

**MEDIUM TERM FINANCIAL STRATEGY 2015-16 TO 2017-18**

**APPENDIX A**

	2014-15	2015-16					2016-17					2017-18				
	Budget £000	Inflation £000	Adjst. £000	Growth £000	Savings £000	Projected £000	Inflation £000	Adjst. £000	Growth £000	Savings £000	Projected £000	Inflation £000	Adjst. £000	Growth £000	Savings £000	Projected £000
<b>DEPARTMENTS</b>																
Chief Executive	7,268	176	1,079		(2,216)	6,307	149	(140)			6,316	150	(65)			6,401
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	(4,499)	600	(4,016)	489	592			1,081	600					1,681
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
<b>TOTAL SERVICES</b>	<b>211,861</b>	<b>4,650</b>	<b>7,866</b>	<b>2,250</b>	<b>(33,704)</b>	<b>192,923</b>	<b>1,820</b>	<b>(150)</b>	<b>0</b>	<b>0</b>	<b>194,593</b>	<b>1,840</b>	<b>(700)</b>	<b>0</b>	<b>0</b>	<b>195,733</b>
Corporate Democratic Core / Non Distributed Costs	16,626		49			16,675				16,675						16,675
<b>NET COST OF SERVICES</b>	<b>228,487</b>	<b>4,650</b>	<b>7,915</b>	<b>2,250</b>	<b>(33,704)</b>	<b>209,598</b>	<b>1,820</b>	<b>(150)</b>	<b>0</b>	<b>0</b>	<b>211,268</b>	<b>1,840</b>	<b>(700)</b>	<b>0</b>	<b>0</b>	<b>212,408</b>
Corporate Growth / Savings	2,525		1,066		(3,300)	291	1,000		6,000	7,291	1,000	(6)	2,000			10,285
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
<b>NET OPERATING EXPENDITURE</b>	<b>242,386</b>	<b>4,624</b>	<b>3,751</b>	<b>2,250</b>	<b>(37,004)</b>	<b>216,007</b>	<b>4,846</b>	<b>(150)</b>	<b>6,000</b>	<b>0</b>	<b>226,703</b>	<b>3,540</b>	<b>(706)</b>	<b>5,000</b>	<b>0</b>	<b>234,537</b>
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)		6,523			5,250		(5,250)		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
<b>AMOUNT TO BE MET FROM REVENUE SUPPORT GRANT, BUSINESS RATES RETENTION AND COUNCIL TAX</b>	<b>234,117</b>	<b>4,624</b>	<b>10,664</b>	<b>2,250</b>	<b>(37,404)</b>	<b>214,251</b>	<b>4,846</b>	<b>(2,600)</b>	<b>6,000</b>	<b>0</b>	<b>222,497</b>	<b>3,540</b>	<b>0</b>	<b>5,000</b>	<b>0</b>	<b>231,037</b>
<b>CHANGE COMPARED TO PREV YEAR (%)</b>	<b>-7.33%</b>					<b>-8.49%</b>					<b>3.85%</b>					<b>3.84%</b>
Revenue Support Grant	(91,548)			25,599		(65,949)		1,726	10,033	(54,190)			13,157			(41,033)
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)
<b>SETTLEMENT FUNDING ASSESSMENT (SFA)</b>	<b>(167,475)</b>	<b>(1,451)</b>	<b>0</b>	<b>25,599</b>	<b>0</b>	<b>(143,327)</b>	<b>0</b>	<b>1,726</b>	<b>10,033</b>	<b>0</b>	<b>(131,568)</b>	<b>0</b>	<b>0</b>	<b>13,157</b>	<b>0</b>	<b>(118,411)</b>
Additional Retained Business Rates	(250)		(40)			(290)				(290)						(290)
Transfers (from)/to the Collection Fund including Lloyd Square	500		(500)			0				0						0
<b>NET COUNCIL TAX REQUIREMENT</b>	<b>66,892</b>	<b>3,173</b>	<b>10,124</b>	<b>27,849</b>	<b>(37,404)</b>	<b>70,634</b>	<b>4,846</b>	<b>(874)</b>	<b>16,033</b>	<b>0</b>	<b>90,639</b>	<b>3,540</b>	<b>0</b>	<b>18,157</b>	<b>0</b>	<b>112,336</b>

## 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	HASS	Adult Social Services	Reduce the cost of support services in Adult Social Services by centralising training and making non-pay efficiencies.	550
38	HASS	Adult Social Services	Recommission grants to voluntary sector organisations and non-statutory services such as counselling.	600
39	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
40	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
41	HASS	Housing Needs and Strategy	Reduce staffing costs through improving processes and deleting vacant posts.	100
42	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
43	HASS	Integrated Community Services	Use preventative telecare to reduce and delay admission into residential care.	200
44	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
45	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
46	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
47	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
48	HASS	Strategy and Commissioning	Reduce transport costs by providing services closer to home rather than out-of-borough placements.	200
49	PH	Adult Health Improvement Services	Streamline, integrate and co-locate (e.g. in pharmacies or online) some adult health improvement services.	467
50	PH	All	Reduce staffing by deleting vacant posts.	300
51	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
52	PH	Substance Misuse Services	Review substance misuse services and contracts and redesign systems to reduce duplication and focus on services geared towards recovery.	944
<b>TOTAL</b>				<b>37,404</b>

**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	
<b>CHIEF EXECUTIVE'S DEPARTMENT</b>						
<b>Registrars</b>						
<b>Charge for Births, Deaths and Marriages Certificates / Registration</b>						
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 4 years and the Approval is operational for a 3 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%	
	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%	
<b>Islington Assembly Hall</b>						
<b>Commercial Rates -</b>						
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%	Want to encourage more weekday weddings, especially during summer months, so making the rate more attractive. Have offered this rate and secured our first weekday wedding reception.
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%	Last year's figure didn't include VAT. Not looking to increase rates until more demand for the venue. Looking to do more promotion of it as a wedding venue and possibly do offers for quiet months.
Civil ceremony package Monday-Thursday, inc VAT	6-hire hour of main hall, including security, basic AV support, room set-up and staffing. Drinks package additional.	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%	
<b>Non-Commercial Rates -</b>						
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.			
<b>CHILDREN'S SERVICES</b>						
Primary School Meals		Discretionary	2.00	2.00	0.0%	This has not been increased for 3 years and is covered by the Council's Universal Free School Meals Scheme.
<b>EARLY YEARS DAY CARE CHARGES - all increasing by 2% from September 2014. All prices are per child per week.</b>						
<b>COMMUNITY NURSERIES</b>						
<b>TERM TIME</b>						
<b>Under 2's</b>						
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



**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	
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
<b>4's</b>						
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
<b>CHILDREN'S CENTRES IN PRIMARY SCHOOLS</b>						
<b>TERM TIMES</b>						
<b>Under 2's</b>						
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
<b>2 to 3's</b>						
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
<b>3&amp;4's</b>						
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
<b>HOLIDAYS</b>						
<b>Under 2's</b>						
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
<b>2 to 3's</b>						
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
<b>3&amp;4's</b>						
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
<b>FINANCE &amp; RESOURCES</b>						
<b>Telecare</b>						
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.
<b>HOUSING &amp; ADULT SOCIAL SERVICES</b>						
<b>Adult Social Services</b>						
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%	No change
Meals in day care centres		Discretionary	3.00	3.00	0.0%	No change
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%	Rounding
Protection of Property - Pets	Flat fee per week - for a cat	Statutory	10.00	10.20	2.0%	Rounding
<b>Housing Needs &amp; Strategy</b>						
Furniture Storage		Discretionary	132.74	135.93	2.4%	
<b>ENVIRONMENT &amp; REGENERATION</b>						
<b>Library &amp; Heritage Services</b>						
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%	Increased by more than inflation last year.
Hire of Music	Hire charge for CDs	Discretionary	50p; 60+ free	50p; 60+ free	0.0%	Need to maintain competitive price and avoid any further reduction in use of service.
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%	Some charges increased by more than inflation last year.
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%	
<b>Local History Centre - Commercial reproduction charges (price per image unless otherwise stated)</b>						
<b>Books, periodicals, printed material, e-books, CD ROMs</b>						
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%	
<b>Commercial interior design and decoration</b>						
Commercial interior design and decoration	For up to 5 images, additional images £25	Discretionary	£250.00	£250.00	0.0%	
<b>Television</b>						
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%	
<b>DVDs, films, videos &amp; CD-ROMS</b>						
DVDs, films, videos & CD-ROMS	UK rights (World rights double fee)	Discretionary	£120.00	£120.00	0.0%	
<b>Exhibitions</b>						
Exhibitions		Discretionary	£75.00	£75.00	0.0%	
<b>Web use</b>						
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						
<b>Education Library Service</b>						
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	
<b>PUBLIC PROTECTION</b>						
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 on-going legal challenge
Con29R	Additional Parcel £20	Discretionary	£93.00	£93.00	0.0%	Freeze due to on-going legal challenge
Enhanced Personal search		Discretionary	£23.00	£23.00	0.0%	Freeze due to on-going legal challenge
Information search		Discretionary	£49.00	£49.00	0.0%	Freeze due to on-going legal challenge
Personal inspection of the Local Land Charges Register under EIR		Discretionary	£0.00	£0.00		Freeze due to on-going legal challenge
Part 2 (Con29O) questions		Discretionary	£10.50	£10.50	0.0%	Freeze due to on-going legal challenge
Part 3 (your own) questions		Discretionary	£21.00	£21.00	0.0%	Freeze due to on-going legal challenge
Right of Light Registration		Discretionary	£69.00	£69.00	0.0%	Freeze due to on-going legal challenge
<b>LAND SEARCH ENQUIRIES</b>						
Per reply letter		Discretionary	£64.00	£64.00	0.0%	Freeze due to on-going legal challenge
Per copy of consent		Discretionary	£1.00	£1.00	0.0%	Freeze due to on-going legal challenge
<b>SCIENTIFIC SERVICES</b>						
<b>Environmental Protection Act 1990</b>						
<b>Statutory Registers</b>						
<b>Copies and Entries:</b>						
First Copy (per sheet)		Discretionary	£12.00	£12.00	0.0%	
Each subsequent (per sheet)		Discretionary	£4.20	£4.20	0.0%	
<b>ANIMAL SERVICES</b>						
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%	
<b>Animal Boarding Establishments Act 1963</b>						
Licence		Discretionary	£320.00	£320.00	0.0%	
Renewal		Discretionary	£320.00	£320.00	0.0%	
<b>Breeding Dogs Act 1973</b>						
Licence		Discretionary	£262.00	£262.00	0.0%	
Renewal		Discretionary	£262.00	£262.00	0.0%	
<b>Dangerous Wild Animals Act 1976</b>						
Licence		Discretionary	£320.00	£320.00	0.0%	
Renewal		Discretionary	£320.00	£320.00	0.0%	
<b>Performing Animals (Regulations) Act 1925</b>						
Registration (once only)		Discretionary	£51.00	£51.00	0.0%	
Copy Certificate		Discretionary	£18.00	£18.00	0.0%	
<b>Pet Animals Act 1951</b>						
Licence		Discretionary	£320.00	£320.00	0.0%	
Renewal		Discretionary	£320.00	£320.00	0.0%	
<b>Riding Establishments Act 1964</b>						
Licence		Discretionary	£465.00	£465.00	0.0%	
Renewal of Provisional Licence		Discretionary	£465.00	£465.00	0.0%	
<b>Pest Control</b>						
Contracted Pest Control treatments - per hour plus VAT		Discretionary	£160.00	£160.00	0.0%	
<b>Residential Environmental Health</b>						
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 Exec decision to declare areas. Charge covers a 5 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%	
<b>Commercial Environmental Health</b>						
Food Hygiene Training		Discretionary		£75.00	N/A	New charge
<b>PROPERTY RECORD VIEWING, PHOTOCOPYING &amp; VIEWING (CHARGE PER PROPERTY)</b>						
Solicitor's enquiry (24 hour response)		Discretionary	£115.00	£115.00	0.0%	
<b>TRADING STANDARDS</b>						
<b>Weighing and Measuring Equipment</b>						
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%	
<b>Weights</b>						
Exceeding 5kg or not exceeding 5g		Discretionary	£13.00	£13.50	3.8%	
Other weights		Discretionary	£12.00	£12.50	4.2%	
<b>Measures</b>						
Linear measures not exceeding 3m		Discretionary	£13.00	£13.50	3.8%	
<b>Weighing machines</b>						
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%	
<b>Measuring Instruments for Intoxicating Liquor</b>						
Not exceeding 150 ml		Discretionary	£22.00	£22.50	2.3%	
Other		Discretionary	£23.00	£23.50	2.2%	
<b>Measuring Instruments for Liquid Fuel and Lubricants</b>						
Container Type (unsubdivided)		Discretionary	£92.00	£94.00	2.2%	
<b>Multigrade</b>						
a) solely price adjustment		Discretionary	£115.00	£118.00	2.6%	
b) otherwise		Discretionary	£200.00	£205.00	2.5%	
<b>Other types-single outlets</b>						
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%	



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
<b>Other Charges</b>					
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.					
<b>GLC General (Powers) Act 1984</b>					
Sale of Goods by Competitive Bidding	Discretionary	£222.00	£227.00	2.3%	
<b>Poisons Act 1972</b>					
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%	
<b>Scrap Metal Dealers Act 2013</b>					
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	
<b>GAMBLING ACT 2005</b>					
<b>Licence Fees</b>					
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%	
<b>CCTV Enquiries/Requests form info Solicitors, Lawyers, Court Officers (Police Exempt)</b>					
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%	
<b>PLANNING &amp; DEVELOPMENT</b>					
<b>Photocopying Correspondence &amp; Other Items</b>					
Each page	Discretionary	£0.80	£0.80	0.0%	
<b>Research fee</b>					
Admin time per hr	Discretionary	£37.00	£37.00	0.0%	
<b>Policy documents</b>					
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%	
<b>Other Documents</b>					
Street Index with No Areas	Discretionary	£13.00	£13.00	0.0%	
<b>Maps</b>					
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	
<b>Plan Printing</b>						
<b>(Other than plans from planning applications)</b>						
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%		
<b>Pre-application and other advice fees</b>						
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%		
Design review panel follow up	Discretionary	£2,270.00	£2,360.00	4.0%		
Officer research/ correspondence per hour	Discretionary		£110.00	N/A	New Charge	
Express Enforcement correspondence	Discretionary		£500.00	N/A	New charge	
<b>BUILDING CONTROL</b>						
<b>Property Record Viewing, Photocopying &amp; Viewing (Charge Per Property)</b>						
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	Additional hours (or part thereof) to deal with enquiry to be charged at standard hourly rate.	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.	
<b>Temporary Structure-Renewals</b>						
Professional/Technical time per hr	Standard Hourly Rate	Discretionary	£90.00	£90.00	0.0%	Standard Hourly Rate
Administrative time per hr	To be charged at standard hourly rate (£90+VAT)	Discretionary	£41.00	£90.00	119.5%	All services to be charged at standard hourly rate - currently £90 + VAT
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.
<b>Temporary Structure-New Structures &amp; S21 London Building Ct 1939</b>						
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
<b>Dangerous Structures</b>						
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.
<b>Miscellaneous Charges</b>						
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%	
<b>Street Naming and Numbering</b>						
<b>New sites or developments</b>						
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%	
<b>Existing property</b>						
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	
<b>ENVIRONMENTAL SERVICES</b>						
<b>HIGHWAYS GROUP</b>						
<b>NEW ROADS &amp; STREET WORKS ACT</b>						
<b>Streetscene Records:</b>						
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%	

**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
<b>Enquiries/Requests form info Solicitors, Developers/Business Orgs</b>					
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%	
<b>Supply Lamps</b>					
Per lamp	Discretionary	£13.00	£13.00	0.0%	
Per night	Discretionary	£117.00	£117.00	0.0%	
<b>Deposits</b>					
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%	
<b>Highway Licences</b>					
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%	
<b>Tables and chairs</b>					
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%	
<b>A Boards &amp; Tables and Chairs</b>					
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%	
<b>A Boards only</b>					
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%	
<b>Dispensers (newspapers et al)</b>					
All bands	Discretionary	£340.00	£345.00	1.5%	
<b>Skips</b>					
Skip license - admin	Discretionary	£75.00	£85.00	13.3%	
<b>Materials license fee</b>					
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	
<b>Scaffold license fee</b>					
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	
<b>Scaffold Gantry licence fee</b>					
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	
<b>Hoarding license fee</b>					
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%	
<b>Crane Operation licences</b>					
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
<b>Shoring and whaling</b>					
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%	
<b>Containers</b>					
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	
<b>Legal notices and works</b>						
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%	No increase - currently set at higher than the London average	
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%		
<b>Parity with Section 14 closures</b>						
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%		
<b>Waste Management</b>						
<b>COMMERCIAL WASTE CHARGES</b>						
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%	
Wheelee Bin 240 litre	Per lift	Discretionary	£6.80	£6.80	0.0%	
Wheelee 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%	
<b>To purchase Eurobins:</b>						
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%	
<b>CHARITY/EDUCATIONAL ESTABLISHMENT WASTE CHARGES</b>						
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%	
Wheelee Bin 240 litre	Per lift	Discretionary	£4.00	£4.00	0.0%	
Wheelee 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%	
<b>To buy Eurobins</b>						
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%	
<b>CLINICAL WASTE CHARGES</b>						
<b>Removal of Bagged Clinical Waste</b>						
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%	
<b>Sharps</b>						
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%	
<b>PARKING</b>						
<b>PARKING PERMITS</b>						
<b>Blue Badge</b>						
Blue Badge processing		Statutory Maximum Limit	£0.00	£0.00	0.0%	Up to £10 set by government
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%	Up to £10 set by government
Blue Badge replacement for stolen 1st one in 3 years		Statutory Maximum Limit	£0.00	£0.00	0.0%	Up to £10 set by government
Blue Badge replacement for lost subsequent ones in 3 years		Statutory Maximum Limit	£10.00	£10.00	0.0%	Up to £10 set by government

**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
<b>All Diesel Vehicles - Surcharge in additional to Standard Resident Permit Prices - subject to some vehicle-type policy exemptions</b>					
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
<b>Residents Parking Permit - based on CO2 emissions</b>					
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%	
<b>Residents Parking Permit - pre-2001 vehicles - based on engine sizes</b>					
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%	

**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
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%	
<b>Motorcycle Parking Permits</b>					
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	
<b>Residents Parking Permit refunds for unused permits (per complete month, based on annual permit surrender)</b>					
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
<b>Visitor parking vouchers</b>					
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
<b>Business Visitor parking vouchers</b>					
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
<b>Other permits</b>					
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%	
<b>PARKING PLACE SUSPENSIONS</b>					
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%	
<b>PAY AND DISPLAY TARIFFS</b>					
Minimum made order - band 1 (per hour)	Discretionary	£1.20	£1.20	0.0%	No change - dependant on occupancy
Minimum made order - band 2 (per hour)	Discretionary	£1.80	£1.80	0.0%	No change - dependant on occupancy
Minimum made order - band 3 (per hour)	Discretionary	£2.00	£2.00	0.0%	No change - dependant on occupancy
Minimum made order - band 4 (per hour)	Discretionary	£2.40	£2.40	0.0%	No change - dependant on occupancy
Minimum made order - band 5 (per hour)	Discretionary	£3.00	£3.00	0.0%	No change - dependant on occupancy
Minimum made order - band 6 (per hour)	Discretionary	£3.60	£3.60	0.0%	No change - dependant on occupancy
Minimum made order - band 7 (per hour)	Discretionary	£4.00	£4.00	0.0%	No change - dependant on occupancy
Minimum made order - band 8 (per hour)	Discretionary	£4.80	£4.80	0.0%	No change - dependant on occupancy
Minimum made order - band 9 (per hour)	Discretionary	£5.00	£5.00	0.0%	No change - dependant on occupancy
Minimum made order - band 10 (per hour)	Discretionary	£5.40	£5.40	0.0%	No change - dependant on occupancy
Minimum made order - band 11 (per hour)	Discretionary	£6.00	£6.00	0.0%	No change - dependant on occupancy
<b>Motorcycle P&amp;D</b>					
All day parking band 1	Discretionary	£0.50	£0.50	0.0%	No change - not yet implemented
All day parking band 2	Discretionary	£1.00	£1.00	0.0%	No change - not yet implemented
All day parking band 3	Discretionary	£1.20	£1.20	0.0%	No change - not yet implemented
All day parking band 4	Discretionary	£1.50	£1.50	0.0%	No change - not yet implemented
All day parking band 5	Discretionary	£1.80	£1.80	0.0%	No change - not yet implemented
All day parking band 6	Discretionary	£2.20	£2.20	0.0%	No change - not yet implemented
<b>Abandoned vehicle disposal</b>					
Removal of abandoned vehicle from private land	Discretionary	£200.00	£200.00	0.0%	

<b>HRA MEDIUM TERM FINANCIAL STRATEGY</b>	<b>2014-15 Approved £m</b>	<b>2015-16 Proposed £m</b>	<b>2016-17 Estimate £m</b>	<b>2017-18 Estimate £m</b>
<b>HOUSING REVENUE ACCOUNT:</b>				
<b>HRA INCOME:</b>				
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
<b>GROSS INCOME SUB TOTAL</b>	<b>199.5</b>	<b>206.0</b>	<b>213.6</b>	<b>221.6</b>
<b>HRA EXPENDITURE:</b>				
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
<b>GROSS EXPENDITURE SUB TOTAL</b>	<b>199.5</b>	<b>206.0</b>	<b>213.6</b>	<b>221.6</b>
<b>HRA IN-YEAR DEFICIT (+) / SURPLUS (-)</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>

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

	<b>Proposed weekly charge or compensation sum</b>
Caretaking and Cleaning	£7.10
Estate Services (estate lighting, communal estate and grounds maintenance)	£2.91
<b>Tenant Service Charge</b>	<b>£10.01</b>
Digital TV	£0.31
Compensation for loss of caretaking service	£1.70 per day (after 5 consecutive days of lost service)
<b>Note:</b> 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**

	<b>Bedsit Weekly Charge £</b>	<b>1-Bed Weekly Charge £</b>	<b>2-Bed Weekly Charge £</b>	<b>3-Bed Weekly Charge £</b>	<b>4-Bed Weekly Charge £</b>
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
<b>Note:</b> Charges for 2015-16 have been frozen in absolute terms at 2014-15 rates.					



## APPENDIX D2

### Estate Parking Charges

	EMISSION BANDS / CHARGES			
<b>CARBON EMISSION AND ENGINE SIZES:</b>	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+
	<b>Weekly Charge £</b>	<b>Weekly Charge £</b>	<b>Weekly Charge £</b>	<b>Weekly Charge £</b>
<b>LBI Residents:</b>				
- 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
<b>Non LBI Residents:</b>				
- 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
				<b>£</b>
<b>Garages Used For Non-Vehicle Storage – LBI Residents</b>				19.93
<b>Garages Used For Non-Vehicle Storage – Non LBI Residents</b>				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				
<b>Note:</b> 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

	<b>Weekly Charge £</b>
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
<b>Note:</b> 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.	

## APPENDIX D2

### Parking Charge Notices (PCN)

	<b>Council Estates £</b>
Parking Charge Notices	100.00
Parking Charge Notices (Paid within 14 days of issue)	60.00
<b>Note:</b> 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.	

### Storage Units

	<b>Weekly Charge £</b>
LBI Residents	1.63
Non-LBI Residents	3.25
<b>Note:</b> 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.	

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
<b>HASS</b>						
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
<b>ADULT SOCIAL SERVICES</b>	<b>3,378</b>	<b>2,411</b>	<b>2,483</b>	<b>8,272</b>	<b>86</b>	
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
<b>HOUSING</b>	<b>81,130</b>	<b>79,449</b>	<b>80,621</b>	<b>241,200</b>	<b>55,386</b>	
<b>SUBTOTAL HOUSING &amp; ADULT SOCIAL SERVICES</b>	<b>84,508</b>	<b>81,860</b>	<b>83,104</b>	<b>249,472</b>	<b>55,472</b>	
<b>CHILDREN'S SERVICES</b>						
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
<b>PRIMARY SCHOOLS</b>	<b>15,155</b>	<b>4,000</b>	<b>0</b>	<b>19,155</b>	<b>12,788</b>	
Two Year Old Capital	1,010	0	0	1,010	1,010	Yes
<b>EARLY YEARS</b>	<b>1,010</b>	<b>0</b>	<b>0</b>	<b>1,010</b>	<b>1,010</b>	
<b>SUBTOTAL CHILDREN'S SERVICES</b>	<b>16,165</b>	<b>4,000</b>	<b>0</b>	<b>20,165</b>	<b>13,798</b>	
<b>ENVIRONMENT AND REGENERATION</b>						
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
<b>PLANNING AND DEVELOPMENT</b>	<b>2,120</b>	<b>2,050</b>	<b>2,000</b>	<b>6,170</b>	<b>170</b>	
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
<b>PUBLIC PROTECTION</b>	<b>2,101</b>	<b>1,901</b>	<b>1,601</b>	<b>5,603</b>	<b>3,800</b>	
Energy Saving Council Buildings	800	0	0	800	800	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
<b>PUBLIC REALM</b>	<b>24,121</b>	<b>11,474</b>	<b>4,725</b>	<b>40,320</b>	<b>34,314</b>	
<b>SUBTOTAL ENVIRONMENT AND REGENERATION</b>	<b>28,342</b>	<b>15,425</b>	<b>8,326</b>	<b>52,093</b>	<b>38,284</b>	
<b>FINANCE &amp; RESOURCES</b>						
Corporate ICT Programme	1,500	1,500	1,500	4,500	4,500	
<b>SUBTOTAL FINANCE &amp; RESOURCES</b>	<b>1,500</b>	<b>1,500</b>	<b>1,500</b>	<b>4,500</b>	<b>4,500</b>	
<b>TOTAL</b>	<b>130,515</b>	<b>102,785</b>	<b>92,930</b>	<b>326,230</b>	<b>112,054</b>	

## RESIDENT IMPACT ASSESSMENT

Title of plan, policy and/or procedure being assessed	<b>Budget Savings Proposals 2015-16</b>
Name of Service Area Assessed	Council-wide
Staff conducting assessment, including contact details	Lela Kogbara ( <a href="mailto:lela.kogbara@islington.gov.uk">lela.kogbara@islington.gov.uk</a> ) Olvia Fellas ( <a href="mailto:olvia.fellas@islington.gov.uk">olvia.fellas@islington.gov.uk</a> )
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%



## APPENDIX F

	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.

## APPENDIX F

- 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%

## APPENDIX F

	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;

## APPENDIX F

(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.

---