the properties on our estates. It must be a scandal to have 10,000 on the waiting list and Council houses let to people who are engaging in criminal behaviour.

Reply:

It is a fairly number of offences and 70% don't lead to an arrest, let alone prosecution. Some people think it isn't an offence; that it's a benign substance, but it is part of a larger supply chain. Where we have found cannabis growing in council flats we have shut them down. It is organised crime and happens alongside more dangerous narcotics and crimes like people trafficking and sexual exploitation. It underpins other types of crime and is undertaken by the same people who are stealing phones, undertaking burglaries, resolving their disputes violently on our streets and for that reason in a few month's time we'll be bringing a paper to Executive to reduce crime, especially youth crime. I hope colleagues will support our ambition to make Islington the safest borough in London and tackling cannabis is one of the important steps towards that.

Question (d) Councillor Caroline Russell to Councillor Claudia Webbe, Executive Member for Environment.

Since bringing grounds maintenance in house, how many staff have been employed through agencies rather than by the council direct? And what has the cost of this been compared with direct employment?

Reply:

Thank you for your question. It highlights back to us that we are a borough who bought a key service back in house. Since Grounds Maintenance came in house in January 2013 the split of agency to Islington employed staff is most easily worked out as a % of the productive hours worked. This split is 69% Council staff and 31% provided through the Councils agency

partner. Given the uncertainty caused by massive Central Government Cuts I can understand the management approach to not taking on permanent staff as vacancies arise, whilst we establish what services will look like in the future. We also need to be mindful that many of the roles are seasonal. Once we finalise the shape of services I would like to assure colleagues that the first step will be to recruit to the permanent vacancies and we will do this in line with the Agency Workers Directive. We will then review how seasonal appointments are made. In terms of the cost council staff receive paid holidays, sickness etc whereas agency staff receive a slightly higher hourly rate to compensate for the fact that they are not paid for holidays and sickness. Once this is equalled out to produce the productive hours of work over a year there is less than 0.1% difference between the cost of Council and Agency Staff.

Question (e) Councillor Caroline Russell to Councillor Claudia Webbe, Executive Member for Environment.

At our last Full Council Meeting Cllr Webbe declared that Islington is a "pro-cycling borough". Will she agree to broaden the remit to be more inclusive and commit to being a pro-walking-and-cycling borough with a road danger reduction approach and to prioritise trips involving physical activity and public transport?

Reply:

The reality is that our transport policy puts pedestrian in the number one position. The Council's policies already prioritise the transport needs of pedestrians, public transport users and cyclists above those of motor vehicles. The Council's Development Management Policy 8.1 (adopted in June 2013) specifies that "The design of developments, including building design and internal layout, site layout, public realm and the provision of transport infrastructure, is required to prioritise the transport needs of pedestrians, public transport users and cyclists above those of motor vehicles." The Council takes the reduction of road danger very seriously and has an on-going programme to tackle the borough's accident hotspots. Road danger reduction also formed part of the reasoning behind the successful delivery of the borough's 20 mph limit, which is now being copied in other boroughs across London and even by Transport for London for the parts of the network they control. To help improve road safety the Council continues to lobby TfL to introduce a 20 mph limit on all of their roads in Islington.

Supplementary question:

I am very glad to hear that Islington is pro-cycling and pro-walking but can we please review the extra parking spaces that have gone in too close to junctions.

Reply:

I fear this is another recycled question. The answer is the same as before. There has been some careful work done around these spaces, it was not done lightly and it was done with consultation. I said last time that where you find a space we've introduced that is a danger to cyclists and road users, tell me and I'll go with you and examine the details. Since I made the offer I'm not sure we've been on a visit, but the offer is still there. Cycle safety and pedestrian safety is at the forefront of our minds. When we have an opportunity to access funding we do. We want spaces that block sight lines to be removed, so if there is one, we will consult on its removal. Councillor Russell, the offer is still out there.

20 COUNCIL TAX SUPPORT SCHEME 2015-2016

Councillor Hull, seconded by Councillor Watts, moved the recommendations in the report. Councillor Russell contributed to the debate.

The recommendations were put to the vote and carried.

RESOLVED:

- 2.1 That the Council Tax Support Scheme for 2015/16 as contained in Appendix A of the report be adopted.
- 2.2 That the scheme for 2015/16, proposed to be funded from the Council's budget, will be reflected in the budget presented to full Council in February 2015 be noted.
- 2.3 That retention of the amendments to council tax agreed at full Council on 5 December 2013 be agreed. This means that from 1 April 2015 the following will continue to apply:
 - 1) council tax exemption classes A and C will have a discount of 0% for all cases.
 - 2) council tax discount for second homes will be 0% in all cases
 - 3) council tax discount for empty furnished lets will be 0% in all cases
 - 4) a premium of 50% will be charged on the council tax of all properties that have remained empty for over 2 years in all cases.

21 QUARTERLY MONITORING REPORT

Councillor Alice Perry, seconded by Councillor Poole, moved the recommendations in the report.

The recommendations were put to the vote and carried.

RESOLVED:

To note the decisions taken during the previous quarter.

22 NOTICES OF MOTION

MOTION 1: TACKLING TAX-DODGING BUSINESSES, LOCALLY AND GLOBALLY

Councillor Andy Hull proposed the Motion, seconded by Cllr Marian Spall. Councillors Doolan, Andrews and Gallagher contributed to the debate.

The recommendations were put to the vote and CARRIED.

RESOLVED:

This Council will

- Continue to pursue organisations to pay their fair share of business rates through every available means.
- Continue to support local businesses and community and voluntary sector organisations through business rates relief, where appropriate.
- Support Action Aid's '*Towns Against Tax Dodging*' campaign.

- Call on the Government to close tax loopholes and shut down tax havens wherever they exist, to ensure that every business pays its fair share of tax.

MOTION 2: FIRE CUTS MAKE ISLINGTON LESS SAFE

Cllr Paul Convery proposed the motion, seconded by Cllr Alice Donovan. Councillors Heather and Russell contributed to the debate.

The recommendations were put to the vote and CARRIED.

RESOLVED:

To call on the Mayor of London and LFEPA to reconsider the reduction in fire engines and crews in the light of these worsening response times.

MOTION 3: MOTION PROPOSING THAT ISLINGTON JOINS OTHER LABOUR COUNCILS CALLING FOR TFL TO EXPAND, STRENGTHEN AND BRING FORWARD THE INTRODUCTION OF THE PROPOSED ULTRA LOW EMISSION ZONE

Cllr Caroline Russell moved the motion. Councillor Webbe, moved an amendment to the motion.

The recommendations in the amended motion were put to the vote and CARRIED.

The motion as amended was put to the vote and CARRIED.

RESOLVED:

This Council will take an evidence based approach that considers the impact on local residents when analysing any proposals to expand

The meeting closed at 10.05 am

MAYOR

COUNCIL MEETING – 26 FEBRUARY 2014

REPORT OF: Leader of the Council

A. EXECUTIVE MEMBER APPOINTMENTS

To note the appointment of Councillor Asima Shaikh as the Executive Member for Economic and Community Development.

To note that Councillor Claudia Webbe's title is now Executive Member for Environment and Transport.

To note that Councillor Asima Shaikh has been appointed as a member of Voluntary and Community Sector Committee.

To note that the delegation of Executive functions remains unchanged.

Councillor Richard Watts
Leader of the Council

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COUNCIL MEETING – 26 FEBRUARY 2015

QUESTIONS FROM MEMBERS OF THE COUNCIL

- a Councillor Caroline Russell to Councillor James Murray, Executive Member for Housing and Development:

"Will the Council review its decision to hold on to overpayments made by tenants with communal heating systems this year and repay the money immediately?"

- b Councillor Caroline Russell to Councillor Janet Burgess, Executive Member for Health and Wellbeing:

"Why is the Council cutting funding for the Latin American Women's Aid Refuge?"

- c Councillor Dave Poyser to Councillor Asima Shaikh, Executive Member for Economic and Community Development:

"Given our diverse community here in Islington, which makes all of us so proud to be Islingtonians, what actions does Councillor Shaikh hope she will be able to take in her new role working with our excellent voluntary sector to promote our 'harmony in our diversity'?"

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Report of : Executive Member for Finance and Performance

Meeting of	Date	Agenda Item	Ward(s)
Council	26 th February 2015		All
Delete as appropriate	Exempt	Non-exempt	

BUDGET PROPOSALS 2015-16

1 INTRODUCTION

- 1.1 The budget report is a strategic financial document which encapsulates the Council's priorities in an overall budget package for the financial year 2015-16. The Policy and Performance Scrutiny Committee reviewed the proposed budget at its meeting on 22nd January 2015 and its recommendations have been taken into account in this report.
- 1.2 The contents of this report are summarised below:
- Section 2** sets out the recommendations.
 - Section 3** sets out the 2015-16 General Fund revenue budget and Medium Term Financial Strategy (MTFS).
 - Section 4** details the Housing Revenue Account (HRA) for 2015-16 and its MTFS.
 - Section 5** details the 2015-16 to 2017-18 Capital Programme.
 - Section 6** details the Treasury Management Strategy.
 - Section 7** sets out the statutory council tax calculations.
 - Section 8** details matters to consider in setting the budget.

List of Appendices

Appendix A	MTFS 2015-16 to 2017-18
Appendix B	Revenue Savings 2015-16
Appendix C	General Fund Fees and Charges 2015-16
Appendix D1	HRA MTFS 2015-16 to 2017-18
Appendix D2	HRA Fees and Charges 2015-16
Appendix E	Capital Programme 2015-16 to 2017-18 (E1) Traffic and Transportation Schemes (E2)
Appendix F	Arlingclose's Economic and Interest Rate Forecast (F1) Prudential and Treasury Management Indicators (F2) Islington's Specified and Non Specified Investment Schedule (F3) Lending List (F4)
Appendix G	Resident Impact Assessment
Appendix H	Pay Policy Statement 2015-16

2 RECOMMENDATIONS

The General Fund Budget 2015-16 and MTFS (Section 3)

- 2.1 To agree the 2015-16 net Council cash limits as set out in **Table 1 (paragraph 3.1.4)** and the MTFS at **Appendix A**, which include the revenue savings in **Appendix B**.
- 2.2 To note the report of the Policy and Performance Scrutiny Committee on 22nd January 2015 in reviewing the 'Budget Proposals 2015-16' and to agree its recommendation for the addition of an invest-to-save scheme comprising the installation of photovoltaic (PV) plates on corporate Council properties (excluding leisure centres, schools and housing, which are subject to ongoing exploration). (**Paragraph 3.1.3 and Appendix B**)
- 2.3 To agree, within the 2015-16 revenue budget, £1.16m from general grant funding to continue to provide a Resident Support Scheme following the reduction in Local Welfare Provision (LWP) funding by the Government on being transferred from specific to general grant, and to note that we will review expenditure on the Resident Support Scheme in the first three months of 2015-16 and supplement this funding as required from the Housing Benefit Reserve up to the level of the LWP funding for 2014-15 (£1.44m). (**Paragraphs 3.2.5 to 3.2.6**)
- 2.4 To note the requirement to report on the number of maintained schools that have completed the Schools Value Financial Standard (SVFS) by 31st March to the Department for Education by 31st May each year. (**Paragraph 3.2.15**)
- 2.5 To agree the fees and charges policy and the schedule of 2015-16 fees and charges. (**Paragraph 3.2.16-17 and Appendix C**)
- 2.6 To agree the Council's policy on the level of General Fund balances and the estimated use of the Council's earmarked reserves. (**Paragraph 3.2.21-22 and Table 3**)

The HRA Budget and MTFS (Section 4)

- 2.7 To agree the balanced HRA 2015-16 budget within the HRA MTFS at **Appendix D1**.
- 2.8 To note the proposed increases in 2015-16 for HRA rents and other fees and charges. (**Paragraphs 4.4 to 4.9, Table 5 and Appendix D2**)

The Capital Programme 2015-16 to 2017-18 (Section 5)

- 2.9 To agree the 2015-16 capital programme and note the provisional programme for 2016-17 to 2017-18, which includes funding for an expanded Phase 2 Bunhill heat and power

- 2.10 scheme (funded on the expectation that it will be a priority for planning gain from developments in Bunhill). **(Paragraph 5.1, Table 6 and Appendix E1)**
- 2.11 To agree that the Corporate Director of Finance and Resources applies capital resources to fund the capital programme in the most cost-effective way. **(Paragraph 5.3)**
- 2.12 To note the schemes that comprise the Capital Allowance pot of eligible affordable housing and regeneration schemes. **(Paragraph 5.4 and Appendix E1)**
- 2.13 To note the schedule of planned Traffic and Transportation schemes in 2015-16 and agree the related decision-making responsibilities for these schemes. **(Paragraph 5.5 and Appendix E2)**

Treasury Management Strategy (Section 6)

- 2.14 To agree the Treasury Management Strategy, Annual Investment Policy, Prudential and Treasury Management Indicators, Minimum Revenue Provision Policy Statement and investment criteria. **(Section 6 and Appendices F1 to F4)**

Council Tax 2015-16, including Statutory Calculations (Section 7)

- 2.15 To agree the calculations required for the determination of the 2015-16 council tax requirement and the level of council tax as detailed in **Section 7** and summarised below.
 - 1) The 2015-16 council tax requirement of £70,648,601. **(Paragraph 7.4)**
 - 2) The relevant (average) amount of Islington Band D council tax of £981.22, a 1.99% increase compared to 2014-15, and to determine that this is not 'excessive'. **(Paragraphs 7.5 and 7.6)**
 - 3) The basic amount of Islington Band D council tax for dwellings to which no special item relates (i.e. outside of the Lloyd Square Garden area) of £981.01 and total Band D council tax (including the GLA precept) of £1,276.01. **(Paragraphs 7.8 and 7.12)**
 - 4) The amount of 2015-16 council tax (excluding the GLA precept) for each valuation band over each of the Council's areas. **(Paragraph 7.10)**
 - 5) The total amount of 2015-16 council tax (including the GLA precept) for each valuation band over each of the Council's areas. **(Paragraph 7.12)**

Matters to consider in setting the Budget (Section 8)

- 2.16 To note the Section 151 Officer's and the Monitoring Officer's comments in their determination of the revenue and capital budgets for 2015-16 and the basis for the level of council tax, including the Section 151 Officer's report in relation to his responsibilities under section 25 (2) of the Local Government Act 2003.
- 2.17 To note the Resident Impact Assessment (RIA) on the 2015-16 budget. **(Appendix G)**
- 2.18 To agree the Pay Policy Statement for 2015-16 at **Appendix H**.

3 GENERAL FUND BUDGET 2015-16

3.1 GENERAL FUND BUDGET - OVERVIEW

- 3.1.1 Following the significant cut in national Government funding since 2010, Islington Council has had to close a net budget gap of £112m over the four years 2011-15. For the financial year 2015-16, there is a further budget gap of £37m to close, following the announcement of further Government cuts to the Council's general grant funding (£25m) and further inflationary and demographic cost pressures (£12m). There is significant financial uncertainty from 2016-17 onwards due in the main to the approaching General Election in May 2015 and the Spending Review that will follow.
- 3.1.2 The proposed General Fund revenue budget and net revenue cash limits for 2015-16 are shown within the MTFS at **Appendix A**. The MTFS includes the proposed 2015-16 General Fund savings, totalling £37m and included at **Appendix B**, and also details the forecast net expenditure over the medium term, based on current knowledge and expectations. Some savings are subject to the completion of consultation processes and detailed Resident Impact Assessments.
- 3.1.3 The savings proposals at **Appendix B** include the recommendation made by the Policy and Performance Scrutiny Committee on 22nd January 2015 in reviewing the 'Budget Proposals 2015-16' for the addition of an invest-to-save scheme comprising the installation of photovoltaic (PV) plates on corporate Council properties (excluding leisure centres, schools and housing, which are subject to ongoing exploration). This builds on the continuing work of the Task and Finish Group looking at Solar PV. The £1.1m invest to save requirement is included in the estimated use of the Council's earmarked reserves within **Table 3** of this report and reflected in the capital programme at **Appendix E1**. The ongoing saving will be £136k per annum from 2016-17 with a part-year saving of £68k in 2015-16 that forms part of the invest to save contribution.
- 3.1.4 **Table 1** below shows the net budget figures for 2015-16 that are included within the MTFS at **Appendix A**, for agreement as part of the recommendations of this report.

Table 1 – Council Budget Requirement and Departmental Cash Limits 2015-16

	£000s
Departments	
Children's Services	73,944
Chief Executive	6,870
Environment and Regeneration	30,564
Finance and Resources	467
Housing and Adult Social Services	81,619
Public Health	0
Corporate and Democratic Core (CDC)/Unapportionable Central Overheads (UCO)	16,675
NET COST OF SERVICES	210,139
Net Corporate items	6,372
NET OPERATING EXPENDITURE	216,511
Other Budget Items:	
Transfer to/(from) Reserves	14,361
New Homes Bonus (net of estimated top-slice to London Local Enterprise Partnership)	(9,884)
Education Services Grant (Estimate)	(2,322)
AMOUNT TO BE MET FROM CORE GOVERNMENT FUNDING, RETAINED BUSINESS RATES AND COUNCIL TAX	218,666

3.2 **GENERAL FUND BUDGET – DETAIL**

Local Government Finance Settlement 2015-16

3.2.1 The Local Government Finance Settlement details the Council's core Government funding allocation for 2015-16. An analysis is shown in **Table 2** below.

Table 2 – Core Government Funding 2015-16

	2015-16 £m
Revenue Support Grant	66.5
Retained Business Rates	57.0
Top-up Grant	20.4
Total Core Government Funding	143.9

3.2.2 Overall, total core Government funding will be cut by £24.5m (15%) in 2015-16.

3.2.3 The Government estimates that the Council will collect £190m in business rates in 2015-16. Of this, the Council is estimated to retain £57m (30%) towards core funding, with 20% and 50% going to the GLA and Central Government respectively.

3.2.4 2015-16 core Government funding also includes a £20.4m top-up grant because estimated business rates income is less than the Government determined funding need.

Local Welfare Provision Funding/Resident Support Scheme

3.2.5 Government funding for Local Welfare Provision (LWP) has been reduced from £1.44m in 2014-15 to £0.56m in 2015-16 (as announced in the final local government finance settlement), following the transfer in funding from specific to general grant. It is recommended that £1.16m is provided from general grant in 2015-16 to continue to provide a Resident Support Scheme. This can be provided for within the revenue budget due to the level of 2015-16 savings that have been found, including in particular £500k from reducing the number of refuse collection vehicles required by moving towards a communal kitchen waste and green waste collection service.

3.2.6 We are concerned, however, that this level of funding may not cover the demand for such support in 2015-16. As a result, we will review expenditure on the Resident Support Scheme in the first three months of 2015-16 and supplement this funding as required from the Housing Benefit Reserve up to the level of the specific government grant for 2014-15 (£1.44m). The Housing Benefit Reserve is being held to allow for the management of the transition from housing benefit to universal credit and for the ongoing requirement to run a council tax support scheme. The commencement of universal credit has continually been delayed by the Government and although our Islington start-date has not yet been fixed, we have recently been told that it will not be prior to October 2015 for new claimants and not until 2016-17 for current claimants. This delay should allow for the release of some temporary funding from the Housing Benefit Reserve as required in order to meet demand from some of the borough's most vulnerable residents through the Resident Support Scheme.

New Homes Bonus Scheme

3.2.7 The Council will receive £13.8m New Homes Bonus income in 2015-16. Islington is the sixth highest recipient of New Homes Bonus in England, directly attributable to the number of new homes built in the borough over the past five years.

3.2.8 In 2015-16, an estimated £3.9m of our New Homes Bonus income will be top-sliced to fund London Local Enterprise Partnership (LEP) projects.

Health/Social Care Funding

3.2.9 The Better Care Fund is a pooled budget to help improve the integration of health and care services that are currently commissioned by the NHS and local authorities. The revenue funding for Islington of £17m is from within Islington Clinical Commissioning Group budgets and will be pooled along with £1.4m of social care capital grants. The NHS and local authorities must agree locally through Health and Wellbeing Boards how

the funding will be spent across health and care services. Not all of these funds are transferring to the Council and £8.6m is existing NHS funding to support social care with health benefits, carers and reablement plus a further allocation for new burdens arising from the Care Bill.

- 3.2.10 The Council will receive £25.4m Public Health Grant in 2015-16, ring-fenced for spending on public health services.

Children's Services Funding 2015-16

- 3.2.11 The Dedicated Schools Grant (DSG) is a ring-fenced grant for spending on education. The Schools Forum makes recommendations about how the grant awarded to Islington should be allocated to schools and the Council (including the Early Years Service) as appropriate.
- 3.2.12 The Department for Education has committed to a DSG cash floor of minus 2% per pupil for 2015-16, to ensure that a minimum funding guarantee of minus 1.5% per pupil at school level can be maintained (excluding sixth form funding) and before the Pupil Premium is added. The DSG priorities for 2015-16 are being developed in conjunction with the Schools Forum.
- 3.2.13 The Pupil Premium is a specific grant to support disadvantaged pupils in mainstream and special schools, Pupil Referral Units, and 14 to 15 year olds in Further Education colleges. It is being extended to disadvantaged 3 and 4 year olds in early years provision from 2015-16. It is estimated that total Pupil Premium funding for Islington (including Academies) will be around £15.6m in 2015-16, to be announced in early 2015.
- 3.2.14 Education Services Grant (ESG) – The Department for Education has announced indicative allocations of this grant for 2015-16, with the Council's allocation being provisionally reduced by £0.5m in 2015-16 to £2.3m in line with an overall reduction in this funding stream at a national level.

Statement of Assurance on Schools

- 3.2.15 The Council has a system of audit in place that provides adequate assurance over maintained schools' standards of financial management and the regularity and propriety of their spending. The Council is required to report on the number of maintained schools that have completed the Schools Value Financial Standard (SVFS) by 31st March to the Department for Education by 31st May each year. The SVFS returns are also used by the Council to inform its programme of financial assessment of maintained schools and audit.

Fees and Charges 2015-16

- 3.2.16 Some fees and charges are laid down by statute and are not within the Council's power to vary locally; others are discretionary and are set with Council's approval. The Council's proposed discretionary fees and charges for 2015-16 are set out in the schedule included at **Appendix C** and incorporated in the overall revenue budget.
- 3.2.17 It is the Council's policy to increase its discretionary fees and charges in line with inflation (2.4% at Quarter 3 2014, this being the quarter average) unless a variation is approved by Council or Executive. The relevant extract of the Council's fees and charges policy is set out below:

"There will be an overall annual increase in fees and charges in line with the Retail Price Index (RPI), subject to the following:

- (i) use of the Quarter 3 RPI (All Items)
- (ii) appropriate rounding of charges for the purposes of administration and collection
- (iii) statutory changes to fees and charges being excluded
- (iv) fees and charges on which the Council has or decides to have a specific policy may be varied by report to the Executive

Where the Quarter 3 RPI (All Items) is negative all fees and charges will be frozen, subject to provisions (ii) to (iv) above."

3.2.18 Fees and charges in relation to Leisure Services and Cemeteries were agreed separately by the Executive on 27th November 2014 and took effect from 1st January 2015.

Local Initiatives Fund

3.2.19 The Local Initiatives Fund is £240k, with £15k being allocated to each ward. Members decide on allocations locally and formal decisions will continue to be taken in-year by the Voluntary and Community Sector Committee.

General Balances and Reserves

3.2.20 The Government has reserve powers under the Local Government Act 2003 to set a minimum level of reserves for which an authority must provide in setting its budget. These powers would only be used where there were grounds for serious concern about an authority and there is no intention to make permanent or blanket provision for minimum reserves under these provisions.

3.2.21 The Section 151 Officer is required to report to the authority, when it is making the statutory calculations required to determine its council tax, on the estimates included in the budget and the adequacy of reserves. The report of the Section 151 Officer is included within **Section 8** of this report. The estimated level of earmarked reserves and general balances for use in 2015-16, after taking into account existing and estimated allocations against these reserves, are shown in **Table 3** below:

Table 3 – Estimated Reserve and General Balances 2015-16

	2015-16 £m
Redundancy Reserve	4.8
Invest to Save Reserve	1.1
Contingency Reserve	1.9
Housing Benefit Reserve	7.3
Levies Smoothing Reserve	0.8
General Fund Balances (excluding schools)	10.6
Schools Balances	10.9
Total	37.4

3.2.22 It is recommended that the Council agrees the same policy as previous years on the level of general balances for the 2015-16 budget. This is as follows:

“The policy of the Council is to set a target level of General Fund balances (excluding schools balances) at 5% of the net budget requirement (excluding schools expenditure) over the course of the medium-term financial strategy. The rationale for this level is based upon an assessment of the level of risk inherent within the Council budget over the medium-term financial planning period. The level of General Fund balances should be adequate to meet working balance requirements and to provide a reasonable allowance for unquantifiable risks that are not already covered within the Council’s budgets and contingency sums. The Chief Finance Officer (Section 151 officer) shall be responsible for reporting to the Council on the adequacy of the reserves and balances.”

Corporate Levies

3.2.23 The Council is required to pay levies to a number of other bodies, which must be met from within the overall budget requirement. The latest 2015-16 levy estimates are detailed in **Table 4**.

Table 4 – Levy Estimates 2015-16

Levies by Body	2015-16 Budget £m
Concessionary Fares (Freedom Pass)	11.923
North London Waste Authority	7.881
Lee Valley Regional Park Authority	0.226
Traffic and Control Liaison Committee	0.324
Inner London North Coroners Court	0.295
London Pensions Fund Authority	1.204
Environment Agency (Thames Region)	0.163
London Boroughs Grants Scheme	0.231
Total	22.247

4 THE HOUSING REVENUE ACCOUNT

HRA Overview

- 4.1 The HRA MTFS covers the cost of managing and maintaining council owned housing stock, servicing debt and contributing towards the long term investment in the stock, all of which is funded primarily from rents and tenant/leaseholder service charges.
- 4.2 The HRA MTFS is balanced over the medium term, accommodating the impact of inflation, the reintegration of the repairs service and the HRA's contribution towards the pension fund deficit. The proposed HRA budget for 2015-16 and the forecast budgets over the medium term, based on current knowledge and expectations, are shown within the HRA MTFS at **Appendix D1**.
- 4.3 A significant HRA budget risk over the medium term is the potential impact of the Government's welfare reforms. At this stage it is difficult to predict the financial impact with any degree of accuracy, but indicative modelling suggests costs in respect of additional staffing and rent arrears could be in the region of £5m.

Rental Income and Other HRA Fees and Charges

- 4.4 It is Council policy to continue to apply the principles of rent restructuring; this means that properties not currently at target rent will move to the 2015-16 target rent subject to the affordability cap of the prior year rent plus the Consumer Price Index (1.2% at September 2014) plus 1% plus £2. However, properties already at target rent will simply increase by the Consumer Price Index (1.2% at September 2014) plus 1%.
- 4.5 **Table 5** below sets out the proposed average rent increase for 2015-16.

Table 5 – Weekly Rent 2015-16

	Proposed 2015-16
Average Weekly Rent	£115.89
Increase (£)	£4.40
Increase (%)	3.95%
Average Weekly Target Rent	£122.72

- 4.6 All other HRA fees and charges are set out at **Appendix D2** and increased in line with inflation in 2015-16 (Retail Price Index at September 2014, 2.3%) unless there are agreed reasons for doing otherwise. These exceptions are outlined below.
- 4.7 **Heating and Hot Water Charges** will not be increased in 2015-16. In addition, depending on the actual cost of energy in 2015-16, an energy fund will be established to mitigate against future energy price increases.
- 4.8 **Estate Parking Charges** will be increased to more closely reflect market charges.
- 4.9 **Concierge Charges:** a new £1 charge will be introduced where coverage is provided by a small number of cameras to enable anti-social behaviour issues to be addressed.

5 **CAPITAL PROGRAMME**

- 5.1 The 2015-16 to 2017-18 capital programme is summarised in **Table 6** below and shown in full at **Appendix E1**. This will deliver projects of £327m over the next three years and includes the continuation of existing programmes of investment in new homes (£119m), housing major works and improvements (£122m) and school buildings (£19m). This is a significant level of investment at a time when Government capital grants have been substantially scaled back.

Table 6 – Capital Programme 2015-16 to 2017-18

	2015-16 £000	2016-17 £000	2017-18 £000	Total £000
Housing and Adult Social Services	84,508	81,860	83,104	249,472
Children’s Services	16,165	4,000	0	20,165
Environment and Regeneration	29,446	15,425	8,326	53,197
Finance and Resources	1,500	1,500	1,500	4,500
Total Capital Programme	131,619	102,785	92,930	327,334

- 5.2 The capital programme includes funding for an expanded Phase 2 Bunhill Heat and Power scheme (£7.3m). This scheme is funded by external grant (£1m) and Council funding (£6.3m), on the expectation that the Council’s contribution will be a priority for planning gain from developments in Bunhill.
- 5.3 Whilst uncertainty surrounds the level and timing of capital receipts estimated to be available over the medium-term, the Council is forecasting that there will be sufficient resources to fund the 2015-16 programme and the provisional programme for 2016-17 to 2017-18. The Corporate Director of Finance and Resources will continue to apply capital resources to fund the ongoing capital programme in the most cost-effective way.
- 5.4 A key element of the Capital Medium Term Strategy is that the Council maximises the capital resources it has available for investment. This includes ensuring that the Council has a sufficient ‘Capital Allowance’ pot for affordable housing and regeneration schemes to avoid having to pay over housing capital receipts (excluding Right to Buy receipts which are covered by separate regulations) into the national pool. The schemes included in the Capital Allowance pot of eligible affordable housing and regeneration schemes are designated at **Appendix E1**.
- 5.5 A schedule of planned Traffic and Transportation schemes in 2015-16 and related decision-making responsibilities is provided at **Appendix E2**.

6 THE TREASURY MANAGEMENT STRATEGY 2015-16

Background

- 6.1 The Council's Treasury Management and Investment Strategy for 2015-16 was considered by Audit Committee on 29th January 2015. The key points of the Strategy are:
- The balance sheet and treasury position
 - Prospects for interest rates
 - Borrowing requirement and strategy
 - Debt rescheduling
 - Investment strategy and policy
 - HRA Self Financing
- 6.2 In summary it should be noted that:
- £61.2 million is estimated to be required to be borrowed over the next 3 years (£47.4 million to replace existing borrowing that matures and £13.8million of new borrowing to fund capital expenditure).
 - The borrowing strategy is to minimise borrowing costs, through using surplus internal cash and borrowing at optimal times at either variable or fixed rates which can include borrowing in advance of need.
 - It is expected that sums for investments will be minimal. Investment activity is restricted to institutions set in paragraph 6.25.
 - The Council's investment priorities in order of importance are:
 - security of the invested capital
 - liquidity of the invested capital
 - an optimum yield which is commensurate with security and liquidity
 - The Council's current contract with the Cooperative bank for banking services expires in 2015. Barclays PLC have been appointed following a tendering process and the arrangements will go live by spring 2015.
- 6.3 The Chartered Institute of Public Finance and Accountancy (CIPFA) has defined treasury management as "the management of the organisations' investments and cashflow, its banking, money market and capital market transactions; the effective control of the risks associated with these activities and the pursuit of optimum performance consistent with those risks".
- 6.4 Treasury management activities are strictly regulated by statutory requirements and a professional code of practice (the CIPFA Code of Practice on Treasury Management). The Council adopted the Code of Practice on Treasury Management on 26th February 2002. In addition, the Department for Communities and Local Government (CLG) issued revised Guidance on Local Authority Investments in March 2010 that requires the Council to approve an investment strategy before the start of each financial year. The Council has incorporated the changes from the revised CIPFA Code of Practice into its treasury policies procedures and practices.
- 6.5 The treasury management function is an important part of the overall financial management of the Council's affairs. Its importance has increased as a result of the freedoms provided by the Prudential Code. The Council is required to set out an Annual Treasury Strategy outlining at the least the expected treasury activity for the forthcoming three years.

- 6.6 A key requirement of this report is to explain both the risks, and the management of the risks, associated with treasury management which include:
- Liquidity Risk (inadequate cash resources);
 - Market or Interest Rate Risk (fluctuations in interest rate levels);
 - Inflation Risk (exposure to inflation);
 - Credit and Counterparty Risk (security of investments);
 - Refinancing Risk (impact of debt maturing in future years); and
 - Legal and Regulatory Risk.

Scope

- 6.7 The Treasury Management Strategy considers the impact of the Council's revenue budget and capital programme on its balance sheet, the prospects for interest rates, borrowing requirement and strategy, debt rescheduling, investment strategy and policy, monitoring, members training and the use of advisors.

Balance Sheet and Treasury Position

- 6.8 The underlying need to borrow for capital purposes is measured by the Capital Financing Requirement (CFR). The CFR represents the level of borrowing needed for capital purposes. Revenue expenditure cannot be financed from borrowing. Net actual external borrowing should not exceed the CFR other than for short term cash flow requirements. It is permissible under the Prudential Code to borrow in advance of need, up to the level of the estimated CFR over the term of the Prudential Indicators. When this takes place the cash will form part of the invested sums until the related capital expenditure is incurred. This being the case net borrowing should not exceed the total of the CFR in the preceding year plus the estimates of any additional CFR for the current and next two financial years other than in the short term due to cash flow requirements.
- 6.9 The CFR together with balances and reserves are the core drivers of treasury management activity. The estimates, based on the current revenue budget and capital programmes and in advance of any changes to the 2015-16 budget to be considered in February, are set out in **Table 7** below:

Table 7 – Capital Financing, Balances and Reserves Forecasts

	31.3.15 Estimate £m	31.3.16 Estimate £m	31.3.17 Estimate £m	31.3.18 Estimate £m
General Fund CFR	127	122	118	114
HRA CFR	442	442	442	442
Long term liabilities - PFI	163	155	145	135
Total CFR	732	719	705	691
Less: Balances and Reserves	71	51	41	41
Net Balance Sheet Position	661	668	664	650

- 6.10 The Council's level of physical debt and investments is linked to these components of the balance sheet. The Council's approach to determining its borrowing and investment strategy for the underlying Balance Sheet position will be influenced by market conditions, affordability, interest rate expectations and credit risk considerations.

Prospects for Interest Rates

6.11 Treasury management activities such as borrowing and investment introduce the risk of unexpected adverse movements in interest rates. The Council employs Arlingclose Ltd, treasury consultants, to advise on the treasury strategy, provide economic data and interest rate forecasts, assist in planning and reduce the impact of unforeseen adverse movements. **Appendix F1** draws together a number of current forecasts for short-term and longer-term fixed interest rates. Following seven years of interest rates being at 0.5% the forecast is for official UK interest rates to rise in August 2015 and a gradual increase thereafter to give a 0.75% average rate for 2015-16. Gilts yields are expected to rise in the medium term to take the forecast average 10 year PWLB rate for 2015-16 to 3.25%. It is worth noting that for a number of the years the forecast for an upcoming rise in interest rates has not come to pass. The outlook for interest rates is monitored constantly.

Borrowing Requirement and Strategy

- 6.12 To ensure that borrowing will ultimately be financed or repaid, local authorities are required to set aside a sum from the General Fund budget each year to repay debt called the Minimum Revenue Provision (MRP).
- 6.13 Capital expenditure not financed from internal resources (i.e. capital receipts, capital grants and contributions, revenue or reserves) will produce an increase in the CFR (the underlying need to borrow) and in turn produce an increased MRP in the General Fund budget. The Council's borrowing requirement is shown in **Table 8** below.

Table 8 – Borrowing Requirement

	2014-15 Estimate £m	2015-16 Estimate £m	2016-17 Estimate £m	2017-18 Estimate £m
New Borrowing	3.9	-	-	-
Replacement Borrowing	38.9	21.9	11.1	14.4
TOTAL	42.8	21.9	11.1	14.4

- 6.14 In conjunction with advice from Arlingclose, the Council will keep under review the options it has in borrowing from the Public Works Loan Board (PWLB) or its successor body, other local authorities, the market and other sources up to the available capacity within the Authorised Limit (contained within the Prudential and Treasury Management Indicators in **Appendix F2** to be adopted in the 2015-16 budget). The types of borrowing still appropriate for a low interest rate environment from the PWLB are:
- Variable rate borrowing;
 - Medium term equal instalments of principal (EIP) or annuity loans; and
 - Long term maturity loans where affordable.
- 6.15 The chief objective when borrowing is to have an appropriate balance between securing low interest rates and cost certainty over the periods for which funds are required. The Council's strategy is to minimise its borrowing costs over the medium to longer term and maintain maximum control over its borrowing activities as well as flexibility on its loans' portfolio. Given the significant cuts to public expenditure and in particular local government funding, the strategy also looks to minimise the medium term cost to the budget without compromising the longer term stability of the debt portfolio. The use of internal resources in lieu of borrowing and short to medium term borrowing will continue because of the "cost of carry" (that is the differential between debt costs and investment earnings.). While variable rate loans are not currently utilised this option will be kept under regular review. Capital expenditure levels, cash

flow projections, market conditions and interest rate levels will be monitored in conjunction with Arlingclose, to determine the most appropriate borrowing options.

- 6.16 As at 17th December 2014, the Council had agreed long term loans of £56.5m. All these loans are from other local authorities over periods of 18 months to 6 years at an average rate of 1.5%.
- 6.17 The Council's borrowing requirement over the next three years is estimated to be £47.4m, all of which will be used to replace existing PWLB debt that matures over the next three years. If market rates were to fall considerably or future rates were expected to rise, then some borrowing could be taken ahead of spend. The borrowing strategy will continue to consider opportunities to borrow not only for 2015-16, but also for the next two financial years.

Minimum Revenue Provision (MRP) Policy Statement 2015-16

- 6.18 To ensure that capital expenditure funded by borrowing is ultimately financed, the Council is required to make a Minimum Revenue Provision (MRP) within the revenue budget each year for the repayment of debt. This is designed to ensure that the MRP is charged over a period that is commensurate with the period over which the capital expenditure that gave rise to the debt provides benefits.
- 6.19 In the case of supported borrowing, the Council will charge MRP over the period reasonably commensurate with the period implicit in the determination of the revenue support. The Council has determined that by following the Regulatory Method a reasonable estimate would be on a 4% reducing balance.
- 6.20 This method cannot be used in relation to capital expenditure financed by unsupported borrowing. For new unsupported borrowing, the MRP will be determined by the life of the asset for which the borrowing is undertaken and where appropriate the annuity method will be used.
- 6.21 The result is a total estimated MRP liability of £4.3m in 2015-16.

Debt Rescheduling

- 6.22 The factors affecting any decision on debt rescheduling will include, the generation of cash savings and / or discounted cash flow savings in interest cost, helping to fulfil the strategy outlined in the paragraphs above; enhancing the balance of the fixed to variable rate debt in the portfolio and, amending the maturity profile. All rescheduling activity will comply with the accounting requirements of the local authority Statement Of Recommended Practice (SORP) and regulatory requirements of the Capital Finance and Accounting Regulations (SI 2007 No. 573 as amended by SI 2008/414).

Investment Strategy and Policy

- 6.23 To comply with the Government's guidance, the Council's general policy objective is to invest its surplus funds prudently.
- 6.24 The Council's investment priorities, in order of importance, are:
- security of the invested capital;
 - liquidity of the invested capital; and
 - an optimum yield which is commensurate with security and liquidity.
- 6.25 The borrowing of monies purely to invest or on-lend and make a return is unlawful and the Council will not engage in such activity.
- 6.26 Investment instruments identified for use in the financial year are categorised under the 'Specified' and 'Non-Specified' Investments based on the CLG guidance.

Specified Investments

6.27 Specified investments are described in the guidance as those identified as offering high security and high liquidity, and can be relied on with minimal formalities. All must be in sterling and with a maturity of no more than one year. All such short-term investments with the UK Government, other local authorities, or Parish Councils will automatically be considered 'specified', for other deposit takers a 'high' credit rating is required which the authority defines. This Council's definition is included at the end of this report.

Non-Specified Investments

- 6.28 Non-specified investments carry a higher degree of potential risk, and the guidance requires the types of investments that can be used to be set out in the Strategy, and limits to be set on how much can be held in these investments at any time during the year. The guidance states that it is not the objective to discourage investment in any type of instrument, but to ensure that proper procedures are in place for undertaking risk assessments of investments made for longer periods or with bodies that are not highly credit rated.
- 6.29 Potential instruments for the Council's use within its investment strategy are listed in the specified and non-specified investment schedule attached as **Appendix F3**.
- 6.30 The Council has reviewed the way it formulates its counterparty criteria. The lending list criteria is devised from the use of a range of rating agencies which will include Fitch, Moody's Investor Services, Standard & Poor's (or other rating agency where necessary) as well as other factors. The main sovereign states whose banks are to be included are Australia, Canada, Finland, France, Denmark, Germany, Netherlands, Switzerland and the US. These countries and the Banks within them have been selected after analysis and careful monitoring of:
- Credit Ratings (minimum long-term A+ minimum short term F1);
 - Credit Default Swaps;
 - GDP, Net Debt as a Percentage of GDP;
 - Sovereign Support Mechanisms/potential support from a well-resourced parent institution; and
 - Share Price.
- 6.31 The Council will also take into account information on corporate developments, market sentiment towards counterparties and changes in banking regulations. The Council and Arlingclose, will continue to analyse and monitor these indicators and credit developments on a regular basis and the Council will respond as necessary to ensure security of the capital sums invested.
- 6.32 The Council's internally managed investment as at 17th December 2014 totalled £81million and the forecast position for the end of March through 2015-16 will average £50million.
- 6.33 In this current environment the Council has restricted its investment activity to the following categories:
- The Debt Management Agency Deposit Facility;
 - AAA-rated Money Market Funds with a Constant Net Asset Value (CNAV);
 - Deposits with other local authorities; and
 - Business reserve accounts and term deposits.
- 6.34 If the cash flow positions were to increase because of forward borrowing then investments criteria will revert to credit ratings as stated in paragraph 6.26.

- 6.35 A copy of the Council's current lending list and the institutions actually lent to as at December 2014 is attached as **Appendix F4**.
- 6.36 Currently the Council has borrowed £74m short term (under one year) for cashflow purposes, from other Local Authorities and Public Bodies. This has proved to be a cheaper alternative to variable rate PWLB borrowing.
- 6.37 The Council will constantly reappraise its strategy as market conditions and expectations for future interest rates evolve.
- 6.38 The Corporate Director of Finance and Resources under delegated powers will undertake the most appropriate form of investments in keeping with the investment objectives, income and risk management requirements and Prudential Indicators. All investments will be made in accordance with the Council's investment policies and prevailing legislation and regulations.

Housing Revenue Account Policy on Apportioning Interest

- 6.39 Local authorities are required to recharge interest expenditure and income attributable to the HRA in accordance with determinations issued by the Department for Communities and Local Government. The CIPFA Code recommends that authorities present this policy in their Treasury Management and Investment Strategy.
- 6.40 On 1st April 2012, the Council notionally split each of its existing long-term loans into General Fund and HRA pools. New long-term loans borrowed are assigned in their entirety to one pool or the other. Interest payable and other costs/income arising from long-term loans (e.g. premiums and discounts on early redemption) are charged/credited to the respective revenue account.

Internal Borrowing

- 6.41 Where the HRA or General Fund has surplus cash balances which allow either account to have external borrowing below the level of the Capital Financing Requirement by borrowing internally, the Corporate Director of Finance and Resources will agree an appropriate and evidenced interest rate, determined and applied at the beginning of each financial year, to reflect the assumed opportunity cost forgone.

Monitoring

- 6.42 The treasury position is included in the regular Executive financial monitoring reports. The Executive Member for Finance and Performance is briefed on treasury activities. At the end of the financial year, an annual treasury report on the Council's investment activity is included in the financial outturn report to the Executive. The Audit Committees annually scrutinises the Annual Treasury Strategy Statement before Council approval at its February budget and council tax setting meeting.

Members Training

- 6.43 CIPFA's revised Code requires the Corporate Director of Finance and Resources to ensure that all Members tasked with treasury management responsibilities, including scrutiny of the treasury management function, receive appropriate training relevant to their needs and understand fully their roles and responsibilities.

Advisors

- 6.44 Arlingclose, our appointed Treasury Advisors, undertake their role as advisors to enable the Council to make informed decisions.

Current Account Bank

- 6.45 The council's current account is currently held with Cooperative Bank. The contract will expire in 2015 when the Cooperative Bank ceases its commercial banking activity. A full banking service tender has been undertaken and Barclays PLC has been appointed. The target date to transfer all banking services and go live with Barclays is spring 2015.

7 COUNCIL TAX 2015-16 (INCLUDING STATUTORY CALCULATIONS)

Islington Tax Base 2015-16 and Collection Fund Forecast

- 7.1 On 29th January 2015, the Audit Committee agreed a 2015-16 tax base of 72,001.07 Band D properties for the Council's whole area, and 44.34 Band D properties for the Lloyd Square Garden area. The tax base figures assume a collection rate of 94.5% for the Council's whole area and 96.8% for Lloyd Square Garden Area.
- 7.2 This tax base incorporates the Council decision on 4th December 2014 to leave unchanged for 2015-16 the existing Council Tax Support Scheme
- 7.3 Under the regulations prescribed under Section 99 of the Local Government Finance Act 1988, a billing authority must calculate the amount of any deficit or surplus on the Collection Fund (excluding those items relating to community charges and non-domestic rates) on the 15th January each year, and notify the precepting authorities of the amount to be added or refunded to their 2015-16 precepts within seven days of the calculation. At 15th January 2015, it was forecast that at 31st March 2015 the council tax account in the Collection Fund will be £5,037,000 in surplus, of which £3,842,537 is the Council's and £1,194,463 is the Greater London Authority's (GLA) share.

Islington Council Tax 2015-16

- 7.4 Sections 31A and 31B of the amended Local Government Finance Act (LGFA) 1992 require the Council to calculate its gross expenditure, gross income and council tax requirement. For these purposes, HRA expenditure and income is included even though it has no effect on council tax, and the gross expenditure figure includes special expenses relating to part only of the Council's area. The calculation of the 2015-16 council tax requirement is set out in **Table 9** below.

Table 9 – Section 31A (amended LGFA 1992) Calculation 2015-16

	£
Aggregate of the amounts which the Council estimates for items set out in Section 31A (2) (a) to (f) of the LGFA 1992 (A)	963,762,900
Aggregate of the amounts which the Council estimates for items set out on Section 31A (3) (a) to (d) of the LGFA 1992 (B)	(893,114,299)
Calculation of the council tax requirement under Section 31A (4), being the amount by which the sum aggregated at (A) above exceeds the aggregate at (B) above	70,648,601

- 7.5 The calculation of the relevant (average) 2015-16 council tax per Band D property is set out in **Table 10** below.

Table 10 – Section 31B (amended LGFA 1992) Calculation 2015-16

Council Tax Requirement	£70,648,601
Council Tax Base	72,001.1
2015-16 Relevant Band D Council Tax	£981.22
Increase Compared to 2014-15	1.99%

- 7.6 The Localism Act 2011 abolished council tax capping but instead provides for council tax rises above a certain threshold (2% in 2015-16) to be subject to a local referendum giving local residents a power to approve or veto an 'excessive' increase. The proposed 1.99% increase in the relevant amount of Band D council tax in 2015-16 is not 'excessive' in terms of the Localism Act. The Council must formally determine this at the time of setting its council tax for 2015-16 and a recommendation to that effect is included in this report.

- 7.7 A grant has been made available by the Government for freezing the relevant amount of council tax in 2015-16, worth the equivalent value of a 1% increase in the relevant amount of Band D council tax (before taking into account deductions for the cost of council tax support). However, the freeze grant is one-off funding only and would not compensate for the permanent loss in additional council tax income that a council tax freeze would represent. An increase of 1.99% on Islington's council tax will cost a Band D (average) council tax payer around an extra 40p per week.
- 7.8 Section 34 of the LGFA 1992 requires additional calculations where special items relate to part only of the Council's area (for Islington, the Lloyd Square Garden Committee special expense). The calculation of the basic amount of council tax for dwellings in Islington to which no special item relates (i.e. outside of the Lloyd Square Garden area) is shown in **Table 11** below.

Table 11 – 2015-16 Basic Council Tax for All Other Parts of the Council's Area

Council Tax Requirement (including Lloyd Square Garden Committee special expense)	£70,648,601
Less Lloyd Square Garden Committee special expense	(£14,601)
Council Tax Requirement (excluding special expenses)	£70,634,000
Council Tax Base	72,001.1
2015-16 Basic Band D Council Tax for All Other Parts of the Council's Area	£981.01
Increase Compared to 2014-15	1.99%

- 7.9 The Lloyd Square Garden Committee special expense is £14,601 in 2015-16, an increase of 10% compared to 2014-15. When this is divided by the Lloyd Square Garden area Band D taxbase (44.34), it gives a charge of £329.30 per Band D property for 2015-16. This will be charged to Lloyd Square Garden area dwellings in addition to the basic Islington Band D council tax of £981.01 for all other parts of the Council's area.
- 7.10 The basic Islington council tax for each valuation band for the Lloyd Square Garden area and all other parts of the Council's area are shown in **Table 12** below. These amounts are calculated by multiplying the relevant Band D council tax amount per property by the proportions set out in Section 5(1) of the LGFA 1992.

Table 12 – Basic Islington Council Tax 2015-16

Valuation Bands	Lloyd Square Garden Area (£)	All Other Parts of the Council's Area (£)
A	873.54	654.01
B	1,019.13	763.01
C	1,164.72	872.01
D	1,310.31	981.01
E	1,601.48	1,199.01
F	1,892.66	1,417.01
G	2,183.85	1,635.02
H	2,620.61	1,962.02

7.11 The 2015-16 GLA precept for each valuation band is shown in **Table 13** below.

Table 13 – GLA Precept 2015-16

Valuation Bands	GLA (£)
A	196.67
B	229.44
C	262.22
D	295.00
E	360.56
F	426.11
G	491.67
H	590.00

7.12 In accordance with Section 30(2) of the LGFA 1992, **Table 14** below shows the total amount of 2015-16 council tax (including GLA precept) for each valuation band over each of the Council's areas.

Table 14 – Total Islington and GLA Council Tax 2015-16

Valuation Bands	Lloyd Square Garden Area (£)	All Other Parts of the Council's Area (£)
A	1,070.21	850.68
B	1,248.57	992.45
C	1,426.94	1,134.23
D	1,605.31	1,276.01
E	1,962.04	1,559.57
F	2,318.77	1,843.12
G	2,675.52	2,126.69
H	3,210.61	2,552.02

8 MATTERS TO CONSIDER IN SETTING THE BUDGET

COMMENTS OF THE SECTION 151 OFFICER

- 8.1 The Council, when determining the budget and thereby the level of council tax, must take into account the report of its Section 151 Officer. The report must comment on the robustness of the estimates included in the budget and parallel consideration of the adequacy of the Council's proposed reserves. This section of the report includes consideration of these specific areas and enables the authority to discharge its duty to take account of the statutory report under section 25(2) of the Local Government Act 2003.
- 8.2 The process for challenging, compiling and collating the budget begins in April prior to the year for which the council tax is being set. The process involves all of the spending departments, and assumptions are scrutinised throughout the year. It is the thoroughness of this process which provides the assurance that all strategic, operational and financial risks facing the authority have been taken into account, as far as they are reasonably anticipated to be incurred by the Council in the next financial year. It is the opinion of the Section 151 Officer that the estimates for 2015-16 have been prepared on a robust basis, and further that where there are uncertainties, for instance on the levels of service demand, that these can be covered by an adequate corporate contingency provision.
- 8.3 In setting the level of general reserves and balances, account has been taken of the key financial assumptions underpinning the budget, the views of the Council's auditors, the level of earmarked reserves and provisions, and the risks facing the Council over the medium term. The MTFS assumes contributions such that over the planning period the Council is forecast to attain the target of general balances at 5% of the budget requirement.

COMMENTS OF THE MONITORING OFFICER

- 8.4 This report sets out the basis upon which a recommendation will be made for the adoption of a lawful budget and the basis for the level of the council tax for 2015-16. It also outlines the Council's current and anticipated financial circumstances, including matters relating to the General Fund budget and MTFS, the HRA, the capital programme, and borrowing and expenditure control.
- 8.5 The setting of the budget and council tax by Members involves their consideration of choices. No genuine and reasonable options should be dismissed out-of-hand and Members must bear in mind their fiduciary duty to the council taxpayers of Islington.
- 8.6 Members must have adequate evidence on which to base their decisions on the level of quality at which services should be provided. Where a service is provided pursuant to a statutory duty, it would not be lawful to fail to discharge it properly or abandon it, and where there is discretion as to how it is to be discharged, that discretion should be exercised reasonably. Where a service is derived from a statutory power and is in itself discretionary that discretion should be exercised reasonably.
- 8.7 The report sets out the relevant considerations for Members to consider during their deliberations and Members are reminded of the need to ignore irrelevant considerations. Members have a duty to seek to ensure that the Council acts lawfully. They are under an obligation to produce a balanced budget and must not knowingly budget for a deficit. Members must not come to a decision which no reasonable authority could come to; balancing the nature, quality and level of services which they consider should be provided, against the costs of providing such services.

- 8.8 Under the constitutional arrangements, the setting of the Council budget is a matter for the Council, having considered recommendations made by the Executive. Before the final recommendations are made to the Council on 26th February 2015, Policy and Performance Scrutiny Committee has been given the opportunity to scrutinise these proposals and the Executive should take into account its comments when making those recommendations.

RESIDENT IMPACT ASSESSMENT

- 8.9 The Equality Act 2010 sets out the requirement for the Council to pay due regard in the exercise of its functions to the need to:
- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act;
 - Advance equality of opportunity between people who share a protected characteristic and those who do not;
 - Foster good relations between people who share a protected characteristic and those who do not.
- 8.10 A Resident Impact Assessment (RIA) of the 2015-16 budget proposals is set out at **Appendix G**. It is supplemented at a departmental level by detailed RIAs of major proposals. These demonstrate that the Council has met its duties under the Equality Act 2010 and has taken account of its duties under the Child Poverty Act 2010.
- 8.11 While the majority of the 2015-16 savings proposals relate to efficiencies, it is difficult to make savings on the scale required without any impact on residents and there will inevitably be some impact on particular groups, including those with protected characteristics as defined by the Equality Act. The Council is not legally obliged to reject savings with negative impacts on any particular groups but must consider carefully and with rigour the impact of its proposals on the Public Sector Equality Duty (as set out above), take a reasonable and proportionate view about the overall impact on particular groups and seek to mitigate negative impacts where possible. In this context, the Council's proposals for achieving savings are considered to be reasonable overall and take adequate account of the three duties set out under the Equality Act.
- 8.12 Members are asked to note the Resident Impact Assessment.

PAY POLICY STATEMENT 2015-16

- 8.13 Section 38 of the Localism Act 2011 requires local authorities to publish an annual 'Pay Policy Statement', setting out their policies in respect of chief officer remuneration and other specified matters. Regard must be had to guidance to be published by the Secretary of State in preparing the statement, which must be approved by full Council. The Council is then constrained by its pay policy statement when making determinations on chief officer pay, although the statement may be amended at any time by a further resolution of the full Council.
- 8.14 The Council's proposed Pay Policy Statement for 2015-16 is provided at **Appendix H**.
- 8.15 The Pay Policy Statement has been revised to reflect the market supplement policy agreed by the Audit Committee on 29th January 2015, arising out of the Policy and Performance Scrutiny Committee's review of the use of agency staff by the Council. Changes to the categories of remuneration, which require the approval by the Audit Committee or its Personnel sub-committee, have been amended to reflect this policy and also the funding of shared posts. The Pay Policy Statement has also been revised for updated job titles and remuneration levels, including reflecting that a number of Public Health staff in the Council are on NHS terms and conditions.

Final report clearance

Signed by



Executive Member for Finance and Performance

Date

Received by

Head of Democratic Services

Date

Responsible Officer : Mike Curtis, Corporate Director of Finance and Resources
Report Author : Tony Watts, Head of Financial Planning

MEDIUM TERM FINANCIAL STRATEGY 2015-16 TO 2017-18

APPENDIX A

	2014-15	2015-16					2016-17					2017-18				
	Budget £000	Inflation £000	Adjust. £000	Growth £000	Savings £000	Projected £000	Inflation £000	Adjust. £000	Growth £000	Savings £000	Projected £000	Inflation £000	Adjust. £000	Growth £000	Savings £000	Projected £000
DEPARTMENTS																
Chief Executive	7,268	176	1,642		(2,216)	6,870	149	(140)			6,879	150	(65)			6,964
Children's Services	76,994	758	1,649		(5,457)	73,944	413			74,357	417	(635)				74,139
Environment and Regeneration	36,215	877	2,286		(8,814)	30,564	400	(10)		30,954	404					31,358
Finance and Resources	7,647	757	(5,010)	1,157	(4,084)	467	592			1,059	600					1,659
Housing and Adult Social Services	83,737	2,082	5,250	1,650	(11,100)	81,619	266			81,885	269					82,154
Public Health	0	0	2,101		(2,101)	0	0			0	0					0
TOTAL SERVICES	211,861	4,650	7,918	2,807	(33,772)	193,464	1,820	(150)	0	0	195,134	1,840	(700)	0	0	196,274
Corporate Democratic Core / Non Distributed Costs	16,626		49			16,675				16,675						16,675
NET COST OF SERVICES	228,487	4,650	7,967	2,807	(33,772)	210,139	1,820	(150)	0	0	211,809	1,840	(700)	0	0	212,949
Corporate Growth / Savings	2,525		1,014		(3,300)	239	1,000		6,000	7,239	1,000	(6)	2,000			10,233
Demographic Contingency	2,377		(2,377)			0				0						0
Corporate Financing Account	(13,276)		(2,853)			(16,129)				(16,129)						(16,129)
Levies	22,273	(26)				22,247	2,026			24,273	700		3,000			27,973
Special Expense - Lloyd Square Garden Committee	14		1			15				15						15
NET OPERATING EXPENDITURE	242,400	4,624	3,752	2,807	(37,072)	216,511	4,846	(150)	6,000	0	227,207	3,540	(706)	5,000	0	235,041
Insurance Fund	(300)		300			0				0						0
Contingency	1,300		(900)		(400)	0				0						0
Transfer to Capital Reserve (Ongoing Capital Programme)	5,000					5,000				5,000						5,000
NHBS Tranche 1: Transfer to Capital Reserve (Until 2016-17)	3,000					3,000				3,000		(3,000)				0
Transfer to/(from) Other Earmarked Reserves	(1,273)		10,434			9,161		(9,161)		0						0
Transfer to/(from) General Balance	0		(2,800)			(2,800)		2,800		0						0
New Homes Bonus	(12,007)		(1,774)			(13,781)				(13,781)		3,706				(10,075)
New Homes Bonus top-sliced to London Local Enterprise Partnership	0		3,897			3,897				3,897						3,897
One-off Return of New Homes Bonus Top-slice	(261)		261			0				0						0
Education Services Grant	(2,850)		528			(2,322)				(2,322)						(2,322)
Government Grant for Freezing Tax in 2014-15 (2nd Tranche of 2-year Grant)	(878)		878			0				0						0
AMOUNT TO BE MET FROM REVENUE SUPPORT GRANT, BUSINESS RATES RETENTION AND COUNCIL TAX	234,131	4,624	14,576	2,807	(37,472)	218,666	4,846	(6,511)	6,000	0	223,001	3,540	0	5,000	0	231,541
CHANGE COMPARED TO PREV YEAR (%)	-7.33%					-6.61%				1.98%						3.83%
Revenue Support Grant	(91,548)			25,042		(66,506)		1,726	10,072	(54,708)				13,209		(41,500)
Retained Business Rates	(55,929)	(1,069)				(56,998)				(56,998)						(56,998)
Top-up Grant	(19,998)	(382)				(20,380)				(20,380)						(20,380)
SETTLEMENT FUNDING ASSESSMENT (SFA)	(167,475)	(1,451)	0	25,042	0	(143,884)	0	1,726	10,072	(132,086)	0	0	13,209	0	0	(118,878)
Additional Retained Business Rates	(250)		(40)			(290)				(290)						(290)
Transfers (from)/to the Collection Fund	500		(4,343)			(3,843)		3,843		0						0
COUNCIL TAX REQUIREMENT	66,906	3,173	10,193	27,849	(37,472)	70,649	4,846	(942)	16,072	0	90,625	3,540	0	18,209	0	112,373

REVENUE SAVINGS 2015-16

APPENDIX B

LINE #	DIRECTORATE	SERVICE	SAVINGS DESCRIPTION	2015-16 £000s
1	CE	All	Reduce non-essential budgets (e.g. staff training and non-staff overheads) and increase income (e.g. through Assembly Hall hire) across the Chief Executive's department.	330
2	CE	Community Safety	Restructure the community safety team and delete vacant police posts.	280
3	CE	Human Resources	Reduce Human Resources transactional services (e.g. recruitment and payroll) and integrate internal training functions across the Council into a single corporate team.	140
4	CE	Islington Learning and Working (ILW) & Business and Employment Support Team (BEST)	Remodel service delivery and secure external funding (e.g. from New Homes Bonus and European Social Fund) for Islington Learning and Working and the Business and Employment Support Team.	440
5	CE	Legal Services	Delete one post in the Legal department.	40
6	CE	Strategy, Equality, Performance (SEP) and Communications	Integrate the 'Strategy, Equality and Performance' and 'Communications' teams and generate additional income (e.g. from selling printing services).	400
7	CE	Voluntary Sector Grants and Third Sector Partnerships	Reduce staff and administration costs in the Partnerships team, delete spare capacity in the Discretionary Rate Relief budget and reduce the Local Initiatives Fund to £15k per annum per ward.	246
8	CE	Voluntary Sector Grants and Third Sector Partnerships	Use funding from Section 106 to replace (not reduce) core council funding for the voluntary sector.	340
9	CORP	Contingency	Remove the corporate contingency budget (contingencies to be managed through reserves and balances).	400
10	CORP	Pensions	Charge Schools and the Housing Revenue Account their full share of the c£10m pension fund annual lump sum contribution.	1,900
11	CORP	Property	Use the Council's property portfolio more efficiently, including increased income from commercially letting vacant properties.	1,400
12	CS	All	Transfer funding of some health-related services to Public Health, Clinical Commissioning Group and Schools budgets and make efficiency savings through alternative use of government grant.	2,080
13	CS	All	Make planned reductions in administration and commissioning posts across Children's Services.	420
14	CS	Learning and Schools	Make savings in Early Years through grant aid saving, bringing the after-school childcare budget into line with demand and placing one Early Years Centre onto the standard funding formula.	200
15	CS	Learning and Schools	Shift funding from the General Fund to the Dedicated Schools Grant for pupil, school and early years support services, as agreed by Schools Forum, and continue traded schools services.	1,370
16	CS	Learning and Schools	Complete the reduction in the Connexions service, with schools taking their legal responsibility for youth careers advice.	550
17	CS	Learning and Schools	Reform and re-focus childcare subsidy, progressively distributing increases in charges via a graduated scale through the income bands and introducing additional bands at the top, so those on the lowest incomes face the lowest rises.	37
18	CS	Targeted Specialist Children and Families	Procure Independent Fostering Placements jointly and improve the procurement of residential provision.	800
19	E&R	All	Increase income generation across the Environment and Regeneration department, including through additional income from the new leisure contract, increasing our Commercial Waste business and establishing a trading company (iCo) to sell services such as energy advice.	3,671
20	E&R	All	Integrate separate enforcement teams across the Environment and Regeneration department into a multi-disciplinary team.	150
21	E&R	All	Make efficiencies in the Environment and Regeneration department, including in support functions and procurement.	1,466
22	E&R	Parks	Rationalise grounds maintenance in parks through revised maintenance routines for out-of-season and lower priority works.	96
23	E&R	Parks	Adopt a risk-based approach to locking parks, leaving only the lowest-risk parks unlocked.	70
24	E&R	Planning and Development	Restructure the Planning and Development service, reducing senior management, and increase the fees for the Design Review Panel service.	216
25	E&R	Street Environment Services	Review recycling points on estates to make them more accessible and, following pilots, move to communal recycling on the estates where doorstep recycling is currently still offered.	150
26	E&R	Street Environment Services	Introduce the 'village principle' into Street Environment Services by creating area-based teams.	150
27	E&R	Street Environment Services	Reduce the number of refuse collection vehicles by, following pilots, moving towards communal kitchen waste and green waste collection.	500
28	E&R	Street Environment Services	Complete planned reduction in the Bright Sparks service's reliance on Council funding.	125
29	E&R	Traffic and Parking	Review Pay and Display Charges to manage bay occupancy and availability.	1,000
30	E&R	Traffic and Parking	Introduce a 'diesel surcharge' for parking permits for diesel and heavy oil vehicles, with appropriate exemptions, to encourage residents to use cleaner vehicles.	880
31	E&R	Traffic and Parking	Increase the price of visitor vouchers, while introducing pensioner discounts for all visitor vouchers.	340

REVENUE SAVINGS 2015-16

APPENDIX B

LINE #	DIRECTORATE	SERVICE	SAVINGS DESCRIPTION	2015-16 £000s
32	F&R	All	Reduce senior management in the Finance and Resources department.	475
33	F&R	Financial Management	Reduce finance support by reducing the costs of the Finance Support service, finance systems contracts, the Parking and Small Payments teams, cash flow management and external audit.	1,861
34	F&R	Procurement and Internal Audit	Reduce the level of control over compliance functions in procurement and internal audit.	245
35	F&R	Housing Benefits, Business Rates and Council Tax Collection	Protect income collection and restructure benefits processing.	835
36	F&R	ICT and Customer Interactions	Improve information and communications technology to allow more online customer self-service and integrate Council advice services.	600
37	F&R	Corporate Landlord	Install photovoltaic (PV) plates on corporate Council properties, excluding leisure centres, schools and housing (which are subject to ongoing exploration).	68
38	HASS	Adult Social Services	Reduce the cost of support services in Adult Social Services by centralising training and making non-pay efficiencies.	550
39	HASS	Adult Social Services	Recommission grants to voluntary sector organisations and non-statutory services such as counselling.	600
40	HASS	Adult Social Services	Tailor the amount of care offered to people who are eligible for social services support, while maintaining adult social care for people with Moderate needs.	300
41	HASS	Housing Needs and Strategy	Reduce spending on temporary accommodation by doing additional work to prevent homelessness, use more private sector accommodation at lower rents and move people out of temporary accommodation faster.	500
42	HASS	Housing Needs and Strategy	Reduce staffing costs through improving processes and deleting vacant posts.	100
43	HASS	Integrated Community Services	Review assessment and care management functions and intermediate care services, increasing service user independence, signposting to external services where appropriate and increasing self-assessment online.	800
44	HASS	Integrated Community Services	Use preventative telecare to reduce and delay admission into residential care.	200
45	HASS	Integrated Community Services	Move to more personalised, community-based services, reducing double-up homecare and increasing the number of users of Direct Payments.	600
46	HASS	Integrated Community Services	Collaborate with the NHS to secure funding and reduce costs, using the Better Care Fund to integrate work across health and social care, including through shifting activity from acute and residential provision to community-based services, investment in reablement and reduction in permanent admissions to residential and nursing care homes.	4,550
47	HASS	Learning Disabilities	Increase independence for people with learning disabilities through the development of a new supported accommodation scheme and expanding the Shared Lives scheme and the Community Access Project.	750
48	HASS	Strategy and Commissioning	Make commissioning efficiencies in Housing Related Support and change the funding source for appropriate Housing Related Support from the General Fund to the Housing Revenue Account.	1,950
49	HASS	Strategy and Commissioning	Reduce transport costs by providing services closer to home rather than out-of-borough placements.	200
50	PH	Adult Health Improvement Services	Streamline, integrate and co-locate (e.g. in pharmacies or online) some adult health improvement services.	467
51	PH	All	Reduce staffing by deleting vacant posts.	300
52	PH	Sexual Health Services	Transform the way we pay providers for genito-urinary medicine and sexual health services, redesign sexual health services and review sexual health prevention and promotion.	390
53	PH	Substance Misuse Services	Review substance misuse services and contracts and redesign systems to reduce duplication and focus on services geared towards recovery.	944
TOTAL				37,472

Fee / Charge	Type (Discretionary / Statutory)	Fee or Charge 2014-15	Proposed Fee or Charge 2015-16	% Change	Explanation if % change varies from RPI Quarter 3 Average inflation (2.4%) other than appropriate rounding for the purposes of administration and collection
CHIEF EXECUTIVE'S DEPARTMENT					
Registrars					
Charge for Births, Deaths and Marriages Certificates / Registration					
Licence for approved premises	Licence for a three year period	Discretionary	£1000 per 3 year period	£1500 per 3 year period	50.00% Benchmarked other Register Office fees. Fee not increased in last four years and the approval is operational for a three year period.
Licensed Venues external to Town Hall	Monday to Saturday	Discretionary	£500.00	£580.00	16.0% Benchmarked other Register Office fees
Licensed Venues external to Town Hall	Sunday	Discretionary	£600.00	£680.00	13.3% Benchmarked other Register Office fees
Licensed Venues external to Town Hall	Bank Holiday	Discretionary	£900.00	£700.00	-22.2% Benchmarked other Register Office fees
Licensed Venues external to Town Hall (out of hours 6pm to 10pm)	Monday to Saturday	Discretionary	£600.00	£680.00	13.3% Benchmarked other Register Office fees
Licensed Venues external to Town Hall (out of hours 6pm to 10pm)	Sunday / Bank Holiday / Christmas Eve, New Years Eve	Discretionary	£1,000.00	£700.00	-30.0% Benchmarked other Register Office fees
Richmond Room	Saturday only (2pm to 6pm with max 60 guests)	Discretionary	£480.00	£480.00	0.0%
Mayor's Parlour - marriage or civil partnerships	Tuesday, Wednesday, Thursday, Friday	Discretionary	£300.00	£300.00	0.0%
Mayor's Parlour - marriage or civil partnerships	Saturday	Discretionary	£580.00	£580.00	0.0%
Mayor's Parlour - marriage or civil partnerships	Sunday	Discretionary	£700.00	£680.00	-2.9% Benchmarked other Register Office fees
Room 99 - Marriages or Partnership ceremonies	Basic ceremony (max 30 guests): Monday	Discretionary	£50	£54	8.0% Benchmarked other Register Office fees
	Basic ceremony (max 30 guests): Tuesday, Wednesday, Thursday	Discretionary	£120.00	£120.00	0.0%
	Basic ceremony (max 30 guests): Friday	Discretionary	£180.00	£200.00	11.1% Benchmarked other Register Office fees
	Basic ceremony (max 30 guests): Saturday (max 30 guests)	Discretionary	£250.00	£250.00	0.0%
Re-booking of ceremony		Discretionary	£35.00	£35.00	0.0%
Council Chamber - marriage or Civil Partnership or Renewal of vows & Naming Ceremonies	Tues, Weds, Thurs, Fri	Discretionary	£300.00	£350.00	16.7% Benchmarked other Register Office fees
	Saturday	Discretionary	£580.00	£580.00	0.0%
	Sunday	Discretionary	£700.00	£680.00	-2.9% Benchmarked other Register Office fees
	Use of balcony	Discretionary	£300.00	£180.00	-40.0% Benchmarked other Register Office fees
Births, deaths, marriages and civil partnership certificates	Express same day within 1 hour (walk in service before 11am)	Discretionary	£20.00	£20.00	0.0%
Births, deaths marriages and civil partnership certificates	Express same day within 2 hours (Contact centre order before 2 pm)	Discretionary	£16.00	£16.00	0.0%
Nationality check and send (incl. VAT) for citizenship applicants (Mon-Fri)	Per child	Discretionary	£30.00	£30.00	0.0%
	Per single adult application	Discretionary	£55.00	£55.00	0.0%
Nationality check and send (incl. VAT) for citizenship applicants - Saturday Service &	Per child	Discretionary	£35.00	£35.00	0.0%
	Per single adult application	Discretionary	£70.00	£70.00	0.0%
Settlement check and send (incl. VAT) for settlement applicants - (Mon-Fri)	Per single adult application	Discretionary	£90.00	£90.00	0.0%
Settlement check and send (incl. VAT) for settlement applicants - Saturday Service & evening appointments	Per single adult application	Discretionary	£100.00	£100.00	0.0%
Private Citizenship Ceremony (Mon - Fri)	Per single adult	Discretionary	£150.00	£150.00	0.0%
Private Citizenship Ceremony (Sat)	Per single adult	Discretionary	£180.00	£180.00	0.0%
Islington Assembly Hall					
Commercial Rates -					
Wedding package Monday-Thursday, inc VAT	10-hire hour of venue, including security, basic AV support, room set-up and staffing. Drinks package additional.	Discretionary	£2,000.00	£1,900.00	-5.0%
Wedding package Friday-Sunday, inc VAT	10-hire hour of venue, including security, basic AV support, room set-up and staffing. Drinks package additional.	Discretionary	£2,462.00	£2,900.00	17.8% The 2014-15 figure excluded VAT.
Civil ceremony package Monday-Thursday, inc VAT	6-hire hour of main hall, including security, basic AV support, room set-up and staffing.	Discretionary		£1,200.00	N/A
Civil ceremony package Friday-Sunday, inc VAT	6-hire hour of main hall, including security, basic AV support, room set-up and staffing. Drinks package additional.	Discretionary		£1,900.00	N/A
Private / corporate hire event Mon-Wed hourly rate, inc VAT	6-hire hour of main hall, including basic AV support, room set-up, and	Discretionary	£240.00	£240.00	0.0%
Private / corporate hire event Thur-Sun hourly rate, inc VAT	6-hire hour of main hall, including basic AV support, room set-up and	Discretionary	£360.00	£360.00	0.0%
Non-Commercial Rates -					
Council event full-day Monday-Wednesday	8-hour hire of main hall, including basic AV support, room set-up and staffing	Discretionary	£1,000.00	£1,000.00	0.0%
Council event half-day Monday-Wednesday	4-hour hire of main hall, including basic AV support, room set-up and staffing	Discretionary	£600.00	£600.00	0.0%
Council evening event Monday-Wednesday	6-hire hour of main hall, including basic AV support, room set-up, bar staffing	Discretionary	£1,200.00	£1,200.00	0.0%
Community and charity rates	We can offer a reduction on the private / corporate hire rates on Mon-Wed, subject to availability.	Discretionary	Rates not published but we do offer discounts to a certain level and also run the free hire scheme.		
CHILDREN'S SERVICES					
Primary School Meals		Discretionary	2.00	2.00	0.0% This has not been increased for three years and is covered by the Council's Universal Free School Meals Scheme.
EARLY YEARS DAY CARE CHARGES - all increasing by 2% from September 2014. All prices are per child per week.					
COMMUNITY NURSERIES					
TERM TIME					
Under 2's					
Band 1 (Up to £24,999)	Per week	Discretionary	170.48	173.89	2.0% 2% across all Early Years Day Care Charges
Band 2 (£25,000 - £30,999)	Per week	Discretionary	180.41	184.01	2.0% 2% across all Early Years Day Care Charges
Band 3 (£31,000 - £39,999)	Per week	Discretionary	196.32	200.25	2.0% 2% across all Early Years Day Care Charges
Band 4 (£40,000 - £49,999)	Per week	Discretionary	217.55	221.90	2.0% 2% across all Early Years Day Care Charges
Band 5 (£50,000 - £59,999)	Per week	Discretionary	244.08	248.96	2.0% 2% across all Early Years Day Care Charges
Band 6 (£60,000 - £79,999)	Per week	Discretionary	275.91	281.43	2.0% 2% across all Early Years Day Care Charges
Band 7 (£80k and above) Marketed	Per week	Discretionary	312.26	318.51	2.0% 2% across all Early Years Day Care Charges
2 to 3's					

Fee / Charge	Type (Discretionary / Statutory)	Fee or Charge 2014-15	Proposed Fee or Charge 2015-16	% Change	Explanation if % change varies from RPI Quarter 3 Average inflation (2.4%) other than appropriate rounding for the purposes of administration and collection	
Band 6 (£60,000 - £79,999)	Per week	Discretionary	216.40	220.73	2.0%	2% across all Early Years Day Care Charges
Band 7 (£80k and above) Marketed	Per week	Discretionary	227.10	231.64	2.0%	2% across all Early Years Day Care Charges
4's						
Band 1 (Up to £24,999)	Per week	Discretionary	133.71	136.39	2.0%	2% across all Early Years Day Care Charges
Band 2 (£25,000 - £30,999)	Per week	Discretionary	141.49	144.32	2.0%	2% across all Early Years Day Care Charges
Band 3 (£31,000 - £39,999)	Per week	Discretionary	153.98	157.06	2.0%	2% across all Early Years Day Care Charges
Band 4 (£40,000 - £49,999)	Per week	Discretionary	170.63	174.04	2.0%	2% across all Early Years Day Care Charges
Band 5 (£50,000 - £59,999)	Per week	Discretionary	191.43	195.26	2.0%	2% across all Early Years Day Care Charges
Band 6 (£60,000 - £79,999)	Per week	Discretionary	216.40	220.73	2.0%	2% across all Early Years Day Care Charges
Band 7 (£80k and above) Marketed	Per week	Discretionary	227.10	231.64	2.0%	2% across all Early Years Day Care Charges
CHILDREN'S CENTRES IN PRIMARY SCHOOLS						
TERM TIMES						
Under 2's						
Band 1 (Up to £24,999)	Per week	Discretionary	170.48	173.89	2.0%	2% across all Early Years Day Care Charges
Band 2 (£25,000 - £30,999)	Per week	Discretionary	180.41	184.01	2.0%	2% across all Early Years Day Care Charges
Band 3 (£31,000 - £39,999)	Per week	Discretionary	196.32	200.25	2.0%	2% across all Early Years Day Care Charges
Band 4 (£40,000 - £49,999)	Per week	Discretionary	217.55	221.90	2.0%	2% across all Early Years Day Care Charges
Band 5 (£50,000 - £59,999)	Per week	Discretionary	244.08	248.96	2.0%	2% across all Early Years Day Care Charges
Band 6 (£60,000 - £79,999)	Per week	Discretionary	275.91	281.43	2.0%	2% across all Early Years Day Care Charges
Band 7 (£80k and above) Marketed	Per week	Discretionary	312.26	318.51	2.0%	2% across all Early Years Day Care Charges
2 to 3's						
Band 1 (Up to £24,999)	Per week	Discretionary	167.14	170.48	2.0%	2% across all Early Years Day Care Charges
Band 2 (£25,000 - £30,999)	Per week	Discretionary	176.87	180.41	2.0%	2% across all Early Years Day Care Charges
Band 3 (£31,000 - £39,999)	Per week	Discretionary	192.47	196.32	2.0%	2% across all Early Years Day Care Charges
Band 4 (£40,000 - £49,999)	Per week	Discretionary	213.28	217.55	2.0%	2% across all Early Years Day Care Charges
Band 5 (£50,000 - £59,999)	Per week	Discretionary	239.29	244.08	2.0%	2% across all Early Years Day Care Charges
Band 6 (£60,000 - £79,999)	Per week	Discretionary	270.50	275.91	2.0%	2% across all Early Years Day Care Charges
Band 7 (£80k and above) Marketed	Per week	Discretionary	283.87	289.55	2.0%	2% across all Early Years Day Care Charges
3&4's						
Band 1 (Up to £24,999)	Per week	Discretionary	66.86	68.19	2.0%	2% across all Early Years Day Care Charges
Band 2 (£25,000 - £30,999)	Per week	Discretionary	70.75	72.16	2.0%	2% across all Early Years Day Care Charges
Band 3 (£31,000 - £39,999)	Per week	Discretionary	76.99	78.53	2.0%	2% across all Early Years Day Care Charges
Band 4 (£40,000 - £49,999)	Per week	Discretionary	85.31	87.02	2.0%	2% across all Early Years Day Care Charges
Band 5 (£50,000 - £59,999)	Per week	Discretionary	95.72	97.63	2.0%	2% across all Early Years Day Care Charges
Band 6 (£60,000 - £79,999)	Per week	Discretionary	108.20	110.37	2.0%	2% across all Early Years Day Care Charges
Band 7 (£80k and above) Marketed	Per week	Discretionary	198.71	202.69	2.0%	2% across all Early Years Day Care Charges
HOLIDAYS						
Under 2's						
Band 1 (Up to £24,999)	Per week	Discretionary	170.48	173.89	2.0%	2% across all Early Years Day Care Charges
Band 2 (£25,000 - £30,999)	Per week	Discretionary	180.41	184.01	2.0%	2% across all Early Years Day Care Charges
Band 3 (£31,000 - £39,999)	Per week	Discretionary	196.32	200.25	2.0%	2% across all Early Years Day Care Charges
Band 4 (£40,000 - £49,999)	Per week	Discretionary	217.55	221.90	2.0%	2% across all Early Years Day Care Charges
Band 5 (£50,000 - £59,999)	Per week	Discretionary	244.08	248.96	2.0%	2% across all Early Years Day Care Charges
Band 6 (£60,000 - £79,999)	Per week	Discretionary	275.91	281.43	2.0%	2% across all Early Years Day Care Charges
Band 7 (£80k and above) Marketed	Per week	Discretionary	312.26	318.51	2.0%	2% across all Early Years Day Care Charges
2 to 3's						
Band 1 (Up to £24,999)	Per week	Discretionary	167.14	170.48	2.0%	2% across all Early Years Day Care Charges
Band 2 (£25,000 - £30,999)	Per week	Discretionary	176.87	180.41	2.0%	2% across all Early Years Day Care Charges
Band 3 (£31,000 - £39,999)	Per week	Discretionary	192.47	196.32	2.0%	2% across all Early Years Day Care Charges
Band 4 (£40,000 - £49,999)	Per week	Discretionary	213.28	217.55	2.0%	2% across all Early Years Day Care Charges
Band 5 (£50,000 - £59,999)	Per week	Discretionary	239.29	244.08	2.0%	2% across all Early Years Day Care Charges
Band 6 (£60,000 - £79,999)	Per week	Discretionary	270.50	275.91	2.0%	2% across all Early Years Day Care Charges
Band 7 (£80k and above) Marketed	Per week	Discretionary	283.87	289.55	2.0%	2% across all Early Years Day Care Charges
3&4's						
Band 1 (Up to £24,999)	Per week	Discretionary	133.71	136.39	2.0%	2% across all Early Years Day Care Charges
Band 2 (£25,000 - £30,999)	Per week	Discretionary	141.49	144.32	2.0%	2% across all Early Years Day Care Charges
Band 3 (£31,000 - £39,999)	Per week	Discretionary	153.98	157.06	2.0%	2% across all Early Years Day Care Charges
Band 4 (£40,000 - £49,999)	Per week	Discretionary	170.63	174.04	2.0%	2% across all Early Years Day Care Charges
Band 5 (£50,000 - £59,999)	Per week	Discretionary	191.43	195.26	2.0%	2% across all Early Years Day Care Charges
Band 6 (£60,000 - £79,999)	Per week	Discretionary	216.40	220.73	2.0%	2% across all Early Years Day Care Charges
Band 7 (£80k and above) Marketed	Per week	Discretionary	227.10	231.64	2.0%	2% across all Early Years Day Care Charges
FINANCE & RESOURCES						
Telecare						
Monitoring Service	Per week	Discretionary	3.30	3.37	2.1%	2% is the annual inflation charged on our contracts and services.
Full Service	Per week	Discretionary	6.53	6.66	2.0%	2% is the annual inflation charged on our contracts and services.
HOUSING & ADULT SOCIAL SERVICES						
Adult Social Services						
Community care charges	No unit charge, individually assessed charge under Government regulations. The Care Act 2014 provides local authorities with the power to charge adults in receipt of care and support services.					
Residential care charges	No unit charge, individually assessed charge under Government regulations. The Care Act 2014 provides local authorities with the power to charge adults in receipt of care and support services.					
Meals in the home		Discretionary	3.00	3.00	0.0%	
Meals in day care centres		Discretionary	3.00	3.00	0.0%	
Deferred Payments	Admin Fee	Statutory	500.00	512.00	2.4%	
Deputyship	Annual management fee	Statutory				Various fixed rates
Protection of Property	Admin Fee	Statutory	250.00	256.00	2.4%	
Protection of Property	Fee per hour	Statutory	25.00	25.60	2.4%	
Protection of Property - Pets	Flat fee per week - for a dog	Statutory	15.00	15.35	2.3%	
Protection of Property - Pets	Flat fee per week - for a cat	Statutory	10.00	10.20	2.0%	
Housing Needs & Strategy						
Furniture Storage		Discretionary	132.74	135.93	2.4%	
ENVIRONMENT & REGENERATION						
Library & Heritage Services						
Fax Charges	Charge for use of fax - to help with cost replacement of machine in future years and running expenses	Discretionary	£1 first page then 50p subsequent page	£1 first page then 50p subsequent page	0.0%	
Sale of Obsolete Stock	Sales - to help with the purchase of new books	Discretionary	10p to £2 on books, 50p to £2 on CD, computer games, video, DVDs	10p to £2 on books, 50p to £2 on CD, computer games, video, DVDs	0.0%	

Fee / Charge		Type (Discretionary / Statutory)	Fee or Charge 2014-15	Proposed Fee or Charge 2015-16	% Change	Explanation if % change varies from RPI Quarter 3 Average inflation (2.4%) other than appropriate rounding for the purposes of administration and collection
Digital images (Local history)	Per image	Discretionary	£15.00	£15.00	0.0%	
Reservation charges for items not in stock	Service charge - for books obtained via library interloans scheme	Discretionary	£3.60	£3.60	0.0%	
PC Printing	Hire charge - cost recovery	Discretionary	20p b/w 50p colour	20p b/w 50p colour	0.0%	Charges increased last year- need to maintain comparative charges.
Genealogical Research	Service charge - cost recovery	Discretionary	£15 per half-hour (Minimum 1 hour)	£15 per half-hour (Minimum 1 hour)	0.0%	
Local history photography pass	Per day	Discretionary	£5.00	£5.00	0.0%	
Charges for Overdue Books	Fines - to help ensure the timely return of books for other users of the Library Service	Discretionary	16p per day (£7.20 maximum charge per item)	16p per day (£7.20 maximum charge per item)	0.0%	
Hire of Music	Hire charge for CDs	Discretionary	50p; 60+ free	50p; 60+ free	0.0%	
Photocopying	Charge for use of photocopier - cost recovery	Discretionary	10p A4 b/w; 20p A3 b/w; 50p A4 colour; £1 A3 colour	10p A4 b/w; 20p A3 b/w; 50p A4 colour; £1 A3 colour	0.0%	
Hall Lettings	Hall lettings	Discretionary	Increase in line with inflation (round to £29 to £175 per hour)	Increase in line with inflation (round to £29 to £175 per hour)	0.0%	
Charges for Lost Items	Cost of replacing lost items	Discretionary	Original purchase price	Original purchase price	0.0%	
Replacement Library Cards	Cost of replacing lost card	Discretionary	£2.00	£2.00	0.0%	Increased by more than inflation last year
DVDs Hire charge per night	New feature films	Discretionary	£2.00	£2.00	0.0%	
DVDs Hire charge per night	Other / Non feature films	Discretionary	£1.50	£1.50	0.0%	
Local History and re-sale materials sales	Sales - cost recovery	Discretionary	Price range from 25p to £25	Price range from 25p to £25	0.0%	
Local History Centre - Commercial reproduction charges (price per image unless otherwise stated)						
Books, periodicals, printed material, e-books, CD_ROMs						
Front cover / jacket	UK rights (World rights double fee)	Discretionary	£75.00	£75.00	0.0%	
Interior	UK rights (World rights double fee)	Discretionary	£50.00	£50.00	0.0%	
Leaflets and brochures	UK rights (World rights double fee)	Discretionary	£50.00	£50.00	0.0%	
Advertising in newspapers and periodicals	UK rights (World rights double fee)	Discretionary	£75.00	£75.00	0.0%	
Postcards*, greetings cards*, giftware, calendars, posters, publicity material * +100 copies	UK rights (World rights double fee)	Discretionary	£125.00	£125.00	0.0%	
Commercial interior design and decoration						
Commercial interior design and decoration	For up to 5 images, additional images £25	Discretionary	£250.00	£250.00	0.0%	
Television						
Per transmission	one showing, one country including TV advertisements	Discretionary	£75.00	£75.00	0.0%	
5-year unlimited transmission	Excluding video & DVD	Discretionary	£250.00	£250.00	0.0%	
DVDs, films, videos & CD-ROMS						
DVDs, films, videos & CD-ROMS	UK rights (World rights double fee)	Discretionary	£120.00	£120.00	0.0%	
Exhibitions						
Exhibitions		Discretionary	£75.00	£75.00	0.0%	
Web use						
Web use	Including blog posts and social media	Discretionary	£75.00	£75.00	0.0%	
* Discounts can be negotiated where: Works are educational / non-profit making Works require a large number of images (over 10) Print runs are below 1500 copies						
Education Library Service						
Primary School	Per pupil	Discretionary	£17.00	£17.00	0.0%	
Secondary School	Full subscription	Discretionary	£5,235.00	£5,235.00	0.0%	
	Tutor Box Only	Discretionary	£2,500.00	£2,500.00	0.0%	
PVI Nurseries		Discretionary	£165.00	£165.00	0.0%	
Out of Borough schools : Artefact Topic boxes	Per box + £15 delivery and collection charge	Discretionary	£65.00	£65.00	0.0%	

Fee / Charge	Type (Discretionary / Statutory)	Fee or Charge 2014-15	Proposed Fee or Charge 2015-16	% Change	Explanation if % change varies from RPI Quarter 3 Average inflation (2.4%) other than appropriate rounding for the purposes of administration and collection	
PUBLIC PROTECTION						
Land Charges LA Searches (NB These charges need to be set to recover costs only by law. Charges are set based upon an analysis of prior year spend and income.)						
LLC1	Additional parcel £1	Discretionary	£21.00	£21.00	0.0%	Freeze due to ongoing legal challenge
Con29R	Additional Parcel £20	Discretionary	£93.00	£93.00	0.0%	Freeze due to ongoing legal challenge
Enhanced Personal search		Discretionary	£23.00	£23.00	0.0%	Freeze due to ongoing legal challenge
Information search		Discretionary	£49.00	£49.00	0.0%	Freeze due to ongoing legal challenge
Personal inspection of the Local Land Charges Register under EIR		Discretionary	£0.00	£0.00	N/A	
Part 2 (Con29O) questions		Discretionary	£10.50	£10.50	0.0%	Freeze due to ongoing legal challenge
Part 3 (your own) questions		Discretionary	£21.00	£21.00	0.0%	Freeze due to ongoing legal challenge
Right of Light Registration		Discretionary	£69.00	£69.00	0.0%	Freeze due to ongoing legal challenge
LAND SEARCH ENQUIRIES						
Per reply letter		Discretionary	£64.00	£64.00	0.0%	Freeze due to ongoing legal challenge
Per copy of consent		Discretionary	£1.00	£1.00	0.0%	Freeze due to ongoing legal challenge
SCIENTIFIC SERVICES						
Environmental Protection Act 1990						
Statutory Registers						
Copies and Entries:						
First Copy (per sheet)		Discretionary	£12.00	£12.00	0.0%	
Each subsequent (per sheet)		Discretionary	£4.20	£4.20	0.0%	
ANIMAL SERVICES						
Dog Recovery		Discretionary	£27.00	£27.00	0.0%	
Animal Rehoming		Discretionary	£49.00	£49.00	0.0%	
Animal Boarding		Discretionary	£10.70	£10.70	0.0%	
Register of Seized Dogs		Discretionary	£3.80	£3.80	0.0%	
Animal Boarding Establishments Act 1963						
Licence		Discretionary	£320.00	£320.00	0.0%	
Renewal		Discretionary	£320.00	£320.00	0.0%	
Breeding Dogs Act 1973						
Licence		Discretionary	£262.00	£262.00	0.0%	
Renewal		Discretionary	£262.00	£262.00	0.0%	
Dangerous Wild Animals Act 1976						
Licence		Discretionary	£320.00	£320.00	0.0%	
Renewal		Discretionary	£320.00	£320.00	0.0%	
Performing Animals (Regulations) Act 1925						
Registration (once only)		Discretionary	£51.00	£51.00	0.0%	
Copy Certificate		Discretionary	£18.00	£18.00	0.0%	
Pet Animals Act 1951						
Licence		Discretionary	£320.00	£320.00	0.0%	
Renewal		Discretionary	£320.00	£320.00	0.0%	
Riding Establishments Act 1964						
Licence		Discretionary	£465.00	£465.00	0.0%	
Renewal of Provisional Licence		Discretionary	£465.00	£465.00	0.0%	
Pest Control						
Contracted Pest Control treatments - per hour plus VAT		Discretionary	£160.00	£160.00	0.0%	
Residential Environmental Health						
Notices served under Housing Act 2004 Sections 11 & 12		Discretionary	£570.00	£585.00	2.6%	Rounded up to nearest £5.
HMO licensing	Per letting	Discretionary	£200.00	£260.00	30.0%	Increases in line with those proposed for possible new Additional Licensing Areas. Not to be implemented until after any Executive decision to declare areas. Charge covers a five year period.
HMO licensing - accredited landlords	Per letting	Discretionary	£160.00	£220.00	37.5%	
HMO licensing - assisted applications	Per HMO	Discretionary	£310.00	£325.00	4.8%	
Renewal of HMO licence after 5 year term from 11/12	Per letting	Discretionary	£160.00	£200.00	25.0%	
Renewal of HMO licence for accredited landlord after 5 year term from 11/12	Per letting	Discretionary	£140.00	£180.00	28.6%	
HMO Licensing of large student accommodation blocks	Per letting	Discretionary	£25.00	£30.00	20.0%	
Commercial Environmental Health						
Food Hygiene Training		Discretionary		£75.00	N/A	New charge
PROPERTY RECORD VIEWING, PHOTOCOPYING & VIEWING (CHARGE PER PROPERTY)						
Solicitor's enquiry (24 hour response)		Discretionary	£115.00	£115.00	0.0%	
TRADING STANDARDS						
Weighing and Measuring Equipment						
Charges for examining, testing, certifying, stamping, authorising or reporting on special weighing or measuring equipment. Charges are per officer/hr.		Discretionary	£92.00	£94.00	2.2%	
Weights						
Exceeding 5kg or not exceeding 5g		Discretionary	£13.00	£13.50	3.8%	
Other weights		Discretionary	£12.00	£12.50	4.2%	
Measures						
Linear measures not exceeding 3m		Discretionary	£13.00	£13.50	3.8%	
Weighing machines						
Not exceeding 15kg		Discretionary	£32.00	£33.00	3.1%	
15kg to 100kg		Discretionary	£50.00	£51.00	2.0%	
100kg to 250 kg		Discretionary	£64.00	£66.00	3.1%	
250 kg to 1 tonne		Discretionary	£115.00	£118.00	2.6%	
1 tonne to 10 tonne		Discretionary	£200.00	£205.00	2.5%	
10 tonne to 30 tonne		Discretionary	£390.00	£400.00	2.6%	
30 tonne to 60 tonne		Discretionary	£580.00	£595.00	2.6%	
Measuring Instruments for Intoxicating Liquor						
Not exceeding 150 ml		Discretionary	£22.00	£22.50	2.3%	
Other		Discretionary	£23.00	£23.50	2.2%	
Measuring Instruments for Liquid Fuel and Lubricants						
Container Type (unsubdivided)		Discretionary	£92.00	£94.00	2.2%	
Multigrade						
a) solely price adjustment		Discretionary	£115.00	£118.00	2.6%	
b) otherwise		Discretionary	£200.00	£205.00	2.5%	
Other types-single outlets						
a) Solely price adjustment		Discretionary	£91.00	£93.00	2.2%	
b) otherwise		Discretionary	£116.00	£119.00	2.6%	
Other types - multi outlets - rate per meter		Discretionary	£116.00	£119.00	2.6%	

GENERAL FUND FEES AND CHARGES 2015-16

APPENDIX C

Fee / Charge	Type (Discretionary / Statutory)	Fee or Charge 2014-15	Proposed Fee or Charge 2015-16	% Change	Explanation if % change varies from RPI Quarter 3 Average inflation (2.4%) other than appropriate rounding for the purposes of administration and collection
Other Charges					
If without prior notice an appointment is cancelled or altered significantly by the person requesting the service, a minimum charge of £92 (£138 in respect of appointments outside the hours 9.00 a.m. - 5.00 p.m. Monday to Friday) will be made for the first hour or part thereof and then at a rate of £92 (£138) per hour thereafter. This will include travelling time to and from the premises.					
When a visit is made by a Trading Standards Officer to any premises for the purpose of carrying out any of the functions or activities listed above, each visit may be subject to a minimum charge of £92 per Officer per visit regardless of the nature or amount of work requested or completed.					
If the Service has to hire additional weights or equipment to carry out any testing or examination, then the additional cost will be payable by the submitter.					
GLC General (Powers) Act 1984					
Sale of Goods by Competitive Bidding	Discretionary	£222.00	£227.00	2.3%	
Poisons Act 1972					
Inclusion on List	Discretionary	£71.00	£73.00	2.8%	
Alteration	Discretionary	£31.00	£32.00	3.2%	
Retention	Discretionary	£71.00	£73.00	2.8%	
Scrap Metal Dealers Act 2013					
Scrap Metal Dealer - Site Licence	licence is of 3 years duration	Discretionary	£490.00	N/A	
Scrap Metal Dealer renewal		Discretionary	£490.00	N/A	
Scrap Metal Dealer variation		Discretionary	£245.00	N/A	
Scrap Metal Collector		Discretionary	£295.00	N/A	
Scrap Metal Collector renewal		Discretionary	£295.00	N/A	
Scrap Metal Collector variation		Discretionary	£235.00	N/A	
Duplicates (for either)		Discretionary	£5.00	N/A	
GAMBLING ACT 2005					
Licence Fees					
Bingo Club - New Application	Discretionary	£1,840.00	£1,885.00	2.4%	
Bingo Club Annual Fee	Discretionary	£930.00	£955.00	2.7%	
Bingo Club - Variation	Discretionary	£1,290.00	£1,325.00	2.7%	
Bingo Club - Transfer	Discretionary	£155.00	£160.00	3.2%	
Bingo Club - Re-instatement	Discretionary	£155.00	£160.00	3.2%	
Bingo Club - Provisional Statement	Discretionary	£1,840.00	£1,885.00	2.4%	
Bingo Club - New Application from Provisional Statement holder	Discretionary	£155.00	£160.00	3.2%	
Betting Premises excluding Tracks - New Application	Discretionary	£1,840.00	£1,885.00	2.4%	
Betting Premises excluding Tracks Annual Fee	Discretionary	£530.00	£545.00	2.8%	
Betting Premises excluding Tracks - Variation	Discretionary	£940.00	£965.00	2.7%	
Betting Premises excluding Tracks - Transfer	Discretionary	£155.00	£160.00	3.2%	
Betting Premises excluding Tracks - Re-instatement	Discretionary	£155.00	£160.00	3.2%	
Betting Premises excluding Tracks - Provisional Statement	Discretionary	£155.00	£160.00	3.2%	
Betting Premises excluding Tracks - New Application from Provisional Statement holder	Discretionary	£1,840.00	£1,885.00	2.4%	
Tracks - New Application	Discretionary	£1,840.00	£1,885.00	2.4%	
Tracks - Transfer	Discretionary	£380.00	£390.00	2.6%	
Tracks - Re-instatement	Discretionary	£380.00	£390.00	2.6%	
Tracks - Provisional Statement	Discretionary	£1,840.00	£1,885.00	2.4%	
Tracks - New Application New Application from provisional statement holder	Discretionary	£380.00	£390.00	2.6%	
CCTV Enquiries/Requests form info Solicitors, Lawyers, Court Officers (Police Exempt)					
Search only	Discretionary	£10.00	£10.00	0.0%	
Research / Reply	Discretionary	£50.00	£50.00	0.0%	
Research / Reply multiple cameras / images (up to 5)	Discretionary	£65.00	£65.00	0.0%	
Research / Reply multiple cameras / images (6+)	Discretionary	£85.00	£85.00	0.0%	
PLANNING & DEVELOPMENT					
Photocopying Correspondence & Other Items					
Each page	Discretionary	£0.80	£0.80	0.0%	
Research fee					
Admin time per hr	Discretionary	£37.00	£37.00	0.0%	
Policy documents					
UDP Adopted June 2002	Discretionary	£56.00	£56.00	0.0%	
Core Strategy	Discretionary	£47.00	£47.00	0.0%	
Proposals Maps (UDP and Core Strategy)	Discretionary	£7.00	£7.00	0.0%	
Development Management Policies DPD (once formally adopted)	Discretionary	£47.00	£47.00	0.0%	
Site Allocations DPD (once formally adopted)	Discretionary	£47.00	£47.00	0.0%	
Finsbury Local Plan (once adopted formally)	Discretionary	£47.00	£47.00	0.0%	
Environmental Design SPD	Discretionary	£21.00	£21.00	0.0%	
Affordable Housing Small Sites Contributions SPD	Discretionary	£0.00	£0.00	0.0%	
Streetbook SPD (new version, Oct 2012)	Discretionary	£21.00	£21.00	0.0%	
Inclusive Landscape Design SPD (Oct 09)	Discretionary	£16.00	£16.00	0.0%	
Planning Obligations SPD (July 2009)	Discretionary	£16.00	£16.00	0.0%	
Accessible Housing SPD (March 2009)	Discretionary	£0.00	£0.00	0.0%	
Archway Development Framework SPD (September 2007)	Discretionary	£0.00	£0.00	0.0%	
Nag's Head Town Centre Strategy SPD (May 2007)	Discretionary	£0.00	£0.00	0.0%	
Urban Design Guide SPD (Dec 06),	Discretionary	£16.00	£16.00	0.0%	
King's Cross Framework SPD (July 2005)	Discretionary	£0.00	£0.00	0.0%	
Statement of Community Involvement (July 2006)	Discretionary	£0.00	£0.00	0.0%	
Angel Town Centre Strategy	Discretionary	£0.00	£0.00	0.0%	
Mount Pleasant	Discretionary	£16.00	£16.00	0.0%	
Student Accommodation Contributions for Bursaries SPD (once adopted)	Discretionary	£0.00	£0.00	0.0%	
Shop front Design	Discretionary	£7.00	£7.00	0.0%	
Conservation Area Design Guidelines	Discretionary	£19.00	£19.00	0.0%	
Planning Briefs	Discretionary	£10.00	£10.00	0.0%	
Other Documents					
Street Index with No Areas	Discretionary	£13.00	£13.00	0.0%	
Maps					
Street Maps	Discretionary	£5.20	£5.20	0.0%	

Fee / Charge	Type (Discretionary / Statutory)	Fee or Charge 2014-15	Proposed Fee or Charge 2015-16	% Change	Explanation if % change varies from RPI Quarter 3 Average inflation (2.4%) other than appropriate rounding for the purposes of administration and collection	
Plan Printing						
(Other than plans from planning applications)						
A4	Discretionary	£3.80	£3.80	0.0%		
A3	Discretionary	£3.80	£3.80	0.0%		
A2	Discretionary	£5.20	£5.20	0.0%		
A1 23" * 20"	Discretionary	£5.20	£5.20	0.0%		
A1 40" * 30"	Discretionary	£5.20	£5.20	0.0%		
A0	Discretionary	£5.20	£5.20	0.0%		
60" * 40"	Discretionary	£5.20	£5.20	0.0%		
Pre-application and other advice fees						
Charges will apply immediately upon approval						
Duty Planning Officer Slot	Discretionary		£55.00	N/A	New charge	
Householder application	Discretionary	£155.00	£220.00	41.9%	To reflect costs	
Householder application with site visit	Discretionary	£260.00	£360.00	41.9%	To reflect costs	
Householder follow up meeting /site visit	Discretionary	£105.00	£140.00	33.3%	To reflect costs	
Listed building consent	Discretionary	£210.00	£330.00	57.1%	To reflect costs	
Listed building consent with site visit	Discretionary	£320.00	£470.00	57.1%	To reflect costs	
Listed Building consent follow up meeting	Discretionary	£110.00	£140.00	27.3%	To reflect costs	
Small scale minor application (up to 3 residential units, or 499 sq.m commercial)	Discretionary	£470.00	£500.00	6.4%	To reflect costs	
Small scale minor application with site visit	Discretionary	£710.00	£730.00	2.8%	To reflect costs	
Small scale minor follow up meeting	Discretionary	£240.00	£360.00	50.0%	To reflect costs	
Larger scale minor development (4-9 residential units, or 500-999 sq.m commercial)	Discretionary	£1,290.00	£1,400.00	8.5%	To reflect costs	
Large scale minor follow up meeting	Discretionary	£650.00	£750.00	15.4%	To reflect costs	
Major application up to 20 units	Discretionary	£3,100.00	£3,200.00	3.2%	To reflect costs	
Major application >20 units	Discretionary		£4,200.00	N/A	New charge	
Major application per extra meeting	Discretionary	£1,370.00	£1,500.00	9.5%	To reflect costs	
Planning Performance Agreement	Discretionary		£6,000.00	N/A	New charge	
Planning Performance Agreement (conditions)	Discretionary		£3,000.00	N/A	New charge	
Planning Performance Agreement (follow up)	Discretionary		£1,500.00	N/A	New charge	
Design review panel	Discretionary	£2,850.00	£3,085.00	8.2%	To reflect costs	
Design review panel follow up	Discretionary	£2,270.00	£2,360.00	4.0%	To reflect costs	
Officer research/ correspondence per hour	Discretionary		£110.00	N/A	New charge	
Express Enforcement correspondence	Discretionary		£500.00	N/A	New charge	
BUILDING CONTROL						
Property Record Viewing, Photocopying & Viewing (Charge Per Property)						
Enquiry Charge - all information readily available on back-office/land charges or statutory register	Discretionary	£25.00	£90.00	260.0%	Charged at standard hourly rate and assumes one hour (or part thereof) of work	
Enquiry Charge - additional research required	Discretionary		£90.00	N/A	New charge	
Additional page/drawing	Discretionary	£1.00	£1.00	0.0%	Copies of plans and documents to be charged at Plan Printing rates above	
Each single copy of microfiche	Discretionary	£8.50	£10.00	17.6%	Required to pay for rental and maintenance of equipment	
Solicitor's enquiry (48 hour response)	Discretionary	£126.00	£270.00	114.3%	Standard hourly rate for research and preparing document - assuming 3 hours of work	
Temporary Structure-Renewals						
Professional/Technical time per hr	Standard Hourly Rate	Discretionary	£90.00	£90.00	0.0%	Standard hourly rate
Administrative time per hr	Standard Hourly Rate	Discretionary	£41.00	£90.00	119.5%	All services to be charged at standard hourly rate
Demolition notice under section 10 of the London Local Authorities Act 2004	Standard applications	Discretionary	£429.00	£450.00	4.9%	Charged at hourly rate and assuming 5 hours of officer time to deal with application
Demolition notice under section 10 of the London Local Authorities Act 2005	Complex applications	Discretionary	£795.00	£810.00	1.9%	Charged at hourly rate and assuming 9 hours of officer time to deal with application
Temporary Structure-New Structures & S21 London Building Ct 1939						
Minimum charge	Minimum charge is £300 paid on application, with additional charges to be assessed on a case by case basis based on nature of structure and resources required in order to deal with application.	Discretionary		£300.00	N/A	New charge
Dangerous Structures						
Standard Charge on issue of Notice		Discretionary	£105.00	£315.00	200.0%	Charge based on standard hourly rate of £90+VAT and on assumption of 3 hours work in preparation for issuing notice
Site visits and time spent on dealing with matter to be charged at standard hourly rate	Time to be charged at standard hourly rate	Discretionary	On application	On application	N/A	Time to be charged and invoiced at standard hourly rate
Miscellaneous Charges						
Misc. charges and services delivered that are not specifically stated		Discretionary	On application	On application	N/A	
Refunds and Cancellations	£100 + any time spent on application charged at hourly rate	Discretionary	£100.00	£105.00	5.0%	
Street Naming and Numbering						
New sites or developments						
1-9 units		Discretionary	£185.00	£185.00	0.0%	
10-20 units		Discretionary	£240.00	£240.00	0.0%	
For each additional unit over 20		Discretionary	£35.00	£35.00	0.0%	
Naming a new street (including access ways, mews, cul-de-sacs)		Discretionary	£220.00	£220.00	0.0%	
Existing property						
Renaming a street		Discretionary	£390.00	£390.00	0.0%	
Naming or re-naming of a property		Discretionary	£220.00	£220.00	0.0%	
Renumbering of a property		Discretionary	£220.00	£220.00	0.0%	
Postcode enquiries		Discretionary	£0.00	£0.00	N/A	
Resubmission with new proposals if original application refused and within 1 month of refusal		Discretionary	£0.00	£0.00	N/A	
ENVIRONMENTAL SERVICES						
HIGHWAYS GROUP						
NEW ROADS & STREET WORKS ACT						
Streetscene Records:						
Staff viewing charge		Discretionary	£45.00	£45.00	0.0%	
First page copying - per page		Discretionary	£5.20	£5.20	0.0%	
Subsequent pages - per page		Discretionary	£0.90	£0.90	0.0%	
Restoration of database if required		Discretionary	£560.00	£560.00	0.0%	
Provision of information by post		Discretionary	£57.00	£57.00	0.0%	
Provision of accident data		Discretionary	£68.00	£68.00	0.0%	

Fee / Charge	Type (Discretionary / Statutory)	Fee or Charge 2014-15	Proposed Fee or Charge 2015-16	% Change	Explanation if % change varies from RPI Quarter 3 Average inflation (2.4%) other than appropriate rounding for the purposes of administration and collection
Enquiries/Requests form info Solicitors, Developers/Business Orgs					
Search only	Discretionary	£40.00	£40.00	0.0%	
Research/Reply	Discretionary	£79.00	£79.00	0.0%	
Research/Reply multiple questions (up to 5)	Discretionary	£140.00	£140.00	0.0%	
Research/Reply multiple questions (6+)	Discretionary	£195.00	£195.00	0.0%	
Supply Lamps					
Per lamp	Discretionary	£13.00	£13.00	0.0%	
Per night	Discretionary	£117.00	£117.00	0.0%	
Deposits					
Deposit Handling Charge	Discretionary	£75.00	£75.00	0.0%	
Deposit based on full replacement cost of highway (m2)	Discretionary	£171.00	£200.00	17.0%	
Highway Licences					
Section 50 opening of highway - Excavation up to 0.9 metres	Discretionary	£300.00	£310.00	3.3%	
Section 50 opening of highway - Excavation 0.9 - 1.5 metres	Discretionary	£640.00	£700.00	9.4%	
Section 50 opening of highway - Excavation over 1.50 metres	Discretionary	£1,800.00	£1,845.00	2.5%	
Section 50 opening of highway - Non excavation	Discretionary	£220.00	£225.00	2.3%	
Temp X over Section 50 opening of highway - Standard Vehicle	Discretionary	£640.00	£700.00	9.4%	
Temp X over Section 50 opening of highway - Heavy Duty Vehicle	Discretionary	£1,800.00	£1,845.00	2.5%	
Section 81 - First and second notifications	Discretionary	£0.00	£0.00	0.0%	
Section 81 - Remedial works including survey	Discretionary	£0.00	£0.00	0.0%	
Extension fees for agreed and non agreed Section 50 - excavations and temporary crossovers	Discretionary	£135.00	£140.00	3.7%	
Site Inspection fee for valid complaints or unauthorised overstay	Discretionary	£135.00	£140.00	3.7%	
Tables and chairs					
Management fee - all bands	Discretionary	£395.00	£405.00	2.5%	
Band A - Price per seat up to 12	Discretionary	£69.00	£75.00	8.7%	
Band A - Price per seat 13 upward	Discretionary	£49.00	£55.00	12.2%	
Band B - Price per seat up to 12	Discretionary	£49.00	£50.00	2.0%	
Band B - Price per seat 13 upward	Discretionary	£32.00	£35.00	9.4%	
Band C - Price per seat up to 12	Discretionary	£27.00	£30.00	11.1%	
Band C - Price per seat 13 upward	Discretionary	£20.00	£25.00	25.0%	
A Boards & Tables and Chairs					
Band A price per A board added to existing Tables and Chair licence	Discretionary	£264.00	£275.00	4.2%	
Band B price per A board added to existing Tables and Chair licence	Discretionary	£190.00	£195.00	2.6%	
Band C price per A board added to existing Tables and Chair licence	Discretionary	£75.00	£80.00	6.7%	
A Boards only					
Band A price per A board	Discretionary	£372.00	£380.00	2.2%	
Band B price per A board	Discretionary	£269.00	£275.00	2.2%	
Band C price per A board	Discretionary	£109.00	£115.00	5.5%	
Dispensers (newspapers et al)					
All bands	Discretionary	£340.00	£345.00	1.5%	
Skips					
Skip license - admin	Discretionary	£75.00	£85.00	13.3%	
Materials license fee					
deposit value <£1500	Discretionary	£300.00	£315.00	5.0%	
£1501-<£3000	Discretionary	£435.00	£500.00	14.9%	
£3001-<£6000	Discretionary	£780.00	£800.00	2.6%	
£6001-<	Discretionary	On application	On application	N/A	
Scaffold license fee					
deposit value <£1500	Discretionary	£300.00	£315.00	5.0%	
£1501-<£3000	Discretionary	£435.00	£500.00	14.9%	
£3001-<£6000	Discretionary	£780.00	£800.00	2.6%	
£6001-<	Discretionary	On application	On application	N/A	
Scaffold Gantry licence fee					
deposit value <£1500	Discretionary	£610.00	£650.00	6.6%	
£1501-<£3000	Discretionary	£955.00	£1,000.00	4.7%	
£3001-<£6000	Discretionary	£1,270.00	£1,300.00	2.4%	
£6001-<	Discretionary	On application	On application	N/A	
Hoarding license fee					
deposit value <£1500	Discretionary	£300.00	£315.00	5.0%	
£1501-<£3000	Discretionary	£435.00	£500.00	14.9%	
£3001-<£6000	Discretionary	£780.00	£800.00	2.6%	
£6001-<	Discretionary	On application	On application	N/A	
Extension fees for Material, Scaffolding & Hoarding	Discretionary	£135.00	£150.00	11.1%	
Site Inspection fee for valid complaints or unauthorised overstay	Discretionary	£135.00	£150.00	11.1%	
Crane Operation licenses					
Oversailing the highway	Discretionary	£540.00	£750.00	38.9%	Change in lifting technology. Site evaluations required. To be approved by qualified person.
Operation on the highway	Discretionary	£335.00	£350.00	4.5%	
Overhang licence section 177	NEW LICENCE TYPE		£325.00	N/A	Documentation approval by engineer prior to submission to legal
Shoring and whaling					
One off fee per m2 of enclosed highway land	Discretionary	£215.00	£250.00	16.3%	
Monthly charge for occupation	Discretionary	£65.00	£75.00	15.4%	
Containers					
Admin fee	Discretionary	£160.00	£175.00	9.4%	
Weekly storage fee on the highway	Discretionary	£175.00	£185.00	5.7%	

Fee / Charge	Type (Discretionary / Statutory)	Fee or Charge 2014-15	Proposed Fee or Charge 2015-16	% Change	Explanation if % change varies from RPI Quarter 3 Average inflation (2.4%) other than appropriate rounding for the purposes of administration and collection
Legal notices and works					
Temporary Traffic Restriction Orders/Notices (incl statutory press notices) under section 14 for max of 3 months	Discretionary	£3,200.00	£3,200.00	0.0%	
Extension to section 14 closure per month	Discretionary	£375.00	£450.00	20.0%	Deterrent to avoid overstay
Temporary Traffic Restriction Orders/Notices (incl statutory press notices) under section 16 and Section 22 to accommodate Filming	Discretionary	£3,400.00	£3,200.00	-5.9%	No fee for non commercial events. Parity with Section 14 closures.
Permanent traffic orders under all sections of the highways, traffic regulation and road traffic acts	Discretionary	£2,150.00	£2,200.00	2.3%	
Parity with Section 14 closures					
Access Bar Marking installation and consultation	Discretionary	£356.00	£400.00	12.4%	
Professional fees for works	Discretionary	25% of total value for works up to 20,000 in value then 17.5% of total value	25% of total value for works up to 20,000 in value then 17.5% of total value	0.0%	
Emergency call out works	Discretionary	£560.00	£600.00	7.1%	
Waste Management					
COMMERCIAL WASTE CHARGES					
Sacks (per 50 sacks)	Per 50	Discretionary	£86.00	£86.00	0.0%
Bulk (per metre)	Metre = 12 bags	Discretionary	£22.00	£22.00	0.0%
Paladin	Per lift	Discretionary	£14.00	£14.00	0.0%
Paladin	Annual hire	Discretionary	£114.00	£114.00	0.0%
Wheelie Bin 240 litre	Per lift	Discretionary	£6.80	£6.80	0.0%
Wheelie Bin 330/360 litre	Per lift	Discretionary	£8.50	£8.50	0.0%
Eurobin 550/660 litre	Per lift	Discretionary	£11.00	£11.00	0.0%
Eurobin 550/660 litre	Annual hire	Discretionary	£120.00	£120.00	0.0%
Eurobin 770 litre	Per lift	Discretionary	£12.00	£12.00	0.0%
Eurobin 770 litre	Annual hire	Discretionary	£140.00	£140.00	0.0%
Eurobin 1100 litre	Per lift	Discretionary	£15.00	£15.00	0.0%
Eurobin 1100 litre	Annual hire	Discretionary	£176.00	£176.00	0.0%
Eurobin 1280 litre	Per lift	Discretionary	£16.00	£16.00	0.0%
Eurobin 1280 litre	Annual	Discretionary	£190.00	£190.00	0.0%
Skips Light Waste (8 yarder)	Per lift	Discretionary	£274.00	£274.00	0.0%
Skips Building Material (8 yarder)	Per lift	Discretionary	£331.00	£331.00	0.0%
Special Collections (Minimum Charge)	One off	Discretionary	£79.00	£79.00	0.0%
Confidential Waste Collection	One off	Discretionary	£64.00	£64.00	0.0%
To purchase Eurobins:					
240 litre		Discretionary	£52.00	£52.00	0.0%
360 litre		Discretionary	£95.00	£95.00	0.0%
660 litre		Discretionary	£370.00	£370.00	0.0%
770 litre		Discretionary	£390.00	£390.00	0.0%
1100 litre		Discretionary	£420.00	£420.00	0.0%
1280 litre		Discretionary	£430.00	£430.00	0.0%
CHARITY/EDUCATIONAL ESTABLISHMENT WASTE CHARGES					
Sacks (per 50 sacks)	Per 50	Discretionary	£42.00	£42.00	0.0%
Paladin hire	Per lift	Discretionary	£8.00	£8.00	0.0%
Paladin hire	Annual hire	Discretionary	£111.00	£111.00	0.0%
Wheelie Bin 240 litre	Per lift	Discretionary	£4.00	£4.00	0.0%
Wheelie Bin 330/360 litre	Per lift	Discretionary	£6.00	£6.00	0.0%
Eurobin 550/660 litre	Per lift	Discretionary	£6.40	£6.40	0.0%
Eurobin 550/660 litre	Annual hire	Discretionary	£120.00	£120.00	0.0%
Eurobin 770/800 litre	Per lift	Discretionary	£7.50	£7.50	0.0%
Eurobin 770/800 litre	Annual hire	Discretionary	£140.00	£140.00	0.0%
Eurobin 1100 litre	Per lift	Discretionary	£8.00	£8.00	0.0%
Eurobin 1100 litre	Annual hire	Discretionary	£176.00	£176.00	0.0%
Eurobin 1280 litre	Per lift	Discretionary	£9.10	£9.10	0.0%
Eurobin 1280 litre	Annual hire	Discretionary	£190.00	£190.00	0.0%
Skips Light Waste (8 yarder)	Per lift	Discretionary	£191.00	£191.00	0.0%
Skips Light Waste (12 yarder) perm	Per lift	Discretionary	£206.00	£206.00	0.0%
Special Collections (Minimum Charge)	One off	Discretionary	£95.00	£95.00	0.0%
Confidential Waste Collection	One off	Discretionary	£64.00	£64.00	0.0%
To buy Eurobins					
240 litre		Discretionary	£52.00	£52.00	0.0%
360 litre		Discretionary	£96.00	£96.00	0.0%
660 litre		Discretionary	£370.00	£370.00	0.0%
770 litre		Discretionary	£390.00	£390.00	0.0%
1100 litre		Discretionary	£420.00	£420.00	0.0%
1280 litre		Discretionary	£430.00	£430.00	0.0%
Duty of Care Document Charge	Quarter	Discretionary	£15.00	£15.00	0.0%
	Half year	Discretionary	£31.00	£31.00	0.0%
	Annual	Discretionary	£62.00	£62.00	0.0%
CLINICAL WASTE CHARGES					
Removal of Bagged Clinical Waste					
Min charge per visit & up to 7 bags (inclusive)	Up to 7 bags	Discretionary	£34.00	£34.00	0.0%
Each additional bag over 7 collected	Each bag	Discretionary	£5.40	£5.40	0.0%
Sharps					
Min charge per visit & up to 5 boxes (inclusive)	Up to 5 boxes	Discretionary	34.00	34.00	0.0%
Each additional box over 5 collected	Each box	Discretionary	5.40	5.40	0.0%
PARKING					
PARKING PERMITS					
Blue Badge					
Blue Badge processing		Statutory Maximum Limit	£0.00	£0.00	0.0%
Associated residents permit for Blue Badge holders		Discretionary	£0.00	£0.00	0.0%
Blue Badge replacement for lost 1st one in 3 years		Statutory Maximum Limit	£0.00	£0.00	0.0%
Blue Badge replacement for stolen 1st one in 3 years		Statutory Maximum Limit	£0.00	£0.00	0.0%
Blue Badge replacement for lost subsequent ones in 3 years		Statutory Maximum Limit	£10.00	£10.00	0.0%

Fee / Charge	Type (Discretionary / Statutory)	Fee or Charge 2014-15	Proposed Fee or Charge 2015-16	% Change	Explanation if % change varies from RPI Quarter 3 Average inflation (2.4%) other than appropriate rounding for the purposes of administration and collection
All Diesel Vehicles - Surcharge in additional to Standard Resident Permit Prices - subject to some vehicle-type policy exemptions					
1 month permit	Discretionary		£8.00	N/A	New charge
3 month permit	Discretionary		£24.00	N/A	New charge
6 month permit	Discretionary		£48.00	N/A	New charge
12 month permit	Discretionary		£96.00	N/A	New charge
Residents Parking Permit - based on CO2 emissions					
Band A - (up to 100g/km) - 1 month permit	Discretionary	£0.00	£0.00	0.0%	
Band A - (up to 100g/km) - 3 month permit	Discretionary	£0.00	£0.00	0.0%	
Band A - (up to 100g/km) - 6 month permit	Discretionary	£0.00	£0.00	0.0%	
Band A - (up to 100g/km) - 12 month permit	Discretionary	£0.00	£0.00	0.0%	
Band B - (101-110g/km) - 1 month permit	Discretionary	£5.75	£6.00	4.3%	
Band B - (101-110g/km) - 3 month permit	Discretionary	£5.75	£6.00	4.3%	
Band B - (101-110g/km) - 6 month permit	Discretionary	£7.75	£7.95	2.6%	
Band B - (101-110g/km) - 12 month permit	Discretionary	£15.50	£15.90	2.6%	
Band C - (111-120g/km) - 1 month permit	Discretionary	£5.75	£6.00	4.3%	
Band C - (111-120g/km) - 3 month permit	Discretionary	£7.00	£7.20	2.9%	
Band C - (111-120g/km) - 6 month permit	Discretionary	£14.00	£14.35	2.5%	
Band C - (111-120g/km) - 12 month permit	Discretionary	£28.00	£28.70	2.5%	
Band D - (121-130g/km) - 1 month permit	Discretionary	£6.25	£6.35	1.6%	
Band D - (121-130g/km) - 3 month permit	Discretionary	£18.50	£18.95	2.4%	
Band D - (121-130g/km) - 6 month permit	Discretionary	£37.00	£37.90	2.4%	
Band D - (121-130g/km) - 12 month permit	Discretionary	£74.00	£75.80	2.4%	
Band E - (131-140g/km) - 1 month permit	Discretionary	£7.50	£7.70	2.7%	
Band E - (131-140g/km) - 3 month permit	Discretionary	£22.50	£23.05	2.4%	
Band E - (131-140g/km) - 6 month permit	Discretionary	£45.00	£46.10	2.4%	
Band E - (131-140g/km) - 12 month permit	Discretionary	£90.00	£92.15	2.4%	
Band F - (141-150g/km) - 1 month permit	Discretionary	£8.25	£8.30	0.6%	
Band F - (141-150g/km) - 3 month permit	Discretionary	£24.25	£24.85	2.5%	
Band F - (141-150g/km) - 6 month permit	Discretionary	£48.50	£49.65	2.4%	
Band F - (141-150g/km) - 12 month permit	Discretionary	£97.00	£99.30	2.4%	
Band G - (151-165g/km) - 1 month permit	Discretionary	£10.00	£10.35	3.5%	
Band G - (151-165g/km) - 3 month permit	Discretionary	£30.25	£31.00	2.5%	
Band G - (151-165g/km) - 6 month permit	Discretionary	£60.50	£61.95	2.4%	
Band G - (151-165g/km) - 12 month permit	Discretionary	£121.00	£123.90	2.4%	
Band H - (166-175g/km) - 1 month permit	Discretionary	£11.50	£11.90	3.5%	
Band H - (166-175g/km) - 3 month permit	Discretionary	£34.75	£35.65	2.6%	
Band H - (166-175g/km) - 6 month permit	Discretionary	£69.50	£71.25	2.5%	
Band H - (166-175g/km) - 12 month permit	Discretionary	£139.00	£142.50	2.5%	
Band I - (176-185g/km) - 1 month permit	Discretionary	£14.00	£14.00	0.0%	
Band I - (176-185g/km) - 3 month permit	Discretionary	£40.75	£41.75	2.5%	
Band I - (176-185g/km) - 6 month permit	Discretionary	£81.50	£83.50	2.5%	
Band I - (176-185g/km) - 12 month permit	Discretionary	£163.00	£167.00	2.5%	
Band J - (186-200g/km) - 1 month permit	Discretionary	£17.50	£17.60	0.6%	
Band J - (186-200g/km) - 3 month permit	Discretionary	£51.50	£52.75	2.4%	
Band J - (186-200g/km) - 6 month permit	Discretionary	£103.00	£105.50	2.4%	
Band J - (186-200g/km) - 12 month permit	Discretionary	£206.00	£211.00	2.4%	
Band K - (201- 225g/km) - 1 month permit	Discretionary	£20.00	£20.50	2.5%	
Band K - (201- 225g/km) - 3 month permit	Discretionary	£60.00	£61.50	2.5%	
Band K - (201- 225g/km) - 6 month permit	Discretionary	£120.00	£123.00	2.5%	
Band K - (201- 225g/km) - 12 month permit	Discretionary	£240.00	£246.00	2.5%	
Band L - (226-255g/km) - 1 month permit	Discretionary	£28.00	£28.75	2.7%	
Band L - (226-255g/km) - 3 month permit	Discretionary	£84.00	£86.00	2.4%	
Band L - (226-255g/km) - 6 month permit	Discretionary	£168.00	£172.00	2.4%	
Band L - (226-255g/km) - 12 month permit	Discretionary	£336.00	£344.00	2.4%	
Band M - (256g/km and above) - 1 month permit	Discretionary	£36.50	£37.00	1.4%	
Band M - (256g/km and above) - 3 month permit	Discretionary	£108.50	£111.00	2.3%	
Band M - (256g/km and above) - 6 month permit	Discretionary	£217.00	£222.00	2.3%	
Band M - (256g/km and above) - 12 month permit	Discretionary	£434.00	£444.00	2.3%	
Residents Parking Permit - pre-2001 vehicles - based on engine sizes					
Band A - 1 month permit	Discretionary	£0.00	£0.00	0.0%	
Band A - 3 month permit	Discretionary	£0.00	£0.00	0.0%	
Band A - 6 month permit	Discretionary	£0.00	£0.00	0.0%	
Band A - 12 month permit	Discretionary	£0.00	£0.00	0.0%	
Band B - (1-900cc) - 1 month permit	Discretionary	£5.75	£6.00	4.3%	
Band B - (1-900cc) - 3 month permit	Discretionary	£5.75	£6.00	4.3%	
Band B - (1-900cc) - 6 month permit	Discretionary	£7.75	£7.95	2.6%	
Band B - (1-900cc) - 12 month permit	Discretionary	£15.50	£15.90	2.6%	
Band C - (901-1100cc) - 1 month permit	Discretionary	£5.75	£6.00	4.3%	
Band C - (901-1100cc) - 3 month permit	Discretionary	£7.00	£7.20	2.9%	
Band C - (901-1100cc) - 6 month permit	Discretionary	£14.00	£14.35	2.5%	
Band C - (901-1100cc) - 12 month permit	Discretionary	£28.00	£28.70	2.5%	
Band D - (1101-1200cc) - 1 month permit	Discretionary	£6.25	£6.35	1.6%	
Band D - (1101-1200cc) - 3 month permit	Discretionary	£18.50	£18.95	2.4%	
Band D - (1101-1200cc) - 6 month permit	Discretionary	£37.00	£37.90	2.4%	
Band D - (1101-1200cc) - 12 month permit	Discretionary	£74.00	£75.80	2.4%	
Band E - (1201-1300cc) - 1 month permit	Discretionary	£7.50	£7.70	2.7%	
Band E - (1201-1300cc) - 3 month permit	Discretionary	£22.50	£23.05	2.4%	
Band E - (1201-1300cc) - 6 month permit	Discretionary	£45.00	£46.10	2.4%	
Band E - (1201-1300cc) - 12 month permit	Discretionary	£90.00	£92.15	2.4%	
Band F - (1301-1399cc) - 1 month permit	Discretionary	£8.25	£8.30	0.6%	
Band F - (1301-1399cc) - 3 month permit	Discretionary	£24.25	£24.85	2.5%	
Band F - (1301-1399cc) - 6 month permit	Discretionary	£48.50	£49.65	2.4%	
Band F - (1301-1399cc) - 12 month permit	Discretionary	£97.00	£99.30	2.4%	
Band G - (1400-1500cc) - 1 month permit	Discretionary	£10.00	£10.35	3.5%	
Band G - (1400-1500cc) - 3 month permit	Discretionary	£30.25	£31.00	2.5%	
Band G - (1400-1500cc) - 6 month permit	Discretionary	£60.50	£61.95	2.4%	
Band G - (1400-1500cc) - 12 month permit	Discretionary	£121.00	£123.90	2.4%	
Band H - (1501-1650cc) - 1 month permit	Discretionary	£11.50	£11.90	3.5%	
Band H - (1501-1650cc) - 3 month permit	Discretionary	£34.75	£35.65	2.6%	
Band H - (1501-1650cc) - 6 month permit	Discretionary	£69.50	£71.25	2.5%	
Band H - (1501-1650cc) - 12 month permit	Discretionary	£139.00	£142.50	2.5%	
Band I - (1651-1850cc) - 1 month permit	Discretionary	£14.00	£14.00	0.0%	
Band I - (1651-1850cc) - 3 month permit	Discretionary	£40.75	£41.75	2.5%	
Band I - (1651-1850cc) - 6 month permit	Discretionary	£81.50	£83.50	2.5%	
Band I - (1651-1850cc) - 12 month permit	Discretionary	£163.00	£167.00	2.5%	
Band J - (1851-2100cc) - 1 month permit	Discretionary	£17.50	£17.60	0.6%	
Band J - (1851-2100cc) - 3 month permit	Discretionary	£51.50	£52.75	2.4%	
Band J - (1851-2100cc) - 6 month permit	Discretionary	£103.00	£105.50	2.4%	
Band J - (1851-2100cc) - 12 month permit	Discretionary	£206.00	£211.00	2.4%	
Band K - (2101-2500cc) - 1 month permit	Discretionary	£20.00	£20.50	2.5%	
Band K - (2101-2500cc) - 3 month permit	Discretionary	£60.00	£61.50	2.5%	

Fee / Charge	Type (Discretionary / Statutory)	Fee or Charge 2014-15	Proposed Fee or Charge 2015-16	% Change	Explanation if % change varies from RPI Quarter 3 Average inflation (2.4%) other than appropriate rounding for the purposes of administration and collection
Band K - (2101-2500cc) - 6 month permit	Discretionary	£120.00	£123.00	2.5%	
Band K - (2101-2500cc) - 12 month permit	Discretionary	£240.00	£246.00	2.5%	
Band L - (2501-2750cc) - 1 month permit	Discretionary	£28.00	£28.75	2.7%	
Band L - (2501-2750cc) - 3 month permit	Discretionary	£84.00	£86.00	2.4%	
Band L - (2501-2750cc) - 6 month permit	Discretionary	£168.00	£172.00	2.4%	
Band L - (2501-2750cc) - 12 month permit	Discretionary	£336.00	£344.00	2.4%	
Band M - (2751cc and above) - 1 month permit	Discretionary	£36.50	£37.00	1.4%	
Band M - (2751cc and above) - 3 month permit	Discretionary	£108.50	£111.00	2.3%	
Band M - (2751cc and above) - 6 month permit	Discretionary	£217.00	£222.00	2.3%	
Band M - (2751cc and above) - 12 month permit	Discretionary	£434.00	£444.00	2.3%	
Motorcycle Parking Permits					
Solo Motorcycle - 1 month permit	Discretionary	£6.50	£6.50	0.0%	
Solo Motorcycle - 3 month permit	Discretionary	£12.50	£12.70	1.6%	
Solo Motorcycle - 6 month permit	Discretionary	£24.75	£25.35	2.4%	
Solo Motorcycle - 12 month permit	Discretionary	£49.50	£50.70	2.4%	
Residents Match day permit - valid only during match or event days	Discretionary	£0.00	£0.00	0.0%	
Hire Car permit (linked to hire car vouchers)	Discretionary	£13.40	£13.75	2.6%	
Residents permit - black taxi driver concession - one band lower than the norm	Discretionary	Various	Various	N/A	
Residents Parking Permit refunds for unused permits (per complete month, based on annual permit surrender)					
Band A	Discretionary	£0.00	£0.00	0.0%	
Band B	Discretionary	£1.30	£1.30	0.0%	
Band C	Discretionary	£2.35	£2.40	2.1%	
Band D	Discretionary	£6.20	£6.30	1.6%	
Band E	Discretionary	£7.50	£7.70	2.7%	
Band F	Discretionary	£8.25	£8.30	0.6%	
Band G	Discretionary	£10.25	£10.35	1.0%	
Band H	Discretionary	£11.75	£11.90	1.3%	
Band I	Discretionary	£14.00	£14.00	0.0%	
Band J	Discretionary	£17.75	£17.60	-0.8%	
Band K	Discretionary	£20.00	£20.50	2.5%	
Band L	Discretionary	£28.25	£28.75	1.8%	
Band M	Discretionary	£37.00	£37.00	0.0%	
Admin fee - refund handling charge	Discretionary	£21.75	£22.25	2.3%	
Diesel vehicle surcharge refund - 1 month	Discretionary		£8.00	N/A	New charge
Visitor parking vouchers					
Half hour vouchers (books of 20)	Discretionary	£8.80	£10.40	18.2%	Has to be in 20p multiples
3-hour vouchers (books of 10)	Discretionary	£24.40	£29.20	19.7%	Has to be in 20p multiples
All day voucher	Discretionary	£11.20	£13.40	19.6%	
Half hour vouchers (concessionary)	Discretionary	£4.60	£5.20	13.0%	Has to be in 20p multiples
3-hour vouchers (concessionary)	Discretionary	£12.20	£14.60	19.7%	Has to be in 20p multiples
All day voucher (concessionary)	Discretionary		£6.70	N/A	New concession
E-visitor voucher charges (per hour)	Discretionary	£1.00	£1.20	20.0%	Not yet implemented
E-visitor voucher charges (concessionary)	Discretionary	£0.50	£0.60	20.0%	Not yet implemented
Hire car permit holder vouchers - half hour (books of 20)	Discretionary	£7.00	£8.40	20.0%	Has to be in 20p multiples
Hire car permit holder vouchers - 3 hour (books of 10)	Discretionary	£20.20	£24.20	19.8%	Has to be in 20p multiples
1-hour business voucher (books of 10)	Discretionary	£11.20	£11.40	1.8%	Has to be in 10p multiples
New parents vouchers - 40 hours free	Discretionary	£0.00	£0.00	0.0%	
1-hour business visitor vouchers	Discretionary	£49.60	£50.80	2.4%	Has to be in 20p multiples
Business Visitor parking vouchers					
Business visitor Half hour vouchers (books of 20)	Discretionary	£12.40	£12.80	3.2%	Has to be in 20p multiples
Business visitor All day voucher	Discretionary	£27.50	£28.15	2.4%	
E-business visitor voucher charges (per hour)	Discretionary	£1.20	£1.40	16.7%	Not yet implemented
Other permits					
Doctors parking permit - annual	Discretionary	£237.50	£243.20	2.4%	
(New Doctors parking place installation - includes 1 permit)	Discretionary	£2,685.00	£2,749.50	2.4%	
Essential Services Permit - annual (formerly Teacher Permit)	Discretionary	£335.00	£343.00	2.4%	
Business permit - annual (under 150kg/m2 or up to 1600cc)	Discretionary	£670.00	£686.00	2.4%	
Business permit - annual (under 150kg/m2 or up to 1600cc) 2nd permit	Discretionary	£890.00	£911.40	2.4%	
Business permit - annual (over 151kg/m2 or over 1600cc)	Discretionary	£1,110.00	£1,136.60	2.4%	
Business permit - annual (over 151kg/m2 or over 1600cc) 2nd permit	Discretionary	£1,320.00	£1,351.60	2.4%	
Business permit - electric	Discretionary	£516.00	£528.40	2.4%	
Business permit - annual permit linked to vouchers scheme	Discretionary	£16.75	£17.15	2.4%	
Match day and event day trader permits - annual	Discretionary	£610.00	£624.60	2.4%	
Permission to Park - per day	Discretionary	£23.25	£23.80	2.4%	
Permission to Park - per week	Discretionary	£95.00	£97.30	2.4%	
Permission to Park - per month	Discretionary	£377.00	£386.00	2.4%	
Universal all-zone permit - annual only (1-25 fleet vehicles)	Discretionary	£3,670.00	£3,760.00	2.5%	
Universal all-zone permit - annual only (26-50 fleet vehicles)	Discretionary	£2,440.00	£2,499.00	2.4%	
Universal all-zone permit - annual only (50+ fleet vehicles)	Discretionary	£1,240.00	£1,270.00	2.4%	
Universal permit - discounted fee for electric vehicles	Discretionary	£2,660.00	£2,720.00	2.3%	
Universal permit - discounted fee for registered charities	Discretionary	£2,660.00	£2,720.00	2.3%	
Car club permit	Discretionary	£222.00	£227.30	2.4%	
Trader's Permit	Discretionary	£22.25	£22.80	2.5%	
PARKING PLACE SUSPENSIONS					
Permission to place a licensed skip in a parking place - no dedicated suspension	Discretionary	£55.75	£57.00	2.2%	
Suspension admin charge (non residents) - first day	Discretionary	£180.00	£184.00	2.2%	
Suspension admin charge (residents) - first day	Discretionary	£88.00	£90.00	2.3%	
Suspension admin charge (all applicants) - subsequent days, per day	Discretionary	£27.50	£28.15	2.4%	
Yellow line essential parking waiver (day rate)	Discretionary	£55.00	£56.30	2.4%	
PAY AND DISPLAY TARIFFS					
Minimum made order - band 1 (per hour)	Discretionary	£1.20	£1.20	0.0%	No change - dependent on occupancy
Minimum made order - band 2 (per hour)	Discretionary	£1.80	£1.80	0.0%	No change - dependent on occupancy
Minimum made order - band 3 (per hour)	Discretionary	£2.00	£2.00	0.0%	No change - dependent on occupancy
Minimum made order - band 4 (per hour)	Discretionary	£2.40	£2.40	0.0%	No change - dependent on occupancy
Minimum made order - band 5 (per hour)	Discretionary	£3.00	£3.00	0.0%	No change - dependent on occupancy
Minimum made order - band 6 (per hour)	Discretionary	£3.60	£3.60	0.0%	No change - dependent on occupancy
Minimum made order - band 7(per hour)	Discretionary	£4.00	£4.00	0.0%	No change - dependent on occupancy
Minimum made order - band 8 (per hour)	Discretionary	£4.80	£4.80	0.0%	No change - dependent on occupancy
Minimum made order - band 9 (per hour)	Discretionary	£5.00	£5.00	0.0%	No change - dependent on occupancy
Minimum made order - band 10 (per hour)	Discretionary	£5.40	£5.40	0.0%	No change - dependent on occupancy
Minimum made order - band 11 (per hour)	Discretionary	£6.00	£6.00	0.0%	No change - dependent on occupancy
Motorcycle P&D					
All day parking band 1	Discretionary	£0.50	£0.50	0.0%	Not yet implemented
All day parking band 2	Discretionary	£1.00	£1.00	0.0%	Not yet implemented
All day parking band 3	Discretionary	£1.20	£1.20	0.0%	Not yet implemented
All day parking band 4	Discretionary	£1.50	£1.50	0.0%	Not yet implemented
All day parking band 5	Discretionary	£1.80	£1.80	0.0%	Not yet implemented
All day parking band 6	Discretionary	£2.20	£2.20	0.0%	Not yet implemented
Abandoned vehicle disposal					
Removal of abandoned vehicle from private land	Discretionary	£200.00	£200.00	0.0%	

HRA MEDIUM TERM FINANCIAL STRATEGY	2014-15 Approved £m	2015-16 Proposed £m	2016-17 Estimate £m	2017-18 Estimate £m
HOUSING REVENUE ACCOUNT:				
HRA INCOME:				
Income From Dwellings				
Tenants Rents	147.7	152.3	158.2	164.5
Tenants Service Charges	10.3	10.5	10.7	11.0
Income From Dwellings	158.0	162.8	169.0	175.5
Commercial Property Rents	1.7	1.7	1.8	1.8
Heating Charges (Tenants and Leaseholders)	2.3	2.4	2.5	2.7
Leaseholder Annual Service Charges	7.3	7.1	7.2	7.4
Leaseholder Charges for Major Works	2.1	2.1	2.2	2.3
Other fees	0.1	0.1	0.1	0.1
Leaseholder Charges	9.5	9.3	9.5	9.7
Other Charges for Services and Facilities	3.9	4.1	4.2	4.6
Private Finance Initiative Government Subsidy	22.9	22.9	22.9	22.9
Interest Receivable	0.4	2.0	2.8	3.5
Transfers from the General Fund for Shared Services	0.8	0.9	0.9	0.9
GROSS INCOME SUB TOTAL	199.5	206.0	213.6	221.6
HRA EXPENDITURE:				
General Management	45.8	48.6	49.4	50.1
Private Finance Initiative - Payments	39.3	40.1	40.7	41.5
Special Services	15.0	16.0	16.5	17.1
Repairs and Maintenance	23.1	29.7	30.2	30.8
Rents, Rates, Taxes and Other Charges	0.7	0.8	0.8	0.8
HRA Contributions to the Capital Programme	10.6	10.4	10.6	10.9
Interest Charges on Debt	14.6	14.5	15.8	17.3
Provision For Debt Repayment	17.2	12.7	15.4	18.3
Depreciation - Contribution to the Major Repairs Reserve (to fund the Capital Programme)	28.8	29.5	30.3	31.1
Total Capital Financing Costs	60.6	56.8	61.5	66.7
Increase In Bad Debt Provision	0.8	0.8	0.8	0.8
HRA Contingency	3.5	3.0	3.0	3.0
GROSS EXPENDITURE SUB TOTAL	199.5	206.0	213.6	221.6
HRA IN-YEAR DEFICIT (+) / SURPLUS (-)	0.0	0.0	0.0	0.0

HRA FEES AND CHARGES 2015-16**Tenant Service Charges and Digital TV Charges**

	Proposed weekly charge or compensation sum
Caretaking and Cleaning	£7.10
Estate Services (estate lighting, communal estate and grounds maintenance)	£2.91
Tenant Service Charge	£10.01
Digital TV	£0.31
Compensation for loss of caretaking service	£1.70 per day (after 5 consecutive days of lost service)
Note: The weekly tenant service charge for caretaking and estate services increases in line with inflation (2.3% RPI Sept.14) from £9.78 in 2014-15 to £10.01 in 2015-16, an increase of 23p per week.	

Heating and Hot Water Charges

	Bedsit Weekly Charge £	1-Bed Weekly Charge £	2-Bed Weekly Charge £	3-Bed Weekly Charge £	4-Bed Weekly Charge £
Heating and Hot Water	10.33	11.45	13.58	15.98	18.10
Heating Only (60% Full Charge)	6.20	6.87	8.15	9.59	10.86
Spa Green (18 hours/day, 18c at night)	10.98	12.17	14.43	16.98	19.24
Bunhill Energy Network (St Luke's, Stafford Cripps and Redbrick)	9.39	10.41	12.34	14.53	16.46
Note: Charges for 2015-16 have been frozen in absolute terms at 2014-15 rates.					

Estate Parking Charges

	EMISSION BANDS / CHARGES			
CARBON EMISSION AND ENGINE SIZES:	BAND A	BAND B	BAND C	BAND D
Carbon CO2 Rating G/km (Grams per kilometre)	0-120	121-150	151-185	186+
Engine Size CC (Cylinder Capacity)	0-1100	1101-1399	1400-1850	1851+
	Weekly Charge £	Weekly Charge £	Weekly Charge £	Weekly Charge £
LBI Residents:				
- Garage	9.07	18.13	18.13	19.93
- Car Cage	4.24	8.47	8.47	9.32
- Parking Space	2.32	4.63	4.63	5.09
- Internal Garage	6.25	12.48	12.48	13.74
Non LBI Residents:				
- Garage	17.29	34.55	34.55	37.99
- Car Cage	8.12	16.15	16.15	17.77
- Parking Space	4.76	10.14	10.14	13.94
				£
Garages Used For Non-Vehicle Storage – LBI Residents				19.93
Garages Used For Non-Vehicle Storage – Non LBI Residents				37.99
A 50% or 100% discount is offered on all vehicle parking charges to holders of an Islington Council disability parking blue badge				
VAT will be added to the above charges where applicable				
Note: LBI Resident Charges increase in line with inflation (2.3% RPI September 2014). For example the charge to an LBI resident for a garage with a Band B vehicle increases by 41p from £17.72 to £18.13.				
Non LBI Resident charges have been increased to more closely reflect current market rates.				

Concierge Service Charges

	Weekly Charge £
Category A (Concierge Office in Block)	7.06
Category B (Concierge Office in Estate)	5.29
Category C (Concierge Office – Remote multiple cameras)	3.18
Category D (Concierge Office – Remote a small number of cameras)	1.00
Note: Charges increase in line with inflation (2.3% RPI September 2014). For example the charge to tenants who receive a Category B service increases by 12p from £5.17 to £5.29.	
Introduction of new Cat.D £1 charge to enable service expansion and ASB issues to be addressed through maximising monitoring capacity at Concierge Offices whilst keeping charges to an affordable level.	

Parking Charge Notices (PCN)

	Council Estates £
Parking Charge Notices	100.00
Parking Charge Notices (Paid within 14 days of issue)	60.00
<p>Note: The maximum charges for unauthorised parking on council estates (off-street parking) are fixed by the British Parking Association on behalf of the Home Office. For on-street parking (outside council estates), the Council charges between £80 and £130 depending on the seriousness of the offence.</p>	

Storage Units

	Weekly Charge £
LBI Residents	1.63
Non-LBI Residents	3.25
<p>Note: Charges increase in line with inflation (2.3% RPI September 2014). The charge to residents has increased by 4p from £1.59 to £1.63 and that for non-residents has increased by 7p from £3.18 to £3.25.</p>	

DEPARTMENT / BUDGET HEADING	2015-16 Total Programme £000	2016-17 Total Programme £000	2017-18 Total Programme £000	Total Programme 2015-16 to 2017-18 £000	Total Corporate Funding 2015-16 to 2017-18 £000	Capital Allowance Scheme
HASS						
Aids and Adaptations	2,340	2,411	2,483	7,234	0	Yes
Other Adult Social Services Capital	1,038	0	0	1,038	86	Yes
ADULT SOCIAL SERVICES	3,378	2,411	2,483	8,272	86	
Major Works and Improvements	40,345	41,016	41,046	122,407	1,284	Yes
New Homes Programme	40,785	38,433	39,575	118,793	54,102	Yes
HOUSING	81,130	79,449	80,621	241,200	55,386	
SUBTOTAL HOUSING & ADULT SOCIAL SERVICES	84,508	81,860	83,104	249,472	55,472	
CHILDREN'S SERVICES						
Newington Green Refurbishment	250	0	0	250	250	Yes
Moreland School & Children's Centre	6,100	4,000	0	10,100	10,100	Yes
Dowrey Street / Primary Pupil Referral Unit	3,300	0	0	3,300	2,000	Yes
Bridge Free School	3,767	0	0	3,767	0	Yes
Winton Windows	176	0	0	176	176	Yes
Gillespie Windows	79	0	0	79	79	Yes
Sacred Heart School	1,300	0	0	1,300	0	Yes
Bulge Classes	183	0	0	183	183	Yes
PRIMARY SCHOOLS	15,155	4,000	0	19,155	12,788	
Two Year Old Capital	1,010	0	0	1,010	1,010	Yes
EARLY YEARS	1,010	0	0	1,010	1,010	
SUBTOTAL CHILDREN'S SERVICES	16,165	4,000	0	20,165	13,798	
ENVIRONMENT AND REGENERATION						
Archway Development	120	0	0	120	120	Yes
Section 106	2,000	2,000	2,000	6,000	0	Yes
Transport Planning	0	50	0	50	50	Yes
PLANNING AND DEVELOPMENT	2,120	2,050	2,000	6,170	170	
Disabled Facilities	601	601	601	1,803	0	Yes
Empty Properties	100	0	0	100	100	Yes
Private Sector Housing	1,400	1,300	1,000	3,700	3,700	Yes
PUBLIC PROTECTION	2,101	1,901	1,601	5,603	3,800	
Energy Saving Council Buildings	1,904	0	0	1,904	1,904	Yes
Combined Heat & Power	3,425	3,425	0	6,850	6,050	Yes
External Wall Insulation	2,203	0	0	2,203	2,203	Yes
Greenspace	807	0	0	807	807	Yes
Highways	1,400	1,400	1,400	4,200	4,200	Yes
Leisure	3,380	2,449	825	6,654	6,654	Yes
Traffic & Engineering	3,606	4,200	2,500	10,306	5,100	Yes
Vehicles	8,500	0	0	8,500	8,500	Yes
PUBLIC REALM	25,225	11,474	4,725	41,424	35,418	
SUBTOTAL ENVIRONMENT AND REGENERATION	29,446	15,425	8,326	53,197	39,388	
FINANCE & RESOURCES						
Corporate ICT Programme	1,500	1,500	1,500	4,500	4,500	
SUBTOTAL FINANCE & RESOURCES	1,500	1,500	1,500	4,500	4,500	
TOTAL	131,619	102,785	92,930	327,334	113,158	

Decision-Making Responsibility for the 2015-16 Capital Programme Traffic and Transportation Schemes

The traffic and transportation schemes listed below have been allocated funding from a range of sources and are likely to be progressed during 2015-16. All schemes are subject to consultation. Formal decisions are normally only required for schemes that require a traffic management order.

Scheme	Ward/s	Funding	Decision-making responsibility	Details of funding allocation
TRAFFIC & ENGINEERING: Schemes funded by Transport for London				
Finsbury Park Town Centre Area Improvements Scheme	Finsbury Park, Tollington and Highbury West.	£370,000 (LIP year 2 of 2. Scheme total £930,000)	Corp. Director of Environment and Regeneration*	Funding allocated by Executive, 17 October 2013
Archway Public Realm Improvements	Hillrise, Junction	£250,000 (LIP year 2 of 2, scheme total £330,000)	Corp. Director of Environment and Regeneration*	Funding allocated by Executive, 17 October 2013
Highbury and Islington Station Square	St Mary's, Highbury East	£20,000 (LIP year 2 of 3, scheme total £60,000).	Executive	Funding allocated by Executive, 17 October 2013
Junction Road Safety and Environmental Scheme	Junction	£250,000 (LIP year 2 of 3, scheme total £400,000)	Corp. Director of Environment and Regeneration*	Funding allocated by Executive, 17 October 2013
New North Road Safety and Environmental Scheme	St Peter's	£110,000 (LIP year 2 of 2, scheme total £230,000)	Corp. Director of Environment and Regeneration*	Funding allocated by Executive, 17 October 2013
Nags Head Safety and Environmental Improvement scheme	Holloway, Highbury West, Finsbury Park, St George's	£120,00 (LIP year 2 of 2, scheme total £150,000)	Corp. Director of Environment and Regeneration*	Funding allocated by Executive, 17 October 2013
Tufnell Park Road Safety and Environmental Improvements Scheme	St George's Junction	£228,000 (LIP year 2 of 2, scheme total £260,000)	Corp. Director of Environment and Regeneration*	Funding allocated by Executive, 17 October 2013
Safer Routes to Estates	Various	£80,000 (LIP year 2 of 3, scheme total £245,000)	Corp. Director of Environment and Regeneration*	Funding allocated by Executive, 17 October 2013
Central Street Masterplan	Bunhill	£77,000 (LIP year 2 of 3, scheme total £336,000)	Corp. Director of Environment and Regeneration*	Funding allocated by Executive, 17 October 2013
Borough wide road safety schemes	Various	£285,000 (LIP year 2 of 3, scheme total: £855,000)	Corp. Director of Environment and Regeneration*	Funding allocated by Executive, 17 October 2013
Caledonian Road Declutter Improvements	Caledonian Barnsbury	£20,000 (LIP 2 of 2 year, scheme total £80,000)	Corp. Director of Environment and Regeneration*	Funding allocated by Executive, 17 October 2013

Scheme	Ward/s	Funding	Decision-making responsibility	Details of funding allocation
Air Quality Schemes	Various	£20,000 (LIP year 2 of 3, scheme total £60,000)	Corp. Director of Environment and Regeneration*	Funding allocated by Executive, 17 October 2013
Scotability	Various	£80,000 (LIP LTF year 2 of 3, scheme total £240,000)	Corp. Director of Environment and Regeneration*	Funding allocated by Executive, 17 October 2013
Principal road maintenance	Various	£380,000	Corp. Director of Environment and Regeneration	TfL Principal road maintenance allocation

* Decision to be taken in consultation with the Executive Member for Environment

Economic and Interest Rate Forecast December 2014

	Mar-15	Jun-15	Sep-15	Dec-15	Mar-16	Jun-16	Sep-16	Dec-16	Mar-17	Jun-17	Sep-17	Dec-17	Mar-18
Official Bank Rate													
Upside risk				0.25	0.25	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50
Arlingclose Central Case	0.50	0.50	0.75	0.75	1.00	1.00	1.25	1.25	1.50	1.50	1.75	1.75	1.75
Downside risk			0.25	0.25	0.50	0.50	0.75	0.75	1.00	1.00	1.00	1.00	1.00
3-month LIBID rate													
Upside risk	0.35	0.40	0.45	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50
Arlingclose Central Case	0.60	0.75	0.90	1.05	1.20	1.35	1.50	1.60	1.70	1.80	1.90	2.00	2.10
Downside risk	0.15	0.20	0.30	0.40	0.55	0.65	0.75	0.85	-0.95	-0.95	-0.95	-0.95	-1.00
1-yr LIBID rate													
Upside risk	0.35	0.40	0.45	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50
Arlingclose Central Case	1.00	1.05	1.20	1.35	1.50	1.65	1.80	1.95	2.10	2.20	2.30	2.40	2.50
Downside risk	-0.15	-0.20	-0.30	-0.50	-0.55	-0.60	-0.65	-0.70	-0.75	-0.80	-0.80	-0.80	-0.80
5-yr gilt yield													
Upside risk	0.35	0.40	0.45	0.50	0.50	0.50	0.50	0.50	0.50	0.55	0.55	0.55	0.55
Arlingclose Central Case	1.45	1.60	1.75	1.90	2.00	2.15	2.25	2.35	2.45	2.50	2.55	2.60	2.60
Downside risk	-0.35	-0.35	-0.35	-0.40	-0.45	-0.50	-0.55	-0.60	-0.65	-0.70	-0.70	-0.70	-0.70
10-yr gilt yield													
Upside risk	0.35	0.40	0.45	0.50	0.50	0.50	0.50	0.50	0.50	0.55	0.55	0.55	0.55
Arlingclose Central Case	2.00	2.10	2.20	2.30	2.40	2.50	2.60	2.70	2.75	2.80	2.85	2.90	2.95
Downside risk	-0.35	-0.35	-0.35	-0.40	-0.45	-0.50	-0.55	-0.55	-0.55	-0.60	-0.60	-0.60	-0.60
20-yr gilt yield													
Upside risk	0.35	0.40	0.45	0.50	0.50	0.50	0.50	0.50	0.50	0.55	0.55	0.55	0.55
Arlingclose Central Case	2.55	2.65	2.75	2.85	2.95	3.00	3.05	3.10	3.15	3.20	3.25	3.30	3.30
Downside risk	-0.35	-0.35	-0.35	-0.40	-0.45	-0.50	-0.50	-0.55	-0.55	-0.60	-0.60	-0.60	-0.60
50-yr gilt yield													
Upside risk	0.35	0.40	0.45	0.50	0.50	0.50	0.50	0.50	0.50	0.55	0.55	0.55	0.55
Arlingclose Central Case	2.65	2.70	2.80	2.90	3.00	3.05	3.10	3.15	3.20	3.25	3.30	3.55	3.60
Downside risk	-0.35	-0.35	-0.35	-0.40	-0.45	-0.50	-0.55	-0.55	-0.55	-0.60	-0.60	-0.60	-0.60

Underlying Assumptions:

- The UK economic recovery has continued. Household consumption remains a significant driver, but there are signs that growth is becoming more balanced. The greater contribution from business investment should support continued, albeit slower, expansion of GDP in 2015.
- We expect consumption growth to slow, given softening housing market activity, the muted outlook for wage growth and slower employment growth. The subdued global environment suggests there is little prospect of significant contribution from external demand.
- Inflationary pressure is currently low (annual CPI is currently 1.3%) and is likely to remain so in the short-term. Despite a correction in the appreciation of sterling against the US dollar, imported inflation remains limited. We expect commodity prices will remain subdued given the weak outlook for global growth.

- The Monetary Policy Committee's (MPC) focus is on both the degree of spare capacity in the economy and the rate at which this will be used up, factors prompting some debate on the Committee.
- Nominal earnings growth remains weak and below inflation, despite large falls in unemployment, which poses a dilemma for the MPC. Our view is that spare capacity remains extensive. The levels of part-time, self-employment and underemployment are significant and indicate capacity within the employed workforce, in addition to the still large unemployed pool. Productivity growth can therefore remain weak in the short term without creating undue inflationary pressure.
- However, we also expect employment growth to slow as economic growth decelerates. This is likely to boost productivity, which will bear down on unit labour costs and inflationary pressure.
- In addition to the lack of wage and inflationary pressures, policymakers are evidently concerned about the bleak prospects for the Eurozone. These factors will maintain the dovish stance of the MPC in the medium term.
- The continuing repair of public and private sector balance sheets leave them sensitive to higher interest rates. The MPC clearly believes the appropriate level for Bank Rate for the post-crisis UK economy is significantly lower than the previous norm. We would suggest this is between 2.5 and 3.5%.
- While the ECB is likely to introduce outright QE, fears for the Eurozone are likely to maintain a safe haven bid for UK government debt, keeping gilt yields artificially low in the short term.
- The probability of potential upside risks crystallising has waned a little over the past two months. The primary upside risk is a swifter recovery in the Eurozone.

Capital Expenditure						
			2014-15 £000s Revised	2015-16 £000s Estimate	2016-17 £000s Estimate	2017-18 £000s Estimate
General Fund			37,973	50,489	23,336	12,309
HRA			56,014	81,130	79,449	80,621
TOTAL CAPITAL EXPENDITURE			93,987	131,619	102,785	92,930

The above capital expenditure figures for 2015-16 to 2017-18 are based on the capital programme at Appendix E1.

Capital Financing Requirement						
			2014-15 £000s Revised	2015-16 £000s Estimate	2016-17 £000s Estimate	2017-18 £000s Estimate
General Fund			126,706	122,452	118,368	114,447
HRA			442,261	442,261	442,261	442,261
Other Long Term Liabilities			163,105	154,606	145,259	134,947
TOTAL CAPITAL FINANCING REQUIREMENT			732,072	719,319	705,887	691,655

The Capital Financing Requirement (CFR) represents the Council's underlying need to borrow for a capital purpose and is in effect the level of capital assets on the Council's balance sheet that need to be financed from borrowing. Other long-term liabilities include items such as PFI schemes and finance leases.

Actual External Debt						
						31.3.14 £000s Actual
Borrowing						298,000
Other Long Term Liabilities						163,000
TOTAL EXTERNAL DEBT						461,000

This is the actual external debt that the Council held at 31st March 2014. Other long-term liabilities include items such as PFI schemes and finance leases.

Operational Boundary for External Debt						
		2014-15 £000s Approved	2014-15 £000s Revised	2015-16 £000s Estimate	2016-17 £000s Estimate	2017-18 £000s Estimate
Borrowing		466,500	458,400	488,000	503,700	522,700
Other Long Term Liabilities		153,000	153,000	145,000	135,000	125,000
TOTAL OPERATIONAL BOUNDARY		619,500	611,400	633,000	638,700	647,700

The Operational Boundary for External Debt is based on the probable level of external debt during the course of the year. It is not a limit and actual borrowing could vary around this operational boundary for short periods during the year. It acts as an early warning indicator to ensure that the authorised limit is not breached. It also provides scope for the Council to borrow in advance of need. Other long-term liabilities include items such as PFI schemes and finance leases.

Authorised Limit for External Debt						
		2014-15 £000s Approved	2014-15 £000s Revised	2015-16 £000s Estimate	2016-17 £000s Estimate	2017-18 £000s Estimate
Borrowing		516,500	508,400	538,000	553,700	572,700
Other Long Term Liabilities		163,000	163,000	155,000	145,000	135,000
TOTAL AUTHORISED LIMIT		679,500	671,400	693,000	698,700	707,700

The Authorised Limit for External Debt sets the maximum level of external debt that the Council can incur during the course of the year. It is the Council's expected maximum borrowing need with headroom for unexpected cashflow and scope to borrow in advance of need. Other long-term liabilities include items such as PFI schemes and finance leases.

Ratio of Financing Costs to Net Revenue Stream						
		2014-15 %	2015-16 %	2016-17 %	2017-18 %	
		Revised	Estimate	Estimate	Estimate	
General Fund		3.3%	2.3%	2.3%	2.3%	
HRA		15.7%	12.2%	13.3%	14.5%	

This indicator measures the Council's net capital financing costs as a proportion of its revenue stream for both the General Fund and the HRA. Most of the Council's debt relates to the HRA, explaining why the HRA ratio is significantly higher.

Incremental Impact of Capital Expenditure Plans						
			2014-15 £ Revised	2015-16 £ Estimate	2016-17 £ Estimate	2017-18 £ Estimate
Band D Council Tax			£0.00	£0.00	£0.00	£0.00
Average Weekly Housing Rents			£0.00	£0.00	£0.00	£0.00

This indicator measures the incremental revenue cost of the non-housing capital programme as a proportion of Band D council tax and the housing capital programme as a proportion of average weekly housing rents. Both are nil for all years because none of the current year and future capital programme is funded from additional borrowing.

Adoption of CIPFA's Treasury Management Code of Practice
The Council formally adopted CIPFA's Code of Practice on Treasury Management on 26th February 2002 and CIPFA's revised Code of Practice on Treasury Management on 25th February 2010.

Upper Limit for Fixed Interest Rate Exposure						
	31.3.14 £000s Existing (Benchmark) Level	2014-15 £000s Approved	2014-15 £000s Revised	2015-16 £000s Estimate	2016-17 £000s Estimate	2017-18 £000s Estimate
Net principal relating to fixed rate borrowing/investments	276,000	340,000	340,000	345,000	345,000	345,000

This indicator identifies a maximum limit for the level of debt (net of investments) taken out at fixed rates of interest and its purpose is to help the Council to manage its exposure to adverse movements in interest rates.

Upper Limit for Variable Interest Rate Exposure						
	31.3.14 £000s Existing (Benchmark) Level	2014-15 £000s Approved	2014-15 £000s Revised	2015-16 £000s Estimate	2016-17 £000s Estimate	2017-18 £000s Estimate
Net principal relating to variable rate borrowing/investments	138,000	170,000	170,000	175,000	175,000	175,000

This indicator identifies a maximum limit for the level of debt (net of investments) taken out at variable rates of interest and its purpose is to help the Council to manage its exposure to adverse movements in interest rates.

Maturity Structure of New Fixed Rate Borrowing						
				31.3.14 Existing (Benchmark) Level %	2015-16 Upper Limit %	2015-16 Lower Limit %
Under 12 months				14.0%	100%	0%
12 months and within 24 months				7.0%	100%	0%
24 months and within 5 years				7.0%	100%	0%
5 years and within 10 years				8.0%	100%	0%
10 Years and within 20 years				24.0%	100%	0%
More than 20 years				40.0%	100%	0%

These limits are set to reduce the Council's exposure to large fixed rate sums of borrowing falling due for refinancing in any one year.

Upper Limit for Total Principal Sums Invested for over 364 Days						
		2014-15 £000s Approved	2014-15 £000s Revised	2015-16 £000s Estimate	2016-17 £000s Estimate	2017-18 £000s Estimate
Total principal sum invested		40,000	40,000	30,000	30,000	30,000

These limits are set to reduce the need for the early sale of an investment, and are based on the availability of investments at each year-end.

Credit Risk
The Council considers security, liquidity and yield in that order when making investment decisions. It uses credit ratings along with a range of other criteria such as sovereign support mechanisms, credit default swaps and share prices to assess the credit strength of a counterparty. A full description of credit criteria used is included in the Council's Treasury Management Strategy.

Islington Council Specified Investments

All “Specified Investments” listed below must be sterling-denominated, with maximum maturity one year.

** If forward deposits are to be made, the forward period plus the deal period should not exceed one year in aggregate.

Investment	Repayable/ Redeemable within 12 months?	Security / Minimum Credit Rating **	Circumstance of use	Max period
Debt Management Agency Deposit Facility* (DMADF) * this facility is at present available for investments up to 6 months	Yes	Government-backed.	In-house and by external fund managers	1 year *
Term Deposits with the UK Government or other UK Local Authorities	Yes	High security although the majority of Local Authorities do not have credit rating with one of the three recognised credit rating agencies.	In-house and by external fund managers	1 year
Term Deposits with credit-rated deposit or UK Government backed (banks and building societies), including callable deposits.	Yes	Minimum Short Term Ratings Fitch F1 Moodys P-1 S & P A-1 Minimum Long term Ratings Fitch A+ Moodys A1 S & P A+ Maximum Deposit £30 m per institution Plus Council Bankers Overnight, weekend & Public Sector Reserve – Maximum of £10m For late funds only	In-house and by external fund managers	1 year

Investment	Repayable/ Redeemable within 12 months?	Security / Minimum Credit Rating **	Circumstance of use	Max period
<p>Certificates of Deposit issued by credit-rated deposit takers (banks and building societies) up to 1 year.</p> <p><i>Custodial arrangement required prior to purchase</i></p>	Yes	<p>Fitch IBCA Short-term F1</p> <p>Maximum 10% of fund with fund manager.</p>	To be used in house or by fund managers;	1 year
<p>Gilts : with maturities up to 1 year</p> <p><i>Custodial arrangement required prior to purchase</i></p>	Yes	<p>Government-backed</p> <p>Minimum credit rating: AA+</p>	<p>(1) Buy and hold to maturity or trade: to be used in-house after consultation / advice from Arlingclose.</p> <p>(2) trading by external cash fund manager(s) only subject to the guidelines agreed.</p>	1 year
<p>Money Market Funds</p> <p><i>These funds do not have any maturity date</i></p>	Yes	<p>Minimum credit rating: AAA</p>	In-house and by external fund managers subject to the guidelines agreed.	subject to cash flow / liquidity
<p>Forward deals with credit rated or UK government backed banks and building societies plus other Local Authorities < 1 year (i.e. negotiated deal period plus period of deposit)</p>	Yes	<p>Minimum Short Term Ratings</p> <p>Fitch F1 Moody's P-1 S & P A-1</p> <p>Minimum Long term Ratings</p> <p>Fitch A+ Moody's A1 S & P A+</p> <p>Maximum Deposit</p> <p>£30m per institution</p>	In-house and fund managers	1 year in aggregate
<p>Gilt Funds and other Bond Funds (dependent on set-up structure)</p>	Yes	<p>Minimum Rating:</p> <p>Fitch: A+ Moody's: A1 S&P: A+</p>	<p>External fund managers only subject to guidelines agreed</p> <p>*Important : In choosing the manager we will ensure that the fund is not a body corporate by virtue of its set up structure</p>	

*** These are open-end

Investment	Repayable/ Redeemable within 12 months?	Security / Minimum Credit Rating **	Circumstance of use	Max period
<p><i>mutual funds investing predominantly in UK Government gilts and corporate bonds. These funds do not have any maturity date and would hold highly liquid instruments.</i></p>				
<p>Treasury bills [Government debt security with a maturity less than one year and issued through a competitive bidding process at a discount to par value]</p> <p><i>Custodial arrangement required prior to purchase</i></p>	Yes	Government-backed	In- house or External fund managers subject to the guidelines and parameters agreed	1 year
<p>Bonds issued by a financial institution that is guaranteed by the United Kingdom Government (as defined in SI 2004 No 534) with maturities under 12 months</p> <p><i>Custodial arrangement required prior to purchase</i></p>	Yes	AA+ (Government-backed)	<p>(1) Buy and hold to maturity or trade: to be used in-house after consultation / advice from Arlingclose</p> <p>(2) trading by external cash fund manager(s) only subject to guidelines agreed</p>	1 year
<p>Bonds issued by multilateral development banks (as defined in SI 2004 No 534) with maturities under 12 months</p> <p><i>Custodial arrangement required prior to purchase</i></p>	Yes	AAA	<p>(1) Buy and hold to maturity or trade: to be used in-house after consultation/ advice from Arlingclose</p> <p>(2)) trading by external cash fund manager(s) only subject to guidelines agreed</p>	1 year

Investment	Repayable/ Redeemable within 12 months?	Security / Minimum Credit Rating **	Circumstance of use	Max period
UK Sterling Denominated Corporate Bonds issued by UK PLC`s or Public Sector Bodies (From 01/04/2012)	Yes	Minimum Short Term Ratings Fitch F1 Moodys P-1 S & P A-1 Minimum Long Term Ratings Fitch A+ Moodys A1 S & P A+ Maximum Deposit £10m per institution	(1) Buy and hold to maturity or trade: to be used in-house after consultation/ advice from Arlingclose (2)) trading by external cash fund manager(s) only subject to guidelines agreed	1 year

*** Open ended funds continually create new units (or shares) to accommodate new monies as they flow into the funds and trade at net asset value (NAV).

Islington Council Non Specified Investments

<u>Investment</u>	<u>Share/ Loan Capital?</u>	<u>Repayable/ Redeemable within 12 Months?</u>	<u>Security / Minimum Credit Rating **</u>	<u>Capital Expenditure?</u>	<u>Circumstance of Use</u>	<u>Maximum Held at Any One Time During the Year</u>	<u>Maximum Maturity of Investment</u>
						£M	
Term deposits with UK government or other local authorities (with maturities in excess of 1 year)	No	No	High security although the majority of Local Authorities do not have credit rating with one of the three recognised credit rating agencies	No	In-house and fund managers	100	5 years
Term deposits with credit rated deposit takers or UK government backed (banks and building societies) with maturities greater than 1 year	No	No	Minimum Short Term Ratings Fitch F1 Moodys P-1 S & P A-1 Minimum Long term Ratings Fitch A+ Moodys A1 S & P A+ Maximum Deposit £30m per institution		In-house and fund managers	100	5 years
Certificates of Deposit with credit rated deposit takers or UK government backed (banks and building societies) with maturities greater than 1 year <i>Custodial arrangement required prior to purchase</i>	No	Yes	Minimum Short Term Ratings Fitch F1 Moodys P-1 S & P A-1 Minimum Long term Ratings Fitch A+ Moodys A1 S & P A+ Maximum Deposit £30m per institution	No	To be used by fund managers. To be used in-house "buy and hold" or trade after consultation / advice from Arlingclose.	100	5 years
Callable deposits with	No	No	Minimum Short Term Ratings	NO	To be used by fund	100	5 years in aggregate

APPENDIX F3

<u>Investment</u>	<u>Share/ Loan Capital?</u>	<u>Repayable/ Redeemable within 12 Months?</u>	<u>Security / Minimum Credit Rating **</u>	<u>Capital Expenditure?</u>	<u>Circumstance of Use</u>	<u>Maximum Held at Any One Time During the Year</u> £M	<u>Maximum Maturity of Investment</u>
credit rated deposit takers or UK government backed (banks and building societies) with maturities greater than 1 year			Fitch F1 Moodys P-1 S & P A-1 Minimum Long Term Ratings Fitch A+ Moodys A1 S & P A+ Maximum Deposit £30m per institution.		managers. To be used in-house "buy and hold" or trade after consultation / advice from Arlingclose.		
UK government gilts with maturities in excess of 1 year <i>Custodial arrangement required prior to purchase</i>	No	Yes	Government backed	No	(1) Buy and hold to maturity or trade: to be used in-house after consultation / advice from Arlingclose (2) for trading: by external cash fund manager(s) only subject to the guidelines and parameters agreed with them.	100	10 years including but also including the 10 year benchmark gilt
Sovereign issues ex UK Government gilts : any maturity <i>Custodial arrangement required prior to purchase</i>	No	Yes	AAA	No	(1) Buy and hold to maturity or trade: to be used in-house after consultation/ advice from Arlingclose (2) for trading: by	100	10 years

APPENDIX F3

<u>Investment</u>	<u>Share/ Loan Capital?</u>	<u>Repayable/ Redeemable within 12 Months?</u>	<u>Security / Minimum Credit Rating **</u>	<u>Capital Expenditure?</u>	<u>Circumstance of Use</u>	<u>Maximum Held at Any One Time During the Year</u> £M	<u>Maximum Maturity of Investment</u>
Forward deposits with credit rated or UK government backed banks and building societies plus other Local Authorities for periods > 1 year (i.e. negotiated deal period plus period of deposit)	No	No	Minimum Short Term Ratings Fitch F1 Moodys P-1 S & P A-1 Minimum Long Term Ratings Fitch A+ Moodys A1 S & P A+ Maximum Deposit £30m per institution For Maturities>2 years Long Term Minimum AA	No	external cash fund manager(s) only subject to the guidelines and parameters agreed with them To be used by fund managers. To be used in-house after consultation/ advice from Arlingclose	100	5 years in aggregate
Bonds issued by a financial institution that is guaranteed by the United Kingdom Government (as defined in SI 2004 No 534) with maturities in excess of 1 year <i>Custodial arrangement required prior to purchase</i>	Yes	Yes	AA+ / government guaranteed	No	(1) Buy and hold to maturity or trade: to be used in-house after consultation/ advice from Arlingclose (2) for trading: by external cash fund manager(s) only, subject to guidelines and parameters agreed	100	10 years
Bonds issued by multilateral development banks (as defined in SI 2004 No 534) with maturities in excess of	Yes	Yes	AAA or government guaranteed	No	(1) Buy and hold to maturity or trade: to be used in-house after consultation/ advice from Arlingclose	100	10 years

APPENDIX F3

<u>Investment</u>	<u>Share/ Loan Capital?</u>	<u>Repayable/ Redeemable within 12 Months?</u>	<u>Security / Minimum Credit Rating **</u>	<u>Capital Expenditure?</u>	<u>Circumstance of Use</u>	<u>Maximum Held at Any One Time During the Year</u> £M	<u>Maximum Maturity of Investment</u>
1 year <i>Custodial arrangement required prior to purchase</i>					(2) for trading: by external cash fund manager(s) only, subject to the guidelines and parameters agreed with them		
UK Sterling Denominated Corporate Bonds issued by UK PLC's or Public Sector Bodies (From 01/04/2012)	No	No	Minimum Short Term Ratings Fitch F1 Moody's P-1 S & P A-1	No	(1) Buy and hold to maturity or trade: to be used in-house after consultation/ advice from Arlingclose	100 Max £10m per institution	10 years
			Minimum Long Term Ratings Fitch A+ Moody's A1 S & P A+		(2) for trading: by external cash fund manager(s)		
			Maximum Deposit £10m per institution				

LENDING LIST AS AT 15.12.14

APPENDIX F4

Minimum Criteria	A+	F1	A1	P-1	A+	A-1								
	Fitch L/T	Fitch S/T	Moody's L/T	Moody's S/T	S & P L/T	S & P S/T	Sovereign Rating - F/M/S&P	5 year CDS	Share Price	Maximum Limit - £	Maximum Term	Arlingclose Current Advice	LBI Position	
UK Banks														
Barclays	A	F1	A2	P-1	A	A-1	AA+/Aa1/AAu	50	239	30,000,000	36 Months	Limit to 100 Days		
HSBC	AA-	F1+	Aa3	P-1	AA-	A-1+	AA+/Aa1/AAu	43	608	30,000,000	36 Months	Limit to 6 Months	Limit to 6 Months	
Lloyds	A	F1	A1	P-1	A	A-1	AA+/Aa1/AAu	49	75	30,000,000	36 Months	Limit to 6 Months	SUSPENDED	
RBS	A	F1	Baa1	P-2	A-	A-2	AA+/Aa1/AAu	49	382	30,000,000	36 Months	SUSPENDED	SUSPENDED	
Santander UK	A	F1	A2	P-1	A	A-1	AA+/Aa1/AAu/ BBB+/Baa2/BBB(Spain)	66	N/A	30,000,000	36 Months	Limit to 6 Months	SUSPENDED	
Standard Chartered	AA-	F1+	A1	P-1	A+	A-1	AA+/Aa1/AAu	92	952	30,000,000	36 Months	Limit to 6 Months	Limit to 6 Months	
Co-Operative	B*-	B*-	Caa2	NP	N/A	N/A	AA+/Aa1/AAu	N/A	N/A	10,000,000	O/N Weekend	Council Bankers - Overnight liquidity only	Downgraded to sub investment grade Use for late funds overnight only	
UK Building Societies														
Nationwide	A	F1	A2	P-1	A	A-1	AA+/Aa1/AAu	N/A	N/A	30,000,000	36 Months	Limit to 6 Months	SUSPENDED	
Non UK Banks														
Australia														
Australia & NZ Banking Group	AA-	F1+	Aa2	P-1	AA-	A-1+	AAA/Aaa/AAu	60	N/A	15,000,000	36 Months	Limit to 6 Months	Limit to 6 Months	
Commonwealth Bank of Australia	AA-	F1+	Aa2	P-1	AA-	A-1+	AAA/Aaa/AAu	60	N/A	15,000,000	36 Months	Limit to 6 Months	Limit to 6 Months	
National Australia Bank	AA-	F1+	Aa2	P-1	AA-	A-1+	AAA/Aaa/AAu	60	N/A	15,000,000	36 Months	Limit to 6 Months	Limit to 6 Months	
Westpac Banking Group	AA-	F1+	Aa2	P-1	AA-	A-1+	AAA/Aaa/AAu	60	N/A	15,000,000	36 Months	Limit to 6 Months	Limit to 6 Months	
Canada														
Bank of Montreal	AA-	F1+	Aa3	P-1	A+	A-1	AAA/Aaa/AAA	N/A	N/A	15,000,000	36 Months	Limit to 6 Months	Limit to 6 Months	
Bank of Nova Scotia	AA-	F1+	Aa2	P-1	A+	A-1	AAA/Aaa/AAA	N/A	N/A	15,000,000	36 Months	Limit to 6 Months	Limit to 6 Months	
Canadian Imperial Bank of Commerce	AA-	F1+	Aa3	P-1	A+	A-1	AAA/Aaa/AAA	N/A	N/A	15,000,000	36 Months	Limit to 6 Months	Limit to 6 Months	
Royal Bank of Canada	AA	F1+	Aa3	P-1	AA-	A-1+	AAA/Aaa/AAA	N/A	N/A	15,000,000	36 Months	Limit to 6 Months	Limit to 6 Months	
Toronto-Dominion Bank	AA-	F1+	Aa1	P-1	AA-	A-1+	AAA/Aaa/AAA	N/A	N/A	15,000,000	36 Months	Limit to 6 Months	Limit to 6 Months	
Finland														
Nordea Bank	AA-	F1+	Aa3	P-1	AA-	A-1+	AAA/Aaa/AA+	60	N/A	15,000,000	36 Months	Limit to 6 Months	Limit to 6 Months	
France														
BNP Paribas	A+	F1	A2	P-1	A+	A-1	AA+/Aa1/AAu	90	N/A	15,000,000	36 Months	SUSPENDED	SUSPENDED	
Credit Agricole CIB	A	F1	A2	P-1	A	A-1	AA+/Aa1/AAu	100	N/A	15,000,000	36 Months	SUSPENDED	SUSPENDED	
Credit Agricole SA	A	F1	A2	P-1	A	A-1	AA+/Aa1/AAu	100	N/A	15,000,000	36 Months	SUSPENDED	SUSPENDED	
Societe General	A	F1	A2	P-1	A	A-1	AA+/Aa1/AAu	100	N/A	15,000,000	36 Months	SUSPENDED	SUSPENDED	
Germany														
Deutsche Bank	A+	F1+	A3	P-2	A	A-1	AAA/Aaa/AAu	80	N/A	15,000,000	36 Months	Limit to 100 Days	SUSPENDED	
Netherlands														
ING Bank	A+	F1+	A2	P-1	A	A-1	AAA/Aaa/AA+u	55	N/A	15,000,000	36 Months	Limit to 100 Days	SUSPENDED	
Rabobank	AA-	F1+	Aa2	P-1	A+	A-1	AAA/Aaa/AA+u	50	N/A	15,000,000	36 Months	Limit to 6 Months	Limit to 6 Months	
Sweden														
Svenska Handelsbanken	AA-	F1+	Aa3	P-1	AA-	A-1+	AAA/Aaa/AAu	50	N/A	15,000,000	36 Months	Limit to 6 Months	Limit to 6 Months	
Switzerland														
Credit Suisse	A	F1	A1	P-1	A	A-1	AAA/Aaa/AAu	55	N/A	15,000,000	36 Months	Limit to 100 Days	SUSPENDED	
USA														
JP Morgan Chase	A+	F1	Aa3	P-1	A+	A-1	AAA/Aaa/AA+u	60	N/A	15,000,000	36 Months	Limit to 6 Months	Limit to 6 Months	
Other														
Deutsche Bank Global Liquidity Fund			Aaa / MR1+		AAA m		N/A	N/A	N/A	15,000,000	N/A	Limit to 0.5% of Fund Size (approx £25M)	Limit to 0.5% of Fund Size (approx £25m)	
UK Local Authorities							N/A	N/A	N/A	15,000,000(per authority)	36 Months	OK	OK	
Supra-National Bonds (EIB)	AAA		Aaa		AAA		N/A	N/A	N/A	Unlimited	Unlimited	OK	SUSPENDED	
UK DMADF	AA+		Aa1		AAA		N/A	N/A	N/A	Unlimited	6 Months	OK	OK	

RESIDENT IMPACT ASSESSMENT

Title of plan, policy and/or procedure being assessed	Budget Savings Proposals 2015-16
Name of Service Area Assessed	Council-wide
Staff conducting assessment, including contact details	Lela Kogbara (lela.kogbara@islington.gov.uk) Olvia Fellas (olvia.fellas@islington.gov.uk)
Date of assessment	November to December 2014

1. Introduction

- 1.1 The purpose of this report is to provide an analysis of the likely impact of the Council's budget savings proposals for 2015-16 on residents and employees with different "protected" characteristics as defined by the Equality Act 2010. It also enables consideration of the impact on child poverty and socio-economic disadvantage. The nine protected characteristics are: age, disability, gender reassignment, marriage and civil partnerships, race, religion and belief, pregnancy and maternity, sexual orientation, and gender. The Act requires the Council to comply with the Public Sector Equality Duty (PSED) and have "due regard" in the exercise of its functions to the need to:
- Eliminate discrimination, harassment and victimisation;
 - Advance equality of opportunity between persons who share a relevant protected characteristic and those who do not share it; and
 - Foster good relations between persons who share a relevant protected characteristic and those who do not share it.
- 1.2 The precise wording of the PSED is set out at the end of this document (15.1).
- 1.3 This report provides a summary of the more detailed Resident Impact Assessments (RIAs) performed on individual savings proposals. It first considers the resident impacts by service, goes on to consider the cumulative impact on different groups and then considers the impact on employees. In addition, Islington's policy is to assess the socio-economic, human rights and safeguarding impact of proposals, so this report also does that.
- 1.4 A range of savings options have been considered over the last six months. As part of that process, equalities risks have been flagged up and proposals which posed the greatest such risks with insufficient mitigation were ruled out.

2. Synopsis

- 2.1 It is difficult to make savings on the scale required (£37m over the next year) without any impact on residents and there will inevitably be some impact on particular groups, including those with protected characteristics. The Council is not legally obligated to reject savings with negative impacts on any particular groups but must consider carefully and with rigour the impact of its proposals on the PSED (as set out above), take a reasonable and proportionate view about the

overall impact on particular groups and seek to mitigate negative impacts where possible.

- 2.2 Although the resident impact assessment by service identifies some savings proposals where there is a risk of disproportionately negative impacts for some groups, overall there is no group where significant actual negative impacts have been identified that are not mitigated. That is not to say that none of the savings will have a negative impact on anyone with a protected characteristic. But the overall impact is deemed to be relatively minor in relation to the size of the populations with protected characteristics. In this context, the Council's proposals for achieving savings are reasonable overall and take account of the three requirements of the Public Sector Equality Duty.
- 2.3 It is not always possible to anticipate every potential impact and the data available (e.g. on service users) may not always be sufficient to assess risk, so it is possible that in a few cases proposals could unwittingly negatively impact on groups with protected characteristics. The report highlights the following areas where we need to monitor the actual impact on residents and monitor the effectiveness of the proposed mitigation:
- Community Safety – impact on women of the restructuring relating to Violence Against Women and Girls (VAWG).
 - Adult Social Care – impact on older people and disabled people of the transformation programme under way
 - Temporary Accommodation – impact on the homeless population of the changes proposed
 - Adult Health Improvement Services – impact on men, disabled people, older people and BME people.
 - Staff reorganisations – impact by ethnicity and gender
- 2.4 These and any other unforeseen negative impacts will need to be brought to the attention of management in a timely fashion to facilitate remedial action where this is considered appropriate.

3. Resident Impact by Service: Areas of Actual and Perceived Risk

- 3.1 The Council has suffered a sharp reduction in Government grant since 2010 and this is set to continue. In addition, demand for services, particularly from vulnerable residents, continues to grow and we face unavoidable rises in some costs. Some challenging choices have to be made and they will have an impact on the services we deliver. Throughout the budget process we have tried to make reductions in a way that is fair and protects those most in need of our support, mostly comprising groups that have historically suffered disadvantage and discrimination.
- 3.2 The service analyses below highlight areas where there are likely to be actual risks relating to budget proposals or where there are likely to be perceived risks. Assurance is given where it is considered that there is no real risk or that the mitigation envisaged is sufficient.

4. Chief Executive's Department

Community Safety Projects

- 4.1 The reduction in project budget is the same as the projected underspend on that budget and so no risks arise from that proposal.

Violence against Women and Girls (VAWG)

- 4.2 The extension of the senior VAWG role to cover all victims and the deletion of the VAWG Project Officer reduces the Council's capacity for work that focuses specifically on vulnerable females and, within that, BME, refugee and Muslim women who are disproportionately affected by specific issues such as Female Genital Mutilation, honour-based violence and trafficking. There could be a risk that any reduction in capacity has a negative impact on these groups. However, additional VAWG capacity has been created as we have significantly mainstreamed VAWG, with 3 new commissioned advice, advocacy and support services, specialist staff at Whittington hospital, GP practice changes, and a newly established, proactive investigation team within Islington police.
- 4.3 The Council is also extending work to cover other vulnerable victims (e.g. victims of religious and homophobic hate crime) and this could result in the total equality focus being greater than it is at present. Working differently and more effectively with offender services and partners could mitigate the aforementioned risks. It will be necessary to monitor what happens in practice and to optimise the overall impact on protected groups.

Merger of 'Strategy, Equality and Performance' with 'Communications'

- 4.4 This proposal and the reduction in staffing it entails could present a risk to the Council demonstrating compliance with the PSED, but this can be mitigated by the relevant managers ensuring equalities priorities are addressed, for instance by setting equality objectives and ensuring that RIAs are done. Only the No Recourse to Public Funds (NRPF) casework team works directly with residents, all of whom are BME and either families with children in need or vulnerable adults (e.g. disabled or mentally ill). The two caseworkers have a steadily growing caseload which now stands at 173 clients in 80 households and so no savings are proposed for this team. Moreover, the existing level of dedicated Equalities resource is to be maintained.

Voluntary Sector

- 4.5 The Local Initiatives Fund (LIF) is allocated by ward councillors to different initiatives each year and so it is difficult to be precise about which protected groups might be affected by a reduction in this budget.

5. Corporate

Premises

- 5.1 No negative impacts are anticipated as a result of property savings. Where organisations working with specific equality groups are affected (e.g. Disability Action in Islington) steps have been taken to ensure that their client groups will still have access to services and that accessibility needs such as premises and

transport will be met. It is also worth noting that the client numbers for these organisations are small compared with the relevant populations.

Council Tax

- 5.2 A comprehensive RIA was undertaken a year ago on the Council Tax Support Scheme and found that sufficient measures had been taken to mitigate impacts on disabled people, older people and families on low incomes. Although no equality data is collected on all those who pay council tax, the main impact will potentially be on people who are not eligible for discounts but with low disposable income on whom any additional financial demands will increase pressure.

Customer Access

- 5.3 No equalities data is collected on residents calling Contact Islington, so it is difficult to identify potential impacts of the move towards self-service. Older residents may be less IT-literate and those without a computer may be less able to access online services. This will be mitigated by having computers available in the customer service centre and in libraries and free wifi access in certain parts of the borough, and assistance will be provided by staff where necessary.

6. Children's Services

- 6.1 Savings proposals for Children's Services will be perceived to disproportionately affect young people. However, it is not anticipated that there will be any significant negative impacts overall because the majority of savings are being achieved by schools picking up costs previously borne by the Council and so in most cases there will be no service loss.

Childcare

- 6.2 Approximately 1,400 families could be affected by these proposals to a greater or lesser extent. Some 250 users are likely to be lone mothers (18 per cent of the total group), while it is estimated that 750 will be from BME communities (55 per cent of the group). It should be noted that these are estimates based on January 2014 census data and proportions of the population with children aged 0-4.
- 6.3 Steps are being taken to further reduce the burden on low-income families. The actual impact will not be known until decisions are made about which income bands are included.

Youth Careers

- 6.4 There is a risk that the proposed savings relating to Youth Careers could have a disproportionate effect on vulnerable young people who constitute the majority of the service caseload as summarised below and within which BME males are over-represented:

Special Educational Needs and Disabilities	500
In care, leaving care or within the Youth Justice System	70
Not in Education, Employment or Training (NEET)	260
At risk of being NEET at the end of Year 11	320

6.5 As part of implementing the recommendations of the Employment Commission, external funds have already been secured to support youth careers work and the Council intends to bid for further funds. Arrangements will be put in place to ensure that the first three groups cited above as a minimum will be provided with a service.

7. Environment and Regeneration

Parks

7.1 In relation to savings on grounds maintenance work in parks, the overall impact on residents is anticipated to be minimal in terms of parks’ usage. 29 per cent of all households live in overcrowded or severely overcrowded housing, so reliance on parks is essential for households with children. Of this group, “Other” ethnic groups have the highest proportion of overcrowded homes (42 per cent).

Refuse and Recycling

7.2 The move from doorstep to communal re-cycling on estates could have a potential impact on older people and disabled people who may not be able to access communal recycling points easily. 27 per cent of residents live in council rental properties. Of this group, 25 per cent are over 65. We do not have data on the number of disabled residents living in council rental properties but it is reasonable to assume that a significant proportion of the 18 per cent of disabled residents in the borough do.

7.3 The introduction of communal green waste and kitchen waste collections could likewise disproportionately affect older or disabled people who may have difficulty accessing recycling centres or local sites. Both these initiatives will be trialled throughout the borough before any wholesale change is implemented and these matters will be fully explored through those trials. We also plan to consider concessionary charges for older people, should it be decided to confirm a charge for the doorstep collection of green waste, and an assisted collection service will be offered where this is needed for disabled residents.

8. Adult Social Services

8.1 We provide a broad range of day activities across the voluntary and non-statutory sector, as well as Council-run provision, providing support to 3,432 adults in total. These cover all service groups, including people with mental health needs, physical impairments, learning disabilities and older people. The profile of users is shown in the table below. This is based on data that are reported to us from external providers, and not all information is available to us at this stage. Therefore, numbers will not all add up to the total number of service users.

Gender	Male	1132	33.0%
	Female	1842	53.7%
Age	18-29	149	4.4%

	30-49	617	18.0%
	50-65	449	13.1%
	65+	1233	35.9%
Ethnic Group	White British	1305	38.0%
	Black British, Caribbean, African and other	483	14.1%
	Irish	199	5.8%
	Asian Indian, Pakistani, Bangladeshi and other	133	3.9%
	White Other	186	5.4%
	Other	770	22.4%
	Not known	358	10.4%

- 8.2 There were 3,516 users of community, nursing and residential care services in 2013-14, some of whom also used day opportunities. The user profile is similar. Some services are under-utilised, with some of the target population not using the services that are commissioned. Additionally, benchmarking information shows that some services are more expensive than comparators in other boroughs and that services are not adequately delivering a 7-day service across the system.
- 8.3 People who use social care services are more likely to have one or more protected characteristics than other residents. Therefore, it might be expected that changes would pose a disproportionate risk to disabled, older, female and BME people due to their higher prevalence in our services. However, all the changes in Adult Social Services are part of a transformation programme that will better integrate adult and health services and invest in activities that support people to be active and connected in the community, which should lead to better outcomes. There is therefore no anticipated negative impact on any groups with protected characteristics.

9. Housing Needs and Strategy

- 9.1 69 per cent of people in temporary accommodation (TA) are women and 48 per cent are from BME backgrounds. The aim of the proposed changes to provision is to continue preventing homelessness and reduce numbers going into TA by incentivising landlords to rent out their properties to TA tenants. The objective is by year 2 to be able to provide more cost effective TA. Clients are assessed on need, circumstances and availability so it is unlikely that this proposal will affect people on the basis of their possession of protected characteristics.

10. Public Health

Adult Health Improvement

- 10.1 The proposal is to achieve savings through contracting efficiencies and delivering interventions in lower cost settings. Services would be redesigned to commission a more integrated adult health improvement 'offer' for our residents, so they could access a range of different interventions in a single setting or via a particular channel e.g. through their local pharmacy, and/or through a single point of assessment and referral (including online). This should offer residents a more integrated package of lifestyle support, particularly for those people with multiple risk factors (smokers, overweight, inactive etc.).
- 10.2 There are some risks for older people, disabled people, men and some ethnic groups.

- The decommissioning of Bowel Cancer Screening will affect people aged 60-64 years who will not be provided with an endorsement letter or reminder letter as part of the local service. They will, however, still receive all of the standard communications from NHS England about bowel cancer screening and the bowel cancer screening kit through the post. NHS England is also considering setting up a similar national service to our locally commissioned one over the next couple of years.
- There is generally a need for more intensive adult health improvement services for disabled people, such as those with mental health problems.
- The prevalence of unhealthy behaviours varies by race / ethnicity. It will be important that services are delivered proportionate to need and are culturally specific and sensitive if they are to be successful. Bowel Cancer Screening uptake has been noted to be lower in BME groups,
- There are some differences in how men and women engage with services and men generally have poorer health than women in Islington.

10.3 The intention is to ensure through the design and commissioning processes that the needs of these groups are addressed and that any negative consequences that become apparent are mitigated. We will need to ensure age-appropriate models of delivery, addressing the specific needs for adult health improvement of the ageing population. We also need to ensure that any service redesign takes the needs of people with different disabilities into account. There will need to be ongoing monitoring of the actual impacts and the effectiveness of any mitigation.

Sexual Health

10.4 The proposal is to achieve savings by transforming the way we pay providers for sexual health services, redesigning services and reviewing prevention and promotion services.

10.5 The number of Islington residents that need these services is significant. In 2013, the total number accessing genito-urinary medicine (GUM) and sexual reproductive health services were 22,824 and 17,082 respectively. The sexually transmitted infection (STI) rate of 1,875 acute STIs per 100,000 is significantly higher than London and England rates. STI diagnoses vary by age, gender, ethnicity and sexual orientation.

10.6 HIV remains a serious communicable disease for which there is no cure or vaccine. According to the Department for Health's Framework for Sexual Health Improvement in England (2013) the groups most at risk are gay and bisexual men and Black Africans originating from sub-Saharan Africa.

10.7 The proposed service changes should not in themselves have a negative impact on service user experience and should not therefore have a negative equality impact. However, given that new service models are proposed, it is not yet possible to be definite about the impacts and so monitoring will be required.

Substance Misuse

10.8 There are an estimated 15,000 Islington residents that use illicit drugs and Islington is in the top 5 London boroughs for alcohol-related deaths and hospital admissions.

- 10.9 The savings plans are based on streamlining current pathways of care, for example to reduce duplication of services, and enhancing the focus on recovery-oriented services. The plans include re-negotiating and re-tendering the major contracts for drug and alcohol services provided by Camden & Islington Foundation Trust and Whittington Health.
- 10.10 At present the demographic of those using drug and alcohol treatment services in Islington comprises predominantly white males between 40 and 60 years of age. Although there are women, BME groups and younger people (18-24) accessing treatment services, these groups are under-represented in the treatment population in comparison to the estimated need within the local population.
- 10.11 There is a current arrangement in place with Children's Services to ensure priority free access to early years' childcare for parents who require drug or alcohol treatment. The arrangement was set up in order to promote access for women who could require but could not access treatment because of a need for childcare. This arrangement remains in place in order to promote treatment access to women who are traditionally under-represented in treatment services.

11. Resident Impact by Protected Characteristic

- 11.1 Equalities analysis shows that users of council services are more likely to be female, young or old (i.e. fewer in the 25 to 50 age bracket), disabled, BME and from lower socio-economic groups. These are therefore the groups most likely to be affected by service changes. However, it is worth noting that universal services have a greater impact than targeted services on all groups.
- 11.2 Data on sexual orientation is not routinely provided by residents accessing services and so the assessment of risks for this group is missing from most of the analysis, although a specific risk is flagged up in relation to the Sexual Health Transformation Programme.
- 11.3 Similarly, data on religion/belief is not routinely provided by residents accessing services. But there is a correlation between some ethnic groups and religion and so it is possible to extrapolate risks.
- 11.4 Although the resident impact assessment by service identifies some savings proposals where there is a risk of disproportionately negative impacts for some groups, overall there is no group where significant actual negative impacts have been identified that are not mitigated. That is not to say that none of the savings will have a negative impact on anyone with a protected characteristic.
- 11.5 Some proposed changes could have impact interdependencies with others, in terms of where service provision is picked up. Some changes cumulatively are more likely to create an adverse impact, even though the individual impact would be negligible. These should be considered together to reduce the risk of impacting negatively upon one or more groups or areas.
- 11.6 Whilst some changes should lead to an improved service, the Council should be aware of multiple changes which may cause disruption or uncertainty for vulnerable groups, and ensure the change is managed and communicated effectively.

11.7 The key issue for the Council to be alert to is potential negative impacts on small numbers of people who may face multiple disadvantage where poverty combines with other characteristics. The council is continuing to fund a range of support, advice, outreach and advocacy services which minimise the likelihood that people will be negatively impacted without any voice or recourse.

Child Poverty and Socio-Economic Disadvantage

11.8 Poverty combined with other characteristics is perhaps the most significant risk for individuals and communities. Islington has the second highest rate of child poverty in the country and of the 15,000 children living in poverty 86% are in workless households and disabled people and certain BME groups are over-represented. We believe that the best way to support people out of poverty is through employment and the Islington Employment Commission was established to look at the best ways of supporting our residents into sustainable employment, including a specific focus on parents. Over £2m has been secured from New Homes Bonus bids to support the implementation of the recommendations of the Employment Commission, and based on the work that the Council has done to date it is reasonable to expect that this will have a positive impact on reducing poverty in general and reducing the disadvantage faced by disabled people and some BME groups.

Disabled People

11.9 As well as mitigating the impacts of proposals relating to services that are specifically for disabled people, the Council needs to ensure that universal services are appropriate and accessible. Several proposals will change services for disabled residents. For individuals affected by more than one of these, this represents significant change which needs to be coordinated, communicated and managed effectively.

12. Staff Equality Impact

12.1 The current equality profile of the Council workforce for each department is as follows:

	Chief Exec's	Children's Services	E&R	Finance and Resources	HASS	Public Health	Council Total
Total Employees	332	882	1132	750	1368	53	4517
Female	67%	76%	32%	48%	50%	81%	52%
Male	33%	24%	68%	52%	50%	19%	48%
16 to 24	5%	3%	4%	4%	2%	2%	3%
25 to 39	39%	36%	26%	34%	27%	62%	31%
40 to 49	27%	31%	30%	28%	27%	23%	29%
50 to 64	27%	29%	38%	32%	42%	13%	35%
65+	1%	1%	2%	2%	2%	0%	2%
BME Total	36%	40%	24%	45%	37%	15%	35%
Asian							
Bangladeshi	2%	2%	1%	3%	1%	0%	1%
Asian Indian	4%	2%	2%	6%	2%	4%	3%
Asian Other	3%	1%	1%	2%	1%	0%	2%
Asian Pakistani	2%	0%	0%	1%	0%	2%	1%
Black African	4%	7%	5%	13%	12%	2%	9%
Black Caribbean	9%	16%	7%	12%	13%	4%	12%
Black Other	5%	4%	3%	3%	4%	0%	3%
Mixed	5%	5%	3%	3%	2%	2%	3%
Not Declared	3%	7%	16%	5%	15%	15%	11%
Other	2%	2%	3%	3%	2%	2%	2%
White British	45%	34%	43%	36%	31%	49%	37%
White Irish	5%	3%	4%	4%	5%	2%	4%
White Other	11%	16%	13%	11%	12%	19%	13%
Disabled	8%	5%	7%	5%	8%	2%	7%
Not disabled	14%	15%	10%	4%	18%	53%	14%
Not stated	78%	79%	83%	90%	73%	46%	80%
Heterosexual	50%	37%	46%	34%	40%	72%	41%
LGB	5%	3%	3%	3%	3%	0%	3%
Not Stated	44%	59%	50%	64%	57%	29%	56%
Buddhist	0%	1%	1%	0%	1%	0%	0%
Christian	24%	19%	20%	19%	25%	21%	21%
Hindu	2%	1%	1%	2%	1%	0%	1%
Jewish	1%	0%	1%	1%	1%	2%	1%
Muslim	3%	2%	4%	5%	3%	2%	4%
No Religion	9%	4%	9%	5%	6%	19%	6%

	Chief Exec's	Children's Services	E&R	Finance and Resources	HASS	Public Health	Council Total
Not Known	0%	0%	0%	1%	0%	0%	0%
Not Stated	45%	61%	55%	62%	55%	27%	56%
Other Religion	10%	9%	5%	3%	6%	19%	6%
Pagan	0%	0%	0%	0%	0%	0%	0%
Prefer not to say	2%	1%	3%	1%	1%	6%	2%
Roman Catholic	2%	1%	2%	1%	1%	4%	1%
Sikh	1%	0%	0%	0%	0%	2%	0%

12.2 Our overall staffing numbers are at an all-time high following the Kier TUPE in August 2014. Based on the data available from London Councils we have just overtaken Camden and are now the 4th largest council in London by headcount. We now have 48.4 per cent of the workforce made up of males, the highest proportion on record. 6.7 per cent of staff have declared a disability and 35 per cent of staff are from a BME background.

12.3 Evidence suggests that the equality issues that arise from Islington Council reorganisations have their roots not in the reorganisations themselves but in historic issues such as horizontal and vertical professional segregation which extend well beyond Islington's boundaries. Examples include men, women and people from different social classes being steered towards (or choosing) to go into different professions; and e.g. a high proportion of qualified accountants from Black African backgrounds never progressing to senior financial strategy/policy roles.

12.4 Services have just embarked upon reorganisation proposals and there will be individual equality impact assessments for these. Until reorganisations are completed it is not possible to know what the actual impacts will be but there are a few risks to flag up at this stage:

- Correlation analysis shows that divisions where the savings are being made have higher concentrations of female and BME staff.
- There are very high numbers of BME staff in Service Finance and so a large number of BME staff's posts will be deleted as a result of the savings proposals. Although it is unlikely that this will be disproportionate within the service itself, it may have an impact on disproportionality for the Council as a whole.
- Of the 179 employees that have applied for voluntary redundancy, disabled and non-BME employees are over-represented.
- BME staff make up approximately 42 per cent of scale 1 – SO1 roles, meaning any reorganisations focused on administrative functions may impact BME staff more.

12.5 The high proportion of "not stated" for disability, sexual orientation and faith is a concern as it makes it impossible to assess the actual impact of reorganisations.

12.6 To address the high numbers of BME staff at scale 1 – SO1 roles, the Council has developed an Inspiring Leadership (IL) initiative to inspire people from BME backgrounds to be leaders and to encourage existing BME leaders to provide

inspiration. For all staff, periods of organisational change can be an unsettling and anxious time. Human Resources provide a range of support to staff including free training opportunities, information, support and guidance. Staff whose posts are being deleted are also able to apply for other vacancies across the Council through the redeployment pool. Working Transitions provide support to staff who are unable to be redeployed within the Council and are coming to the end of their employment. Support includes face to face career coaching, telephone coaching, job information, company research, a career manual, job databases and a personal help line.

13. Safeguarding Implications

13.1 The Corporate Director of Children's Services and the Service Director for Adult Social Services have reviewed all the savings proposed and have confirmed that there are no inherent safeguarding risks that arise as a result of them.

14. Human Rights Implications

14.1 In assessing human rights implications, we have looked at the cumulative impact of changes that could give rise to human rights implications. There is a need to ensure we provide the right resources to ensure fair access to assessing needs, and access to services and support. **There are no potential human rights breaches arising from any of the proposals.**

15. Public Sector Equality Duty

15.1 Section 149 of the Equality Act 2010 provides that:

(1) A public authority must, in the exercise of its functions, have due regard to the need to—

(a) eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under this Act;

(b) advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;

(c) foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

...

(3) Having due regard to the need to advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it involves having due regard, in particular, to the need to—

(a) remove or minimise disadvantages suffered by persons who share a relevant protected characteristic that are connected to that characteristic;

(b) take steps to meet the needs of persons who share a relevant protected characteristic that are different from the needs of persons who do not share it;

(c) encourage persons who share a relevant protected characteristic to participate in public life or in any other activity in which participation by such persons is disproportionately low.

(4) The steps involved in meeting the needs of disabled persons that are different from the needs of persons who are not disabled include, in particular, steps to take account of disabled persons' disabilities.

(5) Having due regard to the need to foster good relations between persons who share a relevant protected characteristic and persons who do not share it involves having due regard, in particular, to the need to—

(a) tackle prejudice, and

(b) promote understanding.

(6) Compliance with the duties in this section may involve treating some persons more favourably than others; but that is not to be taken as permitting conduct that would otherwise be prohibited by or under this Act.

(7) The relevant protected characteristics are—

age;
disability;
gender reassignment;
pregnancy and maternity;
race;
religion or belief;
sex;
sexual orientation

15.2 The savings proposed for 2015-16 are in keeping with the requirements of this legal duty.

Pay Policy Statement 2015/16 in Accordance with the Localism Act 2011

1 Chief Officer Pay Scales

The council's chief officers as defined in the Localism Act are its Chief Executive, senior officers reporting to the Chief Executive (Corporate Directors and Assistant Chief Executives) and senior officers reporting to the Corporate Directors and Assistant Chief Executives.

The council's Chief Executive is paid on a spot salary of £160,000.

Some officers who are chief officers, as defined in the Localism Act, are paid on the National Joint Council for Local Government Service salary scale which is the scale which applies to most council employees.

All other chief officers are paid on the council's chief officer pay scale. This salary scale which comprises five separate salary bands is locally determined.

Percentage increases in cost of living are usually applied in line with the national pay negotiations of the Joint Negotiating Committee (JNC) for Chief Officers of Local Authorities or the National Joint Council for Local Government Services. Those officers on the chief officer scale received a pay award of 2.0% covering the period 01 January 2015 – 31 March 2016. Other officers received a 2.2% increase covering the period 1 January 2015 – 31 March 2016.

The job roles for those paid on the chief officer pay scale are evaluated using the Hay Job Evaluation Scheme and the conditions of service are in the main those of the JNC with slight local variations agreed by the council's Audit Committee. Any new or amended posts established at this level will be evaluated on the same basis, subject to the requirements of the Transfer of Undertakings (Protection of Employment) Regulations 2006.

Progression through a salary scale is not automatic but dependent upon performance as measured by a positive performance appraisal outcome. Success at appraisal is measured not only in terms of annual targets reached but also leadership and other behaviours that have contributed to the council achieving its overall aims and objectives.

The final point on each of the pay bands on the chief officer pay scale is known as a threshold point. This element of pay is available to chief officers who have reached that point in the scale and whose performance in the previous year has received a positive performance appraisal. Continuance on this salary point is again dependent upon receiving a positive performance appraisal outcome in subsequent years and so must be earned back each year.

Table 1 sets out details of the grades and pay bandings and the chief officer posts paid on the chief officer scale as at 31.3.2015 and the pay band which applies to each post.

Table 1

Grade	Pay Banding £	Number of points in pay banding including threshold point	Job role
CO1+	129,675 – 139,407	5	Corporate Director of Children’s Services
CO1	107,862 - 129,741	10	All other Corporate Directors including the Director of Public Health* Director of Schools
CO2	97,657 – 110,451	7	Director, Targetted and Specialist Children Director, Digital Services and Transformation Assistant Chief Executive (Governance and HR) Assistant Chief Executive (Strategy & Community Partnerships) Service Director Planning & Development Service Director Public Protection Director Public Realm Director Property and Procurement Director Financial Management Director Financial Operations and Customer Services Director of Property Services – Housing Director of Housing Operations Service Director, Adult Social Care Camden Assistant Director Op’s & Health Partnerships* Islington Assistant Director Public Health*
CO3	82,207 – 97,228	7	Service Director Service Needs and Strategy Public Health Consultant x 4* Camden Deputy Director Public Health*
CO4	69,845 – 84,998	7	Head of Service - Community Safety Head of Human Resources Head of Schools Human Resources Head of Service - Democratic Services Assistant Director of Law (Corporate and Dispute Resolution) Assistant Director of Law (Commercial and Environment) Head of Partnerships and Service Support

Some senior manager posts which are not chief officer posts for the purposes of the Localism Act are also paid on this salary scale.

Posts marked with an asterisk are on NHS terms and conditions following a TUPE transfer but are indicated for completeness within the band that most closely matches their NHS band grade.

Where posts which are required by the Localism Act to be included in this statement are not evaluated on the chief officer scale, they will be evaluated on the Great London Provincial Council Job Evaluation Scheme and paid on the National Joint Council for Local Government Services payscale (published [on the council's website](#)); subject to the requirements of the Transfer of Undertakings (Protection of Employment) Regulations 2006.

Table 2

PO11	£62,460 - £66,366	3	Head of Strategy and Communications Head of Partnerships, Place and Culture Head of Learning Skills and Employment
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Progression through a salary scale is dependent upon performance as measured by a positive performance appraisal outcome in the same way as for posts on the chief officer scale and the same threshold point arrangement as described above is in place.

Full details of the current pay and other remuneration for senior officers together with the organisational structure are published [on the council's website](#). Remuneration information about senior officers is also published annually in accordance with the Accounts and Audit (England) Regulations 2011.

Senior posts which the council shares with another organisation in a shared service or other joint arrangement (e.g. the joint Director of Public Health with LB Camden) are only included in this statement if the postholders are employed by Islington Council. Some joint postholders (e.g. the joint Head of Internal Audit with LB Camden) are employed by partners and are not included.

2 Pay Ratios

The council is committed to tackling income inequality as a means of ensuring a fairer Islington and is setting an example to other local employers by reducing the pay differential between its lowest and highest paid employees.

The council also works with other local employers and its own contractors to establish the London Living Wage as the minimum pay to their staff.

The information below describes the pay ratio between the council's highest paid employee (the Chief Executive who is on a salary of £160,000 per annum*) as at 1 January 2015 and other staff by reference to the following:

- (i) The numerical difference between the highest and lowest paid employees
- (ii) The Mode (most common salary)
- (iii) Median (mid point between highest and lowest salaries)

- (iv) Mean average (the total amount of remuneration paid to employees divided by the number of employees)

Table 2 - Pay Ratios

Reference Point		Annual Salary	Ratio to highest paid employee salary
i)	lowest paid full time council employee – London Living Wage £9.15 per hour <i>(excluding those on training schemes such as the apprenticeship scheme or work placements)</i>	£16,701	1:9.58
ii)	Most common salary paid to a council employee (the mode)	£32,964	1:4.9
iii)	Mid point between the highest and lowest salaries (the median)	£30,525	1:5.2
iv)	Average salary (the mean)	£30,564	1:5.2

The Islington Fairness Commission, set up by the council in June 2010 to look into how to make the borough a fairer place, produced its final report in June 2011 which recommended that the pay ratio between the highest and lowest salaries should be no more than 1:10 and this was adopted as policy by the council in its Corporate Strategy and the current position is that the ratio is slightly less than 1:10.

* This ignores election duty fees which may be received by the Chief Executive as these do not arise in every year and are variable.

3 Recruitment of Chief Officers

Recruitment to all Chief Officers posts is covered by the requirements of the council's Officer Employment Procedure Rules. For full details see [Procedure Rules](#). The appointment of the Chief Executive is subject to the approval of the full Council. The appointment of other chief officers and in some cases their direct reports is by the Personnel Sub-Committee.

The starting salary level of such officers is also agreed by the Personnel Sub-Committee. This Personnel Sub-Committee or the Audit Committee (both of which are politically balanced committees responsible for personnel matters) will also agree the starting salary for any other post where the overall remuneration package on new appointment (excluding pension contributions in accordance with the Local Government Pension Scheme regulations) is to exceed £100k. This ensures that elected councillors are accountable for the salaries of these senior appointments and that they are made in a transparent way without delay to appointment processes.

New entrants to the council are generally appointed to the first point of the pay scale. Only in exceptional circumstances, such as the need to match a candidate's existing salary are appointments made above the first point of the salary scale. All new entrants to the council are placed on a probationary period of six months, regardless of previous local government service, including senior staff. During this time the new recruit is expected to demonstrate their suitability for their job role. Failure to do so could lead to their appointment being terminated. Employees who successfully complete their probationary period, in line with the performance appraisal policy are entitled to a salary increment, if it would otherwise mean that they would have to wait more than twelve months for their next salary increment.

Individuals appointed on an interim basis to cover a vacant Chief Officer post, whether directly employed or engaged through an agency or as a contractor, will normally be paid on a basis which (taking account of the nature of the arrangement with them) provides them with remuneration that is equivalent to the remuneration for the post in accordance with the Chief Officer pay scale, with an appropriate reduction if they are not undertaking the full responsibilities of the post. The council takes a proactive and stringent approach to ensuring that all arrangements are lawful and properly reflect the substance of the relationship between the council and the individual concerned.

4 Pension Arrangements

All employees of the council up to 75 years of age and who have a contract for at least three months service join the Local Government Pension Scheme (LGPS) other than those on NHS terms and conditions. However there is an opt out right, and employees can make their own private pension arrangements.

All senior staff are entitled to be members of the LGPS. This is a contributory scheme, whereby the employee contributes to the scheme from his or her own salary. Employees will contribute 5.5%-12.5% of their salaries according to the figures set out in table 3 below in 2014/15. Government reviews the salary bands annually.

Table 3

Whole time salary	Employee Contribution Rate
Up to £13,500	5.5
£13,501 to £21,000	5.8
£21,001 to £34,000	6.5
£34,001 to £43,000	6.8
£43,001 to £60,000	8.5
£60,001 to £85,000	9.9
£85,001 to £100,000	10.5
£100,001 to £150,000	11.4
More than £150,000	12.5

Employers' contributions to the LGPS vary depending upon how much is needed to ensure benefits under the scheme are properly funded, and are set independently. For full details see: [LGPS](#)

The Council's Flexible Retirement Policy allows employees aged 55 and over who are members of the Local Government Pension Scheme (LGPS) to apply to reduce their working hours or pay grade (stepping down) and to draw pension benefits accrued up until the transfer to flexible retirement.

Where an employee is in receipt of a pension from the council and obtains a job with another local authority or any other employer who participates in the LGPS, they are obliged to notify the council and their pension will then be adjusted so that they are not (with the new job and the pension) drawing more than their original salary.

The NHS scheme is a contributory one and scheme members contribute to the scheme from his or her own salary. Contribution rates for 2014 – 15 vary from 5% for those on a salary of up to £15,431.99 to 14.5 % for employees earning £111,377.00 and over. These rates are subject to review by Government and the employer's contributions are determined by Government.

5 Additional Payments

The council recognises that in certain limited circumstances additional payments may need to be attached to particular posts because of difficulties in recruiting to particular posts or particular employees may need to be remunerated or awarded an additional payment above that of their normal pay scale either for exceptional performance or additional work undertaken. Such payments must be authorised in advance by senior management and details of the nature of and eligibility for those payments which may be made to Chief Officers who are on the chief officer scale are given in table 4 below.

Table 4

Type of allowance	Reason for Payment	Eligible Group
Honorarium payments	Undertaking additional work or project	All employees
Market Supplement	Factor To attract and retain employees with specialist skills in a competitive job market.	All employees in posts that are demonstrated to be hard to recruit to in accordance with the council's Market Supplements Policy.

The Corporate Director Children's Services post has a market supplement attached. The amount of this market supplement is fixed and does not vary year to year. See the [council's website](#) for further details.

A special allowance is paid to the council's monitoring officer, the Assistant Chief Executive (Governance and HR). This is a fixed amount and does not vary year to year. See the [council's website](#) for further details.

Honoraria payments made to chief officers in accordance with policy are detailed [on the council's website](#)

Any new honorarium payments to chief officers will be agreed by the Chief Executive in consultation with the Chair of the Audit Committee.

Any new market supplement payment which results in the overall remuneration package (excluding pension contributions in accordance with the Local Government Pension Scheme regulations) for a post exceeding £100k, or which affects a post the overall remuneration package for which already exceeds £100k will be approved by the Personnel Sub-Committee or the Audit Committee. Any market supplement which is more than 20% of the evaluated grade for the post, or is more than 15% of the evaluated grade of the post if the number of posts available exceeds 15, will also require approval of Personnel Sub-Committee or the Audit Committee.

There are a few other allowances which are payable to designated employees related to their job role such as on call or standby allowances. Chief Officers do not receive such payments other than those stated above and the council does not make bonus payments to such officers.

Where council officers undertake special duties in relation to the council's election functions, any fees in respect of these duties are paid in addition to their normal remuneration. The rate for these duties is in line with the London Council's Leaders Committee's published Scale of Returning Officers' Fees and Expenses.

Council officers designated as Local Area Liaison Officers to undertake responsibilities under the council's emergency planning Crisis Response Plan in the event of an incident occurring in the borough, may be paid a fixed allowance in respect of this responsibility. See the [council's website](#) for further details.

6 Hours of Work

The basic full time hours of work for council employees are 35 per week. Employees on grades below that of senior officers, who work more than 35 hours per week may claim overtime for additional hours worked, if authorised.

The minimum basic working week for senior officers is 35 a week and additional hours worked above 35 per week per week attract neither payment in respect of overtime nor time off in lieu. Senior officers are contractually required to work flexibly and to undertake reasonable hours of work as necessary to perform the duties of their post. This may involve evening and weekend working.

7 Annual and other Leave Arrangements

Annual leave plays an important part of the council's commitment to work-life balance. The Chief Executive and senior officers of the council on chief officer pay and conditions are entitled to 27 days annual leave and after five years continuous local government service a further 5 days. Other employees receive 25 days annual leave with an additional five days after five year's service. All employees in addition to annual leave receive five privilege days and eight bank holidays per year.

8 Benefits

To maintain employee engagement the council recognises, particularly in the current financial climate that it is important to reward and motivate staff through other non-salaried means. The council promotes a range of benefits which all staff, irrespective of grade, can access. These include salary sacrifice schemes such as child care vouchers and a tax free bike scheme. There are also a number of discounted benefits which are open to all employees such as discounted gym membership which is provided at no cost to the council.

9 Leaving the Council

Employees who voluntarily leave the council are not entitled to a termination payment. Those who volunteer for redundancy under the council's voluntary redundancy scheme receive a payment of £500 in addition to any other entitlements they may have

Employees who are made redundant are entitled to a redundancy payment based on the statutory redundancy scheme with regards the calculation of the number of week's redundancy pay but, as sanctioned in the Local Government (Early Termination of Employment) Discretionary Compensation Regulations, actual salary is used rather than the statutory maximum of £464 per week.

In exceptional circumstances the Council may exercise its powers under the above mentioned Regulations and award a discretionary payment to senior staff in line with the council's discretionary termination compensation policy, for those whose employment is terminated by reason of redundancy or in the interests of the efficiency of the service, including early retirement.

The following factors will be taken into account when deciding whether to award a compensatory payment under these Regulations and, if a compensatory payment is made, the amount of that payment:

- Individual financial and other personal circumstances
- The council's interests, including corporate and service imperatives
- The council's fiduciary duty, including its duty to protect the interests of council tax payers and to exercise prudence and propriety
- Overall work record of the employee, including performance, attendance, length of service, level of responsibility and disciplinary record
- Any other factor relevant to the individual case.

Where a Chief Officer's contract is terminated in the interests of the efficient exercise of the Authority's functions they are contractually entitled to six months notice or may be paid in lieu of notice where their contract provides for this.

The Audit Committee (or its Personnel Sub-Committee) may hear representations in respect of the termination of a Corporate Director's employment in accordance with the JNC terms and conditions of employment for Chief Officers...

In the case of the Chief Executive, the Audit Committee (or its Personnel Sub-Committee) will approve the early retirement of the postholder and agree the award of any discretionary payments in connection with such retirement or redundancy in line with the policy outlined above. No such payments were made in the financial year 2014 - 15.

The Audit Committee (or its Personnel Sub-Committee) will also approve any payment funded by the council in line with the policy outlined above to any other officer which exceeds £100,000. No such payments were made in the financial year 2014 -15. This ensures that elected councillors are accountable for payments made in these circumstances without delay to finalising arrangements.

10 Returning to Work for the Council after Leaving

Employees who leave the council voluntarily without a severance payment are free to apply for jobs that are advertised at their discretion.

Employees who leave the council with a redundancy payment and no enhancement and subsequently apply and are successful for a position within the council must repay any redundancy payment, if the appointment is within a month of their termination date. If the appointment start date is longer than a month the employee can return to work in the position offered but in accordance with the Redundancy Modification Orders, will lose their contractual rights to have their continuous service recognised for all purposes.

Employees who leave the council with an enhanced severance package will not normally be re-employed or engaged under a contract for services for a period of two years.

Employees who leave the council on ill-health retirement with the possibility of a return to work under the Local Government Pension Scheme Regulations or who are granted early retirement will be considered on a case by case basis depending upon the circumstances and having due regard to their termination package.



Report of: **Assistant Chief Executive (Governance and HR)**

Meeting of	Date	Agenda Item	Ward(s)
Council	February 2015		All

Delete as appropriate	Exempt	Non-exempt
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Subject: Constitution Update

1. Synopsis

- 1.1 This report proposes changes to the Council's Constitution,...

2. Recommendations

- 2.2 To note that the Leader of the Council has approved the changes to delegation of Executive functions.
- 2.3 To approve the amendments to the Constitution set out in the attached Appendix.
- 2.4 To authorise the Assistant Chief Executive (Governance and HR) to make any consequential amendments to the Constitution she considers necessary

3. Background

- 3.1. A number of new matters requiring changes to the Constitution have arisen and are addressed in this report.
- 3.2. Appendix 1 contains a copy of extracts from the Constitution on which proposed changes are marked, by crossing through in the case of deletions and by underlining in the case of additions. Proposed changes which are not self-explanatory are explained in footnotes and the main changes proposed

are described below. Minor changes such as updating numbering and titles are not shown.

4. Main proposed changes

4.1 **Part 4**– Following the introduction of the Local Government (Electronic Communications) (England) Order 2015 Councillors may, where they have given their agreement, receive the summons to attend a meeting, specifying the business proposed to be transacted, in electronic form only to a particular electronic address,. An amendment to the Constitution is proposed to reflect this.

4.2 Changes are also proposed to the Procurement Rules in Part 4 to remove some inconsistencies with the new Public Contracts Regulations 2015 the provisions of which mostly come into force on 26 February. A more general review of the Rules is being undertaken to ensure that the council takes advantage of new flexibilities in the Regulations.

4.3 **Part 5** – The Health and Wellbeing Board has recommended t to the Council the inclusion of representatives of the following organisations as additional non-voting members of the HWBB:

- i. The Camden and Islington NHS Trust (non-voting)
- ii. The Whittington NHS Trust (non-voting)

. These changes and a change to the quorum requirements of the Health and Wellbeing Board are contained in Appendix 1.

4.4 **Appendices** – As a result of the restructure of Adult Social Care in the Council the distribution of responsibility in the senior management structure will change. Senior Practitioners have been introduced who will now supervise most staff and have management control of all case work. As a result of this, Senior Practitioners will need to be authorised to sign off support packages up to the value of £250 per person per week. The authorisation levels for other managers will also need to be altered. Service Leads will need to be authorised to sign off support packages to the value of £500 per person per week (previously £750). Team Managers will need to be authorised to sign off packages up to £300 per person per week (previously £150). The Changes in the Constitution required to achieve this, are set out in the Appendix

5 Conclusion and recommendations

6.1 A number of changes are proposed to the Constitution in this report for approval by the council.

11 Implications

Financial Implications

There are no financial implications arising directly from this report.

Legal Implications

These are contained in the body of the report and in the footnotes within the Appendix.

Equalities Impact Assessment

There are no equalities implications arising directly from this report.

Environmental Implications

There are no environmental implications arising directly from this report.

Background papers:

None.

Attachments:

Appendix – Extracts from the Constitution

Final Report Clearance

Signed by

..... Date

Assistant Chief Executive (Governance and HR)

Received by

..... Date

Head of Scrutiny and Democratic Services

Report author Debra Norman, Assistant Chief Executive (Governance and HR)

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APPENDIX 1

Part 4 – Procedure Rules

15. NOTICE OF SUMMONS AND CANCELLATION OF MEETINGS

15.1 The Chief Executive will give notice to the public of the time and place of any meeting in accordance with the Access to Information Rules. At least five clear working days before a meeting, the Chief Executive will send a summons signed by him or her by post to every member of the Council by post to or by leaving it at their usual place of residence or such other address as the member shall have notified the Chief Executive in writing as the address to which he/she wishes summonses to be sent or by sending it in electronic form to a particular electronic address agreed by the member."

- Procurement Rules

2. Value Based Procedures

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2.2 The European Procurement Public Contract Regulations apply to all contracts although which specific rules apply will depend on the value and subject matter of the contract. Specific advertising and tender process requirements apply to spend on some contracts with a value estimated to exceed thresholds of **£172,514** whole life value for supplies/services and **£4,322,012** for works. In the case of services contracts, the Strategic Procurement Team shall determine whether the service is Part A or Part B covered by the "light touch" regime under the Regulations. The Council shall treat economic operators equally and without discrimination and shall act in a transparent and proportionate manner. as more limited rules apply to Part B services. Services that are Part A require an advertisement in the Official Journal of the European Union (OJEU) and an Award Notice within in OJEU. Whilst it is not a statutory requirement for an advertisement to be placed in OJEU for Part B services or a service which are/is below the threshold, officers shall recognise that it is still a legal requirement to demonstrate that a contract has been sufficiently advertised. The requirement to advertise is also to comply with the principles of equal treatment, non-discrimination and transparency in the adopted procedure which apply to all contracts. All Part B services require an Award Notice to be placed in OJEU.

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22 Minimum/Selection Criteria

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22.2 The Council operates a pre-qualification questionnaire to ensure contractors meet these conditions [where permitted by the Public Contract Regulations](#).

23 Award Criteria

23.1 All contracts must publish award criteria at tender stages. The award conditions should be documented in the invitation to tender. Contractors assessed against these criteria are entitled to have access to their results and records must be kept of these results.

23.2 Tenders can only be awarded against the following criteria:

~~23.2.1 lowest cost to the Council/Partner;~~

~~23.2.2 highest income to the Council/Partner;~~

~~23.2.3 most economically advantageous tender, where considerations other than price also apply~~ [in accordance with the Public Contract Regulations](#).

Part 5 - Terms of Reference

HEALTH AND WELLBEING BOARD

Composition

- Leader of the Council
- Lead Member for Health and Wellbeing
- Lead Member for Children and Families
- GP and Chair of the Islington Clinical Commissioning Group
- GP and Joint Vice Chair of the Islington Clinical Commissioning Group
- Lay Vice-Chair, Islington Clinical Commissioning Group
- CCG Chief Operating Officer
- Corporate Director of Housing and Adult Social Services
- Corporate Director Children's Services
- Director of Public Health
- Health Watch representative (one member)
- CCG Director of Quality and Integrated Governance (non-voting)
- [Local NHS Commissioning Board representative \(non-voting\)](#)
- [The Camden and Islington NHS Trust \(non-voting\)](#)
- [The Whittington NHS Trust \(non-voting\)](#)

.....

Quorum

The quorum for a meeting of the committee shall be 4 members including one CCG representative, one councillor ~~and a representative of Health Watch~~.

Appendices

APPENDIX 3

Additional Delegations to Officers

-
2. This table sets out the other powers delegated to specific post-holders in addition to the relevant Corporate Director
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ADULT SOCIAL SERVICES FUNCTIONS

In respect of the following teams:

- Access Service
- North Locality Service
- South Locality Service
- Islington Learning Disability Partnership
- Hospital Social Work Team
- Services for Ageing and ~~ain~~ Mental Health Team
- Community Mental Health Team

the post holders specified in column A may approve Personal Budgets on behalf of the council if authorised to do so by the Service Director of Adult Social Care, with limitations as specified in column B.

A – Specified post-holders	B - Limitations
Team Managers Service <u>Service Leads</u>	Up to £ 150 <u>750</u> /week <u>per user</u>
<u>Team</u> Managers	Up to £ 750 <u>300</u> per <u>week per user</u>
<u>Senior Practitioners (Social Workers and OT'S)</u>	<u>Up to £250 per week per user</u>

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ISLINGTON

COUNCIL MEETING – 26 February 2015

REPORT OF THE CHIEF WHIP

Appointments to Council Committees:

1. Health and Wellbeing Board

To appoint Wendy Wallace, Chief Executive, Camden and Islington NHS Foundation Trust and Simon Pleydell, Chief Executive, The Whittington Hospital NHS Trust as non-voting members of the Health and Wellbeing Board with immediate effect, for one year or until successors are appointed.

Recommendation:

To agree the appointment of Wendy Wallace, Chief Executive, Camden and Islington NHS Foundation Trust and Simon Pleydell, Chief Executive, The Whittington Hospital NHS Trust as non-voting members of the Health and Wellbeing Board with immediate effect, for one year or until successors are appointed.

Appointments to Outside Bodies:

2. Appointment to St Mary Magdalen Academy

That Councillor Angela Picknell be appointed as the LEA Governor for St Mary Magdalen Academy for a period of four years.

Recommendation:

To agree the appointment of Councillor Angela Picknell to be the LEA Governor for St Mary Magdalen Academy for a period of four years or until a successor is appointed.

3. Islington Community Covenant Grant Schemes Panel

That Councillor Asima Shaikh be appointed to replace Councillor Rakhia Ismail with immediate effect.

Recommendation:

To agree the appointment of Councillor Asima Shaikh to the Islington Community Covenant Grants Schemes Panel for the remainder of the municipal year or until a

successor is appointed.

4. Cross River Partnership

That Councillor Asima Shaikh be appointed to replace Councillor Joe Calouri with immediate effect.

Recommendation:

To agree the appointment of Councillor Asima Shaikh to the Cross River Partnership for the remainder of the municipal year or until a successor is appointed.

5. Greater London Enterprise (GLE)

That Councillor Asima Shaikh be appointed to replace Councillor Richard Watts with immediate effect.

Recommendation:

To agree the appointment of Councillor Asima Shaikh to Greater London Enterprise (GLE) for the remainder of the municipal year or until a successor is appointed.

COUNCILLOR ALICE PERRY
Chief Whip