



LONDON BOROUGH OF ENFIELD

**AGENDA FOR THE COUNCIL MEETING
TO BE HELD ON WEDNESDAY, 26TH
JANUARY, 2022 ON THE RISING OF THE EGM**

**THE WORSHIPFUL THE MAYOR
AND COUNCILLORS OF THE
LONDON BOROUGH OF ENFIELD**

**Please
Reply to:** Clare Cade

E-mail: Clare.cade@enfield.gov.uk

Date: 26 January 2022

To view the livestream of this meeting please use the following link
<https://bit.ly/3KNySzO>

Dear Councillor,

You are summoned to attend the meeting of the Council of the London Borough of Enfield to be held at Enfield Grammar Upper School, Market Place, Enfield on Wednesday, 26th January, 2022 on the rising of the EGM for the purpose of transacting the business set out below.

Yours sincerely

Jeremy Chambers

Director Law & Governance

- 1. THE MAYOR'S CHAPLAIN TO GIVE A BLESSING**
- 2. MAYOR'S ANNOUNCEMENTS IN CONNECTION WITH THE ORDINARY BUSINESS OF THE COUNCIL**
- 3. MINUTES OF THE PREVIOUS MEETING** (Pages 1 - 12)

To receive and agree the minutes of the meeting held on the 17th November 2021.
- 4. APOLOGIES**
- 5. DECLARATIONS OF INTEREST**
- 6. OPPOSITION BUSINESS - THE LABOUR ADMINISTRATION 2018-2022**
(Pages 13 - 18)

45 minutes

An issues paper prepared by the Opposition Group is attached for information.

7. COUNCIL TAX AND BUSINESS RATE BASE (Pages 19 - 36)

That Council:

- A. Note, pursuant to this report and in accordance with the Local Authorities (Calculation of the Tax Base) (England) Regulations 2012, the amount calculated by the London Borough of Enfield as its Council Tax Base for 2022/23 shall be 96,369 Band D equivalents.
- B. Agree the Department for Levelling Up, Housing & Communities (DLUHC) NNDR1 Business Rate base return for 2022/23 as set out in Appendix B, and delegate to the s151 officer the right to adjust any additional changes that have taken place before submission.
- C. Agree the amendment to the discretionary rate relief scheme as set out in paragraph's 18 and 19.
- D. Delegate to the s151 officer in consultation with the Cabinet Member for Finance & Procurement to agree the details of the CARF relief scheme for businesses for which Government has provided funding of £6.3m for Enfield.

8. COUNCIL TAX SUPPORT SCHEME FOR 2022/23 (Pages 37 - 46)

The Council is asked to agree:

- The Local Council Tax Support Scheme for 2022/23 as summarised in Appendix A to provide financial support for households on low incomes in paying their Council Tax. The 2022/23 scheme is based on the 2021/22 scheme, updated for legislative amendments, income uprating and administrative changes.
- Other than the minor changes above, the 2022/23 scheme is the same as the 2021/22 scheme, i.e:
 - the minimum contribution for working age households not in a protected group will be maintained at 24.5%.
 - The maximum earned income for Universal Credit claimants to receive council tax support will be maintained at £1,100 net per month

9. ADOPTION OF A STATUTORY PAY POLICY STATEMENT 2022 (Pages 47 - 64)

Council to agree the amendments to the statutory Pay Policy Statement attached as Appendix 1 of this report.

Councils are required to formally review and adopt the pay policy statement by 31 March every year.

10. QUARTERLY CAPITAL MONITORING 2021/22 QUARTER 2 (Pages 65 - 88)

This will provide the quarter two capital monitoring 2021/22.

11. SCRUTINY ANNUAL REPORT (Pages 89 - 104)

Council is asked to agree the Scrutiny Annual Report for 2020/21

12. PROPOSED DISPENSATION FROM THE REQUIREMENTS OF SECTION 85 LOCAL GOVERNMENT ACT 1972 (Pages 105 - 108)

Council is asked to approve a general dispensation to remain in place until the 25th May 2022 AGM, to all councillors from the requirements of Section 85(1) of the Local Government Act 1972.

13. ELECTIONS REPORT (Pages 109 - 116)

Council is asked to:

- Review current Election pre-planning tasks;
- Note the Outreach and Electoral Registration activities.

14. QUESTIONS

Members are asked to note the questions submitted for written response. Responses to the questions will be published the day before the meeting.

15. MOTIONS

Motion 1 in the name of Councillor Maria Alexandrou

Cervical Cancer Screening

Cervical screening is a way for women to protect themselves from cancer. The sad reality is that fewer women are now having cervical screening. Last year 1.3m women didn't attend NHS screenings. There are 3,200 new cases of cervical cancer every year and of those 870 women die from it.

According to CANCER RESEARCH UK 99.8% of cases are preventable. When Jade Goody fought her cancer battle, nearly 80% of women went for smear tests. 10 years later, only 72% of women go. If this rate falls any lower, the rise in deaths will shoot up. In the case of Jade Goody, she ignored letters about her abnormal cells. She needed to go to hospital for surgery to remove those abnormal cells, surgery which most probably would have saved her life.

Many young women in their 20s and 30s are dying from cervical cancer and the tragedy is they are leaving behind their partners and young children. We need to encourage everyone to look after their health and have regular check-ups.

Enfield Council therefore agrees to work together with other agencies for a local campaign on cervical cancer awareness and encourage women to attend that important screening test. It only takes 5 minutes at the doctor's surgery and this test can save your life.

Motion 2 in the name of Councillor Maria Alexandrou

Low street lighting

Residents have raised concerns that the street lighting does not produce a safe and even level of illumination across the public highways and footpaths. The streetlights have been replaced with LED fixtures that are not being operated by the council at full capacity. In Bowes Ward the roads from Bounds Green to York Road have dark areas due to the dimmed lighting, creating a threatening situation, especially for women given the recent attacks highlighted in the news, with the potential for other criminal activity. Low level lighting results in an unsafe environment, residents fear venturing out for walks and daily routines therefore dark streets are inhibiting active travel which compromises the climate change agenda. Natural surveillance is greatly reduced as there is less footfall and no passing cars since the introduction of the LTNs. This worsens the personal safety aspect.

This chamber agrees to:

- Listen to residents' concerns
- Review the effectiveness of the street lighting across the borough and Bowes Ward in particular
- Make improvements to any deficiencies highlighted by the review
- Consider lighting fixtures with wider light dispersal
- Risk assessment on equality, active travel and crime impact

Motion 3 in the name of Councillor Edward Smith

This Council supports the findings in the recent letter to all councillors from Andrew Boff, AM, Chair of the London Assembly's Planning and Regeneration Committee dated 2 September, which sets out the many disadvantages of residential high-rise buildings such as life-time costs, excessive density, impact on family lives, quality of design and post Covid 19 issues.

Motion 4 in the name of Councillor Andrew Thorp

Recently the Scouts announced the launch of a new age group – Squirrels. This is Scouts for 4-5year olds, and it is particularly targeting wards disproportionately affected by the pandemic to help ensure all children have access to the same opportunities. Will the Council join me in welcoming the launch of Squirrels and help to promote uniformed youth organisations across the Borough so that they can reach the children and volunteers that need it most?

Motion 5 in the name of Councillor Mike Rye

This Council resolves:

- to require all public firework displays within the local authority boundaries to be advertised in advance of the event, allowing

- residents to take precautions for their animals and vulnerable people
- to actively promote a public awareness campaign about the impact of fireworks on animal welfare and vulnerable people – including the precautions that can be taken to mitigate risks
 - to encourage local suppliers of fireworks to stock 'quieter' fireworks for public display.

Motion 6 in the name of Councillor Joanne Laban

This Council resolves:

Enfield's Labour Administration does not believe it is important to discuss encouraging women to get tested for cervical cancer.

The fact that the Labour Administration has not deemed it important enough to discuss is shown by the way that it has failed to allow Cllr Maria Alexandrou's motion on the subject to be debated despite it being on the agenda 9 times over the last 18 months.

It is particularly worrying as due to the pandemic women have waited longer for their appointments and it is therefore even more pressing for the council to encourage residents to attend them.

Motion 7 in the name of Councillor Ian Barnes

The residents of our borough are suffering a cost of living crisis and it is about to get much, much worse.

- Household gas and electricity bills are heading for a massive 50% increase in April leaving an average household paying £700 more a year. This follows on from a brutal price rise last October.
- Enfield families saw inflation rise to a 10-year high in November.
- Food costs have increased because businesses are having difficulties recruiting workers to drive lorries and to pick and process food.
- National Insurance contributions are set to increase in April.

The huge increase in heating costs now means that millions of families are forced to choose between being warm or being fed on a daily basis.

The Government can and should act now to prevent even more of our residents dropping into fuel poverty because of a global gas shortage and the fact we only store a fraction of what is needed in the UK, leaving us open to political manoeuvres from the energy-producing nations.

This Council calls on the Government to immediately:

- Invest £billions more into properly insulating homes and providing alternative heat sources thus removing our reliance on fossil fuels and protecting us from further inevitable price shocks going forward.

- Introduce a windfall tax on North Sea oil and gas companies to help limit the expected April hike in household gas and electricity bills.
- Remove VAT on domestic energy costs for a year and significantly increase the warm homes discount for poorer households.
- Demand the energy companies freeze prices for the next 3 years for the most vulnerable in our society.

Motion 8 in the name of Councillor Nesil Caliskan

Last Christmas, despite the country being in lockdown, number 10 Downing Street and the Conservative London Mayoral candidate, Shaun Bailey, attended Christmas parties.

Witnesses have also said that the Prime Minister Boris Johnson attend a party for 100 people, at a time when the rule was that people were not allowed to meet more than one other person outdoors.

The public are rightly angry.

For a second year, Enfield residents made sacrifices during the festive period, not meeting family and cancelling social events like work Christmas parties.

At a time when we need the public to continue to listen to important Public Health messages in order to help stop the spread of the virus, the public have lost trust and confidence in Prime Minister and the Conservative party.

It is critical that Enfield Council continues to take steps to minimise the public health risk at this time.

Enfield Council recognises that the Covid-19 vaccination is the best protection we have available against the virus and therefore, we will continue to support our local NHS partners in rolling out the booster programme across the borough.

Enfield Council also believes Lateral Flow Tests (LFTs) play a vital role in our defence against Covid-19.

Motion 9 in the name of Councillor Christine Hamilton

The House of Commons health and social care select committee report states that the NHS is hugely understaffed and facing an ‘unquantifiable challenge’ in tackling the backlog. The NHS is short of 93,000 workers and there is no sign of any government plan to address this.

The report says the staffing crisis was ‘entirely predictable’. There was already a serious staffing crisis, with a burnt-out workforce before the pandemic.

Due to the government's underfunding and lack of support for the NHS over

the last 10 years they are now only able to deliver little more than day-to-day firefighting until this government wake up to the scale of the staffing crisis facing the NHS.

Currently, nearly six million people in England are waiting for routine operations and procedures - many of whom are in pain.

The Council call on the Government to recognise, understand and deliver the long-term plan now to fix the damage they have done in the NHS and manage the staffing crisis in the NHS NOW.

Motion 10 in the name of George Savva

Millions of families are forced to choose between food, heating, or even clothing.

The energy prices in September 2021 and further rises in energy prices in 2022 means that the increase is totalling more than 100% rise.

This has a tremendous negative impact on many- it affects elderly, children and those living in deprivation.

We call upon the Government to intervene and put pressure on energy companies to put a halt on this lunacy of continues rises and ask these companies to freeze prices for the next 3 years at least.

Motion 11 in the name of Councillor Mahmut Aksanoglu

CLADDING

Enfield Council Supports the End Our Cladding Scandal campaign and calls for the government to provide active remedies to resolve the cladding scandal in the country which is affecting leaseholders and residents in Enfield.

The Council Notes:

- The Government has made it a requirement to remove all cladding that presents a fire risk and remediation of unsafe wall systems on the walls of existing residential buildings of any height after the Grenfell disaster. This is affecting not only buildings with the ACM Cladding used on Greenfell, but many other buildings incorporating materials which could be flammable – including balconies and wooden panels.
- The Royal Institution of Chartered Surveyors (RICS) and the UK Council of Mortgage Lenders agreed an industry-standard External Wall System fire review process, which takes place through a EWS1 form.
- An EWS1 form shows that the building is “safe”. Lenders often value properties at £0. Many leaseholders are unable to secure a mortgage

over their properties. leaseholders are trapped in their 'unsafe' homes unless they are able to pay the huge sums of money often required to address the fire safety issues highlighted in the EWS1 form. Many people face bankruptcy by this even before remediation bills can be passed on.

- It is estimated that at the current rate it will take over 150 years to complete the remediation work required to the number of known unsafe properties over 18 metres.
- Whilst the Government has provided some funding to support the remediation of unsafe cladding, this only covers a bare minimum number of buildings requiring remediation works.
- For buildings under 18 meters tall, the Government has provided no funding at all as a result of this funding shortfall the costs of remediation works are being passed on to leaseholders, who are blameless for this situation and bought their properties in good faith.
- There are many Enfield residents affected by this issue including Prowse Court in Edmonton and many leaseholders are facing high bills to rectify the issue.

Council also notes:

That giving leaseholders loans to pay for the repairs, whatever the terms, is not an acceptable solution, as this is placing the long-term financial burden on them.

Council calls for:

- The council supports the end our Cladding Scandal Campaign, which makes the following 10 demands:
 1. The government must lead an urgent national effort to remove all dangerous cladding from buildings by June 2022.
 2. The Building Safety Fund must cover all buildings, regardless of height, and a range of internal and external fire safety defects, not just cladding.
 3. The government should provide the money up front and then seek to recover it from any responsible parties or via a temporary levy on development.
 4. Social housing providers must have full and equal access to the fund.
 5. The government must compel building owners or managers to be honest with residents about fire safety defects.
 6. The government should cover the cost of interim safety measures.
 7. The government should act as an insurer of last resort and underwrite insurance where premiums have soared.
 8. A fairer, faster process is needed to replace the EWS form and funding is necessary to ensure all buildings requiring a form are

- surveyed within 12 months.
9. Mental health support must be offered to affected residents.
 10. Protecting residents from historic and future costs must be a key commitment of new building safety legislation.

The council calls for the Government to impose adequate funding to cover the costs of safety measures.

16. COMMITTEE MEMBERSHIPS

To confirm changes to Committee memberships agreed since the last meeting.

Any changes received once the agenda has been published will be tabled on the Council update sheet at the meeting.

17. NOMINATIONS TO OUTSIDE BODIES

To confirm any changes to the nominations on outside bodies agreed since the last meeting.

Any changes notified after the agenda has been published will be reported to Council on the update sheet tabled at the meeting.

18. DATE OF NEXT MEETING

To note the date for the next Council meeting is 24 February 2022.

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**MINUTES OF THE MEETING OF THE COUNCIL
HELD ON WEDNESDAY, 17 NOVEMBER 2021**

COUNCILLORS**PRESENT**

Sabri Ozaydin (Mayor), Christine Hamilton (Deputy Mayor), Huseyin Akpinar, Mahmut Aksanoglu, Maria Alexandrou, Daniel Anderson, Kate Anolue, Chinelo Anyanwu, Dinah Barry, Ian Barnes, Mahym Bedekova, Sinan Boztas, Anne Brown, Alev Cazimoglu, Nesil Caliskan, Mustafa Cetinkaya, Lee David-Sanders, Birsen Demirel, Clare De Silva, Chris Dey, Guney Dogan, Ergin Erbil, Susan Erbil, Ergun Eren, Peter Fallart, Alessandro Georgiou, Margaret Greer, Charith Gunawardena, Ayten Guzel, Ahmet Hasan, Elaine Hayward, Rick Jewell, Nneka Keazor, Joanne Laban, Dino Lemonides, Tim Leaver, Derek Levy, Mary Maguire, Terence Neville OBE JP, Ayfer Orhan, Lindsay Rawlings, Michael Rye OBE, George Savva MBE, Edward Smith, Jim Steven, Claire Stewart, Doug Taylor, Andrew Thorp, Mahtab Uddin, Glynis Vince and Hass Yusuf

ABSENT

Tolga Aramaz, Guner Aydin, Yasemin Brett, Katherine Chibah, Elif Erbil, Achilleas Georgiou, James Hockney, Stephanos Ioannou, Saray Karakus, Andy Milne and Gina Needs

1**THE MAYOR'S CHAPLAIN TO GIVE A BLESSING**

Deacon Jaqueline Esama-John from the Enfield Methodist Circuit performed a blessing.

2**MAYOR'S ANNOUNCEMENTS IN CONNECTION WITH THE ORDINARY BUSINESS OF THE COUNCIL**

The Mayor welcome everyone to the Chamber. He gave his condolences to the family and friends of Sir David Amess MP who had recently passed away. The Mayor spoke about the events he had attended during Black History Month and on Remembrance Day.

The Mayor congratulated the Housing Advisory Service for being shortlisted for an award on the way homeless is prevented and managed within the borough.

The Meridian Water Team were presented with two awards one for Public/Private Partnerships and one for Diversity & Inclusion.

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3

MINUTES OF THE PREVIOUS MEETING

The minutes of the meeting held on 22 September 2021 were agreed subject to the councillors attendance being reviewed.

4

DECLARATIONS OF INTERESTS

The following members declared interests in the below items:

- Councillor Dey declared an interest in the Polling district and polling place review recommendations, and motions 11.1 & 11.9
- Councillor Erbil declared an interest as a member of Energetik
- Councillor Thorp declared an interest in the Polling district and polling place review recommendations, and motion 11.9
- Councillor Laban declared an interest in motion 11.1
- Councillor Neville declared an interest in motion 11.1
- Councillor Taylor declared an interest in motion 11.
- Councillor Aksanoglu declared an interest in motion 11.

5

APOLOGIES

Councillors Tolga Aramaz, Guner Aydin, Yasemin Brett, Katherine Chibah, Elif Erbil, Achilleas Georgiou, James Hockney, Stephanos Ioannou, Saray Karakus, Andy Milne and Gina Needs sent apologies.

6

TREASURY MANAGEMENT MID YEAR REPORT

Councillor Maguire moved, and Councillor Caliskan seconded, the report and Councillor Maguire introduced the report noted the following key points:

- The report details the investment and earnings which will be used to build public facilities within the borough.
- The tables within the report set out the balance sheet summary, the borrowing position, borrowing maturity, the cost of borrowing and the Council's investments within the last six months
- All borrowing by the council is a combination of long term and medium-term borrowing.

The administration made the following key points:

- The report shows a direction of reduction of borrowing
- There are low interest rates so it was felt it was a wise time to invest for future generations.
- The housing programme is ambitious and additional borrowing will allow for affordable housing to be created.

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The majority opposition made the following key points:

- Concerns were raised about the level of borrowing
- Concerns were raised about how interest rate changes could affect residents.
- Sixty-five percent of the loans mature in between 10 to 40 years time.
- There are plans to borrow a further one billion pounds which would be affected by increased interest rates.
- Concerns were raised about building on the green belt.
- It was felt the scale of housing projects need to be reviewed.
- It was discussed how when inflation rises interest rates often increase too which creates a huge level of uncertainty for the next year.

The minority opposition made the point that borrowing to invest is not unusual, although as projects are lasting longer there is a need for the Council to take stock of its current position.

Following the discussions, was put to a vote:

AGREE – 25

AGAINST – 15

ABSTAIN – 7

The Treasury Management Mid Year Report was agreed.

7

**POLLING DISTRICT AND POLLING PLACE REVIEW -
RECOMMENDATIONS**

Councillor Tim Leaver moved, and Councillor Bedekova seconded, the report. Whilst introducing the report Councillor Leaver made the following points:

- The recommendations of the report propose adopting the polling districts and places found in the review.
- The adopted polling districts and places will be used from the May 2022 election.
- Officers were thanked for the compressive report and review.
- The report and recommendations have previously been reviewed and agreed by the General Purposes Committee.
- It was positive to see how all councillors have engaged with the review to share their knowledge.

The administration made the following points:

- Officers and members were thanked for their collaborative work.
- Time was taken to think of former Councillor Bond who had a detailed understanding and input into the beginning of this review.

The majority opposition made the following points:

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- Councillors spoke in support of the report and thanked officers for their work on this difficult task.
- There had been concerns how these types of reviews can make or break communities but members have complete confidence in the review.

The minority opposition made the following points:

- That the Group fully endorsed the report.
- Officers were thanked for their work on the review.
- Councillors were pleased to see a reduction on schools being used for polling stations.

Following the discussions, the report was unanimously agreed.

8

SAFEGUARDING ENFIELD ANNUAL REPORT 2020/21

Councillor Cazimoglu moved the Safeguarding Enfield Annual Report. During her introduction she raised the following key points:

- The report focuses on tackling safeguarding adults in the community and shows how challenges were managed during the Covid-19
- The Safeguarding Enfield Annual Report has been to the relevant scrutiny panels and has received positive impact.
- The report has been to Cabinet in September 2021.
- The report celebrates the progress made within the area.
- There is a strong response from the Council to domestic abuse reports and more investment is being made on dealing with safeguarding concerns.

The administration made the following points during the discussion:

- Thanked officers and the Partnerships for their work.
- The pandemic was a terrible time for looked after residents and officers ensured the vulnerable were supported and looked after.
- All sides of the Chamber have worked hard to ensure safeguarded Adults & Children are looked after.
- Council noted Councillor Vince's hard work on the Children's Services Panel.

The majority opposition made the following points during the discussion:

- Support the report and its contents.
- Would like to see a shorter version of the report in future.
- Officers were thanked for their work.
- Welcomed that the correspondences from an incident that occurred this year will be published once the current review is completed.

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The minority opposition made the following points during the discussion:

- Congratulated officers, the directors support and the Safeguarding Partnership Board.
- Concerns were raised about the relevant Cabinet Member not attending the Safeguarding Partnership Board.

Following discussion the Council unanimously AGREED to

1. Note, in order to draw attention to the key safeguarding risks facing vulnerable residents and to raise the profile of the initiatives being carried out to prevent and tackle these issues.
2. Note the successes and challenges that have risen from safeguarding activity in the period 2020-21.
3. Note that the draft report was considered at the Health and Adult Social Care Scrutiny Panel and comments made have resulted in amen

9

GAMBLING ACT 2005 - GAMBLING POLICY & CASINO RESOLUTION

Councillor Taylor moved, and Councillor Sava seconded, the report. During his introductory remarks Councillor Taylor spoke about the following:

- Officers were thanked for the report.
- The report asks members to agree the changes to the Gambling Policy and agree that casino operators should be prevented from locating within the borough.
- The changes in 2005 had led to an increase in betting shops, and clusters of betting shops, within the borough.
- Select Committees have suggested that local authorities should be able to have the same level of rules they do for alcohol and gambling.
- The Licensing Committee endorse the report.

The administration made the below comments on the report:

- It was felt the Gambling Act targets deprived areas and communities.
- Gambling poses a serious risk to the borough's young people.
- It is the responsibility of national and local authorities to deal with this issue.
- Encouraged those working in the industry to join a trade union.
- Housing betting facilities on the high street stops small businesses being able to exist.

The majority opposition made the below comments on the report:

- 0.5% of the population have a serious problem with gambling so support the proposals.
- The Council has been consistent in saying it will not support a casino in the borough.

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- The number of local objections to gambling facilities have increased.
- Would like to see a cross-party review of the Gambling Act.
- For the Licensing Committee to refuse a license they must be able to show it doesn't comply with the Council's Statement of Principles.

The minority opposition made the below comments on the report:

- Felt the Gambling Act was to blame and it raises a moral issue.
- Would provide support to the report and a no casino policy.
- There is a social harm caused to families, individuals and children because of gambling.
- Important to remember that many people work in these establishments so there is a need to not be derogatory towards them. These people will also need protecting if their employment was to suffer

Following the discussion the report and its proposals were unanimously AGREED to:

1. To agree the changes to the Sixth Edition Gambling Policy.
2. To agree to continue the resolution to prevent casino operators from locating within the borough

10

COUNCILLOR QUESTION TIME

It was noted that Councillor Gunawardena's urgent question would receive a written answer after the meeting.

Members of the Council noted the written councillor questions and answers to their supplementary questions.

Members asked the below supplementary questions:

It was noted that Councillor Gunawardena's urgent question would receive a written answer after the meeting.

Members of the Council noted the written councillor questions and answers to their supplementary questions.

Members asked the below supplementary questions:

**Question 1, Councillor Taylor to Councillor Cazimoglu:
What is being done to deal with the pressures at A&E departments
across the country?**

The NHS is under huge pressure with tax payer's money being spent as private hospitals. Ambulances are waiting outside hospitals with patients. Concerns have been raised with the CCG, NHS and North Middlesex Hospital around this. A triage system is being introduced to help with emergencies, GP access will be able to be booked for face to face appointments whilst

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accessing the risk of patients waiting for longer period of time. The A&E Delivery Board are reviewing the rapid response activity in the community and re-direction activity. A wider sub group is being set up to review waiting times.

Question 2, Councillor Laban to Councillor Barnes:
No supplementary question.

Question 3, Councillor Levy to Councillor Barnes: How the Climate Action Group was considered a response to the climate emergency declaration?

There are many climate emergency groups in Enfield and the Climate Action Group includes many, but not all of these.

Question 4, Councillor E.Erbil to Councillor Cazimoglu: What plans have the Government included in the Social Care reform announcement to address work force issues which will be impacted by mandatory vaccinations of health care staff?

The health and social care bill is silent on the issue of workforce. NHS workers are extremely fragile due to the lack of funding over many years. This means the NHS is unable to meet the current demands and adequately reward their workforces.

Question 5, Councillor Laban to Councillor Caliskan: The Mayor of London's response to the Local Plan consultation asks the Council to take a brownfield site first, criticizing the current approach. Will Councillor Caliskan take a brownfield approach to the Local Plan and redact plans to build on the green belt?

The draft Local Plan recognises the "brownfield sites first" approach, and recognises there is a huge amount of green belt and industrial land in the borough which creates challenges to meet the housing targets. The current approach helps create needed homes in the borough and meet the housing targets. Members were urged to read the draft Local Plan and put forward brownfield sites that have yet to be identified. Locations have been found that are well connected to create homes.

Question 6, Councillor Levy to Councillor Jewel: Is it right to say that at the moment the LED lights compared to Haringey are less luminescent and how does this provide safety to residents walking in residential streets?

Further information on whether these lights are less bright, in particular light 6, and this will be provided to the Councillor.

Question 7, Councillor Leaver to Councillor Maguire: Has the ongoing impact of Covid-19 been reflected in the future funding?

No announcement has been made by the Government relating to this which is disappointing that no Covid-19 future cost pressures. During 2019, the Council has created a Covid-19 reserve to deliver on a Government shortfall.

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Question 8, Councillor Laban to Councillor Caliskan: Will the plans for the incinerator in Enfield be paused and reviewed following comments the plans are too large for London's needs, and the increase in costs?

The costs associated with the facility are much higher than when the plan was proposed 10 years ago and the NLWA's work in 2019 to review the costs was welcomed. The Council will call on NLWA to control and monitor the spend and have an oversight on the spend as it is a significant amount of public money.

Question 9, Councillor Barry to Councillor Maguire: Did officers work for free on the councillor complaint mentioned in the original question?

Allegations and complaints are taken seriously by members and officers. The complaint was dealt with and that is officers time. There is a need for proper investigation. Councillor Maguire will inform Councillor Barry of the external costs of the investigation.

Question 10, Councillor Guzel to Councillor Maguire: How did the roll out of universal credit impact residents in Enfield?

Poverty is a big issue in the borough. A new target has been set for universal credit for March 2022. Residents will be supported to ensure their benefits are maxed. Half of residents who receive Council Tax support also receive Universal Credit.

Question 11, Councillor Laban to Councillor Caliskan: Are all councillors across the political parties are involved in the plans to celebrate the Queen's jubilee?

Yes, all Councillors will be involved and everyone is looking forward to the additional bank holiday.

Question 12, Councillor Barry to Councillor Jewell: What is being done to get recycling figures to 20% target?

Lockdowns have meant that figures are currently low. Work is taking place to reconnect with communities following Covid-19. Communal bins in the borough are an area of focus with trials taking place in flats. A Waste & Recycling Board has been set up to look at how to further improve this. Schools are being visited by Enforcement Teams to talk to pupils about recycling, and reducing waste.

Question 13, Councillor Aksanoglu to Councillor Needs: Are you able to provide the figures on investment for the improvements? *Councillor Caliskan answered this question in Councillor Needs absence.*

There is a huge programme over five years of £25million to uplift the Council's housing stock in the borough. The Building Safety Team are responsible for looking at this. Fire safety is important to the Council and a sprinkler programme is being worked on.

Question 14, Councillor Laban to Councillor Jewell: No supplementary question.

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Question 15, Councillor Barry to Councillor Anolue: Requested the numbers of what embodied carbon is being reduced to.

This information will be sent to Councillor Barry following the meeting.

Question 16, Councillor Dogan to Councillor Barnes: No supplementary question.

Question 17, Councillor Laban to Councillor Maguire: When will community groups be able to use the Civic Centre rooms again?

Once the next phase of the Build the Change programme is complete members will be updated on this.

Question 18, Councillor Anderson to Councillor Caliskan: What will be done to ensure the Planning Committee will be able to approve applications which support affordable housing?

The Council cannot control what the private sector submits to Planning Committee. Over the last three years pre-application processes have been improved to ensure applications are better in line with Council policy and design. The Design Panel allows applicants to be more in line with borough wide styles and supports residents wishes for "beautiful buildings".

Question 19, Councillor Hamilton to Councillor Barnes: Asked about the Arts Council England and Enfield Council.

Enfield have been chosen by the Arts Council England to be one of 54 "priority places". Enfield has been highlighted for a place for arts council engagement and investment. Enfield and the Arts Council are engaging in further conversations. There are a new Culture Team in place who are fantastic. The Culture Palace is receiving positive feedback from residents. Representatives from community groups will work with the Council to discuss how they'd like to see things improve around culture.

Question 20, Councillor Rawlings to Councillor Jewell: How will less food waste be presented at door stop bin collections:

Residents will be educated on how to use less and recycle more. The Council is not able to patrol what, or how much, people eat.

Question 21, Councillor Anderson to Councillor Caliskan: Only 54% of targets were met between 2018 and 2020. How will this be improved?

Members on the Council's regulatory committees should vote how they deem appropriate based on each application. Without their approval these will not be built. The Council is on track to meet its remaining targets.

Question 22, Councillor Stewart to Councillor Barnes: Why are the Enfield Conservative Group against central Government policy on tackling climate change?

The Government have funded 100's of low traffic neighbourhoods and it is felt that opposition to school streets is a shame. Members were asked to propose alternative schemes they felt would be suitable.

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**11
MOTIONS**

Councillor Rawlings moved, and Councillor Laban seconded the below urgent motion:

The reason why it is being submitted as an emergency motion is because the statement made by José Manuel Entrecañales at COP26 happened on the Monday after the Friday deadline for motions.

This Council resolves:

On (8 November 2021), Acciona's CEO, José Manuel Entrecañales, during a COP26 panel event stated:

"The massive oversizing of the [Edmonton] plant is something that is beyond our control. It's a specific issue of the plant. About the waste-to-energy concept, you would probably agree with me that it's a transition mechanism — maybe not in London, that is a debatable argument."

Acciona is the only remaining bidder left in the procurement process to win the contract to redevelop the energy from waste (EfW) plant.

In response to Mr Entrecañales' statement - we call on the Administration to carry out the following:

- Call on the North London Waste Authority to pause the scheme; and
- Call on the North London Waste Authority to review the project taking into account the most recent projections of waste arising, treatment capacity and the finances of the scheme which have doubled from £650 million to £1.2 billion.

Councillor Nesil Caliskan moved an amendment to the above motion:

This Council resolves:

On (8 November 2021), Acciona's CEO, José Manuel Entrecañales, during a COP26 panel event stated:

"The massive oversizing of the [Edmonton] plant is something that is beyond our control. It's a specific issue of the plant. About the waste-to-energy concept, you would probably agree with me that it's a transition mechanism — maybe not in London, that is a debatable argument."

Acciona is the only remaining bidder left in the procurement process to win the contract to redevelop the energy from waste (EfW) plant.

In response to Mr Entrecañales' statement – Enfield Council:

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- Calls on the North London Waste Authority to consider Mr Entrecanales' comments in its 16th December 2021 Authority meeting, and to offer reassurance to residents concerning the size of the proposed Energy Recovery Facility.
- Will write to the Chair of the North London Waste Authority asking for their response to calls made for a 'pause and review' concerning the proposed Energy Recovery Facility.
- Notes that a root and branch cost review was carried out for the project in 2019, in line with best practice on major infrastructure projects; and calls on the NLWA to continue to scrutinise costs and rigorously monitor expenditure to ensure value for money.
- Urges the North London Waste Authority to redouble its efforts to educate residents on the benefits of recycling and its positive effect on fighting climate change.

Following discussion, the amended motion was AGREED.

**12
COMMITTEE MEMBERSHIPS**

NOTED there were no amendments to Committee memberships.

**13
OUTSIDE BODIES MEMBERSHIP**

NOTED there were no amendments to the Outside Bodies.

**14
DATE OF NEXT MEETING**

The date of the next meeting was NOTED as 26 January 2022.

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Opposition Priority Business **The Labour Administration 2018-22**

Executive Summary

- The Labour Administration 2018-22 has been one of the most turbulent in our borough's history. It has been marred with controversy for the full four years.
- The constant theme throughout this Administration is its inability to listen.
- This issue is tied to the decisions over wheeled bin collections, the proposed de-designation of Green Belt land for development, fly-tipping, low traffic neighbourhoods, Whitewebbs and relocating the archives.

Wheeled Bin Collections

- Prior to 2018, residents received a weekly wheeled bin collection service for refuse and dry recycling.
- However, soon after the election a decision was made to go out to consultation to potentially change wheeled bin collections to a fortnightly service with a paid for garden waste service.
- The cost of dealing with fly-tipping incidents has also risen significantly. In 2016/17 the council spent £694,000 clearing up dumped waste, but in 2020/21 this rose to £1.25 million.
- The consultation which drew the biggest response in Enfield's history, up until that date, showed just 9 per cent of more than 5,500 respondents backed the proposals favoured by council officers to move to fortnightly collections for refuse and dry recycling.
- Two-thirds of those who were consulted said they wanted to keep weekly collections.
- The Labour Administration ignored the outcome of the consultation and decided to implement the system least supported by residents.
- Recycling has declined to just 31.9% since the introduction of the fortnightly service. Residents have also experienced missed bin collections.

Fly-tipping

- Fly-tipping has increased across the borough during this four-year term.
- Dumped items are regularly left on our streets making areas unattractive to live and work in.
- Reports of fly-tipping in Enfield have risen every year for the last four years. In 2016/17, there were 1,226 reports made, while in 2020/21, there were 8,719 – a rise of more than 600%. On average last year, it means fly-tipping reports were being made almost every single hour.
- The cost of dealing with fly-tipping incidents has also risen significantly. In 2016/17 the council spent £694,000 clearing up dumped waste, but in 2020/21 this rose to £1.25 million.
- In addition, the Administration has refused to remove the appointment system at the Barrowell Green Household Waste and Recycling Centre which in the Opposition's opinion has contributed to the increase in fly-tipping.

- The Opposition has continuously raised the standard of the street scene and the impact of fortnightly collections within the council chamber and with senior officers. However, our concerns have been ignored.

Green Belt

- The Labour Administration put its Draft Local Plan on the 9th June 2021 Council Agenda. The decision was to agree whether or not to put the document out for consultation.
- The Draft Local Plan included proposals to allow development on the Green Belt in areas such as Rammey Marsh, Vicarage Farm, Crews Hill and Hadley Wood.
- The plans would allow thousands of homes to be built destroying farms, fields, trees and open spaces.
- The proposals would also remove part of London's environmental infrastructure that helps our fight against climate change.
- The Draft Local Plan ignored views given by councillors in workshop meetings. The document also disregarded the Mayor of London's views on the matter as the proposals are against the London Plan. Local residents' opinions given during an earlier round of consultation were similarly ignored.
- Despite this, the Labour Group voted unanimously to put the document out to consultation even though there were protests outside the Council Meeting held at Enfield Grammar School.
- The Mayor of London's letter was particularly damning stating that the Administration should take a brownfield approach rather than proposing to allow development on the Green Belt. The Administration and senior officers were aware of the likely response from the Mayor but arrogantly ignored the GLA.
- The Leader of the Council has repeatedly ignored requests both before and after the consultation to drop plans to allow development on the Green Belt.

Low Traffic Neighbourhoods

- The Fox Lane and Bowes Low Traffic Neighbourhood schemes were implemented in the summer of 2020 without consulting residents causing deep division in our community. There has never been a transport project that has caused this amount of division.
- Local authorities did not have to submit schemes for funding. There were many authorities that did not take up the opportunity to implement LTNs notably Bromley and Hillingdon.
- LB Wandsworth, Redbridge and Ealing chose to implement LTNs in 2020 but after significant opposition to the schemes they were removed.
- The schemes since implementation have pushed vehicles on to neighbouring main roads and side streets.
- The tailbacks caused by the upsurge in traffic on these roads have created long queues of vehicles with their engines idling.
- There have been large protests against these schemes something not seen in Enfield for years. There have also been petitions opposing both schemes.

- The outcome of the consultation on the Bowes LTN becoming permanent showed that residents overwhelmingly reject the scheme as three quarters of responses were negative.
- The Labour Administration has once again disregarded the majority of respondents' views and decided to make the Bowes LTN permanent.

Meridian Water

- This major scheme, which the Conservative Opposition supports in principle, has been in the acquisition and planning stage for over 10 years without a single completed home to show for it.
- The Council wasted several years trying to procure a master development partner and only finally succeeded on the third attempt.
- The original target of developing 10,000 new homes and the creating of 6000 new jobs was reduced by a planning inspector at the end of 2019 to a more realistic to 5000 new homes and 1,500 new jobs.
- The Administration has continued to blur the difficulties in persuading the GLA to release the Strategic Industrial land on the site (approx. a third of the total) and has never publicly acknowledged the Inspector's downsizing of the project.
- The significant impact of developing (or failing to develop) housing on the IKEA and TESCO sites (approx. 3,000 new homes) in achieving the overall aims of the original masterplan was never made clear.
- The critical Meridian Water (MW) Workstream Report into Meridian Water in July 2020 and its subsequent concerns over housing density, the amount of genuinely affordable housing, the provision of sufficient public open space were brushed aside without any serious attempt to address the issues raised.
- The determination by the Administration to act as the lead developer has resulted in burdening future council taxpayers with debts approaching a billion pounds leaving the Council at grave risk of never recovering its financial outlay
- In summary, this Administration has hampered every attempt by Conservative and Independent members to properly scrutinise the finances, progress and risks attached to this scheme.

Failures in Housing Delivery

- Over the past three years London Borough of Enfield has only met about a half of its housing targets. As a result, the Government has placed Enfield in the unwelcome "Presumption in Favour of Development" making it less able to resist high density, high-rise developments in unsuitable locations by private developers.
- The Labour Administration made a decision to act as lead developer on development projects such as the Small Sites Programme (94 new homes) and Meridian Water (10,000 new homes planned). The schemes have proved to be seriously disappointing. Both examples

demonstrating a repeated failure to control programme timescales and costs.

- The latest attempt by the Administration to recover lost ground is the Housing Development Programme through which the Council intends to deliver 3,500 new homes over 10 years. Ignoring the lessons of the past, this programme will be largely Council led and requires a huge investment in new staff and substantial additional borrowing.
- The fact that the Government is prepared to support Meridian Water and the Housing Development Programme with large amounts of grant only serves to demonstrate the triumph of hope over experience.
- The Council's recent Housing Needs Analysis provides an evidential base that Enfield needs to develop far more three and four-bedroom homes for its growing population for both private and affordable tenures. There are, for example, 5,000 children living in temporary accommodation. It is alarming, therefore, that the building of social rented accommodation has fallen so sharply in Enfield since 2018.
- The failure of this Labour Council to deliver the appropriate new housing that the borough desperately needs is best summed up by the private sector Colosseum Scheme that was approved by the Labour dominated planning committee last year which will see 9 different blocks on the corner of the A10 and Southbury Road. Several of the blocks will be between 16 and 29 storeys high. The scheme will be in one of the most densely populated areas of London, on one of its busiest roads. However, only 8% of the flats in Phase 1 will be at London affordable rent levels (social rent). The scheme will not deliver enough family-sized homes. Only around 15 of the 440 new flats planned in the first four blocks will have three bedrooms (no 4-bedroom flats). Six Labour councillors voted the scheme through, although they didn't give their reasons why.

Borrowing

- The Labour Administration has pursued a strategy of long term borrowing throughout the term.
- The authority currently is £1 billion in debt with not a lot to show for it. Meridian Water which is the cause for a large part of the debt has yet to complete its first phase. Energetik continues to fail to break even.
- The Ten-Year Treasury Strategy that has been agreed will mean that Enfield Council will be £2 billion in debt by the end of the programme.
- The Opposition has frequently highlighted the impact that borrowing at this level has on the revenue account.
- However, these concerns have been ignored even though next year Enfield Council will be paying an increasing level of interest which means less spent on the services residents' care about such as e.g. waste collection, fly-tip removal, social workers etc.

Table 1: Balance Sheet Summary and Forecast .

	31.3.22 Forecast £m	31.3.23 Forecast £m	31.3.24 Forecast £m	31.3.25 Forecast £m	31.3.26 Forecast £m	31.3.27 Forecast £m	31.3.28 to 31.3.32 Forecast £m
General Fund CFR	1,036.5	1,210.9	1,285.4	1,315.9	1,319.6	1,310.1	1,436.0
HRA CFR	271.8	328.2	456.5	456.5	518.5	529.5	597.2
Total / Borrowing CFR	1,308.3	1,539.1	1,741.9	1,772.4	1,838.2	1,839.6	2,033.2
PFI Liability	30.3	26.3	22.1	17.7	13.8	10.7	0.0
Total Debt CFR	1,338.6	1,565.4	1,764.0	1,790.1	1,852.0	1,850.3	2,033.2
Less: Internal borrowing	(262.7)	(150.1)	(141.2)	(137.1)	(134.3)	(131.8)	(112.0)
External borrowing	1,075.9	1,415.3	1,622.9	1,653.0	1,717.7	1,718.5	1,921.2
Breakdown of external borrowing:							
Existing Borrowing Profile	939.5	930.0	906.3	883.5	859.8	836.4	813.3
New Borrowing to be raised	136.4	485.3	716.6	769.5	857.9	882.1	1,107.9

	2021/22	2022/23	2023/24	2024/25	2025/26	2026/27	2027/28	2028/29	2029/30	2030/31	2031/32
	£'000s	£'000s	£'000s	£'000s	£'000s	£'000s	£'000s	£'000s	£'000s	£'000s	£'000s
Interest Charged to General Fund	4,190	8,257	11,298	13,348	13,606	14,614	15,592	15,786	14,679	15,500	16,750
MRP	17,494	20,567	21,906	19,273	21,636	20,930	19,251	18,299	18,457	17,681	22,766
Total Financing Cost Charged to General Fund	21,684	28,823	33,204	32,621	35,242	35,543	34,843	34,085	33,136	33,181	39,517
Budget	22,565	26,495	29,288	33,238	35,036	36,036	37,036	38,036	39,036	40,036	41,036
Variance	(881)	2,328	3,916	(617)	206	(493)	(2,193)	(3,951)	(5,900)	(6,855)	(1,519)

Planning

- Minor Planning applications are not being determined within the statutory time frame of 8 weeks.
- Responses to applicants and members of the public on planning applications are frequently too slow and sometimes non-existent.
- Reliance on the council website and online consultations disenfranchises the many residents who have no internet access or computer skills.
- Consultation on planning applications is frequently criticised as being limited to immediate neighbours only when the impact of an application may affect the wider community, site notices are essential, and the Council should not use the minima formula for consultation.

Libraries

- The use of pandemic restrictions to limit access to libraries was unwelcome and not in keeping with fuller access provided by some other councils.
- The relocation of the Borough Archive from Thomas Hardy to Bush Hill Park Library and then to the Civic Centre is expensive and protracted, it is essential full access to the archive for the public is maintained throughout the process.

Whitewebbs

- The leasing out of Whitewebbs Park to Tottenham Hotspur Football Club is against the wishes of residents.
- There was a total lack of consultation leading to multiple protests and petitions.
- The proposed agreement equates to just £1.36 per acre of parkland per day.
- One of the reasons used by the Administration to explain why it was acceptable to close Whitewebbs Golf Course was that there were other local golf courses in the area, only to immediately put them under threat via the Draft Local Plan as potential development sites for housing.
- The Administration has broken promises to preserve public access to the whole park.
- Tottenham Hotspur has a poor record of honouring commitments to the council in existing leases yet are being given a lease to further council land.

Recommendations

- The Labour Administration should reflect on its record over the last four years.
- Enfield Council should be an organisation that listens to the residents it serves.
- This Council has no faith in this Labour Administration.

London Borough of Enfield**Council****Meeting Date** 26th January 2022

Subject: Council Tax and Business Rate Base
Cabinet Member: Councillor Mary Maguire
Executive Director: Fay Hammond

Key Decision: KD 5347

Purpose of Report

1. This report recommends the 2022/23 Council Tax base and the 2022/23 Business Rate base including 50% rate relief for the retail, hospitality and leisure sector.

Proposals

2. That Council:
 - A Note, pursuant to this report and in accordance with the Local Authorities (Calculation of the Tax Base) (England) Regulations 2012, the amount calculated by the London Borough of Enfield as its Council Tax Base for 2022/23 shall be 96,369 Band D equivalents.
 - B Agree the Department for Levelling Up, Housing & Communities (DLUHC) NNDR1 Business Rate base return for 2022/23 as set out in Appendix B, and delegate to the s151 officer the right to adjust any additional changes that have taken place before submission.
 - C Agree the amendment to the discretionary rate relief scheme as set out in paragraph's 18 and 19.
 - D Delegate to the s151 officer in consultation with the Cabinet Member for Finance & Procurement to agree the details of the CARF relief scheme for businesses for which Government has provided funding of £6.3m for Enfield.

Reason for Proposals

3. The Council Tax and Business Rate tax bases must be agreed and notified to the Secretary of State and any precepting authorities (the Greater London Authority in London) by the 31st January of each financial year.
4. COVID 19 Additional Relief Fund (CARF) is an additional discretionary fund aimed at supporting businesses that have been affected by the pandemic. This is a time limited discretionary fund administered by the Council, with awards to businesses to be determined by the end of February and paid by the end of March 2022.

Relevance to the Council Plan

5. Council Tax and Business Rate income helps fund essential Council services.

Background

6. The Council agrees the Council Tax and Business Rate income annually in January to allow precepting authorities to agree the Council Tax precept for 2022/23.

Main Considerations for the Council

2022/23 Council Tax base

7. The Council Tax base is calculated in accordance with The Local Authorities (Calculation of Council Tax Base) (England) Regulations 2012. The tax base is expressed in terms of “Band D Equivalents” (i.e. a property in Band A is equivalent to 2/3rds of a Band D property and a property in Band H is 2 Band D Equivalents). A table showing the calculation of the tax base is given below. The figures are based upon information in existing Council Tax records with adjustments considering the effect of estimated changes between now and March 2023.
8. The collection percentage used in the calculation of the tax base in previous years is as follows: -

Years	Collection Percentage
1993/95	95.00%
1995/97	95.50%
1997/01	97.00%
2001/02	97.50%
2002/04	97.75%
2004/13	98.00%
2013/18	96.79%
2018/19	97.06%
2019/20	98.00%
2020/21	98.00%
2021/22	96.00%

Council Tax collection

9. Council Tax enforcement during 2020/21 was more or less suspended due to the pandemic. By the 31st March 2021 arrears had increased by 17.8% to £32.8m. The estimated collection percentage is based upon experience to date and an estimate for collection of Council Tax from taxpayers affected by the reduction in benefit support. Due to the impact of the pandemic, the overall collection percentage for 2021/22 was reduced by 2% to 96.00%. For 2022/23 the overall collection percentage is estimated to achieve 96.9% based on the current impact on Council Tax collection and the continuing impact to the economy and local unemployment rates during and post pandemic.
10. The Local Authorities (Collection Fund: Surplus and Deficit) (Coronavirus) (England) Regulations 2020 extends from one to three years the period over which local authorities can repay deficits in their local tax collection funds which have accrued during financial year 2020/21 as a result of the economic impact of the coronavirus pandemic. Any under or over achievement of the collection rate including prior years' arrears will be reflected in the overall position on the Council's Collection Fund and potentially has an impact on the revenue budget in future years.
11. Overall, Council Tax Band D equivalents appear to be in line with budgetary expectations for 2022/23. It is expected to be 96,369 as opposed to 96,170, which is still lower than pre-COVID lockdown levels of 97,726. The latest calculations and assumptions result in an increase of 3,404 Band D Equivalents in the Tax Base for 2022/23 from the 2021/22 base of 92,965. However, that is due to the number of Council Tax Support claimants not reaching the levels expected, housing delivery being higher than expected and not due to the collection rate returning to traditional rates of 98%.
12. Due to collection rate challenges, the Council is prudently not budgeting for a surplus in 2021/22.
13. Single Person Discount is under review as it appears to be higher than would be expected from an outer London borough and after examining Office of National Statistics (ONS) data on household breakdown. Nevertheless, it was decided to be prudent and not include any reductions from the planned reassessments until a more detailed analysis has taken place.
14. Upon review, it appears the collection rate is stalling around the 97% mark. After analysis, it appears that this is due to Council Tax Support Claimants having a lower rate of collection than non-CTS claimants. Moreover, CTS claimants now represent a higher percentage of the overall households in the borough.
15. A key concern going forward is that the average cost difference per Universal Claimant (UC) versus Non-UC claimant appears to be £220 per year and all claimants are expected to move to UC by 2025. It is currently assumed that the claimant base drops off by 31st March 2025, in line with Government

deadlines. This would lead to an additional cost of £3.1m over the next 3 years in Council Tax Support (CTS). However, it is also assumed that there is a reduction of 1600 claimants in 2022/23 due to improved economic conditions. This means that there is an increased cost of CTS of £1.1m and £2.3m compared with budget in 2023/24 and 2024/25 respectively. These numbers will be incorporated within the Medium Term Financial Plan assumptions, increasing the gap for those 2 years.

Council Tax Support Claimant Numbers

Category	Number of Claimants est. 31/03/2022
Pension Age	7,995
Working Age – Universal Credit (UC)	13,483
Working Age – Non-UC	14,265
Total	35,743

16. The Council must decide the tax base by the 31st January 2022 prior to setting the council tax for 2022/23. It will also report the base figure and that it is not declaring a surplus to the GLA, its preceptor.
17. Pursuant to this report and in accordance with the Local Authorities (Calculation of the Tax Base) (England) Regulations 2012, the amount calculated by the London Borough of Enfield as its Council Tax Base for 2022/23 shall be 96,369 Band D equivalents – see Appendix A for property breakdown by band.

2022/23 Business Rate base

18. The Local Government Finance Act 2012 introduced the business rates retention scheme (BRRS) in 2013 and the local council tax reduction scheme (the replacement for Council Tax Benefit). This BRRS scheme sees the move away from the central pooling of business rates to the sharing of risk and reward between central and local Government. The local share is split with the Greater London Council and London boroughs so the GLA receives 37% and Enfield 30% of business rate income. The NNDR1 return is used to report the estimate of Enfield's business rate base to DLUHC – See Appendix B.

Business Rate reform

19. Pressure to reform the business rate system has been growing for some time but the impact of the pandemic has highlighted the need for change. In October 2021 HM Treasury published the final report of the review of Business Rates. The full report can be viewed at:

https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/1028478/BRR_final.pdf

The conclusion of the review is summarised below:

- Supporting the high street and reducing the burden of Business Rates by providing a tax cut worth almost £1.7 billion for eligible Retail, Hospitality and Leisure properties, for 2022 to 2023. This amounts to support worth more than double the relief that was announced pre-COVID for the 2020 to 2021 financial year and includes additional businesses such as hotels, gyms and bowling alleys. Excluding COVID-19 reliefs, this relief is the biggest single year reduction to business rates in 30 years.
 - Cutting the burden of Business Rates for all businesses by freezing the multiplier for 2022 to 2023, saving business in England £4.6 billion over the next five years.
 - Introducing a new relief to support investment in property improvements, enabling occupying businesses to invest in expanding their properties and making them work better for customers and employees.
 - Introducing new measures to support green investment and the decarbonisation of non-domestic buildings. This will provide exemptions for eligible green plant and machinery such as solar panels, wind turbines and battery storage used with renewables and electric vehicle charging points, as well as a 100% relief for low-carbon heat networks that have their own rates bill. Taken together with the improvement relief, this is expected to amount to a package worth almost £750 million over the next five years to support investment, deliver on stakeholder asks and support work to meet net zero.
 - Making the system fairer by moving to three-yearly revaluations from 2023 and bringing forward a technical consultation on the supporting changes later this year. This will ensure more frequent revaluations than countries including Scotland, Ireland and Chile, as well as bringing us in line with countries such as New Zealand and Japan.
 - Investing in Business Rates systems to ensure fundamental change by providing £0.5 billion for the Valuation Office Agency (VOA) as part of the Spending Review, including funding for important changes to upgrade VOA IT infrastructure and digital capabilities. Additional funding is also being provided for the new reform measures supporting the move to a more frequent revaluations cycle.
 - Providing stability ahead of the 2023 revaluation by extending Transitional Relief and the Supporting Small Business Scheme for 2022 to 2023 to protect small businesses from significant bill increases on the final year of the current revaluation cycle.
 - Considering the arguments for and against an Online Sales Tax which, if introduced, would raise revenue to fund business rate reductions. A consultation will be published on an Online Sales Tax shortly.
20. The business rate base shown at Appendix B incorporates the estimated impact of the 50% rate relief for Retail, Hospitality and Leisure properties and freezing the multiplier for 2022 to 2023.

Business Rate: Material Change of Circumstance

21. Business rate payers adversely affected by Covid-19 are to get a £1.5bn discount on their bills nationally, but will not be able to claim for material change of circumstance to reduce their rates bill. The Government has made appeals on the basis that the pandemic represented a 'material change of circumstance' illegal. Instead the Government will provide a £1.5bn pot across the country that will be distributed according to which sectors have suffered most economically, rather than based on reductions in property values.
22. The £1.5bn fund will be allocated to local authorities based on the stock of properties in the area whose sectors have been affected by Covid-19. 'Local authorities will use their knowledge of local businesses and the local economy to make awards, the Treasury statement stated. Further details of how the scheme will be administered and the allocation of the funding are to be published shortly. This scheme will not impact on the Business Rate tax-base.
23. At the October Budget, the Chancellor announced that the Government would provide a package of business rates measures to support businesses in England. For 2022/23 the Chancellor set out:
 - A new relief for eligible retail, hospitality and leisure properties with 50% relief on rates bills up to £110,000 per business
 - A freezing of the multipliers at 49.9p (small business multiplier) and 51.2p (standard multiplier)
 - The extension of the current Transitional Relief and Supporting Small Business schemes
24. For each sector of Business Rates an assumption has been made regarding the economic impact on business rates next year. DLUHC have now confirmed that the retail and hospitality sector will receive a 50% reduction on their business rates bill for 2022-23. This creates a reduction of £17.901m in collectible business rates. However, within this overall reduction a number of assumptions have been made: there has been no change in collection made for more resilient sectors and larger retailers such as supermarkets, in contrast to an assumed reduction in the business rate base for small businesses and a generic assumption about the overall economic position on the total base. In addition, a review of the top 30 Business Rate payers in the borough has been undertaken to gain assurances around the likelihood of failure of any one single business significantly impacting on business rate income.
25. The scope of the discount for 2022/23 will return to pre-Covid-19 eligibility for retail properties. Hospitality and leisure properties will continue to remain in scope. Further details on the eligibility for the scheme will be included in Government guidance. Enfield will use the discretionary relief powers (under section 47 of the Local Government Finance Act 1988 as amended) to grant the discount in line with the relevant eligibility criteria. Authorities will be

compensated for the cost of granting the discount through a section 31 grant from Government.

Business Rate Collection

26. Business Rate enforcement during 2020/21 was almost suspended due to the pandemic. By the 31st March 2021 arrears had increased by 124% to £19.7m. The estimated collection percentage is based upon experience to date and an estimate for collection of Business Rate from all sectors of the local economy. Due to the continuing impact of the pandemic, the overall collection percentage for 2021/22 was reduced by 11% to reflect likely bad debts. For 2021/22 the overall collection percentage is estimated to be 88% based on the current impact on Business Rate collection, the level of rate relief and the continuing impact to the economy and local unemployment rates of the pandemic.
27. After the weakening of the business rate base in 2020/21 and 2021/22 due to the economic downturn, the base is starting to return to health. The Council expects £4.7 million of rateable value to be added in 2022/23 due to a combination of missing hereditaments off the Valuation Office Agency (VOA) list and Meridian Water items that were discovered by Analyse Local, who the Council employed. This led to a £137.1m gross rate payable.
28. In 2022/23, to protect retail and hospitality businesses, the Government created an additional relief for which it provides the Council with a Section 31 Grant, that compensates the Council for the loss in income. This led to overall reliefs of £32.6m.
29. Collection rates are creeping up gradually and therefore the Council is assuming a 7.5% non-collection rate for 2022/23. Once the deficit is taken into account, the Council's 30% share of retained business rates is expected to be £24.8m with £10.9m of section 31 compensatory grants. After taking into account the monies placed in reserve in 2020/21, the top-up element and Revenue Service Grant (RSG), the Council expects to generate £95.8m, which is slightly better than the £95.7m expected budget by £89k.
30. In 2023/24, the overall upward trajectory of collection rates will continue, as the Council is prudently expecting a 5% non-collection rate, still a far cry from the 99% it used to collect. It also expects to see either the standard inflationary growth of the multiplier or section 31 grant compensation. Overall, this would lead to a £2m improved position in the Medium Term Financial Plan, which will be updated accordingly for 2023/24.
31. The future direction of travel appears to be growth appearing from 2024/25 onwards as Meridian Water properties are delivered and a growth in collection rate. The latter could generate another £1.5m annually for the Council. However, the creation of a new VOA list and the revisiting of how business rates are calculated or even a replacement tax means there is a great deal of uncertainty.

32. Pursuant to regulation, the Council agrees the non- domestic rating income estimate for 2022/23, excluding collection fund adjustments, of £94,836,137 in accordance with the calculation in the NNDR1 return shown. Enfield's rate retention share will be £28,450,841 based on a 30% allocation.

33. The Government announced that the multiplier for 2022/23 has been frozen at 2021/22 levels, for which the Council received Section 31 Grant funding.

34. As can be seen below, the Council will receive £0.844m more than budget in 2021/22, £0.088m in 2022/23 and £1.960m in 2023/24.

Budget

	2021/22	2022/23	2023/24
Revenue Support Grant (RSG)	(17,667,600)	(17,667,600)	(17,667,600)
Retained NNDR	(29,808,560)	(31,308,560)	(32,308,560)
Top-Up	(39,473,990)	(39,473,990)	(39,473,990)
S. 31 Grants	(7,290,850)	(7,290,850)	(7,290,850)
	(94,241,000)	(95,741,000)	(96,741,000)

Actuals

RSG	(17,667,600)	(18,213,793)	(18,213,793)
Retained NNDR ¹	(31,416,594)	(27,245,886)	(34,336,179)
Top-Up	(39,473,987)	(39,473,987)	(39,473,987)
S. 31 Grants	(6,526,864)	(10,896,030)	(6,676,599)
	(95,085,045)	(95,829,696)	(98,700,558)

Variance

RSG	0	(546,193)	(546,193)
Retained NNDR	(1,608,034)	4,062,674	(2,027,619)
Top-Up	3	3	3
S. 31 Grants	763,986	(3,605,180)	614,251
	(844,045)	(88,696)	(1,959,558)

¹This includes monies put aside in 2020/21 as the Council received section 31 Grants ahead of need.

Covid 19 Additional Relief Fund (CARF)

35. COVID 19 Additional Relief Fund (CARF) is an additional discretionary fund aimed at supporting businesses that have been affected by the pandemic (and continue to be) but have been ineligible for previous support linked to business rates. Whilst this funding is provided by Central Government, it is for Councils to decide on their own local scheme on the particular needs of its businesses. This fund has to be supported by the development of a new policy and then distributed to eligible businesses by the end of March 2022 (with awards determined by the 28th February 2022). We were given the guidance for this fund by BEIS in early January. Therefore, it is

recommended that the s151 officer in conjunction with Cabinet Member for Finance & Procurement, are delegated the decision to agree the details of the CARF relief scheme so that we are able to meet these tight timescales. This proposal is enabled under the following legislation: the Local Government Finance Act 1988, the Local Government and Rating Act 1997, the Local Government Act 2003 and the Localism Act 2011. Also, section 223 of the Local Government Act 1992 allows for delegation of decisions by the Council to Cabinet, Committees, and s151 officers.

Financial Implications

36. The financial implications of the Business Rate and Council Tax base proposals are reflected in the medium-term financial plan. The Council Tax band D equivalent figure of 96,369, represents 199 Band D equivalents more than the prior year estimate, reducing the savings gap by £285k.

37. For Business rates, the combination of £24.777m retained share post deficit and the £10.896m of section 31 Grants represents an additional £89k compared to previous estimates, similarly reducing the savings gap accordingly.

Legal Implications

38. The legislative provisions relevant to the recommendations are set out within this report. This report recommends the 2022/23 Council Tax base and the 2022/23 Business Rate base. Pursuant to The Local Government Finance Act 2012 (as amended by subsequent regulations) a billing authority has power to set discounts on dwellings of a kind set out in regulations. Billing authorities are also able to charge an 'empty homes premium' in respect of dwellings which have been empty for various periods of time.

Workforce Implications

N/A

Property Implications

N/A

Options Considered

This decision relates to statutory returns which must be agreed by the 31st January

Conclusions

The Council Tax and Business Rate base have been calculated in accordance with statutory guidance and included in the council's medium-term financial plan

**Report Author: Bridgette Cowley
Head of Service**

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Date of report

Appendices

Appendix A – The Council Tax-base

Appendix B – The NNDR 1 Government return

Enfield Council

Appendix A

Council Report – 26th January 2022

2022/23 Council Tax base property breakdown

2022/23 - Council Tax Base

Band	A	B	C	D	E	F	G	H	Total
Dwellings	5,246	11,945	35,056	37,438	21,390	9,434	5,935	957	127,401
Less Exemptions	(136)	(305)	(596)	(465)	(273)	(102)	(50)	(4)	(1,931)
Disabled Relief- Less	0	(5)	(60)	(112)	(120)	(61)	(46)	(20)	(424)
Disabled Relief- Plus	5	60	112	120	61	46	20	0	424
Chargeable Dwellings	5,115	11,695	34,512	36,981	21,058	9,317	5,859	933	125,470
Discounts- 25%	(737.3)	(1,755.3)	(3,591.5)	(2,762.0)	(1,281.0)	(466.3)	(215.0)	(26.3)	(10,834.5)
Discounts- 50%	(1.0)	(0.5)	(11.5)	(25.5)	(19.0)	(16.0)	(19.5)	(9.0)	(102.0)
Discount- Family Annex	(0.5)	(0.5)	(0.5)	0.0	0.0	0.0	0.0	0.0	(1.5)
Discounts- CTS	(1,811.0)	(3,798.0)	(8,023.0)	(6,415.0)	(2,220.0)	(478.0)	(130.0)	(3.0)	(22,878.0)
Chargeable Dwellings After Discounts	2,565.3	6,140.8	22,885.5	27,778.5	17,538.0	8,356.8	5,494.5	894.8	91,654.0
Empty Homes Premium	32	58	132	78	52	25	7	10	393
Net Chargeable Dwellings	2,597	6,199	23,017	27,857	17,590	8,382	5,502	904	92,047
Weightings	<u>6</u> 9	<u>7</u> 9	<u>8</u> 9	<u>9</u> 9	<u>11</u> 9	<u>13</u> 9	<u>15</u> 9	<u>18</u> 9	
Band D Equivalents	1,731	4,821	20,460	27,857	21,499	12,107	9,169	1,809	99,452
Effective Collection Rate									96.9%
Net Council Tax Base 2022/23									96,369
Net Council Tax Base 2021/22									92,965
Difference (Band D Equivalents)									3,404

Enfield Council

Appendix B

Council – 26th January 2022

2022/23 Business Rate base

1. NATIONAL NON-DOMESTIC RATES RETURN – NNDR1 2022-23

1.1 The NNDR1 return is used to report the estimate of Enfield’s business rate base to DLUHC.

1.2 The Non-Domestic Rating (Rates Retention) Regulations 2013 require Enfield Council to calculate the following amounts and to notify these amounts to the Secretary of State and any relevant precepting authorities by **31 January**:

- the amount of the central share of its non-domestic rating income for the relevant year;
- the amount of each relevant precepting authority’s share of non-domestic rating income for the relevant year;
- the amount (if any) to be deducted from the central share payment in accordance with regulation 4(1) (qualifying relief);
- the amount of each relevant precepting authority’s share of any amount to be deducted from the central share payment in accordance with regulation 4(1);
- the authority’s estimate of the amount specified by regulation 7(2) (payments with respect to county matters) for the relevant year;
- The authority’s estimate of the surplus or deficit on its collection fund for the preceding year.

1.3 Enfield Council is also required by the Non-Domestic Rating (Transitional Protection Payments) Regulations 2013 to estimate its actual and deemed rating income for the year in accordance with those regulations and to notify the Secretary of State of the amounts by **31st January**.

2. Completing the NNDR1

2.1 Each billing authority needs to estimate the business rate income it expects to collect in the next financial year. This is done by completing a revised NNDR1 using as its starting point the rateable value on local lists as at 31st December 2021.

2.2 From the gross yield figure a series of deductions must be made

1. The amount of small business rate relief
2. The total of all mandatory and discretionary reliefs
3. Cost of collection (provided by the DLUHC)
4. Losses on collection
 - Bad debt provision (indicative figures provided by DLUHC adjusted on locally held information)
 - Future appeal provision

Then the following additions must be made

1. Additional yield generated to small business rate relief

2. Additional rates collected as a result of rates deferred

- 2.3 This results in the Net Rating Income which is the figure that central government will use to estimate the central share and shares to preceptors. This figure also determines the safety net and levy payments.

3. Timetable

- 3.1 The NNDR1 form must be completed by the 31st January 2022. The NNDR3 return, which reports the actual out turn, will be completed by end of June 2021 and includes results in the gross collectable rates income. The NNDR3 determines the actual surplus or deficit on the collection fund and this is used to calculate the difference between the forecast surplus or deficit on the collection fund for the year before that immediately preceding the relevant financial year and the actual as determined in the NNDR3

4. The Role of NNDR1 and NNDR3 in the schedule of payments

- 4.1 The NNDR1 estimates the net rating income and 37% is paid to the GLA and 30% paid to Enfield as set out in regulation.

5. Approval

- 5.1 The approval of the NNDR 1 return is delegated in line with usual governance practices to the Audit Committee. For this year the decision will be exercised by the full council as the return was not received until late December and the system reports to produce the data were not available prior.

6. Rate Retention Calculation

- 6.1 Based on the calculation at Appendix 1 the amount to be retained by Enfield under the rate retention scheme will be £28,450,841, excluding estimate Collection Fund Deficit. Deficit is expected to be £3,674,088, leading to a net retained business rate share of £24,776,353. The section 31 Grants are expected to be £10,896,030.

NNDR 1 RETURN SUMMARY FOR 2022/23

1. Rateable Value at 31st December 2021	269,998,908
2. Small business rating multiplier for 2022-23 49.9pence	
3. Gross rates 2022-23 - (RV x multiplier)	134,729,455
4. Estimated growth/decline in gross rates	<u>2,345,300</u>
	137,074,755
5. Forecast gross rates payable in 2022-23	
6. Net cost of transitional arrangements	0
7. Total forecast mandatory reliefs to be provided in 2022-23	(12,766,095)
8. Total forecast unoccupied property 'relief' to be provided in 2022-23	(1,465,160)
9. Total forecast discretionary relief to be provided in 2022-23	(424,065)
10. Total forecast of discretionary reliefs funded through S31 grant to be provided in 2022-23	(17,937,143)
11. Forecast of net rates payable by rate payers after taking account of transitional adjustments, unoccupied property relief, mandatory and discretionary reliefs	104,482,292
12. Estimated bad debts in respect of 2022-23 rates payable	(7,836,172)
13. Estimated repayments in respect of 2022-23 rates payable	(1,500,000)
14. Net Rates payable less losses	95,146,120
15. Cost of collection formula	(309,983)
16. Transitional Protection Payments	0
NON-DOMESTIC RATING INCOME	94,836,137

**NON-DOMESTIC RATING INCOME FROM RATES RETENTION
SCHEME**

Central Government	Enfield	Greater London Authority	Total
33%	30%	37%	100%
£	£	£	£

31,295,925

28,450,841

35,089,371

94,836,137

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London Borough of Enfield**Council****Meeting Date – 26th January 2022**

Subject: Council Tax Support Scheme 2022/23**Cabinet Member: Cllr Mary Maguire****Executive Director: Fay Hammond****Key Decision: 5348**

Purpose of Report

1. To agree the Council Tax Support Scheme for the financial year 2022/23

Proposal(s)

2. That Council agrees the Local Council Tax Support Scheme for 2022/23 as summarised in Appendix A to provide financial support for households on low incomes in paying their Council Tax. The 2022/23 scheme is based on the 2021/22 scheme, updated for legislative amendments, income uprating and administrative changes.
3. Other than the minor changes above, the 2022/23 scheme is the same as the 2021/22 scheme, i.e:
 - the minimum contribution for working age households not in a protected group will be maintained at 24.5%.
 - The maximum earned income for Universal Credit claimants to receive council tax support will be maintained at £1,100 net per month

Reason for Proposal(s)

4. The Council must adopt the same or new scheme by 11 March of the preceding financial year to which the scheme will apply.

Relevance to the Council's Corporate Plan

5. The Council Tax Support Scheme supports the cross-cutting themes of a modern council and a fairer Enfield.

Background

6. In 2012 the Government announced that as part of a series of welfare reforms, the national Council Tax Benefit scheme was to be abolished and replaced with local schemes. At the time, funding for the replacement local

schemes was reduced by 10% and Enfield faced a £5m shortfall in funding if it continued to follow the previous national policy.

7. Every year the Council is obliged to consider whether to revise or replace its local Council Tax Support Scheme. As a result of the consultation and Equalities Impact Assessment for the 2014/15 scheme, the Council increased the range of protected groups supported to include foster carers registered with the Council, people in receipt of Carers Allowance and people in receipt of higher rate disability benefits (Higher Rate Disability Living Allowance, Higher Rate Personal Independence Payments and the support component of Employment Support Allowance).

Review of the operation of the Council Tax Support Scheme in 2021/22

8. The Council Tax Support Scheme provided vital support to low income households in Enfield during the pandemic. During 20/21 the working age Council Tax Support (CTS) caseload increased by 2,000 from 27,500 to 29,500 representing an extra cost of some £2m. This brought the overall cost of the scheme to £35.5m (shared with the GLA). Government provided additional hardship funding of £6.2m which was applied directly to council taxpayers accounts in receipt of Council Tax Support. The council awarded this funding in the form of a hardship payment of up to £250 for eligible council taxpayers.
9. In addition, the Council maintains a discretionary Council Tax Hardship Scheme. Households facing exceptional financial hardship can apply to the scheme and receive help with their Council Tax. Payments from the Council Tax Support Hardship Scheme in 20/21 exceeded £100,000.
10. Due to the award of the £6.2m hardship grant to over 25,000 council taxpayers, collection performance for 2020/21 from taxpayers in receipt of council tax support was higher than in the previous year as the amount payable by CTS claimants was substantially reduced in comparison. However, collection from council taxpayers generally was severely impacted by COVID and normal enforcement procedures were suspended for over a year. The impact of COVID on council tax collection continues to be reflected in the Council Tax Base report also reported at this meeting.
11. The value of council tax arrears for taxpayers in receipt of CTS remains relatively low compared to the overall council tax arrears. At the 31st March 2021, council tax arrears were £32.8m, of which £6.7m related to taxpayers receiving CTS, just over 20% of the total arrears. However, the numbers of CTS claimants in arrears was 8,200 out of a total 22,600 taxpayers, representing 36% of the total number of accounts. For 2020/21, the average council tax arrears for CTS claimants was £252 compared to £731 for non-council tax support payers. Collecting Council Tax for those in receipt of CTS is a challenge, which the Councils new ethical debt collection policy (in point 12) is designed to address. The table below shows amount of Council Tax raised for those on CTS and the number of accounts and arrears attached to those accounts.

Local Council Tax Support - Council tax arrears as at 31st March 2021				
Financial Year	Pre 2017	2018/19	2019/20	2020/21
Council tax raised		£11,062,357	£11,578,513	£12,781,840
Arrears as at 31st March 2021	£1,797,822	£1,084,865	£1,778,879	£2,070,495
Number of accounts	4,192	2,776	5,007	8,207

12. The council agreed an ethical debt strategy at March 2020 Cabinet ('A Progressive Approach to Managing Debt and Income in Enfield') which incorporates a range of measures that:

- continue to modernise the council's debt collection and income processes
- work closely to understand the needs and situations of customers
- streamline processes and ensures that the council strikes the right balance of maximising income while also proactively supporting customers in need
- tailors' collection approaches for vulnerable and low-income households, seeking to avoid court and bailiff enforcement and additional costs.

13. To recover CTS arrears the council issues a range of communications to the taxpayer via SMS text, email and hard copy reminder and final notices. If payment is not received or an arrangement entered into the council will refer the arrears to an external debt agency. The debt agency will attempt to arrange settlement of the debt via telephone and other electronic means.

14. At all stages of enforcement a range of financial and debt advice is available to the council taxpayer. This includes:

- promoting entitlement to appropriate benefits or reliefs
- easy application to council benefits, reductions and reliefs
- referrals of vulnerable and low-income customers in debt to the Welfare Advice and Debt Team for support and casework to help assess all their welfare needs, maximise benefits and manage residents' debts to enable them to stabilise and improve their financial situation.

15. The council also administers Council Tax Support Hardship which helps those receiving CTS to pay part of the Council Tax charge not covered by the amount of CTS, which can provide direct financial assistance to council taxpayers.

Financial Year	Council Tax Support Hardship Spend
2018/19	£227,801.10
2019/20	£287,230.29
2020/21	£103,864.82
2021/22 @ 31/10/21	£188,034.21
2021/22 End of year predictions	£325,000.00

Proposed amendments to the scheme for 2022/23

16. Protected groups remain the same as the 2021/22 including the additional protected category for care leavers aged under 25 years old.
17. The minimum contribution for working age households not in a protected group will remain at 24.5% for 2021/22.
18. Our scheme is designed to align with the vast majority of Department for Work and Pension changes to ensure a consistency on overall benefit packages to our customers. However, there are some exceptions written into our scheme that allow for more help for certain customer groups e.g. backdating of claims can be for up to 12 months from the date of claim where good cause can be demonstrated.
19. The Council Tax Reduction Schemes (Prescribed Requirements) (England) (Amendment) Regulations 2022 will be incorporated in the 2022/23 local Council Tax Support Scheme.

Main considerations for the council

20. CTS is an essential part of the council's help for low income households impacted by Covid-19 either through unemployment or reduction in income. The scheme is unchanged from 2021/22. However, there are an increasing number of residents moving from housing benefit to universal credit, as changes in circumstances is a trigger for this transfer. This will impact on, and is likely to significantly increase, the overall cost of CTS.
21. Government provided specific funding for 2021/22 to help councils meet the increased costs of the scheme. Provision has been made within the council tax base report for the expected additional costs of the scheme and reflected in the medium-term financial plan. The recommendation to Council is to maintain the existing scheme for 2022/23.

Safeguarding Implications

22. CTS helps households with young people or vulnerable adults to maintain council tax payment and avoid council tax arrears.

Public Health Implications

23. CTS has a positive impact on the general public's physical and mental health and wellbeing by supporting low income households and helping avoid debt.

Equalities Impact of the Proposal

24. As part of the modelling previously undertaken for the council tax support proposal in 2020/21 an equalities impact assessment was undertaken. The modelling of households affected by the proposals indicated a broad range of affected households and no single household group were impacted more than another. The recommendations contained in this report retain financial support for protected working age vulnerable groups.

Environmental and Climate Change Considerations

25. There are no specific climate change implications contained within this recommendation.

Financial Implications

26. The financial implications of this proposal to maintain the existing scheme are reflected in the medium-term financial plan.

Legal Implications

27. Section 13A of the Local Government Finance Act 1992 ("the 1992 Act") requires each billing authority in England to make a scheme specifying the reductions which are to apply to amounts of council tax payable by persons, or classes of person, whom the billing authority considers are in financial need. The Council Tax Reduction Schemes (Prescribed Requirements) (England) Regulations 2012 ("the 2012 Regulations") prescribe matters which must be included in such a scheme in addition to those matters which must be included in such a scheme by virtue of paragraph 2 of Schedule 1A to the 1992 Act.
28. As the proposed Council Tax Support Scheme for 2022/2023 will not be a revision or replacement of the current scheme there is no obligation to follow the statutory requirement to consult under the 13A Local Government Finance Act 1992, which is the Act under which the Council Tax Support Schemes are formed. If there is a replacement or revised scheme, proposed, then the statutory duty to consult is mandatory.
29. As stated in paragraph 19, above, The Council Tax Reduction Schemes (Prescribed Requirements) (England) (Amendment) Regulations 2022 ('the 2022 Regulations') will be incorporated in the 2022/23 local Council Tax Support Scheme.

Workforce Implications

30. Not applicable.

Property Implications

31. Not applicable

Other Implications

32. Not applicable

Options Considered

33. None

Conclusions

34. Maintaining the current level of financial support to low income and vulnerable households through an unchanged Council Tax Support Scheme.

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Date of report

Appendices

Appendix A – Council Tax Support Scheme Summary 2022-23

Background Papers

N/A

Draft Appendix 1

The Council Tax Reduction Scheme - Summary - 2022/23

Introduction

1. The London Borough of Enfield's Council Tax Reduction Scheme is based on the CTRS (Default) Scheme Regulations 2012 except where otherwise stated and the Prescribed Regulations updated and issued annually by Government.
2. The Scheme will be published on the Council's website with only necessary minor and consequential in-year adjustments made to reflect Government changes to the amount and treatment of welfare benefits, including Tax Credits and Universal Credit.

The definition and detail of the above Regulations can be found on the National Legislation website below.

<http://www.legislation.gov.uk>

The full CTRS Scheme for 2022/23 can be found at the following link –

<https://new.enfield.gov.uk/services/benefits/housing-benefit-and-council-tax-support>

The 2022/23 scheme is based on the 2021/22 scheme, but is updated for legislative amendments, income updating and administrative changes.

Principles of the Scheme for 2022/23

The principles of the scheme provide for a system based on -

Ensuring that those who can afford to pay make a fair contribution;

Support is provided for those in difficult circumstances;

The Scheme protects the most vulnerable.

The reduction in Council Tax Support for working age reflects the on-going reduction in Government funding for the scheme and other services.

Classes of Persons

Classes of persons excluded from the Scheme are set out in the Prescribed Regulations, 2022, including those treated as not resident in Great Britain and who are subject to immigration control.

Uprating

Working Age claimants – The uprating of applicable amounts, premiums and disregards are updated in line with the Housing Benefit Statutory Regulations 2006 as laid down by the Department of Work and Pensions in the Uprating Document for 2022-23.

Pensionable Age claimants– The uprating of applicable amounts, premiums and disregards are updated in line with the CTRS Prescribed Regulations, issued by the Department for Levelling Up, Housing and Communities for 2022-23.

Working Age Claimants

The main changes to the Default Scheme Regulations 2012 are summarised below–

The second adult rebate (2AR) was removed in April 2013.

The higher rate non-dependant deduction is £20.50 per week for those earning above £484 gross income per week. All other non-dependant deductions have been increased in line with the Prescribed Regulations 2022.

Claimants in receipt of Universal Credit and earning more than £1,100 **net** per month do not qualify for CTS. Only those whose income goes above £1,100 per month need to report a change which will result in the award ending. The effective date of change will be the Monday following the date Universal Credit changed.

The contribution towards Council Tax is 24.5% unless a claimant is in a protected group.

For excess income, the income taper of 22.50 per cent (previously 20 per cent) will be used to calculate the amount of reduction to be made.

The upper Capital threshold is £6,000.

The minimum weekly entitlement is 0.50p

Claims may be backdated for up to 12 months where good cause has been established.

CTS may be payable on two homes in cases of Domestic Violence.

A Council Tax Hardship Fund was introduced in 2013. Information regarding the fund is available at <https://new.enfield.gov.uk/services/benefits/discretionary-payments>.

Protected Groups.

The following groups are exempt from the contribution towards their Council Tax.

War Widows

A Claimant or partner in receipt of Carers Allowance

A Claimant or partner in receipt of High Rate Disability Living Allowance (Mobility and Care component) or Enhanced Personal Independence Payments (Daily Living and Mobility Component)

A Claimant or partner in receipt of the support component of Employment and Support Allowance.

A Claimant or partner who are Foster Carers and who were recruited and trained by Enfield Council.

Care Leavers under 25 years old.

Pensioners

The second adult rebate (2AR) is retained for those of pensionable age.

Non-dependant deductions are increased in line with the Prescribed Regulations 2022.

Backdating may be awarded for up to 12 months where good cause has been established.

The date of change for those reporting a change in their circumstances is the Monday following the date of change, regardless of the date notified.

Where Housing Benefit or Universal Credit is already in payment, a new claim for Council Tax Support is not required.

Appeals

A claimant can make an appeal to the Council concerning their entitlement to a Council Tax reduction under the Scheme or the amount of reduction they are entitled to. The appeals procedure is set out in the Prescribed Regulations 2022.

An appeal must be made within one month of the decision and include the reason for the appeal and the period it applies to. Any additional evidence to support the appeal should be provided. The Council will consider the appeal and inform the customer of the outcome. Were a customer remains dissatisfied they can appeal further to the Valuation Tribunal.

April 2023

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London Borough of Enfield**Council****Meeting Date: 26 January 2022**

Subject: Review & Adoption of a Statutory Pay Policy Statement
Cabinet Member: Cllr Nesil Caliskan/Cllr Mary Maguire
Executive Director: Ian Davis/Tinu Olowe

Key Decision: No

Purpose of Report

1. The Localism Act 2011 requires all Councils to review and adopt a Pay Policy Statement each financial year. This report proposes the amendments detailed in paragraph 8 below to the Council's policy agreed in 2021 for adoption in the financial year 2022/23.

Proposal(s)

2. The Council agrees the amendments to the statutory Pay Policy Statement attached as Appendix 1 of this report.

Reason for Proposal(s)

3. Sections 38 to 43 of The Localism Act 2011 required all Councils to formally adopt a pay policy statement by 31 March 2012. The Council also has a duty to have regard to statutory guidance issued pursuant to s.40 of the Act. The Council has had regard to relevant guidance as referred to in the pay policy at Appendix 1. The Act requires that a policy statement is adopted annually by a vote of the Council and once adopted, can only be varied by a vote of the Council.

Relevance to the Council Plan

4. Enfield Council is a large and diverse organisation providing a range of statutory and other services to a local community with a population of c333,000. It is responsible for managing an annual revenue budget of £1.2bn and a 10-year capital budget of £2.75bn. To ensure such a large and complex organisation is effectively led and efficiently managed, the Council needs to be able to attract and retain a range of high calibre and skilled managers and leaders. In a competitive job market, the value and composition of the remuneration package offered to senior managers, i.e. Director and above is a key factor enabling the Council to attract, recruit, motivate and retain staff with the skills sets required to deliver the Council's

vision, objectives and aspirations, which in turn, have a significant impact on the lives of local residents.

Background

5. Sections 38 to 43 of The Localism Act 2011 required all Councils to formally adopt a pay policy statement by 31 March 2012. The Council also has a duty to have regard to statutory guidance issued pursuant to s.40 of the Act. The Council has had regard to relevant guidance as referred to in the pay policy at Appendix 1. The Act requires that a policy statement is adopted annually by a vote of the Council and once adopted, can only be varied by a vote of the Council.
6. In broad terms, the Act requires that the Statutory Pay Policy Statement includes:
 - a. A local authority's policy on the level and elements of remuneration for each chief officer
 - b. A local authority's policy on the remuneration of its lowest paid employees (together with its definition of 'lowest paid employees' and its reasons for adopting that definition)
 - c. A local authority's policy on the relationship between the remuneration of its chief officers and other officers
 - d. A local authority's policy on other specific aspects of chief officers' remuneration; remuneration on recruitment, increases and additions to remuneration, use of performance related pay and bonuses, termination payments and transparency.
7. The pay and remuneration of schools-based staff is not covered by the Act.

Main Considerations for the Council

8. There were no significant changes over the past year, however, it should be noted that at the time of writing this report and preparing the 2021/22 Statutory Pay Policy the 2021 pay award for local government has not been resolved and is still subject to agreement. Therefore, the pay amounts quoted in this support and Pay Policy Statement are based on the most recent pay deal that was effective from April 2020. After a review of the pay policy for the financial year 2020/21 the following amendments have been recommended for adoption in the 2021/22 Statutory Pay Policy:
 - a. Paragraph 1 has been updated to reflect the annual revenue budget and capital budget for 2021/22.
 - b. Paragraph 3.3 has been updated to remove narrative of the senior manager's performance related pay progression that was replaced with the current pay structure of progression through experience in 2018.
 - c. Paragraph 3.5 has been amended to reflect the changes to the senior management pay structure and pay scales implemented in 2018.
 - d. Paragraph 3.5.1. has been updated to reflect the current number of senior manager posts (648).
 - e. Paragraph 3.6 has been updated to reflect the 2021 Joint National Council (JNC) pay deal for middle and senior managers is still subject to agreement and therefore the salary ranges quoted are based on the 2020 pay award effective from April 2020.

- f. Paragraph 3.8 has been updated to reflect the 2021 National Joint Council (NJC) pay for all staff graded PO2 is still subject to agreement and therefore the salary ranges quoted are based on the 2020 pay award effective from April 2020. This paragraph makes reference to the London Living Wage increase from November 2021.
- g. Paragraph 3.10.1 has been updated to reflect the London Living Wage hourly rate of £11.05 that was set in November 2021. At the time of producing this report this is 4p above the hourly rate for the bottom point of the NJC pay scale. The Council committed to enhance pay to ensure that every member of staff receives a level of pay that is equivalent to the level of the London Living Wage from 1 April following any increase to the London Living Wage. It is anticipated that point 1 of the NJC pay scale will be above £11.05 following agreement of the 2021 pay award.
- h. Paragraph 3.14.2. has been updated to state five members of staff were retired flexibly in the period 1 January to 31 December 2021.
- i. Paragraph 3.14.3. has been updated to state one employee left on the basis of voluntary severance in the period 1 January to 31 December 2021.
- j. Paragraph 3.14.4. has been updated to state one employee retired early in the interests of the efficiency of the service in the period 1 January to 31 December 2021.
- k. Paragraph 3.15.1 has been updated to state eighteen members of staff have been retired on grounds of permanent ill health in the period 1 January to 31 December 2021.
- l. Paragraph 3.17.1 has been updated to state 85% of the workforce are members of Local Government Pension Scheme.
- m. Paragraph 3.18.2. has been updated to state the gross pay of the Chief Executive was 6.6 times the median pay for the whole of the Council's non-school's workforce in 2020/21 (previously 6.7 times).

Safeguarding Implications

- 9. No safeguarding implications have been identified.

Public Health Implications

- 10. Detailed in paragraph 3.20 of the Pay Policy

Equalities Impact of the Proposal

- 11. The production of a statutory pay policy statement is a legislative requirement which will only impact on a very small number of senior staff.

Environmental and Climate Change Considerations

- 12. There are no environmental and climate change considerations.

Risks that may arise if the proposed decision and related work is not taken

13. The Council would not be compliant with Sections 38 to 43 of The Localism Act 2011.

Risks that may arise if the proposed decision is taken and actions that will be taken to manage these risks

14. The Council would be compliant with Sections 38 to 43 of The Localism Act 2011 and no further risks have been identified.

Financial Implications

15. No financial implications arise from the adoption of the proposed Pay Policy Statement.

Legal Implications

16. The Council is required under sections 38-43 of the Localism Act 2011 (the Act) to adopt a pay policy statement for every financial year. The pay policy statement for 2020/21 must be adopted by 31 March 2022. The pay policy statement must be adopted by full Council and can only be varied by full Council. Once it has been adopted, all determinations on pay, conditions and remuneration of chief officers (broadly, the chief executive, directors and assistant directors) for that year must be in accordance with the policy.

17. The Council pay policy statement is required to comply with all relevant employment legislation and is bound by any collective agreements and contractual arrangements in place which cannot be unilaterally altered. Any changes to pay scales or pay awards are dealt with through collective bargaining and will not require contractual amendments as these are already accounted for in current terms and conditions. However, any changes to the way in which staff are remunerated would need to be dealt with by consultation and an agreed contract variation or the offer of new contractual terms through re-engagement following the Council's agreed employment processes.

18. The adoption of the Pay Policy Statement will ensure compliance with the relevant provisions of the Act, thus mitigating the risk of legal challenge.

19. Relevant legislation includes, but is not limited to, the Employment Rights Act 1996, Equality Act 2010, Part Time Employment (Prevention of Less Favourable Treatment) Regulations 2000, the Transfer of Undertakings (Protection of Employment) Regulations 2006, as amended. The Council is required to ensure there is no discrimination within its pay structures and that all pay differentials can be objectively justified.

20. The Council is required to respond to legislative and regulatory changes affecting the workforce including any impact on its pay policy and is required to make any necessary arrangements to comply with any legislative and regulatory changes.

21. In determining the pay and remuneration of all of its employees, the Authority will comply with all relevant employment legislation. This includes legislation

such as the Equality Act 2010, Part Time Employment (Prevention of Less Favourable Treatment) Regulations 2000.

22. When formulating its annual Pay Policy Statement, the Council must have due regard to the need to eliminate unlawful conduct under the Equality Act 2010, the need to advance equality of opportunity and the need to foster good relations between persons who share a protected characteristic and those who do not, (the public sector equality duty).

Workforce Implications

23. The Council should ensure the approved Pay Policy Statement for 2021/22 is published on the Council's website and internal Intranet site. All decisions relating to payments to staff must be compliant with the Pay Policy Statement.

Property Implications

24. No Property implications have been identified.

Other Implications

25. None identified

Options Considered

26. The review and adoption of a Statutory Pay Policy Statement each financial year is a statutory requirement.

Conclusions

27. Under sections 38-43 of the Localism Act 2011 the Council is required to adopt a pay policy statement for every financial year. This report provides details of all changes made to the previous pay policy statement for 2020/21 and a draft revised pay policy statement is included in Appendix 1.
28. The Council agrees the amendments to the statutory Pay Policy Statement attached as Appendix 1 of this report.

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Date of report: 4 January 2022

Appendices

Appendix 1 – The Council's Statutory Pay Policy 2020/21

Background Papers

[Hutton Review of Fair Pay](#)

The Council's Statutory Pay Policy 2021/22

1. Enfield Council is a large and diverse organisation providing a range of statutory and other services to a local community with a population of c333,000. It is responsible for managing an annual revenue budget of £1.2bn and a 10-year capital budget of £2.75bn. To ensure such a large and complex organisation is effectively led and efficiently managed, the Council needs to be able to attract and retain a range of high calibre and skilled managers and leaders. In a competitive job market, the value and composition of the remuneration package offered to senior managers, i.e. Director and above is a key factor enabling the Council to attract, recruit, motivate and retain staff with the skills sets required to deliver the Council's vision, objectives and aspirations, which in turn, have a significant impact on the lives of local residents.
2. This statement has been drawn up primarily to meet the requirements of Section 38(1) of the Localism Act 2011. The full details of the remuneration of both senior managers and other groups of staff employed by the Council will be published on the Council's website as required by the Code of Recommended Practice for Local Authorities on Data Transparency. The details of the remuneration received by individual senior managers in each financial year will be published in the annual statement of accounts.
3. **Pay Provisions**
 - 3.1. The implementation of the Council's pay and remuneration strategy for senior managers is overseen by the Staff Appeals, Appointments & Remuneration Sub-Committee.
 - 3.2. The key features of the Council's remuneration package for senior managers includes a competitive salary structure that is aligned with benefits packages offered by other benchmark public sector organisations providing a similar range of services, such as other London boroughs.
 - 3.3. As part of its commitment to ensuring equal value in pay matters, the Council determines the relative grades of the vast majority of jobs in the organisation through the application of recognised analytical job evaluation schemes. For the majority of staff, the job evaluation scheme used is that developed by the Greater London Provincial Council published in 2000. For middle and senior management jobs, the Hay Job Evaluation Scheme developed by Hay Management Consultants (now Korn Ferry) is used.
 - 3.4. The Council determined the pay ranges for Heads of Service, Directors, Executive Directors and the Chief Executive in 2006, with advice from Hay Management Consultants (now Korn Ferry), using benchmarking data drawn from the Chief Officers Pay and Benefits Survey independently compiled by London Councils.
 - 3.5. The Council adopted a pay structure of progression through experience in 2018 that it believes promotes greater transparency and is consistent with the pay progression for other Council staff. This replaced the previous senior management pay structure for Hay graded managers of

Performance Related Pay Progression. When implementing this pay structure the previous 26 point pay scales for all Hay graded managers (MM1 to Chief Executive) were replaced with a new 6 point pay scale. With the exception of the Chief Executive pay scale the bottom and top points of the previous 26-point pay scale was consolidated into the current 6-point scale so the minimum and maximum amounts that can be earned remained the same. In the case of the Chief Executive pay scale the top 9 points of the previous 26-point pay scale was removed thereby reducing the maximum pay for this grade by approximately 9% (as this represented a contractual change, this was a voluntary reduction proposed and agreed by the Chief Executive). This model of pay progression through experience will apply to all posts at middle management and above.

3.6. The Council's middle and senior managers' pay ranges are consolidated into six points. Under the six-point scale it will take up to six years to progress to the top of the pay range, but all payments are guaranteed once progression is granted. In all, the Council has eight such middle and senior manager salary ranges covering 648 posts with salary ranges starting at or above £38,946¹ p.a.

3.7. The pay ranges for middle and senior managers are increased in line with National Pay Agreements determined by the Joint National Council (JNC) for Chief Officers. At the time of producing this document, the last increase in JNC pay rates was 2.75% effective from April 2020². The following information reflects pay rates as at April 2020;

- 3.7.1. the salary range for the Chief Executive is £175,674 - £208,746;
- 3.7.2. the salary range for the Executive Directors of People, Place, Resources is £126,882 - £164,196;
- 3.7.3. the actual levels of pay received by the Chief Executive and each Executive Director are published annually in the Council's statement of accounts;
- 3.7.4. the salary range for all Directors is £102,570 - £125,244;
- 3.7.5. the contracts of employment of all senior managers only allow them to undertake additional duties and responsibilities with the recorded agreement of the Leader of the Council, in the case of the Chief Executive and the Chief Executive in the case of an Executive Director and Director. Where these additional duties attract the payment of a fee, the Staff Appeals, Appointments & Remuneration Sub-Committee will determine the proportion of that fee that is received by the individual senior manager and that received by the Council. In the specific case of fees for local and other election duties, the Council allows any fees received to be retained by the Chief Officers' fulfilling these roles.

3.8. The Council has the discretion to exceptionally make additional one-off payments to staff at any level, including senior staff, in recognition of work

¹ Pay rates quoted are based on the April 2020 pay agreement. At the time of writing this report the 2021 pay review is still subject to on-going negotiation and dispute.

² These pay rates may change once the 2021 pay award negotiations are settled.

undertaken in addition to that of their substantive role. Any such additional payments will be authorised by the Chief Executive, in the case of a payment being made to an Executive Director and Director, and the Leader of the Council, in the case of discretionary payment being made to the Chief Executive. An objective justification for each such payment will be recorded on the employee's file. Any such additional payments made will be reflected in the relevant statements of earnings published in the annual statement of accounts. The Council has no provision to make a bonus payment to any member of staff.

3.9. The pay rates of other staff in the Council are based on a pay spine negotiated by the National Joint Council (NJC) for Local Government Services and supplemented to reflect regional differences arising from agreements made by the Greater London Provincial Council (GLPC). The last increase in the NJC pay spine was 2.75% effective from April 2020³. From November 2021 the London Living Wage increased to £11.05 per hour, and is 4p per hour above spinal column point 1 of the NJC pay scale. However, once the 2021 pay award is agreed it is expected to bring the lowest pay point above the London Living Wage and ensure a pay differential between lower pay grades. All pay progression through the grade range is consolidated. Typically, the pay range for each grade comprises of between two and five incremental pay points with staff progressing to the next pay point after specified periods of time in the post.

3.9.1. The Council will consider paying an appropriate market supplement, in addition to the job evaluated grade range where it can be objectively demonstrated that the Council is experiencing difficulties in recruiting and retaining suitably skilled and qualified staff to provide safe, efficient and effective high quality services and that the level of pay offered is the primary reason for this.

3.10. **Pay on appointment**

3.10.1. Under the terms of the Council's Constitution, all permanent appointments to posts graded Director, Executive Director and Chief Executive are made by the Appointments' Panel. Staff will normally be appointed at the minimum point of the grade unless there is an objectively justifiable reason for appointing to a higher salary and this is a) recorded and b) approved by the chair of the Appointments' Panel that made the appointment and c) reported to the next Council in the case of the appointment of an Executive Director. (Note the Council's Constitution already requires the appointment of the Chief Executive to be ratified by the full Council). The composition of the Appointments' Panel for appointments to posts at Director, Executive Director and Chief Executive is set out in the Council's Constitution.

³ As at the time of producing this document and may change once the 2021 pay award negotiations are settled.

- 3.10.2. The 2012 and 2013 government guidance on pay policy statements recommends that full Council should have the opportunity to vote before large salary packages are offered in respect of a new appointment and propose £100,000 as an appropriate threshold. Supplementary guidance does not have the force of law, but the council is required to have regard to it.
- 3.10.3. In Enfield, all appointments at Director level and above are made by a sub-committee of the staff appeals, appointment and remuneration committee comprising elected members of all main political groups; and the adopted pay policy already requires a report to be made to Council where it is proposed to offer the appointment at a salary other than the minimum of the appropriate salary range.
- 3.10.4. The Council's Constitution already requires the appointment of a new Chief Executive to be ratified by full Council, and such an approval could be explicit as to the salary to be offered; so this leaves only Director and Executive Director level posts where the salary offered on appointment could exceed the £100,000 threshold. The salary range for Directors and Executive Directors is fixed (see paragraph 3.6 above) and is binding on the council by virtue of the pay policy statement. If there is a decision to pay an Executive Director at a higher point, it must be reported to the next full Council meeting. If the matter is reported to full Council, it would be open to a member to move a motion on the matter which could be the subject of a vote. The Council therefore believes that the requirements of openness and accountability and the principles of transparency are met by existing procedures. Set against this, the potential delays in waiting for a full Council meeting before being able to offer a job, or having to renegotiate the salary, risk losing good candidates and increasing recruitment costs.
- 3.10.5. On this basis, the council is satisfied that its existing mechanism for senior appointments allows for an appropriate level of accountability, openness and oversight by members.
- 3.10.6. Appointments to posts at all other levels in the Council will be made at the minimum point of the relevant grade unless agreed by the Director of HR & OD or as specified in the approved scheme of delegation. Where appointments are made to salary levels above the minimum of the scale, the objectively justifiable reasons for this will be recorded on the relevant personnel file. The Council does not make any additional payments to prospective senior managers to encourage them to join the Council's workforce. Relocation expenses can be paid in approved cases where these are agreed by the Chair of Appointments' Panel that made the appointment.
- 3.10.7. From time to time, to meet unforeseen temporary business needs, it may be necessary for the Council to engage specialists' contractors/agency workers to cover elements of the roles of senior manager posts. In such cases, the engagement

of such workers and the rates of payment and conditions of engagement will be approved by the Cabinet Member for Finance & Procurement which will not necessarily be in line with the Council's general terms and conditions for staff engaged under a permanent contract of employment.

- 3.10.8. The Council would not normally consider appointing a person to a permanent senior management post other than under a normal employment contract.

3.11. Low pay

- 3.11.1. In March 2011, the Cabinet determined that irrespective of the grade of a job as determined by the application of an analytical job evaluation process, the minimum level of pay received by any employee would be the level of the London Living Wage as set/amended from time to time by the Greater London Authority. The Council will determine the lowest paid by reference to the contractual hourly rate of pay of the employee. For these purposes Apprentices are considered to be engaged under training rather than employment contracts. The London Living Wage increased from November 2021 to £11.05 per hour and equates to £20,741.29 per annum for a full-time worker (i.e. 36 hours per week). Where appropriate, basic levels of pay that are on or below the GLPC pay spine from the April following any increase to the London Living Wage are enhanced by the payment of a pay appropriate supplement to ensure that every member of staff receives a level of pay that is equivalent to the level of the London Living Wage. With effect from 1 April 2020 and currently April 2021 the bottom point of the GLPC pay spine is above the previous London Living Wage hourly rate of £10.85 (agreed November 2020) and the bottom point of the new GLPC pay spine from 1 April 2021 is expected to remain above the current London Living Wage pending the outcome of the 2021 pay review negotiations. Any subsequent increase in the London Living Wage will be implemented within six months of the increase in the level of London Living Wage being announced. Where the London Living Wage rises above the minimum pay point the Council will not adjust the basic wage levels of staff that are above the London Living Wage for the purpose of maintaining grade/pay differentials. An explanation of the Council's reasons for adopting the London Living Wage as the low pay benchmark are set out in report 207 considered by the Cabinet on 9 March 2011.

3.12. Working hours

- 3.12.1. Middle and senior managers in the Council do not have a specified working week and are required to work the hours necessary for the effective performance of their duties. It is not unusual for senior managers in the organisation i.e. Directors, Executive Directors and Chief Executive to regularly work above a 48-hour working week without any compensatory time off or additional payments being made.

3.12.2. Staff other than middle and senior managers work a basic 36-hour week and are entitled to time off in lieu or additional payments in respect of any hours worked in excess of an average of 36 hours per week calculated over specified periods. Enhanced payments are made to staffs who are contractually required to work at night, at weekends and on bank holidays.

3.13. Other non-pay benefits

3.13.1. Holiday entitlement

In addition to paid time off in respect of public/bank holidays, the paid annual leave entitlement for all staff is set out in the

Directors and Assistant Directors	Completed Years of Continuous Service as at 31 March	
	0 - 4 years	5 + years
Chief Executive & Executive Directors	32 days	35 days
Directors	29 days	32 days

able;-

Other Staff	Completed Years of Continuous Service as at 31 March	
Grade and pay spine	0 - 4 years	5 + years
Up to and including Scale 4 (scp 1-21)	24 days	29 days
Scales 5-6 (scp 22-28)	25 days	30 days
SO1 to PO2 (from scp 29)	26 days	31 days
MM1 to HOS3	29 days	31 days

During 1 st year of service	1 month's full pay and (after completing 4 months' service)
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3.13.2. Sick pay	2 months' half pay
During 2 nd year of service	2 months' full pay and 2 months' half pay
During 3 rd year of service	4 months' full pay and 4 months' half pay
During 4 th and 5 th year of service	5 months' full pay and 5 months' half pay
After 5 years' service	6 months' full pay and 6 months' half pay

unable to work because of illness, staff at all levels receive:

This provision mirrors the national terms and conditions for local authorities' staff.

3.14. Other general terms and conditions of service

- 3.14.1. Other general terms and conditions of service for senior staff are as determined by the Joint National Council for Chief Officers and for other staff by the National Joint Council for Local Government Services.

3.15. Termination payments

- 3.15.1. In 2010, the Cabinet adopted a revised policy in respect of the level of discretionary payments made to staff who were made redundant. Under the terms of this policy, which applies to staff at all levels including senior managers, on being made redundant, staff who are immediately able to access their occupational pension payments will receive a redundancy payment which is calculated using the statutory table for the calculation of redundancy payments with the payment being based on an actual week's pay i.e. salary ÷ 52.14 weeks, rather than a statutory week's pay. In all cases of redundancy of staff at all levels the Council automatically waives any actuarial reduction in pension payments that would otherwise arise. Staff who are not able to access an occupational pension for any reason receive a supplementary additional discretionary payment calculated on half a week's actual pay for every year of local government service. The Council's redundancy payments scheme is located at [Discretionary Redundancy Compensation Provision](#).
- 3.15.2. The Council's flexible retirement policy, adopted in 2011, enables eligible staff to receive their occupational pension and continue working, for a maximum period of up to two years, provided they either reduce their contractual hours by at least

50% or reduce the grade of their job by two grades. Five staff were retired flexibly in the period 1 January to 31 December 2021.

- 3.15.3. On 21 March 2012, the Council adopted a severance policy under which staff at all levels in the Council could be allowed to leave the Council's employment with a discretionary severance payment. Details of this scheme are set out in the relevant Cabinet report. One member of staff left on the basis of voluntary severance in the period 1 January to 31 December 2021.
- 3.15.4. The Council has the discretion to agree the early retirement of a member of staff aged 55 to 60, where this is in the best interests of the efficiency of the service. In such cases, the Council considers each case on its merit and in the light of this determines a) whether to agree the request and b) where applicable, whether to waive any actuarial reduction that may arise. One member of staff retired early in the interests of the efficiency of the service in the period 1 January to 31 December 2021.
- 3.15.5. While under the specific circumstances set out in this statement, the Council may waive the actuarial reduction that would otherwise arise as a consequence of the early payment of an employee's occupational pension; the Council does not enhance the pension provision of any staff.
- 3.15.6. The Council would not normally consider re-engaging in any capacity any senior member of staff who had left the Council with a discretionary compensatory payment or via a settlement agreement within two years of his/her recorded last day of service. Any proposal to do so would be subject to the agreement of an appropriately constituted Appointments' Panel.
- 3.15.7. The Council has no provision to make any other termination payments to staff at any level in the organisation other than in settlement of a potential or actual legal claim against the Council. Any such payment to a senior member of staff would be agreed by the Chief Executive or appropriate Executive Director, in consultation with the Leader of the Council, under the terms of an appropriate Compromise Agreement following receipt of written legal advice.
- 3.15.8. As a matter of principle, the Council expects all staff to work any contractual periods of notice unless it is considered this would not be in the best interests of the Council.
- 3.15.9. Where the Council proposes to exercise its discretion to make a severance payment of £100,000 or more, under paragraphs 3.14.2 (flexible retirement), 3.14.3 (severance) or 3.14.4 (early retirement in the interests of efficiency), the proposal shall be referred to full Council for decision.

3.15.10. Where the Council proposes to make an officer redundant which will involve costs of £100,000 or more and which is in excess of the provisions detailed in paragraph 3.14.1, the proposal should be referred to full Council for decision.

3.15.11. Where the Council has incurred costs in relation to the redundancy of an officer in excess of £100,000 but which consists exclusively of payments made in accordance with the Council's redundancy scheme detailed in paragraph 3.14.1, the payment will be reported to the Staff Appeals, Appointment and Remuneration Committee for information.

3.16. Retirement on medical grounds

3.16.1. Decisions to retire staff on grounds of permanent ill health are medical decisions over which the Council has little influence or discretion. In such cases, the Council will meet any additional costs that arise as specified in Regulation 20 of the Local Government Pension Scheme Regulations. Eighteen staff have been retired on grounds of permanent ill health in the period 1 January to 31 December 2021.

3.17. Other payment/reimbursement of expenses/accommodation costs

3.17.1. Middle and senior managers engaged on grades MM2 and above are not reimbursed for any additional expenses incurred in the course of carrying out their duties within the borough boundaries. Reimbursement of actual costs incurred is made in respect of additional costs incurred in travelling outside the borough on production of an appropriate receipt. Where Council business necessitates an overnight stay and it has not been possible for the Council to directly pay for accommodation and/or meals in advance, all staff including senior managers are reimbursed all reasonable costs as set out in the Council's policy on subsistence allowances and overnight stays as approved by the appropriate Executive Director for Directors, Director for HOS, and, the Chief Executive for Executive Directors and the Leader of the Council for the Chief Executive.

3.17.2. All other staff are reimbursed for additional expenses incurred in the course of undertaking their duties irrespective as to whether this work is undertaken within or outside the borough boundaries. Reimbursements of expenses for other staff are authorised in accordance with the Council's Scheme of Delegation.

3.18. Occupational pension provisions

3.18.1. All staff are eligible to join the Local Government Pension Scheme. Approximately 85% of the workforce are currently members of the Pension Scheme. The level of contributions made by staff is determined by Regulations. In addition, the Council makes a contribution to the Local Government Pension Scheme in respect of each member of staff who is a member of the scheme.

3.18.2. The level of pension contribution made by the Council is based on actuarial calculations approved by the Council's Pension Board from time to time.

3.18.3. In the light of recent changes in general taxation legislation and particularly in respect of the annual and lifetime pension allowances, there is an increasing likelihood that in the medium term, a number of senior managers will choose to cease to be members of the Local Government Pension Scheme. In such cases, the Council would not make any compensatory payment to a senior manager to maintain the overall value of the individual's remuneration package.

3.19. Relationship between the remuneration of the Chief Executive and that of the overall workforce

3.19.1. Section 38(2) of the Localism Act 2011 requires the Council to set out policies on the relationship between the remuneration of its chief officers and that of other staff. The Code of Recommended Practice for Local Authorities on Data Transparency defines the "pay multiple as the ratio between the highest paid salary and the median average salary of the whole of the authorities' workforce".

3.19.2. The report on Fair Pay in the Public Sector highlights that in general terms, the multiple indicating the relationship between the pay of the Chief Executive and the pay of the general workforce in a local authority is significantly lower than for organisations of similar size, turnover and complexity in the private sector. The report indicates that typically the pay of the Chief Executive of a London Borough is approximately eight times that of the median pay of all staff (chart 2A, page 33, Fair Pay in the Public Sector). In 2020/21, the gross pay of the Chief Executive was 6.6 times the median pay for the whole of the Council's non-schools' workforce. -The multiple for 2020/21 will be published in the annual accounts.

3.19.3. To ensure the Council continues to offer a competitive remuneration package to staff at all levels in the organisation, the Council periodically undertakes a benchmarking exercise to ensure that potential pay levels remain aligned with the median pay of other London Boroughs.

3.20. Shared services

3.20.1. Where the Council agrees to share the services of a senior manager with one or more other councils, then the remuneration and terms of conditions of employment will be determined by the primary employer with the secondary employer reimbursing the primary employer an agreed sum.

3.21. Public Health Team

3.21.1. On 1 April 2013, the NHS public health function was transferred to local councils. The transfer was actioned under a statutory transfer scheme and transferred staff have been protected on

their NHS pay, pensions and conditions of service. At present, there is one member of staff on NHS terms and conditions. The terms of the transfer agreement protect councils from equal pay challenges until April 2015. However, from this date, councils will need to review the pay arrangements to ensure that any differentials are objectively justified. The numbers of public health staff on NHS conditions has steadily decreased since 1 April 2013 through natural wastage.

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Meeting Date : Council 26th January 2022

Subject: Capital Programme Monitor Second Quarter (September) 2021

Cabinet Member: Councillor Maguire

Key Decision: KD5340

Purpose of Report

1. The purpose of this report is to inform Members on the current position (as at the end of Sept 2021) of the Council's 10 Year Capital Programme 2021/22 to 2030/31, considering the latest information available for all capital schemes including the funding arrangements.
2. The report shows that the 2021/22 forecast year end expenditure for the approved programme is projected to be £128,981k for the General Fund, £88,347k for the Housing Revenue Account (HRA) and £34,272k for Enfield Companies. It should be noted that the year-end forecasts have been provided against a backdrop of economic uncertainty, regarding supply chain challenges, building cost inflation and other factors outside of the control of those delivering the projects. Consequently, whilst based on best known information at Quarter 2, there are likely to be changes to forecasts in the November Capital Monitor. The HRA Revenue and Capital monitoring are reported separately, with a single summary line included in this report.
3. The report sets out the estimated capital spending plans for 2021/22 to 2030/31 including the proposed arrangements for funding and confirms that the revenue capital financing costs for the programme are provided for in the budget.
4. On 2nd March 2021, Council approved the 2021/22 Capital Budget and noted the 2021/22-2030/31 10 Year Programme (KD5210). This included approval for the HRA 10 Year Capital Programme of £1,226,069k.
5. The 2021/22 Capital budgets include new programmes, which were approved as part of the budget setting process. These new programmes were described as 'Requested Additions'.
6. Each 'Requested Addition' is subject to a separate individual report, which grants the approval to spend the budget envelope approved by Council. Table 3 details those projects which have obtained the relevant approval to spend and are included in the approved Capital Programme.
7. Appendix B lists the projects where individual approvals are still required.

Proposal(s)

8. Following the approval and recommendation by Cabinet on the 8th December, Council is requested to;
9. Approve the additions to the Capital programme as set out in Table 4
10. The inclusion of the following capital programmes, including updated grant funding, as detailed in Table 3. The programmes listed below, were included as 'Requested Additions' in the Council's 10 Year Capital Programme and have now been granted approval to spend:
 - a. Corporate Condition Programme-KD5371
 - b. IT Investment
 - c. Community safety
 - d. Housing Adaptations and Assistance-KD5365
11. Appendix A details the revised 10 Year Capital Programme including all programmes with approval to spend. The total budget is £1,730,629k.
12. Appendix B details requested additions, that are subject to further approval.
13. Appendix C details the total revised 10 Year Capital Programme. The total budget is £2,691,468k.

Relevance to the Council's Corporate Plan

14. The overarching aim of the Council's Capital Programme is to provide a framework within which the Council's investment plans can be delivered. These plans are informed by the Council's strategic objectives as detailed in the Enfield Corporate Plan 2018 to 2022. The objectives are to:
 - Deliver good homes in well-connected neighbourhoods
 - Sustain strong and healthy communities
 - Build our local economy to create a thriving place
15. The Corporate plan also identifies 3 guiding principles, which underpin these objectives; they will govern how the Council communicates with residents, works with residents and works as efficiently as possible, including increasing resident access to digital services and transactions.

Background

16. The Council's Capital Programme is regularly reviewed, and monitoring reports are submitted to Cabinet on a quarterly basis. In addition, the Capital Finance Board maintains a strategic overview of the financial management of the capital programme and provides an additional level of scrutiny for the major projects. The Council continually strives to maximise external grants and contributions and

attract new income streams to fund projects wherever possible and minimise the need to borrow.

17. This is the second report on the Capital Strategy (2021/22) and 10 Year Capital Programme (2021/22 to 2030/31). The report is at the end of the second quarter of 2021/22 financial year.

Impact of External Economic factors

18. Inflationary increases, particularly construction related are forecast to impact on a number of the building programmes. Increasing cost of construction is being widely reported at every level, with materials and labour increasing in price. The demand for construction materials is increasing as Governments across the world try to revive and stimulate economic growth following Covid-19. The supply of skilled construction labour is being impacted by both Covid-19 and Brexit related challenges.
19. Supply chain delays are also being reported, with a potential impact on delivery timetables.
20. Work is ongoing to understand the impact on delivery timelines and cost of affected programmes and this has been referenced, where relevant, against specific programmes. Where evidence indicates a current year programme will cost more to deliver, options including the removal or reduction of existing approved programmes will be investigated

Main Considerations for the Council

21. The total Capital Programme, detailing all programmes with the relevant approval to spend, is detailed in Appendix A. It shows the revised 10 Year position inclusive of carry-forwards from 2020/21.
22. The capital budget for the current financial year is summarised in Table 1 below and provides the latest position reflecting updated expenditure profiles as advised by programme managers. Growth of £8,535k is split between new schemes that have been added to the programme since 1st April 2021 and those programmes, classed as Requested Additions, which have now obtained the relevant approval to spend allocated budgets. Growth is further analysed in Table 3 (Approved Requested Additions) and Table 4 (Capital Programme Growth) of the report.

TABLE 1 - Capital Programme with Spending Approval

Capital Programme with Spending Approval	2021/22 Revised Budget(Q1)	Reprofiling	Growth	Reductions	2021/22 Forecast	Actual Expenditure
	£000	£000	£000	£000	£000	£000
Resources	6,425	(2,610)	390	0	4,205	1,137
People	15,617	(3,776)	240	0	12,081	3,152
Place	45,119	(11,510)	7,655	0	41,557	13,902
Place-Meridian Water	109,739	(38,602)	0	0	71,137	12,948
General Fund	176,901	(56,498)	8,285	0	128,981	31,139
Energetik	25,000	(10,500)	0	0	14,500	14,500
Housing Gateway Ltd	48,816	(29,294)	250	0	19,772	6,000
Total General Fund	226,917	(96,291)	8,535	0	163,253	51,639
Place-HRA	116,053	(27,706)	0	0	88,347	29,591
Total Capital Programme	366,770	(123,997)	8,535	0	251,601	81,230

Reprofiling

23. These are changes in the timing of expenditure from the approved programme, between financial years, with no reported increase or decrease in the full life budget requirement.
24. At Quarter two, £123,997k is to be reprofiled from 2021/22 to future years, this represents 34% of the total revised budget.
25. Table 2 below analyses the budget reprofiling, with explanations below the table for the significant items.

TABLE 2 - Capital Programme Re-profiling

Budget Reprofiling	2021/22	2022/23	2023/24	2024/25	2025/26	2026/27 - 2030/31	Future Years	Funding Source
	£000	£000	£000	£000	£000	£000	£000	
IT Investment	(2,610)	2,610	0	0	0	0	0	Borrowing
RESOURCES	(2,610)	2,610	0	0	0			
Schools' Capital Programme	(3,776)	3,776	0	0	0	0	0	Grant (ESFA)
PEOPLE	(3,776)	3,776	0	0	0	0	0	
Energy Decarbonisation (RE:FIT)	(419)	419	0	0	0	0	0	Grant
Edmonton Cemetery	(800)	800	0	0	0	0	0	Borrowing
Meridian Water	(38,602)	27,902	0	0	0	0	10,700	Borrowing and External Contribution
Montagu Industrial Estate	(4,000)	4,000	0	0	0	0	0	Borrowing
Town Centre Regeneration	(1,850)	1,850	0	0	0	0	0	Borrowing and Grants
Genotin Road (Metaswitch)	500	(500)	0	0	0	0	0	Borrowing
Corporate Condition	(1,624)	1,624	0	0	0	0	0	Borrowing

Programme								
Build the Change- CPIP - Hub 1 - Civic Centre	498	(498)	0	0	0	0	0	<i>Borrowing</i>
Build the Change- CPIP - Hub 2 - Dugdale/Thomas Hardy	(648)	648	0	0	0	0	0	<i>Borrowing</i>
Electric Quarter	(1,667)	1,667	0	0	0	0	0	<i>Borrowing</i>
Land Investment	(1,500)	1,500	0	0	0	0	0	<i>Borrowing</i>
PLACE	(50,112)	39,412	0	0	0	0	10,700	
Energetik	(10,500)	2,000	1,500	7,000	0	0	0	<i>Borrowing/Grant</i>
Housing Gateway Ltd	(29,294)	25,919	3,375	0	0	0	0	<i>Borrowing</i>
COMPANIES	(15,994)	27,919	4,875	6,698	0	0	0	
Place – HRA	(27,706)	(46,615)	65,168	10,593	31,102	(32,542)	0	<i>Various</i>
HRA*	(27,706)	(46,615)	65,168	10,593	31,102	(32,542)	0	
TOTAL Budget Ref profiling	(123,997)	27,101	70,043	17,593	31,102	(32,542)	10,700	

***HRA covered in separate HRA report**

26. IT Investment (£2,610k) – Covers a number of projects (Including Methods and Modes, Build the change-new device rollout and the Asset management project where the budgets are being reprofiled to align with revised delivery timelines.
27. Schools Capital Programme (£3,776k) – Budgets reflect the current 2021/22 and proposed 2022/23 programmes which have been formulated to address the most urgent condition items. Projects have been prioritised for inclusion in the Maintenance Programme based on technical information from condition surveys and feasibility studies and advice from CMFM technical Officers.
28. Meridian Water (£38,602k) – Road and Rail infrastructure works £16,300k funded entirely from HIF grant, £22,302k arising from revised cost estimates for Meridian 1, 2 and 4, assumed contingency not required in the current year, property management & security, and the associated interest cost for these items
29. Town Centre Regeneration (£1,850k) - The budget has been reprofiled to reflect the delay to the start of the Good Growth Fund projects in Angel Edmonton, as well as uncertainty on delivery timescales on a number of Town centre regeneration projects in Palmers Green & Enfield Town
30. Electric Quarter (£1,667k) – Reprofiling reflects the delivery plan for completing the library fit out and the remaining ground floor space in 2022/23
31. Land fund Investment (£1,500k) – Reprofiling as there is uncertainty around the exact timing of the transaction. This will be reviewed as part of the Period 8 Capital monitoring cycle
32. Montagu Industrial Estate (£4,000k) - In the light of the re-appraisal of redevelopment options owing to market conditions, materials and labour shortages and ongoing key negotiations for relocation of a major estate occupier, it is not now envisaged that there will not be significant spend this financial year against the acquisition budget

33. Energetik: (£10,500k)- Funding has been re-profiled to reflect the updated network expansion business case and grant funding agreed, as approved by Council in June 2021 (KD 5304).
34. Housing Gateway Limited (£29,294k) – The reduction in forecast drawdown reflects the decision to reduce the forecast 2021/22 purchases down to 70 from 100. This is necessary due to the fact that in the majority of cases HGL requires vacant possession and the timeframe for achieving vacant possession has been extended significantly due to Covid-19 related backlogs in the court and new processes for eviction

Approved Requested Additions

35. These are programmes within the approved 10 Year Capital Programme budget envelope which are still subject to further approval, prior to spending the allocated budget envelope.
36. Appendix B details the Requested Additions, where the approval to spend has not been received.
37. Table 3 below lists the programmes which have now obtained the required approval and can commence spending.

TABLE 3 - Approved Requested Additions

Capital Programme approved Requested Additions	2021/22	2026/27 - 2029/30	Total	Approval /Funding Source
	£000	£000	£000	
IT Investment	390	0	390	Record of Operational Decision Report/Borrowing
Resources	390	0	390	
Community Safety	150	0	150	Record of Operational Decision Report/Borrowing
People	150	0	150	
Corporate Condition Programme	2,650	0	2,650	KD 5371/Borrowing
Housing Adaptations & Assistance (DFG)	2,001	0	2,001	KD 5365/Grant
PLACE	4,651	0	4,651	
Place- HRA	0	117,900	117,900	Various Financing- KD5342/KD5212
TOTAL Growth	5,191	5,191	123,091	

38. Table 4 lists additions to the Capital programme since approval in March 2021.
39. The growth on Joyce and Snells reflects the value of the updated programme as approved by Cabinet after removal of the initial indicative budget as detailed

below. The Edmonton Cemetery project was originally approved in March 2020, at which point it was to be funded from a revenue earmarked reserve. As part of the review of earmarked reserves at the end of last financial year, when it was unclear the level of support the Council would receive to fund Covid-19 pressures, it was agreed that funding for the project would be switched to capital.

TABLE 4: Capital Programme Growth

Additions to the Approved Capital Programme	2021/22	Future Years	Total Growth	Funding Sources (Approval Report)
	£000		£000	
Community Safety-Youth Bus	90	0	90	Delegated Authority Report(borrowing)
PEOPLE	90	0	90	
Edmonton Cemetery	1,457	0	1,457	Borrowing- KD 5404
Housing Adaptations & Assistance (DFG)	199	0	199	External Grants - (Better Care Fund: DFG)
Joyce and Snells	0	52,358	52,358	Borrowing- KD 5343
Tennis Courts Works at Broomfield Park	222	0	222	Grant (Sport England) / S106
Healthy Streets	781	0	781	TFL Grant
TFL: Traffic & Transportation	345	0	345	TFL Grant
PLACE	3,004	52,358	55,362	
Housing Gateway Ltd	250	0	250	Borrowing
COMPANIES	250	0	250	
TOTAL Growth	3,344	52,358	55,702	

Reductions

40. £135,923k has been removed from the overall Capital programme since it was approved in 2nd March 2021 as set out below.

TABLE 5: Capital Programme Reductions

	2021/22 £'000	Future Years £'000	Total Reduction £'000	Comment
Joyce & Snells	1,364	133,694	135,058	General Fund indicative budgets removed and replaced with Cabinet approved revised scheme
TFL: Healthy Streets	377	0	377	Indicative Budgets included at Budget setting. These have now

				been updated to reflect actual agreed amounts with TFL
TFL: Traffic & Transportation	488	0	488	Indicative Budgets included at Budget setting. These have now been updated to reflect actual agreed amounts with TFL
Place	2,230	133,694	135,923	
Total Reduction	2,230	133,694	135,923	

41. The approved requested addition for Joyce and Snells in the Budget report was £135,058k however Cabinet (KD5343) approved £52,358k, which reflects the approved re-engineered programme
42. The requested addition for the TFL Programmes were based on an estimate of future funding. Now the actual amounts have now been agreed, the estimated budgets are being adjusted

2021/22 Forecast and Expected Outcomes

43. The 2021/22 revised Capital Programme budget (i.e. forecast) is £251,601k, as detailed in Table 1 above. Appendix A provides a breakdown by programme and department. The following paragraphs describe expected outcomes for the significant programmes.

Resources

44. IT Investment (£3,724k): This budget is currently allocated across several projects to be delivered by Transformation and ICT.
45. Key projects to be delivered during 2021/22 include replacement of the customer platform (Phase 1); continuation of the infrastructure programme to include DR/Resilience to our Network and remote working; replacement of the asset management system; implementation of the Civica CX system; and Cyber Security Systems and Training.

People

46. Schools Capital Programme (£11,364k): This programme is continually reviewed on a project-by-project basis. The strategy of expansion of school places for SEND children include the following: ongoing expansion of West Lea Special School, Winchmore 6th Form and Autistic Unit and continuing with the programme to rebuild Fern House.
47. The key maintenance projects involve roofing, heating and domestic hot water systems in various schools including Oakthorpe as well as fire alarm and protection services at various schools. Individual project designs are where possible developed to contribute to the Climate Change Agenda. The forecast spend also includes professional fees and retention amounts.

Place

48. Southgate Cemetery (£368k): The mausoleum build at Southgate Cemetery is due to complete this financial year. Remaining budget is to cover outstanding contractor and project management costs.

49. Flood Alleviation (£2,051k): Flood alleviation schemes being delivered this year include the Albany Park River Restoration project which reduces flood risk to several hundred residential properties, the Salmons Brook Natural Flood Management project which involves the creation of rural wetlands and the creation of 60 hectares of publicly accessible woodland on land that was previously arable farmland (this project is also a key element of the Council's Climate Action Plan), constructed wetlands in Oakwood Park and Durant's Park, over 20 rain gardens (SuDS) on highway and housing land, and London's first beaver reintroduction project. This final project has been developed to showcase and further evaluate natural flood alleviation methods – storing excess water on rural land helps to protect properties further downstream in urban areas. The programme is supported by funding from a number of different external sources, including the Mayor of London, Environment Agency, Forestry Commission, National Lottery and Defra, in addition to Enfield's capital funding.
50. LED Street Lighting (£600k): It forecast that the LED Street Lighting budget will be fully spent in 2021/22 and 2,600 luminaires will be installed. However, there is a slight risk that due to delays in Lamp deliveries from Europe, the project does not fully complete in 2021/22
51. Highways & Street Scene (£8,728k): The 2021/22 Highways and Street scene capital programme will enable over 9km (5.5miles) of roads to be resurfaced, over 6km (4 miles) of pavements to be renewed and an additional 18,000 individual smaller defective areas on the highway network to be repaired as part of Enfield's overall highway maintenance programme. Approximately 630 new street trees will be planted, some of which will replace previously removed dead and decaying trees giving a net gain of over 350 established street trees. The funding also includes several smaller bridge maintenance schemes and the development of the highest priority bridge strengthening schemes. Funding is also allocated to continue the programme of constructing sustainable drainage schemes, including the completion of the Albany Park river restoration project, rain gardens and wetlands.
52. Vehicle Replacement Programme (£2,705k): Fleet Services has an on-going programme for the procurement, management and disposal of all council owned fleet vehicles, plant and equipment. The 2021/22 budget is to procure those vehicles, plant and equipment that are scheduled for replacement and/or new vehicles required by Council services. Current requirements include the provision of new electric vehicles for the Highways; and Housing maintenance, which was brought back in-house on 1st April 2021 and will be the first Council service to operate with all-electric vehicles.
53. Healthy Streets (£3,938k) The Healthy Streets programme receives external grant funding from a range of sources, with allocations provided at various times throughout the year. Therefore, the overall allocation can vary between quarters. Current projects include continued delivery of a number of Quieter Neighbourhood trials, a series of school street projects and various design work for future projects. At the end of Q2 actual spend is relatively low as significant construction for both the Ponders End High Street and Bull Lane (North Middlesex Hospital) projects is programmed for Q4. However, supply chain

issues may result in the reprofiling of some of this funding, subject to further discussion with the specific funders for these projects

54. Traffic and Transportation (£374k) - £110k has been provided by Transport for London(Tfl) to implement a number of bus priority measures and extensions to the operational hours of the bus lanes on both Green Lanes and Fore Street in particular TfL have provided funding for the design of road safety and bus stop accessibility measures, as well as continued air quality monitoring.
55. Meridian Water (£71,137k). Main areas of forecast expenditure are Design and preliminary works for road and rail supported by HIF grant £13,300k, Land acquisition £11,000k, Meridian One payment for affordable homes £13,000k, Interest £10,000k, contingency £5,700k with the balance of £18,137k in respect of development works mainly for Meridian One, Two and Four. These include relocation of utilities, enabling works together with professional fees for future phases.
56. Corporate Condition Programme (£2,311k): In-year expenditure of CCP 2021/22 will be £156k for ancillary works to support and complete the Public Sector Decarbonisation Scheme (PSDS) project at various corporate properties, £470k to complete essential lifecycle works at Civic Centre including water systems and legionella prevention, and £177k to complete external works to the Carnegie Building. There will also be a further £223k expenditure to progress the design and procurement of the remainder of the lifecycle programme that will fall into 2022/23 which includes structural and safety works to farm buildings and allotments.
57. Build the Change (£6,517k): Includes spend relating to
 - a. Hub 1- Civic Centre .This is the first phase of works, that includes refurbishment of the ground to second floors of A Block , both floors of D Block in the Civic Centre, optimisation of space usage, construction of public facing meeting rooms on the ground floor and additional office accommodation on the 2nd floor. Work will also be undertaken on other areas including the Civic Centre car park, main reception, toilets, contact centre ,archive reading room works;
 - b. Hub 2- Dugdale /Thomas Hardy House . Works are to create a Children & Family hub.
 - c. Hub 4- Edmonton Green. Works are to create a Housing Hub. Works have now commenced, due to complete by end of 2021/22.
58. Electric Quarter (£1,857k): Covers the fit out of the library, as well set aside for outstanding CPO claims.
59. Energy Decarbonisation (RE:FIT) (£3,400k): In March 2021 Enfield Council successfully won a bid for money from the Public Sector Decarbonisation Scheme to help deliver heat pumps, solar panels, double glazing, light and heat controls and insulation on council buildings. The project includes the retro fitting of 11 Corporate buildings with Air source Heat pumps, Solar Panels and insulation

60. Genotin Road Metaswitch (£1,611k): The building has been completed and Metaswitch have moved in . Final payments are expected to be made this financial year, subject to resolution of snagging issues
61. Montagu Industrial Estate (£1,117k): As detailed above £4,000k has been reprofiled in recognition of the current status of the project. The remaining budget currently profiled into 2021/22 is set aside should an acquisition become available and also to cover consultancy costs to the year end . The position will be reviewed as part of Period 8 monitoring
62. Town Centre Regeneration (£1,052k): The forecasted spend will seek to deliver the following outcomes:
 - a. Angel Edmonton Good Growth Fund project. The Fore Street project is moving into the final stages of design and planning and moving to procurement of works contractors with the expectation that the majority of the capital budget allocated will be spent before the end of March 2022. This will be reviewed in greater detail for Period 8.
 - b. Enfield Town - Library Green / Fountain Island Infrastructure- Potential to build-on infrastructure being delivered via Liveable Neighbourhoods programme to support SMEs, culture and events at Library Green and Fountain Island. Further potential to increase budget via developer contributions via S106 / CIL as part of town centre development projects.
 - c. Edmonton Green Arches- Potential to work in collaboration with the re-development of Edmonton Green shopping centre to deliver a transformative business and cultural space along the arches at Edmonton Green Station. Potential to increase budget via developer contributions via S106 and CIL from local development.
63. Housing Adaptations & Assistance -Disabled Facilities Grant (£2,811k): 59 cases have been completed to date with a further 39 in the pipeline and 63 cases approved for adaptations
64. Energetik (£14,500k):The company will continue the build of the energy centre and installation of plant (completion December 2022); installing phase 1 network to Meridian Water and within Meridian Water (completion December 2022); Design and planning submission for Oakwood Network extension; Design and planning submission for Arnos Grove Network extension; and Alma Phases 2A and 4.
65. The funding approved in May (Tranche 3) will fund the purchase, manufacture and storage of network pipes (30km); Design and planning submission for Phase 1 (extension north to Southbury Road); Phases 2, 3 and 4 (remainder of network expansion); Procurement of Phase 1 Contractors; Phase 1 Enabling Works; and Phase 2 Contractors.
66. Housing Gateway Ltd (£19,772k): It is anticipated that HGL will utilise £13.8m of its loan drawdown in 2021/22 and £6m in GLA funding which will deliver 25 standard purchases and 45 purchases under the Rough Sleepers

Accommodation Programme (RSAP). HGL expects to identify and have offers accepted on 100 properties which in normal circumstances would have been purchased within the current financial year. However, as a result of the extended time frame required to gain vacant possession following changes to the eviction process and Covid-19 related court backlogs, HGL has revised its expectations for completed purchases from 100 to 70. To date, HGL has purchased 10 standard properties and 25 RSAP properties during 21/22.

Capital Financing

67. Table 6a sets out the current financing position for the 2021/22 to 2030/31 Capital Programme. Future years comprise of approved schemes from the existing ten year programme that have now been reprofiled into the future and outside of the ten year programme delivery horizon.

TABLE 6a: Revised financing of the capital programme

Q2 Revised Forecast- Capital Programme Funding Source £'000	2021/22	2022/23	2023/24	2024/25	2025/26	2026/27- 2030/31	Future Years	TOTAL
External Sources- Grants & Contributions*	53,508	185,758	102,212	92,376	90,376	137,346	0	661,575
LBE Resources-Reserves & Capital Receipts	2,540	80	80	80	80	400	0	3,260
Borrowing	107,124	275,868	114,262	73,014	52,470	222,082	29,772	844,819
Total General Fund	163,172	461,705	216,554	165,470	142,925	359,828	29,772	1,509,655
External Sources- Grants & Contributions	6,700	17,347	9,139	21,140	13,122	110,980	0	178,427
LBE Resources- Reserves & Capital Receipts	47,647	72,663	54,249	74,470	54,104	284,400	0	587,533
Borrowing	34,000	61,200	132,800	0	62,000	96,000	0	386,000
Total HRA	88,347	151,210	196,188	95,610	129,225	491,380	0	1,151,960
Total Programme	251,520	612,915	412,742	261,079	272,151	851,207	29,772	2,661,615

*2021/22 General Fund External Sources- Grants & Contributions includes S106 contribution of £165k.

68. Table 6b sets out the movement in financing from the approved 10 year Capital programme, approved by Council in the Budget report (KD5210), adjusted for 2020/21 outturn (KD5324) and the current revised quarter two forecast position for the 2021/22 to 2030/31 Capital Programme.

TABLE 6b: Movement in capital financing

Q2 Revised Forecast- Capital Programme Funding Source: Funding Movements £'000	2021/22	2022/23	2023/24	2024/25	2025/26	2026/27- 2030/31	Future Years	TOTAL
External Sources- Grants & Contributions	(94,837)	118,770	0	0	0	0	0	23,933
LBE Resources-Reserves & Capital Receipts	105	80	80	80	80	400	0	825
Borrowing	(204,972)	123,832	3,721	17,651	(2,902)	(81,240)	29,772	(114,138)

Total General Fund	(299,705)	242,682	3,801	17,731	(2,822)	(80,840)	29,772	(89,381)
External Sources- Grants & Contributions	(12,532)	4,864	(6,375)	5,482	(12,329)	72,693	0	51,804
LBE Resources- Reserves & Capital Receipts	(63,351)	29,731	(5,732)	353	(11,969)	(61,988)	0	(112,957)
Borrowing	(25,000)	200	73,800	0	55,400	(137,956)	0	(33,556)
Total HRA	(100,883)	34,795	61,693	5,835	31,102	(127,251)	0	(94,709)
Total Programme	(400,588)	277,477	65,493	23,566	28,280	(208,091)	29,772	(184,089)

69. Appendix D provides a further breakdown of the change in capital financing per department. The majority of movement in financing relates to the reprofiling of capital schemes into future years. Overall, the capital programme has reduced by £184,008k, and the table above analyses the financing reduction. The reduction is mainly as a result of changes made to the Joyce & Snells project (General Fund and HRA). Further details are summarised as follows:

- i) Joyce & Snells (HRA) - £94,709k removed from the programme following the approval of the revised scheme.
- ii) Joyce & Snells (General Fund) – Indicative budgets of £135,058k were removed from the programme following the approval of the revised scheme. The budget for the revised scheme is £52,357k, which is financed by borrowing.
- iii) Edmonton Cemetery- £1,457k has been added to the programme financed by borrowing.
- iv) Community Safety- Youth Bus- £90k has been added to the programme for the purchase of a new bus for Youth Services.
- v) Reardon Court- £27,731k has been removed from the General Fund programme following the appropriation of Reardon Court to the HRA earlier in the financial year. The scheme has been absorbed into the HRA Development Programme for the delivery of social housing.

70. Tables 7a and 7b provide a breakdown of the grants financing the current and future years of the 10-year programme.

TABLE 7a - 2021/22 analysis of Grants and external contributions

Capital Grants 21/22	Total	Funding Sources
	£000	
PEOPLE		
School Expansions	5,089	Education and Skills Funding Agency (ESFA)
Schools Maintenance	5,691	Education and Skills Funding Agency (ESFA)
Schools' Future Programme	582	Education and Skills Funding Agency (ESFA)
Total PEOPLE	11,363	
PLACE		
Flood Alleviation	463	Funding from multiple External Agencies
Town Centre Regeneration	822	Good Growth Fund (GLA)
Healthy Streets	2,733	Transport for London
Traffic & Transportation	345	Transport for London

Meridian Water	13,355	Housing Infrastructure Fund
Energy Decarbonisation (RE:FIT)	3,400	SALIX
Housing Adaptations & Assistance (DFG)	2,812	Disabled Facilities Grant (BCF)
Tennis Courts Works at Broomfield Park	51	Sport England
Total PLACE	23,980	
Companies		
Energetik	12,000	HNIP
Housing Gateway Ltd	6,000	Rough Sleepers Grant
Total Companies	18,000	
Total GENERAL FUND	53,343	
Housing Revenue Account:		
Development	4,834	Greater London Authority
Estate Regeneration: Alma Towers	1,520	Greater London Authority
Stock-Condition	346	Greater London Authority
Total HRA	6,700	
Total Capital Grants	60,043	

Table 7b – 10-year analysis of External grants and contributions

£'000	2021/22	2022/23	2023/24	2024/25	2025/26	2026/27-2030/31	Total	Funding Sources
PEOPLE								
Adult Social Care								
Mental Health and Wellbeing Centre	0	2,500	0	0	0	0	2,500	Better Care Fund (BCF)
Total Adult Social Care	0	2,500	0	0	0	0	2,500	
Education								
School Expansions	5,089	4,100	0	0	0	0	9,189	Education and Skills Funding Agency (ESFA)
Schools Maintenance	5,691	6,776	0	0	0	0	12,467	Education and Skills Funding Agency (ESFA)
Schools' Future Programme	582	11,578	0	0	0	0	12,161	Education and Skills Funding Agency (ESFA)
Total Education	11,363	22,454	0	0	0	0	33,817	
Total PEOPLE	11,363	24,954	0	0	0	0	36,317	
PLACE								
Property & Economy								
Energy Decarbonisation (RE:FIT)	3,400	419	0	0	0	0	3,819	SALIX

Total Property & Economy	3,400	419	0	0	0	0	3,819	
Environment & Operations								
Flood Alleviation	463	0	0	0	0	0	463	Funding from multiple External Agencies
Tennis Courts Works at Broomfield Park	51	0	0	0	0	0	51	Sport England
Town Centre Regeneration	822	0	0	0	0	0	822	Good Growth Fund (GLA)
Healthy Streets	2,733	0	0	0	0	0	2,733	Transport for London
Traffic & Transportation	345	0	0	0	0	0	345	Transport for London
Total Environment & Operations	4,413	0	0	0	0	0	4,413	
Meridian Water	13,355	95,850	0	0	0	0	109,205	Housing Infrastructure Fund (GLA) & External Build to Rent and Registered Provider Investor Contributions
Total Meridian Water	13,355	95,850	0	0	0	0	109,205	
Housing & Regeneration								
Housing Adaptations & Assistance (DFG)	2,812	0	0	0	0	0	2,812	Disabled Facilities Grant (BCF)
Total Housing & Regeneration	2,812	0	0	0	0	0	2,812	
Total PLACE exc. HRA	23,980	96,269	0	0	0	0	120,249	
Companies								
Energetik	12,000	0	0	0	0	0	12,000	HNIP Grant
Housing Gateway Ltd	6,000	0	0	0	0	0	6,000	Rough Sleepers Grant
Total Companies	18,000	0	0	0	0	0	18,000	
Total GENERAL FUND	53,343	121,224	0	0	0	0	174,567	
HRA	6,700	17,347	9,139	21,140	13,122	110,980	178,427	GLA Grant
Total Capital Grants	60,043	138,571	9,139	21,140	13,122	110,980	352,994	

71. Table 8 summaries the current S.106 and Community Infrastructure Levy (CIL) receipts and other external contributions as at quarter two 2021/22.

TABLE 8: Section 106 and CIL income as at 30th September 2021

	S106 Balance as at Q2 (£000)	CIL Balance as at Q2 (£000)
Opening Balance 2021/22	5,800	5,961
In-Year Receipts 2021/22	0	0
Allocated – Revenue	-10	0
Allocated – Capital	0	0

TOTAL s106 Balance	5,790	5,961
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72. Much of the planned S106 spending will be focused on small-scale improvement works to directly mitigate the impact of development. This includes:
- supporting supply chains, apprenticeships and local employment opportunities (through the Build Enfield programme)
 - improvements to cycle lanes and routes
 - highway and streetscape improvement schemes as part of the healthy streets' agenda
 - school expansion schemes that will serve borough-wide needs including the specialist provision.
73. CIL spending is decided on an annual basis. Spending is allocated to support infrastructure projects that are in line with the priorities set out the capital programme.

Other Considerations to Note

Public Health Implications

74. Through investment in capital building and maintenance; the Council influences the built environment within Enfield significantly. The built environment in turn influences how residents interact with their environment; for example, during active travel or accessing facilities. Ensuring that our capital buildings are maintained, fit for purpose, and wellbeing considerations are taken in terms of their use, how they promote residents' wellbeing is key to contributing positively towards the public's health. Additionally, ensuring that all buildings have minimal environmental impact also contributes towards enhancing resident's wellbeing.

Environmental and Climate Change Considerations

75. Environmental and climate changes implications are referenced as relevant in the body of the report.

Financial Implications

76. Financial implications are implicit in the report.

Legal Implications

77. The Council has a statutory duty to arrange for the proper administration of its financial affairs and a fiduciary duty to taxpayers with regards to its use of and accounting for public monies. This report assists in the discharge of those duties.

Property Implications

78. Property implications are implicit in the report.

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Date of report: 3rd November 2021

Appendices :

Appendix A - 10-yr Capital programme (projects with approval to spend).

Appendix B – Requested additions (subject to individual approvals)

Appendix C – Total 10 yr. Capital programme

Appendix D - Financing Movement

Background Papers :

The following documents have been relied on in the preparation of this report:

**Capital Strategy & 10 year Capital programme 2021/22 to 2030/31 (KD5210),
report to Council 2nd March 2021**

APPENDIX A – 10-YEAR CAPITAL PROGRAMME (projects with approval to spend).

Approved Capital Programme	2021/22	2022/23	2023/24	2024/25	2025/26	2026/27 -2030/31	Future Years	TOTAL
	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000
RESOURCES								
Digital Data & Technology								
IT Investment	3,724	2,878	0	0	0	0	0	6,602
Total Digital Data & Technology	3,724	2,878	0	0	0	0	0	6,602
Customer Experience & Change								
Libraries	81	0	0	0	0	0	0	81
Community Hubs	400	0	0	0	0	0	0	400
Total Customer Experience & Change	481	0	0	0	0	0	0	481
Total RESOURCES	4,205	2,878	0	0	0	0	0	7,084
PEOPLE								
Adult Social Care								
Mental Health and Wellbeing Centre	0	2,500	0	0	0	0	0	2,500
Total Adult Social Care	0	2,500	0	0	0	0	0	2,500
Children & Family Services								
Contribution to Property (Vulnerable Family)	150	0	0	0	0	0	0	150
Total Children & Family Services	150	0	0	0	0	0	0	150
Education								
School Expansions	5,089	4,100	0	0	0	0	0	9,189
Schools Maintenance	5,692	6,776	0	0	0	0	0	12,468
Schools' Future Programme	582	11,578	0	0	0	0	0	12,161
Total Education	11,364	22,454	0	0	0	0	0	33,818
Strategic Commissioning								
Community Safety	567	0	0	0	0	0	0	567
Total Strategic Commissioning	567	0	0	0	0	0	0	567
Total PEOPLE	12,081	24,954	0	0	0	0	0	37,036
PLACE								
Environment & Operations								
Alley Gating	106	0	0	0	0	0	0	106
Edmonton Cemetery	894	800	0	0	0	0	0	1,694
Southgate Cemetery	368	0	0	0	0	0	0	368
Highways:								
Flood Alleviation	2,051	0	0	0	0	0	0	2,051
LED Street Lighting	600	0	0	0	0	0	0	600
Highways & Street Scene	8,728	0	0	0	0	0	0	8,728
Public Realm Services:								
Changes to Waste & Recycling Collections	234	0	0	0	0	0	0	234
Tennis Courts Works at Broomfield Park	273	0	0	0	0	0	0	273
Vehicle Replacement Programme	2,705	0	0	0	0	0	0	2,705
Traffic & Transportation:								
TFL: Healthy Streets	3,938	2,000	0	0	0	0	0	5,938
TFL: Traffic & Transportation	374	0	0	0	0	0	0	374

Total Environment & Operations	20,271	2,800	0	0	0	0	0	23,071
Meridian Water								
Meridian Water	50,059	119,735	0	0	0	0	10,700	180,493
Meridian One	15,555	37,787	0	0	0	0	0	53,342
Meridian Two	2,060	1,728	0	0	0	0	0	3,788
Meridian Three	324	0	0	0	0	0	0	324
Meridian Three and Meridian Four (50/50)	145	0	0	0	0	0	0	145
Meridian Four	2,995	3,082	0	0	0	0	0	6,077
Total Meridian Water	71,137	162,332	0	0	0	0	10,700	244,169
Property & Economy								
Corporate Condition Programme	2,311	1,624	0	0	0	0	0	3,935
Corporate Property Investment Programme	392	3,554	0	0	0	0	0	3,946
Build the Change	6,517	4,821	0	0	0	0	0	11,338
Electric Quarter	1,857	4,804	0	0	0	0	0	6,662
Energy Decarbonisation (RE:FIT)	3,400	419	0	0	0	0	0	3,819
Forty Hall	17	0	0	0	0	0	0	17
Genotin Road (Metaswitch)	1,611	0	0	0	0	0	0	1,611
Land Investment	0	1,500	0	0	0	0	0	1,500
Montagu Industrial Estate	1,117	35,291	7,427	180	0	0	0	44,015
Town Centre Regeneration	1,052	2,757	1,025	625	125	125	0	5,709
Total Property & Economy	18,275	54,771	8,452	805	125	125	0	82,553
Housing & Regeneration								
Housing Adaptations & Assistance (DFG)	2,811	0	0	0	0	0	0	2,811
Joyce and Snells	0	0	0	0	0	33,285	19,072	52,358
Vacant Property Review	200	0	0	0	0	0	0	200
Total Housing & Regeneration	3,011	0	0	0	0	33,285	19,072	55,368
Total PLACE exc. HRA	112,695	219,903	8,452	805	125	33,410	29,772	405,162
Chief Executive (CEX)								
Companies:								
Energetik	14,500	26,000	20,341	19,480	0	0	0	80,321
Housing Gateway Ltd	19,772	25,919	3,375	0	0	0	0	49,066
Total COMPANIES	34,272	51,919	23,716	19,480	0	0	0	129,387
Total Chief Executive (CEX)	34,272	51,919	23,716	19,480	0	0	0	129,387
Total GENERAL FUND inc. COMPANIES	163,253	299,655	32,167	20,285	125	33,410	29,772	578,669
Housing Revenue Account:								
Asset-Led Works	8,114	8,474	0	0	0	0	0	16,588
Demand-Led Works	1,532	2,150	2,350	0	0	0	0	6,032
Development Programme	29,218	72,145	158,518	79,694	113,948	421,059	0	874,582
Estate Regeneration	11,235	5,285	1,051	982	738	626	0	19,917
Fire-Led Projects	8,434	37,458	7,476	0	0	0	0	53,368
Stock-Condition-Led Works	29,815	25,698	26,793	14,933	14,539	69,695	0	181,473
Total HRA	88,347	151,210	196,188	95,610	129,225	491,380	0	1,151,960
Total PLACE inc. HRA	201,042	371,114	204,639	96,415	129,350	524,790	29,772	1,557,122
APPROVED CAPITAL PROGRAMME	251,601	450,866	228,355	115,895	129,350	524,790	29,772	1,730,629

APPENDIX B – REQUESTED ADDITIONS (subject to individual approvals).

Requested Additions in 10Years Capital Programme (Strategy Report) all in £'000	2022/23	2023/24	2024/25	2025/26	2026/27 - 2030/31	Future Years	TOTAL
RESOURCES							
Digital Data & Technology							
IT Investment	12,755	2,504	2,414	794	1,088	0	19,555
Total Digital Data & Technology	12,755	2,504	2,414	794	1,088	0	19,555
Total RESOURCES	12,755	2,504	2,414	794	1,088	0	19,555
PEOPLE							
Children & Family Services							
Extensions to Foster Carers' Homes	380	310	210	210	630	0	1,740
Total Children & Family Serv	380	310	210	210	630	0	1,740
Education							
School Expansions	0	3,000	3,000	3,000	12,000	0	21,000
Schools Maintenance	0	5,000	5,000	5,000	20,000	0	35,000
Total Education	0	8,000	8,000	8,000	32,000	0	56,000
Strategic Commissioning							
Community Safety	150	150	150	150	750	0	1,350
Total Strategic Commissioning	150	150	150	150	750	0	1,500
Total PEOPLE	530	8,460	8,360	8,360	33,380	0	59,090
PLACE							
Environment & Operations							
Alley Gating	80	80	80	80	400	0	720
Crematorium (New Development)	2,300	2,600	2,600	2,600	0	0	10,100
Highways:							
Flood Alleviation	250	250	250	250	1,250	0	2,250
Highways & Street Scene	7,311	7,667	9,040	8,432	39,049	0	71,499
Public Realm Services:							
Workshops for External Commercialisation	250	250	0	0	0	0	500
Growth of Trade Waste Service	500	250	250	0	0	0	1,000
Vehicle Replacement Programme	4,595	1,913	1,862	7,746	8,216	0	24,332
Traffic & Transportation:							
TFL: Healthy Streets	5,750	5,750	6,250	4,250	11,000	0	33,000
TFL: Traffic & Transportation	2,275	2,275	2,275	2,275	11,375	0	20,475
Total Environment & Operations	23,311	21,035	22,607	25,633	71,290	0	163,875
Meridian Water							
Meridian Water	63,534	26,672	25,826	28,942	127,024	0	271,998
Meridian Water Four	16,210	83,011	73,725	73,725	72,341	0	319,011
Total Meridian Water	79,744	109,683	99,551	102,667	199,365	0	591,010
Property & Economy							
Corporate Condition Programme	2,809	2,978	3,156	3,346	11,290	0	23,578
Build The Change	14,461	6,724	6,895	0	0	0	28,079
Vacant Property Review	300	300	200	0	0	0	800
Total Property & Economy	17,570	10,001	10,251	3,346	11,290	0	52,458
Assessment Services							
Joyce and Snells – Indicative	0	0	0	0	(0)	0	(0)
Housing Adaptations & Assistance (DFG)	2,001	2,001	2,001	2,001	10,005	0	18,009
Total Assessment Services	2,001	2,001	2,001	2,001	10,005	0	18,009
Total PLACE	122,625	142,720	134,410	133,647	291,950	0	825,352
Companies							
Energetik	0	0	0	0	0	0	0
Housing Gateway Ltd	26,140	30,703	0	0	0	0	56,843
Total COMPANIES	26,140	30,703	0	0	0	0	56,843
Total (GF) REQUESTED ADDITIONS	162,050	184,387	145,185	142,800	326,417	0	960,839
Requested Addition CAPITAL PROGRAMME	162,050	184,387	145,185	142,800	326,417	0	960,839

APPENDIX C – TOTAL 10-YEAR CAPITAL PROGRAMME BUDGET

10-Year Capital Programme	2021/22	2022/23	2023/24	2024/25	2025/26	2026/27 -2030/31	Future Years	TOTAL
	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000
RESOURCES								
<u>Digital Data & Technology</u>								
IT Investment	3,724	15,633	2,504	2,414	794	1,088	0	26,157
Total Digital Data & Technology	3,724	15,633	2,504	2,414	794	1,088	0	26,157
<u>Customer Experience & Change</u>								
Libraries	81	0	0	0	0	0	0	81
Community Hubs	400	0	0	0	0	0	0	400
Total Customer Experience & Change	481	0	0	0	0	0	0	481
Total RESOURCES	4,205	15,633	2,504	2,414	794	1,088	0	26,639
PEOPLE								
<u>Adult Social Care</u>								
Mental Health and Wellbeing Centre	0	2,500	0	0	0	0	0	2,500
Total Adult Social Care	0	2,500	0	0	0	0	0	2,500
<u>Children & Family Services</u>								
Contribution to Property (Vulnerable Family)	150	0	0	0	0	0	0	150
Extensions to Foster Carers' Homes	0	380	310	210	210	630	0	1,740
Total Children & Family Services	150	380	310	210	210	630	0	1,890
<u>Education</u>								
School Expansions	5,089	4,100	3,000	3,000	3,000	12,000	0	30,189
Schools Maintenance	5,692	6,776	5,000	5,000	5,000	20,000	0	47,468
Schools' Future Programme	582	11,578	0	0	0	0	0	12,161
Total Education	11,364	22,454	8,000	8,000	8,000	32,000	0	89,818
<u>Strategic Commissioning</u>								
Community Safety	567	300	150	150	150	750	0	1,917
Total Strategic Commissioning	567	300	150	150	150	750	0	1,917
Total PEOPLE	12,081	25,484	8,460	8,360	8,360	33,380	0	96,126
PLACE								
<u>Environment & Operations</u>								
Alley Gating	106	80	80	80	80	400	0	826
Edmonton Cemetery	894	800	0	0	0	0	0	1,694
Southgate Cemetery	368	0	0	0	0	0	0	368
Crematorium (New Development)	0	2,300	2,600	2,600	2,600	0	0	10,100
Highways:						0		
Flood Alleviation	2,051	250	250	250	250	1,250	0	4,301
LED Street Lighting	600	0	0	0	0	0	0	600
Highways & Street Scene	8,728	7,311	7,667	9,040	8,432	39,049	0	80,227
Public Realm Services:						0		
Changes to Waste & Recycling Collections	234	0	0	0	0	0	0	234
Workshops for External Commercialisation	0	250	250	0	0	0	0	500
Growth of Trade Waste Service	0	500	250	250	0	0	0	1,000
Tennis Courts Works at Broomfield Park	273	0	0	0	0	0	0	273
Vehicle Replacement Programme	2,705	4,595	1,913	1,862	7,746	8,216	0	27,037
Traffic & Transportation:						0		
TFL: Healthy Streets	3,938	7,750	5,750	6,250	4,250	11,000	0	38,938
TFL: Traffic & Transportation	374	2,275	2,275	2,275	2,275	11,375	0	20,849

Total Environment & Operations	20,271	26,111	21,035	22,607	25,633	71,290	0	186,947
Meridian Water								
Meridian Water	50,059	183,269	26,672	25,826	28,942	127,024	10,700	452,491
Meridian One	15,555	37,787	0	0	0	0		53,342
Meridian Two	2,060	1,728	0	0	0	0		3,788
Meridian Three	324	0	0	0	0	0		324
Meridian Three and Meridian Four (50/50)	145	0	0	0	0	0		145
Meridian Four	2,995	19,292	83,011	73,725	73,725	72,341		325,088
Total Meridian Water	71,137	242,076	109,683	99,551	102,667	199,365	10,700	835,179
Property & Economy								
Corporate Condition Programme	2,311	4,433	2,978	3,156	3,346	11,290	0	27,513
Corporate Property Investment Programme	392	3,554	0	0	0	0	0	3,946
Build the Change	6,517	19,282	6,724	6,895	0	0	0	39,418
Electric Quarter	1,857	4,804	0	0	0	0	0	6,662
Energy Decarbonisation (RE:FIT)	3,400	419	0	0	0	0	0	3,819
Forty Hall	17	0	0	0	0	0	0	17
Genotin Road (Metaswitch)	1,611	0	0	0	0	0	0	1,611
Land Investment	0	1,500	0	0	0	0	0	1,500
Montagu Industrial Estate	1,117	35,291	7,427	180	0	0	0	44,015
Town Centre Regeneration	1,052	2,757	1,025	625	125	125	0	5,709
Vacant Property Review	200	300	300	200	0	0	0	1,000
Total Property & Economy	18,475	72,341	18,453	11,056	3,471	11,415	0	135,211
Housing & Regeneration								
Assessment Services:								
Joyce and Snells	0	0	0	0	0	33,285	19,072	52,358
Housing Adaptations & Assistance (DFG)	2,811	2,001	2,001	2,001	2,001	10,005	0	20,820
Total Assessment Services	2,811	2,001	2,001	2,001	2,001	43,290	19,072	73,177
Total PLACE exc. HRA	112,695	342,529	151,172	135,215	133,772	325,360	29,772	1,230,514
Total GENERAL FUND exc. COMPANIES	128,981	383,646	162,136	145,990	142,925	359,828	29,772	1,353,278
Companies:								
Energetik	14,500	26,000	20,341	19,480	0	0	0	80,321
Housing Gateway Ltd	19,772	52,059	34,077	0	0	0	0	105,909
Total COMPANIES	34,272	78,059	54,418	19,480	0	0	0	186,230
Total Chief Executive (CEX)	34,272	78,059	54,418	19,480	0	0	0	186,230
Total GENERAL FUND inc. COMPANIES	163,253	461,705	216,554	165,470	142,925	359,828	29,772	1,539,508
Housing Revenue Account:								
Total HRA	88,347	151,210	196,188	95,610	129,225	491,380	0	1,151,960
Total PLACE inc. HRA	201,042	493,739	347,360	230,825	262,997	816,740	29,772	2,382,474
TOTAL CAPITAL PROGRAMME BUDGET	251,601	612,915	412,742	261,079	272,151	851,208	29,772	2,691,468

APPENDIX D – Financing Movement

The financing movements in the table below represent the change in financing in the full ten year programme at quarter two compared to the financing of the capital programme at the start of the financial year.

Appendix D: Q1 Funding Movements £'000	2021/22	2022/23	2023/24	2024/25	2025/26	2026/27- 2030/31	Future Years	TOTAL
Resources:								
External Sources- Grants & Contributions	0	0	0	0	0	0	0	0
LBE Resources-Reserves & Capital Receipts	0	0	0	0	0	0	0	0
Borrowing	(12,580)	10,445	2,204	0	0	0	0	69
Total Resources	(12,580)	10,445	2,204	0	0	0	0	69
People:								
External Sources- Grants & Contributions	(22,377)	22,377	0	0	0	0	0	0
LBE Resources-Reserves & Capital Receipts	0	0	0	0	0	0	0	0
Borrowing	(29)	20	100	0	0	0	0	91
Total People	(22,406)	22,397	100	0	0	0	0	91
Place:								
External Sources- Grants & Contributions	(1,448)	544	0	0	0	0	0	(904)
LBE Resources-Reserves & Capital Receipts	105	80	80	80	80	400	0	825
Borrowing	(57,812)	22,830	(4,827)	(1,829)	(2,902)	(81,240)	19,072	(106,708)
Total Place	(59,155)	23,454	(4,747)	(1,749)	(2,822)	(80,840)	19,072	(106,787)
Place - Meridian Water:								
External Sources- Grants & Contributions	(82,212)	95,850	0	0	0	0	0	13,638
LBE Resources-Reserves & Capital Receipts	0	0	0	0	0	0	0	0
Borrowing	(90,820)	66,483	0	0	0	0	10,700	(13,638)
Total Place - Meridian Water	(173,032)	162,333	0	0	0	0	10,700	0
Chief Executive:								
External Sources- Grants & Contributions	0	0	0	0	0	0	0	0
LBE Resources-Reserves & Capital Receipts	0	0	0	0	0	0	0	0
Borrowing	(4)	0	0	0	0	0	0	(4)
Total Place - Chief Executive	(4)	0	0	0	0	0	0	(4)
General Fund (excl companies)	(267,177)	218,629	(2,443)	(1,749)	(2,822)	(80,840)	29,772	(106,631)
Companies:								
External Sources- Grants & Contributions	11,200	0	0	0	0	0	0	11,200
LBE Resources-Reserves & Capital Receipts	0	0	0	0	0	0	0	0
Borrowing	(43,729)	24,055	6,244	19,480	0	0	0	6,050
Total Place - Companies	(32,529)	24,055	6,244	19,480	0	0	0	17,250
General Fund (incl companies)	(299,706)	242,684	3,801	17,731	(2,822)	(80,840)	29,772	(89,381)
Place - HRA:								
External Sources- Grants & Contributions	(12,532)	4,864	(6,375)	5,482	(12,329)	72,693	0	51,803
LBE Resources-Reserves & Capital Receipts	(63,351)	29,731	(5,732)	353	(11,969)	(61,988)	0	(112,956)

Borrowing	(25,000)	200	73,800	0	55,400	(137,956)	0	(33,556)
Total Place - HRA	(100,883)	34,795	61,693	5,835	31,102	(127,251)	0	(94,709)
Total Capital Programme	(400,589)	277,478	65,494	23,566	28,280	(208,090)	29,772	(184,090)

Summary of Financing £000	2021/22	2022/23	2023/24	2024/25	2025/26	2026/27-2030/31	Future Years	TOTAL
External Sources- Grants & Contributions	(94,837)	118,771	0	0	0	0	0	23,934
LBE Resources-Reserves & Capital Receipts	105	80	80	80	80	400	0	825
Borrowing	(204,974)	123,833	3,721	17,651	(2,902)	(81,240)	29,772	(114,140)
Total General Fund Financing	(299,706)	242,684	3,801	17,731	(2,822)	(80,840)	29,772	(89,381)
External Sources- Grants & Contributions	(12,532)	4,864	(6,375)	5,482	(12,329)	72,693	0	51,803
LBE Resources-Reserves & Capital Receipts	(63,351)	29,731	(5,732)	353	(11,969)	(61,988)	0	(112,956)
Borrowing	(25,000)	200	73,800	0	55,400	(137,956)	0	(33,556)
Total HRA Financing	(100,883)	34,795	61,693	5,835	31,102	(127,251)	0	(94,709)
Total Capital Programme	(400,589)	277,479	65,494	23,566	28,280	(208,090)	29,772	(184,089)

Scrutiny Annual Report 2020/21

Chair's Introduction

I am pleased to introduce the Scrutiny Annual Report for 2020/21.

The Overview & Scrutiny Committee for the term 2020/21 has faced key challenges due to the coronavirus pandemic. However, during these challenging times the Overview & Scrutiny Committee has continued to function by way of virtual meetings.

The municipal year of 2020/21 had an introduction to a new scrutiny structure of 7 standing Panels. The 7 standing Panel chairs have individually tailored and suited their work programmes to areas falling under their Panel remit. The new structure has enabled and enhanced scrutiny function to be carried in wide range of services.

I would like to thank all Panel chairs, councillors, officers, residents and all stakeholders who have contributed to the working of the Overview & Scrutiny Committee.

I look forward to your continued work and involvement in the scrutiny function.

Councillor Susan Erbil
Chair of the Overview & Scrutiny Committee

1. Introduction

This report provides a summary of the activity of the Overview & Scrutiny Committee and seven scrutiny Panels for the municipal year 2020/21.

2. Proposal

Council is asked to note the work undertaken by the Overview & Scrutiny committee and panels, and to agree the proposed increase in engagement with Enfield Youth Parliament.

3. Scrutiny at Enfield

Effective Scrutiny should:

- provide constructive 'critical friend' challenge;
- amplify the voices and concerns of the public;
- be led by independent people who take responsibility for their role;
- drive improvement in public services;

A review undertaken by the Centre for Public Scrutiny of the scrutiny function at Enfield, proposed changes to the structure with a move away from task and finish scrutiny workstreams, to standing Panels better aligned to where most value could be added. The revised structure was approved and implemented following the AGM in July 2020 (held later this year due to the pandemic).

The new structure included:

An Overview & Scrutiny Committee plus the following Panels:

- Crime;
- Health & Adult Social Care;
- Children, Young People & Education;
- Regeneration & economic Development;
- Finance & Performance;
- Environment & Climate Action; and
- Housing

Work planning sessions are held at the start of the municipal year for the main OSC and Panels.

Each Panel has 4 meetings scheduled per year, and if needed additional meetings can be requested through the Monitoring Officer.

OSC has 7 meetings per year plus provisional dates used for call-in or pre-decision scrutiny.

The 2020/21 panel work programmes clearly had a focus on Covid-19. Areas covered by panels under this heading included the impact on council services, impact on Councils finances, the affect on care homes, and the mental health and wellbeing of older people, and children and young people.

The work of OSC and the Panels for 2020/21, their terms of reference, and any key points are detailed below.

4. Overview and Scrutiny Committee 2020/21

Membership:

Councillors:

Susan Erbil (Chair)

Margaret Greer (Vice Chair)

Elif Erbil

Hass Yusuf

Achilleas Georgiou

Birsen Demirel

Edward Smith

Lee David-Sanders

Terms of Reference

The leadership and co-ordination of the Council's scrutiny function is the responsibility of the Overview and Scrutiny Committee.

1. Development, co-ordination and implementation of the overall scrutiny annual work programme for all scrutiny panels.
2. Reviewing executive decisions under the Call-in procedures
3. Leading consultation on the Budget and considering the views of the Finance and Performance Scrutiny Panel.
4. To develop its own work programme.
5. To receive petitions as set out in the Constitution; and
6. To take responsibility for monitoring scrutiny reports

Meetings held and items considered by the Committee

The Overview and Scrutiny Committee held 6 business meetings and 5 call-in meetings during the municipal year 2020/21. Due to Covid, all meetings were held virtually.

July 2020

At this first meeting the Committee agreed to set the work programme for 2020/21. Members received a presentation on Local Priorities for 2020/21 from The Leader of the Council, who provided details of the priorities for the year.

In addition, the report of the Meridian Water Scrutiny Workstream was presented to OSC and it was agreed that responsibility for monitoring recommendations would pass to the Regeneration and Economic Scrutiny Panel.

September 2020

As part of the leadership and co-ordinating role of OSC, the work programmes for the individual panels were agreed.

October 2020.

A petition on the Bowes Low Traffic Neighbourhood Scheme had collected enough signatures to be presented to OSC. The Lead Petitioner presented the concerns of residents, before the Deputy Leader of the Council provided a response, and members debated the points. The decision of the Overview and Scrutiny Committee was to request that the Director of Environment & Operational services and Cabinet member did not implement a permanent solution to the Bowes Low Traffic Neighbourhood until such time as a full and proper consultation exercise had been completed.

At this meeting the Committee also considered a presentation on ICT and Digital Services – The Customer Experience.

February 2021

The annual budget meeting provided OSC members with an opportunity to have input into the final budget recommendations to be agreed by Full Council.

February 2021

The second meeting in February included presentations on Procurement Services and the Build the Change Programme. An update on COVID-19 included the latest data on mortality and infection rates. Detail was also provided on the roll-out of vaccines in the borough.

April 2021

OSC received 2 referrals from the Children, Young People and Education Scrutiny Panel.

The first referral was regarding an issue that was raised by the Teachers Unions and Youth Parliament on mental health issues due to the lockdown and the pandemic. The referral to Cabinet asked for a Mental Health Charter and action Plan in consultation with the various stakeholders including the Youth Parliament, unions and the Children, Young People & Education Scrutiny Panel.

The second referral was on Exclusions, OSC agreed to refer the item back to the Children, Young People & Education scrutiny Panel to ensure that when setting the work programmes for 2021/22, the Children, Young People and Education Scrutiny Panel considered continuing with Exclusions as an item in order to fully explore the areas that needed further work.

Members also considered a presentation on Business and Partnerships. As this was the last business meeting of OSC, all Chairs provided a verbal summary of the work undertaken by their respective panels.

5. Call-in

When an Executive decision is made by the Cabinet, an individual Cabinet member, or a key decision is made by an officer with delegated authority from the Executive, the decision is published, and can only be implemented, on the expiry of 5 working days after the publication of the decision, unless 7 or more councillors call it in.

If a decision is called-in, then a meeting of the Overview and Scrutiny Committee is scheduled within 14 working days of the relevant call-in period. The decision maker attends the Overview and Scrutiny Committee to respond to the reasons for call-in.

The Overview and Scrutiny Committee following the debate:

- Confirm the original decision; or
- Refer it back to the decision making person or body for reconsideration; or
- Refer the matter to full Council; or

In 2020/21 members called-in 5 decisions, these were:

- July 2020 - Trading Company Business Plans
- August 2020 - Adoption of the Enfield Climate Action Plan
- November 2020 - Meridian Water Environment Sustainability Strategy
- March 2021 - Farm Road Yellow Lines and Bus Route 456
- April 2021 - Whitewebbs Park Golf Course

Following debate in each of the 5 cases, the original decision was upheld

The Panel completed its planned work programme for the municipal year.

6. Crime Scrutiny Panel 2020/21

Membership:

Councillors:

Lee David-Sanders (Chair)

Joanne Laban (Vice Chair)

Sinan Boztas

Yasemin Brett

Ayfer Orhan

Vicky Pite (until Dec 20)

Kate Anolue

Derek Levy

Terms of Reference

1. To scrutinise and make a report or recommendations on the Metropolitan Police Service, Emergency services, Safer Neighbourhood Board and community safety
2. To scrutinise, and prepare reports, as necessary, about any Council actions and decisions relating to crime and community safety.

Meetings held and items considered by the Panel

The Scrutiny Panel met 4 times during the municipal year 2020/21.

September 2020

At this first meeting the Panel agreed to set the Panel's work programme for 2020/21. Members also received a presentation on Local Priorities for 2020/21, including a presentation from the Metropolitan Police.

November 2020

The Panel received and considered a detailed report on prostitution and as this is a long standing issue in the borough agreed that a follow up report would come back to the final meeting of the panel. Members also received a presentation on burglary in Enfield.

January 2021

Members received two comprehensive presentations at this meeting and provided feedback on the Safer & Stronger Communities Board Partnership Plan and serious youth violence.

March 2021

At the final meeting of the Panel in the municipal year, Members received and considered presentations on reoffending including youth reoffending, Modern Day Slavery receiving an update on the Modern Slavery Team's first year in practice. They also received an update on prostitution. The London Fire Brigade provided a presentation on the work they undertake to reduce crime and how their activity had been affected by Covid.

At each meeting, the Panel also received Safer & Stronger Communities Board Performance Management data, commented and provided a monitoring overview. The Panel had noted that lockdown had impacted on crime figures and that going forward the analysis on year on year crime figures would need to take this into account.

The Panel continued to work in partnership with the Metropolitan Police and remains committed to maintaining links with the Safer and Stronger communities Board (Enfield's Community Safety Partnership).

The Panel completed its planned work programme for the municipal year.

7. Children, Education & Young People Scrutiny Panel 2020/21

Membership:

Councillors:

Achilleas Georgiou (Chair)

Birsen Demirel

Ergun Eren

Ahmet Oykener

Bernie Lappage (until March 21)

Glynis Vince

James Hockney

Derek Levy

Terms of Reference

1. To examine and report the policies and services of the Council as they impact on children and young people in the borough.
2. To promote the participation, engagement and influence of children and young people in the services which affect them
3. To receive the monitoring and progress reports as they relate to children and young people in the borough

Meetings held and items considered by the Panel

The Scrutiny Panel met 6 times during the municipal year 2020/21.

September 2020

At this first meeting the Panel agreed to set the Panel's work programme for 2020/21; this was a newly formed Scrutiny Panel agreed as part of the Constitution changes to the Scrutiny function of the Council. Members also received a presentation on Local Priorities for 2020/21. The effects of Covid 19 was a theme running through the work programme.

December 2020

The Panel received and considered the draft Children and Young People's Plan- Empowering Young Enfield and the draft Early Years Help For All Strategy including the work that had been undertaken to develop this. The Panel provided comments and feedback for consideration prior to these items going to Council for approval.

December 2020

The Panel received presentations and provided comments on Fostering and on Covid 19 and the re-opening of schools.

January 2021

Members also received a presentation on School Finances including the Dedicated Schools Grant and the overall Education Budget

Members considered items on Exclusions including; details of Visits and work undertaken by the former Exclusions Workstream, a report on Secondary School Exclusions, Secondary Behaviour Support Service- Annual End of Year Report, a report on Primary Behaviour Support

Service, details of School Survey 2020 and Baseline and Review Assessment Questionnaire, Enfield Child & Adolescent Mental Health Service- update on waiting times and a update on Speech & Language Therapy. After a detailed discussion the Panel agreed to refer this item to the Overview & Scrutiny Committee for consideration for inclusion on next year's work programme of the Children young People & Education Scrutiny Panel and onto Cabinet for them to note the findings of this work.

February 2021

Members received comprehensive presentations at this meeting on Mental Health, and the support available to schools and Headteachers, and Special Educational Needs & Disabilities. Members of the Youth Parliament and the teachers unions attended the meeting, and following discussion requested that a referral was made to the Overview & Scrutiny committee asking them to refer to Cabinet that the Council should produce an action orientated mental health charter and policy and provide the resources to make changes that will support young people and staff on matters such as information, uncertainty and staff wellbeing. In producing this the Council is asked to work with the various stakeholders including the unions and the Youth Parliament and with the involvement of the Children Young People and Education Scrutiny Panel

March 2021

At the final meeting of the Panel, Members received and considered presentations on the vulnerable children and young people youth provision and environment. Members also reviewed the recommendations from the Poverty & Health Inequality Commission as they related to children and young people and provided feedback and comments on this.

The Panel completed its planned work programme for the municipal year.

8. Environment and Climate Action Scrutiny Panel

Membership:

Councillors:

Hass Yusuf (Chair)

Mahmut Aksanoglu (Vice Chair)

Tolga Aramaz

Lindsay Rawlings

Maria Alexandrou

Charith Gunawardena

Daniel Anderson

Elif Erbil

Terms of Reference

1. To examine and report on the strategies, policies and services of the Council and matters of importance to Enfield as they relate to the Environment.

2. To consider environmental matters on request from another standing committee and report its opinion to that standing committee.
3. To take into account in its deliberations the cross cutting themes of the achievement of sustainable development, climate change, and the impact on health of Enfield residents

Meetings held and items considered by the Panel

The Scrutiny Panel met 4 times during the municipal year 2020/21. This included an additional meeting in March which was not on the original work programme. A 5th meeting, scheduled for 29 April 2021 was cancelled due to purdah.

September 2020

At this first meeting the Panel agreed to set the work programme for 2020/21. Members received a presentation on Local Priorities for 2020/21 from The Leader of the Council, Deputy Leader and Director of Environment and Operational Services who provided details of the priorities for the year.

In addition, a presentation was given on the Meridian Water Environment Strategy and it was agreed that further information on this subject would be provided later in the year.

December 2021

The Parks and Green Infrastructure Strategy, also referred to as the Blue and Green Strategy, relates to all parks, open spaces and water courses in the borough. As part of the consultation and engagement process, the Scrutiny Panel received a draft copy of the strategy and provided comments to be included in the final draft.

A further item at this meeting was a presentation on Waste Service Changes and Fly-tipping. During the pandemic, the levels of fly-tipping had increased and Members wanted to determine how the Council were dealing with this issue.

February 2021

The Climate Action Plan had been widely presented throughout the Council at its inception and had been subject to Call-in. The Panel required to know how the implementation of the plan had progressed since the launch.

Members were informed about reducing carbon emissions, LED street lighting, Chase Restoration Project, active and sustainable travel and engagement with schools

March 2021

This was an additional meeting, not on the original work programme but added at the request of the Panel. There had been much publicity linked to the introduction of Low Traffic Neighbourhood Schemes (LTNs) around Bowes Road and Fox Lane and Members felt it was important to scrutinise

the current situation and future proposals. Members were informed of the engagement and consultation to date, the purpose of LTNS and potential plans for the Edmonton area.

April 2021

The meeting in April was to be a single item agenda, re-visiting the Meridian Water Environment Strategy. The meeting was cancelled due to purdah but it was planned to carry this item over to the new municipal year.

9. Finance and Performance Scrutiny Panel

Membership:

Councillors:

Birsen Demirel (Chair)

Tim Leaver (Vice Chair)

Mahym Bedekova

Christine Hamilton

Yasemin Brett

Anne Brown

Lee David-Sanders

James Hockney

Terms of Reference

1. To examine the draft budget proposals for the next financial year and to report to Overview and Scrutiny Committee as part of their annual budget meeting.
2. To examine, monitor and report to Overview and Scrutiny on matters relating to the finance and performance of the Council and its partners
3. To consider finance and performance matters on request from another standing committee and report its opinion to that standing committee.
4. To consider the quarterly monitoring reports provided by the Council

Meetings held and items considered by the Panel

The Scrutiny Panel met 4 times during the municipal year 2020/21.

September 2020

At this first meeting the Panel agreed to set the Panel's work programme for 2020/21; this was a newly formed Scrutiny Panel agreed as part of the Constitution changes to the Scrutiny function of the Council. Members also received a presentation on Local Priorities for 2020/21, including the Council's response to the financial challenges of Covid-19.

November 2020

The Panel received and considered the draft proposals for the Budget 2021/22 and Medium Term Financial Plan 2021/22 to 2025/26. As part of their consideration, the comments made by the Panel were reported onto the Overview and Scrutiny Committee to feed into the Council's budget consultation processes, prior to formal approval at Cabinet and full Council in February 2021.

Members also received a presentation on the Impact of Covid 19: Finance and Performance, and discussed the challenges being faced by the Council in the light of the pandemic. In conclusion, the Panel noted that the Council had reacted positively during the pandemic and a good foundation had been established on which to continue to support residents in the Borough.

At each meeting, in accordance with its terms of reference, the Panel also received and noted any quarterly monitoring reports which had been considered by the Cabinet, including both financial and performance monitoring reports, as detailed in the minutes of the Panel meetings.

January 2021

Members received two comprehensive presentations at this meeting on the Housing Revenue Account – Updated Business Plan; and, Income and Debt Recovery Strategy.

March 2021

At the final meeting of the Panel in the municipal year, Members received and considered presentations on the financial aspects of the Dedicated Schools Grant; and other Grants – the Council's Strategy and Approach to Grant Applications.

In addition, the Panel received an overview and briefing on the CIPFA Financial Management Code and the approach being taken by Enfield. The first full year of compliance was to be in 2021/22.

The Panel completed its planned work programme for the municipal year.

10. Health and Adult Social Care Scrutiny Panel

Membership:

Councillors:
Edward Smith (Chair)
Chris Dey (Vice Chair)
Christine Hamilton
Doug Taylor
Kate Anolue
Dinah Barry
Saray Karakus
Huseyin Akpinar

Terms of Reference

1. Scrutinise the planning and provision of local health services and through this process contribute to the continuous improvement of health services and services that impact upon health.
2. Respond to consultations by NHS bodies and provide dates and publish timeframes for its decision-making process on proposals for substantial developments.
3. Comply with regulations formalising arrangements for health scrutiny.
4. Consider matters referred to the Council by the local Healthwatch and respond within 20 days.
5. Scrutinise Public Health services commissioned by the Council / Health and Wellbeing Boards.

Meetings held and items considered by the Panel

The Scrutiny Panel met 4 times during the municipal year 2020/21.

September 2020

At this first meeting the Panel agreed to set the Panel's work programme for 2020/21. Members received a presentation on Local Priorities for 2020/21 from both the Cabinet Member, Senior Management and North Central London Clinical Commissioning Group (NCL CCG) representatives. It was agreed that as a result of the pandemic, there would be a standing item relating to COVID-19 on each agenda.

November 2020

The Panel received a presentation on the Older People's Assessment Unit and challenged the re-location of the service from Chase Farm Hospital to Barnet General Hospital. Members were updated on progress of the development of the extra-care facility at Reardon Court and commented on the benefit of such schemes. Healthwatch services had been put out to tender and members were appraised of progress to date. Members received a report detailing the effects of the pandemic on residents and staff in care homes, hospital discharge procedures and finances.

January 2021

Members received two comprehensive presentations at this meeting relating to COVID-19 and flu immunisation take-up from NCL CCG colleagues and the impact of the pandemic on mental health from the Barnet, Enfield and Haringey Mental Health Trust. In addition, a brief report on the tendering process relating to extra-care provision at Alcazar Court and Skinner's Court was provided.

March 2021

At the final meeting of the Panel in the municipal year, Members received and considered the latest data relating to the pandemic, including vaccination rates. Members also received and noted the Annual Adult Safeguarding Report.

Two items on the work programme will be rolled over to 2021/22. Due to pressures on hospitals, the item on the North Middlesex Hospital's

response to the Care Quality Commission inspection was removed from the agenda in January. Although discussed briefly at the March meeting, the item referring to the reconfiguration of the NHS will be considered in much greater detail in 2021/22.

11. Housing Scrutiny Panel 2020/21

Membership:

Councillors:

Elif Erbil (Chair)

Hass Yusuf (Vice Chair)

Edward Smith

Margaret Greer

Saray Karakus

Alessandro Georgiou

Susan Erbil

Guner Aydin

Terms of Reference

1. To examine and report on the strategies, policies and actions of the Council as they relate to the Council's existing housing stock and services
2. To scrutinise the planning and provision of the Council's housing stock
3. To consider housing matters on request from another standing committee and report its opinion to that standing committee.

Meetings held and items considered by the Panel

The Scrutiny Panel met 3 times during the municipal year 2020/21. A 4th meeting, scheduled for 15 April 2021 was cancelled due to purdah.

September 2020

At this first meeting the Panel agreed to set the Panel's work programme for 2020/21. Members received a presentation on Local Priorities for 2020/21 from The Leader of the Council, Cabinet Member for Social Housing, and Director of Housing and Regeneration.

December 2021

As a result of the members concerns relating to the use cladding and building safety, the Panel received a detailed presentation on the Council's position and progress to address these issues. Details of the Housing White Paper were also provided for consideration by the Panel.

February 2021

The newly formed Housing Advisory Service was the subject of a comprehensive presentation which included the staffing structure, finances and range of services provided to residents. The presentation also

provided Members with information on the new allocations policy, temporary accommodation and homelessness.

Due to purdah, items relating to Responsive Repairs and the Role of Housing Associations were carried over to 2021/22.

12. Regeneration & Economic Development Scrutiny Panel

Membership:

Margaret Greer (Chair)
Claire Stewart (Vice Chair)
Mahmut Aksanoglu
Tim Leaver
Susan Erbil
Huseyin Akpinar
Edward Smith
Maria Alexandrou (Until March 21, replaced by Andy Milne)

Terms of Reference:

1. To examine and report the services, policies and proposals from the Council that impact on the future and current regeneration and economic development in Enfield
2. To consider matters relating to regeneration and economic development on request from another standing committee and report its opinion to that standing committee.

Meetings held and items considered by the Panel

The Scrutiny Panel met 5 times during the municipal year 2020/21. This included an additional meeting in October which was not on the original work programme. A 6th private workshop meeting, scheduled for April 2021 was cancelled due to the death of the Duke of Edinburgh when all meetings were cancelled that week.

September 2020

Members held their work planning session to set the work programme for the year. The Cabinet member and Executive Director attended to present the priorities for the year to assist with this process. The Panel then received a detailed presentation by officers on Planning Reform.

October 2020

Members considered both the Cultural Strategy and the Economic Development Strategy at this meeting. The four key objectives in the new strategy will help provide the right conditions for emerging industries and capitalise on Enfield's unique strengths. The strategy will be looking to bring in the right people to pull in future talent and create work for people in Enfield. It would help to promote Enfield as a place to do business, bring in investors like the Microsoft building in Enfield Town and develop local town centres to meet future needs. Enfield could be a key part of the overall London offer. It also needed to celebrate its cultural heritage and diversity.

December 2020

At this meeting members received presentations on both the Local Plan & Housing Needs and Skills & Training. Members agreed to a proposal for a series of workshops early in the new year to assist in progressing Enfield's vision and policies. Regarding the item on Skills & Training, members received a presentation for discussion on the impact of COVID on unemployment and employment in London and the borough and how Enfield is working with Local London to address unemployment and skills.

February 2021

For the item update on Local Plan Policies, the panel received a presentation and timetable from the Head of Strategic Planning and Design updating members on the work being done on emerging local plan policies.

The next item on the agenda was the Housing Delivery Test 2020 and Draft Housing Action Plan. Members received a presentation and considered the item, members agreed that the issue of Housing delivery would be kept under review by the Panel.

Members received a presentation for discussion on the regeneration work being carried out on the Alma, Ladderswood and New Avenue estates.

March 2021

There were 4 items at this meeting, Meridian Water addressing local needs; The panel received a presentation from Jamie Eagles and Ian Freshwater (Senior Regeneration Officers) updating members on the Meridian Water Programme and addressing local needs.

Meridian Water Scrutiny workstream report; the panel received a report and presentation from the Programme Director Meridian Water updating them on progress against the four themes in the Scrutiny Workstream Report.

Improving the Planning process, members received a presentation for discussion on the work being carried out to improve the Council's planning processes, and finally members considered the item on Joyce & Snells Estate regeneration.

13. Conclusion

As a result of the committee's work, members completed their work programmes with a few adjustments throughout the year, including additional meetings for urgent items, or revising the work programme to take account of the rules of Purdah. These items were picked-up at the work planning sessions held in June/July 2021.

- 14.** Enfield Youth Parliament are currently invited to attend and contribute to the work of both the OSC and Children, Young People, and Education Scrutiny Panel. Both members, and the Youth Parliament see this as a positive role and are keen to increase engagement with all Panels, helping to make the voice of young people heard across the Council. With that in mind, a member of the Youth Parliament will be invited to attend all Panel meetings from now on.

London Borough of Enfield**Council****Meeting Date – 26th January 2022**

Subject: Proposed dispensation from the requirements of Section 85 Local Government Act 1972**Cabinet Member: N/A****Director: Director of Law & Governance****Key Decision: N/a**

Purpose of Report

1. Due to the ongoing coronavirus pandemic, Council is requested to approve a dispensation to all councillors from the requirements of section 85(1) of the Local Government Act 1972.

Proposals

2. That Council approves a general dispensation to remain in place until the 25th May 2022 AGM, to all councillors from the requirements of Section 85(1) of the Local Government Act 1972.

Background

3. Under the provisions of Section 85(1) of the Local Government Act 1972, if a councillor fails throughout a period of six consecutive months from the date of their last attendance to attend any meeting of the authority, they shall, unless the failure was due to some reason approved by the authority before the expiry of that period, cease to be a member of the authority.
4. Between and April 2020 and May 2021 the law was temporarily changed to provide that Members joining a virtual meeting were treated as being in attendance for the purposes of s85 above. This provision expired on the 7th May 2021, meaning all formal meetings of the Council must be held physically as was the case pre-Covid, Members must be physically present to count as attending.
5. Given that the council needs to consider at relatively short notice, during periods of peak infection of Covid-19, the public health risk to members, officers and members of the public to physical attendance at meetings, there may not be sufficient time to receive a dispensation from Council, and members may find themselves disadvantaged, and affected by the 6-month rule.

6. Without a change to primary legislation that allows virtual attendance at meetings to be counted, a dispensation covers all members during this period of uncertainty.

Main Considerations for the Council

7. Council has the authority to approve the general dispensation.

Safeguarding Implications

8. None related to this report.

Public Health Implications

9. The risk from Covid fluctuates throughout the year. During periods of high infection rates, in order to minimise the risk to councillors, officers and members of the public, the council may need to take action and review how committee meetings are conducted in order to reduce the risk to public health.

Equalities Impact of the Proposal

10. No equalities impact is required for this report

Environmental and Climate Change Considerations

11. None

Risks that may arise if the proposed decision and related work is not taken

12. With no other alternative arrangements but physical attendance put in place for council meetings, members could be disqualified from being a councillor due the effects of the pandemic.

Risks that may arise if the proposed decision is taken and actions that will be taken to manage these risks

13. Recording and monitoring of Member attendance will continue in the usual way.

Financial Implications

14. There are no financial implications relating to the proposals contained in this report.

Legal Implications

15. This is a report of the Director of Law and Governance.

Workforce Implications

16. There are no workforce implications.

Property Implications

17. There are no property implications

Other Implications

18. There are no other implications.

Options Considered

19. No other options are available.

Conclusions

20. In the absence of changes to primary legislation which will allow formal meetings of the council to be held virtually, the proposals detailed within the report aim to ensure that members are not disadvantaged by non-attendance at meetings either through illness due to covid-19, or when the council considers that the health risk to members, officers and public are greater than the requirement to physically attend formal meetings of the council.

Report Author: Claire Johnson
Head of Governance, Scrutiny & Registration Services

Date of report 17 January 2021

Background Papers

None.

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CE 21/030

London Borough of Enfield**Council****Meeting Date: 26 January 2022**

Subject: Elections - Review
Cabinet Member: Not applicable
Monitoring Officer: Jeremy Chambers, Director of Law & Governance

Key Decision: Not Applicable

Purpose of Report

1. To provide an update on the Local Election pre-planning and Electoral Registration activities.

Proposal(s)

2. The Council is asked to:
 - Review current Election pre-planning tasks;
 - Note the Outreach and Electoral Registration activities.

Reason for Proposal(s)

3. The next scheduled elections in 2022 is the Local Council Elections. This is due to take place on Thursday 5 May. Electoral Services has already commenced pre-planning for the Local Elections. This is to ensure the Local Elections are conducted in accordance with the Electoral Commission Guidance and in line with the Returning Officers Performance Standards.

Relevance to the Council Plan

4. The scheduled Local Council Elections on the 5 May 2022 will impact the Enfield Council Plan between the 23 March until Friday 6 May, due to the Purdah period.

Background

5. The Electoral Administration Act 2006 gave the Electoral Commission powers to set and monitor performance standards for Electoral Services. The framework has been developed around key outcomes from the perspective of voters and those who want to stand for election, and, whether the Returning Officer are taking the necessary steps to deliver the following outcomes:
 - Performance 1: Voters can vote easily and know that the vote will be counted in the intended way;
 - Performance 2: It is easy for people who want to stand for election to find out how to get involved, what the rules are, and what they must do to comply with these rules;
 - Performance 3: The co-ordination and management of the polls.

6. To achieve the outcome set out in 'Performance Standard 1', Electoral Services has developed and will implement a robust project planning process. This will include:
 - Evaluating the planning for and delivery of previous polls, identifying lessons learnt and updating plans as required;
 - To produce a project planning document that will be kept under review, and;
 - To produce a Risk Register and update Business Continuity arrangements to be kept under review during the election period.

7. The Returning Officer is also the Electoral Registration Officer. The ERO is responsible for compiling the register of electors. In accordance with Section 52 and 54 Representation of the People Act 1983, the Local Authority must provide the resources needed to discharge the EROs statutory functions. Any expenses properly incurred by the ERO in performance of their functions, must be paid by the Local Authority.

8. This report was taken to General Purposes Committee on the 13 January 202 for their consideration.

Main Considerations for the Council

9. In relation to the 1 December 2021 to 1 December 2022 period, the Returning Officer and Electoral Registration Officer will need to consider the following:
 - Revised publication of the Electoral Register on the new ward and polling district boundaries;

- Household Notification Letters due to be despatched in January 2022 including information to residents on the new wards and new list of polling stations;
- Local Council Election scheduled on the 5 May 2022;
- Annual Canvass scheduled between July – November 2022.

Preliminary review

10. Preliminary reviews have already been undertaken and agreed by the General Purpose Committee on 17 November 2021. There will be no further change to any of the agreed polling places, unless the current agreed venue(s) are no longer available or accessible, prior to the scheduled Local Elections in May 2022.

Formal review process

11. The Electoral Commission's guidance on 'Planning for an Election', provides detailed requirements to plan effectively for an election, including preparing a project plan and risk register log, which is to be kept under regular review and used to monitor progress on set tasks and deliverables.

In accordance with the guidance, when compiling a plan together, the Returning Officer must consider the following:

- Project Team and appointed (DRO) Deputy Returning Officers
- Staffing
 - Polling Station roles
 - The Count roles
 - Miscellaneous roles
 - Electoral Services office resources
- Training
 - For all over the above roles
- Venues and Accommodation
 - Polling
 - Count
 - Training and Postal Vote Opening
- Managing Contractors and supplier
 - Elections printers
 - Service hire providers
- Maintaining an Integrity Plan for both Registration and Elections

- Document shared with the SPOC for Enfield
- Communication
 - Raising awareness
 - Information to electors
 - Media Liaison

Election Pre-Planning Activities

12. The Project Board Team has already been established and the first meeting commenced in September 2021. Tasks already completed and scheduled to be completed are as follows:

Month	Activity
Sept 2021	Project Board Team established
Sept 2021	Project Plan and Risk Register Log created
Sept 2021	Election Staff requirement Campaign
Oct 2021	Venue and accommodations agreed and confirmed including layout plans
Oct 2021	Key senior staff roles for the Count and Postal Vote Opening session agreed
Nov 2021	External Services/Suppliers booked
Nov 2021	Training Schedule reviewed and agreed
Nov 2021	Polling and Count equipment ordered
Dec 2021	Mock Election Run through – Review Count processes
Dec 2021	Electoral Services webpage updated – Wards and Revised Polling Scheme
Dec 2021	Generated projected electorate for May 2022 against the new wards and polling districts
8 Dec 2021	Create Live Election – date scheduled
15 Dec 2021	Polling Venue contracts despatch - date scheduled
15 Dec 2021	Staff availability letters despatch - date scheduled

To date the project planning for the Local Elections are ahead of schedule. This was to ensure that the lessons learnt listed from the previous election and areas requiring improving will be implemented prior to the start of the election period, which will commence from 23 March 2022.

Outreach

13. Electoral Services has recently undertaken a postal vote campaign to encourage more electors to become postal voters. The first campaign began in January 2021 when Household Notification Letters were sent to all households within the borough along with a postal vote application form.

The up take on completed applications reached a staggering 15,144 applications. This led to a rise of registered postal voters from 25,603 to 40,747, prior to the start of the GLA election period. Due to this successful postal vote campaign we began another postal vote campaign on the 23 August with over 180,000 personalised postal vote applications despatched to all 'In-person' voters to encourage as many electors to apply to vote by post. Previously, registered postal votes made up 18% of the electorate in July 2021, which was just over 40,000 postal voters.

Since August we have received another positive response, resulting from the campaign, with us reaching just over 12,000 new applications. The current postal votes to date are now 53,500 which is approx. 25% of the electorate. Electoral Services will be continuing to promote voter and postal registration to the run up to the Local Elections in May 2022.

Electoral Registration

14. Electoral Services will be publishing the revised Register of Electors on 1 December and will commence distributing from Monday 6 December to all internal and external stakeholders who are entitled to receive the register in accordance with Representation of the People Regulations 2001. The registers will be accompanied with an information letter and a Street Index for reference on the new wards and polling districts. The letter will set out how the registers may be used and the penalty for misuse.

Electoral Services will also be despatching Household Notification Letters from the week commencing the 10 January 2022. This letter will contain information as to those registered to vote including voting method. Electors will have an opportunity to make amendments if there are any changes. This process is necessary to ensure that the register is as accurate as possible prior to generating poll cards for the Local Elections 2022.

The Household Notification Letters will also include a leaflet to inform residents on where to find more information, on the new wards and the revised polling place scheme, which can be found under our Electoral Services webpage. There will be a post code search function on the webpage, which will allow residents to find their assigned polling place. This function is scheduled to be live in February 2022. In the meantime, there will be an interactive map provide all the necessary information the elector needs

to know. The new wards and polling districts will come into effect on the 5 May 2022.

Safeguarding Implications

15. None

Public Health Implications

16. None

Equalities Impact of the Proposal

17. Local authorities have a duty to review the accessibility of all polling places to disabled voters and ensure that every polling place, and prospective polling place, for which it is responsible is accessible to disabled voters 'so far as is reasonable and practicable'. The Electoral Commission guidance (refer to Appendix A) provides further information regarding considering accessibility issues.

The risk assessment for each of the current polling places have already been undertaken this year. All current polling places are DDA compliant.

Environmental and Climate Change Considerations

18. None

Risks that may arise if the proposed decision and related work is not taken

19. It is important the Risk Register log and a separate Integrity Plan must be regularly reviewed and updated where required to ensure all anticipated risks has a mitigated action assigned to it. Failure to have robust planning and decision-making processes may lead to reputational risk, an Election Petition or RO and ERO failing to meet their performance standard set out by the Electoral Commission.

Risks that may arise if the proposed decision is taken and actions that will be taken to manage these risks

20. None

Financial Implications

21. Elections Budget for the Local Elections 2022 will be directly funded by the Local Authority. We do not receive any MRA allowance to cover the expenses as provided for at Parliamentary, European and the London Mayoral/GLA elections. We anticipate an overspend based on Project estimates. The estimates consist of recent quotes and election scale of fees. A request for additional funding has been made and agreed to cover this shortfall.

The Election scale of fees are produced by the London Branch of the Association of Electoral Administrators. These scales of fees have been considered and endorsed by the London Elections Management Board of the AEA. London boroughs were first empowered to fix their own scales of election fees in 1974. It has been the practice of London Councils and its predecessor bodies to receive a report and commend a London-wide scale of fees for adoption by individual boroughs.

It is proposed that the scale should continue to form basis for fees and expenses for referendums under Local Government Act 2000 and any subsequent London borough mayoral elections.

Enfield Electoral Services have adopted the London Agreed scale of Fees in line with the other 31 boroughs within London. The scale of fees is reviewed every two years and where necessary a 2 per cent fee increase is applied to roles for Polling Day and the Count, including the Returning Officer fee.

Legal Implications

22. All relevant legal matters are addressed in the body of the report.

Workforce Implications

23. Additional resources will be allocated to the Electoral Services Team to deal with additional tasks from February 2022.

Property Implications

24. None

Other Implications

25. None

Options Considered

26. None

Conclusions

27. The Returning Officers robust project planning is on schedule along with the statutory functions of the Electoral Registration Officer. Compliance with the Electoral Commission guidance minimises the risk of Electoral Fraud and possible Election petitions.

Report Author: Lee-Marie Grant (Head of Electoral Services)

Date of report: 18 January 2021

Appendices

- APPENDIX A