



LONDON BOROUGH OF ENFIELD

**AGENDA FOR THE COUNCIL MEETING
TO BE HELD ON THURSDAY, 23RD FEBRUARY,
2023 AT 8.00 PM OR UPON THE RISING OF THE
EXTRAORDINARY COUNCIL MEETING,
WHICHEVER IS THE LATER**

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

**Please
Reply to:** Nicola Lowther
Governance Manager

E-mail: Democracy@enfield.gov.uk
My Ref: DST/PW

Date: 16 February 2023

Please be advised that this meeting will be live streamed, and this can be viewed by clicking the following link: <https://bit.ly/3lsMo3E>

Dear Councillor,

You are summoned to attend the meeting of the Council of the London Borough of Enfield to be held at the Civic Centre, Silver Street, Enfield on Thursday, 23rd February, 2023 at 8.00 pm or upon the rising of the Extraordinary Council meeting, whichever is later, for the purpose of transacting the business set out below.

Yours sincerely

Terry Osborne

Director Law & Governance

THE MAYOR'S CHAPLAIN TO GIVE A BLESSING

- 1. ELECT A PERSON TO PRESIDE IF THE MAYOR AND DEPUTY MAYOR ARE NOT PRESENT**
- 2. APOLOGIES**
- 3. MAYOR'S ANNOUNCEMENTS**
- 4. MINUTES OF PREVIOUS MEETING (Pages 1 - 12)**

To receive and agree the minutes of the previous meeting of Council held on Wednesday 25 January 20223 as a correct record.

5. DECLARATIONS OF INTEREST

Members of the Council are invited to identify any disclosable pecuniary, other pecuniary or non-pecuniary interests relevant to the items on the

agenda.

6. BUDGET REPORT 2023/24 AND MEDIUM-TERM FINANCIAL PLAN 2023/24 TO 2027/28 (Pages 13 - 206)

Council is asked to agree the budget for 2023/24 and the Medium-Term Financial Plan.

7. COUNCIL TAX SUPPORT SCHEME FOR 2023/24 (Pages 207 - 268)

Council is asked to agree the local Council Tax Support Scheme for 2023/24.

8. COUNCIL PLAN 2023-26 (Pages 269 - 366)

Council is asked to agree the Council Plan 2023-26.

9. HOUSING REVENUE ACCOUNT (HRA) BUSINESS PLAN, AND RENT SETTING REPORT 2023/24 (Pages 367 - 406)

Council is asked to agree the HRA business plan, the revenue budget and HRA rents.

10. CAPITAL STRATEGY AND CAPITAL PROGRAMME 2023/24 TO 2032/33 (Pages 407 - 458)

Council is asked to agree the Ten-Year Capital Strategy and Capital Programme for 2023/24 to 2032/33.

11. REVIEW AND ADOPTION OF STATUTORY PAY POLICY STATEMENT (Pages 459 - 474)

The Council is asked to agree the pay policy statement.

12. TREASURY MANAGEMENT STRATEGY 2023/24 (Pages 475 - 526)

Council is asked to agree the Treasury Management Strategy for 2023/24.

13. COUNCILLOR QUESTION TIME

The list of questions and their written responses will be published prior to the meeting.

14. COMMITTEE MEMBERSHIPS

To confirm any changes to committee memberships.

Any further changes received once the agenda has been published will be included in the Supplementary Agenda to be circulated at the meeting.

15. NOMINATIONS TO OUTSIDE BODIES

Councillor Stephanos Ioannou to replace Councillor Maria Alexandrou on the Enfield Music Hub Advisory Board.

Any further changes received once the agenda has been published will be included in the Supplementary Agenda to be circulated at the meeting.

16. DATE OF NEXT MEETING

To note the agreed date of the next Council meeting as Wednesday 10 May 2023 at 7pm.

COUNCIL - 25.1.2023

**MINUTES OF THE MEETING OF THE COUNCIL
HELD ON WEDNESDAY, 25 JANUARY 2023**

COUNCILLORS**PRESENT**

Suna Hurman (Deputy Mayor), Abdul Abdullahi, Josh Abey, Nicki Adeleke, Gunes Akbulut, Mahmut Aksanoglu, Maria Alexandrou, Nawshad Ali, Kate Anolue, Mahym Bedekova, Sinan Boztas, Nesil Caliskan, Alev Cazimoglu, Mustafa Cetinkaya, Lee Chamberlain, Hivran Dalkaya, Chris Dey, Guney Dogan, Hannah Dyson, Elif Erbil, Ergin Erbil, Susan Erbil, Peter Fallart, Thomas Fawns, Reece Fox, Alessandro Georgiou, Margaret Greer, Patricia Gregory, Adrian Grumi, Ayten Guzel, Nelly Gyosheva, Ahmet Hasan, James Hockney, Stephanos Ioannou, Mohammad Islam, Rick Jewell, Chris Joannides, Joanne Laban, Tim Leaver, Andy Milne, Elisa Morreale, Tom O'Halloran, Sabri Ozaydin, Bektas Ozer, Paul Pratt, Julian Sampson, Ruby Sampson, George Savva MBE, David Skelton, Edward Smith, Nia Stevens, Emma Supple, Doug Taylor, Andrew Thorp and Eylem Yuruk

ABSENT

Doris Jiagge (Mayor), Chinelo Anyanwu, Esin Gunes, Chris James, Gina Needs, Ahmet Oykenner, Michael Rye OBE and Jim Steven

THE MAYOR'S CHAPLAIN TO GIVE A BLESSING

Reverend Archimandrite Dr Nikodemos Anagnostopoulos of St Demetrios Greek Orthodox Church in Edmonton gave the blessing.

1**ELECT A PERSON TO PRESIDE IF THE MAYOR AND DEPUTY MAYOR ARE NOT PRESENT**

There was no business transacted under this item, but the Deputy Mayor chaired this meeting in the absence of the Mayor.

2**APOLOGIES**

Apologies for absence were received from Councillors Chinelo Anyanwu, Esin Gunes, Chris James, Doris Jiagge, Gina Needs, Ahmet Oykenner, Michael Rye and Jim Steven.

3**MAYOR'S ANNOUNCEMENTS**

The Deputy Mayor welcomed everyone to her first meeting as Chair of Council, in place of her worshipful the Mayor, who was unable to attend this evening and sent her apologies.

COUNCIL - 25.1.2023

The Mayor has been busy over the Christmas period, attending events and productions. The Deputy Mayor has been supporting her and was lucky enough to have undertaken her first Citizenship Ceremony in November. The Deputy Mayor was honoured to be part of this special day for the new residents of Enfield, who arrived in their finery – it was lovely to see so many people settling into our diverse borough.

The Deputy Mayor reminded all members of the Mayors Quiz Night on the 3rd February and her Gala Dinner on the 28th February. Invitations have been sent out and responses are awaited from those yet to reply.

The Deputy Mayor requested members' continued professional and orderly conduct during this meeting and reminded them that any members wishing to speak should stand unless they are not able to do so and should address the meeting through her and continue to treat each other courteously and with respect during political interactions.

The Deputy Mayor said she intended to preside over this meeting in a firm but fair manner and would give opportunities to members on both sides of the Chamber to speak but would not tolerate rude and discourteous interruption. She reminded members that they should sit when she stands and that they should be wait until invited to speak.

The Deputy Mayor advised that if members would like to ask for an extension of time, or if they would wish to move any other type of procedural motion, they should do so at the end of a speech and not in the middle of it and should specify the relevant procedural rule.

The Deputy Mayor then invited the Young Mayor, Mustafa Berk AK, to update the Chamber on his activities in his elected role. The Young Mayor commented on the success of work with charities that is going on in different schools due to events that are being held.

The Young Mayor announced that there was Elections taking place for the Enfield Youth Council (EYC) where 20 young people would be appointed as new members and two young people to the UK Youth Parliament to represent the views and needs of Enfield children and young people at national level.

4

MINUTES OF PREVIOUS MEETING

The minutes of the Council meeting held on 16 November 2022 were received and **AGREED** as a correct record.

5

DECLARATIONS OF INTEREST

The following Councillors declared pecuniary and non-pecuniary interests in the following items:

COUNCIL - 25.1.2023

Item 6 – Opposition Priority Business on the Future of Whitewebbs – Councillors Andrew Thorp, Andy Milne, Thomas Fawns, Chris Dey, Doug Taylor, George Savva, and Sinan Boztas as season ticket holders of THFC.

Item 7 – Treasury Management Mid-Year report for 2022/23 – Councillor Sabri Ozaydin as a director of Housing Gateway and Councillor Doug Taylor as a director of Energetik.

11.1 – Motion on England Lionesses – Councillor Andy Milne, whose daughter has been selected to represent the Lionesses U18 Team.

11.2 – Motion on Crossrail 2 - Councillor Ruby Sampson as she works for the Railway Industry Association.

11.6 – Motion on Squirrel Scouts 1st Birthday – Councillors Andrew Thorp, Chris Dey and Emma Supple due to their involvement with the Guide and Scouts Association, and Adrian Grumi due to his involvement with the Army Cadets.

11.7 – Motion on ULEZ – Councillors Alessandro Georgiou and Ergin Erbil as they work for the Greater London Authority.

11.9 – Motion on Traffic calming measures in Grange Park ward – Councillors Ruby Sampson, Andy Milne, Julian Sampson as they live on one of the roads mentioned in the Motion.

11.15 – Motion on People with Autism in the Borough – Councillor Andrew Thorp has a member of his family with Autism.

11.16 – Motion on NHS – Councillors Chamberlain and Yuruk as they have a family member who works for the NHS; Councillors Hannah Dyson, Elif Erbil, Nicki Adeleke and Nawshad Ali as they work for the NHS; and Councillor Tim Leaver as he is on the board of Governors for the Royal Free.

6

OPPOSITION PRIORITY BUSINESS - THE FUTURE OF WHITEWEBBS

Councillor David Skelton introduced the Opposition Priority Business paper on the Future of Whitewebbs which contained a number of recommendations.

Councillor Skelton highlighted the importance of Whitewebbs Park to residents and the importance of preserving the natural environment, improving the quality of life in the borough and, crucially, maintaining trust in those who govern the Council.

Concerns were expressed that the proposal for the future use of Whitewebbs by Tottenham Hotspur Football Club (THFC) would not permit Whitewebbs to be fully open to the public. It was noted that there were strong concerns over the lack of suitability of THFC to run the park as it has not demonstrated

COUNCIL - 25.1.2023

competence or experience in running a public space. Further, it was felt that the payments of £2m over 25 years would not offer a good return for the Council.

It was alleged that the engagement with residents had been poor, and this impacted on the public's confidence in the Council's ability to involve local residents, particularly as there had been no public consultation in the bidding process. There was a criticism that a statutory notice had been posted on the back of a toilet door and that consultation had commenced just before Christmas.

Councillor Caliskan acknowledged that there will be some residents who will wish to object to any plans for Whitewebbs because they believe the golf course should have remained open, regardless of the cost to the taxpayer. Councillor Caliskan advised that the Council is seeking a future for Whitewebbs golf course that is financially sound but equally enhances the green space, maintains the beautiful woodlands, and increases access for more Enfield residents.

It was suggested that Whitewebbs park is one of the most important public spaces in the borough and is a hub of biodiversity for 78 species of birds, ancient woodlands, and a variety of plants but that the renovation of the park would require major earth moving and re-landscaping which would have a negative impact on the biodiversity.

In response, members noted that the proposals would allow for the re-wilding of Whitewebbs park and investment in the woodlands. Despite the Whitewebbs woods being excluded from the lease, the responsibility of improving, paths, fences, and bridleways is part of the proposal. This would make the park more accessible for walking, cycling and horse riding as well as providing jobs and opportunities for the residents of Enfield and investment in grassroots sport for young people across the borough.

During the debate, a procedural motion was moved by Councillor Sabri Ozaydin and seconded by Councillor Chris Dey under paragraph 13.20 (viii) of the Council's Procedure Rules to extend the debate for a further 15 minutes which was put to the vote and **AGREED**.

Following the extended debate, a procedural motion was moved and seconded under paragraph 13.20 (v) of the Council's Procedure Rules that the question be now put which was put to the vote and **AGREED**.

Councillor Caliskan said that the Administration would not sign the lease of Whitewebbs before there is a public consultation on the plans proposed by Tottenham Hotspur. She confirmed that had been, and was still, her position on the issue. Councillor Caliskan advised that detailed plans for the site were still being worked up and that, as mentioned in the Cabinet report, a statement which she stands by, the procurement process would not see the signing of the lease until there is a public consultation on the proposals. Councillor Caliskan went on to say that such proposals would go through planning, and it

COUNCIL - 25.1.2023

would be for the planning committee to decide. Councillor Caliskan confirmed that it was only once the proposals had gone through the public consultation exercise and had been granted planning permission that the local authority would be in a position to sign the lease.

A recorded vote was requested by Councillor Alessandro Georgiou, and another 11 members of the Council having stood in support of the request, the response from the Majority Group was put to the vote and was **APPROVED** with the following votes recorded:

For (31)

Abdul Abdullahi
Josh Abey
Nicki Adeleke
Gunes Akbulut
Mahmut Aksanoglu
Nawshad Ali
Kate Anolue
Mahym Bedekova
Sinan Boztas
Alev Cazimoglu
Nesil Caliskan
Mustafa Cetinkaya
Hivran Dalkaya
Guney Dogan
Elif Erbil
Ergin Erbil
Susan Erbil
Thomas Fawns
Margaret Greer
Ayten Guzel
Nelly Gyosheva
Ahmet Hasan
Mohammad Islam
Rick Jewell
Tim Leaver
Sabri Ozaydin
Bektas Ozer
George Savva MBE
Nia Stevens
Doug Taylor
Eylem Yuruk

Against (23)

Maria Alexandrou
Lee Chamberlain
Chris Dey
Hannah Dyson
Peter Fallart
Reece Fox

COUNCIL - 25.1.2023

Alessandro Georgiou
Patricia Gregory
Adrian Grumi
James Hockney
Stephanos Ioannou
Chris Joannides
Joanne Laban
Andy Milne
Elisa Morreale
Tom O'Halloran
Paul Pratt
Julian Sampson
Ruby Sampson
David Skelton
Edward Smith
Emma Supple
Andrew Thorp

Abstention (1)

Suna Hurman

7

ANNUAL TREASURY MANAGEMENT - HALF YEARLY TREASURY POSITION 2022/23

Councillor Tim Leaver moved, and Councillor Nesil Caliskan seconded, the report.

Councillor Tim Leaver introduced the report and asked the Council to note the activities of the Council's Treasury management function over the half year period ended 30 September 2022. It shows the performance of the Treasury activities including borrowing that finances the Council's investments in the borough, in line with the Council's Corporate Plan which was agreed in February 2022.

The Ukrainian war, interest rates, the base rate going from 0.35% to 2.25%, the cost-of-living crisis which continues to be a hardship for residents as well as the inflation rate currently at 10.1% which have all had an impact on the Treasury management function.

It was highlighted that the borrowing outstanding has been reduced by £2.95m since 31 March 2022 to £1,012.2m as of 30 September 2022 which is funded by the Public Works Loan Board. The average interest rate for Enfield's external debt was 2.54% as of 30 September 2022 compared to the average rate of 2.59% during 2022/23.

The Opposition expressed disappointment that the Council Plan was to repay the debt but instead the debt has doubled, and they have repeatedly warned the Administration of the risks of doing so. The debt has increased from £24m last year to £30m this year. The Council report states that the Council is

COUNCIL - 25.1.2023

revaluing its borrowing, and this is the first year where the Council has not been able to restructure its own debt. Over the next 2 years, there will be a proposed debt bubble of £192m and if this debt needs refinancing, the payments will increase and may result in £3m worth of cuts to front line services.

Members responded that if there is the prospect of getting lower interest rates then local authorities regularly revalue, reprofile or restructure their debt and investments which has not been possible at the moment with record high interest rates. The Council's transparent approach to its budgeting continues to be robust and resilient which allows members of the opposition to be able to scrutinise and ask questions with regards to the budget.

Following the debate, Members **AGREED TO NOTE** the report.

Councillor Alessandro Georgiou wanted it recorded that the Conservative Group would have voted against this item but did not on the basis it was for noting.

8

COUNCIL TAX AND BUSINESS RATE COLLECTION FUND 2023/24

Councillor Tim Leaver moved, and Councillor Nesil Caliskan seconded, the report.

The Director of Law & Governance read out a statement on the rules relating to arrears of Council Tax. Members were asked if they had any arrears of Council Tax outstanding for two months or more and, if so, to declare the arrears and withdraw from the meeting. The Director of Law & Governance advised that according to the Council's records there were no Members with such outstanding arrears but that the onus was on members to make the declaration if necessary.

Councillor Tim Leaver then introduced the report and asked the Council to agree the Council Tax rate as well as Business Rate Tax. 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) by 31 January of each financial year.

The Chancellor of the Exchequer announced that the Council Tax increase limit was increased from 1.99% to 2.99 % for 2023/24, with Adult Social Care precept limit increased from, 1% to 2%. This gives local authorities the option of increasing Council Tax by a maximum of 4.99% in 2023/24, beyond which a local referendum would be required, and this is the rate that Enfield Council will be setting for the period 2023/24.

The Opposition expressed their concerns that despite the Government giving the Council a 20% grant increase and the Council's reserves being higher than 5 years ago; there has been an increase in Council Tax, Business Rates tax, charge for green waste bins, the GLA precept and ULEZ which will impact

COUNCIL - 25.1.2023

the poorest residents in the borough. The proposal will see support cut from 6,500 low income working households where the majority are situated in the East of the borough. This undermines the Government's effort to support residents with the introduction of schemes such as the Energy support cap which showed savings of up to £900 for households. There were 15 different grants that businesses could apply for during Covid, and the Government is investing £500m to help small businesses against proposed increases.

Members acknowledged that the Council would be setting a Council Tax rate which ensured that it could continue to provide services that are fair to residents whilst protecting the most vulnerable communities. The Council is offering extra support and signposting for struggling residents as well as extended payment arrangements so smaller payments can be made over a longer period.

Following the debate, Councillor Sabri Ozaydin moved, and Councillor Alessandro Georgiou seconded, a procedural motion under paragraph 13.20 (v) of the Council's Procedure Rules that the question now be put.

The Council Tax Base 2023/24 as set out in the report was **AGREED** with the following votes:

For (31)

Abstentions (23)

The non-domestic rating income estimate for 2023/24 as set out in the report was **AGREED**.

9

MODERN SLAVERY STRATEGY 2023-28

Councillor Alev Cazimoglu moved, and Councillor Abdul Abdullahi seconded, the report.

Councillor Alev Cazimoglu introduced the report and explained that the Modern Slavery Act 2015 placed a statutory duty on local authorities to become first responders alongside the police in supporting victims and reporting of this crime. The Council is at the forefront of tackling this crime and supporting survivors to recovery by being providers of social housing and safeguarding services for adults and children and through our disruptions activities via England's first Modern Slavery Team in a local authority which was established in January 2020.

The new five-year strategy is ambitious and is crucial for developing a clear vision of partnership collaborating with the police to tackle this horrendous crime. The strategy has a clear objective of a community that will not tolerate Modern Slavery and exploitation and the Modern Slavery Team's Action Plan will help to take meaningful steps towards the realisation of these priorities.

COUNCIL - 25.1.2023

The Opposition expressed concerns that as there is a split between the Children and Adults services and that anyone who is involved in a serious case review may be at risk of falling between the two services and potentially being missed completely. The Modern Slavery team focuses on delivering the strategy aimed at potential victims aged 18+ however, there are similar action plans and strategies underway in Children's Services.

The Council has a responsibility with regards to the supply chain ensuring that its contractors and/or sub-contractors are not engaged in Modern Slavery. It would be useful if the report/strategy included if any contractor and any contractor that uses a subcontractor and has engaged in Modern Slavery should never be able to work for the local authority again and to be struck off any future lists.

It was acknowledged that Modern Slavery targets the most vulnerable in our society and victims are subject to the most appalling mistreatment and that a clear robust strategy and further report coming to full council was welcomed.

During the debate, a procedural motion was moved by Councillor Sabri Ozaydin and seconded by Councillor Chris Dey under paragraph 13.20 (viii) of the Council's Procedure Rules to extend the debate for a further 10 minutes which was put to the vote and **AGREED**.

Members acknowledged that the Council's Modern Slavery Team, a dedicated team focused on helping the most vulnerable in society made a total of 6-8 referrals to the Home Office where 4-5% of referrals were children exploited by gangs and criminal organisations. Criminal exploitation is the most common type of concern received by the Modern Slavery Team. This includes child criminal exploitation which is 44% of concerns, and adult criminal exploitation which accounts for 16%. This is followed by sexual exploitation is 15% and labour exploitation (15%) and financial exploitation (10%).

The extended period for debate of this item having then lapsed, a procedural motion was moved by Councillor Chris Dey and seconded by Councillor Sabri Ozaydin under paragraph 13.20 (viii) of the Council's Procedure Rules to extend the debate for a further 15 minutes which was put to the vote and **AGREED**.

Following the extended debate, the recommendations within the report were put to the vote and unanimously **AGREED**.

**10
PROCEDURAL MOTION**

A procedural motion was moved by Councillor Sabri Ozaydin and seconded by Councillor Chris Dey under paragraph 13.20 (iii) of the Council's Procedure Rules to change the order of business on the agenda so the Motions would be taken as the next item of business which was put to the vote and **AGREED**.

COUNCIL - 25.1.2023

Councillor Sabri Ozaydin moved to change the order of Motions so that Motion numbers 11.3 and 11.16 would be taken in that order which was seconded by Councillor Chris Dey and **AGREED**.

**11
MOTIONS**

11.3 Motion in the name of Councillor Maria Alexandrou

“The celebration of International Day of Women and Girls in Science commemorates the invaluable role of women in this field.

Over the years, incredible women like Margaret Hamilton and Katherine Johnson pushed the boundaries in space travel and were pioneers in mankind’s quest to reach to moon.

The 11th February is the date this International Day is celebrated.

This year’s theme is Equality and Diversity.

Let us unite and acknowledge the accomplishments of women that continue to explore the depths of science and applaud the women that innovate and are an inspiration to others”

During the debate, a procedural motion was moved by Councillor Sabri Ozaydin and seconded by Councillor Chris Dey under paragraph 13.20 (viii) of the Council’s Procedure Rules to extend the debate for a further 10 minutes which was put to the vote and **AGREED**.

Following the debate, the Motion was **AGREED**.

The remainder of Motions lapsed under the guillotine arrangements.

**12
COUNCILLOR QUESTION TIME**

This item was noted under the guillotine arrangements. Answers to questions were provided in the supplementary agenda circulated at the meeting.

**13
COMMITTEE MEMBERSHIPS**

The following changes to committee memberships were **AGREED**:

Councillor Maria Alexandrou to replace Councillor Stephanos Ioannou on the Environment Forum.

Councillor Maria Alexandrou to replace Councillor Stephanos Ioannou on the Environment and Climate Action Scrutiny Panel.

14

NOMINATIONS TO OUTSIDE BODIES

The following changes to nominations on outside bodies were **AGREED**:

Councillor Rick Jewell to replace Councillor Nesil Caliskan on the Lee Valley Regional Park Authority.

15

DATE OF NEXT MEETING

The date of the next meeting was **NOTED** as 23 February 2023.

This page is intentionally left blank

London Borough of Enfield**Council****Meeting Date: 23 February 2023**

Subject: Budget Report 2023/24 and Medium Term Financial Plan 2023/24 to 2027/28**Cabinet Member: Cllr Tim Leaver, Cabinet Member for Finance****Executive Director: Fay Hammond, Executive Director Resources**

Key Decision: 5484

Purpose of Report

1. The purpose of this report is to set the Revenue Budget and Council Tax for the 2023/24 financial year. It also updates the Council's Medium Term Financial Plan (MTFP) in the light of those decisions. In summary, it recommends:
 - i. A net revenue budget of £286.942m for 2023/24, a 10.44% increase when compared with 2022/23.
 - ii. The net revenue budget contains investment in services of £1.800m and new savings/income proposals of £14.218m.
 - iii. A core Council Tax of £1,314.96 at band D, a 2.99% increase on 2022/23.
 - iv. A further £203.34 at band D to pay for Adult Social Care as allowed by Central Government, a 2.00% increase on 2022/23.
 - v. This results in a charge for Enfield Council of £1,518.30 at Band D, a 4.99% increase; equivalent to an increase of £1.38 per week for a Band D property.
 - vi. Additionally, the Council will levy a Council Tax of £434.14 at Band D on behalf of the Greater London Authority which is an 9.74% increase; equivalent to an increase of £0.74 per week for a Band D property.
 - vii. In total the impact of these proposals will be total Council Tax of £1,952.44 at Band D, a 6.01% increase on the 2022/23 level, equivalent to an increase of £2.12 per week for a Band D property.
2. These proposals are the culmination of the 2023/24 budget planning process and provide information on:
 - i. the financial outlook for the Council and its services
 - ii. the details of the Local Government Finance Settlement
 - iii. the outcome of the recent budget consultation exercise
 - iv. the details of the Council Tax

- v. the Council's Medium Term Financial Plan over the next five years including savings proposals and pressures included in the Medium Term Financial Plan
3. As has been the case in recent years, the budget process has sought to protect the most vulnerable in the Borough with the reallocation of resources protecting Children's and Adults Social Care services.
4. The report also makes recommendations regarding the Schools' Budget.
5. The Budget has been developed alongside the Ten Year Capital Strategy and Capital programme 2023/24 to 2032/33 and the Ten Year Treasury Management Strategy 2023/24 to 2032/33; these are both separate reports on this agenda.
6. Finally, the report includes recommendations on the appropriate level for the Council's contingencies, balances and earmarked reserves undertaken in the context of the risks and uncertainties associated with the budget and Medium Term Financial Plan.

Proposals

7. Council is recommended to note:
 - i. The budget is in a balanced position for 2023/24, however, this is in part achieved by around £3.7m use of one-off funding sources (made up of benefit from the Business Rates Pool and a Collection Fund surplus on Council Tax).
 - ii. Increased Government funding of £12m for social care in 2023/24; £1.23m reduction in other core Government grant funding (excluding business rates).
 - iii. For business rates related funding - with 2023/24 being the first year of a new ratings valuation cycle, a reduction in Government top-up grant of £2.75m, coupled with an increase in locally generated and retained business rates income of £8.3m; an increase in business rates s31 grant funding of £4.53m (primarily inflation linked).
 - iv. Government funding assumptions continue to rely on Council Tax as a key source of funding for Adult Social Care through the Precept.
 - v. As was the case for 2022/23 Enfield will be joining a smaller pool of 8 authorities to pool business rates for 2023/24. The potential one-off benefits from the Pool are estimated at around £1.5m which has been built into the MTFP position for 2023/24.
 - vi. The considerable impact that the current high inflation environment has had on the budget setting process for 2023/24, with an estimated pressure of £23.3m, around three times the amount that has been accounted for annually over the past decade.
8. Council is recommended to:
 - i. With regard to the Revenue Budget for 2023/24 to set the Council Tax Requirement for Enfield at £146.963m in 2023/24; and
 - ii. To set the Council Tax at Band D for Enfield's services for 2023/24 at £1,518.30, being a 2.99% general Council Tax increase and a 2.00% Adult Social Care Precept.

9. Council is recommended to agree the Medium Term Financial Plan, including:
 - i. The pressures set out in Appendix 1a totalling £45.956m in 2023/24, which include:
 - a. £6.827m for Demographic pressures within Adults and Children's Social Care and SEN Transport to reflect growing demand in these areas.
 - b. £23.324m of Inflation and pay award funding.
 - ii. £2.201m investment in transformation funded by the flexible use of capital receipts.
 - iii. full year effects of prior year savings and income totalling £1.538m set out in Appendix 2a.
 - iv. the new savings of £11.694m and income proposals of £2.524m in 2023/24 set out in Appendix 2b.
 - v. adopt the key principles set out in the Medium Term Financial Plan section below (paragraphs 211 to 216).
 - vi. note the £5.000m increase in Capital Financing included within the pressures figure to invest in proposals to deliver long term benefits to the Borough. £25.000m is set aside for Capital Financing over the lifetime of the current MTFP.
10. Council is recommended to agree the planned flexible use of capital receipts in 2022/23 being £2.604m and approves the planned flexible use of capital receipts in 2023/24, being £2.201m (paragraphs 172 to 173 and Appendix 3).
11. Council is recommended to agree the Schools Budget for 2023/24 (paragraphs 174 to 197 and Appendix 4).
12. Council is recommended to agree the Fees and Charges for 2023/24 as set out in Appendices 11 to 14 and to delegate authority to Executive Directors and Directors to negotiate discounts and make in year amendments where appropriate.
13. Council is recommended to note the gap remaining in the MTFP for 2024/25 of £15.807m; and of £76.518m for the period 2024/25 to 2027/28 and the actions being taken to address this challenging position.
14. Council is recommended to agree that the New Homes Bonus funding of £0.723m is applied as a one-off contribution to the General Fund in 2023/24.
15. Council is recommended to note the feedback from the Budget Consultation at Appendix 5a.
16. Council is recommended to note the minutes of the Overview and Scrutiny Committee Meeting on 16 January 2023 which are set out in Appendix 5b of this report.
17. Council is recommended with regard to the robustness of the 2023/24 budget and the adequacy of the Council's earmarked reserves and balances to:

- i. note the risks and uncertainties inherent in the 2023/24 budget and the MTFP (paragraphs 217 to 221) and agree the actions in hand to mitigate them;
- ii. note the advice of the Executive Director of Resources regarding the recommended levels of contingencies, balances and earmarked reserves (paragraphs 222 to 228 and Appendix 8a) and have regard to the comments of the Director of Finance (paragraphs 247 to 249) when making final decisions on the 2023/24 budget; and
- iii. agree the recommended levels of central contingency and general balances (paragraphs 222 to 228). It should be noted that the Section 151 officer has recommended an increase to the minimum level of General Balances in 2023/24 from £14m to £14.5m.

Reason for Proposal

18. To set the Council's Budget Requirement and level of Council Tax for 2023/24 within the timescales set out in legislation. The Council has a statutory duty to approve a balanced budget for 2023/24 along with consideration of the finances over the medium term and the Council's reserves and balances. It is essential that there is a clear understanding of the anticipated income and expenditure flows for the Council, despite the uncertainties, and for savings proposals to ensure full delivery from 1 April 2023 wherever possible to maximise their contribution to addressing the financial pressures in 2023/24 and beyond.

Relevance to the Council Plan

19. The primary purpose of the development of the Budget and Medium Term Financial Plan is to direct resources to deliver the objectives set out in the Council's Corporate Plan:
 - a. Good Homes in Well Connected Neighbourhoods
 - b. Safe, Healthy and Confident Communities
 - c. An Economy that Works for Everyone.
20. The development of the Budget 2023/24 and MTFP 2023/24 to 2027/28 is focused on the Corporate Plan and ensuring finite resources are focused on the Council's key objectives. A new Council Plan for 2023-26 is being recommended to Council this evening. We have reflected on progress made on delivering our most recent plan, and on the challenges and opportunities for the borough and its residents for the next three years, to create a new refreshed vision and priorities for 2023 – 2026.
21. The new Council Plan provides a renewed strategic direction for the Council as it continues to invest in the borough to deliver positive outcomes for residents. The Plan sets out five overarching priorities; five principles; and six future outcomes we're working towards. The Plan will be used to inform and guide staff across the organisation on the Council vision and priorities and will be available online for all our stakeholders and partners to learn more about the Council and our goals. The five priorities are:
 - Clean and green spaces
 - Strong, healthy and safe communities

- Thriving children and young people
 - More and better homes
 - An Economy that works for everyone
22. The Plan emphasises the need for financial resilience and moving to a position where we are less reliant on central government funding and instead resourced more by funding generated in-borough (e.g., our Council Tax base and National Non Domestic Rates), and through inward investment using levers such as our Local Plan.
23. Enfield Council declared a climate emergency in the summer of 2019 and implemented a Climate Action Plan, including a commitment to decarbonise the Council’s infrastructure. This budget helps to deliver on that commitment with ongoing investment in programmes and projects which deliver reductions in carbon emissions and improve resilience to climate change. Examples in this budget period include the review of day services and transport to reduce carbon emissions through rationalising transport routes. Another example would be the in house Children’s Home which will reduce the need for out of borough travel.
24. The Council’s Commercial Strategy contributes to deliver a sustainable budget going forward through development of business cases to bring in additional income as well as service redesign. In the 2023/24 budget additional income of £2.524m has been included as part of the contribution towards closing the budget gap. The approach to fees and charges was set out in the Cabinet report in January which included a review of service costs, benchmarking and market review.

Introduction

25. There are a number of components in the Budget 2023/24 and MTFP 2023/24 to 2027/28 report. In order to aid reading, a broad list of the sections, tables and charts within the report is set out below.

Contents

| | |
|--|----|
| Purpose of Report..... | 1 |
| Proposals..... | 2 |
| Reason for Proposal | 4 |
| Relevance to the Council Plan..... | 4 |
| Introduction | 5 |
| National Context and Local Government Finance Settlement | 7 |
| Table 1: Core Spending Power – national figures | 9 |
| Table 2: Enfield Settlement funding Assessment 2010/11 to 2023/24..... | 12 |
| Financial Summary | 12 |
| Table 3: Summary Position for 2023/24 | 12 |
| Table 4: Investment, Pressures and Savings by Service 2023/24..... | 14 |
| Summary of Budget Proposals and Impact on Council Tax..... | 15 |
| Table 5: Budget Position & Council Tax 2023/24 | 15 |

| | |
|--|----|
| Grant Funding | 16 |
| Council Tax, Business Rates and Collection Fund | 18 |
| Table 6a: Property Growth..... | 19 |
| Table 6b: Council Tax Support Claimant Numbers | 19 |
| Table 6c(i): Band D Equivalents | 20 |
| Table 6c(ii): Impact in Monetary Terms | 20 |
| Table 6d: Business Rate Forecasts | 21 |
| Table 6e: Assumed Bad Debt Collection Rates | 22 |
| Chart 1: Adult Social Care Funding..... | 23 |
| Table 7: Council Tax Band D Charge 2023/24..... | 24 |
| Revenue Budget Proposals | 24 |
| Table 8: Pressures in the MTFP by Category | 24 |
| Table 9: Pressures in the MTFP by Department..... | 25 |
| Table 10: Other Pressures to be met from Reserves..... | 27 |
| Table 11: Savings and Income Proposals (including Full Year Effects)..... | 28 |
| Table 12: Full Year Effects of Savings and Income Proposals agreed in prior years..... | 28 |
| Table 13: New Savings over MTFP period | 29 |
| Table 14: New Income Proposals over MTFP period | 29 |
| Table 15: Change in MTFP Position since January Update Report..... | 30 |
| Review of Fees and Charges..... | 31 |
| Flexible Use of Capital Receipts | 31 |
| Dedicated Schools Grant and the Schools Budget | 32 |
| Budget Consultation..... | 34 |
| Table 16: Medium Term Financial Plan 2023/24 to 2027/28 | 37 |
| Table 17: Sensitivity Indicators | 39 |
| Contingencies, Reserves and Balances | 39 |
| Table 18: Summary of Forecast Reserves across the Medium Term | 40 |
| Chart 2: Forecast Reserves 2022/23 to 2027/28 | 42 |
| Outlook and Budget Process 2024/25 | 42 |
| Table 19: Medium Term Financial Plan Budget Gap 2023/24 to 2027/28..... | 43 |
| Alternative Options Considered | 43 |
| Safeguarding Implications..... | 43 |
| Public Health Implications..... | 43 |
| Equalities Impact Implications..... | 44 |
| Environmental and Climate Change Considerations..... | 44 |
| Risks that may arise if the proposed decision and related work is not taken | 45 |
| Risks that may arise if the proposed decision is taken and actions that will be taken to manage these risks | 45 |

| | |
|-----------------------------|----|
| Financial Implications..... | 45 |
| Legal Implications | 45 |
| Workforce Implications..... | 47 |
| Property Implications | 47 |
| Other Implications | 47 |
| Options Considered | 47 |
| Conclusions | 47 |

26. The following Appendices can be found at the end of the report

| No. | Appendix |
|------------|--|
| 1a | Funding Assumptions included in the MTFP 2023/24 – 2027/28 |
| 1b | Pressures in the MTFP 2023/24 to 2027/28 |
| 1c | Movement from position reported in January MTFP Update |
| 2a | Full Year Effects of Prior Year Savings and Income Proposals |
| 2b | New Budget Savings and Income Proposals |
| 2c | Equality Impact Assessments |
| 3 | Capital Receipts Flexibility Efficiency Statement |
| 4a | Schools Budget 2023/24 – Summary |
| 4b | Dedicated Schools Grant and Schools Budget - Details |
| 5a | Budget Consultation - Summary of Results |
| 5b | Budget Consultation – Minutes of OSC Budget Meeting |
| 6 | Budget Risks |
| 7a | Earmarked Reserves Overview |
| 7b | Estimated Movements in Earmarked Reserves |
| 8a | Statement of Robustness of Budget Estimates |
| 8b | Adequacy of Reserves – Risk Evaluation |
| 9 | Specific Grants 2023/24 to 2027/28 |
| 10 | Revenue Budget – Departmental Control Totals 2023/24 |
| 11 | Place Department Fees and Charges |
| 12 | People Department Fees and Charges |
| 13 | Chief Executive’s Department Fees and Charges |
| 14 | Resources Department Fees and Charges |
| 15 | Statutory Calculations and Resolutions 2023/24 |

National Context and Local Government Finance Settlement

27. The Council continues to operate in an environment of considerable uncertainty and financial challenge. The current levels of inflation are the highest seen in a generation. The war in Ukraine has led to energy price rises and supply chain disruption. In addition, the legacy issues left behind by the Covid-19 pandemic continue to impact on the budget position. The issues outlined here meant that Government had extremely limited bandwidth to address Local Government finance, and communication was extremely limited until the Chancellor’s Autumn Statement in November. This made the financial planning process through 2022 challenging.
28. Chancellor’s Autumn Statement
29. On 17 November 2022, the Chancellor delivered his Autumn Statement, alongside the Office for Budget Responsibility’s (OBR’s) new set of

Economic and Fiscal Outlook forecasts. The Autumn Statement responds to the OBR forecasts and sets out the medium-term path for public finances.

30. The Chancellor has set two new fiscal policy rules which guide the Autumn Statement:
 - Public sector net debt (excluding the Bank of England) needs to be falling as a percentage of GDP by the fifth year of the rolling forecast; and
 - Public sector net borrowing (the deficit) needs to be below 3% of GDP by the fifth year of the rolling forecast.
31. The Autumn Statement confirms that Departmental Expenditure Limit (DEL) budgets in 2023/24 and 2024/25 will be maintained at least in line with the budgets set at the Spending Review in 2021.
32. At Spending Review 2021, departments were also provided with funding to cover employer costs of the Health and Social Care Levy. As the Levy is no longer being introduced as a separate tax from April 2023 and departments will not face these additional costs, their budgets have been adjusted to remove this compensation.
33. After this Spending Review period, departmental resource spending will grow at 1% a year in real terms. Departmental capital spending will continue at the same level in cash terms.
34. Cost of Living, Pensions & Benefits
35. From April 2023, the government will adjust the Energy Price Guarantee (EPG), which places a limit on the price households pay per unit of gas and electricity. This means that a typical household in Great Britain will pay £3,000 per annum (up from the current £2,500 per annum) from April 2023 to April 2024, saving £14 billion of government spending.
36. The government will keep the EPG under review and may revisit the parameters of the scheme; for example, if the forecast cost increases significantly. The government will consult on amending the scheme as soon as is feasible after April 2023, so that those who use very large volumes of energy have their state support capped, whilst the vast majority of households can continue to benefit.
37. This proposal is intended to ensure taxpayers do not subsidise all of the energy usage of those households with extremely high usage. The consultation will explore the best way to ensure that vulnerable high energy users, such as those with medical requirements, are not put at risk.
38. The government will provide households on means-tested benefits with an additional £900 Cost of Living payment in 2023/24. Pensioner households will receive an additional £300 Cost of Living payment, and individuals on disability benefits will receive an additional £150 Disability Cost of Living payment in 2023/24. These payments will be made on a UK-wide basis.
39. The government is increasing benefits in line with inflation, measured by September CPI, which is 10.1% this year. This includes increasing the State Pension by inflation, in line with the commitment to the Triple Lock. The standard minimum income guarantee in Pension Credit will also increase in line with inflation from April 2023 (rather than in line with average earnings growth).

40. The benefit cap will be raised by 10.1%, in line with September CPI, so that more households will see their payments increase as a result of uprating from April 2023. The cap will be raised from £20,000 to £22,020 for families nationally and from £23,000 to £25,323 in Greater London. For single adults, it will be raised from £13,400 to £14,753 nationally and from £15,410 to £16,967 in Greater London.
41. Budget Headlines for Local Government
42. Core Spending Power for Local Government will increase nationally in 2023/24 by 9.2% in cash terms, which equates to nearly 6% in real terms. This includes an assumption that local authorities will choose to maximise Council Tax increases – the core referendum rate is increased to 2.99% and local authorities will also be able to increase Council Tax by a further 2% in 2023/24 in the form of the Adult Social Care Precept. These Council Tax limits have also been confirmed for 2024/25.
43. The details of how Core Spending Power has changed in recent years is detailed in the table below.

Table 1: Core Spending Power – national figures

| | 2019/20 | 2020/21 | 2021/22 | 2022/23 | 2023/24 |
|---|---------------|---------------|---------------|---------------|---------------|
| | £m | £m | £m | £m | £m |
| Settlement Funding Assessment (SFA) | 14,560 | 14,797 | 14,810 | 14,882 | 15,671 |
| Under indexing the Business Rate Multiplier | 400 | 500 | 650 | 1,275 | 2,205 |
| Council Tax Requirement | 27,768 | 29,227 | 30,308 | 31,922 | 33,838 |
| Specific Government Grants | 3,717 | 4,707 | 4,843 | 6,462 | 7,830 |
| | 46,445 | 49,231 | 50,611 | 54,541 | 59,544 |

44. The core schools budget in England will receive an additional £2.3 billion of funding in 2023-24 and £2.3 billion in 2024-25.
45. The government has delayed the national rollout of social care charging reforms from October 2023 to October 2025. Funding for implementation will be maintained within local government to enable local authorities to address current adult social care pressures.
46. The government will make available up to £2.8 billion in 2023-2024 in England and £4.7 billion in 2024/25 to help support adult social care and discharge. This includes £1 billion of new grant funding in 2023/24 and £1.7 billion in 2024-25, further flexibility for local authorities on council tax and delaying the rollout of adult social care charging reform from October 2023 to October 2025:
- £1.3 billion in 2023/24 and £1.9 billion in 2024/25 will be distributed to local authorities through the Social Care Grant for adult and children's social care.

- £600 million will be distributed in 2023/24 and £1 billion in 2024/25 through the Better Care Fund, with the intention of getting people out of hospital on time into care settings, freeing up NHS beds.
 - £400 million in 2023/24 and £680 million in 2024/25 will be distributed through a grant ringfenced for adult social care which is also intended to help to support discharge.
47. The government will provide local authorities in England with additional flexibility in setting council tax, by increasing the referendum limit for increases in council tax to 2.99% per year from April 2023. In addition, local authorities with social care responsibilities will be able to increase the adult social care precept by up to 2.00% per year. The previous policy, set at the 2021 Spending Review, was for a core council tax limit of 1.99% without need of a referendum, with an extra 1.00% for adult social care. The government has not formally announced that the assumptions made on council tax increases will apply after 2023/24, although there are signs this will continue for at least 2024/25 as well.
48. Business Rates
49. From 1 April 2023, business rates bills in England will be updated to reflect changes in property values since the last revaluation in 2017. A package of targeted support worth £13.6 billion over the next five years is intended to support businesses as they transition to their new bills. It is stated that local authorities will be fully compensated for the loss of income as a result of these business rates measures and will receive new burdens funding for administrative and IT costs.
50. Elements of this package are as follows:
- The business rates multipliers will be frozen in 2023-24 at 49.9p and 51.2p, preventing them from increasing to 52.9p and 54.2p. This is worth £9.3 billion over the next five years.
 - Upwards Transitional Relief will cap bill increases caused by changes in rateable values at the 2023 revaluation. This £1.6 billion of support will be funded by the Exchequer, rather than by limiting bill decreases, as at previous revaluations. The 'upward caps' will be 5%, 15% and 30%, respectively, for small, medium, and large properties in 2023/24, and will be applied before any other reliefs or supplements. The caps will increase in later years of the scheme. The Government has responded to its consultation on the transitional relief scheme.
 - Retail, Hospitality and Leisure Relief - support for eligible retail, hospitality, and leisure businesses is being extended and increased from 50% to 75% business rates relief up to £110,000 per business in 2023/24. Around 230,000 RHL properties will be eligible to receive this increased support worth £2.1 billion.
 - Bill increases for the smallest businesses losing eligibility or seeing reductions in Small Business Rate Relief (SBRR) or Rural Rate Relief (RRR) will be capped at £600 per year from 1 April 2023. This is support worth over £500 million over the next three years and is intended to protect over 80,000 small businesses, who are losing some or all eligibility for relief. This is intended to ensure that no small business losing eligibility

for SBRR or RRR will see a bill increase of more than £50 per month in 2023/24.

- At Autumn Budget 2021, the government announced a new improvement relief to ensure ratepayers do not see an increase in their rates for 12 months as a result of making qualifying improvements to a property they occupy. This will now be introduced from April 2024. This relief will be available until 2028, at which point the government will review the measure.

51. Social Housing Rent Cap

52. The government is limiting the increase in social housing rents. Under current rules, rents could have risen by up to 11.1% – but now they will only be able to rise by a maximum of 7% in 2023/24.

53. This policy change applies to social housing provided by Registered Providers (including Local Authorities and Housing Associations). However, Supported Housing provided by Registered Providers will be excepted from having to comply with this policy; therefore rents will be allowed to rise by up to CPI+1% in 2023-24 for this accommodation.

54. Provisional Local Government Finance Settlement

55. The Provisional Local Government Finance Settlement was announced on 19 December 2022. It is a one year settlement only and is based on the Spending review 2021 (SR21) funding levels updated for the 2022 Autumn Statement announcements. Limited information for 2024/25 was released in respect of the Council Tax and ASC Precept maximum permitted levels and some indicative Social Care Grant figures. The key points impacting on the financial position for the Council are set out in paragraphs 75 to 96.

56. Whilst there is notable additional funding for social care, as well as inflation funding via Revenue Support Grant uplift (£1.8m) and NNDR (through cap compensation for the multiplier grant), we also see significant reductions in other funding streams, e.g. £2.1m reduction in Services Grant.

57. Allocations have not yet been published for the Public Health Grant and the Housing Benefit Admin Subsidy Grant.

58. Alongside the Provisional Local Government Finance Settlement, the Department for Levelling Up, Housing & Communities (DLUHC) announced funding from the Council Tax Support Fund on 23 December 2022. A total of £100m was announced for 2023/24 to help local authorities support the most vulnerable households with council tax payments. Enfield's share will be £0.935m and this money will be utilised to support more residents through the hardship fund.

59. The Household Support Fund, which was created during the pandemic to support households with the cost of essentials, will be extended in England over 2023-24, with £1bn allocated nationally. Borough allocations have not yet been announced, however by way of indication, Enfield received £5.7m from the £1bn allocation for 2022/23.

60. Despite the increases seen in SFA from 2020/21 to 2023/24 there has been a significant decline in Government support to Enfield since 2010/11 as set out in Table 2 below.

Table 2: Enfield Settlement funding Assessment 2010/11 to 2023/24

| | 2010/11 | 2020/21 | 2021/22 | 2022/23 | 2023/24 |
|---|---------|---------|---------|---------|---------|
| | £m | £m | £m | £m | £m |
| Settlement Funding Assessment * | 191.2 | 94.7 | 95.3 | 97.4 | 110.1 |
| Annual cash change on previous year | N/A | +2.1 | +0.6 | +2.1 | +12.7 |
| Annual percentage change on previous year | N/A | +2.3% | +0.6% | +2.2% | +13.0% |
| Cumulative cash reduction since 2010/11 | 0.0 | -96.5 | -95.9 | -93.8 | -81.1 |
| Cumulative percentage reduction since 2010/11 | 0.0 | -50.5% | -50.2% | -49.1% | -42.4% |

* Settlement Funding Assessment is composed of the Government's estimate of locally retained business rates, the business rates top up, and revenue support grant (RSG). Figures also include compensation for under-indexing the business rates multiplier (s31 grant)

61. Final Local Government Finance Settlement

62. The Final Local Government Finance Settlement for 2023/24 was announced on 6 February. It was largely as per the figures given in the provisional settlement, the only change for Enfield being an additional £0.119m added to the Services Grant allocation for 2023/24. This is covered in more detail in paragraph 78.
63. The Final Settlement also announced that every authority in England will receive a share of the £100m accumulated surplus held in the business rates levy account, to be distributed via 2013/14 SFA allocations. London boroughs will receive £18.5m of this with Enfield's share being £0.622m. This is a one-off benefit to be received in 2022/23 and so has no impact on the MTFP for 2023/24 and beyond.

Financial Summary

64. The overall position for the Council is a balanced budget for 2023/24 but with future years budget gaps totalling £76.518m which will need addressing through a combination of increases in government funding, potential council tax increases and further savings and efficiencies over the medium term.
65. A narrative of the key issues follows the table with further detail on all elements provided in the relevant sections of the report.

Table 3: Summary Position for 2023/24

| Changes in year | £000 |
|--|----------|
| Funding: | |
| Grants | (8,261) |
| Tax (growth in Business Rates income, s31 grants, Council Tax increases) | (21,743) |
| Collection Fund Surplus on Council Tax | (2,181) |

| | |
|---|-----------------|
| Reversal of Use of Reserves in 2022/23 | 1,985 |
| Funding | (30,200) |
| Spending | 45,956 |
| FYE Savings and Income proposals | (1,538) |
| New Savings and Income proposals | (14,218) |
| Remaining Gap for 2023/24 Budget | 0 |

66. The overall budget position for the Council is fairly complex.
67. Government grant funding increases of £8.3m alongside increased Council Tax and NNDR revenues of £21.7m, a £2.2m Collection Fund surplus relating to Council Tax, and the reversal of the one-off use of £2m of reserves which supported the 2022/23 budget brings in additional net funding of £30.2m.
68. This does not, however, keep pace with the forecast spending pressures for 2023/24 which amount to £46.0m.
69. £23.3m of the overall pressures figure relates to inflation which almost three times what has been factored into planning for the following year in recent history and illustrates the increase we see within a high and volatile inflationary environment. £7.3m has been allocated for an estimated 4% pay award for 2023/24, plus £2.8m of catch up inflation where the 2022/23 pay award provision was not enough to cover the actual cost of the increase. A saving of £1.450m from reducing the Employers Pension Contribution rate from 20.2% to 19.1% (following the latest actuarial review of the fund) will partly offset the pay award increases but the gross inflation of the pay award is presented here to give a true reflection of the impact. Contractual inflation has also been provided for Adult Social Care at £8.7m. Energy costs have seen significant price increases so inflation of £2.8m has been added in this area. Other smaller amounts across service areas make up the remainder of the inflation total.
70. £6.8m of demographic pressures has been built into the demand led services; a £5m increase has been allocated to the Council's Capital Financing budget; service pressures of £10.5m predominantly in social care, temporary accommodation and addressing capacity issues in the Financial Assessments & Income and Debt Teams; and £1.8m of investment in key services.
71. Funding is short of the spending pressures and so £14.2m of new savings and income proposals, along with £1.5m of full year effect savings agreed in prior budget setting rounds, is necessary to balance the budget.
72. The Council has continued to direct its resources to its corporate priorities and the most vulnerable in the Borough. Table 4 sets out investments, pressures and savings by service area.

Table 4: Investment, Pressures and Savings by Service 2023/24

| | Corporate | Chief Exec/ Resources | Adult Social Care | Public Health | Children's and Education | Place | Total |
|---|-----------------|--------------------------|----------------------|------------------|--------------------------------|----------------|-----------------|
| | £m | £m | £m | £m | £m | £m | £m |
| Demography | 0.000 | 0.000 | 2.280 | 0.000 | 4.547 | 0.000 | 6.827 |
| Inflation | 10.399 | 0.000 | 8.712 | 0.000 | 0.944 | 3.269 | 23.324 |
| Investment | 0.000 | 0.000 | 0.000 | 0.000 | 1.000 | 0.800 | 1.800 |
| Capital Financing | 5.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 5.000 |
| Pressures | 1.203 | 3.149 | 3.273 | 0.000 | 0.738 | 1.316 | 9.679 |
| Covid-19 Reversals | (0.674) | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | (0.674) |
| Sub-total | 15.928 | 3.149 | 14.265 | 0.000 | 7.229 | 5.385 | 45.956 |
| Full Year savings | 0.000 | (0.650) | (0.213) | (0.375) | 0.000 | (0.300) | (1.538) |
| New Savings | (1.450) | (2.506) | (3.476) | (0.200) | (1.630) | (4.956) | (14.218) |
| Sub-total | (1.450) | (3.156) | (3.689) | (0.575) | (1.630) | (5.256) | (15.756) |
| Net Change in Resource | 14.478 | (0.007) | 10.576 | (0.575) | 5.599* | 0.129 | 30.200 |
| Funding – Grants | (5.178) | 0.000 | (3.083) | 0.000 | 0.000 | 0.000 | (8.261) |
| Funding - Collection Fund | (2.181) | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | (2.181) |
| Funding - Business Rates | (14.141) | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | (14.141) |
| Funding - Council Tax | (5.649) | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | (5.649) |
| Funding - CTS Scheme | (1.953) | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | (1.953) |
| Sub-total | (29.102) | 0.000 | (3.083) | 0.000 | 0.000 | 0.000 | (32.185) |
| Gap | (14.624) | (0.007) | 7.493 | (0.575) | 5.599 | 0.129 | (1.985) |
| Reversal of Use of Reserves from 2022/23 | 1.985 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 1.985 |
| Grand Total | (12.639) | (0.007) | 7.493 | (0.575) | 5.599 | 0.129 | 0.000 |

** Includes £1.065m of growth for SEN Transport. This area sits within the Place Department in the Council's structure, but the driver for this growth is increased passenger numbers within Education.*

Summary of Budget Proposals and Impact on Council Tax

73. The Localism Act requires Council approval of the Council Tax Requirement.
74. Table 5 sets out the Council's budget position and Council Tax Requirement after taking into account the proposed changes detailed in this report. For completeness, Schools and Housing Revenue Account budgets for 2023/24 are also provided.

Table 5: Budget Position & Council Tax 2023/24

| | 2022/23 | 2023/24 |
|---|------------------|------------------|
| | £000 | £000 |
| Net revenue budget | | |
| Other Services (base budget) | 259,701 | 259,825 |
| | 259,701 | 259,825 |
| Budget Movements: | | |
| Demographic and Cost Pressures | 19,229 | 39,830 |
| Investment in Services | 1,760 | 1,800 |
| Covid-19 Reversals | (13,894) | (674) |
| Capital Financing | 1,020 | 5,000 |
| Changes to Service Specific Grants | 0 | (3,083) |
| Full Year Effect of previous budget decisions | 705 | (1,538) |
| Proposals for New Savings | (8,696) | (14,218) |
| Net Budget | 259,825 | 286,942 |
| Less Corporate Funding: | | |
| Settlement Funding Assessment ¹ | (97,426) | (110,086) |
| Use of Reserves to balance budget | (1,985) | 0 |
| Corporate Specific Grants | (21,053) | (26,231) |
| Collection Fund Net (Surplus)/Deficit | 0 | (2,181) |
| Estimated Business Rates Pool Benefit | 0 | (1,481) |
| Corporate Funding | (120,464) | (139,979) |
| Council Tax Requirement | 139,361 | 146,963 |
| Tax Base (Band D equivalents) | 96,369 | 96,794 |
| Council Tax (Band D) | £1,446.12 | £1,518.30 |

¹ includes Revenue Support Grant, Business Rates Income and section 31 grants

| Schools Budget | 2022/23 | 2023/24 |
|--|-----------|-----------|
| | £000 | £000 |
| Schools Budget | 389,208 | 414,273 |
| Dedicated Schools Grant | (389,208) | (414,273) |
| London Borough of Enfield Total | 0 | 0 |

| Housing Revenue Account Budget | 2022/23 | 2023/24 |
|--|-----------------|-----------------|
| | £000 | £000 |
| Supervision & Management General & Special | 23,043 | 23,189 |
| Repairs and Maintenance | 13,735 | 15,101 |
| Corporate & Democratic Core | 138 | 138 |
| Cost of Capital & Depreciation | 22,266 | 27,030 |
| Bad Debt Provision | 610 | 650 |
| Self-financing contribution | 9,092 | 6,843 |
| Expenditure Total | 68,884 | 72,951 |
| Rents, Service Charges and Other Income | (68,884) | (72,951) |
| Income Total | (68,884) | (72,951) |
| Net Total | 0 | 0 |

Grant Funding

75. Settlement Funding Assessment

76. There has been an increase in the Settlement Funding Assessment (SFA) for a fourth successive year after ten years of reduction from 2011/12 onwards. The Revenue Support Grant (RSG) element of the SFA has increased by 10.1% in 2023/24 in line with September CPI inflation. This benefits Enfield by £1.846m. Government has also rolled three pre-existing grants into RSG. These are Local Council Tax Support Admin Subsidy Grant (LCTSASG), Council Tax Discounts – Family Annexe, and Natasha’s Law (relates to Food Safety and the requirement to list full ingredients for allergy sufferers). The most significant of these for Enfield is the LCTSASG which is £0.684m, the other two account for just £0.014m. Enfield’s RSG allocation for 2023/24 will increase by £2.544m overall. Councils will be compensated for the business rates multiplier freeze up to the Consumer Price Index (CPI) inflation measure, rather than previously used – and – higher Retail Price Index (RPI). However, it is important to note that the “freeze in the multiplier” already includes an element of inflation (estimated at 3.9%) and therefore only the balance of the CPI owing (6.2%) is expected to be refunded through the multiplier compensation grant.

77. Services Grant

78. The Services Grant was introduced in 2022/23 and was thought to be one off but is continuing in 2023/24. The grant has been reduced by 44% in 2023/24 (total funding for this grant is £464m nationally with £86m for London boroughs). This reduction is to account for the cancellation of the increase in National Insurance Contributions and to route some funding to the Supporting Families programme. The distribution of the remaining grant will continue to follow the Settlement Funding Assessment as previously. Enfield’s allocation in the Provisional Settlement had reduced from £5.113m in 2022/23 to £2.881m in 2023/24, a decrease of £2.232m. However, in the Final Local Government Finance Settlement announced on 6 February, £0.119m was added to Enfield’s Services Grant allocation, giving a final figure of £3.000m for 2023/24 which is a net reduction of £2.113m from 2022/23.

79. Social Care Support Grant

The Provisional Local Government Finance Settlement largely confirmed the adult social care funding package as announced at the Autumn Statement which shows significant growth:

- Repurposed funding from the delay to adult social care charging reform – This funding would have come to sector anyway, but now without associated new burden. This money, totalling £1,265m in 2023/24 and £1,877m in 2024/25, will be distributed as additional funding to the social care grant. The distribution mechanism used for this funding will continue to equalise against the adult social care precept. Enfield's share of this new funding is £7.034m in 2023/24. The estimated 2024/25 Enfield share would be £10.437m using the same allocation basis as in 2023/24.
 - Additional funding in the settlement - some further funding was announced in the settlement totalling £81m nationally. Enfield has received £0.423m of this allocation. The Independent Living Fund has also been rolled into Social Care Grant. Enfield's allocation is £0.725m which is unchanged from 2022/23 levels, so this has net nil impact. However where smaller grants are rolled into larger funding tranches, we lose the transparency that discrete smaller funding streams allow.
 - New grant funding for discharge - this funding totals £300m in 2023/24 and £500m in 2024/25. This is 50% of the funding announced for this purpose at the Autumn Statement – NHS England will receive the other 50%. Funds will have to be pooled through the Better Care Fund process. Enfield's share of the funding is £1.644m in 2023/24 and an estimated £2.740m in 2024/25.
 - Ringfenced grant for ASC Market Sustainability and improvement Fund - while the ASC funding reforms have been pushed back to October 2025 (as set out at AS22), the existing £162m Market Sustainability and Fair Cost of Care Fund has been combined with £400m of ringfenced new funding, set out at AS22. Funding will be distributed using the ASC relative needs formula. London boroughs will receive £87m (15%) in 2023-24. The government expects this new grant funding to enable local authorities to make tangible improvements to adult social care in particular to address discharge delays, social care waiting times, low fee rates and workforce pressures in the adult social care sector. there will be reporting requirements placed on the new Adult Social Care Grant against these objectives. The existing £162m is the same for 2024/25 but the £400m allocated in 2023/24 increases to £683m in 2024/25. Enfield's share of the funding is £3.041m in 2023.24 growing to an estimated £4.567m in 2024/25.
80. In addition, £2.787m has been allocated to Adult Social Care in respect of the additional Council Tax raised from increasing the ASC Precept by 2.00% in 2023/24.
81. Lower Tier Services Grant
82. The Lower Tier Services Grant (£111m) and a proportion of expired New Homes Bonus Legacy Payments (estimated at £276m) will be repurposed to guarantee that all authorities will see an increase in core spending power of at least 3%, before additional council tax income is factored in. Enfield received £0.671m of Lower Tier Services Grant in 2023/23. This grant is discontinued in 2023/24, meaning a loss of £0.671m of funding.

83. New Homes Bonus

84. The New Homes Bonus (NHB) will continue in 2023/24 with a new round which will attract no legacy payments. Enfield's allocation of NHB increases from £0.172m in 2022/23 to £0.723m in 2023/24 an increase of £0.551m. As has been the case for a number of years now, the future of NHB is uncertain so no NHB allocations are forecast in the MTFP beyond 2023/24.

85. Homelessness Prevention Grant

86. Homelessness Prevention Grant allocations were announced on 23 December 2022. Allocations were announced for the next two years to assist local authorities in planning services. Enfield's allocation is £9.072m for 2023/24 and £9.136m for 2024/25. Proposed arrangements which had been previously considered would have seen grant levels cut drastically, so the avoidance of these arrangements is very much welcomed, although the level of funding Enfield will receive is unlikely to be sufficient to match the growing pressures in the system since Enfield has amongst the highest numbers of homelessness in the country.

87. Rough Sleeping Initiative Fund

88. A three year award for this grant was announced in 2022/23 to provide more certainty to local authorities and aid service planning. Enfield's grant funding for Rough Sleeping Initiatives totals £2.896m over 3 years (£1.003m in 2022/23, £0.969m in 2023/24 & £0.924m in 2024/25).

89. Housing Benefit Administration Grant

90. Details on this grant are still awaited, the current assumption in the MTFP is for a 10% reduction from the 2022/23 grant level.

91. Supporting Families Grant

92. This was previously known as Troubled Families Grant. Enfield's allocation for 2022/23 was £1.665m. The indicative allocation for 2023/24 is £1.941m, so a potential increase of £0.276m.

93. Public Health Grant

94. The 2022/23 Public Health Grant allocation is £18.024m. The confirmed Public Health Grant allocations for 2023/24 have not yet been published. The 2021 Spending Review announced that inflationary increases as measured by the GDP Deflator) would be provided on the Public Health grant so some level of increase can be expected although the impact to the overall budget is net nil since Public Health is a ring-fenced grant.

95. Other Grants

96. Funding from the Council Tax Support Fund was announced on 23 December 2022. This funding is to help local authorities support the most vulnerable households with council tax payments. Enfield will receive £0.935m of funding which will be utilised to support more residents through the hardship fund.

Council Tax, Business Rates and Collection Fund

97. The statutory calculations of the proposed Council Tax for each property band and the formal Council resolutions required under the 1992 Local Government Finance Act will be reported to Council on 23 February 2023 for approval.

98. On 25 January 2023, the Council agreed a Council Tax Base of 95,962 Band D Equivalent properties for 2023/24 (96,369 in 2022/23). If the Council Tax Support proposal also on February Council agenda is agreed this evening, the tax base would increase to an estimated 96,794 based on the latest composite collection rate of 95.75% (96.9% in 2022/23).
99. In light of the uncertainty around Council Tax collection rates with the cost of living crisis and high inflation currently being experienced, modest growth of £0.500m each year in Property growth as measured by Band D Equivalents is being forecast for the future years in the MTFP period. This growth should be achievable and reduces the risk of setting council tax income targets which could prove unachievable leading to material deficits on the Collection Fund. The impact of the growth is shown in the table below.

Table 6a: Property Growth

| Year | 2023/24 | 2024/25 | 2025/26 | 2026/27 | 2027/28 |
|-----------------------|---------|---------|---------|---------|---------|
| Additional Properties | 292 | 330 | 330 | 330 | 330 |
| Impact in Year (£000) | 443 | 500 | 500 | 500 | 500 |

100. Also on the agenda of February's Council meeting is the proposed Council Tax Support scheme for 2023/24. The 2023/24 scheme introduces an earned income banded scheme for those households claiming Universal Credit, based on net earned income and household type. There is currently inequity in the system which is why we are proposing to change it. Universal Credit claimants working receive more Council Tax Support and pay less Council Tax than those working but claiming other benefits e.g., Working Tax Credit. This proposal will align these two groups of claimants to make the scheme fairer.
101. The recommended scheme maintains existing levels of support for over 80% of existing claimants. The proposed income banded scheme will reduce Council Tax Support for approximately 6,500 working households by an average of £220 per annum or £4.23 a week. The proposed changes follow a 12 week consultation process, which generated 185 responses. The overall cost of the Council Tax Support Scheme for 2023/24 is estimated at £39.358m, taking into account the administration's intention to increase Council Tax by 4.99% in 2023/24 plus the GLA's provisional precept value.

Table 6b: Council Tax Support Claimant Numbers

| Category | Number of Claimants 31/12/2022 | Number of Claimants est. 31/03/2023 |
|-------------------------------------|-----------------------------------|--|
| Pension Age | 7,759 | 7,680 |
| Working Age – Universal Credit (UC) | 15,161 | 15,720 |
| Working Age | 12,018 | 11,270 |
| Total | 34,938 | 34,670 |

102. A collection rate of 96.9% was built into the 2022/23 budget for Council Tax, however the cost of living crisis has negatively impacted residents, with the

forecast actual rate for the year being closer to 95%. As a result, the collection rate for 2023/24 has been factored down to 95.75%.

103. The Council is including a £2.181m Council Tax surplus into the 2023/24 budget. This reflects a surplus generated in 2021/22 on the back of a prudent forecast for that year, given the Covid19 pandemic. This surplus remains in excess of the forecast year end position for 2022/23, taking into account the final year of offsetting the 3-year spread deficit of £7.867m in 2023/24, of which the Council's annual share is £2.109m. Besides the resources in the Collection Fund Equalisation Reserve that the Council uses to smooth out variations in the Collection Fund receipt profiles, Government agreed section 31 grants at the end of 2020/21 to cover 75% of the 2020/21 deficit.
104. The Council Tax assumptions in the current Medium Term Financial Plan are shown below in both Band D equivalents and in monetary terms.

Table 6c(i): Band D Equivalents

| | 2023/24 | 2024/25 | 2025/26 | 2026/27 | 2027/28 |
|----------|----------------|----------------|----------------|----------------|----------------|
| Forecast | 96,794 | 97,262 | 97,730 | 98,198 | 98,666 |

Table 6c(ii): Impact in Monetary Terms

| | 2023/24 | 2024/25 | 2025/26 | 2026/27 | 2027/28 |
|----------|----------------|----------------|----------------|----------------|----------------|
| | £000 | £000 | £000 | £000 | £000 |
| Forecast | 146,963 | 147,673 | 148,384 | 149,094 | 149,805 |

105. National Non-Domestic Rates (NNDR) and Business Rates Retention

106. Integral to setting the Council's budget is forecasting the business rate income; of the total business rate income collected the Council retains 30% share of the net rates payable and the remaining share is allocated to the GLA and central Government.
107. 2023/24 represents the first year (since 2017) of a new valuation list. Enfield has seen a 17.9% increase in its total rateable value, from £276m (before applying the multiplier, which broadly halves the value for collectable rates prior to further adjustments such as bad debt) as at the 2017 list, to £326m for the 2023 valuation list. This exceeds both outer London (11.3%) and national (7.3%) averages, with material increases for businesses classified as commercial (£28.7m) and industrial (£10.8m).
108. The gross rate payable value for 2023/24 is £162m (shared across Enfield, GLA and Central Government). To help businesses adjust to the revaluation of their properties, which takes effect from April 2023, the Chancellor announced a £1.6 billion transitional relief scheme to cap bill increases for those who will see higher bills. Enfield sees transitional relief of £13.9m in 2023/24, however there is still risk in businesses' ability to pay, hence a collection rate forecast of 93.7% (up from 92.5% in 2022/23) and a provision against appeals of £4.5m
109. Taking all of this into account, the retained element of business rates increases year on year by £8.3m, though this is also as a result of a prudent

estimate in the year before, relating to the recovery from the pandemic. The increase in rateable values driven by the revaluation translates as an increase in the retained rates element of the Government's assessment of our "Core Spending Power". However this also impacts negatively on the top-up element, which reduces by £2.75m year on year to £36.7m in 2023/24, as a result of the valuation increase, where Government estimates a greater level of locally generated income will be realised.

110. As 2023/24 is the first year of a new valuation list, the Council has prudently decided to assume no net growth for later years, with performance in-year of income collection to be closely monitored, and used to inform the next iteration of financial planning for 2024/25 onwards.
111. The Chancellor announced a £13.6 billion package of support for business rates payers in England. To protect businesses from rising inflation the multiplier will be frozen in 2023-24 while relief for 230,000 businesses in retail, hospitality and leisure sectors is also increased from 50% to 75% in 2023-24. This new relief for eligible retail, hospitality and leisure properties provides 75% relief on rates bills up to £110,000 rateable value per business.
112. The Council's 30% share of retained business rates is expected to be £33.1m, which includes a forecast prior year's deficit of £3.155m. Reliefs payable by S31 grant, excluding cap compensation for under-indexing of the multiplier, amounts to £7.1m.
113. Given where inflation currently stands, cap compensation for under-indexing of the multiplier is a larger amount than is usually the case (see Provisional Local Government Finance Settlement section above from paragraph 54 also). Across the retained and top up elements against which it is applied, the Council will receive £12.4m based on current estimates. This means total S31 grants of £19.5m, an increase of £4.5m on 2022/23.
114. The aggregate position for the Settlement Funding Assessment, taking into account Retained rates, top-up, S31 and Revenue Service Grant (RSG), is £110.1m. But note that as outlined above in this report, we have seen other elements of Central Government funding reduce.

Table 6d: Business Rate Forecasts

| | 2022/23 | 2023/24 | 2024/25 | 2025/26 | 2026/27 | 2027/28 |
|---------------|-----------------|------------------|------------------|------------------|------------------|------------------|
| Forecast | £000 | £000 | £000 | £000 | £000 | £000 |
| RSG | (18,214) | (20,758) | (20,758) | (20,758) | (20,758) | (20,758) |
| Retained NNDR | (24,777) | (33,112) | (33,112) | (33,112) | (33,112) | (33,112) |
| Top-Up | (39,474) | (36,724) | (36,724) | (36,724) | (36,724) | (36,724) |
| S. 31 Grants* | (14,961) | (19,492) | (19,492) | (19,492) | (19,492) | (19,492) |
| Total | (97,426) | (110,086) | (110,086) | (110,086) | (110,086) | (110,086) |

*The Section 31 Grant line includes inflationary growth

115. As mentioned above, the estimated collection rate for businesses has been increased marginally to 93.7%, however as 2023/24 is the first year of a new valuation ratings list, it is difficult to forecast beyond one year with certainty, without evidence of collection rate performance.

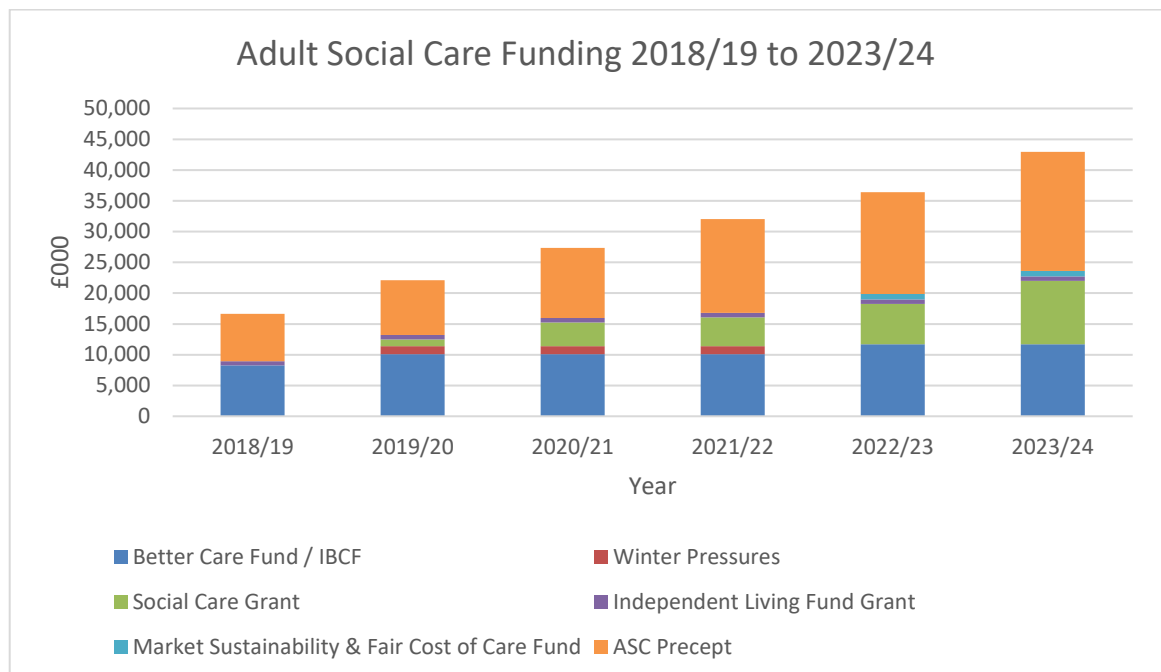
Table 6e: Assumed Bad Debt Collection Rates

| 2022/23 | 2023/24 | 2024/25 | 2025/26 | 2026/27 | 2027/28 |
|---------|---------|---------|---------|---------|---------|
| 7.5% | 6.7% | 5% | 4% | 4% | 4% |

116. Whilst there had been an expectation that Council Tax and Business Rates performance would start to recover post-Covid, the rapidly occurring Cost of Living crisis brings a new challenge, and hence forecasting over the medium term remains a challenge. It also remains to be seen how the new business rates valuation will fare, with 2023/24 representing the start of a new cycle.
117. Collection rate performance and, in relation to business rates volume and success of ratings appeals, together with how inflation evolves, will determine how the MTFP is updated through 2023.
118. Finally, in the same way as for 2022/23 the Council is a member of an 8 Council Business Rate Pool for 2023/24, which was agreed within the January MTFP update. The latest estimated benefit of the 2022/23 pool is £2.6m of which approximately £1.5m is being used as one-funding within the 2023/24 budget. A similar financial benefit is estimated for 2023/24 however this remains under regular review.
119. Local Referendums on Council Tax Increases
120. The Localism Act requires councils to hold a referendum for proposed Council Tax increases in excess of a threshold set annually by the Secretary of State for Communities and Local Government. The Referendums Relating to Council Tax Increases (Principles) (England) Report 2023/24, published with the settlement, sets out the principles which the Secretary of State has determined will apply to local authorities in England in 2023/24.
121. For 2023/24, the increase in the relevant basic amount of Council Tax is excessive if the increase in the authority's relevant basic amount of Council Tax for 2023/24 is 3.00% or more above the relevant basic amount of Council Tax for 2022/23. In addition to this, a further amount, known as the Adult Social Care Precept, can be raised for expenditure on Adult Social Care, which should not exceed 2.00% in 2023/24. For 2023/24 Enfield Council has chosen to increase the general Council Tax by 2.99% and raise a 2.00% ASC precept to support the costs of ASC demand pressures.
122. The Council is required to determine whether its basic amount of Council Tax is excessive in accordance with the principles approved under Section 52ZB of the Local Government Finance Act 1992. The London Borough of Enfield element of the Council Tax, in accordance with the regulation, is not excessive as it is within the thresholds set by the Secretary of State.
123. Enfield froze Council Tax for 6 years from 2010/11 to 2015/16, saving taxpayers a potential 15.5% increase. This was partially compensated for between 2012/13 and 2015/16 by a Government grant paid to all councils who froze their Council Tax but has resulted in foregone income of around £14m in the base budget.
124. Adult Social Care Precept

125. The capacity for councils to charge an Adult Social Care (ASC) Precept was introduced in the Spending Review and Autumn Statement 2015. This was designed to help local authorities with responsibility for Adult Social Care to meet the increasing care needs of their population. The additional Council Tax raised from this precept must be used for Adult Social Care. Enfield has made use of this facility since 2016/17. The 2022 Spending Review allowed local authorities to apply a 2.00% ASC precept in 2023/24 and also indicatively for 2024/25. Enfield are applying the 2.00% ASC Precept for 2023/24. The funding from the ASC precept and the additional grant funding announced by the Government will be used by the Council directly on maintaining and improving provision of Adult Social Care.
126. In December 2016, the Kings Fund noted the impact of this precept where income generation has no relation to population need. Based on income deprivation among older people, the 10 least deprived council areas in 2023/24 will raise almost two-and-a-half times as much from the precept as the 10 most deprived. A permanent, sustainable funding of Adult Social Care need is imperative.

Chart 1: Adult Social Care Funding



127. Chart 1 above demonstrates that the Adult Social Care Precept charged to Council Tax payers is an increasingly significant part of funding Adult Social Care in Enfield relative to the various Government grants that are received.
128. The 2.00% ASC precept proposed for 2023/24 will generate £2.787m in additional Council Tax, however, the inflationary and demographic pressures in Adult Social Care for 2023/24 exceed £14m.
129. Greater London Authority (GLA) Precept
130. The GLA Assembly reviewed the Mayor's draft consolidated GLA budget on 26th January 2023 with the final draft budget due to be agreed by the London Assembly on 23 February 2023. This is after the publication of the budget report to Council and so any changes to the GLA precept will be reported as revised statutory calculations and resolutions for approval by Council. The budget was recommended with an increase in the Band D

precept from £395.59 to £434.14. The Band D Council Tax payable by Enfield residents for 2023/24 based on the budget proposals (including GLA precept) is £1,952.44. This is made up as set out in Table 7:

Table 7: Council Tax Band D Charge 2023/24

| | 2022/23 | 2023/24 | Change | Change * |
|--|-----------------|-----------------|---------------|--------------|
| | £ | £ | £ | % |
| Core Council Tax | 1,271.70 | 1,314.96 | 43.26 | 2.99% |
| Adult Social Care Precept | 174.42 | 203.34 | 28.92 | 2.00% |
| London Borough of Enfield Total | 1,446.12 | 1,518.30 | 72.18 | 4.99% |
| Greater London Authority | 395.59 | 434.14 | 38.55 | 9.74% |
| Total | 1,841.71 | 1,952.44 | 110.73 | 6.01% |

*The percentage change shown is calculated in reference to the 2022/23 LBE Total Band D charge of £1,446.12 not the individual elements shown.

131. There are 127,252 chargeable properties in the Borough. 40,316 households currently receive single person discount, in addition 33,184 households are currently eligible for Council Tax Support. For a Band D property, the impact of the Council Tax changes proposed for 2023/24 is an increase of £2.12 per week for those households paying full Council Tax and £0.52p a week for those of working age and in receipt of Council Tax Support. This assumes a 24.5% contribution towards Council Tax which is the proposed minimum contribution for those not in a protected group. A tiered scheme is proposed for 2023/24 so that those with higher income contribute a higher percentage towards the Council Tax.

Revenue Budget Proposals

132. The following paragraphs cover the update to the MTFP relating to the review of pressures and full year effects of savings agreed in previous years plus the new savings and income proposals being put forward for 2023/24 and beyond.

Pressures

133. The demographic and other pressures the Borough faces are regularly reviewed and updated throughout the lifetime of the Medium Term Financial Plan (MTFP). The Council faces additional service pressures in 2023/24, especially from demographic growth, increased demand on services, changing needs and cost inflation. Services are expected to manage pressures within existing budgets where possible, but for those pressures that are ongoing and considered to be unmanageable, additional funding has been included in the MTFP in order to set a realistic and sustainable budget. The pressures are summarised by category and department in the following two table with narrative in the following paragraphs.

134. Table 8 sets out pressures over the next five years by category and Table 9 by department. For full details of the pressures please refer to Appendix 1a.

Table 8: Pressures in the MTFP by Category

| Category | 2023/24 | 2024/25 | 2025/26 | 2026/27 | 2027/28 | Total |
|-----------|---------|---------|---------|---------|---------|--------|
| | £000 | £000 | £000 | £000 | £000 | £000 |
| Inflation | 23,324 | 12,961 | 10,300 | 10,377 | 10,454 | 67,416 |

| | | | | | | |
|-------------------|---------------|---------------|---------------|---------------|---------------|----------------|
| Demography | 6,827 | 3,660 | 3,660 | 3,660 | 3,660 | 21,467 |
| Investment | 1,800 | 1,350 | 750 | 150 | 150 | 4,200 |
| Capital Financing | 5,000 | 5,000 | 5,000 | 5,000 | 5,000 | 25,000 |
| Covid-19 Reversal | (674) | 0 | 0 | 0 | 0 | (674) |
| Pressures | 8,926 | (500) | 499 | 630 | 630 | 10,185 |
| NLWA | 753 | 753 | 753 | 753 | 753 | 3,765 |
| Total | 45,956 | 23,224 | 20,962 | 20,570 | 20,647 | 131,359 |

Table 9: Pressures in the MTFP by Department

| Department | 2023/24 | 2024/25 | 2025/26 | 2026/27 | 2027/28 | Total |
|-------------------|---------------|---------------|---------------|---------------|---------------|----------------|
| | £000 | £000 | £000 | £000 | £000 | £000 |
| Corporate | 15,928 | 14,047 | 12,886 | 12,963 | 13,040 | 68,864 |
| Place | 5,385 | 2,787 | 2,099 | 1,530 | 1,530 | 13,331 |
| Chief Executive | 300 | 63 | 0 | 0 | 0 | 363 |
| Resources | 2,849 | (1,000) | 150 | 250 | 250 | 2,499 |
| Adult Social Care | 14,265 | 5,947 | 4,447 | 4,447 | 4,447 | 33,553 |
| Children's | 6,164 | 750 | 750 | 750 | 750 | 9,164 |
| Education | 1,065 | 630 | 630 | 630 | 630 | 3,585 |
| Public Health | 0 | 0 | 0 | 0 | 0 | 0 |
| Total | 45,956 | 23,224 | 20,962 | 20,570 | 20,647 | 131,359 |

135. Inflation provision of £23.324m has been set aside in 2023/24. This is broken down below.

136. £7.313m for the estimated 2023/24 pay award currently estimated at 4%. The provision for pay increases is held corporately and will be allocated to service budgets when the full details are known following negotiations. The pay award for 2022/23 was higher than budgeted for so £2.750m of catch up inflation has been added to the budget to ensure sufficient budget is available for 2023/24 and beyond. There are also specific inflation allocations, the most material of these being:

- i. Adult Social Care - £8.712m for contract inflation across the service
- ii. £2.421m set aside for energy costs inflation (Gas, Electricity & Fuel)
- iii. £0.509m for inflationary pressures within Children's Social Care
- iv. SEN Transport – £0.435m
- v. Street Lighting - £0.400m
- vi. IT contract inflation - £0.320m

137. Demography

138. There was a thorough review of the demographic pressures in setting the 2023/24 budget with a detailed assessment of the cost pressures arising over the medium term as well. Children's Social Care, Special Educational Needs Transport and Adult Social Care have received combined demographic growth of £6.827m for 2023/24 and £21.467m across the five year MTFP period.

139. Investment

140. A new Community Law Enforcement Team is being created through investment made in the MTFP totalling £2.400m over the next 3 years with £0.600m of this total in 2023/24. This was a manifesto pledge of the Labour Administration and will help make Enfield's streets safer.
141. Investment of £1.000m is being made in Children's Social Care in 2023/24 to fund the recruitment of additional Social Workers. Currently all services are facing unprecedented demand and caseloads are extremely high, so this investment will help in supporting vulnerable service users.
142. The MTFP also contains modest investment for repairs and maintenance of £0.200m in 2023/24 with £0.150m per year thereafter.
143. Capital Financing
144. Delivery of the 2022/23 capital programme has been impacted by global external factors including the aftermath of the Covid-19 pandemic, economic impact of the war in Ukraine, disruption of global supply chains, soaring inflation and significant recent increases in borrowing interest rates. These factors have required the Council to re-evaluate the affordability and deliverability of projects in its capital programme. Capital projects have been reconfigured, re-tendered or delayed, particularly where they are funded from prudential borrowing. This has resulted in a Q2 forecast capital outturn of £302.8m in comparison with budget of £486.4m.
145. The Q2 outturn estimate is likely to further change in Period 8. This has had an impact on the level of additional borrowing the Council expects to require in 2022/23, which has reduced from £254.7m (budget) to £169.1m (Q2 forecast). This is especially important given recent increases in borrowing interest rates, which will impact revenue budgets in 2022/23.
146. In terms of impact on the General Fund, the MTFP as presented here includes an increase in the capital charges budget of £5m a year for 2023/24 to 2027/28, up from £2m in the previous iteration. This reflects a realistic annual capital budget profile, and associated borrowing requirement with interest rates that reflect latest market forecasts. The Bank of England has further raised UK interest rates to 4.0% in January 2023, which is the highest level for 14 years. Further interest rate rises are expected in 2023 in order to bring inflation under control. In previous years the approach was to smooth out the impact of capital financing through the use of the Capital Financing reserve, given the current economic picture, this approach has been changed to increase the base budget and protect reserve levels.
147. Other Pressures
148. The Council has had a programme of Budget Pressure Challenge sessions over the past few years to address historical underlying cost pressures and unrealistic savings and income targets. Much of this was factored into budgets in recent years and has given rise to the more resilient and sustainable finances which has seen the Council through the challenges of Covid-19.
149. The largest items within the other pressures category are in relation to correction of the base budget in Adult Social Care (£3.273m); addressing capacity issues within Financial Assessments/Income & Debt Teams (£1.600m); and funding various service pressures within the Children's Services budget (£0.738m).

150. Covid-19 Pressures

151. In the past 2 years the Council has received regular government funding to manage the pressures created by the pandemic. However, no new funding has been made available in 2022/23 which has meant that the unspent Covid funding from previous years, which is now held within the Risk Reserve, is the Council's sole backstop for Covid pressures. It is becoming increasingly difficult to establish the ongoing impact of the pandemic particularly now the borough faces the impact of the cost of living crisis. Therefore, part of the strategy in setting the budget for 2023/24 and beyond has been to reduce the Council's reliance on the Risk Reserve balance therefore prolonging the ability to draw upon it over a longer period of time. In order to do this, wherever possible, the Covid-19 impact is being built in to base budgets permanently. Such examples of where this is being implemented are in legal services, Adult Social Care and Children's Social Care..
152. The Revenue monitoring reports to Cabinet provide an update on the Covid-19 pressures impacting on 2022/23.
153. Alongside additional demand predominantly due to a surge in demand for services and the resulting workforce pressures, the pandemic continues to have an impact on the Council's ability to collect income from sales, fees and charges and it is likely that this impact will continue to be felt into 2023//24 and beyond.
154. The Covid-19 pressure on lost income has been reversed out in 2023/24 (£0.674m). It had previously been assumed that the budgeted cost of the Concessionary travel scheme would need to be built up by £1.585m as travel patterns returned to normal after the pandemic but latest estimates from London Councils have allowed this pressure to be removed for 2023/24 since cost estimates have not increased as previously anticipated.
155. Other Pressures to be met from Reserves
156. There are a number of welfare support activities that are not fully incorporated into the Council's overall budget but funded directly through reserves. For transparency and also due to reduction in Government Grant and the consequential pressure, these are now set out below.

Table 10: Other Pressures to be met from Reserves

| Category | 2023/24 | 2024/25 | 2025/26 | 2026/27 | 2027/28 | Total |
|--------------------------------|----------------|----------------|----------------|----------------|----------------|--------------|
| | £000 | £000 | £000 | £000 | £000 | £000 |
| Discretionary Housing Payments | 500 | 0 | 0 | 0 | 0 | 500 |
| Emergency Support Scheme | 250 | 250 | 0 | 0 | 0 | 500 |
| Council Tax Hardship Payments | 650 | 500 | 500 | 250 | 0 | 1,900 |
| Total | 1,400 | 750 | 500 | 250 | 0 | 2,900 |

157. The Emergency Support Scheme and Council Tax Hardship payments have been met from reserves for a number of years. The Discretionary Housing Payments is an emerging pressure though with Government Grant having been reduced in 2021/22 to £2.3m and then reduced further again to £1.7m in 2022/23 at a time of growing demand giving a gap of circa £0.5m between need and grant.
158. The reducing expenditure to be met by reserves, reflects that in future years the base budget will be increased, so in time the reserve will be depleted and there will be a sustainable base budget. The increase in base budget is planned to start in 2024/25, however this will be reviewed when the MTFP is refreshed next year.
159. The Council is lobbying through London Councils for improved support in this area.

Savings and Income Proposals

160. Departments have been working on developing proposals to help in bridging the budget gap and the full year effect of savings proposals already in the budget were thoroughly reviewed and updated. An initial round of savings and income proposals were reported to Cabinet for approval in October 2022 with a further round of proposals taken to Cabinet in January 2023. The final schedule for approval by Council, containing all new savings and income proposals, is detailed in Appendix 2b.

Table 11: Savings and Income Proposals (including Full Year Effects)

| Department | 2023/24 | 2024/25 | 2025/26 | 2026/27 | 2027/28 | Total |
|------------------------|-----------------|----------------|------------|----------|----------|-----------------|
| | £000 | £000 | £000 | £000 | £000 | £000 |
| Chief Executive | (868) | 420 | 0 | 0 | 0 | (448) |
| Adult Social Care | (3,689) | (377) | 0 | 0 | 0 | (4,066) |
| Children's Social Care | (1,580) | 341 | 0 | 0 | 0 | (1,239) |
| Education | (50) | 10 | 0 | 0 | 0 | (40) |
| Public Health | (575) | 0 | 0 | 0 | 0 | (575) |
| Place | (5,256) | (1,238) | 423 | 0 | 0 | (6,071) |
| Resources | (2,288) | (700) | (100) | 0 | 0 | (3,088) |
| Corporate | (1,450) | 0 | 0 | 0 | 0 | (1,450) |
| Total | (15,756) | (1,544) | 323 | 0 | 0 | (16,977) |

Full Year Effect savings

161. The savings proposals in the MTFP includes the Full Year Effects (FYE) of savings agreed in previous years which total £4.000 over the MTFP period with £1.538m in 2023/24. Table 12 summarises FYE savings by department:

Table 12: Full Year Effects of Savings and Income Proposals agreed in prior years

| Department | 2023/24 | 2024/25 | 2025/26 | 2026/27 | 2027/28 | Total |
|-----------------|---------|---------|---------|---------|---------|-------|
| | £000 | £000 | £000 | £000 | £000 | £000 |
| Chief Executive | 100 | 0 | 0 | 0 | 0 | 100 |

| | | | | | | |
|-------------------|----------------|----------------|-------------|----------|----------|----------------|
| Adult Social Care | (213) | (477) | 0 | 0 | 0 | (690) |
| Public Health | (375) | 0 | 0 | 0 | 0 | (375) |
| Place | (300) | (1,688) | 403 | 0 | 0 | (1,585) |
| Resources | (750) | (600) | (100) | 0 | 0 | (1,450) |
| Total | (1,538) | (2,765) | 3003 | 0 | 0 | (4,000) |

162. Tables 13 and 14 summarise the new savings and income proposals over the 5 year MTFP period:

Table 13: New Savings over MTFP period

| Department | 2023/24 | 2024/25 | 2025/26 | 2026/27 | 2027/28 | Total |
|------------------------|-----------------|--------------|----------|----------|----------|-----------------|
| | £000 | £000 | £000 | £000 | £000 | £000 |
| Chief Executive | (823) | 420 | 0 | 0 | 0 | (403) |
| Adult Social Care | (2,676) | 100 | 0 | 0 | 0 | (2,576) |
| Children's Social Care | (1,580) | 341 | 0 | 0 | 0 | (1,239) |
| Education | (50) | 10 | 0 | 0 | 0 | (40) |
| Public Health | (200) | 0 | 0 | 0 | 0 | (200) |
| Place | (3,631) | 450 | 0 | 0 | 0 | (3,181) |
| Resources | (1,284) | 0 | 0 | 0 | 0 | (1,284) |
| Corporate | (1,450) | 0 | 0 | 0 | 0 | (1,450) |
| Total | (11,694) | 1,321 | 0 | 0 | 0 | (10,373) |

Table 14: New Income Proposals over MTFP period

| Department | 2023/24 | 2024/25 | 2025/26 | 2026/27 | 2027/28 | Total |
|------------------------|----------------|--------------|-----------|----------|----------|----------------|
| | £000 | £000 | £000 | £000 | £000 | £000 |
| Chief Executive | (145) | 0 | 0 | 0 | 0 | (145) |
| Adult Social Care | (800) | 0 | 0 | 0 | 0 | (800) |
| Children's Social Care | 0 | 0 | 0 | 0 | 0 | 0 |
| Education | 0 | 0 | 0 | 0 | 0 | 0 |
| Public Health | 0 | 0 | 0 | 0 | 0 | 0 |
| Place | (1,325) | 0 | 20 | 0 | 0 | (1,305) |
| Resources | (254) | (100) | 0 | 0 | 0 | (354) |
| Corporate | 0 | 0 | 0 | 0 | 0 | 0 |
| Total | (2,524) | (100) | 20 | 0 | 0 | (2,604) |

163. The early savings and income proposals were taken to Cabinet in October 2022, with some further proposals being put forward in the Cabinet Report

in January 2023. The budget gap position as at the January report is set out below, together with the final adjustments to funding, spending and savings assumptions to balance the 2023/24 budget. These final changes were considered by Cabinet in February and now come for approval by Council as part of the overall 2023/24 budget, along with the complete list of new savings and income proposals. A detailed breakdown of the final budget movements between the January reported position and the final budget can be found in Appendix 1c.

Table 15: Change in MTFP Position since January Update Report

| | 2023/24 | 2024/25 | 2025/26 | 2026/27 | 2027/28 | Total |
|--|--------------|---------------|---------------|---------------|---------------|---------------|
| | £000 | £000 | £000 | £000 | £000 | £000 |
| Gap reported in January MTFP Update | 5,264 | 10,162 | 14,993 | 17,167 | 17,942 | 65,528 |
| Changes to Funding assumptions | (8,914) | 2,325 | 1,357 | 731 | 96 | (4,405) |
| Changes to existing pressures and addition of any further emerging pressures | 3,580 | 2,000 | 2,000 | 2,075 | 2,000 | 11,655 |
| Savings Changes | 70 | 1,320 | 2,350 | 0 | 0 | 3,740 |
| Revised Gap | 0 | 15,807 | 20,700 | 19,973 | 20,038 | 76,518 |

164. It has previously been reported to members that we have seen an unexpected financial benefit in 2022/23 from NLWA, by way of increased revenue from electricity generated by its subsidiary company London Energy Ltd (LEL). For 2023/24, there is expected to be a final notable benefit, of circa £1.5m, which will be matched against the domestic levy charge. As the levy is budgeted for, it is proposed that this £1.5m credit be held within the risk reserve.

165. On 20 December, the Government published draft legislation for the Electricity generator levy, a further tax against electricity generation which is expected to materially impact on excess LEL income from this point onwards.

Equalities Impact Assessments

166. The Council is committed to its responsibilities under the Public Sector Duty of the Equality Act 2010. These duties are set out in the Equalities Impact Assessment section later on in this report (paragraphs 237 to 242 below)

167. For 2023/24 there are 71 individual savings proposals, and these have all been evaluated to determine whether an Equality Impact Assessment (EQIA) is required and there is paperwork in place to support this evaluation.

168. Of the 71 proposals 34 have required a full EQIA.

169. Of the 34 proposals:

- 14 are likely to have an impact on staffing and in these cases Human Resources guidance and principles on managing reorganisations will be used to minimise the impact for staff;
- 9 proposals are considered to have an impact on customers and accessibility requirements. These will be considered and built into the specifications of any new systems and the business case for change;
- 1 proposal is considered to have an impact on internal systems. This will be considered and built into the specifications of any new systems and the business case for change
- 10 proposals are considered to have a combination of impacts on staffing, customers and internal systems. In such cases, Human Resources guidance and principles on managing reorganisations will be used to minimise the impact for staff accessibility requirements. These will be considered and built into the specifications of any new systems and the business case for change.

Review of Fees and Charges

170. Fees and Charges were initially reviewed as part of the January Medium Term Financial Plan update to Cabinet. Some further amendments to the fees and charges were then considered by Cabinet in February.

171. Cabinet has recommended all Fees & Charges for approval to Council. Full details are included within appendices 11-14 of this report.

Flexible Use of Capital Receipts

172. With effect from 2016/17 the Government provided a general capitalisation directive to all councils, enabling them to utilise new capital receipts to finance projects that are designed to generate ongoing revenue savings in the delivery of public services and/or transform service delivery to reduce costs and/or transform service delivery in a way that reduces costs or demand for services in future years for any of the public sector delivery partners. This arrangement has been extended in subsequent Local Government Finance Settlements most recently in the 2022/23 settlement, with the flexibility under which local authorities can fund transformative revenue costs from capital receipts extended for a further three years.

173. To take advantage of the flexibility local authorities must produce a strategy which discloses the individual projects that will be funded, or part funded, through capital receipts flexibility and this must be approved by full Council or the equivalent. As a minimum, the strategy should list each project that plans to make use of the capital receipts flexibility and provide details, on a project-by-project basis, of the expected savings or service transformation that will result. The strategy should report the impact on the local authority's Prudential Indicators for the forthcoming year and subsequent years. Enfield is planning to use £2.2m of capital receipts to fund transformation projects in 2023/24. The strategy is therefore set out in Appendix 3, for consideration and for recommendation to Council. The strategy includes details of the proposed schemes for 2023/24 and a backward look at 2019/20, 2020/21, 2021/22 and 2022/23.

Dedicated Schools Grant and the Schools Budget

174. The Dedicated Schools Grant (DSG) allocation in Enfield is £401.091m for 2023/24, which represents a 2.88% gross increase on the 2022/23 DSG. It should be noted that there has been a reduction in overall pupil numbers which has impacted on the DSG allocation and the increase for the Schools Block element of the grant is 1.81%. Key issues impacting on the DSG are:

- The implementation of a National Funding Formula for Schools
- High Needs Cost pressures relating to pupils with SEN
- Deficit DSG Position
- Schools Forum Budget Setting Process

175. For 2023/24, as in 2022/23, a 'soft' NFF is in place, whereby local authorities' allocations were based on the NFF, but authorities have some local flexibility regarding the distribution of these funds. There is, however, very limited flexibility to move funds between blocks and other than an allowable 0.5% transfer to the High Needs Block, funding received in the Schools Block must all be delegated to schools.

176. Since 2018/19, in consultation with schools, Enfield has had a phased transition from local rates to NFF unit rates. The NFF rates were applied from 2021/22 for all formula factors and the NFF unit rates, including Enfield's area cost adjustment, were applied for 2023/24 formula allocations. The formula allocations include a 0.5% Minimum Funding Guarantee so all schools should see a minimum funding increase of this level per pupil for pupil led funding. The draft budget and further details of the funding blocks are included in Appendix 4 for approval.

177. There are ongoing risks in the School's Budget for 2023/24 mainly due to the ongoing increase in numbers of children presenting with special educational needs (SEN). This has resulted in a projected accumulated DSG deficit of £15.133m in 2022/23, as at P8, which will be carried forward to 2023/24 and whilst funding for high needs has increased by £4.458m, the full year effect of current year pressures is likely to leave little funding to address this deficit. The Authority continues to work on various initiatives to develop additional in Borough special education provision which will reduce the number of children being educated in independent out borough provision and reduce costs.

178. Other Schools Funding

As in 2022/23, **additional supplementary grants** have been made available to support the Schools and High Needs Blocks in 2023/24 and help authorities and schools to support cost pressures. £1.451b of additional funding is being made available to schools nationally in 2023/24 via additional grants.

Allocations will be calculated by the ESFA and will be published in the Spring term based on a per pupil allocation plus a lump sum and an allocation for Ever6 FSM pupils. Enfield will receive an estimated allocation of **£10.1m**.

This funding will continue into 2024/25 and is likely to be absorbed into the general DSG allocation in the same way that the 2022/23 grant has been subsumed into the 2023/24 DSG baseline. £400m additional funding has

been provided for the high needs block. The additional **£3.1m** funding allocated to Enfield as part of the High Needs Block.

179. Pupil Premium Grant

180. The Pupil Premium is allocated in addition to the DSG to enable schools to work with pupils who have been registered for free school meals (FSM) at any point in the last six years (known as 'Ever 6 FSM'). The Government has confirmed that the rates for 2023/24 for all elements of the grant will increase by 5% i.e. £1,455 for primary FSM 'Ever 6' and £1035 for secondary FSM 'Ever 6' pupils.

181. Looked After Children (LAC), and children who have been adopted from care, will continue to attract a higher rate of funding than children from low-income families. The rate for 2023/24 has been confirmed at £2,530. This funding is allocated to schools by the Virtual School on a termly basis

182. Children who have parents in the armed forces are supported through the Service Child Premium, which has increased to £335 per pupil in 2023/24.

183. Allocations for 2023/24 will be based on the October 2022 census. We expect the funding allocations to be announced by April 2023 and this earlier publication will support schools with their budget planning.

184. Early Years Pupil Premium (EYPP)

185. The Early Years Block initial allocation for 2023/24 reflects the increased unit rates and January 2022 pupil numbers. The overall hourly rate for 3/4 Year Olds, for both 15 and 30 hours provision, has changed by 19p from £5.93 to £6.12. The change includes £0.13p per hour relating to the teachers' pay and pension grants, which has been transferred from the schools block into the Early Years block and some general increase.

186. EYPP was introduced in 2015/16 and allocated to schools, nurseries and child-minders for every 3 and 4-year-old from a low-income family, to enable these children to start school on an equal footing to their peers. This is based on the 3 and 4-year olds taking up their full entitlement of 570 hours. The hourly rate has been increased for 2023/24, increasing the annual allocation from £342 to £353.40.

187. Sixth Form Funding

188. The Education, Skills and Funding Agency (ESFA) is responsible for the funding of 16-19 provision in academies, general further education colleges, sixth-form colleges and independent provision. The EFA also distributes resources to local authorities for them to pass on to maintained schools.

189. In October 2021 the ESFA announced the outcome of a 3 year spending review for 16-19 education that would make an extra £1.6b available in 2024/25 compared to 2021/22. They also confirmed funding arrangements for 16-19 pupils for the 2022/23 academic year where the funding rates have been increased for inflationary pressures as well as incorporating pay and pension grant funding which will cease in July 2021. For example, a Band 5 programme will now be funded at £4,642 in 2023/24 compared to £4,542 for 2022/23. In addition, the high value course premium remains the same at £600 and programme cost weightings have been increased in other subject areas including engineering and manufacturing, construction

and digital subject areas to help institutions with the additional costs of recruiting and retaining teachers in these subject areas.

190. School sixth forms will receive their 2023/24 indicative allocations early in the spring term followed by final allocations in March 2023. Similarly, to 2022/23, the ESFA will set a deadline in April to receive business cases where exceptional circumstances have affected their 2023/24 indicative allocation. Considerations will be given to:

- Cases where there has been a major error in the data submitted by the institution via the school census
- Cases where exceptional growth has been experienced based on a minimum threshold of 5% of students or a minimum of 50 students, whichever is lower
- other cases not covered above, reviewed individually

191. Universal Infant Free School Meals

192. Funding for free school meals for infant pupils is expected to continue in 2023/24 based on a rate of £2.34 per day.

193. Primary PE and Sport Premium

194. The continuation of this grant for 2023/24 is expected to be confirmed for schools with pupils in years 1 to 6. The funding rates are expected to continue as a lump sum of £16,000 plus £10 per pupil.

195. Covid-19 Funding for Schools.

196. The **recovery premium grant** is part of the government's package of funding to support pupils whose education has been impacted by coronavirus (Covid-19). It is a time-limited grant providing over £300m of additional funding for state-funded schools in the 2021 to 2022 academic year and £1bn across the 2022 to 2023 and 2023 to 2024 academic years.

197. Recovery Premium – allocated for the 2022/23 academic year based on the same factors as pupil premium grant (ever6 FSM and LAC) at a rate of £145 per mainstream pupil and £276 per high needs pupil. This funding has been guaranteed to August 2023 at this stage.

Budget Consultation

198. The Council's 2023/24 Budget Consultation was open from 28 October 2022 to 29 December 2022 (9 weeks). The questions asked in the questionnaire were

- i. Whether respondents were responding as individuals or as a representative of an organisation
- ii. How respondents felt about continuing to prioritise spend on adults and children's social care services (where the council spends over half of its net budget). Options were very important, fairly important, not very important, not important at all and don't know.
- iii. How important is it to respondents that the Council continue to prioritise spending in the following service areas?
 - Street Cleansing

- Refuse & Recycling Collection
- Highways Maintenance (roads, pavements, verges, street trees and bushes)
- Libraries
- Regeneration (improving the quality of buildings and places for the benefit of local people)
- Economic Development (helping Enfield be a good place to do business and ensuring local people have access to skills and employment)
- Public Health Services which help people live healthier lives
- Leisure centres, swimming pools, sports courses and sports activities
- Parks, open spaces, outdoor sports facilities and playgrounds
- Housing Support Services, such as Homelessness Support
- Museums & Theatres
- Regulatory Services (for example licensing and environmental health)

Options again were strongly agree, tend to agree, neither agree nor disagree, tend to disagree, strongly disagree and don't know).

- iv. a free text question was asked regarding whether there were any other areas not covered above where respondents felt that the Council's limited resources should be focused.
- v. a question was asked about how respondents felt about raising Council Tax in 2023/24 (options were strongly agree, tend to agree, neither agree nor disagree, tend to disagree, strongly disagree and not sure).
- vi. A free text question asked for any suggestions on how respondents would like the Council to make savings or generate income.
- vii. The final question asked for any further comments that respondents had that were not covered in previous questions.

199. Information was sought on respondents' age, gender, ethnicity

200. A link to the budget consultation was advertised prominently on the Council's website and information was also included in the Council's e-newsletter sent out to around 40,000 residents.

201. A total of 333 responses were received, 327 of these were from the online 2023/24 Budget Consultation questionnaire, although not all respondents answered every question. All but three were from individuals. A further 6 responses were received to the easy read version of the questionnaire.

202. Results of the Budget Consultation

203. 89% of respondents thought it was important (either fairly or very) to continue prioritising spend in adults and children's social care. Similar

levels of support were received from those identifying as having a disability (who would be more likely to use these services personally) as from those who do not have a disability. There was also a similar level of support from different age groups on this question.

204. In terms of the other council services listed for consideration, the top 3 which respondents wanted to be prioritised were Refuse & Recycling Collection (97% either strongly agree or tend to agree); Street Cleansing (93%); and Highways maintenance (90%).
205. The 3 least favoured areas for prioritising spend were Libraries (68% either strongly agree or tend to agree); Regeneration (63%); and Museums & Theatres (47%).
206. With regard to the question on raising council tax, there was a tendency for respondents to disagree with this approach with 60% expressing a view of strongly disagree or tend to disagree. 36% agreed or strongly agreed with raising council tax whilst the remaining 4% were not sure.
207. On the open text question regarding ideas for making savings or generating income, suggestions were wide ranging with some of the most popular being increase fines/improve enforcement action; reduce or stop spend on Low Traffic Neighbourhoods/Cycle Lanes; reduction in salaries and numbers of managers and staff within the council
208. A key theme in the responses to the open-ended questions is the issue of families struggling with the cost of living and the need to either help families or to not add to the financial burden of households. This may explain the suggestions above and the lack of support at this time for an increase in Council Tax. Another theme in the responses was opposition to LTNs. It is believed these cost the Council money to implement and some feel they have a negative impact on their quality of life.
209. Some more detailed analysis from the budget consultation is included in Appendix 5a of this report.
210. The draft budget was presented to the Overview and Scrutiny Committee Budget Meeting on 16 January 2023. A lengthy and constructive session took place with OSC. The minutes and recommendations of the OSC Budget Meeting are set out in Appendix 5b of this report.

Medium Term Financial Plan

211. The Corporate Plan is linked to the budget through the Medium Term Financial Plan (MTFP) and the annual budget process. The Budget and MTFP 2023/24 to 2027/28 forecasts funding requirements for the Council's General Fund services and provides the mechanism to redirect limited resources to priorities. The Corporate Plan sets out the Council's financial objectives, which aim to "target resources smartly and reinvest income wisely to deliver excellent value for money and reduce inequality" by:
 - i. Continuing to make best use of all available financial resources and balance risks and opportunities;
 - ii. Ensuring effective governance is in place to support the efficient and smart delivery of our services;
 - iii. Maximising the procurement of services and assets to support local businesses and residents wherever possible.

212. In setting the Council's 2023/24 Budget and MTFP, the Council's aim has been to continue to maintain, and where possible, improve services provided with a focus on protecting the most vulnerable in the Borough. It has recognised the need to increase Council Tax to balance the growing pressures being faced by the Council especially the increased demand in Children's and Adults Social Care. The focus continues to be on delivering high quality services more efficiently through reductions in costs. The Council routinely, throughout the year, takes action to cut costs and make efficiency savings wherever possible. Every attempt continues to be made to minimise additional costs, but the ability to influence many of them is limited and the ability to make back office savings is increasingly difficult as a result of the scale of public spending cuts. Decisions are becoming more difficult and potentially not without significant impact.
213. There has been a renewed focus on pressures and need to invest in services for the five year MTFP. There has been a robust assessment of future pressures and the MTFP allows for contractual commitments on Adult Social Care contracts, Children's demographic pressure and increased demand for SEN transport.
214. All risks related to the delivery of proposals in the MTFP and any future uncertainties will be reviewed on a regular basis, the detailed budget tracker is already being put in place for 2023/24 savings. The MTFP is based upon the principle that savings identified will be implemented to allow benefit realisation as soon as possible.
215. There are risks inherent in the MTFP exemplified in paragraphs 217 to 221 of this report and Appendix 6. A number of key items in the plan cannot be estimated with 100% accuracy. The figures in the plan also assume that significant savings will be made. In this situation, it is essential to maintain sufficient balances, not only to deal with unforeseen events but also to cover the potential risk of not achieving the savings required. In addition, the Council will need to maintain adequate reserves for future commitments.
216. No final decision has been taken on taxation levels for 2024/25 and later years, and there is currently no core Council Tax increase, or any further Adult Social Care Precept included in 2024/25 to 2027/28 for planning purposes. The following table summarises the MTFP position over the coming five years and the current forecast of the budget gaps for the period of the MTFP (2023/24 to 2027/28):

Table 16: Medium Term Financial Plan 2023/24 to 2027/28

| | 2023/24 | 2024/25 | 2025/26 | 2026/27 | 2027/28 |
|-----------------------------------|----------------|----------------|----------------|----------------|----------------|
| | £000 | £000 | £000 | £000 | £000 |
| Council Tax Base Provision | 139,361 | 146,963 | 147,674 | 148,385 | 149,096 |
| Movements: | | | | | |
| Inflation/Pay Awards | 23,324 | 12,961 | 10,300 | 10,377 | 10,454 |
| Demography | 6,827 | 3,660 | 3,660 | 3,660 | 3,660 |
| Investment | 1,800 | 1,350 | 750 | 150 | 150 |

| | | | | | |
|---|-----------------|-----------------|-----------------|-----------------|-----------------|
| Capital Financing | 5,000 | 5,000 | 5,000 | 5,000 | 5,000 |
| Covid-19 Reversal | (674) | 0 | 0 | 0 | 0 |
| Pressures | 9,679 | 253 | 1,252 | 1,383 | 1,383 |
| Total Pressures | 45,956 | 23,224 | 20,962 | 20,570 | 20,647 |
| Full Year Effect of Previous years' savings decisions | (1,538) | (2,765) | 303 | 0 | 0 |
| New Savings and Income Proposals | (14,218) | 1,221 | 20 | 0 | 0 |
| Changes to Specific Grants | (8,261) | (5,162) | 126 | 114 | 102 |
| SFA: CPI increase to RSG | (2,544) | 0 | 0 | 0 | 0 |
| Business Rates | (11,597) | 0 | 0 | 0 | 0 |
| Collection Fund | (2,181) | 0 | 0 | 0 | 0 |
| Reversal of 2022/23 Use of Reserves | 1,985 | 0 | 0 | 0 | 0 |
| Gap Still to be Found | 0 | (15,807) | (20,700) | (19,973) | (20,038) |
| Council Tax Requirement | 146,963 | 147,674 | 148,385 | 149,096 | 149,807 |
| Council Tax Base* | 96,794 | 97,262 | 97,730 | 98,198 | 98,666 |
| Band D Charge (£) | 1,518.30 | 1,518.30 | 1,518.30 | 1,518.30 | 1,518.30 |
| % tax change | 4.99% | 0.00% | 0.00% | 0.00% | 0.00% |

*assumes Council Tax Support decision is approved at February Council

217. Budget Risks, Uncertainties and opportunities

218. In the coming years, more than ever, the Council faces huge financial uncertainty, especially in respect of:

- i. Local Government funding changes
- ii. Current high levels of inflation being experienced
- iii. Pressures on Children's and Adults' Social Care Services
- iv. Scope to make savings while maintaining services
- v. Temporary Accommodation
- vi. Legacy impact of Covid-19

219. The 2023/24 budget includes the best estimate of financial achievement of savings and likely pressures. Where there are potential risks of higher cost pressures as in the areas listed above or slippage in realisation of savings these have been factored into the assessment of budget robustness, balances and reserves to ensure the Council can meet any short-term pressures without an impact on service delivery. Corporate and Service budget risks are detailed in Appendix 6. Many factors affect the Council's future financial position which can be estimated with some degree of confidence for the first year of the plan but become increasingly uncertain for later years. It is therefore essential to test the sensitivity of the plan to changes in the main assumptions. The figures in the following table illustrate the extent to which the plan would be affected by such changes:

Table 17: Sensitivity Indicators

| Item | Budget Impact |
|---|---------------|
| | £000 |
| 1% Change in Pay | 1,500 |
| 1% Increase in Departmental price Inflation across Income and Expenditure | 600 |
| 1% Increase in Adult Social Care Community Based Costs | 650 |
| 1% Increase in Adult Social Care Residential Care Costs | 315 |
| 1% Change in Settlement Funding Assessment based on 2022/23 | 960 |
| 1% increase in Council Tax Support claimants | 385 |
| 1% reduction in businesses chargeable for business rates | 360 |
| 1% increase in numbers requiring temporary accommodation | 80 |
| 1% increase in Children's Social Care External Care Placements & In-house Fostering | 165 |

220. The Government has announced radical changes to Local Government Finance arrangements, such as a reset of Business Rates baselines which will affect the amount of rates income retained locally, and the review of formula funding. Whilst these changes are delayed It is certain that the new arrangements will create winners and losers, and as such represent both opportunity and risk to Enfield and all councils in England. At this stage the MTFP assumes that funding is constant from 2023/24 to 2027/28 and this will be updated as further information becomes available.

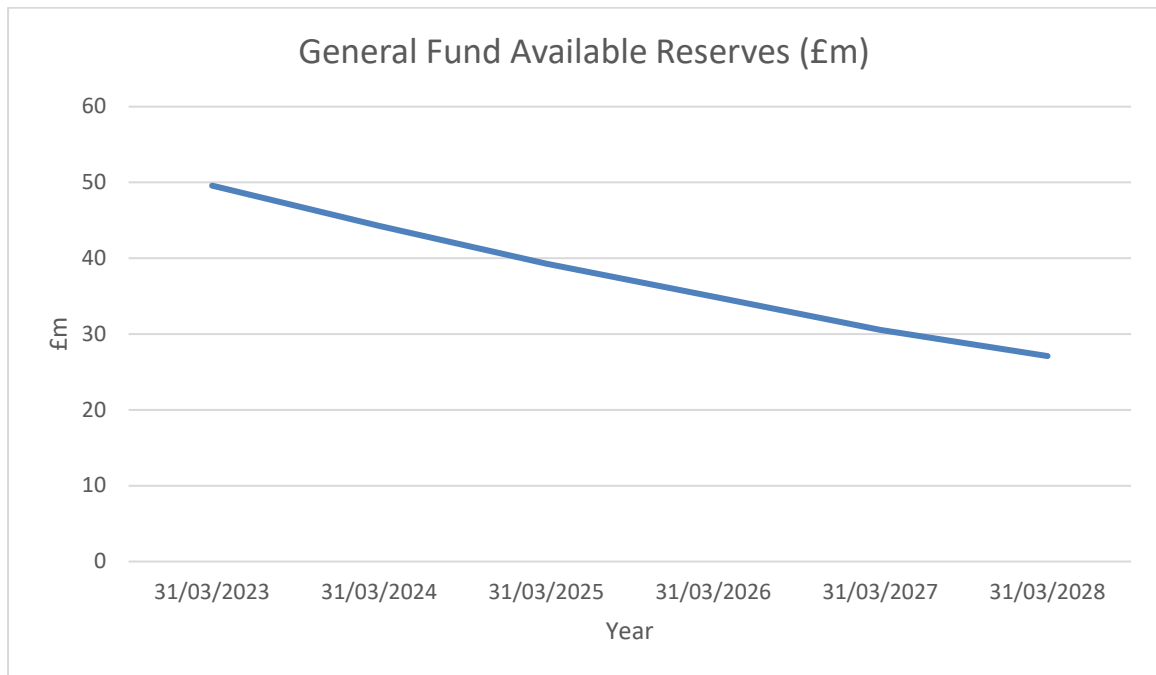
221. Throughout the budget process, officers have kept under review the key risks, uncertainties and opportunities that could have implications for the Council's financial position in 2023/24 and in the medium term. The systematic review, particularly of risks and mitigating actions is a key part of any effective planning system and therefore crucial in the budget setting process. This process was reinforced by the creation in 2018/19 of a Pressures Challenge Board which seeks to find ways to manage in year and ongoing pressures and will continue to operate in 2023/24.

Contingencies, Reserves and Balances

222. The Budget includes a central contingency for unforeseen circumstances; the balance in 2023/24 is £3m in recognition of the current level of national and local financial risks. The Council also holds centrally a number of contingent items relating to spending requirements that are expected to arise at some point in the budget year but about which there is some

| | | | | | | |
|---|------------------|------------------|------------------|------------------|------------------|------------------|
| Smoothing Reserve | | | | | | |
| NLWA Reserve | (0.627) | (0.627) | (0.627) | (0.627) | (0.627) | (0.627) |
| Sub-total MTFP Smoothing Reserves | (20.831) | (18.931) | (18.931) | (18.931) | (18.931) | (18.931) |
| Capital Financing | (24.043) | (18.968) | (14.226) | (11.661) | (11.310) | (12.669) |
| Service Specific | (14.798) | (11.895) | (9.004) | (6.317) | (6.839) | (6.841) |
| Property | (0.636) | (0.136) | (0.001) | 0.000 | 0.000 | 0.000 |
| Grants & Other Contributions | (13.077) | (12.513) | (12.143) | (11.663) | (11.638) | (11.683) |
| Sub-total General Fund Usable Reserves | (83.163) | (71.671) | (63.318) | (57.386) | (57.347) | (58.718) |
| Insurance | (7.022) | (7.022) | (7.022) | (7.022) | (7.022) | (7.022) |
| General Fund Balance | (13.949) | (14.500) | (14.500) | (14.500) | (14.500) | (14.500) |
| General Fund Earmarked Reserves | (104.134) | (93.193) | (84.840) | (78.908) | (78.869) | (80.240) |
| HRA Earmarked Reserves | (41.380) | (45.510) | (53.490) | (62.770) | (67.860) | (72.860) |
| Schools | 0.387 | 0.387 | 0.387 | 0.387 | 0.387 | 0.387 |
| Total | (145.127) | (138.316) | (137.943) | (141.291) | (146.342) | (152.713) |

227. Available General Fund reserves are the total reserves less those for the HRA, schools, Insurance, Capital financing and grants & other contributions. The chart below shows how the available reserve balances will diminish over the life of the MTFP.

Chart 2: Forecast Reserves 2022/23 to 2027/28

228. It is also recommended that any uncommitted departmental resources at year end are added to central reserves, so they can be managed more flexibly to support the achievement of corporate priorities.

Outlook and Budget Process 2024/25

229. The impact of changes to business rates, the funding formula and the future of social care funding cannot yet be determined, leaving great uncertainty over the future of local government finance. The Council's medium term financial planning process recognises this uncertainty, but it is clear that savings in addition to those in this report will be needed between 2024/25 and 2027/28 to balance the budget. For example, as shown in Table 19, the budget gap for 2024/25 to 2027/28 is currently forecast to be £76.518m, assuming the level of core Government funding remains static.

230. This is a challenging target for Enfield in the context of £212.8m of savings already delivered since 2010 and a further £14.218m of new savings and income proposals to be delivered in 2023/24 along with £1.538m of full year effects from savings agreed in previous years. This is also in the context of a one year settlement in 2023/24 with only very limited information available for 2024/25 and beyond. Further, independent benchmarking of Council costs has shown that Enfield are lower quartile in the majority of services areas.

231. Work on future years' savings will commence with immediate effect and there will be work corporately to develop and implement new savings proposals as soon as possible. There will need to be a focus on demand management of social care services as well as driving further commercial savings including generating greater levels of income and being more efficient in procurement and contract management. The use of capital receipts for transformation projects will support "invest to save" business cases identified not able to be funded from within existing budgets to drive forward 2024/25 and later years' savings.

Table 19: Medium Term Financial Plan Budget Gap 2023/24 to 2027/28

| | 2023/24 | 2024/25 | 2025/26 | 2026/27 | 2027/28 | Total |
|---|---------|---------|---------|---------|---------|--------|
| | £000 | £000 | £000 | £000 | £000 | £000 |
| Budget (Gap)/ Surplus in future years of MTFP | 0 | 15,807 | 20,700 | 19,973 | 20,038 | 76,518 |

232. The approach to the 2023/24 budget has built on the work in recent years with continued transparency, enabling enhanced levels of scrutiny and appropriate challenge of budget decisions, and this will continue throughout future budget processes. The capital programme had been extended to include a ten year forecast of expenditure that will enable the long term impact on borrowing to be factored into the extended medium term plan. This will help to ensure that decisions are made in the context of a longer term financial view. Both the Capital Programme and Treasury Management Strategies have been rolled forward one year to maintain the ten year time horizon.

233. For 2024/25 there will undoubtedly be a familiar look to the approach with savings workstreams to include:

- i. demand management strategies in social care to address the significant demographic pressures being experienced.
- ii. exploitation of commercial opportunities.
- iii. use of digitalisation and system improvement opportunities to improve customer experience and reduce cost
- iv. reduced use of agency staff across the Council
- v. seeking opportunities to partner with others where this makes financial and operational sense

Alternative Options Considered

234. The Council operates a budget planning and consultation process during which a wide range of options are considered in detail before recommendations are made. Issues raised and discussed have greatly contributed to this report including information from the Budget Consultation exercise set out elsewhere in this report. As part of its planning for both 2023/24 and future years the Council has considered future levels of Council Tax.

Safeguarding Implications

235. The report includes service reductions across all services including Adult Social Care and Children's Social Care. Officers have worked through these to ensure there is no impact on the Council's safeguarding duties for vulnerable adults and children in the Borough. There are inherent risks in demand in these services which may be compounded by the pandemic for which the Council holds a revenue contingency and reserves.

Public Health Implications

236. The Council's core business is to maintain and enhance the wellbeing of the community. The financial climate is severely challenging its ability to do this. The MTFP outlines how the Council aims to meet its financial demands whilst minimising the effect of these pressures on the community. However,

it is difficult to envisage how continuous cuts to the Council's budget will not impact upon its ability to support and maintain community wellbeing.

Equalities Impact Implications

237. Local authorities have a responsibility to meet the Public Sector Duty of the Equality Act 2010. The Act gives people the right not to be treated less favourably because of any of the protected characteristics. It is important to consider the needs of the diverse groups with protected characteristics when designing and delivering services or budgets so people can get fairer opportunities and equal access to services.
238. The Council aims to serve the whole borough fairly, tackle inequality and protect vulnerable people. The Council will promote equality of access and opportunity for those in our communities from the protected characteristic groups or those disadvantaged through socio-economic conditions.
239. The Council undertakes Equality Impact Assessment (EqIAs) to help make sure we do not discriminate against service users, residents and staff, and that we promote equality where possible.
240. An Equality Impact Assessment will be completed for individual budget/savings proposals. These assessments will evaluate how the proposal will impact on people of all protected characteristics and will identify alternative action or mitigating action where any adverse impact is identified. This will include consultation and engagement with affected people and organisations as appropriate.
241. The 2023/24 Budget consultation identified the potential impacts on the wider community of the Council's proposals to address the budget shortfall. To achieve this, all voluntary and community sector organisations were asked to share their views and the consultation activities were accessible. To ensure communities from across the borough were able to participate, the Council produced an easy read version of a questionnaire for those with learning difficulties, details of the consultation activities were hosted online enabling the text to be translated, listened to and enlarged, and assistance was offered to those who felt they may otherwise have had issues participating.
242. Participants were able to submit their views about individual savings items, as well as the overall approach taken by the Council. Equalities monitoring questions were asked to enable the data to be cross-referenced with the opinions expressed by participants.

Environmental and Climate Change Considerations

243. The primary purpose of the development of the Budget and Medium Term Financial Plan is to direct resources to deliver the Council's Corporate Plan, which includes an overarching theme relating to climate action.
244. Enfield Council is committed to tackling climate change and protecting the environment. The Council declared a Climate Emergency in 2019 with a commitment to making the borough carbon neutral by 2030. As part of the 2022 Climate Action Review process, the Council is currently engaging with residents, businesses and local organisations to have their say on an updated Climate Action Plan which will set out the Council's and the borough's journey to net zero. This report contains savings proposals which will also have a positive environmental impact such as the review of day

services and transport to reduce carbon emissions through rationalising transport routes. Another example would be the in house Children's Home which will reduce the need for out of borough travel.

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

245. The Council faces an enormous financial challenge and it is essential that the opportunity is taken to progress savings at the earliest possible time. Delaying the decision will impact on the delivery of those savings and also impact on work to further close the financial gap.

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

246. Risk and uncertainty are two of the major themes running through the report. The report has sought to continue to identify as many of the financial risks facing the Council at this time and where possible to also quantify them. Identification is naturally one of the key steps in managing risk and this will be supplemented by regular review.

Financial Implications

247. The Local Government Act 2003 places a duty on the Chief Finance Officer to report to Council as part of the budget process on the robustness of the estimates and the adequacy of the proposed financial reserves. Statutory guidance in this area is provided by Local Authority Accounting Panel (LAAP) Bulletin 77 (Nov 2008) and is the basis on which the Chief Finance Officer's annual financial risk assessment has been updated in the Council Budget report. A full statement of robustness is provided at Appendix 8a.

248. The 2023/24 budget has been prepared taking into account the following:

- (i) Specific cost pressures set out in paragraphs 133 to 159;
- (ii) The uncertainty around changes in central government funding over the period of the Medium Term Financial Plan – the recent settlement only covered 2023/24;
- (iii) Provision for legislative change and changes to the Council's statutory responsibilities; and
- (iv) The estimated impact of underlying cost pressures, as evidenced by financial monitoring reports in the current year.

249. Taking into account the budget risks and uncertainties, and assuming that the recommendations set out above are agreed, the Council's contingencies and balances are considered prudent.

Legal Implications

250. This report sets out the basis upon which recommendations will be made for the adoption of a lawful budget and setting of the Council Tax. The report also outlines the financial outlook for the Council and its services.

251. The setting of the budget is a matter for the Council, having considered recommendations by the Cabinet. The Council's budget-setting process is set out in the Constitution. Before the final recommendations are made to the Council, an Overview and Scrutiny Committee must have been given an opportunity to scrutinise the proposals and the Cabinet must have taken any comments of the OSC into account when making these proposals.

252. The amount of Council Tax must be sufficient to meet the Council's legal and financial commitments, ensure the proper discharge of its statutory duties and lead to a balanced budget. Members should be mindful of their fiduciary duty to ratepayers when adopting a budget and setting a Council Tax.
253. The Council is required by section 33 of the Local Government Finance Act 1992 ("the Act") to calculate for each financial year the basic amount of its Council Tax. The basic amount of Council Tax must be calculated from the Council Tax base. This base is created by applying a prescribed formula under the Local Authorities (Calculation of Council Tax Base) Regulations 2012
254. The Council is required to submit its Council Tax base to the GLA between 1 December and 31 January in the financial year preceding the financial year for which the calculation of Council Tax base is made. If the Council does not submit its Council Tax base to the Greater Local Authority ('GLA'), then the GLA is required to determine the calculation for itself, in the manner prescribed in the above Regulations.
255. Members are obliged to consider all relevant considerations and disregard all irrelevant considerations in seeking to ensure that the Council acts lawfully in adopting a budget and setting Council Tax. Members should note that where a service is provided pursuant to a statutory duty, the Council cannot fail to discharge it properly. Where there is discretion as to how to discharge duties, that discretion should be exercised reasonably.
256. The Council is obliged by section 151 of the Local Government Act 1972 to make proper arrangements for the management of its financial affairs. It is consistent with sound financial management and the Council's obligation under section 151 for the Council to adopt and monitor a Medium Term Financial Strategy as this informs the budget process and is viewed as a related function.
257. The Council has carried out appropriate budget consultation. Those representations have been taken into account as part of this process and are reflected in this report.
258. In considering the budget for 2023/24, the Council must have due regard to its ongoing duties under the Equality Act 2010. The Equality Act 2010 requires the council in the exercise of its functions to have due regard to the need to avoid discrimination and other unlawful conduct under the Act, the need to promote equality of opportunity and the need to foster good relations between people who share a protected characteristic and those who do not (the public sector equality duty). The Council should consider how its decisions will contribute towards meeting these duties, against other relevant circumstances such as economic and practical considerations. The relevant departments should undertake detailed impact assessments of major proposals to ensure that any proposals for savings are reasonable and meet Equality Act duties.
259. Finally, Members should have regard to s106 of the Local Government Finance Act 1992 which provides that members who are in arrears on their Council Tax for two or more months may not vote on matters concerning the level of Council Tax or the administration of it.

Workforce Implications

260. Any proposal that is likely to impact on posts or changes and potential closure of services, will require the Council to conduct a meaningful consultation with trade unions and staff. This will include consideration of alternative proposals put forward as part of the consultation process. The Council's HR policies and procedures for restructures should be followed. Any consideration for staff structural changes should ensure there is a resilient workforce to deliver on-going service requirements. Therefore, consideration of workforce planning should be included in the process.
261. Where redundancies are necessary the appropriate HR policies and procedures should be followed. Redeployment options must be considered.
262. It is important that services engage with HR at the earliest opportunity.

Property Implications

263. Given the high-level perspective of this report, there are no specific property implications from within its contents. However, as the budget and MTFP is implemented over time, there is the real possibility of property implications arising on specific projects and other activities. These will be addressed as necessary as they come forward in future reports.

Other Implications

264. None identified.

Options Considered

265. None applicable for this report.

Conclusions

266. The report puts forward a prudent budget in a very challenging and uncertain financial environment.

Report Author: James Newman
Director of Finance (Corporate)
james.newman@enfield.gov.uk
020 4526 5191

Date of report 10 February 2023

Appendices

- Appendix 1a – Funding Assumptions included in the MTFP 2023/24 – 2027/28
- Appendix 1b – Pressures included in the MTFP 2023/24 – 2027/28
- Appendix 1c – Movement from position reported in January MTFP Update
- Appendix 2a – Full Year Effects of Prior Year Savings and Income Proposals
- Appendix 2b – New Budget Savings and Income Proposals
- Appendix 2c – Equalities Impact Assessments
- Appendix 3 – Capital Receipts Flexibility Efficiency Statement
- Appendix 4a – Schools Budget 2023/24 - Summary
- Appendix 4b – Dedicated Schools Grant and Schools Budget - Details

Appendix 5a – Budget Consultation - Summary of Results

Appendix 5b – Minutes of OSC Budget Meeting

Appendix 6 – Budget Risks

Appendix 7a – Earmarked Reserves Overview

Appendix 7b – Estimated Movements in Earmarked Reserves

Appendix 8a – Statement of Robustness of Budget Estimates

Appendix 8b – Adequacy of Reserves - Risk Evaluation

Appendix 9 – Specific Grants 2023/24 to 2027/28

Appendix 10 – Draft Budget Departmental Control Totals

Appendix 11 – Place Department Fees and Charges

Appendix 12 – People Fees and Charges

Appendix 13 – Chief Executive's Fees and Charges

Appendix 14 – Resources Fees and Charges

Appendix 15 – Statutory Calculations and Resolutions 2023/24

Background Papers

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

KD5488: Budget 2023/24 & MTFP 2023/24 to 2027/28 Initial Update (Cabinet - October 2022)

KD5548: Budget 2023/24 & MTFP 2023/24 to 2027/28 Further Update (Cabinet - January 2023)

KD5484: Budget 2023/24 & MTFP 2023/24 to 2027/28 Final Report (Cabinet - February 2023)

Funding Assumptions in the Medium Term Financial Plan 2023/24 - 2027/28

Appendix 1A

| Funding Item | 2023/24 | 2024/25 | 2025/26 | 2026/27 | 2027/28 | Total |
|--|-----------------|----------------|----------------|----------------|----------------|-----------------|
| | £000 | £000 | £000 | £000 | £000 | £000 |
| Government Grants | (8,261) | (5,162) | 126 | 114 | 102 | (13,081) |
| Collection Fund Surplus on Council Tax | (2,181) | 0 | 0 | 0 | 0 | (2,181) |
| Settlement Funding Assessment / Business Rates | (14,141) | 0 | 0 | 0 | 0 | (14,141) |
| Council Tax 2.99% Core Increase | (4,169) | 0 | 0 | 0 | 0 | (4,169) |
| Council Tax 2.00% Adult Social Care Precept | (2,787) | 0 | 0 | 0 | 0 | (2,787) |
| Council Tax - Tax Base changes | (535) | (711) | (711) | (711) | (711) | (3,379) |
| Council Tax - reduction in expected collection rate from 96.9% to 95.75% | 1,842 | 0 | 0 | 0 | 0 | 1,842 |
| Council Tax Support - adjustments from previous assumptions | (1,953) | 0 | 0 | 0 | 0 | (1,953) |
| Reversal of Use of Reserves in 2022/23 budget | 1,985 | 0 | 0 | 0 | 0 | 1,985 |
| Total | (30,200) | (5,873) | (585) | (597) | (609) | (37,864) |

Spending Assumptions in the Medium Term Financial Plan 2023/24 - 2027/28

Appendix 1B

| Ref. No. | Dept | Directorate | Description | Category | 2023/24 | 2024/25 | 2025/26 | 2026/27 | 2027/28 | Total |
|--|------------------|-----------------------|--|------------|---------------|---------------|---------------|---------------|---------------|---------------|
| | | | | | £000 | £000 | £000 | £000 | £000 | £000 |
| Pay Awards and Inflation | | | | | | | | | | |
| General Inflation | Corporate | Corporate | General inflation (split out some more specific items - street lighting etc.) | Inflation | 16 | 3,000 | 3,000 | 3,000 | 3,000 | 12,016 |
| Pay Awards | Corporate | Corporate | Pay Awards | Inflation | 7,313 | 4,974 | 3,813 | 3,890 | 3,967 | 23,957 |
| Customer Experience & Change 1 | Corporate | Corporate | Inflation specifically for IT contracts | Inflation | 320 | 320 | 320 | 320 | 320 | 1,600 |
| Street Lighting Inflation | Place | Place | Street Lighting energy price increase | Inflation | 400 | | | | | 400 |
| Gas & Electricity Inflation | Place | Place | Gas and Electricity Price Increases | Inflation | 1,921 | 1,000 | 1,000 | 1,000 | 1,000 | 5,921 |
| Fuel inflation | Place | Place | Fuel price increase | Inflation | 500 | | | | | 500 |
| ASC_P1_1920 | People ASC | ASC/PH | Customer Pathway Contract Inflation ASC | Inflation | 4,375 | 2,000 | 1,000 | 1,000 | 1,000 | 9,375 |
| ASC_P2_1920 | People ASC | ASC/PH | Learning Disabilities Contract Inflation ASC | Inflation | 2,616 | 1,500 | 1,000 | 1,000 | 1,000 | 7,116 |
| ASC_P3_1920 | People ASC | ASC/PH | Mental Health Contract Inflation ASC | Inflation | 621 | 167 | 167 | 167 | 167 | 1,289 |
| Catch up inflation from 2022/23 | People ASC | ASC/PH | Catch up inflation from 2022/23 | Inflation | 1,100 | | | | | 1,100 |
| Direct Payments | People C&F | Children's/ Education | Direct Payments | Inflation | 40 | | | | | 40 |
| External Care placements | People C&F | Children's/ Education | External Care placements | Inflation | 244 | | | | | 244 |
| Catch up inflation from 2022/23 - Pay Awards | Corporate | Corporate | Catch up inflation from 2022/23 - Pay Awards | Inflation | 2,750 | | | | | 2,750 |
| New Inflation Requests | | | | | | | | | | |
| Tree Maintenance Contract | Place | Place | Tree Maintenance Contract | Inflation | 24 | | | | | 24 |
| Parking Contract | Place | Place | Parking Contract | Inflation | 104 | | | | | 104 |
| SEN Transport | Place | Place | SEN Transport | Inflation | 435 | | | | | 435 |
| Fleet R&M/parts | Place | Place | Fleet R&M/parts | Inflation | 200 | | | | | 200 |
| R&M inflationary impact | Place | Place | R&M inflationary impact | Inflation | 120 | | | | | 120 |
| In House fostering fees | People C&F | Children's/ Education | In House fostering fees | Inflation | 225 | | | | | 225 |
| Total Pay Awards and Inflation | | | | | 23,324 | 12,961 | 10,300 | 10,377 | 10,454 | 67,416 |
| Demographic Pressures | | | | | | | | | | |
| ASC Demographic Pressure | People ASC | ASC/PH | Adult Social Care Demographic Pressures estimated July 2019 (and updated Sept 2020 & Sept 2021) | Demography | 1,060 | 1,060 | 1,060 | 1,060 | 1,060 | 5,300 |
| ASC Demographic Pressure | People ASC | ASC/PH | Mental Health Services | Demography | 107 | 107 | 107 | 107 | 107 | 535 |
| ASC Demographic Pressure | People ASC | ASC/PH | Learning Disability Services | Demography | 113 | 113 | 113 | 113 | 113 | 565 |
| ASC Demographic Pressure | People ASC | ASC/PH | Transitions into ASC | Demography | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 5,000 |
| CSC Demographic Pressure | People C&F | Children's/ Education | Children's Social Care Demography: Looked After Children Externally Commissioned Care placements | Demography | 2,586 | 750 | 750 | 750 | 750 | 5,586 |
| CSC Demographic Pressure | People C&F | Children's/ Education | Children's Social Care Demography: Joint Service for Disabled Children (Short breaks, Direct Payments, Homecare and directly commissioned residential) | Demography | 1,331 | | | | | 1,331 |
| Home To School Transport/SEN Transport | People Education | Children's/ Education | Home To School Transport | Demography | 630 | 630 | 630 | 630 | 630 | 3,150 |
| Total Demographic Pressures | | | | | 6,827 | 3,660 | 3,660 | 3,660 | 3,660 | 21,467 |

Spending Assumptions in the Medium Term Financial Plan 2023/24 - 2027/28

Appendix 1B

| Ref. No. | Dept | Directorate | Description | Category | 2023/24 | 2024/25 | 2025/26 | 2026/27 | 2027/28 | Total |
|---|------------|-----------------------|---|-------------------|--------------|--------------|--------------|--------------|--------------|---------------|
| | | | | | £000 | £000 | £000 | £000 | £000 | £000 |
| Investment | | | | | | | | | | |
| R&M Budget | Place | Place | Repairs and Maintenance budget shortfall (non-capital planned works) | Investment | 200 | 150 | 150 | 150 | 150 | 800 |
| Children's Investment in Social Workers | People C&F | Children's/ Education | Children's Investment in Social Workers | Investment | 1,000 | | | | | 1,000 |
| Community Law Enforcement Team | Place | Place | Manifesto pledge to introduce a Community Law Enforcement Team | Investment | 600 | 1,200 | 600 | | | 2,400 |
| Total Investment | | | | | 1,800 | 1,350 | 750 | 150 | 150 | 4,200 |
| Capital Financing | | | | | | | | | | |
| Capital Financing | Corporate | Corporate | Net position on Capital Financing estimates | Capital Financing | 5,000 | 5,000 | 5,000 | 5,000 | 5,000 | 25,000 |
| Total Capital Financing | | | | | 5,000 | 5,000 | 5,000 | 5,000 | 5,000 | 25,000 |
| North London Waste Authority | | | | | | | | | | |
| NLWA | Corporate | Corporate | North London Waste Authority (NLWA) - new waste facility | NLWA | 753 | 753 | 753 | 753 | 753 | 3,765 |
| Total NLWA | | | | | 753 | 753 | 753 | 753 | 753 | 3,765 |
| Covid-19 Reversals | | | | | | | | | | |
| Unquantified Covid-19 lost income ongoing | Corporate | Corporate | Unquantified Covid-19 lost income ongoing | Covid-19 Reversal | (674) | | | | | (674) |
| | | | | | (674) | 0 | 0 | 0 | 0 | (674) |
| Pressures | | | | | | | | | | |
| Morson Road Rent | Place | Place | Morson Road Depot Rent Review | Pressure | 266 | 89 | | | | 355 |
| Culture Pressure | Place | Place | Cultural Services Development | Pressure | (32) | (32) | (31) | | | (95) |
| Elections Funding | CEX | Resources | Elections Funding to address true cost of conducting the | Pressure | | 63 | | | | 63 |
| Car Park Pay & Display | Place | Place | Car Park Pay & Display - reduced receipts | Pressure | 150 | | | | | 150 |
| Rates growth | Resources | Resources | Rates growth | Pressure | 450 | | | | | 450 |
| Covid-19 exit strategy CEX | CEX | Resources | External costs relating to the rise in Children's legal cases | Pressure | 300 | | | | | 300 |
| Cyber Security | Resources | Resources | Additional security costs to combat cyber threats: Security Team £200k and Security applications £150k. | Pressure | 350 | | | | | 350 |
| IT Contracts new projects | Resources | Resources | Additional contract costs of new projects that have an ongoing revenue impact (£390k). | Pressure | 390 | | | | | 390 |
| IT Contracts existing contracts additional costs | Resources | Resources | Existing contract additional costs (items added e.g. Squizz) | Pressure | 120 | | | | | 120 |
| Bulk print postage | Resources | Resources | Bulk print postage | Pressure | 139 | | | | | 139 |
| New posts - addressing capacity challenges | Resources | Resources | 10 posts created due to capacity challenges and rising COD costs. Plan in development to mitigate in part-TBC | Pressure | 500 | (700) | | | | (200) |
| Financial Assessments | Resources | Resources | Ongoing staffing required is under review as well as COD costs. Plan in development to mitigate in part-TBC | Pressure | 1,100 | (800) | (100) | | | 200 |
| Review of ongoing staffing Income & Debt | Resources | Resources | | Pressure | | | | | | |
| Organisational review | Resources | Resources | Organisational review | Pressure | 170 | | | | | 170 |
| Capital, Treasury and Pensions Team | Resources | Resources | Capital, Treasury and Pensions Team | Pressure | 80 | | | | | 80 |
| Reduction in HRA/Capitalisation - Phased reduction in capital recharges | Place | Place | Phased reduction in capital recharges | Pressure | 380 | 380 | 380 | 380 | 380 | 1,900 |

Spending Assumptions in the Medium Term Financial Plan 2023/24 - 2027/28

Appendix 1B

| Ref. No. | Dept | Directorate | Description | Category | 2023/24 | 2024/25 | 2025/26 | 2026/27 | 2027/28 | Total |
|--|------------|--------------------------|---|----------|---------------|---------------|---------------|---------------|---------------|----------------|
| | | | | | £000 | £000 | £000 | £000 | £000 | £000 |
| Mausolea & Burial Chambers income | Place | Place | Realigned income expectations (needs to be reprofiled and considered alongside all Cemeteries Income and Exp) | Pressure | 400 | | | | | 400 |
| Cease charging for replacement and upgraded wheeled bins | Place | Place | Cease charging for replacement and upgraded wheeled bins for kerbside properties | Pressure | 102 | | | | | 102 |
| Barrowell Green Wood recycling | Place | Place | Barrowell Green Wood recycling | Pressure | 50 | | | | | 50 |
| Rebase budget for 2022/23 pressures | People ASC | ASC/PH | Rebase budget for 2022/23 pressures | Pressure | 3,273 | | | | | 3,273 |
| Children's residual Covid pressure | People C&F | Children's/ Education | Children's residual Covid pressure | Pressure | 245 | | | | | 245 |
| Children's Services Operational Support (LAC) | People C&F | Children's/ Education | Children's Services Operational Support (LAC) | Pressure | 330 | | | | | 330 |
| Reduce FUoCR New Beginnings Project | People C&F | Children's/ Education | Reduce Flexible Use of Capital Receipts New Beginnings Project | Pressure | 163 | | | | | 163 |
| Reduce Reserve Usage | Resources | CEX/ Resources | Welfare Benefits: DHP, Emergency Support Scheme, Council Tax Hardship (build base budget) | Pressure | 0 | 500 | 250 | 250 | 250 | 1,250 |
| Total Pressures | | | | | 8,926 | (500) | 499 | 630 | 630 | 10,185 |
| Overall Pressures in the MTFP 2023/24 - 2027/28 | | | | | 45,956 | 23,224 | 20,962 | 20,570 | 20,647 | 131,359 |

Movement from position reported in January MTFP Update

Appendix 1C

| | 2023/24 | 2024/25 | 2025/26 | 2026/27 | 2027/28 | Total |
|--|----------------|---------------|---------------|---------------|---------------|----------------|
| | £000 | £000 | £000 | £000 | £000 | £000 |
| Changes to position since January MTFP Report | | | | | | |
| Budget Gap Presented in January MTFP Report | 5,264 | 10,162 | 14,993 | 17,167 | 17,942 | 65,528 |
| Funding Changes: | | | | | | |
| Top Up BR element of SFA reduced in PLGFS numbers | 2,750 | | | | | 2,750 |
| Increase in Retained Business Rates element of SFA | (8,335) | | | | | (8,335) |
| increase in S31 Grant element of SFA | (4,531) | | | | | (4,531) |
| Adjusted Collection Fund Surplus on Council Tax to final reported figure (was an estimate in January) | (181) | | | | | (181) |
| Further Services Grant allocated in Final Local Government Finance Settlement | (119) | | | | | (119) |
| Minor adjustment to anticipated Business Rates Pooling benefit | 19 | | | | | 19 |
| Business Rates Growth previously assumed now removed | 1,000 | 1,500 | 1,500 | | | 4,000 |
| Revised Council Tax funding (revised assumptions on property growth and forecast collection rates over MTFP period) | 483 | 825 | (143) | 731 | 96 | 1,992 |
| Sub-total Funding Changes | (8,914) | 2,325 | 1,357 | 731 | 96 | (4,405) |
| Pressures Changes: | | | | | | |
| Further provision for funding estimated 2023/24 pay award | 500 | | | | | 500 |
| Adjustment to show true inflationary pressure of projected 2023/24 pay award (previously the pension rate reduction saving was netted off of the inflation cost) | 1,450 | | | | | 1,450 |
| Further provision for Capital Financing Budgets | 2,000 | 2,000 | 2,000 | 2,000 | 2,000 | 10,000 |
| Removed pressure for Homelessness Prevention Grant | (450) | | | | | (450) |
| Removal of Pressure within Place Service (to be further reviewed and added back to MTFP in future) | | | | 75 | | 75 |
| Continuation of investment previously assumed one-off | 80 | | | | | 80 |
| Sub-total Pressures Changes | 3,580 | 2,000 | 2,000 | 2,075 | 2,000 | 11,655 |
| Savings Changes: | | | | | | |
| Removal of FYE Saving: PLACE 22-23 S14 - Housing Advisory Service New Business Plan | 1,520 | 1,320 | 2,350 | | | 5,190 |
| New Saving: CORPORATE 23-24 S01 - Reduction in Employers Pension Contribution rate from 20.2% to 19.1% based on latest actuarial review | (1,450) | | | | | (1,450) |
| Sub-total Savings Changes | 70 | 1,320 | 2,350 | 0 | 0 | 3,740 |
| Total Changes between January & February | (5,264) | 5,645 | 5,707 | 2,806 | 2,096 | 10,990 |
| Revised Budget Gap | 0 | 15,807 | 20,700 | 19,973 | 20,038 | 76,518 |

Prior Year Savings in the Medium Term Financial Plan 2023/24 - 2027/28

Appendix 2A

| Ref | Proposal Summary | Saving Category | Dept | 2023/24 £000 | 2024/25 £000 | 2025/26 £000 | 2026/27 £000 | 2027/28 £000 | Total £000 |
|---------------------|---|---------------------------------|----------------------|-----------------|-----------------|-----------------|-----------------|-----------------|----------------|
| CEX 22-23 S02 | Enfield Strategic Partnership review of reserves | Efficiencies/ Service Reduction | CEX | 100 | | | | | 100 |
| ASC1 | Reardon Court – Extra Care | Efficiencies/ Service Reduction | People ASC | (113) | (377) | | | | (490) |
| PEOPLE 20-21 S05 | Increased income through fees and charges for chargeable Adult Social Care Services | Income | People ASC | (100) | (100) | | | | (200) |
| PEOPLE 22-23 S15 | Redistribution of the Public Health grant | Efficiencies/ Service Reduction | People Public Health | (375) | | | | | (375) |
| HPR7 | Market Rentals for Council Properties | Income | Place | (10) | | | | | (10) |
| PLACE 20-21 S02B | Montagu Industrial Estate Redevelopment | Income | Place | (300) | (900) | | | | (1,200) |
| PLACE 20-21 S05A | Meridian Water Meanwhile use income | Income | Place | | (81) | | | | (81) |
| PLACE 20-21 S05B | Meridian Water Non-Residential Rental Income | Income | Place | | (97) | (97) | | | (194) |
| PLACE 20-21 S10 | Inflation uplift on external clients and receipts income | Income | Place | (180) | (180) | | | | (360) |
| PLACE 20-21 S12 | Southgate Cemetery - Mausoleum and Vaulted graves sales | Income | Place | (10) | 10 | | | | 0 |
| PLACE 22-23 S03 | New Burial Ground | Income | Place | | (940) | | | | (940) |
| PLACE 22-23 S17 | Traffic Control Measures | Income | Place | | 500 | 500 | | | 1,000 |
| PLACE 22-23 S19 | Extension of Holly Hill land improvement | Income | Place | 200 | | | | | 200 |
| RES 20-21 S02 | Update of financial systems | Efficiencies/ Service Reduction | Resources | | (250) | | | | (250) |
| RES 20-21 S04 | Payroll Service expansion to schools | Income | Resources | | (50) | (50) | | | (100) |
| RES 20-21 S05 | Staff savings from implementation of a vendor payment portal | Efficiencies/ Service Reduction | Resources | | (200) | | | | (200) |
| RES 20-21 S06 | Single view of the customer debt | Efficiencies/ Service Reduction | Resources | | (50) | | | | (50) |
| RES 20-21 S16 | Procurement saving resulting from replacing our digital customer platform | Efficiencies/ Service Reduction | Resources | (400) | | | | | (400) |
| RESOURCES 21-22 S02 | Customer Operations | Efficiencies/ Service Reduction | Resources | (50) | (50) | (50) | | | (150) |
| RESOURCES 22-23 S02 | Internal enforcement | Efficiencies/ Service Reduction | Resources | (300) | | | | | (300) |
| | | | | (1,538) | (2,765) | 303 | 0 | 0 | (4,000) |

New Savings & Income Generation Proposals 2023/24 - 2027/28

Appendix 2B

| October Savings | | | | 2023/24 | 2024/25 | 2025/26 | 2026/27 | 2027/28 | Total |
|------------------------|--|-------------------|------------------|----------------|----------------|----------------|----------------|----------------|----------------|
| Ref | Description of saving | Category | Dept | £000 | £000 | £000 | £000 | £000 | £000 |
| CEX 23-24 S01 | Voluntary & Community Sector budget savings | Efficiency | CEX | (300) | 300 | | | | 0 |
| CEX 23-24 S02 | Strategy & Policy Team - Operating Budget savings | Efficiency | CEX | (15) | | | | | (15) |
| CEX 23-24 S05 | Schools Personnel – increased traded service income | Income | CEX | (30) | | | | | (30) |
| CEX 23-24 S06 | Strategy & Policy Team - HRA recharge income | Income | CEX | (35) | | | | | (35) |
| CEX 23-24 S07 | Human Resources – HRA recharge income | Income | CEX | (30) | | | | | (30) |
| CEX 23-24 S09 | Registrars - Income Generation through additional fees & charges | Income | CEX | (50) | | | | | (50) |
| PEOPLE 23-24 S01 | Care Purchasing/Demand Management | Demand Management | People ASC | (900) | | | | | (900) |
| PEOPLE 23-24 S02 | Day Services and Transport Reviews | Efficiency | People ASC | (700) | | | | | (700) |
| PEOPLE 23-24 S03 | Grant & Income Maximisation | Income | People ASC | (800) | | | | | (800) |
| PEOPLE 23-24 S04 | Efficiencies & running costs | Efficiency | People ASC | (150) | | | | | (150) |
| PEOPLE 23-24 S05 | Reduction in running costs - Sexual Health | Efficiency | People PH | (100) | | | | | (100) |
| PEOPLE 23-24 S06 | Reduce Out of Borough Sexual Health costs | Efficiency | People PH | (100) | | | | | (100) |
| PEOPLE 23-24 S07 | Vacant post deletion - Early Years | Efficiency | People Education | (20) | | | | | (20) |
| PEOPLE 23-24 S08 | Part funding of an existing post from the Housing Support Fund | Income | People Education | (10) | 10 | | | | 0 |
| PEOPLE 23-24 S09 | Careers Service Restructure | Efficiency | People Education | (20) | | | | | (20) |
| PEOPLE 23-24 S10 | Reduction in operational costs | Efficiency | People C&F | (100) | | | | | (100) |
| PEOPLE 23-24 S11 | Reduction in external care purchasing costs through in-borough developments of fostering and residential provision | Efficiency | People C&F | (594) | | | | | (594) |
| PEOPLE 23-24 S12 | Re-tender home care provision for disabled children | Efficiency | People C&F | (56) | | | | | (56) |
| PLACE 23-24 S01 | Insource current removal contract | Efficiency | Place | (20) | | | | | (20) |
| PLACE 23-24 S05 | Business Rate Charges, Reduce costs on empty properties | Efficiency | Place | (100) | 100 | | | | 0 |
| PLACE 23-24 S07 | Morson Road Service Charge | Efficiency | Place | (30) | | | | | (30) |
| PLACE 23-24 S09 | Trespass and Enforcement Budget | Efficiency | Place | (50) | | | | | (50) |
| PLACE 23-24 S10 | Income from Rent Reviews | Income | Place | (240) | | | | | (240) |
| PLACE 23-24 S11 | Relet Marsh House meanwhile use (temp saving 2-3 years) | Income | Place | (20) | | 20 | | | 0 |
| PLACE 23-24 S12 | Relet rather than sell John Wilkes House and Charles Babbage House | Income | Place | (140) | | | | | (140) |
| PLACE 23-24 S13 | Departmental training budget | Efficiency | Place | (80) | | | | | (80) |
| PLACE 23-24 S14 | Grow Commercial Waste Service | Income | Place | (75) | | | | | (75) |
| PLACE 23-24 S15 | Streetworks savings | Efficiency | Place | (50) | | | | | (50) |
| PLACE 23-24 S16 | Review of Corporate Building cleaning | Efficiency | Place | (500) | | | | | (500) |
| PLACE 23-24 S17 | Increase Garden Waste Charges | Income | Place | (400) | | | | | (400) |
| PLACE 23-24 S18 | Green Waste Collection Dates | Efficiency | Place | (200) | | | | | (200) |
| PLACE 23-24 S19 | Commercial workshop- expand 3rd party service change | Income | Place | (100) | | | | | (100) |
| PLACE 23-24 S21 | Review of charging | Income | Place | (60) | | | | | (60) |
| PLACE 23-24 S23 | Traffic order/ permit performance Income | Income | Place | (50) | | | | | (50) |
| PLACE 23-24 S24 | Across Place-external fees and charges | Income | Place | (200) | | | | | (200) |
| PLACE 23-24 S26 | Increase income from GF community spaces | Income | Place | (40) | | | | | (40) |
| PLACE 23-24 S27 | Place Service reviews | Efficiency | Place | (862) | 250 | | | | (612) |
| PLACE 23-24 S28 | Making climate change a departmental responsibility | Efficiency | Place | (200) | | | | | (200) |
| PLACE 23-24 S29 | Consumer Protection review | Efficiency | Place | (127) | | | | | (127) |
| | | | | (7,554) | 660 | 20 | 0 | 0 | (6,874) |

New Savings & Income Generation Proposals 2023/24 - 2027/28

Appendix 2B

| January Savings | | | | 2023/24 | 2024/25 | 2025/26 | 2026/27 | 2027/28 | Total |
|------------------------|--|-------------------|-------------|----------------|----------------|----------------|----------------|----------------|----------------|
| Ref | Description of saving | Category | Dept | £000 | £000 | £000 | £000 | £000 | £000 |
| CEX 23-24 S11 | Various restructure proposals within Chief Executives area | Efficiency | CEX | (486) | 132 | | | | (354) |
| CEX 23-24 S14 | Psychometric Testing saving | Efficiency | CEX | (10) | | | | | (10) |
| CEX 23-24 S19 | OD restructure | Efficiency | CEX | (12) | (12) | | | | (24) |
| PEOPLE 23-24 S17 | Proposed 5% staffing reductions | Efficiency | People ASC | (786) | | | | | (786) |
| PEOPLE 23-24 S13 | Consolidation of ASB unit | Efficiency | People C&F | (100) | (39) | | | | (139) |
| PEOPLE 23-24 S14 | Use of NCIL to substitute Youth Services funding for 1 year | Efficiency | People C&F | (180) | 180 | | | | 0 |
| PEOPLE 23-24 S15 | CCTV income opportunities | Efficiency | People C&F | (50) | | | | | (50) |
| PEOPLE 23-24 S16A | Pause SW apprenticeship recruitment ASC | Efficiency | People ASC | (100) | 100 | | | | 0 |
| PEOPLE 23-24 S16B | Pause SW apprenticeship recruitment C&F | Efficiency | People C&F | (200) | 200 | | | | 0 |
| PEOPLE 23-24 S18 | New children's home | Efficiency | People C&F | (300) | | | | | (300) |
| PEOPLE 23-24 S23 | Consolidate VCS offer (Posts and grants) | Efficiency | People ASC | (40) | | | | | (40) |
| RESOURCES 23-24 S09 | Digital Services restructure (11.5 posts) | Efficiency | Resources | (656) | | | | | (656) |
| RESOURCES 23-24 S10 | Civica contract saving | Efficiency | Resources | (150) | | | | | (150) |
| RESOURCES 23-24 S13 | Income & Debt Team vacant post deletions: with HBOP work reducing | Efficiency | Resources | (125) | | | | | (125) |
| RESOURCES 23-24 S14 | Increase in court cost income. Look at increasing the court charges from £102.50 to the London average | Income | Resources | (54) | (100) | | | | (154) |
| RESOURCES 23-24 S16 | New visa verification contract income | Income | Resources | (200) | | | | | (200) |
| RESOURCES 23-24 S21 | Schools Catering - cease trading and support schools to transition to new arrangement | Service Reduction | Resources | (235) | | | | | (235) |
| RESOURCES 23-24 S22 | Commercial Team vacant post deletions (MM1 & SO2) | Efficiency | Resources | (100) | | | | | (100) |
| RESOURCES 23-24 S23 | STS Admin post deletion (part-time) | Efficiency | Resources | (18) | | | | | (18) |
| PLACE 23-24 S31 | Staffing Review (Culture) | Efficiency | Place | (100) | | | | | (100) |
| PLACE 23-24 S33 | Staffing Review (Place) | Efficiency | Place | (206) | | | | | (206) |
| PLACE 23-24 S38 | Staffing Review (Property) | Efficiency | Place | (36) | | | | | (36) |
| PLACE 23-24 S32 | CMFM restructure | Efficiency | Place | (500) | | | | | (500) |
| PLACE 23-24 S34 | Waste Optimisation | Efficiency | Place | (270) | | | | | (270) |
| PLACE 23-24 S39 | Security Savings | Efficiency | Place | (200) | | | | | (200) |
| PLACE 23-24 S40 | Housing Enabling Posts - Utilise Grant Funding | Efficiency | Place | (100) | 100 | | | | 0 |
| | | | | (5,214) | 561 | 0 | 0 | 0 | (4,653) |

| February Savings | | | | 2023/24 | 2024/25 | 2025/26 | 2026/27 | 2027/28 | Total |
|-------------------------|---|-----------------|-------------|----------------|----------------|----------------|----------------|----------------|----------------|
| Ref | Description of saving | Category | Dept | £000 | £000 | £000 | £000 | £000 | £000 |
| CORPORATE 23-24 S01 | Saving from reducing Employers Pension Contribution rate from 20.2% to 19.1% based on latest actuarial review | Efficiency | Corporate | (1,450) | | | | | (1,450) |
| | | | | (1,450) | 0 | 0 | 0 | 0 | (1,450) |

| | | | | | | | | | |
|--|--|--|--|-----------------|--------------|-----------|----------|----------|-----------------|
| Grand Total - New Savings & Income Generation proposals 2023/24 - 2027/28 | | | | (14,218) | 1,221 | 20 | 0 | 0 | (12,977) |
|--|--|--|--|-----------------|--------------|-----------|----------|----------|-----------------|

| Plan Ref No | Dept | Proposal Summary | 2023/24 | 2024/25 | 2025/26 | 2026/27 | 2027/28 | Staffing Impact | Customer impact | Internal Systems | Planned reduction in service | Full EqIA required | EQIA Part 2 & Action Plan Completed |
|---------------|------|--|---------|---------|---------|---------|---------|-----------------|-----------------|------------------|------------------------------|--------------------|---|
| CEX 23-24 S01 | CEX | Voluntary & Community Sector budget savings | (300) | 300 | 0 | 0 | 0 | No | No | No | No | No | |
| CEX 23-24 S02 | CEX | Strategy & Policy Team - Operating Budget savings | (15) | 0 | 0 | 0 | 0 | No | No | No | No | No | |
| CEX 23-24 S05 | CEX | Schools Personnel – increased traded service income | (30) | 0 | 0 | 0 | 0 | No | Yes | No | No | No | |
| CEX 23-24 S06 | CEX | Strategy & Policy Team - HRA recharge income | (35) | 0 | 0 | 0 | 0 | No | No | No | No | No | |
| CEX 23-24 S07 | CEX | Human Resources – HRA recharge income | (30) | 0 | 0 | 0 | 0 | No | No | No | No | No | |
| CEX 23-24 S09 | CEX | Registrars - Income Generation through additional fees & charges | (50) | 0 | 0 | 0 | 0 | No | Yes | No | No | No | |
| CEX 23-24 S11 | CEX | Policy Team restructure proposal | (200) | 0 | 0 | 0 | 0 | Yes | No | No | No | Yes | HR guidance, "Principles of Managing Reorganisations" will be used to minimise impact for staff |

| Plan Ref No | Dept | Proposal Summary | 2023/24 | 2024/25 | 2025/26 | 2026/27 | 2027/28 | Staffing Impact | Customer impact | Internal Systems | Planned reduction in service | Full EqIA required | EQIA Part 2 & Action Plan Completed |
|---------------|------|---|---------|---------|---------|---------|---------|-----------------|-----------------|------------------|------------------------------|--------------------|---|
| CEX 23-24 S12 | CEX | Vacant Comms (PO1) post | (50) | 0 | 0 | 0 | 0 | Yes | No | No | No | Yes | HR guidance, "Principles of Managing Reorganisations" will be used to minimise impact for staff |
| CEX 23-24 S14 | CEX | Psychometric Testing saving | (10) | 0 | 0 | 0 | 0 | No | Yes | No | No | No | |
| CEX 23-24 S15 | CEX | Workforce & Performance Analyst & Pay Reward & Benefits Advisor posts | (102) | 102 | 0 | 0 | 0 | Yes | No | No | No | Yes | HR guidance, "Principles of Managing Reorganisations" will be used to minimise impact for staff |
| CEX 23-24 S16 | CEX | Post from full time to part time | (6) | 0 | 0 | 0 | 0 | Yes | No | No | No | Yes | HR guidance, "Principles of Managing Reorganisations" will be used to minimise impact for staff |
| CEX 23-24 S17 | CEX | Employee relations post (0.8 FTE) | (30) | 30 | 0 | 0 | 0 | Yes | No | No | No | Yes | HR guidance, "Principles of Managing Reorganisations" will be used to minimise impact for staff |
| CEX 23-24 S18 | CEX | HR Apprenticeships Team deletion | (98) | 0 | 0 | 0 | 0 | Yes | No | No | No | Yes | HR guidance, "Principles of Managing Reorganisations" will be used to minimise impact for staff |

| Plan Ref No | Dept | Proposal Summary | 2023/24 | 2024/25 | 2025/26 | 2026/27 | 2027/28 | Staffing Impact | Customer impact | Internal Systems | Planned reduction in service | Full EqIA required | EQIA Part 2 & Action Plan Completed |
|------------------|----------------------|--|---------|---------|---------|---------|---------|-----------------|-----------------|------------------|------------------------------|--------------------|---|
| CEX 23-24 S19 | CEX | OD Restructure | (12) | (12) | 0 | 0 | 0 | Yes | No | No | No | Yes | HR guidance, "Principles of Managing Reorganisations" will be used to minimise impact for staff |
| PEOPLE 23-24 S23 | People ASC | Consolidate VCS offer (Posts and grants) | (40) | 0 | 0 | 0 | 0 | No | No | No | No | No | |
| PEOPLE 23-24 S01 | People ASC | Care Purchasing/Demand Management | (900) | 0 | 0 | 0 | 0 | No | No | No | No | No | |
| PEOPLE 23-24 S02 | People ASC | Day Services and Transport Reviews | (700) | 0 | 0 | 0 | 0 | Yes | Yes | No | Yes | Yes | HR guidance, "Principles of Managing Reorganisations" will be used to minimise impact for staff |
| PEOPLE 23-24 S03 | People ASC | Grant & Income Maximisation | (800) | 0 | 0 | 0 | 0 | No | No | No | No | No | |
| PEOPLE 23-24 S04 | People ASC | Efficiencies & running costs | (150) | 0 | 0 | 0 | 0 | No | No | No | No | No | |
| PEOPLE 23-24 S05 | People Public Health | Reduction in running costs - Sexual Health | (100) | 0 | 0 | 0 | 0 | No | No | No | No | No | |

| Plan Ref No | Dept | Proposal Summary | 2023/24 | 2024/25 | 2025/26 | 2026/27 | 2027/28 | Staffing Impact | Customer impact | Internal Systems | Planned reduction in service | Full EqIA required | EQIA Part 2 & Action Plan Completed |
|------------------|----------------------|--|---------|---------|---------|---------|---------|-----------------|-----------------|------------------|------------------------------|--------------------|-------------------------------------|
| PEOPLE 23-24 S06 | People Public Health | Reduce Out of Borough Sexual Health costs | (100) | 0 | 0 | 0 | 0 | No | No | No | No | No | |
| PEOPLE 23-24 S07 | People Education | Vacant post deletion - Early Years | (20) | 0 | 0 | 0 | 0 | No | No | No | No | No | |
| PEOPLE 23-24 S08 | People Education | Part funding of an existing post from the Holiday & Food Grant | (10) | 10 | 0 | 0 | 0 | No | No | No | No | No | |
| PEOPLE 23-24 S09 | People Education | Careers Service Restructure | (20) | 0 | 0 | 0 | 0 | No | No | No | No | No | |
| PEOPLE 23-24 S10 | People C&F | Reduction in operational costs | (100) | 0 | 0 | 0 | 0 | No | No | No | No | No | |
| PEOPLE 23-24 S11 | People C&F | Reduction in external care purchasing costs through in-borough developments of fostering and residential provision | (594) | 0 | 0 | 0 | 0 | No | No | No | No | No | |

| Plan Ref No | Dept | Proposal Summary | 2023/24 | 2024/25 | 2025/26 | 2026/27 | 2027/28 | Staffing Impact | Customer impact | Internal Systems | Planned reduction in service | Full EqIA required | EQIA Part 2 & Action Plan Completed |
|-------------------|------------|---|---------|---------|---------|---------|---------|-----------------|-----------------|------------------|------------------------------|--------------------|---|
| PEOPLE 23-24 S12 | People C&F | Re-tender home care provision for disabled children | (56) | 0 | 0 | 0 | 0 | No | No | No | No | No | |
| PEOPLE 23-24 S13 | People C&F | Consolidation of ASB unit | (100) | (39) | 0 | 0 | 0 | Yes | Yes | No | No | Yes | HR guidance, "Principles of Managing Reorganisations" will be used to minimise impact for staff |
| PEOPLE 23-24 S14 | People C&F | Use of NCIL to substitute Youth Services funding for 1 year | (180) | 180 | 0 | 0 | 0 | No | No | No | No | No | |
| PEOPLE 23-24 S15 | People C&F | CCTV income opportunities | (50) | 0 | 0 | 0 | 0 | No | No | No | No | No | |
| PEOPLE 23-24 S16a | People ASC | Pause SW apprenticeship recruitment | (100) | 100 | 0 | 0 | 0 | Yes | No | No | No | Yes | HR guidance, "Principles of Managing Reorganisations" will be used to minimise impact for staff |

| Plan Ref No | Dept | Proposal Summary | 2023/24 | 2024/25 | 2025/26 | 2026/27 | 2027/28 | Staffing Impact | Customer impact | Internal Systems | Planned reduction in service | Full EqIA required | EQIA Part 2 & Action Plan Completed |
|-------------------|------------|---|---------|---------|---------|---------|---------|-----------------|-----------------|------------------|------------------------------|--------------------|---|
| PEOPLE 23-24 S16b | People C&F | Pause SW apprenticeship recruitment | (200) | 200 | 0 | 0 | 0 | Yes | No | No | No | Yes | HR guidance, "Principles of Managing Reorganisations" will be used to minimise impact for staff |
| PEOPLE 23-24 S17 | People ASC | Proposed 5% staffing reductions | (786) | 0 | 0 | 0 | 0 | Yes | No | No | No | Yes | HR guidance, "Principles of Managing Reorganisations" will be used to minimise impact for staff |
| PEOPLE 23-24 S18 | People C&F | New children's home | (300) | 0 | 0 | 0 | 0 | No | No | No | No | No | |
| PLACE 23-24 S01 | Place | Insource current removal contract | (20) | 0 | 0 | 0 | 0 | No | No | No | No | No | |
| PLACE 23-24 S05 | Place | Business Rate Charges, Reduce costs on empty properties | (100) | 100 | 0 | 0 | 0 | No | No | No | No | No | |
| PLACE 23-24 S07 | Place | Morson Road Service Charge | (30) | 0 | 0 | 0 | 0 | No | No | No | No | No | |

| Plan Ref No | Dept | Proposal Summary | 2023/24 | 2024/25 | 2025/26 | 2026/27 | 2027/28 | Staffing Impact | Customer impact | Internal Systems | Planned reduction in service | Full EqIA required | EQIA Part 2 & Action Plan Completed |
|-----------------|-------|--|---------|---------|---------|---------|---------|-----------------|-----------------|------------------|------------------------------|--------------------|---|
| PLACE 23-24 S09 | Place | Trespass and Enforcement Budget | (50) | 0 | 0 | 0 | 0 | No | No | No | No | No | |
| PLACE 23-24 S10 | Place | Income from Rent Reviews | (240) | 0 | 0 | 0 | 0 | No | No | No | No | No | |
| PLACE 23-24 S11 | Place | Relet Marsh House meanwhile use (temp saving 2-3 years) | (20) | 0 | 20 | 0 | 0 | No | No | No | No | No | |
| PLACE 23-24 S12 | Place | Relet rather than sell John Wilkes House and Charles Babbage House | (140) | 0 | 0 | 0 | 0 | No | No | No | No | No | |
| PLACE 23-24 S13 | Place | Departmental training budget | (80) | 0 | 0 | 0 | 0 | Yes | No | No | No | Yes | HR guidance, "Principles of Managing Reorganisations" will be used to minimise impact for staff |
| PLACE 23-24 S14 | Place | Grow Commercial Waste Service | (75) | 0 | 0 | 0 | 0 | No | No | No | No | No | |

| Plan Ref No | Dept | Proposal Summary | 2023/24 | 2024/25 | 2025/26 | 2026/27 | 2027/28 | Staffing Impact | Customer impact | Internal Systems | Planned reduction in service | Full EqIA required | EQIA Part 2 & Action Plan Completed |
|-----------------|-------|--|---------|---------|---------|---------|---------|-----------------|-----------------|------------------|------------------------------|--------------------|---|
| PLACE 23-24 S15 | Place | Streetworks savings | (50) | 0 | 0 | 0 | 0 | No | No | No | No | No | |
| PLACE 23-24 S16 | Place | Cleaning Review | (500) | 0 | 0 | 0 | 0 | Yes | Yes | No | Yes | Yes | HR guidance, "Principles of Managing Reorganisations" will be used to minimise impact for staff |
| PLACE 23-24 S17 | Place | Increase Garden Waste Charges | (400) | 0 | 0 | 0 | 0 | No | Yes | No | No | No | |
| PLACE 23-24 S18 | Place | Green Waste Collection Dates | (200) | 0 | 0 | 0 | 0 | No | Yes | No | No | No | |
| PLACE 23-24 S19 | Place | Commercial workshop- expand 3rd party service change | (100) | 0 | 0 | 0 | 0 | No | Yes | No | No | No | |
| PLACE 23-24 S21 | Place | Review of Parking Permit charging | (60) | 0 | 0 | 0 | 0 | No | Yes | No | No | No | |
| PLACE 23-24 S23 | Place | Traffic order/ permit performance Income | (50) | 0 | 0 | 0 | 0 | No | No | No | No | No | |

| Plan Ref No | Dept | Proposal Summary | 2023/24 | 2024/25 | 2025/26 | 2026/27 | 2027/28 | Staffing Impact | Customer impact | Internal Systems | Planned reduction in service | Full EqIA required | EQIA Part 2 & Action Plan Completed |
|-----------------|-------|---|---------|---------|---------|---------|---------|-----------------|-----------------|------------------|------------------------------|--------------------|---|
| PLACE 23-24 S24 | Place | Across Place-external fees and charges | (200) | 0 | 0 | 0 | 0 | No | Yes | No | No | No | |
| PLACE 23-24 S26 | Place | Increase income from GF community spaces | (40) | 0 | 0 | 0 | 0 | No | Yes | No | No | No | |
| PLACE 23-24 S27 | Place | Place Service Reviews | (862) | 250 | 0 | 0 | 0 | Yes | No | No | Yes | Yes | HR guidance, "Principles of Managing Reorganisations" will be used to minimise impact for staff |
| PLACE 23-24 S28 | Place | Making climate change a departmental responsibility | (200) | 0 | 0 | 0 | 0 | Yes | No | Yes | No | Yes | HR guidance, "Principles of Managing Reorganisations" will be used to minimise impact for staff |
| PLACE 23-24 S29 | Place | Consumer Protection review | (127) | 0 | 0 | 0 | 0 | Yes | No | No | Yes | Yes | HR guidance, "Principles of Managing Reorganisations" will be used to minimise impact for staff |

| Plan Ref No | Dept | Proposal Summary | 2023/24 | 2024/25 | 2025/26 | 2026/27 | 2027/28 | Staffing Impact | Customer impact | Internal Systems | Planned reduction in service | Full EqIA required | EQIA Part 2 & Action Plan Completed |
|-----------------|-------|---|---------|---------|---------|---------|---------|-----------------|-----------------|------------------|------------------------------|--------------------|---|
| PLACE 23-24 S31 | Place | Staffing Review (Culture) | (100) | 0 | 0 | 0 | 0 | Yes | Yes | No | Yes | Yes | HR guidance, "Principles of Managing Reorganisations" will be used to minimise impact for staff |
| PLACE 23-24 S33 | Place | Staffing Review (Place) | (206) | 0 | 0 | 0 | 0 | Yes | No | No | No | Yes | HR guidance, "Principles of Managing Reorganisations" will be used to minimise impact for staff |
| PLACE 23-24 S38 | Place | Staffing Review (Property) | (36) | 0 | 0 | 0 | 0 | Yes | No | No | No | Yes | HR guidance, "Principles of Managing Reorganisations" will be used to minimise impact for staff |
| PLACE 23-24 S32 | Place | CMFM restructure | (500) | 0 | 0 | 0 | 0 | Yes | No | No | Yes | Yes | HR guidance, "Principles of Managing Reorganisations" will be used to minimise impact for staff |
| PLACE 23-24 S34 | Place | Waste Enforcement Contract Optimisation | (270) | 0 | 0 | 0 | 0 | Yes | No | No | No | Yes | HR guidance, "Principles of Managing Reorganisations" will be used to minimise impact for staff |

| Plan Ref No | Dept | Proposal Summary | 2023/24 | 2024/25 | 2025/26 | 2026/27 | 2027/28 | Staffing Impact | Customer impact | Internal Systems | Planned reduction in service | Full EqIA required | EQIA Part 2 & Action Plan Completed |
|----------------------|-----------|---|---------|---------|---------|---------|---------|-----------------|-----------------|------------------|------------------------------|--------------------|---|
| PLACE 23-24 S39 | Place | Security Savings | (200) | 0 | 0 | 0 | 0 | Yes | No | No | Yes | Yes | HR guidance, "Principles of Managing Reorganisations" will be used to minimise impact for staff |
| PLACE 23-24 S40 | Place | Housing Enabling Posts - Utilise Grant Funding | (100) | 100 | 0 | 0 | 0 | No | No | No | No | No | |
| RESOUR CES 23-24 S09 | Resources | Digital Services restructure (11.5 posts) | (656) | 0 | 0 | 0 | 0 | Yes | No | No | No | Yes | HR guidance, "Principles of Managing Reorganisations" will be used to minimise impact for staff |
| RESOUR CES 23-24 S10 | Resources | Civica contract saving | (150) | 0 | 0 | 0 | 0 | No | No | Yes | No | No | |
| RESOUR CES 23-24 S13 | Resources | Income & Debt Team vacant post deletions: with HBOP work reducing | (125) | 0 | 0 | 0 | 0 | No | No | No | No | No | |

| Plan Ref No | Dept | Proposal Summary | 2023/24 | 2024/25 | 2025/26 | 2026/27 | 2027/28 | Staffing Impact | Customer impact | Internal Systems | Planned reduction in service | Full EqIA required | EQIA Part 2 & Action Plan Completed |
|----------------------|-----------|---|---------|---------|---------|---------|---------|-----------------|-----------------|------------------|------------------------------|--------------------|---|
| RESOUR CES 23-24 S14 | Resources | Increase in court cost income. Look at increasing the court charges from £102.50 to the London average | (54) | (100) | 0 | 0 | 0 | No | No | No | No | No | |
| RESOUR CES 23-24 S16 | Resources | New visa verification contract | (200) | 0 | 0 | 0 | 0 | No | No | No | No | No | |
| RESOUR CES 23-24 S21 | Resources | Schools Catering Closure | (235) | 0 | 0 | 0 | 0 | Yes | Yes | No | Yes | Yes | HR guidance, "Principles of Managing Reorganisations" will be used to minimise impact for staff |
| RESOUR CES 23-24 S22 | Resources | Commercial Team vacant post deletions (MM1 & SO2) | (100) | 0 | 0 | 0 | 0 | No | No | No | No | No | |
| RESOUR CES 23-24 S23 | Resources | STS Admin post deletion (part-time) | (18) | 0 | 0 | 0 | 0 | No | No | No | No | No | |
| CORPORATE 23-24 S01 | Corporate | Saving from reducing Employers Pension Contribution rate from 20.2% to 19.1% based on latest actuarial review | (1,450) | 0 | 0 | 0 | 0 | No | No | No | No | No | |

London Borough of Enfield: Flexible Use of Capital Receipts Strategy

Our approach to Efficiency and the Use of Capital Receipts

With effect from 2016/17 the Government has provided a general capitalisation directive to all councils. This enables the utilisation of new capital receipts to finance projects that are designed to generate ongoing revenue savings in the delivery of public services and/or transform service delivery in a way that reduces costs or demand for services in future years for the Council and any of the public sector delivery partners.

Enfield Council has a proven track record in successfully responding to the financial pressures in local government, demonstrated by managing with significantly reduced resources and delivering savings of £206.8m since 2010, with a further £8.7m of new savings proposed for 2022/23.

The Government has extended the capital receipts flexibility for a further three years from 2022/23 to 2024/25. However, the Council is mindful of over reliance on and sustainability of this one-off funding and is focused on longer term solutions to fund any ongoing pressures and make the budget more robust.

This Strategy reports on how capital receipts were used to fund investment in 2018/19, 2019/20 and 2020/21 as well as how they are planned to be used to fund investment in 2021/22 and 202/23. In using this flexibility, £3.418m of capital receipts have been earmarked as one-off funding in 2022/23.

Impact on the Prudential Indicators

The Prudential Indicators are set out in the Treasury Management Strategy Report, also on this agenda. These demonstrate that Enfield's capital investment plans are affordable, prudent and sustainable, and that treasury management decisions are taken in accordance with good professional practice. The indicators take account of the proposals for the use of capital receipts set out in this strategy. On the basis of the current capital programme, if the capital receipts were to be applied to fund capital expenditure, this would have the estimated impact of reducing the **annual** minimum revenue provision in future years by £0.025m for each £1m of applied capital receipts. This is based on an asset with a forty year asset life discounted on a 3.50% interest rate on an annuity basis in accordance with the Council's MRP Policy.

Use of Capital Receipts in 2019/20

The table below shows how we used capital receipts in 2019/20.

| 2019/20 Estimated Cost of Start-Up Initiatives to be funded: | £ | Planned Savings and Demand Reductions |
|---|-----------|--|
| People | | |
| Edge of Care (Children's) | 324,000 | The Edge of Care transformation project will commission a Family Breakdown prevention team to reduce the short and long-term costs of Looked After Children provision. |
| Resources | | |
| Procurement and Commissioning co-managed service contract | 1,461,000 | Procurement services/roles across the Council were brought together to form the Procurement & Commissioning Hub as part of the Enfield 2017 transformation programme. The Procurement & Commissioning Hub is made up of Enfield employees and the Council's co-manage partner EY. A focus of the work carried out by the hub is on contract and commissioning reviews, innovative procurement and programme management of MTFP savings. |
| Transformation Team | 359,000 | The Transformation Service manages a diverse Portfolio of Programmes, designing, planning and managing activity on behalf of Directors across the council, hiring and managing specialist IT and other resources, as required for each individual project. This includes delivery of new operating models, structures, processes and culture driven by user needs and enabled by technology. Capital receipts are used to support the funding of the following programmes: Payments, Children's Transformation, Build the Change, Customer Experience. |
| Place | | |
| EDGE Transport Contract | 30,000 | The EDGE Transport Contract is an invest to save initiative relating to the Councils People Transport Service, carried out by EDGE Public Solutions with and on behalf of the Council. This is the third and final year of the project and has been successful in terms of both savings and improvement of customer experience. |

| 2019/20 Estimated Cost of Start-Up Initiatives to be funded: | £ | Planned Savings and Demand Reductions |
|--|------------------|---|
| Mobilisation costs associated with the implementation of waste service changes | 547,000 | <p>The changes being implemented will revise the waste and recycling collection system for kerbside properties with a wheeled bin. The changes are:</p> <ul style="list-style-type: none"> • To collect refuse every fortnight rather than weekly (collections from the property will be made on the alternative week to collections for dry recycling) • To collect dry recycling every fortnight rather than weekly (collections from the property will be made on the alternative week to collections for refuse) • To provide a new service of a weekly separate food waste collection • To introduce a £65 per year charge to collect garden waste from households that opt into the scheme (additional bins per property will be charged at £65 per year) • recruitment of 2 additional Recycling Officers • recruitment of 2 additional Enforcement Officers • To invest £500k in Street Cleaning Services. <p>The total net savings over the 5-year business plan will be £7.5m from Waste Services, where the financial savings from the agreed option was significantly higher when compared to any other proposal or the current collection system, it conforms with the Mayor's Environment Strategy by providing separate food waste collections and has a projected step change in recycling to 49%.</p> |
| Total funded from Capital Receipts 2019/20 | 2,721,000 | |

Planned Use of Capital Receipts in 2020/21

The table below shows how we used capital receipts in 2020/21.

| 2020/21 Estimated Cost of Start-Up Initiatives to be funded: | £ | Planned Savings and Demand Reductions |
|---|----------|--|
| People | | |
| Children's & Families | 45,000 | Pilot scheme for 1 year to evaluate the use of Virtual Reality to improve Social Worker practice and increase recruitment and retention of Foster Carers. |
| Chief Executive | | |
| Procurement and Commissioning co-managed service contract | 765,000 | Procurement services/roles across the Council were brought together to form the Procurement & Commissioning Hub as part of the Enfield 2017 transformation programme. The Procurement & Commissioning Hub is made up of Enfield employees and the Council's co-manage partner EY. A focus of the work carried out by the hub is on contract and commissioning reviews, innovative procurement and programme management of MTFP savings. |
| Resources | | |
| Digital Services (formerly IT) | 452,000 | The service is continuing to implement changes to the infrastructure contracts aimed at achieving significant cost reductions and transforming how services are delivered. |
| Digital Services | 60,000 | To develop business cases for new projects as part of the Portfolio's pipeline. This is the estimated value for 2020/21 and these costs will continue into 2021/22. |
| Transformation | 324,000 | The Transformation Service manages a diverse Portfolio of Programmes, designing, planning and managing activity on behalf of Directors across the council, hiring and managing specialist IT and other resources, as required for each individual project. This includes delivery of new operating models, structures, processes and culture driven by user needs and enabled by technology. Capital receipts are used to support the funding of the following programmes: Payments, Children's Transformation, Build the Change, Customer Experience. |
| Finance & Commercial | 50,000 | Implementation of the Social Value Portal and associated training programme. |

| Place | | |
|--|------------------|--|
| Mobilisation costs associated with the implementation of waste service changes | 103,000 | <p>The changes being implemented will revise the waste and recycling collection system for kerbside properties with a wheeled bin. The changes are:</p> <ul style="list-style-type: none"> • To collect refuse every fortnight rather than weekly (collections from the property will be made on the alternative week to collections for dry recycling) • To collect dry recycling every fortnight rather than weekly (collections from the property will be made on the alternative week to collections for refuse) • To provide a new service of a weekly separate food waste collection • To introduce a £65 per year charge to collect garden waste from households that opt • into the scheme (additional bins per property will be charged at £65 per year) • recruitment of 2 additional Recycling Officers • recruitment of 2 additional Enforcement Officers • To invest £500k in Street Cleaning Services. <p>The total net savings over the 5-year business plan will be £7.5m from Waste Services, where the financial savings from the agreed option was significantly higher when compared to any other proposal or the current collection system, it conforms with the Mayor's Environment Strategy by providing separate food waste collections and has a projected step change in recycling to 49%.</p> |
| Homelessness | 125,000 | These costs included the implementation costs of new allocations system, project management of the establishment of Enfield Lets, implementation of the LIFT dashboard and review of Brickfield House. |
| Total funded from Capital Receipts 2020/21 | 1,864,000 | |

Planned Use of Capital Receipts in 2021/22

The table below shows how we used capital receipts in 2021/22.

| 2021/22 Estimated Cost of Start-Up Initiatives to be funded: | £ | Planned Savings and Demand Reductions |
|---|----------|--|
| Chief Executive | | |
| Communications | 41,000 | 50% of an Internal Comms/Transformation Manager post (£41k) to be funded from capital receipts. |
| Corporate Strategy | 25,000 | Digital Development Programme (Digital Infrastructure & Inclusion) |
| People | | |
| NEXUS Project aimed at tackling Youth Violence | 133,000 | The funding for the Nexus project to address youth violence was £500K over two years (2019/20 and 2020/21) but due to delays in recruitment and Covid restrictions etc, the funding for 2020/21 was not fully spent. £367k was carried forward from earlier years underspends leaving £133k required from Capital Receipts. The reserve will be used by the Secondary Behavioural Support Service and also the Youth Operations service throughout 2021/22 to complete works on the Nexus project as set out in the DAR. |
| Outreach worker Operation Alliance | 15,000 | Early Help Offer |
| SEND and Disability Outreach Worker | 40,000 | Early Help Offer |
| New Beginnings Project (previously Break the Cycle) | 37,000 | Invest to Save bid |
| Resources | | |
| Commercial Team | 453,000 | Environmental Landscaping (Holly Hill Extension) |
| Complaints/ MEQ Team | 133,000 | MEQ project |
| Digital Services | 700,000 | To develop business cases for new projects as part of the Portfolio's pipeline. This will start in 2020/21 with £60k forecast, however, if there are any delays to recruitment then this will carry forward to 2021/22. The total identified is £0.700m |
| Transformation | 710,000 | The Transformation Service manages a diverse Portfolio of Programmes, designing, planning and managing activity on behalf of Directors across the council, hiring and managing specialist IT and other resources, as |

| | | |
|---|------------------|---|
| | | required for each individual project. This includes delivery of new operating models, structures, processes and culture driven by user needs and enabled by technology. Capital receipts are used to support the funding of the following programmes: Payments, Children's Transformation, Build the Change, Customer Experience. |
| Total to be funded from Capital Receipts 2021/22 | 2,287,000 | |

Planned Use of Capital Receipts in 2022/23

The table below shows how we plan to use capital receipts in 2022/23.

| 2022/23 Estimated Cost of Start-Up Initiatives to be funded: | £ | Planned Savings and Demand Reductions |
|---|----------|--|
| Chief Executive | | |
| Human Resources | 50,000 | Review and align workforce structures and budgets on SAP HR and SAP Finance |
| Corporate Strategy | 87,000 | Digital Development Programme (Digital Infrastructure & Inclusion) |
| Communications | 41,000 | 50% of an Internal Comms/Transformation Manager post (£41k) to be funded from capital receipts. |
| Human Resources | 93,000 | HR Transformation Manager |
| Resources | | |
| Digital Services | 820,000 | To develop business cases for new projects as part of the Portfolio's pipeline. Continuation from 2021/22 item with a further £0.820m Use of Capital Receipts anticipated. |
| Transformation | 710,000 | The Transformation Service manages a diverse Portfolio of Programmes, designing, planning and managing activity on behalf of Directors across the council, hiring and managing specialist IT and other resources, as required for each individual project. This includes delivery of new operating models, structures, processes and culture driven by user needs and enabled by technology. Capital receipts are used to support the funding of the following programmes: Payments, Children's Transformation, Build the Change, Customer Experience. |
| Income & Debt Team | 389,000 | Analyse Local contract to bring in upwards of £1.0m a year in growth in Business Rates income (2 officers £89k & contract costs of £300k) |
| Web Team | 114,000 | 2 additional Form Developer posts & 1 Apprentice post as Content Editor role |

| | | |
|---|------------------|---|
| People | | |
| NEXUS Project aimed at tackling Youth Violence | 475,000 | Funding for the continuation of the Nexus project to address youth violence. The funding will be split between Education (£350k) and Children's (£125k) |
| Adult Social Care | 200,000 | Smooth and cost effective transition back into Enfield adult service from Residential schools. |
| Outreach worker Operation Alliance | 17,000 | Early Help offer |
| SEND and Disability Outreach Worker | 40,000 | Early Help offer |
| Parent Support Advisor | 88,000 | Early Help offer |
| Specialist Outreach Project | 81,000 | Invest to Save bid |
| New Beginnings Project (previously Break the Cycle) | 163,000 | Invest to Save bid |
| Place | | |
| Culture | 180,000 | Costs associated with establishing Millfield House and Theatre as an independent cultural venue. |
| Planning | 70,000 | Planning Commercial and Customer Manager |
| Total to be funded from Capital Receipts 2022/23 | 3,618,000 | |

Planned Use of Capital Receipts in 2023/24

The table below shows how we plan to use capital receipts in 2023/24.

| 2023/24 Estimated Cost of Start-Up Initiatives to be funded: | £ | Planned Savings and Demand Reductions |
|---|------------------|--|
| Chief Executive | | |
| Human Resources | 50,000 | Review and align workforce structures and budgets on SAP HR and SAP Finance |
| Communications | 41,000 | 50% of an Internal Comms/Transformation Manager post (£41k) to be funded from capital receipts. |
| Human Resources | 93,000 | HR Transformation Manager |
| Resources | | |
| Digital Services | 600,000 | To develop business cases for new projects as part of the Portfolio's pipeline. Continuation from 2021/22 item with a further £0.600m Use of Capital Receipts anticipated. |
| Transformation | 900,000 | The Transformation Service manages a diverse Portfolio of Programmes, designing, planning and managing activity on behalf of Directors across the council, hiring and managing specialist IT and other resources, as required for each individual project. This includes delivery of new operating models, structures, processes and culture driven by user needs and enabled by technology. |
| Income & Debt Team | 189,000 | Analyse Local contract to bring in upwards of £1.0m a year in growth in Business Rates income (2 officers £89k & contract costs of £300k), profiled over two years 2022/23 and 2023/24. |
| Web Team | 114,000 | 2 additional Form Developer posts & 1 Apprentice post as Content Editor role. |
| People | | |
| Adult Social Care | 100,000 | Smooth and cost effective transition back into Enfield adult service from Residential schools. |
| Children's & Families | 44,000 | Early Help offer: Parent Support Advisor |
| Place | | |
| Planning | 70,000 | Planning Commercial and Customer Manager |
| Total to be funded from Capital Receipts 2023/24 | 2,201,000 | |

| Appendix 4A | |
|--|----------------|
| SCHOOLS BUDGET 2023/24 | £m |
| INCOME | |
| Schools Block - 5-16 year olds | 299.330 |
| Central Services Schools Block | 2.430 |
| Early Years Block | 26.483 |
| High Needs Block | 72.848 |
| TOTAL DSG | 401.091 |
| School Supplementary Grant - Indicative | 10.102 |
| High Needs Additional Grant - Indicative | 3.080 |
| TOTAL RESOURCES | 414.273 |
| EXPENDITURE | |
| SCHOOLS BLOCK | |
| Total Funding | 299.330 |
| 0.5% Transfer to High Needs Block | -1.497 |
| Net Funding | 297.833 |
| Schools Delegated Formula Funding | 297.833 |
| Growth Fund | - |
| TOTAL SCHOOLS BLOCK EXPENDITURE - DSG | 297.833 |
| School Supplementary Grant - Indicative | 10.102 |
| TOTAL SCHOOLS BLOCK EXPENDITURE incl GRANT | 307.935 |
| CENTRAL SERVICES SCHOOLS BLOCK (CSSB) | |
| Total Funding | 2.430 |
| Statutory Functions | 2.057 |
| Historic Commitments | 0.374 |
| TOTAL CSSB | 2.430 |
| EARLY YEARS BLOCK | |
| Total Funding | 26.483 |
| 3 & 4 Year Allocations - PVI & Maintained | 16.506 |
| 3 & 4 Year Allocations - PVI & Maintained - 30 Hours | 4.461 |
| 2 Year Old Allocations - PVI & Maintained | 4.009 |
| Early Years Central Functions | 1.103 |
| Early Years Pupil Premium | 0.252 |
| Disability Access Fund | 0.152 |
| TOTAL EARLY YEARS BLOCK | 26.483 |
| HIGH NEEDS BLOCK | |
| Gross High Needs Block (pre recoupment) | 72.848 |
| Total High Needs Funding | 72.848 |
| 0.5% transfer from Schools Block (TBC) | 1.497 |
| TOTAL HIGH NEEDS BLOCK EXPENDITURE | 74.345 |
| High Needs Additional Grant - Indicative | 3.080 |
| TOTAL HIGH NEEDS BLOCK | 77.424 |
| TOTAL BUDGET | 414.273 |

Dedicated Schools Grant and the Schools Budget

The Dedicated Schools Grant (DSG) is a ring-fenced grant, the majority of which is used to fund Individual Schools Budgets. In July 2022, the Government confirmed that they would continue with their proposal to implement a National Funding Formula (NFF) for the Schools and High Needs Blocks. With effect from 2018/19, a 'soft' NFF has been in place which means the funding provided to local authorities has been calculated using the NFF, but authorities have very limited regarding the distribution of these funds. Options for the schools' funding formula ranged from continuing with the local funding formula and move 10% closer each year, or fully, implementing the NFF. In consultation with schools, Enfield had a phased move from local rates to NFF unit rates from 2018/19 to 2021/22.

The 2022 Spending Review confirmed an overall increase in school funding (mainstream schools and high needs) split over three years with £4 billion provided in 2022-23, £1.5 billion in 2023-24, and totalling £7 billion by 2024-25. The total increase encompasses the 2022/23 increase announced as part of the 2019 Spending Review.

The Government announced the provisional school funding arrangements for the schools, high needs and central blocks in July 2022. On the 16th December 2022 the ESFA announced the 2023-24 settlement, including funding for all four blocks of the Dedicated Schools Grant (DSG).

Under Department for Education regulations, certain specific decisions relating to the distribution of the DSG funding are subject to consultation with the Schools Forum, with the Council making the final decision on the allocation of available resources taking account of any recommendations made by the Schools Forum. The draft 2023/24 School's Budget was presented to Schools Forum on 18th January 2023 for agreement of the School Block formula funding allocations prior to submission of the data to the Education, Skills Funding Agency (ESFA) by their deadline of 20th January 2023. The draft budget is detailed in Appendix 4a for approval.

Enfield's initial 2023/24 DSG settlement was announced on 16th December 2023 as £401.091m based on the October 2022 Census dataset. This DSG allocation will be adjusted during 2023/24 to reflect the January 2023 census for early years, changes to high needs import/export adjustments and any changes in academy recoupment. Updates will be provided to the Schools Forum as and when revised allocations are received.

There are ongoing, considerable risks in the school's budget for 2022/23, mainly due to the ongoing increase in numbers of children presenting with special educational needs. The projected, cumulative DSG deficit for 2022/23, as at P8, is £15.1m which will be carried forward to 2023/24. The authority received an additional £7.56m High Needs Block funding as part of our increased allocation for 2023/24 which will help to address ongoing pressures but will not alleviate the pressures if demand continues to increase.

The authority is continuing to work on various initiatives to develop additional in borough special education provision which will reduce the number of children being educated in independent out of borough provision and reduce costs. They are also investing in a range of early interventions in order to identify and support of SEN issues earlier in a child's life with the aim of reducing longer term costs.

Additional information about the individual blocks is detailed below.

Schools Block

Grant Income

- For 2023/24 most of the funding received is based on a per pupil allocation calculated on the number of pupils recorded on the October 2022 census. Separate per pupil funding rates have been received and for Enfield these are £5,281.78 for primary and £7,057.55 for secondary. This represents an increase of just under 2.8% in both sectors.
- The per pupil funding increases for 2023/24 is the four years of increases after a period of 5 years with little or no increase but funding is still insufficient to address the pay and inflationary pressures faced by schools during this period.
- In addition to the per pupil funding, the authority receives a block allocation to cover growth and premises factors.
- With effect from 2023/24, the ESFA will pay NNDR bills for schools direct to the local authority and this funding will be top-sliced from the authority's DSG allocation

Funding Allocations

- With effect from 2018/19, new funding regulations required the majority of Schools Block funding to be passported to schools via a funding formula. Funding can only be retained centrally to support the requirements of the Growth Fund.
- With the approval of Schools Forum, 0.5% of the Schools Block allocation can be transferred to the High Needs Block. For 2023/24, as in the previous 5 years, this transfer was agreed by the Forum to support the current arrangements for pupils with exceptional needs (special educational needs). This is the only transfer between funding blocks
- Formula allocations for 2023/24 were based on NFF unit rates (plus Enfield's area cost adjustment).with minor adjustments to the Age Weighted Pupil Units (AWPU) values to ensure that allocations matched funding available. A minimum funding allocation (MFG) of 0.5% was applied to the allocations to ensure a minimum increase of 0.5% for pupil led funding.

Mainstream Supplementary Additional Grant (MSAG)

As in 2022/23, additional supplementary grants have been made available to support the Schools and High Needs Blocks in 2023/24 and help authorities and schools to support cost pressures.

£1.451bn of additional funding is being made available to schools nationally in 2023/24 via additional grants. Allocations will be calculated by the ESFA and will be published in the Spring term based on a per pupil allocation plus a lump sum and an allocation for Ever6 FSM pupils. Enfield will receive an estimated allocation of £10.1m and indicative allocations have been calculated for schools to support them with budget planning prior to the actual allocations being announced.

This funding will continue into 2024/25 and is likely to be absorbed into the general DSG allocation in the same way that the 2022/23 grant has been subsumed into the 2023/24 DSG baseline.

£400m additional funding has been provided for the high needs block. Additional £3.1m funding is allocated to Enfield as part of the High Needs Block.

Central Services Schools Block

Grant Income

- The Central Services Schools Block (CSSB) was introduced as part of the new funding arrangements in 2018/19 and brings together funding for the
 - retained duties element of the Education Services Grant (ESG)
 - ongoing central statutory functions
 - historic commitments
- The CSSB has decreased by £0.056m in total between 2022/23 and 2023/24. This comprises the 20% year on year reduction in funding for historic commitments of £0.093m offset by an increase in funding for the ongoing functions element, £0.038m.

Early Years Block

Grant Income

- This is a per pupil allocation initially based on the January 2022 census and then updated for the January 2023 census for 3 & 4-year-old free entitlement, 30 hours provision for working parents and 2-year-old free entitlement.
- The Early Years Block initial allocation for 2023/24 reflects the increased unit rates and January 2022 pupil numbers. The overall hourly rate for 3/4-Year-Olds, for both 15- and 30-hours provision, has changed by 19p from £5.93 to £6.12. The change includes £0.13p per hour relating to the teachers' pay and pension grants, which has been transferred from the schools block into the Early Years block and some general increase.

- EYPP was introduced in 2015/16 and allocated to schools, nurseries and child-minders for every 3 and 4-year-old from a low-income family, to enable these children to start school on an equal footing to their peers. This is based on the 3- and 4-year-olds taking up their full entitlement of 570 hours.
- For 2023/24, hourly rate for 3/4-Year-Olds, for both 15-and 30-hours provision, has changed by 19p from £5.93 to £6.12. The change includes £0.13p per hour relating to the teachers' pay and pension grants, which has been transferred from the schools' block into the Early Years block and some general increase.
- We are required to pass 95% funding to providers but can continue to hold back 5% for central early years expenditure.
- The 2023/24 allocation also includes an allocation to reflect the ongoing effect of the 30 hours early years initiative for working parents, which was introduced in September 2017. This allocation will also be revised to reflect the January 2023 census.
- The initial allocation for the 2-year-old free entitlement is also based on January 2022 census data at a rate of £6298 per pupil (FTE), a £0.60 per hour increase compared to 2023/24. This funding is fully passported to providers
- The overall Early Years Block allocation also includes funding for Early Years Pupil Premium (£252k) and Disability Access Fund (£152).

Funding Allocations

- 5% of funding received for 3 and 4 years olds will be retained centrally to fund central early years services. The balance of funding will be allocated to providers based on an hourly rate, deprivation allocations and an Inclusion Fund to support pupils with special educational needs.
- Funding received for 2-year olds is fully passed to providers.
- Allocations are made from the Early Years Pupil Premium and Disability Access Fund for pupils who meet specific deprivation and disability criteria.

High Needs Block

Grant Income

- The High Needs Block is calculated via a national funding formula based on proxy indicators, historic spend and pupil numbers
- The authority has also received an additional £7.56m in 2023/24 following the release of additional funding from the DfE to target high needs pressures.

Funding Allocations

- Funding will be delegated to special schools and mainstream schools for Additional Resource Provisions and pupils with exceptional needs based on expected places and pupils on roll. This will reflect any changes planned for the start of the 23/24 academic year;
- Funding for pupils in external school and college payments has been estimated based on current levels of expenditure and full year effects of starters and leavers. There is a risk that these budgets will overspend during the year if current trends continue and there is no contingency available to address this pressure;

- Funding for commissioned and central services is based on 2022/23 budgets, adjusted for any changes in service provision.

Other Schools' Funding

Pupil Premium Grant

The Pupil Premium is allocated in addition to the DSG to enable schools to work with pupils who have been registered for free school meals (FSM) at any point in the last six years (known as 'Ever 6 FSM'). The Government has confirmed that the rates for 2023/24 for all elements of the grant will increase by 5% i.e. £1,455 for primary FSM 'Ever 6' and £1,035 for secondary FSM 'Ever 6' pupils.

Looked After Children (LAC), and children who have been adopted from care, will continue to attract a higher rate of funding than children from low-income families. The rate for 2023/24 has been confirmed at £2,530. This funding is allocated to schools by the Virtual School on a termly basis.

Children who have parents in the armed forces are supported through the Service Child Premium, has increased to £335 per pupil in 2023/24.

The Pupil Premium is a specific grant that the council has to passport directly to schools, who can then decide how they will use the additional funding to achieve improved outcomes for this group of children. The latest pupil premium allocation for 2022/23 totals £8.82m. As in 2022/23, allocations for 2023/24 will be based on the October 2022 census data, rather than January 2022, to bring this grant in line with the DSG. We expect the funding allocations to be announced by April 2023 and this earlier publication will support schools with their budget planning.

Early Years Pupil Premium (EYPP)

EYPP was introduced in 2015/16 and allocated to schools, nurseries and child-minders for every 3 and 4-year-old from a low-income family, to enable these children to start school on an equal footing to their peers. This is based on the 3 and 4-year olds taking up their full entitlement of 570 hours. The hourly rate has been increased for 2023/24, increasing the annual allocation from £342 to £1,083 which now includes the teachers pay and pensions grant.

Sixth Form Funding

The ESFA is responsible for the funding of 16-19 provision in academies, general further education colleges, sixth-form colleges and independent provision. The ESFA also distributes resources to local authorities for them to pass on to maintained schools.

In October 2021 the ESFA announced the outcome of a 3 year spending review for 16-19 education that would make an extra £1.6b available in 2024/25 compared to 2021/22. They also confirmed funding arrangements for 16-19 pupils for the 2022/23 academic year where the funding rates have been increased for inflationary pressures as well as incorporating pay and pension grant funding which will cease in July 2021. For example, a Band 5 programme will now be funded at £4,642 in 2023/24 compared to £4,542 for 2022/23. In

addition, the high value course premium remains the same at £600 and programme cost weightings have been increased in other subject areas including engineering and manufacturing, construction and digital subject areas to help institutions with the additional costs of recruiting and retaining teachers in these subject areas.

School sixth forms will receive their 2023/24 indicative allocations early in the spring term followed by final allocations in March 2023. Similarly, to 2022/23, the ESFA will set a deadline in April to receive business cases where exceptional circumstances have affected their 2023/24 indicative allocation. Considerations will be given to:

- Cases where there has been a major error in the data submitted by the institution via the school census
- Cases where exceptional growth has been experienced based on a minimum threshold of 5% of students or a minimum of 50 students, whichever is lower
- other cases not covered above, reviewed individually

Universal Infant Free School Meals

We are awaiting confirmation of the details of this grant for 2023/24, but it is expected that funding for free school meals for infant pupils, who are not eligible for free school meals, will continue based on the 2022/23 rate of £2.34 per day.

Primary PE and Sport Premium

We are awaiting confirmation of the details of this grant for 2023/24, but it is expected that funding will continue in the 2023/24 academic year based on the 2022/23 rates of a lump sum of £16,000 plus £10 per pupil.

2023/24 Budget Consultation – Summary of Results

January 2023

www.enfield.gov.uk

Striving for excellence



Introduction

Objectives

- Identify which services are considered as a priority for our increasingly limited resources
- If Council Tax should be increased (no specified amount)
- Suggestions for saving money and generating income

Methodology

- Standard online questionnaire (same questionnaire for residents and representatives) and easy read version

Fieldwork period

- 28 October to 29 December 2022.

No of responses

- 327 (NB partial completions of the questionnaire were included and filter questions were used so base size will be lower than 327 for some questions) and six responses to the easy read questionnaire
- 54% of respondents from those aged 55 or over
- 59% of respondents from females
- 38% of respondents from non-white British
- 20% of respondents have a disability

Technical

- Data has been edited, open-ended responses coded and data ‘rounded’

Adult and children's social care

Around nine out of 10 state that it is important the Council continues to prioritise spending in these areas

89%

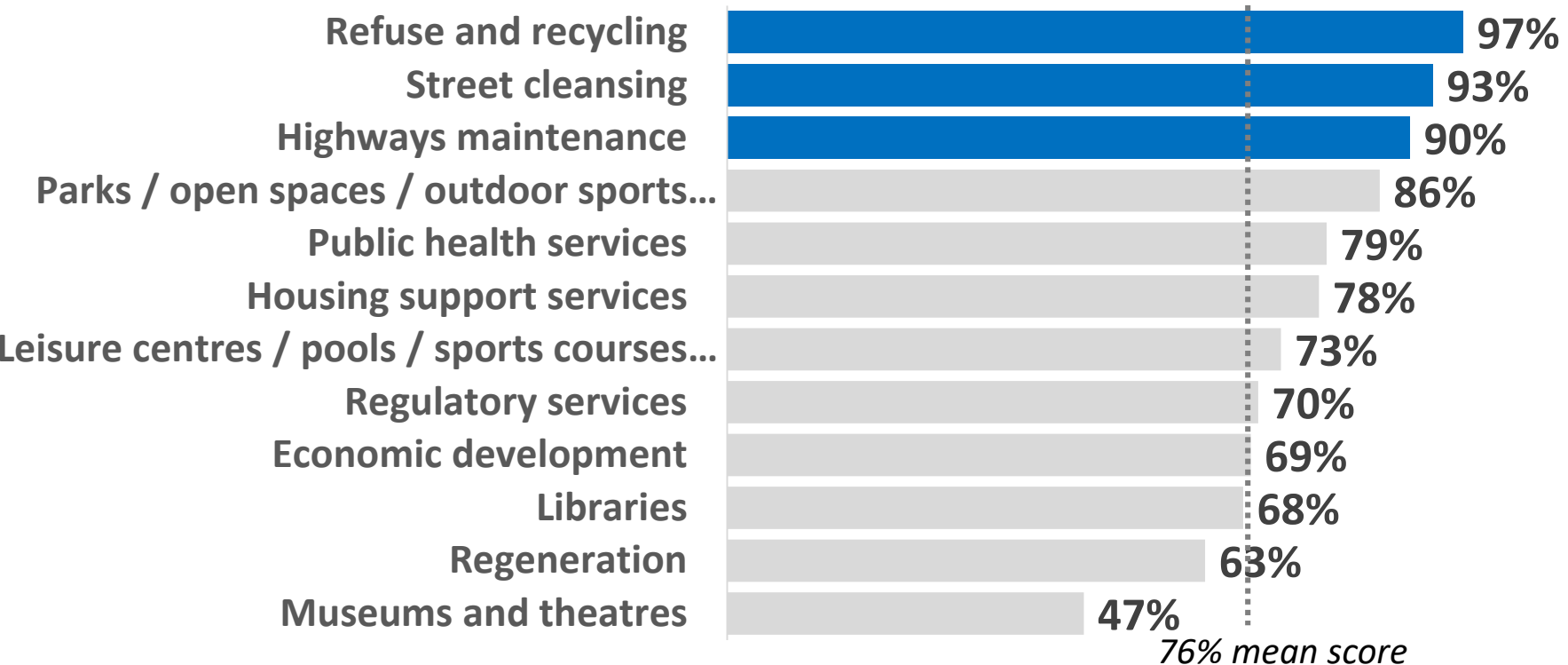
Think it is important
(fairly or very) to
continue to prioritise
spend in adult and
children's care

Scores are similar among those with a **disability** and those who do not have a disability (89% and 88% respectively). When comparing the views of different **age groups**, views are similar among those under 55 and those aged 55 or over (87% and 90% respectively).

Priority service areas (not social care)

More respondents think it is important the Council prioritises increasingly limited resources on environmental services

Q3a-I. How important do you think it is that we prioritise our increasingly limited resources on each of the following areas?
All respondents (very or fairly important)



Street cleansing, highways maintenance and leisure centres were the top 3 selected by those who completed the easy read version of the questionnaire.

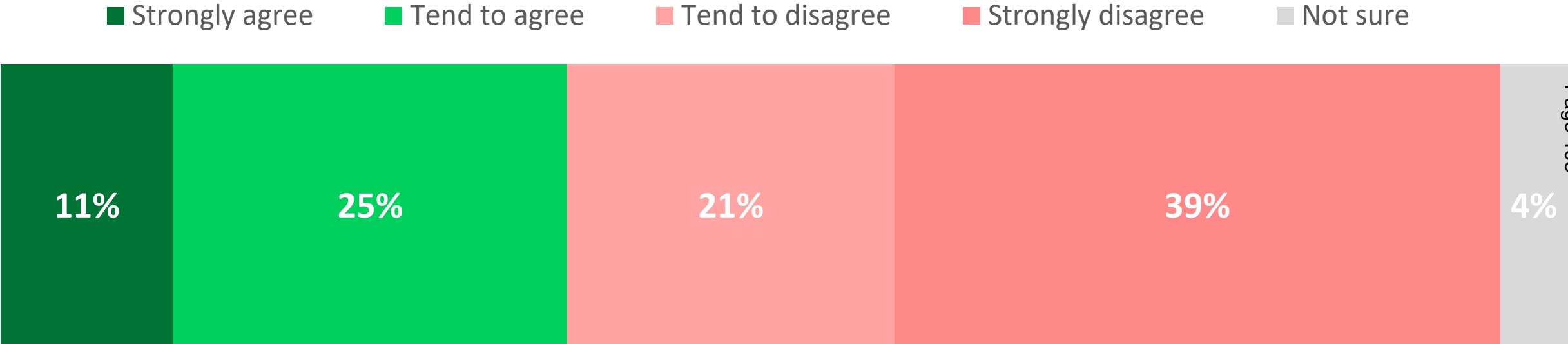
Four service areas recorded a score significantly above the mean.

Scores broadly similar across all demographic groups.

Increasing Council Tax

Three out of five disagree with increasing Council Tax.

Q5. To what extent do you agree or disagree that we should increase Council Tax? *All respondents*



There was no reference to the level of increase. Referring to a specific amount may have generated different scores.

Suggestions for making savings and generating income

While a majority disagree with an increase in Council Tax, most respondents did not provide any suggestions on addressing the budget gap and no widespread agreement on suggestions

132 of 327 responded to this open-ended question.

Suggestions are wide-ranging with the most popular being:

- Increase fines / improve enforcement (14%)
- Reduce / stop spend on LTNs and cycle lanes (13%)
- Reduction in salaries and numbers of managers and staff (10%)

A key theme in the responses to the open-ended questions is the issue of families struggling with the cost of living and the need to either help families or to not add to the financial burden of households. This may explain the suggestions above and the lack of support at this time for an increase in Council Tax. Another theme in the responses was opposition to LTNs. It is believed these cost the Council money to implement and some feel they have a negative impact on their quality of life

Q7. If you have any suggestions on how you want us to make savings or generate income, please share these with us.

Base size: All respondents (132)

**MINUTES OF THE MEETING OF THE OVERVIEW & SCRUTINY COMMITTEE
HELD ON MONDAY, 16 JANUARY 2023**

COUNCILLORS

PRESENT Margaret Greer (Chair), Bektas Ozer (Vice Chair), Josh Abey, Maria Alexandrou, Nawshad Ali, Elif Erbil, James Hockney and Edward Smith

ABSENT Mohammad Islam, Michael Rye OBE and Nesil Caliskan (Leader of the Council)

STATUTORY CO-OPTES: *1 vacancy (Church of England diocese representative), vacancy (other faiths/denominations representative), vacancy (Catholic diocese representative), Alicia Meniru & 1 vacancy (Parent Governor representative) - Italics Denotes absence*

OFFICERS: Ian Davis (Chief Executive), Sarah Cary (Executive Director – Place), Fay Hammond (Executive Director – Resources), Tony Theodoulou (Executive Director – People), James Newman (Director of Finance – Corporate), Claire Johnson (Head of Governance, Scrutiny & Registration Services) and Marie Lowe (Secretary)

ALSO ATTENDING: Cllr Tim Leaver (Cabinet Member for Finance and Procurement), Cllr Abdul Abdullahi (Cabinet Member for Children’s Services) and Cllr George Savva (Cabinet Member for Social Housing)

**1
WELCOME & APOLOGIES**

The Chair of the Overview and Scrutiny Committee welcomed members and officers to the Committee.

Apologies for absence had been received from Cllr Mohammad Islam, who was substituted by Cllr Josh Abey and Cllr Michael Rye, who was substituted by Cllr Edward Smith.

**2
DECLARATIONS OF INTEREST**

No declarations of interest were received.

**3
MINUTES OF PREVIOUS MEETING**

In response to a question from a Member regarding how the recommendation contained in Minute number 4 – Grenfell Tower Inquiry – Impact on Enfield and Fire Safety that the Council ensured that residents were made fully aware of the availability and options regarding fire safety in tower blocks during any construction or remedial works undertaken and that this be fully communicated to residents – would be implemented, the Head of Governance, Scrutiny and Registration Services agreed to circulate the process to Members of the Committee.

ACTION

AGREED that the minutes of the Overview and Scrutiny Committee meetings held on 10 and 24 November 2022 be confirmed as a correct record.

4

MEDIUM TERM FINANCIAL PLAN 2023/24 TO 2027/28 UPDATE AND DRAFT 2023/24 BUDGET (INCLUDING FURTHER NEW SAVINGS)

The Chair thanked Members and officers for attending the meeting to consider the Medium-Term Financial Plan (MTFP) 2023/24 to 2027/28 update and draft 2023/24 budget (including further new savings).

Councillor Tim Leaver, Cabinet Member for Finance and Procurement, introduced the item highlighting the pressures currently faced by the Council in these unprecedented times which were as a result of continued reduction to Local Authority funding from Central Government, the uncertainty with the current high levels of inflation at 10.1%; the legacy impact of Covid which had led to increased costs and reduced income in several service areas and demand for services. Further savings and income proposals had been put forward as the Council worked towards closing the remaining budget gap it faced for 2023/24 and the pressures and risks faced by the Council.

All Council's across the country were facing the same financial situation as Enfield Borough Council.

The Council remained committed to delivering a resilient and sustainable budget and had made significant progress over the past five years. A key element of the approach to deliver this commitment was the effective scrutiny of the savings and income generation proposals, together with the underlying assumptions on funding and spending. The Council was operating in a very challenging and uncertain financial environment and this internal scrutiny by Officers was more important than ever.

The Committee received a presentation delivered by the Director of Finance - Corporate, James Newman delivered a summary presentation on the 2023/24 Budget and MTFP which provided the context and background to the proposal; financial strategy; savings, investment, budgets by department; budget gap as at January 2023 MTFP; budget consultation and budget risks. A copy of the presentation was attached to the minutes.

At the invitation of the Chair, Members put a series of detailed questions to the Cabinet Member for Finance and Procurement and Officers, who provided the following responses.

The Executive Director People advised that as it had been very hard to recruit social workers for some considerable time, new ways of working had been identified and changed some of the roles to assistant social workers. Posts which had been vacant for two years or more had been deleted and job descriptions had been reviewed.

The Executive Director Resources confirmed that this would provide a cumulative saving of £800K. The number and use of agency staff across the Council was constantly reviewed.

Members were advised by the Executive Director Resources that the Council proposed to increase income generated by the use of its assets on a commercial basis rather than to make savings. For example, renting out workshop space. The structure and process to identify how to balance the budget without affecting service delivery had been for all departments to review the services provided and associated costs. A further round had been carried out when the first round had provided unsatisfactory savings. Restructures of departments had provided a 10% staff saving without an impact on service delivery.

The Cabinet Member Finance and Procurement informed Members confirmed that different ways of working had been identified across the Council, particularly with regard to keeping residents independent in their own homes for as long as possible. Technological advances were identified and, where appropriate and effective were implemented.

The Executive Director Place confirmed that all aspects of the Council had been and would continue to be reviewed to ensure they were as effective and as efficient as possible.

The Director Finance Corporate reported that the results of the budget consultation regarding any increase to help protect and invest in services in Council Tax would be kept under review. The consultation period ended on 6 January 2023. It had been a very positive consultation, with 200 responses being received. Details of the responses would be provided in the February Cabinet report.

Slide 13 - Budget Risks

The significant risk posed to the Council by the number of families in temporary accommodation was being addressed by early intervention with the families concerned as possible. Temporary accommodation was a cost pressure to the Council and due to the current economic climate would be a higher-pressure area. The impact of the increase in the interest rate and residents were unable to obtain mortgages and landlords were pulling out of the buy-to-let market and selling their properties. The Council aimed to reduce the number of families in temporary accommodation.

The Executive Director Resources explained that Enfield Council was a member of the smaller post Covid London wide Business Rate Pool, consisting of eight London boroughs. The original number had been reduced during Covid as it was no longer economically viable for other authorities to be members. Being a member of the pool was of financial benefit to Enfield Council as it added £1.5m to the budget. This would be extended for a further year in 2023/24.

Members noted that there had been a 20% increase in additional funding from Central Government. There had been a £12m increase in funding for Adult Social Care. Figures for Business Rate and Revenue Support Grant (RSG) would be circulated to the Committee by the Director Finance Corporate.

ACTION

The Cabinet Member – Finance and Procurement explained there were significant pressures on the limited resources available to the Council, who listened to the needs of the residents. There was a commitment to invest in the Borough and the Council's infrastructure around housing and digital services were being developed to enable residents to self-serve through the Council's website. The purpose of the investments was to build financial resilience in the Council and the services it provided. Short term Government funding over the last few years had had a detrimental impact on the Council's ability to borrow over the longer term. However, the Council had robust treasury systems in place. The Council had a priority commitment to protect and reduce the financial investment for local residents.

The Executive Director – Resources assured Members that whilst there were many demands on the investments of the Council, there had been significant investment in Adult and Children Social Care. The Welfare Support Team provided early intervention to prevent the situation worsening.

The Executive Director – People explained that the demands on the People Department were considerable, and it was a more effective and efficient use of resources to prevent situations deteriorating or escalating which resulted in better outcomes for individuals. The cost to the Council of care placement agency staff was enormous and there was a system in place to reduce the number of agency staff with apprentice social workers.

The Executive Director – Resources described how the Transformation Team had reviewed back-office processes of Parks and Grounds Maintenance with investment and challenge to identify any ineffective costs and ways to manage demand.

The Executive Director – Place described that was spent to pay rent for households who would not otherwise be able to afford the full market rent. Preventative work with the families at an early stage to avoid homelessness and the need for temporary accommodation. This was in line with previous years, although there had been a 30% increase in demand this year, hence the focus on preventive work. More, however was needed. There were 3,500

households, 2-3% of the population of Enfield currently in temporary accommodation. The vulnerability of our residents impacted on the Council's services. The Council supported residents whenever and wherever it could.

The Chief Executive reported that this was comparable to other London Boroughs. The Borough of Enfield was no longer the second highest in the country for residents in temporary accommodation and was falling. There was considerable pre-emptive work to prevent eviction. Cuts to prevention teams would result in an increase in the levels of homelessness. The amount of accommodation available to the Council was 30% lower, with more families in hotel accommodation in the private sector. The Council was very aware to the current situation described above which was very challenging. It was more beneficial to residents to remain in their own homes. This was fundamental to the Council's ethos.

Members noted that agency costs to the Council was £22m per year described by the Executive Director – People was not by choice. Agency staff were only used in hard to recruit to posts. It had been necessary to use 30/40 agency social workers. Inventive ways of working had been identified, including recruitment of social workers from other countries such as South Africa and Zimbabwe, who had similar laws to the United Kingdom.

The Executive Director – Resources reassured the Committee that it was the Council's aim to reverse the downward trend and to build up reserves, which were higher than in 2018. A balance view had to be taken regarding the amount and use of the reserves against risk.

The Executive Director – People stated that to face any adverse impact of safeguarding issues identified, Officers kept abreast of the current situation across society and in the field. There were strategies in place to provide direction and guidance. There had been an increase in demand which had seen a correlation in increase of the number of staff. There had been a £1m investment in staff to meet residents' demand.

The Executive Director – Resources confirmed that the weekly Budget Meetings offered an excellent, positive opportunity for Senior Managers to discuss any increases in pressures currently experienced in and across the Borough and identified ways these could be addressed. The Council provided a good service and had excellent Officers in post. There was a £3m contingency fund in the budget to absorb any unexpected demands on the service. Investment in Adult and Children Safeguarding was a priority and remained a commitment of the Council.

The Cabinet Member – Finance and Procurement reiterated that the Council's five-year capital plan strengthened the Council's financial resilience. The increase in inflation to 10.1% affected everyone across the country, not just residents in Enfield, and had also affected every single aspect of the Council's business, which was why investment in the borough was vital.

The Cabinet Member – Finance and Procurement went on to explain that investment in the new Community Law Enforcement Team would make Enfield's streets safer and more secure, with many more Community Officers on the streets. They were not Police Community Support Officer (PCSO), but Local Authority staff, which had the full support to the Borough Commander.

The Chief Executive described the impact of inflation on the Council by giving the example of the refuse trucks which did four miles to the gallon. This additional increase could not be avoided and had to be built into the Council's economy.

The Director Finance – Corporate advised that the increased to the national living wage had been factored into the budget, including in relation Adult and Children Social Care, services which already provided particular challenge to the Council's resources and finances.

The Executive Director – Resources assured Members that the Budget Pressures Challenge Board validated the use of resources by proving to be a very effective way to identify, challenge and transform the way of financing and working across the Council to improve the service offer for the benefit of the residents of Enfield. The Board also enabled resilience to be built into the Council's finances as only realistic and robust proposals were brought to the table. Enfield Council took the approach that all had ownership of the budget. CIPFA had identified Enfield as having a 'good' financial team and leadership across the organisation. Terms of Reference for the Budget Pressures Challenge Board to be circulated to the Committee. **ACTION**

The Cabinet Member – Finance and Procurement confirmed that resilience had been built into the Council's budget, which was proactive and not reactive, making it unnecessary to react to the current financial circumstances as there was longer term planning in place. Officers had started work prior to the increased inflation rates which ensure the Council was in a better position to deal with the current situation.

Members noted, when advised by the Director Finance – Corporate, that the cost of servicing the investment made by the Council in 2022/23 had been £23.6m. This would then be £3m each year for each year of the MTFP.

The Executive Director – Resources provided the following responses to a series of questions as follows

The Library Service was keen to promote the use of space within the libraries across the Borough. Community Groups were welcomed, with more opportunities being identified use the space to work with the community.

There were strict regulations regarding how income received from Penalty Charge Notices (PCNs) was spent.

Whilst the importance and necessity of the publication of the Local Plan by the Council was recognised, there a costly process associated with the process

and its production. Officers in the Place Department were currently working through this and would be reported in the February report. **ACTION**

Consideration would be given to a possible increase in bonds charged for festivals and similar events.

The publication of the allocation for Public Health Grant' Rough Sleeping Initiative and Housing Admin Subsidy Grant was awaited. However, no assumptions could be made on the what the allocation would be.

An Equality Impact Assessment would be completed for individual budget and/or saving proposals, a detailed assessment would be completed if required. A report on the work in progress would be provided in the February Cabinet report. **ACTION**

The proposal that arrangements, referred in the report of Officers, whereby individual services would be able to amend the fees and charges where it was considered appropriate to do so during the coming year, would be reviewed by the Executive Management Team, implemented via delegated authority to the Executive Directors, in consultation with the relevant Cabinet Member and report quarterly to Cabinet. The proposal would enable the Council to respond flexibly to changing circumstances.

The Chair, whilst noting that currently there were no written Terms of Reference, asked that updates be reported back to the relevant Scrutiny Panel. **ACTION**

Where there were workforce implications, the Council was committed to minimise the impact of the process on existing staff and all procedures would be followed appropriately.

It was clarified by the Executive Director – Place that a review of all costs associated with any service provided by the Council had been undertaken. Officers were confident that the increase of the collection charge of the green waste bins would not reduce the number of subscriptions. There had not been an increase in the charge for this service since 2015.

The Chief Executive clarified that the one-off investment of £0.080m in street cleaning reverses out in 2023/24 was for a service review the aim of which was to improve services to residents across the Borough. Separately, an investment of £120m in the Council's housing stock over the next two years was included in the MTFP. A briefing paper to be circulated. **ACTION**

The Committee thanked the Cabinet Member – Finance and Procurement and Officers for providing detailed responses and explanations to the questions posed and for the very helpful and clear concise report.

AGREED that having considered the savings and income proposals and funding and spending assumptions contained in the January Medium Term Financial Plan 2023/24 to 2027/28 to update Cabinet on 18 January 2023 and report the outcome of their deliberations to Council on 23 February 2023.

5

2022-23 OVERVIEW AND SCRUTINY WORK PROGRAMME

AGREED that the Overview and Scrutiny Committee work programme be noted.

6

DATE OF FUTURE MEETINGS

It was **NOTED** that the meetings of the Overview and Scrutiny Committee scheduled on 31 January 2023 and 9 February 2023 were business meetings.

Summary of Budget Risks

This Appendix sets out the main financial risks the Council faces over the period of the Medium Term Financial Plan. Risk assessment and planning will minimise risk. Risks have been categorised as:

- Corporate
- Service Specific

CORPORATE RISKS

These are risks that may affect all or a number of Council services.

- **Legacy Impact of Covid-19**

The Covid-19 pandemic created an unprecedented level of pressure on the Council's budget. There have been impacts on costs, lost income, and reducing funding from both Council Tax and Business Rates. Government funding received to support the impact of Covid-19 has helped, but the legacy of the pandemic remains. A £15m reserve was created from the unspent Covid funding with over half of this is anticipated to be used up in 2022/23. Any remaining balances are to be transferred to the Council's Risk Reserve going forward.

The legacy impact of Covid-19 continues to affect the Council through the general economic downturn caused by the pandemic which has impacted on income levels; increasing care needs across Adult Social Care; increased costs of Temporary Accommodation; increased need in Children in Care.

- **Current Economic Climate**

Enfield Council faces a general financial risk if businesses fail in the borough, which has been heightened in the current economy due to the Covid-19 pandemic and the high inflation levels currently being experienced. This would result in a loss of rental income, which would also be incurred by businesses moving out of Council owned commercial premises, and a loss of business rates. The current economic climate risks losses of other forms of income to the Council and increased difficulty in income collection. There is also an ongoing increase in the number of residents reliant on Council services.

- **Brexit**

The Council set up a Brexit Panel which first met in December 2018 and has continued to meet regularly since then. This group was established to advise the council on managing its response to the UK leaving the European Union. Workstreams have been set up to research the likely impact of Brexit on council services and local residents. Any identified risks are recorded in a risk register with recommendations of mitigating actions made by the Panel to Cabinet. As the impact of Brexit is consolidated over the coming year these risks will continue to be monitored via the Panel.

- **Autumn Statement 2022 and Changes to Local Government Funding**

As was the case in 2022/23, the settlement for 2023/24 is just a one year settlement so there is considerable uncertainty about funding levels beyond 2023/24. There are major changes pending within local government finance; the Fair Funding Review is aiming to establish new funding baselines for local authorities, whilst the Business Rates retention scheme is also undergoing significant changes, and this is a substantial income stream for the Council. Proposed changes to the distribution formula for government funding will inevitably lead to winners and losers unless the overall funding pot is increased. The longer term future of Social Care funding is also still unknown, the government have put in place short term grants and given councils the ability to raise ASC Precept on council tax for 2023/24 & 2024/25, but uncertainty remains over the longer term financing of this area. All of these developments awaited by local government have been delayed in recent years as the Government has been focused on dealing with other issues such as Brexit and the Covid-19 pandemic.

- **Business Rates**

When the Business Rates Retention system was introduced in 2013/14, the Government committed that Baseline Funding Levels and Business Rates Baselines (BRBs), which are used to determine tariffs and top-ups, would be fixed in real terms until the system was reset, but with adjustments in response to business rates revaluations. The next business rates revaluation will take effect from 1 April 2023, with the concurrent transferral of relevant properties from local lists to the central list. Unmitigated, these would lead to changes in the amount of business rates income collected and retained under the Business Rates Retention system. The government has confirmed that it intends to adjust each local authority's top-up or tariff to ensure that as far as practicable a local authority's retained income from business rates is no more, or less, than it would have been had the revaluation not taken place. It has also confirmed that it will compensate authorities for their losses from the transferral of properties to the central list.

Enfield were part of the pilot London pool for business rates in 2018/19 (100% retention) and again in 2019/20 (75% retention). Pooling continued between London Boroughs in 2020/21 although not in a pilot scheme, but since 2021/22 the pooling arrangement was suspended due to economic conditions making it unviable. As was the case in 2022/23, Enfield will again be joining a smaller pool of 8 authorities to pool business rates for 2023/24. Members of the pool are: City of London, Barnet, Brent, Enfield, Hackney, Haringey, Tower Hamlets and Waltham Forest. The actual financial impact of the Pool will not be known until Summer 2024 but £1.6m has been factored into the MTFP for 2023/24 as a reasonable estimate.

- **Litigation and Legal Actions**

All Councils face potential litigation cases and the size and range of services provided by Enfield make this a risk that should not be ignored. There are no single specific legal items to be reported but it is recommended that the Council includes some assessment for any uninsured litigation when assessing the adequacy of balances.

- **Demographic and Other Changes in the Borough**

One of the main risks to the Council's budget relates to the uncertainties surrounding demographic change. The birth rate has increased and residents are living longer, with greater levels of disability, and have greater expectations of independence, care and achievement. Assumptions have been made in the budget about the likely increases in demand for services, particularly in respect of social services clients (both adults and children).

- **New Savings included in the 2023/24 Budget**

New savings and additional income totalling £14.218m have been identified for 2023/24. Although the savings have been scrutinised and the proposals have been assessed as viable and realistic, there is still an element of risk involved in their achievement.

The risks in relation to the achievement of the savings have been taken into account in setting the level of contingencies and general balances. Monitoring the achievement of these savings will, as in previous years, form an integral part of the 2023/24 revenue monitoring process. If required, appropriate action will be taken to ensure that they are delivered, if not the first call will be a review of other savings measures to compensate for any shortfall, failing this reserves and balances will be considered until the savings levels are fully implemented.

- **Changes in External Factors such as Interest Rates**

Interest rates are outside the Council's control and therefore represent a continuing area of significant risk. An Interest Rate Equalisation Reserve has been in place for several years to reduce the effect of fluctuations in interest rates and this reserve will be used in a planned way to support the MTFP. Interest rates will continue to be closely monitored and planning assumptions will be updated as required. Interest rates have been rising steadily throughout the last year starting at 0.25% in January 2022, and rising to a figure of 3.50% in January 2023. The most recent announcement saw interest rates increased to 4.00%, and further increases can be expected as the Bank of England attempts to bring inflation under control.

- **Inflation and other Cost Increases**

Staff pay represents a significant proportion of the Council's expenditure. Consequently, variations in pay levels represent a significant risk. The pay award for 2022/23 (a flat cash sum of £2,229 for NJC spinal points and £1,925 for JNC spinal points) was considerably higher than the 2% initially budgeted for, which is a big factor in the overspend projected in the latest Revenue Budget Monitoring reported to Cabinet.

For 2023/24 an estimate of 4% has been for the pay award. This seems reasonable given inflation is still running at around 10% but is heading down from the peak in October 2022. Pay award assumptions reduce back to 2% for the later years of the MTFP. It should also be noted that the Council works in a range of labour markets, and supply and demand in London is pushing up costs in certain sectors. The mandatory living wage introduced from April 2016

has also put pressure on costs to the Council from external suppliers. In addition, in order to make savings, departments have been required to contain inflationary pressures in most areas of the Council's spending. Once again in 2023/24 departments have largely been asked to contain price inflation with a few exceptions for contract inflation. This could be a financial risk, and the revenue monitoring process for 2023/24 will be important in the early identification of any potential cost pressures.

- **NLWA - Increased Costs of Waste Disposal**

The Council is one of seven constituent boroughs of the North London Waste Authority (NLWA). NLWA handles waste disposal on the Council's behalf and recovers the costs from the Council by way of a levy. Borough levies are apportioned between the constituent boroughs in accordance with an Inter-Authority Agreement entered in 2015. The NLWA is presently undertaking a refresh of its treatment infrastructure in the North London Heat & Power Project (NLHPP). This project involves £1.2bn (2019 cash price base) of expenditure on new assets including a 700,000 tonne Energy Recovery Facility and a Resource Recovery Facility. As a result of this and partly because the current treatment assets are fully depreciated, the NLHPP will cause an increase to the Council's levy, by 2033-34 the increase will be in the range £3m-£7m per year. This increase will impact on the levy as the assets come into use, with most of the increase being in place by 2027-28. Constituent boroughs have been kept up to date by NLWA on likely levy increases arising from the NLHPP since 2019. The increase in cost is anticipated within the MTFP via an annual stepping up of the NLWA levy budget so that it will meet the future requirement.

- **Income, including Fees and Charges**

The budget includes a number of assumptions about income levels. Although all income assumptions have been validated using the most up to date information available, there is inevitably an element of risk in the current economic climate that they might not all be achieved.

- **Future Revaluations of the Pension Fund**

The Actuarial Review in 2022 found that the funding level of the pension fund had improved since the last valuation which has enabled a reduction in the employers' contribution rate from 20.2% in 2022/23 to 19.1% in 2023/24. The Pension Board will continue to closely monitor the position on the fund as this may affect the future contributions required from the Council.

- **VAT Exemption Limit**

As a Section 33 Body, the Council is allowed to recover VAT on expenditure related to its exempt supplies & services, **provided** this VAT amount does not exceed 5% of total annual VAT expenditure. This is known as the 'Partial Exemption Threshold'. Theoretically if the Council breached this threshold it would be unable to recover VAT on any of its expenditure, but in reality there is little risk of this happening.

- **Bellwin Scheme**

The Government's Bellwin Scheme provides emergency financial assistance to local authorities. The scheme may be activated where councils incur expenditure on an emergency or disaster to

- safeguard life or property, or
- to prevent suffering or severe inconvenience, in their area or among its inhabitants.

There is no automatic entitlement to financial assistance: Ministers are empowered by Section 155 of the Local Government and Housing Act 1989 to decide whether or not to activate a scheme after considering the circumstances of each individual case.

- **Welfare Benefits and a Challenging Housing Market**

The Government's welfare reforms introduced in April 2013, that made changes to the benefit system, continue to impact the Council's budgets as Housing costs paid through Housing Benefit have continued to reduce and be replaced by Universal Credit (UC) causing challenges with rent collection and reductions in extra burdens funding from the switch from Housing Benefit to UC. 15,224 households out of 27,179 working age households receive UC (56% of the working age case load). Natural migration to UC accelerated due to Covid-19 which occurs as a result of a relevant change in circumstances such as starting work claiming UC as an in work benefit, losing employment and claiming UC as an out of work benefit or moving into the borough etc. Managed migration to UC is due to start 2023/24 with the majority of working age claimants being completed by March 2025, leaving Housing costs for those in Temporary Accommodation and Supported Accommodation still being paid by Housing Benefit until the Government has a plan to transfer these over to UC.

During 2022/23 the cost of living crisis impacted households outgoings while benefit rates did not increase at the rate of inflation for that year. The government have increased benefit rates by 10.1% from 2023/24 but Local Housing Allowance (LHA) rates remain unchanged, meaning more households will qualify for benefit support but fewer will be able to find affordable private rented accommodation as rents increase but LHA rates remain at the same level, causing more shortfalls in support and more demand on Discretionary Housing Payment (DHP) support. This creates a challenge in reducing Temporary Accommodation Support with fewer private rented options available and more people struggling with private rented rents capped at the LHA rate.

From 21st November 2022, Temporary Accommodation rents were increased to award Housing Benefit on the LHA rate for 2022/23. LHA rates for Temporary Accommodation are set at 90% of the LHA rate in 2011 for subsidy purposes so any Housing Benefit now paid above this level is not received back in Housing Benefit subsidy.

Discretionary Housing Payments, administered by the Local Authority help those on Housing Benefit and Universal Credit Housing costs where there is a shortfall in support, and they are struggling to pay the extra rent. Frozen LHA

rates, the benefit cap and under occupation are all welfare reforms that affect the demand on DHP but Government funding for this scheme continues to reduce, increasing the level of Local Authority funding needed to reduce the impact of homelessness.

SERVICE SPECIFIC RISKS

Finance staff, working with staff in Departments, have assessed the risks associated with individual budgets. The most significant risks within departmental budgets are set out below:

Schools and Children & Families Services

- **Demand Led Services**

Most areas within the Department's services are statutory, and demand led, this means the service must be provided if the client meets the relevant criteria. Examples include directly supporting children with special education needs and disabilities, purchasing care packages for looked after children and paying Special Guardianship Order allowances. These budgets are at risk from changes as the numbers of children requiring services grow.

The number of safeguarding referrals to children's social care has been rising which has led to more children on child protection plans and increasing numbers of children coming into care. Children's Social Care budgets have been prepared based on known levels of activity, demographic forecasts and historical trends. However, these factors, plus changes in welfare benefits, migration and population changes will continue to pose a risk because they cannot be fully quantified at this stage.

As the Covid-19 pandemic recedes demand may continue which might pose a significant risk to the budget.

The current high level of CPI and the uncertainty around how high the rates might go poses budget risks with regards to procurement cost.

The implementation of the Liberty Protect Safeguards legislation has been delayed with no date provided as yet by the Government. The Code of practice is not yet available, and it is unclear whether the Government will provide additional funding to support the implementation.

National reviews of children's social care services and special educational needs as well as regulatory and/or legislative changes may result in additional duties and responsibilities that may also impact adversely on the budget if not fully funded.

Whilst additional resources have been included in the budget reflecting forecast demand, the following areas have experienced pressures this year, that may continue in 2023/24.

- **Looked After Children**

The Covid-19 pandemic and restrictions placed on the public has created increased pressure and tensions within home environments with increased

domestic abuse, alcohol/substance misuse and family breakdowns. It is anticipated that this situation will not settle for some time and will likely lead to an increased number of children becoming looked after.

Indeed, there has been an increase in the number of children being received into care over the last few years. Whilst all measures have been taken to control the costs of placements, this is not always possible due to the challenging nature and needs of the individuals which require very high-cost specialist placements.

Increased complexity of children coming into care, including high levels of self-harming, substance abuse and challenging behaviours could result in further cost pressures, coming from the need for specialist residential placements or high-cost support packages to keep children safe at home.

In addition, the Covid-19 pandemic has led to an unprecedented situation whereby a high level of care proceedings have not been able to conclude within the required timescales. The impact of this has been that children have continued to be looked after by the local authority longer than needed. There has been a need for expert assessments to be updated, additional pressures placed on the contact centre for supervised contacts to continue between children, their birth parents and siblings. This has increased caseloads, requiring additional social workers and in turn, interim agency social workers have had to be recruited to support continued service delivery.

- **External Care Purchasing**

There has been an increase in looked after children with complex needs and challenging behaviours. This has led to a considerably higher cost of residential placements, with increased support often requiring 2:1 or 3:1 'round the clock' staffing.

The residential care market is facing an extraordinary set of cost pressures and staffing sufficiency issues. Ever since the pandemic, it has been increasingly difficult to recruit new staff in the residential homes and even harder to retain experienced staff. As such, the providers have had to invest heavily in recruitment and staff wages in order to meet the needs of the children in the residential homes to continue to deliver a high standard of care. This, combined with above high inflation rate and increase in National Living Wage, might result in steep cost increase for local authorities.

The introduction of mandatory national standards, and an Ofsted-led registration and inspection regime for providers of supported accommodation for looked after children and care leavers aged 16 & 17 from Autumn 2023 might begin to impact the prices in 2022-23 and significantly put pressure in 2023-24 and beyond.

There is a risk that many Providers may exit the market as they may not want to go through Ofsted regulations leading to a reduction in supply which could increase the cost of each placement.

In October 2023, LB Enfield's current semi-independent contract comes to an end and, although Enfield is looking at extending the contract for a further one or two years, providers might be asking for an uplift in the weekly cost to sign up to

the extension due to the increases in the cost of living and energy prices. This might increase the cost of placements substantially.

As of 31st March 2023, the London Care Services (LCS) a regional collaborative arrangement is ceasing operating. LBE has been a subscribing member of LCS for over 8 years and this has been Enfield's main route to sourcing suitable private providers at pre-agreed prices. LCS is ceasing due to a substantial decline in utilisation of the LCS in terms of the number of subscribing boroughs and the number of services on the register of providers which has led to LCS running at a loss which is not financially sustainable.

From 1st April 2023, there are provisions being put in place to transfer all existing LCS arrangements to the LA and, although the providers should honour the price for the duration of the placement, the providers have already notified Enfield that the cost would be increasing. All new placements made post 1st April 2023 would come under a new increased fee structure set by the Provider. This would likely increase the cost of existing and new care arrangements for the Council.

- **In-house Fostering**

As there has been an increase in the number of children being received into care over the last few years, the demand for foster placements has increased. This has resulted in more fostering allowances and other costs relating to maintaining a foster placement. The rise in Family and Friends placements causes an extra pressure as each placement is supported with an allowance and other costs relating to setting up such a placement. In addition, Enfield has had to consider enhanced payments for foster carers who are caring for children and young people with significantly high needs. These include complex medical needs, disabled children and children with severe behavioural challenges.

Enfield aims to support in-house foster carers as much as possible as the alternatives are far more costly, i.e. independent fostering agency carers or residential placements. Furthermore, there is an increase in older children needing placements and they usually have more challenging behaviours than younger children do and thus require additional support being provided to the carers such as respite care.

The delay in Special Guardianship cases being concluded in the courts has had an impact on the fostering allowances converting to more cost-effective Special Guardianship allowances. As a result of this, allowances within the service remain high and with the continuing demand for fostering placements, there is no prospect of this changing in the next financial year.

- **Unaccompanied Asylum Seeking Children**

Many children present as unaccompanied asylum-seeking children (UASCs) and the local authority supports them as looked after children using funds from the Home Office to cover the costs. When these young people turn 18, they remain eligible for support as care leavers until their immigration status is finalised and their rights to appeal exhausted. If the Home Office decision on their initial asylum claim is negative (they are not granted asylum and therefore leave to

remain), the Home Office funding to the local authority ceases at the point the initial decision is made. This adds significant financial pressures as appeal processes can be lengthy and go beyond the young person's 21st birthday

International restrictions put in place as a result of COVID-19, especially around travelling across countries, had an impact in the number of UASC referrals (either direct requests or from external agencies) received by Enfield. At the end of March 2020, Enfield was supporting a total of 65 UASC. Since then we have seen a significant decrease in Enfield's UASCs population. However, as restrictions are being eased, it is expected an increase on the number of referrals and requests of support of UASCs. This is likely to exceed the pre-pandemic level in due course.

- **Leaving Care**

Changes in Legislation (Children's & Social Work Act 2017) relating to the duties of support that Local Authorities have towards their Care Leaver have resulted in additional budget pressures arising as local authorities are required to support children who were looked after up to their 25th birthday if needs are presented. In consequence, we have seen an increase in the number of Care Leavers over the age of 21 approaching the Leaving Care Service for support during the last year. We believe this is a trend that will continue in place.

Another aspect of this change in legislation has been the right of individual young people to choose 'staying put' with their existing carers after turning 18 years old instead moving into their own independent accommodation. The uptake of "staying put placements" has also been on the rise. While this translates into better support for Care Leavers this is also more expensive to the Local Authority as well as it reduces the number of carers available to support Look After Children.

In general terms, the provision of accommodation support remains the main pressing point for the Leaving Care budget. This is currently being mitigated by the expectation for all Care Leavers who are 18 or over, entitled to public funds and living in a placement provided by the service, to contribute towards their rent via a benefit claim or employment. However, as COVID restrictions have been lifted, the Department of Work and Pensions (DWP) has moved from the more flexible approach that was in place during the pandemic to support young people's applications for benefits. This is resulting in delays in the referral and process of these applications by the DWP as well as a rise in sanctions. The Local Authority remains responsible to cover the young person's income and full rent costs until benefits are awarded or reinstated.

- **Special Guardianship Orders**

The number of Special Guardianship Orders (SGO's) have been growing at a rapid pace over the last 5 years and this trend is expected to continue. SGO's offer children and young people permanency without them becoming looked after. They are cared for by friends or family. This is often within the community that they know which is far preferable to them being looked after by the local authority. The significant increase in SGO's has directly contributed to

maintaining the relatively low number of looked after children in Enfield in comparison to statistical neighbours and national numbers.

The Covid-19 pandemic has led to an unprecedented situation whereby a high level of cases in the courts with plans of Special Guardianship have not been able to conclude within timescales. As a result of this, SG addendums have been requested by the court in some cases which has placed additional financial pressure on the budget.

- **Parenting Capacity Assessments**

Due to the delay in the court arena as a result of Covid-19, it has been necessary to undertake addendums to many PCAs due to the time lapse from undertaking the initial assessment to when the case is finally heard in court. This placed additional pressure on the team and has necessitated some PCAs to be outsourced externally due to capacity issues within the PCA team.

- **Contact Centre**

The additional pressure on the Edmonton Contact Centre due to delays in the court arena with concluding cases has meant contacts have been extended beyond the final agreed contact arrangements. This has created capacity issues and lack of space in the Centre in which to take on additional contacts requested. As a result of this, it has been necessary to outsource some of the contacts pending conclusion of court cases and thus alleviating the pressure from in-house resources.

- **Joint Service for Disabled Children**

The demographic projections predict a significant increase in children with Special Educational Needs and Disabilities (SEND) in the borough. There is an increasing demand for short breaks and family support, both in terms of the number of families, the level of support required, and the expertise of support staff needed to meet the complex needs of children and young people.

During the pandemic and post pandemic, the service has been required to respond with additional support to families, given the considerable pressures they have faced. This includes:

- supporting families where children are clinically extremely vulnerable and unable to attend school or group activities due to risk of infection;
- where children and/or parents have been required to self-isolate on numerous occasions;
- where parents have tested positive for Covid and need time to recover;
- where the lack of routine and structure, being educated at home or on a reduced timetable has resulted in the child/young person displaying increased behaviours of concern.

There has been an increase throughout 2022-23 and a similar increase is expected through 2023-24. In addition, the service will need to meet the additional costs of incremental direct payment rate increases. This investment would be required to ensure there is a robust early help offer to disabled children

and their families, to prevent family breakdown and the need for costly placements.

- **Staffing**

The Department's salary budgets include a vacancy factor, which recognises the potential cost savings as a result of staff turnover. This can be difficult to achieve in certain areas where it is necessary to maintain higher staffing levels in order to deliver safe essential services, although some vacancy factors have been removed within some of the social work teams to ease this ongoing pressure. In addition, the area faces significant challenges in recruitment and retention of permanent social workers. The use of agency staff puts further pressure on the budgets. The continuing high number of referrals to the service has resulted in an increased pressure on staffing budgets and additional resources have been allocated to Children's services to address these pressures.

In view of the national challenge with recruitment of social workers locally, Enfield Children and Family Services has had to consider recruitment of overseas qualified social workers, which is being progressed. These social workers will require a higher level of support to settle and adapt to the UK social work legislation and practice model. Whilst these social workers are being supported during their induction period of 4 to 6 weeks, there will be a need for agency social workers to cover. This will add to the current financial pressures, however on balance there is anticipated to be a medium to long-term benefit.

Schools Budget - Dedicated Schools Grant (DSG)

- **School places**

The provision of school places is continually under review. A primary expansion programme, funded from the Council's Capital Programme, was delivered between 2008 and 2020 to create additional provision for an increasing primary population. These cohorts are now moving through to the secondary sector but, due to new academy provision, there has not been the need to expand any maintained secondary schools. The October 2022 census has indicated a reduction in pupil numbers of just under 327, mostly in the primary sector. Reasons for this reduction are thought to include Brexit and Covid which has seen families moving out of Enfield. We expect to have sufficient school capacity to place all pupils for 2023/24 and future years based on current projections. The risk resulting from this reduction in numbers is that our Dedicated Schools Grant Allocation, based on pupil numbers, is reduced whilst levels of eligibility for other deprivation factors are increasing which puts pressure on formula allocations. There is also additional risk for schools which are no longer full to capacity, as their costs may not reduce in line with their reduction in funding which could result in an increase in schools in.

- **Special Educational Needs (SEN)**

Even though we have seen a reduction in the overall school population, the number of high needs learners continues to increase and short and long-term provision for places is being assessed on an ongoing basis. There is a risk that this may lead to unfunded increased costs to the school's budget, as under current funding arrangements capital and revenue grant funding does not fully

cover the costs of the additional places needed for children with Education, Health and Care Plans. There has been a significant increase in the number of pupils with SEN, particularly those on the autistic spectrum and with complex behavioural issues. These pupils are often placed in expensive, specialist independent provision whilst the authority continues to work towards the development of more in house provision. With effect from 2018/19, High Needs DSG funding has been allocated on a formulaic rather than historic basis and for 2023/24 the authority has received a significant increase in high needs funding, £7.56m. It is hoped that this additional funding will reduce pressure on the overall budget position and support the authority in moving towards a balanced in year budget position.

- **National Fair Funding Formula**

The Government has confirmed that they are implementing a National Funding Formula (NFF) and a 'soft' NFF has been implemented for 2023/24. The intention is still to move to a hard NFF but the date for this has not been confirmed. For 2023/24, the funding provided to local authorities has been calculated using the NFF, but authorities retain limited local flexibility regarding the distribution of these funds. Additional funding was provided over a 3-year period to support this transition, including £7.1b nationally for 2022/23. As in 2022/23, For 2023/24 the DfE have also announced a Supplementary Schools Grant to support schools with cost pressures and Enfield has received an indicative allocation of £10.1m. This funding, as well as an average 3.6% per pupil DSG increase, should ensure that most schools see an increase in their per pupil funding, but this varies significantly between schools. Cost pressures, particularly in terms of pay award/overheads and energy bills, continue to increase which is an issue for all schools but particularly those who will receive less funding under the NFF which could result in an increased number of schools being unable to set a balanced budget.

Adult Social Care

- **Social Care Demand**

Adult social care funding has been under pressure for a number of years and continues to be identified as the top long-term pressure for councils. There are a number of factors driving these financial pressures, including, increasing demand for care, reductions in overall funding for local government, increases in care costs and the ongoing impact of Covid pandemic.

The latest Census in 2021 shows that the number of people aged over 64 years in Enfield grew by 16.1% since 2011. The number aged 85 or over rose by over 19% in the same period by over 25% for people aged 90 and over. This is reflected in significant increase in demand for adult social care services both in 2021/22 and 2022/23. The over 85s have some of the most complex and expensive social care packages. We also continue to see proportionally higher increases in demand from our younger and older adults with learning disabilities, which continued to increase by over 3% (from March 2022 to December 2022 at +3.2%).

Care purchasing budgets have been prepared based on known levels of activity plus those that might reasonably be foreseen as unavoidable, based on demographic forecasts and historical trends. There remains, however, the

possibility that demand will exceed these assumptions. Improved healthcare means that more adults with disabilities are surviving into adulthood and into old age. As older people are living longer this has associated with it longer term health issues. This is driving an increased demand for services and the ability to offer appropriate and sustainable levels of support to an increasing number of people and delivering savings in 2023/24 is not without risk. There has been for some years a sustained growth in the number of adults living with a learning disability. This is forecast to continue, in particular with larger numbers of younger adults with multiple and complex needs.

- **Covid-19**

The impact of Covid-19 will continue into 2023/24 and possibly many more years to come. The main risks will be responding to an increase level of demand and complexity due to disruption in delivery of primary healthcare services, reduced access to elective hospital healthcare and some reduced capacity in adult social care provision due to continued disruption.

Short term funding provided by the government to fund winter pressures is limited and does present a risk of increased short term care home placements in order to support the hospital discharge process. The local acute trust continues to operate at over 99% capacity which is also driving demand for adult social care services both in community and in care homes.

The longer-term impact of Covid-19 is not yet known. Delays in operations such as knee and hips will lead to increased costs for adult social care in the long term. The impact and costs of long Covid and longer-term Mental Health and increased care in Learning Disabilities is still to be determined.

- **Contractual Price**

The Government increased the National Living Wage for individuals aged 23 and over by 9.7% from £9.50 to £10.42 with effect from 1st April 2023. As the majority of care costs are for workforce, this will have a significant impact on providers of social care. Inflation has also become a more significant factor in cost pressures this year. The average rate of inflation (based on the consumer price index over the 12 month period to November 2022) has increased to 10.7%. These services are provided to local people with eligible needs and are delivered by the independent and voluntary sectors. In negotiating contracts with these providers, the Council seeks to strike a fair balance between a meaningful recognition of providers' costs, affordability to local taxpayers and quality of services. The Council also needs to be mindful of those areas of service provision where there is a shortage or risk of insufficient capacity to meet demand. These are factors which can push prices up, so working with the market and with other authorities to increase capacity which achieves value for money remains a priority.

The procurement and commissioning service is also working with providers of services to understand price structures and how the cost of services provided is broken down. Retaining skilled staff, payment for travel time, pension scheme requirements, paying a living wage and investing in new technologies as well as cost of living pressures are all factors which can push prices up. An analysis will be completed for other types of provision in order to achieve best value and deliver our duty around market sustainability as defined within the Care Act 2014. Social

Care is a labour intensive service, with direct employee costs often equating to 70-80% of overall service costs.

- **Provider Failure**

There is a risk that provider failures may occur. The Council has a duty under the Care Act to be a provider of last resort, however there is a possibility of interruptions to care and support services with additional cost implications should a business fail. The Council's priority is to work with all registered and non-registered care providers in the borough, to avoid the risk of business failure and to minimise the disruption and impact for service users of any such failure. The Council will focus its activity on those providers where there is assessed to be greater risk of business failure to ensure a targeted approach and efficient use of resources.

The Adult Social Care service will continue to be a provider of last resort for failed providers and there will be cost implications if this becomes necessary.

- **Pressures on the Local NHS**

Sustained increases in demand upon local NHS services due to demographics and the impact of Covid-19, have led to both additional demand for social care and actions to contain NHS overspends that pose a risk of costs being transferred, directly or indirectly to social care. This will continue to be kept under close review.

- **Fees & Charges paid by service users**

Given the significant income assumptions in the budget, there is a risk that they might not be achieved in full. This is especially the case in the current economic climate with high levels of inflation, where vulnerable residents may be making difficult choices between funding their basic living requirements and paying charges.

Public Health

The Public Health Grant in 2022/23 is £18.023m. The exact amount of grant for 2023/24 is still to be confirmed by the Government (last year, it was announced in February). The grant has been annually reviewed each year with an element of inflation given. Obviously there is some risk until the grant for 2023/24 is announced. A ring fenced Public Health grant Reserve is maintained and can assist in managing any changes to the annual grant to ensure a balanced annual position over time.

The Council has NHS contracts with North Middlesex Hospital and Barnet, Enfield and Haringey (BEH) Mental Health Trust, for 0-19s, Substance Misuse and Sexual Health, totalling a sum of £9m. These mainly pay for NHS staff.

NHS England has incorporated funding for NHS pay awards and inflationary pay pressures for local authority contracts into ICB allocations, Public Health must ensure that contributions to these costs are being made to Trusts by the ICB and pressures are not met by the Public Health Grant.

The longer impact of Covid-19 on Public Health services is unknown; the increase in need for mental wellbeing support and increase in incidences of domestic abuse suggest an increased demand for substance misuse services.

Providers are seeing patients with increasing complexities across all services which is impacting on provider capacity and specialisms.

The cost of providing Opiate Substitute Therapy (OST) in substance misuse services has also seen increases for both methadone and buprenorphine due to some supply issues. This is being carefully monitored with the Provider which is able to source generic buprenorphine. In order to maintain choice we will need to review and monitor prescribing budgets within Substance Misuse Services, to ensure that this will not have a significant impact on the cost of providing OST locally.

Since the pandemic was declared there has been a reduction in demand for sexual health services due to changes in population behaviour as a result of the restrictions, however London has a significantly higher population than other parts of the country of key risk groups for sexually transmitted infections (STIs) and HIV. Local authorities are required by law to provide 'open access' sexual health services for everyone present in their area. In practice this means that people can access services anywhere, providers then bill the local authority of residence. There has been a high and rising demand which was evident before the pandemic for sexual health services which takes up 30% of the public health budget. The clinics at Silverpoint and Enfield Town are designed to reduce the number of out of borough treatments and hence help to control costs. The current lease at Silverpoint clinic is ending on the 25th March 2023 and the Council is reviewing accommodation options for an alternative location. This period of transition to another site may impact on local access and lead to some additional costs for out of borough activity and the online E-Service whilst communication plans are being implemented to inform residents of the new service location.

Increasing energy costs & utilities are an additional budget risk at both the sexual health clinics located at Burleigh Way and Silverpoint and also at Claverings and Vincent House premises where substance misuse services are located.

Place Department

- **Temporary Accommodation (TA)**

In recent months the entire temporary accommodation and homelessness sector in England has effectively collapsed due to the changes in Buy-to-Let legislation and the ongoing financial crisis. This has brought a range of problems to Enfield which exclusively uses privately owned accommodation to house the circa 3,100 families currently homeless in the borough.

The predominate issue is one of supply. There simply is not enough affordable accommodation available to house all the people presenting as homeless in the borough. The cost of living crisis has seen many landlords exit the TA market, either moving their accommodation into the more lucrative

end of the private rented market or selling their investment properties altogether.

In an effort to reverse the shrinking amount of available accommodation the Inter Borough Accommodation Agreement (IBAA) have increased the pan London rate payable to landlords by 10%, this would cost Enfield circa £3.5m annually in additional lease costs. However, it is anticipated that this will only slow the exit of landlords from the market rather than provide any additional properties.

The lower end of the private rented sector has also been impacted by the financial crisis, this means there are far less available properties which are affordable to current TA tenants effectively “trapping” them in TA.

Enfield have now resorted to housing homeless families in commercial hotels at circa 2.5 times the cost of standard TA units. Should this have to continue at scale into the new financial year it is likely to put extensive strain on the Council's finances.

- **Special Educational Needs (SEN) Transport)**

SEN Transport costs continue to rise driven by a large increase in passenger numbers (1,243 as at the end of December 2022) compared to 653 in Dec 2015 – an increase of 90%. It is anticipated that these numbers will continue to rise year on year, with the distinct possibility that next December (2023) numbers will exceed 1,372 per day, additionally, more provision is being requested for children with complex needs. Whilst we are mitigating the costs as best as possible with new initiatives between transport, SEN and the brokerage team, many new provisions are for the more costly options of out of borough transport requirements due to in borough education places being at capacity.

- **Commercial Property Portfolio**

The Council's commercial property portfolio is expected to generate rental income of about £10.5m in 2023/24. The economic uncertainty, inflation, together with current regeneration initiatives and level of disposals continues to impact adversely on income streams. A number of rent reviews and lease renewals will seek to mitigate the downturn. In addition, major income producing regeneration schemes will in the longer term increase rental growth.

- **Empty Property Compulsory Purchase Order (CPO) programme**

The Council is liable to make 'Basic Loss payments'. Basic Loss Payments are statutory entitlements payable to former owners for interest in land, subject to certain criteria being met and up to a maximum amount. there are also other Heads of Claim under the Statutory Compensation Code in addition to Home loss payments which also need to be considered/factored in, on a case by case basis.

- **Security of Council Premises**

Due to the heightened risk of the Council's vacant and open spaces being illegally occupied, there are potential additional costs on security to prevent illegal occupation of Council land.

- **Meridian Water**

Since July 2018, the Council has been acting as master developer to deliver Meridian Water. As master developer, the Council is committed to delivering key infrastructure, meanwhile uses and facilitating development on a phase by phase basis to deliver 10,000 homes. Meridian Water is a significant financial undertaking where the Council is exposed to a number of financial risks. The capital cost of enabling housing delivery at Meridian Water has been secured by means of PWLB loans; the Council has borrowed circa £400m to date which is to be paid back through land receipts. The Meridian Water financial model manages this risk by providing the Council with residual land value estimates to ensure the best value is achieved. Meridian Water is highly sensitive to wider market forces which impact sales values, developer confidence and interest rates, which have suffered a downturn in 2022. The Meridian Water team is further mitigating the capital expenditure risk through a review of the delivery strategy for the project, coupled with accelerating delivery where possible to generate land receipts. Tighter controls on project spending have also been implemented to manage the Council's exposure.

The project carries ongoing revenue risks for the wider Council partly due to large commercial premises located on the site (IKEA, Tesco), this has knock-on effects on business rate income and commercial rental income. The Council is additionally under pressure to maximise revenue income due to government MRP (Minimum Revenue Position) rules, where public sector loans cannot be entirely reliant on capital receipts to repay them.

The revenue risks are managed through ongoing monitoring from the finance team and the appointment of a property company responsible for collecting rents from the meanwhile and existing businesses on Council owned land. A meanwhile and revenue board meets quarterly to discuss the revenue income and expenditure and risks, including bad debts.

- **Development Management**

Economic uncertainty and inflation impact is impacting planning fees, pre-app fees and planning performance agreement fees; continued difficulties recruiting permanent staff will require continued reliance on agency staff with associated budget pressures and further costs associated with appeals, hearings, public inquiries.

- **Section 106/CIL receipts**

Economic downturn or uncertainty could impact on income from CIL/S106, especially in relation to the collection of administration fees. Changes proposed to the CIL/S106 collection system by the Government through the Planning White Paper could result in financial risks associated with provision of infrastructure being transferred to the Council.

Resources Department

- **Income**

There are significant income expectations across traded services. There will be a risk that these are not achieved as planned due to events outside the services control. The most significant trading services with income expectations are the Schools Catering, Music and Swimming Service. Previously the pandemic but now also the cost of living crisis will have an adverse impact on these services. Additional risks to income could also arise from the impact of the current economic climate on the council's ability to enforce against its debts and generate income from libraries.

- **Digital Services**

There are savings expectations from application rationalisation, but these have yet to be concluded and therefore remain a risk for 2023/24. There is a risk that the annual maintenance/licence costs associated with the digital capital investment programme (DCIP) and other programmes continue to be a financial pressure should the efficiencies anticipated to be delivered not be realisable. This will be magnified where there is dual running of applications and annual licence costs not included in the budget. There is also a risk of increased annual costs of new and existing contracts through market factors such as inflation, supply chain delays and competing demand from other organisations.

Chief Executive Department

- **Legal Services**

The continuous high volume of children safeguarding matters in court proceedings presents pressure against the legal services budget. New cases issued are consistent with cases concluded, meaning that the volume remains at a static level since the significant rise in case numbers and complexity seen in 2020-21 following the global pandemic. Recognised as a pressure, there was additional funding received in financial years 2021/22 and 2022/23 allowing matters to be held in-house but the proposed additional funding in 2023/24 represents a 35% decrease on the previous year. A revised approach by the courts to the Public Law Outline (PLO) seeks to shorten case conclusion timescales and requires the necessary casework resource and court representation to be able to adhere to.

Earmarked Reserves Summary

This Appendix explains the purpose of the Council's main earmarked reserves. The reserves table also shows planned movements in the balances over the period of the Medium Term Financial Plan. Comments regarding the adequacy of the reserves held are set out below while Appendix 7b summarises forecast use and commitment of the reserves.

| MTFP Smoothing and Capital Financing Reserves | |
|--|--|
| Risk Reserve | Set aside as a contingency sum in order to provide financial funding over the period of the Medium Term Financial Plan for potential pressures. |
| Covid-19 Reserve | Reserve set up to fund costs relating to the Covid-19 pandemic. Remaining funding has now been transferred into the Risk Reserve. |
| Balance Sheet Management | A contingency amount set aside to cover any issues arising within the Council's balance sheet. |
| Collection Fund Equalisation Reserve | This reserve was created in 2017/18 primarily in order to smooth business rates receipts during the transition to the new funding regime. Additional business rates growth income received via the London Pilot Pool will be initially held in the reserve and allocated to the general fund in the following year in accordance with budget decisions. |
| Housing Benefits Smoothing Reserve | This reserve is to mitigate against any adjustments required which might arise from the audit of the Housing Benefit Subsidy claim. The agreed policy is to retain the balance on this reserve at 1% of the HB claim. |
| Adult Social Care Smoothing Reserve | As a result of Covid 19 some clients that were cared and paid for by the NHS, became the Council's responsibility on 1 April 2021. There are also a number of clients whose residential care placements were delayed due to Covid as well as cancellations of routine operations such as hip and knee replacements therefore clients will require more hours of support with an increase in costs. Service underspends were taken into reserve to meet these higher expected future costs. |
| North London Waste Authority Reserve | Funding set aside to cover potential future costs of the NLWA contract arising from the building of the new waste treatment facility. |
| Salix Fund Reserve | This reserve was set up to enable the savings arising from the implementation of Salix projects to be recycled on further energy saving projects in the future. |
| Minimum Revenue Provision Equalisation Reserve | Following a change in MRP policy in 2017/18 this reserve was created to smooth annual MRP requirements. |
| Interest Equalisation Reserve | This reserve is intended to address increases in interest rates. The global economic turbulence has had significant effects on the UK economy, of which the reduction in interest rates is one of the most significant. This reserve is designed to provide some cushioning against further fluctuations. |
| Service Specific Reserves | |
| Local Election Reserve | Council elections are held every four years. To smooth out the cost, a contribution is made into the reserve each year so that sufficient funding is available every fourth year to fund the local elections. |
| Sustainable Service Development Programme | Funding set aside for Sustainability projects. |

Appendix 7a

| | |
|---|--|
| Invest to Save Reserve | Set aside to fund projects and initiatives which will deliver long term cost reduction or income generation for the Council to help balance the budget. |
| Redundancy and Early Retirement Reserve | This reserve refers to funding set aside to meet the one-off costs associated with service restructuring to achieve efficiency savings. |
| Crime & Disorder Fund | The reserve was originally set up with contributions from various groups within the Council to support crime and disorder activities not funded by core budget. The balance will be utilised to assist with the launch of the Serious Youth Violence public health approach strategy. |
| Deposit Bond Guarantee scheme for private landlords | This amount represents a bond deposit scheme for rent. Instead of paying rent deposits to landlords on behalf of homeless clients; the landlords are issued with a bond to guarantee that the deposit will be paid if the tenants breach their tenancy conditions. |
| New Homes Bonus Projects | Authorities that deliver new homes are awarded a New Homes Bonus. The Council is fully committed to the delivery of more homes in the borough and continues to progress a number of major housing renewal schemes including the Alma and Ladderswood Estates. |
| Parking Development Fund (PPRA) | This reserve was originally created when surpluses were made from the Parking Places Reserve Account (PPRA). The balance represents sums set aside for expenditure on future parking projects as permitted by legislation. |
| Building Control Appropriation Account | The balance represents net surpluses or deficits on Building Control non statutory services, where these are treated in accordance with the Building (Local Authority Charges) Regulations 2010. Income generated from fee earning works should cover the costs of delivering the service. Where surpluses or deficits occur, the council needs to consider the use of earmarked reserves to demonstrate 'taking one financial year with another' that the charges levied for carrying out building regulations chargeable service is equal, as far as practical, to the actual costs. |
| MHCLG Rogue Landlord Grant | Funding was award by MHCLG to support projects which take targeted action against criminal landlords, support good landlords in fulfilling their responsibilities and empower tenants to make good use of their rights. The balance held is earmarked for such projects in future. |
| Property Projects | This reserve fund was generated from unspent dowry relating to the perpetual upkeep of Mossops Park, including the Mossop Creek and Delta respectively. |
| Street Lighting PFI Equalisation Reserve | These balances will equalise the funding available for the PFI Street Lighting project over the whole life. Holding an earmarked reserve for this purpose is considered prudent and good practice. |
| Planning & Regeneration Reserve | This reserve is used for contributions towards and funding for the Council's regeneration agenda. |
| Welfare Reforms & Hardship Fund | The changes in the benefit regime increase the risk of residents being unable to pay council tax bills and additional costs relating to the new benefit administration and regulations. This reserve will be available to meet these potential pressures. In recognition of the hardship faced by working age households affected by the changes to Council Tax support, the Council established a Hardship Fund in 2013/14. The balance of this fund will be continuously rolled forward for use in future years. |

| | |
|---|--|
| Pooled Budgets Earmarked Reserve | The purpose of this reserve is to document the opening and closing stock in the community equipment service. |
| Development Transformation Earmarked Reserve | Fund held for staff training and development schemes |
| NEXUS | The NEXUS Project aims to tackle Youth Violence. £500k was provided in the MTFP in both 2019/20 & 2020/21. This balance represents unspent funding from those original allocations which is being used to continue this important work. Delays in delivering the project's aims were experienced due to the pandemic. |
| Property Reserves | |
| Repair & Maintenance of Council buildings | The revenue budget includes an annual contribution to the R & M fund. The fund supports day-to-day repairs, responsive maintenance, and service contracts in respect of Council buildings. With an ageing portfolio of buildings, the risk of expensive repairs and maintenance is increasing. |
| Repairs Fund for private sector housing leased to Council | This funding is set aside to cover the cost of repairs to PSL properties when the leases come to an end and the properties are handed back to their owners. It is "routine" business, with a low risk, and this reserve acts as a buffer to support the repairs work. |
| Montagu Dry Lake Maintenance Fund | This funding is set aside to cover future maintenance costs of a flood storage facility (dry lake). |
| Other Grant Reserves | |
| Section 106 Receipts | S106 agreements are issued on development proposals and require developers to make contributions to support infrastructure. These are similar to CIL arrangements which are an update on S106. |
| Grant Reserve | These are a collection of smaller earmarked reserves with very specific grant restrictions which limit their use. |
| CIL Reserve | The Community Infrastructure Levy (CIL) is a charge which can be levied by local authorities on new development in their area. It is an important tool for local authorities to use to help them deliver the infrastructure needed to support the new development. In accounting terms, it is a contribution, earmarked similar to grants. CIL is used to help fund the Capital Programme. |
| Public Health | From April 2013, local authorities took on responsibility from the NHS, for improving the health and well-being of their local population and reducing health inequalities. The Authority was awarded ring-fenced grant in 2013/14 with specific grant conditions including the carry forward of underspends to future years. |
| EU Exit Grant | Funding was received from Government for costs incurred in making arrangements for BREXIT. |
| Performance Reward Grant Schemes | This grant is used by Enfield Strategic Partnerships to fund Local Area Agreement approved schemes. This reserve is used to fund costs associated with the Parent engagement panel and facilitate phased reductions in contributions to community and voluntary groups. |
| Troubled Families Grant | The Council managed to achieve the maximum Payment by Results grant available and the reserve has helped to fund the extension of the programme as the funding from MHCLG in 2020/21 was not enough to cover the cost of the team. The remaining balance on the reserve is planned to be used when the grant funding ends to pay for resources within Early |

| | |
|--|--|
| | Help to continue for another year or until the pressure is potentially managed through the MTFP process. |
| Proceeds of Crime Act (POCA) Grant | This funding enables proceedings to be brought against those suspected of criminal activity e.g. by confiscation of assets. |
| Maintenance Deposits | The balance represents payments to the Council from external sources for specific maintenance purposes. These sums are used as and when required for the following: Enfield Island Bridge; Broomfield Lane railway bridge; Innova Park Access Bridge; Fairview Homes soak way on public highway at Albany School; Eastern Electricity shrubbery screening Camlet Way Hadley Wood. Periodic inspections are carried out on the bridges and any repairs required are funded from these provisions. |
| Southbury Synthetic Pitches Maintenance Fund | Balance held for maintenance of the sports pitches at Southbury leisure Centre – grant conditions apply. |
| 3G Football Pitch Replacement Fund | This is a Football Association Grant and is subject to grant conditions in how it is used. |
| Insurance Reserves | |
| Insurance Fund | The internal Insurance Fund provides cover in full for tree root damage claims, burglary and “all risks” on specified equipment. The Fund also meets the cost of all claims within the external policy excesses for general building fire damage (including housing properties), motor, cash and public and employer liability claims. In addition, there is a potential liability with a former insurer of the council which would be a call on this fund. |
| General Fund Balances | |
| General Fund Balances | This is a contingency fund set aside for emergencies or to cover any unexpected costs that may arise. |
| HRA Reserves | |
| HRA Repairs Fund and Capital Reserve | These funds represent the resources available for major repairs to the Housing stock and works to achieve the Decent Homes Standard. |
| HRA Insurance Fund | Provision to cover any claims made against the HRA. |
| HRA Balance | Accumulated balances held made up of the net surplus or deficit positions year on year. Surpluses add to the balance whilst any in year deficits can be funded from prior year surplus balances. |
| Schools and DSG Reserves | |
| Schools Balances | The balance represents the accumulated revenue balances held by schools. |
| Dedicated Schools Grant Reserve | The DSG is a ring-fenced specific grant, provided outside the local government finance settlement. It should be used in support of the schools’ budget for the purposes defined in the School and Early Years Finance (England) Regulations |

MOVEMENT IN EARMARKED RESERVES 2023/24 & FUTURE USE FORECAST

APPENDIX 7B

| RESERVE | Balance at 31 March 2023 | Estimated Net Transfers 2023/24 | Forecast Balance at 31 March 2024 | 2024/25 to 2027/28 Programmes | | Forecast Reserves as at 31 March 2028 |
|---|--------------------------|---------------------------------|-----------------------------------|-------------------------------|----------|---------------------------------------|
| | | | | Revenue | Capital | |
| | £'000s | £'000s | £'000s | £'000s | £'000s | £'000s |
| <u>MTFP Smoothing and Capital Financing Reserves</u> | | | | | | |
| Risk Reserve | (9,778) | 551 | (9,228) | 634 | | (8,594) |
| Risk Reserve Total | (9,778) | 551 | (9,228) | 634 | 0 | (8,594) |
| Balance Sheet Management | (3,331) | 0 | (3,331) | 0 | | (3,331) |
| Balance Sheet Management Total | (3,331) | 0 | (3,331) | 0 | 0 | (3,331) |
| Collection Fund Equalisation Reserve | (8,728) | 1,900 | (6,828) | 0 | | (6,828) |
| Housing Benefits Smoothing Reserve | (4,448) | 0 | (4,448) | 0 | | (4,448) |
| Adult Social Care Smoothing Reserve | (3,697) | 0 | (3,697) | 0 | | (3,697) |
| NLWA Reserve | (627) | 0 | (627) | 0 | | (627) |
| Medium Term Financial Planning Smoothing Reserves | (17,500) | 1,900 | (15,600) | 0 | 0 | (15,600) |
| Salix Fund | (1,017) | 500 | (517) | 517 | | 0 |
| Meridian Water Reserve | (1,560) | 0 | (1,560) | 0 | | (1,560) |
| Capital Financing Reserves (Minimum Revenue Provision) | (17,828) | 5,075 | (12,753) | 6,299 | | (6,454) |
| Capital Financing Reserves (Interest Rate Equalisation Reserve) | (4,655) | 0 | (4,655) | 0 | | (4,655) |
| Capital Financing Reserves | (25,059) | 5,575 | (19,484) | 6,816 | 0 | (12,669) |
| <u>Service Specific Reserves</u> | | | | | | |
| Local Election Reserve | (0) | (125) | (125) | (555) | | (680) |
| Sustainable Service Development Programme | (100) | 100 | 0 | 0 | | 0 |
| Invest to Save | (1,802) | 241 | (1,561) | 111 | | (1,451) |
| Redundancy & Early Retirement Reserve | (1,908) | 0 | (1,908) | 0 | | (1,908) |
| Crime & Disorder Fund | (192) | 0 | (192) | 0 | | (192) |
| Deposit Bond Guarantee scheme for private landlords | (0) | 0 | (0) | 0 | | (0) |
| New Homes Bonus Projects | (36) | 0 | (36) | 0 | | (36) |
| Parking Development Fund (PPRA) | 0 | 0 | 0 | 0 | | 0 |
| Building Control Appropriation Account | 0 | 0 | 0 | 0 | | 0 |
| Property Projects | (134) | 0 | (134) | 0 | | (134) |
| Planning & Regeneration Reserve | (881) | 500 | (381) | 381 | | 0 |
| Firs Farm Tennis Courts - Sinking Fund | (5) | (3) | (8) | (10) | | (18) |
| Additional & Selective Licensing | (2,763) | 89 | (2,674) | 2,674 | | 0 |
| Welfare Benefit Reforms | (5,150) | 1,400 | (3,750) | 1,500 | | (2,250) |
| Pooled Budgets EM Reserve | (637) | 200 | (437) | 437 | | 0 |

MOVEMENT IN EARMARKED RESERVES 2023/24 & FUTURE USE FORECAST

APPENDIX 7B

| RESERVE | Balance at 31 March 2023 | Estimated Net Transfers 2023/24 | Forecast Balance at 31 March 2024 | 2024/25 to 2027/28 Programmes | | Forecast Reserves as at 31 March 2028 |
|---|--------------------------|---------------------------------|-----------------------------------|-------------------------------|----------|---------------------------------------|
| | | | | Revenue | Capital | |
| Decent Homes Framework Res-Strategic Alliance Agreement Fund | 0 | 0 | 0 | 0 | | 0 |
| Development Transformation EM Reserve | (17) | 0 | (17) | 0 | | (17) |
| Industrial Estates Improvements | 0 | 0 | 0 | 0 | | 0 |
| Planning Appeals Earmarked Reserve | 0 | 0 | 0 | 0 | | 0 |
| NEXUS | (77) | 0 | (77) | 0 | | (77) |
| Service Specific Reserves Total | (13,703) | 2,402 | (11,300) | 4,537 | 0 | (6,763) |
| Property Reserves | | | | | | |
| Repair & Maintenance of Council buildings | (104) | 500 | 396 | 136 | | 532 |
| Repairs Fund for private sector housing leased to the Council | (462) | 0 | (462) | 0 | | (462) |
| Montagu Dry lake Maintenance Fund | (70) | 0 | (70) | 0 | | (70) |
| Property Reserves Total | (636) | 500 | (136) | 136 | 0 | 0 |
| Other Grant Reserves | | | | | | |
| S106 Receipts | (78) | 0 | (78) | 0 | | (78) |
| Grant Reserve | (2,068) | 93 | (1,974) | 0 | | (1,974) |
| CIL Reserve | (5,825) | 0 | (5,825) | 0 | | (5,825) |
| Neighbourhood CIL | (1,961) | 0 | (1,961) | 0 | | (1,961) |
| Public Health Fund Reserve | (1,856) | 239 | (1,617) | 800 | | (817) |
| EU Exit Grant | (49) | 0 | (49) | 0 | | (49) |
| Performance Reward Grant Schemes | (206) | 206 | 0 | 0 | | 0 |
| Troubled Families | (464) | 70 | (394) | 210 | | (184) |
| Proceeds of Crime Act (POCA) Grant | 0 | 0 | 0 | 0 | | 0 |
| Maintenance Deposits | 0 | 0 | 0 | 0 | | 0 |
| Homelessness Initiatives | (350) | 0 | (350) | 0 | | (350) |
| Troubled Families SFAYV EM Reserve | 0 | 0 | 0 | 0 | | 0 |
| Southbury Synthetic Pitches Maintenance Fund | (173) | (20) | (193) | (80) | | (273) |
| 3G Football Pitch Replacement Fund | (125) | (25) | (150) | (100) | | (250) |
| Other Grant Reserves Total | (13,156) | 564 | (12,592) | 830 | 0 | (11,762) |
| General Fund Usable Reserves Sub Total | (83,163) | 11,492 | (71,671) | 12,953 | 0 | (58,718) |
| Insurance Reserves | | | | | | |

MOVEMENT IN EARMARKED RESERVES 2023/24 & FUTURE USE FORECAST

APPENDIX 7B

| RESERVE | Balance at 31 March 2023 | Estimated Net Transfers 2023/24 | Forecast Balance at 31 March 2024 | 2024/25 to 2027/28 Programmes | | Forecast Reserves as at 31 March 2028 |
|---|--------------------------|---------------------------------|-----------------------------------|-------------------------------|----------|---------------------------------------|
| | | | | Revenue | Capital | |
| Insurance Fund | (7,022) | 0 | (7,022) | 0 | | (7,022) |
| Insurance Reserves Total | (7,022) | 0 | (7,022) | 0 | 0 | (7,022) |
| <u>General Fund Balances</u> | | | | | | |
| General Fund Balances | (13,949) | (551) | (14,500) | 0 | | (14,500) |
| General Fund Balances Total | (13,949) | (551) | (14,500) | 0 | 0 | (14,500) |
| Total General Fund Reserves and Balances | (104,134) | 10,941 | (93,193) | 12,953 | 0 | (80,240) |

MOVEMENT IN EARMARKED RESERVES 2023/24 & FUTURE USE FORECAST

APPENDIX 7B

| RESERVE | Balance at 31 March 2023 | Estimated Net Transfers 2023/24 | Forecast Balance at 31 March 2024 | 2024/25 to 2027/28 Programmes | | Forecast Reserves as at 31 March 2028 |
|---|--------------------------|---------------------------------|-----------------------------------|-------------------------------|------------|---------------------------------------|
| | | | | Revenue | Capital | |
| HRA Repairs Fund | | | | | | |
| HRA - Repairs Fund | (2,084) | (500) | (2,584) | (500) | | (3,084) |
| HRA - Capital Reserve | 9,125 | 4,702 | 13,827 | | 857 | 14,684 |
| HRA Repairs Fund Total | 7,041 | 4,202 | 11,244 | (500) | 857 | 11,601 |
| HRA Insurance Fund | | | | | | |
| HRA - Insurance Fund | (767) | 0 | (767) | 0 | | (767) |
| HRA Insurance Fund Total | (767) | 0 | (767) | 0 | 0 | (767) |
| HRA Balance | | | | | | |
| HRA Balance | (3,690) | (500) | (4,190) | (500) | | (4,690) |
| HRA Balance Total | (3,690) | (500) | (4,190) | (500) | 0 | (4,690) |
| Total HRA Reserves and Balances | 2,584 | 3,702 | 6,287 | (1,000) | 857 | 6,143 |
| Schools Balances | | | | | | |
| Schools Balances | 387 | 0 | 387 | 0 | | 387 |
| Schools Balances Total | 387 | 0 | 387 | 0 | 0 | 387 |
| Total Schools' Reserves and Balances | 387 | 0 | 387 | 0 | 0 | 387 |
| Grand Total Reserves and Balances | (101,163) | 14,644 | (86,519) | 11,953 | 857 | (73,709) |

STATEMENT OF THE SECTION 151 OFFICER UNDER THE REQUIREMENTS OF SECTION 25 OF THE LOCAL GOVERNMENT ACT 2003

ROBUSTNESS OF BUDGET ESTIMATES AND ADEQUACY OF THE RESERVES - FEBRUARY 2023

1 Introduction

The Local Government Act 2003 places a duty on the Chief Finance Officer (the Council's Section 151 Officer) to report to Council as part of the budget process on the robustness of the estimates and the adequacy of the proposed financial reserves.

Guidance on balances and reserves is provided by Local Authority Accounting Panel (LAAP) Bulletin 77 (Nov 2008) which is the basis on which the Chief Finance Officer's annual financial risk assessment has been updated in this report. The LAAP emphasises the importance of taking account of the Council's medium-term plans and forecasts of resources, and not to focus solely on short term considerations. The majority of Council services face external demand and cost pressures in future years, and in addition, the Council continues to need to transform in order to meet rising demand with fewer resources and invest in capital projects to ensure the long-term viability of Council assets.

This Appendix focuses on the robustness of estimates and the adequacy of reserves which are central to the Council's risks and uncertainties and need to be considered together.

2 Processes

Budget estimates are made at a point in time and this statement about the robustness of estimates cannot give a guaranteed assurance about the budget, but, instead, gives members reasonable assurances that the budget has been based on the best available information and assumptions.

To meet the requirement on the robustness of estimates a few key processes are in place, including:

- the issuing of clear guidance to all officers involved in the preparation of budgets including the importance of proposed savings and income generation proposals to be realistic and deliverable;
- the use of budget monitoring in 2022/23 to re-align budgets with current demand where possible, and, for 2023/24 to update the Medium-Term Financial Plan (MTFP) and build in known pressures;
- development of savings and income generation proposals by savings workstreams;
- scrutiny and review via weekly meetings of the Executive Management Team (EMT) and by Overview and Scrutiny budget challenge in January 2023 of the proposed savings and their achievability;
- weekly meetings with the Cabinet Member for Finance and Procurement and regular meetings with the Leader to review key issues and provide ongoing direction to the process;

- the Chief Financial Officer providing advice throughout the process on robustness, including reflecting current demand and service standards (unless standards and eligibility are to be changed through a change in policy)

In addition to these arrangements, which are designed to test the budget throughout its various stage of development, reliance is placed on the Service Managers having proper arrangements in place to identify issues, project demand data, and consider value for money and efficiency. These arrangements are managed via Departmental Management Teams, drawing on monthly information in the financial monitor, performance reporting systems and the Council's risk management strategy (which in itself results in the strategic risk register being reported to and challenged by the General Purposes Committee on a regular basis).

3 Robustness of Revenue Estimates

The 2023/24 draft budget includes £11.694m of new service savings and £2.524m of increased income proposals, as well as £1.538m of prior year savings and income savings, totalling £15.756m overall. New service and corporate pressures totalling £46.630m have been reflected in the 2023/24 budget to address demand and cost pressures as detailed in the Revenue Budget Proposals section of the main report. These have been offset slightly by reversal of Covid-19 pressures totalling £0.674m, giving a net pressures figure of £45.956m for 2023/24. The savings identified to balance the 2023/24 budget have been closely scrutinised by both officers and members, and where appropriate Equality Impact Assessments (EQIAs) have been completed by departments. Savings and income generation proposals approved in the budget round will be closely monitored through 2023/24 until they are fully embedded into the Council's budget.

The risks in relation to the achievement of all savings are taken into account in setting the level of contingencies and general balances. The monitoring of the achievement of these savings, as in previous years, will form an integral part of the 2023/24 revenue monitoring process, which culminates in quarterly reporting to Cabinet. During 2022/23 the Pressures Challenge Board has continued to focus on areas of key pressures to develop action plans to ensure that pressures were contained. Where no recourse was identified to manage 2022/23 pressures and unachieved savings, these were built into the MTFP in 2023/24. Containment of pressures within the additional resources will be monitored alongside new savings and income proposals in 2023/24 to ensure delivery.

In the event that management action fails to ensure delivery of savings, income generation initiatives and containment of pressures, a contingency of £3m has been retained in the Corporate Budget. Should a temporary in-year call on general fund balances be required, balances would need to be restored to at least the minimum prudent level in the following year.

The 2023/24 estimates no longer specifically refer to Covid-19, albeit our assessment of the budget pressures for 2023/24 make assumptions around ongoing lost income due to behaviour changes and pressures in Adult Social Care.

A new risk for 2023/24 is the impact of the cost of living crisis on our income levels. This has been considered with our collection rates for business rates being set at prudent rates reflecting our best estimates (see paragraph below for further details). One of the emerging areas of increased risk is Temporary Accommodation budgets,

initial assumptions regarding savings that could be made in this area have been removed from the budget to reflect this.

The Treatment of Inflation and Interest Rates

The risks from inflation presents a threat to the Council's financial resilience that has not been experienced for more than a decade. An assessment of inflation for 2023/24, (including the brought forward impact of inflation in 2022/23) has been undertaken to include staff pay award, contracts and fuel and energy costs totalling £21m which has been included in the 2023/24 budget. This has been included in our base budget position with the purpose of ensuring a robust budget. The adequacy of this inflation estimated will require monitoring throughout the coming year, the most significant impact is the pay inflation across Council and labour-intensive contracts. Should inflation levels increase, or our best estimates be insufficient, our risk reserve and £3m contingency will need to be applied.

The Treatment of Interest Rates, Capital Financing (MRP) and Impact of Capital Programme

The impact of the interest rate increases (BoE base rate at January 2022 was 0.25%, but this has increased over the year to 3.50% as at January 2023, with a further increase to 4.00% made by BoE in early February) and the general economic downturn also places a new threat to the Council's financial resilience. The majority of the Council's debt is long term with low fixed interest rates and therefore the financial risks are related to new borrowing and re-financing existing borrowing. A further risk relates to need to review business cases of the capital programme and ensuring that planned capital receipts are realised. Similarly, although significant elements of the borrowing costs of the capital associated with Meridian Water and other regeneration schemes are capitalised, and therefore do not affect the revenue budget, any change in the assumptions affecting these projects may require some or all of these borrowing costs to be charged to the revenue budget. The review of the Meridian Water business model will be reported to Cabinet in April 2023 to reflect the current economic climate.

The previous strategy included a planned draw down from capital financing reserve over time. This approach has changed for 2023/24, to reflect the current economic position. The planned draw down on reserves will be mitigated through adapting the existing programme and increasing the capital financing base budget at a faster pace than planned. This results in protecting the capital financing reserve to provide assurance regarding the Council's financial resilience. This reserve is forecast to be £24.0m as at March 2023 and £12.7m in March 2028.

Decisions on future additions to the Capital Programme and any associated borrowing requirement must be taken with reference to the latest guidance on capital financing and with regard to proportionality. The council proactively seeks counsel from our professional advisers Arlingclose in this matter.

The Availability of other Funds and Insurance to deal with Major Contingencies

Besides the general budget contingency of £3m, there are also General Balances of £14.5m and an Insurance Reserve of £7m. General Fund Usable Earmarked Reserves at 31st March 2023 are estimated to be £83.163m (Appendix 7b). However, of these usable reserves, these in part are committed, and therefore the available reserves are estimated to be circa £19.370m taking account of the reserves set aside

for Property and Grants & Contributions £13.713m, Capital Financing £24.043m, and £26.037m for MTFP smoothing.

The minimum level of general fund earmarked reserves assumes that management actions will be taken to address major issues that might arise. The General Balances held will be increased in 2023/24 to £14.5m to be retained for unforeseen, emergency events. The General Balances figure is equivalent to 5.05% of the Council's net revenue budget for 2023/24.

The Council's insurance arrangements are a balance between external insurance premiums and internal funds to "self-insure" some areas. External premiums are also managed by an excess payable by Enfield Council for claims received. Premiums and self-funds are reactive to external perceptions of the risks faced by the Council which includes both risks that are generic to all organisations and those specific to the authority.

The level of the Insurance Reserve is subject to regular actuarial reviews. At present it is judged to be reasonable, the position being that estimated outstanding liabilities are covered by the balance on the Reserve. The current reserve balance is £7.0m.

During 2020/21 a full review of all the reserves was undertaken and a risk reserve was created. The 2022/23 in year inflation challenges have resulted in a draw down on our risk reserves, leaving an estimated balance which totals £4.6m as at 31 March 2023. The balance of the Covid-19 reserve will be transferred into the Risk Reserve bringing this to £9.8m in total. The risk reserve total of £9.8m represents 3.4% of the total net budget (5.4% of the total pay budget or 6.2% of the total third party payments budgets). The MTFP includes a five year forecast of reserves, indicating that the overall level of General Fund reserves are forecast to be £80.2m by the end of 2027/28.

Risks related to income generation from Council Tax and Business Rates

The cost of living crisis and the impact of the business rate revaluation on businesses has shaped our approach to prudent assumptions regarding these key income generation sources. Council Tax accounts for £147m of the Council's income and Business Rates is £89.3m income (this is calculated as total Settlement Funding Assessment (SFA) funding of £110.1m less the RSG element of £20.8m) of our net budget of £286.9m.

The assumed Council Tax collection rate for 2023/24 is 95.75%, this is a reduction from the 96.9% in 2022/23 based on current recovery levels and the cost of living crisis. For each 1% not collected, the cost is approximately £1.4m in lost income to the Council. Legislation requires that any Collection Fund deficit be corrected through the Council Tax in the next year.

Council Tax collection levels have been adjusted to take into account the local Council Tax Support scheme to be considered at February 2023 Council. The 2023/24 collection estimate is projected over the life of the MTFP as achievable and will continue to be closely monitored to ensure collection estimates used are achievable.

The Government sets the business rates multiplier and the Valuation Office Agency determines rateable values and deals with appeals. This year revaluations have resulted in significant increases in rateable values and therefore prudent assumptions

have been made regarding the level of likely appeals and collection recovery rates. Although transitional reliefs are in place. The Council has made prudent estimates of business rates reliefs and collection levels based on recent experience. A “Collection Fund Equalisation Risk Reserve” is held for the purpose of smoothing the impact of significant changes in business rates and Council Tax as a key funding source.

The Overall Financial Standing of the Authority

In summary the level of risk has heightened for the Council over the last year with inflation, economic impact, cost of living crisis together with interest rate rises. The need for a budget that is sustainable in year is assured through a robust assessment of our inflation and demographic pressures and prudent assumptions for our core income sources of Council Tax and Business Rates. In 2022/23 there will be a significant draw down from reserves but despite this, our reserves remain strong at £104.1m. There is a forward focus on protecting our reserve levels. There is no planned use of reserves to balance the 2023/24 budget.

Enfield Council’s Track Record in Budget and Financial Management

The latest revenue monitoring forecasts a gross adverse departmental variance of £32.8m. Planned use of reserves (including Covid-19 reserve) brings the overspend down to a residual £18.4m (position as at November 2022). The main drivers behind this overspend position are

- Notable inflationary pressures of £8.1m across energy and fuel inflation and estimated pay award costs in excess of those budgeted for. This reflects the estimated increase from national pay award negotiations and recent property rationalisation in the Civic centre to reduce costs.
- £8.4m increase in demographic costs in excess of those budgeted for in adult social care £2.5m; children’s services £1.7m; temporary accommodation £4.0m; SEN Transport £0.2m. Both ASC and Children’s Social Care have seen an increase in demographic pressure, most notably, the last six months has seen a sharp increase in Children’s Social care external care placements. The Housing market, specifically that of the Private Rented sector has stagnated resulting in shortages in supply of temporary accommodation provision leading to the need for more expensive accommodation such as commercial hotels.
- Offset by £3m contingency held for this purpose.
- £2.1m of unrealised income forecast in parking, cemeteries and planning. This reflects an improving position in the cemetery’s income forecasts.
- £1.6m of cost pressures in digital services.

Financial resilience has always been a top priority for Enfield Council and the current financial position continues to require management and is in a context of demographic and cost pressures that exceed local government funding. The medium term financial plan has been updated to reflect the impact of 2022/23 inflation.

As reported in the latest 2022/23 budget monitoring report, the number of savings and income generation proposals at risk of delivery is significant. Of the £7.991m of new

savings and Full Year Effect savings in the budget for 2022/23, £0.697m are rated Amber and £3.037m are rated Red meaning there is a risk that these savings will not be fully achieved

Ultimately, financial performance relies on all budget managers actively managing their budgets and complying with financial regulations, including not committing expenditure if there is insufficient budget provision, either within individual managers' cost centres, or in the department or Council more generally. In other words, the first call on any underspend (which must be reported at the earliest opportunity) is and will continue to be the Council's overall financial position, which must be sustained in order to ensure the Council remains a going concern.

4 Risk

The key risks are detailed in Appendix 6 and can be summarised as follows:

- **Inflationary Pressures**, inflation has been at levels not seen for 40 years due to a multitude of factors notably the war in Ukraine which has pushed up energy costs which impact on all areas of the economy and increase supply chain costs. The Consumer Price Index (CPI) measure of inflation rose by 10.5% in the 12 months to December 2022 massively impacting on the Council's costs;
- **Interest rate rises/Capital investment programme**. Managing the programme to meet deadlines within agreed allocations, mitigating the impact of construction inflation risks, meeting income and capital receipt targets.
- **Demographic Pressures** affecting adult and children social care and temporary accommodation provision and SEN Transport;
- **North London Waste Authority** The Council is one of seven constituent boroughs of the NLWA which handles waste disposal on the Council's behalf and recovers the costs from the Council by way of a levy. Borough levies are apportioned between the constituent boroughs in accordance with an Inter-Authority Agreement entered in 2015. The NLWA is presently undertaking a refresh of its treatment infrastructure in the North London Heat & Power Project (NLHPP). This project involves £1.2bn (2019 cash price base) of expenditure on new assets including a 700,000 tonne Energy Recovery Facility and a Resource Recovery Facility. As a result of this and partly because the current treatment assets are fully depreciated, the NLHPP will cause an increase to the Council's levy, by 2033-34 the increase will be in the range £3m - £7m per year. This increase will impact on the levy as the assets come into use, with most of the increase being in place by 2027-28. Constituent boroughs have been kept up to date by NLWA on likely levy increases arising from the NLHPP since 2019. The increase in cost is anticipated within the MTFP via an annual stepping up of the NLWA levy budget so that it will meet the future requirement.
- **Local Government funding changes**, including fair funding review and business rates retention which continue to experience delays in implementation;
- **Legacy Impact of Covid-19** on the Council's financial position.
- Scope to make **savings** while maintaining services;

The budget assumptions and potential changing circumstances will require forecasts for future years to be reviewed early in each financial year leading to more detailed

budgets being prepared for the next financial year and the medium term during the autumn of each financial year.

5 Adequacy of the level of General Balances

Under the 2003 Act, the Secretary of State has reserve powers to set a minimum level of reserves. The most likely use of this power is where an authority is running down its reserves against the advice of their Chief Financial Officer.

Determining the appropriate levels of reserves is not a precise science or a formula e.g. a percentage of the Council's budget. It is the Council's "safety net" for unforeseen or other circumstances and must last the lifetime of the Council unless contributions are made from future years' revenue budgets. The minimum level of balances cannot be judged merely against the current risks facing the Council as these can and will change over time.

Determining the appropriate levels of balances is a professional judgement based on local circumstances including the overall budget size, risks, robustness of budgets, major initiatives being undertaken, budget assumptions, other earmarked reserves and provisions, and the Council's track record in budget management.

The table below brings together the risk quantification, the current level of General Fund balances and the value of specific reserves as yet not committed, and which could be available to temporarily meet unplanned costs. The summary indicates that the Council has sufficient funds available to meet one-off expenditure in the short term based on the likely cost if the risks materialised. In the longer term the potential cost of risks overtakes the level of available resources. The Council will need to monitor this position and look to increase reserves or reduce risks if possible.

| MTFP Risk summary (Excluding Schools & HRA) | Likely £m |
|---|------------------|
| Risk Evaluation 2023/24 (appendix 8(b), column 5) | 20.873 |
| Estimated General Fund Balance at 31 March 2023 | (14.000) |
| Forecast Reserves uncommitted at 31 March 2023 (Appendix 7(b)) * | (37.727) |
| 2022/23 latest forecast outturn | 18.357 |
| MTFP Resources to risks at 31 March 2023 | (12.497) |
| Future risks if not addressed in 2023/24 MTFP | 62.483 |
| MTFP Resources Shortfall/ (Surplus) to risks in longer term | 49.986 |

**Capital Financing and MTFP smoothing reserve balances are excluded from this figure as these are committed outside of the MTFP period*

It should be noted that the consequences of not keeping a minimum prudent level of balances can be serious. Appendix 8b identifies total risks significantly in excess of the balances and reserves shown above and whilst this scenario would never arise, in the event of a major problem or a series of events, the Council might run a serious risk of

a deficit or of being forced to cut spending during the year in a damaging and arbitrary way.

Any drawing from balances to meet non-budgeted expenditure or loss of income has to be made good in the following year's base budget, which would compound the risks in that year and weaken the Council's financial standing should the minimum level be breached.

7. External Auditor's Review of the Council's Arrangements for Securing Financial Resilience

The Council is responsible for putting in place proper arrangements to secure economy, efficiency and effectiveness in its use of resources, to ensure proper stewardship and governance, and to review regularly the adequacy and effectiveness of these arrangements.

BDO, as the Council's External Auditors, are required under Section 20 of the Local Audit and Accountability Act 2014 to satisfy themselves that the Council has made proper arrangements for securing economy, efficiency and effectiveness in its use of resources. The Code of Audit Practice issued by the National Audit Office requires them to report their conclusion relating to proper arrangements, having regard to relevant criteria specified by the National Audit Office.

The Council is awaiting the conclusion of BDO external audit for 2019/20, 2020/21 and 2021/22. This progress is being closely monitored by the General Purposes Committee.

8. Conclusions, Statutory Advice and Guidance of the S151 Officer

The continuing reduction in public spending, growing demand for services and the new immediate and long-term financial implications of high inflation, economic position and higher interest rates requires the Council to ensure its financial planning is robust. There are various issues set out above which are having an ongoing effect on the Council's budget. Essentially, costs, if unmanaged, are increasing, whilst funding has been reducing. In addition, inflation levels bring a heightened level of uncertainty to the budget estimates for 2023/24 and beyond. The Council has therefore made, and will need to continue to make, difficult decisions in future budget rounds to remain within the resources available.

For future budget planning rounds further action will be needed to focus resources on the highest priority services; prevent/reduce demand, to invest in vital infrastructure; to seek alternative funding mechanisms for services and/or assets previously funded by the Council; and to continue to develop commercial revenue streams to offset any loss in government funding. However, it is also recognised that there is a need to invest to drive costs down in the medium term needs as part of the medium term strategy.

Taking account of all the above considerations, the Executive Director of Resources is of the view that the 2023/24 budget is robust.

In light of the risks facing the authority, the Executive Director of Resources recommends that the General Fund balance is increased for 2023/24 from £14m to £14.5m, and that this recommendation is taken into account when determining the level of transfers to and from reserves in the 2022/23 revenue outturn.

ADEQUACY OF RESERVES: RISK EVALUATION 2023/24

| Probability | Grade | Range | % Used |
|-------------|-------|---------|--------|
| High | A | >80% | 100.0% |
| Probable | B | 60%-80% | 75.0% |
| Possible | C | 30%-60% | 40.0% |
| Low | D | <30% | 15.0% |

| 1 | Risk Period 2 | Risk Cost 3 £'000 | Risk Level 4 | Risk Assessed Impact Profiled | | | | | Total Assessed Risk 10 £'000 |
|---|-------------------------|-------------------------|-----------------|-------------------------------|---------------|---------------|---------------|---------------|------------------------------------|
| | | | | 2023/24 | 2024/25 | 2025/26 | 2026/27 | 2027/28 | |
| | | | | 5 | 6 | 7 | 8 | 9 | |
| General Fund Revenue | | | | | | | | | |
| Inflation. Provision in MTFP already for service inflation, however, uncertain environment increases this risk. 1% general inflation across MTFP (£3m p.a.) | Two year period assumed | 6,000 | C | 1,200 | 1,200 | 0 | 0 | 0 | 2,400 |
| Reduction in Income / Non-Payment | One-off | 2,000 | B | 1,500 | 0 | 0 | 0 | 0 | 1,500 |
| Non-Achievement of Service Savings | Total | 50,030 | D | 1,951 | 1,391 | 1,366 | 1,398 | 1,398 | 7,505 |
| Non collection of Council Tax; prudent assumptions reduce this risk; 1% non- collection is £1.4m | pa | 7,000 | C | 560 | 560 | 560 | 560 | 560 | 2,800 |
| Temporary Accommodation Costs exceed budget provision | pa | 10,000 | B | 1,500 | 1,500 | 1,500 | 1,500 | 1,500 | 7,500 |
| Business rates underestimate of appeals; prudent assumptions reduce this risk | One-off | 4,000 | C | 400 | 300 | 300 | 300 | 300 | 1,600 |
| VAT Exemption Limit | One-off | 4,000 | D | 600 | 0 | 0 | 0 | 0 | 600 |
| Bellwin Scheme | One-off | 2,210 | D | 66 | 66 | 66 | 66 | 66 | 332 |
| Demographics | Total | 12,050 | C | 1,620 | 800 | 800 | 800 | 800 | 4,820 |
| Litigation costs | One-off | 2,000 | D | 300 | 0 | 0 | 0 | 0 | 300 |
| Funding Review | Total | 10,000 | D | 300 | 300 | 300 | 300 | 300 | 1,500 |
| Interest Rates | Total | 16,000 | B | 1,875 | 2,250 | 2,625 | 2,625 | 2,625 | 12,000 |
| Major Regeneration and Development Schemes | Total | 54,000 | B | 9,000 | 9,000 | 7,500 | 7,500 | 7,500 | 40,500 |
| General Fund Total | | 179,290 | | 20,873 | 17,367 | 15,018 | 15,049 | 15,049 | 83,356 |

Specific Grants

Appendix 9

| Description and Comment | 2023/24 £000 | 2024/25 £000 | 2025/26 £000 | 2026/27 £000 | 2027/28 £000 |
|---|-----------------|-----------------|-----------------|-----------------|-----------------|
| Non Ring-Fenced Specific Grants | | | | | |
| New Homes Bonus Grant (NHB) The New Homes Bonus (NHB) will continue in 2023/24 with a new round which will attract no legacy payments. Enfield's allocation of NHB increases from £0.172m in 2022/23 to £0.723m in 2023/24 an increase of £0.551m. As has been the case for a number of years now, the future of NHB is uncertain so no NHB allocations are forecast in the MTFP beyond 2023/24. | 723.0 | - | - | - | - |
| Housing Benefit Administration Grant Notice of the 2023/24 grant allocation is still awaited so projections are currently based on 10% reduction year on year from the 2022/23 grant amount. | 1,402.0 | 1,262.0 | 1,136.0 | 1,022.0 | 920.0 |
| Social Care Grant This grant is to support provision of social care services. Enfield have allocated this funding to support Adults and Children's Social Care. The Provisional Settlement largely confirmed the adult social care funding package as announced at the Autumn Statement which shows significant growth. A further £7.5m of Social Care Grant was awarded to Enfield in the 2023/24 Provisional Local Government Finance Settlement. Estimated 2024/25 figures for Enfield have been extrapolated from Government national allocations and indicate further growth of approximately £3.4m in 2024/25. No further changes are currently factored into the MTFP period although wider reform to Social Care funding is expected in the coming years which may have an impact on these assumptions. | 21,106.0 | 24,509.0 | 24,509.0 | 24,509.0 | 24,509.0 |
| Services Grant The Services Grant was introduced in 2022/23 and was thought to be one off but is continuing in 2023/24 albeit at a significantly reduced level. This reduction is to account for the cancelation of the increase in National Insurance Contributions and to route some funding to the Supporting Families programme. The distribution of the remaining grant will continue to follow the Settlement Funding Assessment as previously. The Final Local Government Finance Settlement confirmed that Enfield's allocation will reduce from £5.113m in 2022/23 to £3.000m in 2023/24, a decrease of £2.113m. The grant in its current format is not expected to continue long term but it is reasonable to assume that some alternative funding of a similar level will be provided in future years, though this is yet to be confirmed. | 3,000.0 | 3,000.0 | 3,000.0 | 3,000.0 | 3,000.0 |
| Lower Tier Services Grant (Discontinued) This was a grant targeted at reducing variances in core spending power for local authorities across the country. It was announced in the Provisional Local Government Settlement that this grant would be discontinued. Enfield's allocation in 2022/23 was £0.670m. | - | - | - | - | - |
| Local Council Tax Support Administration Grant (LCTSAG now part of Revenue Support Grant) It was announced in the Provisional Local Government Settlement that this grant would be discontinued in its current form and be rolled into Revenue Support Grant which is part of the Council's Settlement Funding Assessment (SFA). The value of this funding in 2023/24 is £0.684m. | - | - | - | - | - |
| Total Non Ring-Fenced Specific Grants | 26,231.0 | 28,771.0 | 28,645.0 | 28,531.0 | 28,429.0 |
| Ring-Fenced Specific Grants | | | | | |

Specific Grants

Appendix 9

| Description and Comment | 2023/24 £000 | 2024/25 £000 | 2025/26 £000 | 2026/27 £000 | 2027/28 £000 |
|--|-----------------|-----------------|-----------------|-----------------|-----------------|
| <p>Public Health Grant The grant is ring-fenced for promoting public health within the borough and cannot be used to support general Council expenditure. The associated grant conditions are specific to public health outcomes, with the requirement to submit both quarterly & annual expenditure returns, to DLUHC & Public Health England. The ring-fenced Public Health grant is designed to cover all expenditure incurred in delivering the Public Health function.</p> <p>Enfield's 2022/23 grant allocation is £18.024m. Confirmation is awaited on the 2023/24 grant level but the Spending Review in October 2021 had announced that inflationary increases would be provided for the Public Health grant over the 3 year period covered by SR21, so these have been built in at 2.00% per annum.</p> | 18,384.5 | 18,752.2 | 18,752.2 | 18,752.2 | 18,752.2 |
| <p>Homelessness Prevention Grant The Homelessness Prevention Grant (HPG) was created in 2021/22, combining the previous Flexible Homelessness Support Grant (FHSG) and Homelessness Reduction Grant (HRG). This funding is aimed at giving local authorities more control and flexibility in managing homelessness pressures and supporting those who are at risk of homelessness. HPG allocations were announced on 23 December 2022. Allocations were announced for the next two years to assist local authorities in planning services. Enfield's allocation is £9.072m for 2023/24 and £9.136m for 2024/25.</p> | 9,072.0 | 9,136.0 | | | |
| <p>Rough Sleeping Initiative Funding A three year award for this grant was announced in 2022/23 to provide more certainty to local authorities and aid service planning. Enfield's grant funding for Rough Sleeping Initiatives totals £2.896m over 3 years (£1.003m in 2022/23, £0.969m in 2023/24 & £0.924m in 2024/25).</p> | 969.0 | 924.0 | | | |
| <p>Supporting Families Grant This was previously known as Troubled Families Grant. Enfield's allocation for 2022/23 was £1.665m. The indicative allocation for 2023/24 is £1.941m, so a potential increase of £0.276m</p> | 1,941.0 | | | | |
| <p>The (Improved) Better Care Fund This grant represents the original improved Better Care Fund and the additional funding announced in the Spring 2017 Budget. The conditions of the additional improved BCF include meeting social care needs, reducing pressures on the NHS, including supporting more people to be discharged from hospital when they are ready; and ensuring that the local social care provider market is supported. The budgets of the improved BCF must be agreed with the CCG and signed off by the Health and Wellbeing board. Adult Social Care is to be the subject of a green paper, but this has been delayed several times. The Provisional Local Government Finance Settlement in December 2022 confirmed Enfield's allocation for 2023/24 at £11.726m, this figure is currently assumed flat throughout the MTFP period.</p> | 11,726.0 | 11,726.0 | 11,726.0 | 11,726.0 | 11,726.0 |
| Total Ring-Fenced Specific Grants | 42,092.5 | 40,538.2 | 30,478.2 | 30,478.2 | 30,478.2 |
| Total Specific Grants | 68,323.5 | 69,309.2 | 59,123.2 | 59,009.2 | 58,907.2 |

REVENUE BUDGET- DEPARTMENTAL CONTROL TOTALS 2023/24

Appendix 10

| | 2022/23 Original Controllable Budget | 2022/23 Hierarchy Changes | 2022/23 Permanent Virements | 2022/23 Revised Base | Full Year Effects | New Service Pressures | New Savings | Reserves & Collection Fund | Core Grants & Business Rates | 2023/24 Original Controllable Budget |
|---------------------------------------|--------------------------------------|---------------------------|-----------------------------|----------------------|-------------------|-----------------------|-----------------|----------------------------|------------------------------|--------------------------------------|
| | £000 | £000 | £000 | £000 | £000 | £000 | £000 | £000 | £000 | £000 |
| Chief Executive | 9,356 | 1,737 | 1,264 | 12,358 | 100 | 300 | (968) | | | 11,790 |
| People - Adult Social Care | 87,378 | | 2,186 | 89,564 | (213) | 14,265 | (3,476) | | (3,083) | 97,057 |
| People - Children & Families | 46,443 | | 1,289 | 47,732 | | 6,164 | (1,580) | | | 52,316 |
| People - Education | 4,119 | | 473 | 4,592 | | 0 | (50) | | | 4,542 |
| People - Public Health | (4,981) | | 585 | (4,396) | (375) | 0 | (200) | | | (4,971) |
| Place | 30,589 | 168 | 6,097 | 36,854 | (300) | 6,450 | (4,956) | | | 38,048 |
| Resources | 29,113 | (1,905) | 2,104 | 29,311 | (750) | 2,849 | (1,538) | | | 29,872 |
| Total Departmental: | 202,017 | 0 | 13,999 | 216,016 | (1,538) | 30,028 | (12,768) | 0 | (3,083) | 228,655 |
| Corporate Items: | | | | | | | | | | |
| Levies | 17,042 | | 0 | 17,042 | | 753 | | | | 17,795 |
| General Contingency | 3,000 | | 0 | 3,000 | | | | | | 3,000 |
| Contingent Items/Inflation | 11,262 | | (13,999) | (2,737) | | 10,175 | (1,450) | | | 5,988 |
| Corporate Items | 791 | | 0 | 791 | | | | | | 791 |
| Historic Pension | 2,109 | | 0 | 2,109 | | | | | | 2,109 |
| Other Corporate costs | (355) | | 0 | (355) | | | | | | (355) |
| Treasury Management | 6,453 | | 0 | 6,453 | | | | | | 6,453 |
| Minimum Revenue Provision | 17,508 | | 0 | 17,508 | | 5,000 | | | | 22,508 |
| Corporate Items: | 57,808 | 0 | (13,999) | 43,809 | 0 | 15,928 | (1,450) | 0 | 0 | 58,287 |
| Budget Requirement | 259,825 | 0 | 0 | 259,825 | (1,538) | 45,956 | (14,218) | 0 | (3,083) | 286,942 |
| Collection Fund (Surplus)/Deficit | 0 | | 0 | 0 | | | | (2,181) | | (2,181) |
| Estimated Business Rates Pool Benefit | 0 | | 0 | 0 | | | | | (1,481) | (1,481) |
| SFA (Business Rates & RSG) | (97,426) | | 0 | (97,426) | | | | | (12,660) | (110,086) |
| Use of Reserves | (1,985) | | 0 | (1,985) | | | | 1,985 | | 0 |
| Other Core Grants | (21,053) | | 0 | (21,053) | | | | | (5,178) | (26,231) |
| Totals | 139,361 | 0 | 0 | 139,361 | (1,538) | 45,956 | (14,218) | (196) | (22,402) | 146,963 |

| Statutory Service (Y/N) | Description of Fees & Charges | Service is VATABLE | 2022/23 Place Fees & Charges | | | 2023/24 Place Proposed Fees & Charges | | |
|-------------------------|---|--------------------|--------------------------------|----------------------|--------|--|----------------------|----------|
| | | | Basic | VAT@ 20% | Total | Basic | VAT@ 20% | Total |
| | STRATEGIC PROPERTY SERVICES | | | | | | | |
| No | Provision of Spatial Information e.g. mapping work, spatial query etc. (External Only) | Y | 37.17 | 7.43 | 44.60 | 41.80 | 8.36 | 50.20 |
| No | GIS Technical Advice (External Only) | Y | 91.83 | 18.37 | 110.20 | 103.20 | 20.64 | 123.80 |
| | STREET NAMING & NUMBERING | | | | | | | |
| No | List of streets, places & footpaths in LBE (- Alphabetical Street Index) on hard copy or CD | | 59.40 | 0.00 | 59.40 | 66.80 | 0.00 | 66.80 |
| No | Amendments to the LSPF (annual charge) | | 65.90 | 0.00 | 65.90 | 74.10 | 0.00 | 74.10 |
| No | Postage & Packing | | Standard Council charges apply | | | Standard Council charges apply | | |
| No | Numbering New Residential & Commercial Units – per unit | | | | | | | |
| | For a single unit | | 138.70 | 0.00 | 138.70 | 155.80 | 0.00 | 155.80 |
| | 5-19 units | | | | | £693.50 plus £41.44 per unit over 5 | | |
| | 20-49 units | | | | | £1,600.00 plus £39.66 per unit over 20 | | |
| | 50-99 units | | | | | £5,400.00 plus £55.00 per unit over 50 | | |
| | More than 100 units | | | | | £8,100.00 plus £55.00 per unit over 50 | | |
| No | Naming a Street – per street | | 346.60 | 0.00 | 346.60 | 389.30 | 0.00 | 389.30 |
| No | Naming a Block – per block | | 231.10 | 0.00 | 231.10 | 259.60 | 0.00 | 259.60 |
| No | Penalty for retrospective engagement with Street Naming & Numbering Process | | 173.40 | 0.00 | 173.40 | 194.80 | 0.00 | 194.80 |
| No | Provision of historical information for Street Naming & Numbering | | 31.00 | 0.00 | 31.00 | 34.90 | 0.00 | 34.90 |
| | PROVISION OF PLANNING / BUILDING CONTROL INFORMATION | | | | | | | |
| | COPYING / SCANNING | | | | | | | |
| No | Scan on Demand Service per planning case file for up to 1 hr work | Y | 21.92 | 4.38 | 26.30 | 24.70 | 4.94 | 29.70 |
| No | Top up charge of £10.00 basic per 30 minutes beyond the initial hour if needed | Y | | Price on Application | | | Price on Application | |
| No | A4 Sheet (includes VAT at standard rate) | Y | 6.50 | 1.30 | 7.80 | 7.30 | 1.46 | 8.80 |
| No | Extra Copy (includes VAT at standard rate) | Y | 0.83 | 0.17 | 1.00 | 0.90 | 0.18 | 1.10 |
| No | A3 Sheet | Y | 6.50 | 1.30 | 7.80 | 7.30 | 1.46 | 8.80 |
| No | Extra Copy | Y | 1.25 | 0.25 | 1.50 | 1.40 | 0.28 | 1.70 |
| No | A3 Plan | Y | 6.50 | 1.30 | 7.80 | 7.30 | 1.46 | 8.80 |
| No | Extra Copy | Y | 1.25 | 0.25 | 1.50 | 1.40 | 0.28 | 1.70 |
| No | A2 Plan | Y | 9.67 | 1.93 | 11.60 | 10.90 | 2.18 | 13.10 |
| No | Extra Copy | Y | 1.83 | 0.37 | 2.20 | 2.10 | 0.42 | 2.60 |
| No | A1 Plan | Y | 10.75 | 2.15 | 12.90 | 12.10 | 2.42 | 14.60 |
| No | Extra Copy | Y | 2.92 | 0.58 | 3.50 | 3.30 | 0.66 | 4.00 |
| No | A0 Plan | Y | 12.75 | 2.55 | 15.30 | 14.30 | 2.86 | 17.20 |
| No | Extra Copy | Y | 3.33 | 0.67 | 4.00 | 3.70 | 0.74 | 4.50 |
| No | Postage for letters, large letters and packets. | Y | Standard Council charges apply | | | Standard Council charges apply | | |
| | BUILDING CONTROL SERVICES | | | | | | | |
| No | Viewing Building Control Plans | Y | 33.33 | 6.67 | 40.00 | 37.40 | 7.48 | 44.90 |
| No | Building control information including Solicitor's enquiries | Y | 73.00 | 14.60 | 87.60 | 82.00 | 16.40 | 98.40 |
| No | Copy of Decision Notice | Y | 14.67 | 2.93 | 17.60 | 16.50 | 3.30 | 19.80 |
| No | Copy of Completion Certificate | Y | 73.00 | 14.60 | 87.60 | 82.00 | 16.40 | 98.40 |
| No | Demolition Notice | | 305.50 | 0.00 | 305.50 | 343.10 | 0.00 | 343.10 |
| | BUILDING CONTROL FEES | | | | | | | |
| No | Standard Domestic Charges for Estimate of costs less than £200,000 | | | | | | | |
| No | Loft conversions < 40m ² | | | | | | | |
| No | Full plan | Y | 260.67 | 52.13 | 312.80 | 292.75 | 58.55 | 351.30 |
| No | Inspection charge | Y | 390.75 | 78.15 | 468.90 | 438.83 | 87.77 | 526.60 |
| No | Full Plan & Inspection Charge | Y | 651.42 | 130.28 | 781.70 | 731.58 | 146.32 | 877.90 |
| No | Loft conversions 40m ² - 60m ² | | | | | | | |
| No | Full plan | Y | 312.00 | 62.40 | 374.40 | 350.50 | 70.10 | 420.60 |
| No | Inspection charge | Y | 468.42 | 93.68 | 562.10 | 526.00 | 105.20 | 631.20 |
| No | Full Plan & Inspection Charge | Y | 780.42 | 156.08 | 936.50 | 876.50 | 175.30 | 1,051.80 |
| No | Each additional 20m ² over 60m ² | | | | | | | |
| No | Full plan | Y | 29.33 | 5.87 | 35.20 | 32.92 | 6.58 | 39.50 |

| Statutory Service (Y/N) | Description of Fees & Charges | Service is VATABLE | 2022/23 Place Fees & Charges | | | 2023/24 Place Proposed Fees & Charges | | |
|-------------------------|---------------------------------------|--------------------|------------------------------|----------|----------|---------------------------------------|----------|----------|
| | | | Basic | VAT@ 20% | Total | Basic | VAT@ 20% | Total |
| No | Inspection charge | √ | 43.75 | 8.75 | 52.50 | 49.33 | 9.87 | 59.20 |
| No | Full Plan & Inspection Charge | √ | 73.08 | 14.62 | 87.70 | 82.25 | 16.45 | 98.70 |
| No | Extension <6m² | | | | | | | |
| No | Full plan | √ | 228.42 | 45.68 | 274.10 | 256.50 | 51.30 | 307.80 |
| No | Inspection charge | √ | 341.92 | 68.38 | 410.30 | 384.00 | 76.80 | 460.80 |
| No | Full Plan & Inspection Charge | √ | 570.34 | 114.06 | 684.40 | 640.50 | 128.10 | 768.60 |
| No | Extension 6m² - 40m² | | | | | | | |
| No | Full plan | √ | 264.75 | 52.95 | 317.70 | 297.33 | 59.47 | 356.80 |
| No | Inspection charge | √ | 396.50 | 79.30 | 475.80 | 445.33 | 89.07 | 534.40 |
| No | Full Plan & Inspection Charge | √ | 661.25 | 132.25 | 793.50 | 742.66 | 148.54 | 891.20 |
| No | Extension 40m² - 60m² | | | | | | | |
| No | Full plan | √ | 324.75 | 64.95 | 389.70 | 364.75 | 72.95 | 437.70 |
| No | Inspection charge | √ | 486.67 | 97.33 | 584.00 | 546.50 | 109.30 | 655.80 |
| No | Full Plan & Inspection Charge | √ | 811.42 | 162.28 | 973.70 | 911.25 | 182.25 | 1,093.50 |
| No | Extension 60m² - 100m² | | | | | | | |
| No | Full plan | √ | 420.17 | 84.03 | 504.20 | 471.92 | 94.38 | 566.30 |
| No | Inspection charge | √ | 630.17 | 126.03 | 756.20 | 707.75 | 141.55 | 849.30 |
| No | Full Plan & Inspection Charge | √ | 1,050.34 | 210.06 | 1,260.40 | 1,179.67 | 235.93 | 1,415.60 |
| No | Each additional 20m² over 100m² | | | | | | | |
| No | Full plan | √ | 29.33 | 5.87 | 35.20 | 32.92 | 6.58 | 39.50 |
| No | Inspection charge | √ | 43.75 | 8.75 | 52.50 | 49.17 | 9.83 | 59.00 |
| No | Full Plan & Inspection Charge | √ | 73.08 | 14.62 | 87.70 | 82.09 | 16.41 | 98.50 |
| No | Basements as extension above plus | | | | | | | |
| No | Full plan | √ | 156.42 | 31.28 | 187.70 | 175.75 | 35.15 | 210.90 |
| No | Inspection charge | √ | 234.75 | 46.95 | 281.70 | 263.67 | 52.73 | 316.40 |
| No | Full Plan & Inspection Charge | √ | 391.17 | 78.23 | 469.40 | 439.42 | 87.88 | 527.30 |
| No | Attached garage <30m² | | | | | | | |
| No | Full plan | √ | 192.00 | 38.40 | 230.40 | 215.67 | 43.13 | 258.80 |
| No | Inspection charge | √ | 288.33 | 57.67 | 346.00 | 323.83 | 64.77 | 388.60 |
| No | Full Plan & Inspection Charge | √ | 480.33 | 96.07 | 576.40 | 539.50 | 107.90 | 647.40 |
| No | Detached garage 30m² - 60m² | | | | | | | |
| No | Full plan | √ | 192.00 | 38.40 | 230.40 | 215.67 | 43.13 | 258.80 |
| No | Inspection charge | √ | 288.33 | 57.67 | 346.00 | 323.83 | 64.77 | 388.60 |
| No | Full Plan & Inspection Charge | √ | 480.33 | 96.07 | 576.40 | 539.50 | 107.90 | 647.40 |
| No | Through lounge | | | | | | | |
| No | Full plan | √ | 108.42 | 21.68 | 130.10 | 121.83 | 24.37 | 146.20 |
| No | Inspection charge | √ | 162.00 | 32.40 | 194.40 | 181.92 | 36.38 | 218.30 |
| No | Full Plan & Inspection Charge | √ | 270.42 | 54.08 | 324.50 | 303.75 | 60.75 | 364.50 |
| No | Removal of chimney breasts | | | | | | | |
| No | Full plan | √ | 108.42 | 21.68 | 130.10 | 121.83 | 24.37 | 146.20 |
| No | Inspection charge | √ | 162.00 | 32.40 | 194.40 | 181.92 | 36.38 | 218.30 |
| No | Full Plan & Inspection Charge | √ | 270.42 | 54.08 | 324.50 | 303.75 | 60.75 | 364.50 |
| No | Installation of new wc/shower/utility | | | | | | | |
| No | Full plan | √ | 108.42 | 21.68 | 130.10 | 121.83 | 24.37 | 146.20 |
| No | Inspection charge | √ | 162.00 | 32.40 | 194.40 | 181.92 | 36.38 | 218.30 |
| No | Full Plan & Inspection Charge | √ | 270.42 | 54.08 | 324.50 | 303.75 | 60.75 | 364.50 |
| No | Garage conversion | | | | | | | |
| No | Full plan | √ | 192.00 | 38.40 | 230.40 | 215.67 | 43.13 | 258.80 |
| No | Inspection charge | √ | 288.33 | 57.67 | 346.00 | 323.83 | 64.77 | 388.60 |
| No | Full Plan & Inspection Charge | √ | 480.33 | 96.07 | 576.40 | 539.50 | 107.90 | 647.40 |
| No | Replacement windows up to 5 windows | | | | | | | |
| No | Full plan | √ | 96.50 | 19.30 | 115.80 | 108.42 | 21.68 | 130.10 |
| No | Inspection charge | √ | 144.75 | 28.95 | 173.70 | 162.66 | 32.54 | 195.20 |

| Statutory Service (Y/N) | Description of Fees & Charges | Service is VATABLE | 2022/23 Place Fees & Charges | | | 2023/24 Place Proposed Fees & Charges | | |
|-------------------------|---|--------------------|------------------------------|----------|----------|---------------------------------------|----------|----------|
| | | | Basic | VAT@ 20% | Total | Basic | VAT@ 20% | Total |
| No | Full Plan & Inspection Charge | √ | 241.25 | 48.25 | 289.50 | 271.08 | 54.22 | 325.30 |
| No | <u>per extra 10 windows</u> | | | | | | | |
| No | Full plan | √ | 42.91 | 8.59 | 51.50 | 48.25 | 9.65 | 57.90 |
| No | Inspection charge | √ | 61.17 | 12.23 | 73.40 | 68.75 | 13.75 | 82.50 |
| No | Full Plan & Inspection Charge | √ | 104.08 | 20.82 | 124.90 | 117.00 | 23.40 | 140.40 |
| No | <u>Re-roofing</u> | | | | | | | |
| No | Full plan | √ | 132.92 | 26.58 | 159.50 | 149.33 | 29.87 | 179.20 |
| No | Inspection charge | √ | 198.33 | 39.67 | 238.00 | 222.75 | 44.55 | 267.30 |
| No | Full Plan & Inspection Charge | √ | 331.25 | 66.25 | 397.50 | 372.08 | 74.42 | 446.50 |
| No | <u>New wiring (non competent person)</u> | | | | | | | |
| No | Full plan | √ | 132.92 | 26.58 | 159.50 | 149.33 | 29.87 | 179.20 |
| No | Inspection charge | √ | 198.33 | 39.67 | 238.00 | 222.75 | 44.55 | 267.30 |
| No | Full Plan & Inspection Charge | √ | 331.25 | 66.25 | 397.50 | 372.08 | 74.42 | 446.50 |
| No | <u>Discount for each multiple works above</u> | | | | | | | |
| No | Full plan | √ | 39.33 | 7.87 | 47.20 | 44.25 | 8.85 | 53.10 |
| No | Inspection charge | √ | 58.25 | 11.65 | 69.90 | 65.42 | 13.08 | 78.50 |
| No | Full Plan & Inspection Charge | √ | 97.58 | 19.52 | 117.10 | 109.67 | 21.93 | 131.60 |
| No | NEW BUILD DWELLINGS | | | | | | | |
| No | (<300m² per dwelling) | | | | | | | |
| No | <u>1 new dwelling</u> | | | | | | | |
| No | Full plan | √ | 396.42 | 79.28 | 475.70 | 445.25 | 89.05 | 534.30 |
| No | Inspection charge | √ | 594.75 | 118.95 | 713.70 | 667.92 | 133.58 | 801.50 |
| No | Full Plan & Inspection Charge | √ | 991.17 | 198.23 | 1,189.40 | 1,113.17 | 222.63 | 1,335.80 |
| No | <u>2-5 dwellings per extra dwelling</u> | | | | | | | |
| No | Full plan | √ | 132.91 | 26.59 | 159.50 | 149.33 | 29.87 | 179.20 |
| No | Inspection charge | √ | 181.17 | 36.23 | 217.40 | 203.50 | 40.70 | 244.20 |
| No | Full Plan & Inspection Charge | √ | 314.08 | 62.82 | 376.90 | 352.83 | 70.57 | 423.40 |
| No | <u>6 -20 new dwellings per extra dwelling</u> | | | | | | | |
| No | Full plan | √ | 924.75 | 184.95 | 1,109.70 | 1,038.50 | 207.70 | 1,246.20 |
| No | Inspection charge | √ | 1,314.75 | 262.95 | 1,577.70 | 1,476.50 | 295.30 | 1,771.80 |
| No | Full Plan & Inspection Charge | √ | 2,239.50 | 447.90 | 2,687.40 | 2,515.00 | 503.00 | 3,018.00 |
| No | Extra dwelling over 5 | | | | | | | |
| No | Full plan | √ | 96.50 | 19.30 | 115.80 | 108.42 | 21.68 | 130.10 |
| No | Inspection charge | √ | 144.75 | 28.95 | 173.70 | 162.67 | 32.53 | 195.20 |
| No | Full Plan & Inspection Charge | √ | 241.25 | 48.25 | 289.50 | 271.09 | 54.21 | 325.30 |
| No | <u>Flat conversion to form 2 flats</u> | | | | | | | |
| No | Full plan | √ | 324.00 | 64.80 | 388.80 | 363.92 | 72.78 | 436.70 |
| No | Inspection charge | √ | 486.67 | 97.33 | 584.00 | 546.50 | 109.30 | 655.80 |
| No | Full Plan & Inspection Charge | √ | 810.67 | 162.13 | 972.80 | 910.42 | 182.08 | 1,092.50 |
| No | <u>Plus for each additional flat</u> | | | | | | | |
| No | Full plan | √ | 96.50 | 19.30 | 115.80 | 108.42 | 21.68 | 130.10 |
| No | Inspection charge | √ | 144.75 | 28.95 | 173.70 | 162.67 | 32.53 | 195.20 |
| No | Full Plan & Inspection Charge | √ | 241.25 | 48.25 | 289.50 | 271.09 | 54.21 | 325.30 |
| No | Other works -Estimate of cost: | | | | | | | |
| No | <£5000 | | | | | | | |
| No | Full plan | √ | 112.00 | 22.40 | 134.40 | 125.83 | 25.17 | 151.00 |
| No | Inspection charge | √ | 170.25 | 34.05 | 204.30 | 191.25 | 38.25 | 229.50 |
| No | £5001 - £10,000 | | | | | | | |
| No | Full plan | √ | 134.67 | 26.93 | 161.60 | 151.25 | 30.25 | 181.50 |
| No | Inspection charge | √ | 202.92 | 40.58 | 243.50 | 227.92 | 45.58 | 273.50 |
| No | £10,001 - £20,000 | | | | | | | |
| No | Full plan | √ | 192.00 | 38.40 | 230.40 | 215.67 | 43.13 | 258.80 |
| No | Inspection charge | √ | 288.33 | 57.67 | 346.00 | 323.83 | 64.77 | 388.60 |

| Statutory Service (Y/N) | Description of Fees & Charges | Service is VATABLE | 2022/23 Place Fees & Charges | | | 2023/24 Place Proposed Fees & Charges | | |
|-------------------------|--|--------------------|------------------------------|----------|----------|---------------------------------------|----------|----------|
| | | | Basic | VAT@ 20% | Total | Basic | VAT@ 20% | Total |
| No | £20,001 - £30,000 | | | | | | | |
| No | Full plan | √ | 248.33 | 49.67 | 298.00 | 278.92 | 55.78 | 334.70 |
| No | Inspection charge | √ | 372.92 | 74.58 | 447.50 | 418.83 | 83.77 | 502.60 |
| No | £30,001 - £40,000 | | | | | | | |
| No | Full plan | √ | 304.75 | 60.95 | 365.70 | 342.25 | 68.45 | 410.70 |
| No | Inspection charge | √ | 457.50 | 91.50 | 549.00 | 513.83 | 102.77 | 616.60 |
| No | £40,001 - £50,000 | | | | | | | |
| No | Full plan | √ | 360.17 | 72.03 | 432.20 | 404.50 | 80.90 | 485.40 |
| No | Inspection charge | √ | 541.17 | 108.23 | 649.40 | 607.75 | 121.55 | 729.30 |
| No | £50,001 - £60,000 | | | | | | | |
| No | Full plan | √ | 406.67 | 81.33 | 488.00 | 456.75 | 91.35 | 548.10 |
| No | Inspection charge | √ | 609.25 | 121.85 | 731.10 | 684.25 | 136.85 | 821.10 |
| No | £60,001 - £70,000 | | | | | | | |
| No | Full plan | √ | 451.92 | 90.38 | 542.30 | 507.50 | 101.50 | 609.00 |
| No | Inspection charge | √ | 677.42 | 135.48 | 812.90 | 760.75 | 152.15 | 912.90 |
| No | £70,001 - £80,000 | | | | | | | |
| No | Full plan | √ | 496.50 | 99.30 | 595.80 | 557.67 | 111.53 | 669.20 |
| No | Inspection charge | √ | 745.50 | 149.10 | 894.60 | 837.25 | 167.45 | 1,004.70 |
| No | £80,001 - £90,000 | | | | | | | |
| No | Full plan | √ | 541.17 | 108.23 | 649.40 | 607.75 | 121.55 | 729.30 |
| No | Inspection charge | √ | 812.92 | 162.58 | 975.50 | 912.92 | 182.58 | 1,095.50 |
| No | £90,001 - £100,000 | | | | | | | |
| No | Full plan | √ | 586.50 | 117.30 | 703.80 | 658.67 | 131.73 | 790.40 |
| No | Inspection charge | √ | 906.50 | 181.30 | 1,087.80 | 1,018.00 | 203.60 | 1,221.60 |
| No | £100,001 - £120,000 | | | | | | | |
| No | Full plan | √ | 632.00 | 126.40 | 758.40 | 709.75 | 141.95 | 851.70 |
| No | Inspection charge | √ | 946.50 | 189.30 | 1,135.80 | 1,062.92 | 212.58 | 1,275.50 |
| No | £120,001 - £140,000 | | | | | | | |
| No | Full plan | √ | 677.42 | 135.48 | 812.90 | 760.75 | 152.15 | 912.90 |
| No | Inspection charge | √ | 1,014.67 | 202.93 | 1,217.60 | 1,139.50 | 227.90 | 1,367.40 |
| No | £140,001 - £160,000 | | | | | | | |
| No | Full plan | √ | 722.92 | 144.58 | 867.50 | 811.83 | 162.37 | 974.20 |
| No | Inspection charge | √ | 1,082.00 | 216.40 | 1,298.40 | 1,215.17 | 243.03 | 1,458.20 |
| No | £160,001 - £180,000 | | | | | | | |
| No | Full plan | √ | 766.67 | 153.33 | 920.00 | 861.00 | 172.20 | 1,033.20 |
| No | Inspection charge | √ | 1,149.25 | 229.85 | 1,379.10 | 1,290.67 | 258.13 | 1,548.80 |
| No | £180,001 - £200,000 | | | | | | | |
| No | Full plan | √ | 812.92 | 162.58 | 975.50 | 912.92 | 182.58 | 1,095.50 |
| No | Inspection charge | √ | 1,218.50 | 243.70 | 1,462.20 | 1,368.42 | 273.68 | 1,642.10 |
| No | Standard Non Domestic Charges for work less than £200,000 | | | | | | | |
| No | Non Domestic New Builds & extensions up to 100m² | | | | | | | |
| No | Other Residential/Institutional/Assembly/Recreational (<6m²) | | | | | | | |
| No | Full plan | √ | 228.41 | 45.69 | 274.10 | 256.50 | 51.30 | 307.80 |
| No | Inspection charge | √ | 341.92 | 68.38 | 410.30 | 384.00 | 76.80 | 460.80 |
| No | Full Plan & Inspection Charge | √ | 570.33 | 114.07 | 684.40 | 640.50 | 128.10 | 768.60 |
| No | Industrial and Storage(<6m²) | | | | | | | |
| No | Full plan | √ | 156.42 | 31.28 | 187.70 | 175.75 | 35.15 | 210.90 |
| No | Inspection charge | √ | 234.75 | 46.95 | 281.70 | 263.67 | 52.73 | 316.40 |
| No | Full Plan & Inspection Charge | √ | 391.17 | 78.23 | 469.40 | 439.42 | 87.88 | 527.30 |
| No | Office and Shops(<6m²) | | | | | | | |
| No | Full plan | √ | 228.41 | 45.69 | 274.10 | 256.50 | 51.30 | 307.80 |
| No | Inspection charge | √ | 341.92 | 68.38 | 410.30 | 384.00 | 76.80 | 460.80 |
| No | Full Plan & Inspection Charge | √ | 570.33 | 114.07 | 684.40 | 640.50 | 128.10 | 768.60 |

| Statutory Service (Y/N) | Description of Fees & Charges | Service is V/T/A/B/L/E | 2022/23 Place Fees & Charges | | | 2023/24 Place Proposed Fees & Charges | | |
|-------------------------|---|------------------------|------------------------------|----------|----------|---------------------------------------|----------|----------|
| | | | Basic | VAT@ 20% | Total | Basic | VAT@ 20% | Total |
| No | Other Residential/Institutional/Assembly/Recreational (<6-40m²) | | | | | | | |
| No | Full plan | V | 312.00 | 62.40 | 374.40 | 350.42 | 70.08 | 420.50 |
| No | Inspection charge | V | 468.42 | 93.68 | 562.10 | 526.00 | 105.20 | 631.20 |
| No | Full Plan & Inspection Charge | V | 780.42 | 156.08 | 936.50 | 876.42 | 175.28 | 1,051.70 |
| No | Industrial and Storage(<6-40m²) | | | | | | | |
| No | Full plan | V | 228.41 | 45.69 | 274.10 | 256.50 | 51.30 | 307.80 |
| No | Inspection charge | V | 341.92 | 68.38 | 410.30 | 384.00 | 76.80 | 460.80 |
| No | Full Plan & Inspection Charge | V | 570.33 | 114.07 | 684.40 | 640.50 | 128.10 | 768.60 |
| No | Office and Shops(<6-40m²) | | | | | | | |
| No | Full plan | V | 264.75 | 52.95 | 317.70 | 297.33 | 59.47 | 356.80 |
| No | Inspection charge | V | 420.17 | 84.03 | 504.20 | 471.92 | 94.38 | 566.30 |
| No | Full Plan & Inspection Charge | V | 684.92 | 136.98 | 821.90 | 769.25 | 153.85 | 923.10 |
| No | Other Residential/Institutional/Assembly/Recreational (<40-100m²) | | | | | | | |
| No | Full plan | V | 528.33 | 105.67 | 634.00 | 593.33 | 118.67 | 712.00 |
| No | Inspection charge | V | 792.00 | 158.40 | 950.40 | 889.42 | 177.88 | 1,067.30 |
| No | Full Plan & Inspection Charge | V | 1,320.33 | 264.07 | 1,584.40 | 1,482.75 | 296.55 | 1,779.30 |
| No | Industrial and Storage(<40-100m²) | | | | | | | |
| No | Full plan | V | 360.17 | 72.03 | 432.20 | 404.50 | 80.90 | 485.40 |
| No | Inspection charge | V | 540.25 | 108.05 | 648.30 | 606.75 | 121.35 | 728.10 |
| No | Full Plan & Inspection Charge | V | 900.42 | 180.08 | 1,080.50 | 1,011.25 | 202.25 | 1,213.50 |
| No | Office and Shops(<40-100m²) | | | | | | | |
| No | Full plan | V | 420.16 | 84.04 | 504.20 | 471.83 | 94.37 | 566.20 |
| No | Inspection charge | V | 630.17 | 126.03 | 756.20 | 707.75 | 141.55 | 849.30 |
| No | Full Plan & Inspection Charge | V | 1,050.33 | 210.07 | 1,260.40 | 1,179.58 | 235.92 | 1,415.50 |
| No | Shop Fit out each 100m2 or part | | | | | | | |
| No | Full plan | V | 156.42 | 31.28 | 187.70 | 175.75 | 35.15 | 210.90 |
| No | Inspection charge | V | 234.75 | 46.95 | 281.70 | 263.67 | 52.73 | 316.40 |
| No | Full Plan & Inspection Charge | V | 391.17 | 78.23 | 469.40 | 439.42 | 87.88 | 527.30 |
| No | Shop Front | | | | | | | |
| No | Full plan | V | 120.16 | 24.04 | 144.20 | 135.00 | 27.00 | 162.00 |
| No | Inspection charge | V | 180.17 | 36.03 | 216.20 | 202.33 | 40.47 | 242.80 |
| No | Full Plan & Inspection Charge | V | 300.33 | 60.07 | 360.40 | 337.33 | 67.47 | 404.80 |
| No | Office Partitioning per 50m run | | | | | | | |
| No | Full plan | V | 120.16 | 24.04 | 144.20 | 135.00 | 27.00 | 162.00 |
| No | Inspection charge | V | 180.17 | 36.03 | 216.20 | 202.33 | 40.47 | 242.80 |
| No | Full Plan & Inspection Charge | V | 300.33 | 60.07 | 360.40 | 337.33 | 67.47 | 404.80 |
| No | New Windows up to 10 | | | | | | | |
| No | Full plan | V | 120.16 | 24.04 | 144.20 | 135.00 | 27.00 | 162.00 |
| No | Inspection charge | V | 180.17 | 36.03 | 216.20 | 202.33 | 40.47 | 242.80 |
| No | Full Plan & Inspection Charge | V | 300.33 | 60.07 | 360.40 | 337.33 | 67.47 | 404.80 |
| No | Per Extra 10 | | | | | | | |
| No | Full plan | V | 42.00 | 8.40 | 50.40 | 47.17 | 9.43 | 56.60 |
| No | Inspection charge | V | 60.17 | 12.03 | 72.20 | 67.67 | 13.53 | 81.20 |
| No | Full Plan & Inspection Charge | V | 102.17 | 20.43 | 122.60 | 114.84 | 22.96 | 137.80 |
| No | Mezzanine Floor per 500m2 or part | | | | | | | |
| No | Full plan | V | 241.00 | 48.20 | 289.20 | 270.67 | 54.13 | 324.80 |
| No | Inspection charge | V | 360.17 | 72.03 | 432.20 | 404.50 | 80.90 | 485.40 |
| No | Full Plan & Inspection Charge | V | 601.17 | 120.23 | 721.40 | 675.17 | 135.03 | 810.20 |
| No | Other Works-Estimate of cost: | | | | | | | |
| No | <£5,000 | | | | | | | |
| No | Full plan | V | 112.00 | 22.40 | 134.40 | 125.83 | 25.17 | 151.00 |
| No | Inspection charge | V | 170.25 | 34.05 | 204.30 | 191.25 | 38.25 | 229.50 |
| No | £5001-10,000 | | | | | | | |

| Statutory Service (Y/N) | Description of Fees & Charges | Service is V/T/A/B/L/E | 2022/23 Place Fees & Charges | | | 2023/24 Place Proposed Fees & Charges | | |
|-------------------------|---|------------------------|------------------------------|----------|----------|---------------------------------------|----------|----------|
| | | | Basic | VAT@ 20% | Total | Basic | VAT@ 20% | Total |
| No | Full plan | V | 134.67 | 26.93 | 161.60 | 151.25 | 30.25 | 181.50 |
| No | Inspection charge | V | 202.92 | 40.58 | 243.50 | 227.92 | 45.58 | 273.50 |
| No | £10,001-£20,000 | | | | | | | |
| No | Full plan | V | 192.00 | 38.40 | 230.40 | 215.67 | 43.13 | 258.80 |
| No | Inspection charge | V | 288.33 | 57.67 | 346.00 | 323.83 | 64.77 | 388.60 |
| No | £20,001-£30,000 | | | | | | | |
| No | Full plan | V | 248.33 | 49.67 | 298.00 | 278.92 | 55.78 | 334.70 |
| No | Inspection charge | V | 372.92 | 74.58 | 447.50 | 418.83 | 83.77 | 502.60 |
| No | £30,001-£40,000 | | | | | | | |
| No | Full plan | V | 304.75 | 60.95 | 365.70 | 342.25 | 68.45 | 410.70 |
| No | Inspection charge | V | 457.50 | 91.50 | 549.00 | 513.83 | 102.77 | 616.60 |
| No | £40,001-£50,000 | | | | | | | |
| No | Full plan | V | 360.17 | 72.03 | 432.20 | 404.50 | 80.90 | 485.40 |
| No | Inspection charge | V | 541.17 | 108.23 | 649.40 | 607.75 | 121.55 | 729.30 |
| No | £50,001-£60,000 | | | | | | | |
| No | Full plan | V | 406.67 | 81.33 | 488.00 | 456.75 | 91.35 | 548.10 |
| No | Inspection charge | V | 609.25 | 121.85 | 731.10 | 684.25 | 136.85 | 821.10 |
| No | £60,001-£70,000 | | | | | | | |
| No | Full plan | V | 451.92 | 90.38 | 542.30 | 507.50 | 101.50 | 609.00 |
| No | Inspection charge | V | 677.42 | 135.48 | 812.90 | 760.75 | 152.15 | 912.90 |
| No | £70,001-£80,000 | | | | | | | |
| No | Full plan | V | 494.67 | 98.93 | 593.60 | 555.50 | 111.10 | 666.60 |
| No | Inspection charge | V | 742.92 | 148.58 | 891.50 | 834.33 | 166.87 | 1,001.20 |
| No | £80,001-£90,000 | | | | | | | |
| No | Full plan | V | 541.17 | 108.23 | 649.40 | 607.75 | 121.55 | 729.30 |
| No | Inspection charge | V | 812.92 | 162.58 | 975.50 | 912.92 | 182.58 | 1,095.50 |
| No | £90,001-£100,000 | | | | | | | |
| No | Full plan | V | 586.50 | 117.30 | 703.80 | 658.67 | 131.73 | 790.40 |
| No | Inspection charge | V | 879.33 | 175.87 | 1,055.20 | 987.50 | 197.50 | 1,185.00 |
| No | £100,001-£120,000 | | | | | | | |
| No | Full plan | V | 632.00 | 126.40 | 758.40 | 709.75 | 141.95 | 851.70 |
| No | Inspection charge | V | 946.50 | 189.30 | 1,135.80 | 1,062.92 | 212.58 | 1,275.50 |
| No | £120,001-£140,000 | | | | | | | |
| No | Full plan | V | 677.42 | 135.48 | 812.90 | 760.75 | 152.15 | 912.90 |
| No | Inspection charge | V | 1,014.67 | 202.93 | 1,217.60 | 1,139.50 | 227.90 | 1,367.40 |
| No | £140,001-£160,000 | | | | | | | |
| No | Full plan | V | 722.92 | 144.58 | 867.50 | 811.83 | 162.37 | 974.20 |
| No | Inspection charge | V | 1,082.92 | 216.58 | 1,299.50 | 1,216.17 | 243.23 | 1,459.40 |
| No | £160,001-£180,000 | | | | | | | |
| No | Full plan | V | 766.67 | 153.33 | 920.00 | 861.00 | 172.20 | 1,033.20 |
| No | Inspection charge | V | 1,149.25 | 229.85 | 1,379.10 | 1,290.67 | 258.13 | 1,548.80 |
| No | £180,001-£200,000 | | | | | | | |
| No | Full plan | V | 812.92 | 162.58 | 975.50 | 912.92 | 182.58 | 1,095.50 |
| No | Inspection charge | V | 1,218.50 | 243.70 | 1,462.20 | 1,368.42 | 273.68 | 1,642.10 |
| | Planning Application Fees | | | | | | | |
| YES | Prior Approval under the General Permitted Development Order (Amendment) 2013 | | | | | | | |
| YES | An application which involves the making of any material change in the use of any buildings, or other land under Classes J, K and M of the General Permitted Development Order | | 80.00 | 0.00 | 80.00 | 80.00 | 0.00 | 80.00 |
| YES | Application Type | | | | | | | |
| YES | Householder | | | | | | | |
| YES | Relating to one dwelling | | 206.00 | 0.00 | 206.00 | 206.00 | 0.00 | 206.00 |

| Statutory Service (Y/N) | Description of Fees & Charges | Service is Vatable | 2022/23 Place Fees & Charges | | | 2023/24 Place Proposed Fees & Charges | | |
|-------------------------|---|--------------------|------------------------------|----------|-----------------------------|---------------------------------------|----------|-----------------------------|
| | | | Basic | VAT@ 20% | Total | Basic | VAT@ 20% | Total |
| YES | Relating to 2 or more dwellings | | 407.00 | 0.00 | 407.00 | 407.00 | 0.00 | 407.00 |
| YES | Certificate of Lawfulness | | | | | | | |
| YES | Section 191 (1) (c) - Establish Use | | 234.00 | 0.00 | 234.00 | 234.00 | 0.00 | 234.00 |
| YES | Section 191 (1) (a) or (b) - Existing per unit | | 462.00 | 0.00 | 462.00 | 462.00 | 0.00 | 462.00 |
| YES | Section 191 (1) (a) or (b) - Existing 50 units | | 22,859.00 | 0.00 | 22,859.00 | 22,859.00 | 0.00 | 22,859.00 |
| YES | Section 191 (1) (a) or (b) - Existing 51 and over units - per unit | | Max 300,000 | 0.00 | Max 300,000 | Max 300,000 | 0.00 | Max 300,000 |
| YES | Section 192 - Proposed | | Half full fee | 0.00 | Half full fee | Half full fee | 0.00 | Half full fee |
| YES | Outline | | | | | | | |
| YES | Site area not exceeding 2.5 ha - per 0.1ha | | 462.00 | 0.00 | 462.00 | 462.00 | 0.00 | 462.00 |
| YES | Site area of 2.5 ha | | 11,432.00 | 0.00 | 11,432.00 | 11,432.00 | 0.00 | 11,432.00 |
| YES | Site in excess of 2.5ha - per 0.1ha | | Max 150,000 | 0.00 | Max 150,000 | Max 150,000 | 0.00 | Max 150,000 |
| YES | Dwellings | | | | | | | |
| YES | Per dwelling created - below 50 | | 462.00 | 0.00 | 462.00 | 462.00 | 0.00 | 462.00 |
| YES | 50 dwellings | | 22,859.00 | 0.00 | 22,859.00 | 22,859.00 | 0.00 | 22,859.00 |
| YES | Per dwelling - above 50 | | Max 300,000 | 0.00 | Max 300,000 | Max 300,000 | 0.00 | Max 300,000 |
| YES | Change of use | | 462.00 | 0.00 | 462.00 | 462.00 | 0.00 | 462.00 |
| YES | Other buildings | | | | | | | |
| YES | No additional floor space and Floor space up to 40 sq. m | | 234.00 | 0.00 | 234.00 | 234.00 | 0.00 | 234.00 |
| YES | Floor space between 40 sq. m. and 75 sq. m. | | 462.00 | 0.00 | 462.00 | 462.00 | 0.00 | 462.00 |
| YES | Floor space between 75 sq. m. and 3750 sq. m. - for each additional 75 sq. m. | | 462.00 | 0.00 | 462.00 | 462.00 | 0.00 | 462.00 |
| YES | 3750 sq. m. created | | 22,859.00 | 0.00 | 22,859.00 | 22,859.00 | 0.00 | 22,859.00 |
| YES | Each additional 75 sq. m. (or part thereof) above 3750 sq. m. | | Max 300,000 | 0.00 | Max 300,000 | Max 300,000 | 0.00 | Max 300,000 |
| YES | Erection, on land used for the purpose of agriculture | | | | | | | |
| YES | Works up to 465 sq. m. | | 96.00 | 0.00 | 96.00 | 96.00 | 0.00 | 96.00 |
| YES | Floor space between 465 sq. m. and 540 sq. m. | | 462.00 | 0.00 | 462.00 | 462.00 | 0.00 | 462.00 |
| YES | Floor space between 540 sq. m. and 4215 sq. m. - for each additional 75 sq. m | | 462.00 | 0.00 | 462.00 | 462.00 | 0.00 | 462.00 |
| YES | 4215 sq. m. created | | 22,859.00 | 0.00 | 22,859.00 | 22,859.00 | 0.00 | 22,859.00 |
| YES | Each additional 75 sq. m. (or part thereof) above 3750 sq. m. | | Max 300,000 | 0.00 | Max 300,000 | Max 300,000 | 0.00 | Max 300,000 |
| YES | Erection of glasshouses on land used for the purposes of agriculture | | | | | | | |
| YES | Works up to 465 sq. m. | | 96.00 | 0.00 | 96.00 | 96.00 | 0.00 | 96.00 |
| YES | Works creating more than 465 sq. m. | | 2,580.00 | 0.00 | 2,580.00 | 2,580.00 | 0.00 | 2,580.00 |
| YES | The erection, alteration or replacement of plant or machinery | | | | | | | |
| YES | Site area not exceeding 5ha- each 0.1ha or part thereof | | 462.00 | 0.00 | 462.00 | 462.00 | 0.00 | 462.00 |
| YES | Site area of 5ha | | 22,859.00 | 0.00 | 22,859.00 | 22,859.00 | 0.00 | 22,859.00 |
| YES | Site area in excess of 5ha - each additional 0.1ha or part thereof | | Max 300,000 | 0.00 | Max 300,000 | Max 300,000 | 0.00 | Max 300,000 |
| YES | The carrying out of any operations not coming within any of the above categories - for each 0.1 ha of site area | | £234 up to a max of £2028 | 0.00 | £234 up to a max of £2028 | £234 up to a max of £2028 | 0.00 | £234 up to a max of £2028 |
| YES | Operations connected with exploratory drilling for oil or natural gas | | | | | | | |
| YES | Site area not exceeding 7.5 ha - for each 0.1 ha of site area | | 508.00 | 0.00 | 508.00 | 508.00 | 0.00 | 508.00 |
| YES | Site area of 7.5 ha | | 38,070.00 | 0.00 | 38,070.00 | 38,070.00 | 0.00 | 38,070.00 |
| YES | Per 0.1ha in excess of 7.5ha | | Max 300,000 | 0.00 | Max 300,000 | Max 300,000 | 0.00 | Max 300,000 |
| YES | Winning and working of materials | | | | | | | |
| YES | Per 0.1 ha site area to maximum 15 ha | | 234.00 | 0.00 | 234.00 | 234.00 | 0.00 | 234.00 |
| YES | Site area of 15 ha | | 34,934.00 | 0.00 | 34,934.00 | 34,934.00 | 0.00 | 34,934.00 |
| YES | Per 0.1 ha site area in excess of 15 ha | | £138 up to a max of £78,000 | 0.00 | £138 up to a max of £78,000 | £138 up to a max of £78,000 | 0.00 | £138 up to a max of £78,000 |
| YES | Disposal of refuse or waste materials or for the deposit of material remaining after minerals have been extracted from the land or for the storage of minerals in the open. | | | | | | | |
| YES | Per 0.1 ha site area to maximum 15 ha | | 234.00 | 0.00 | 234.00 | 234.00 | 0.00 | 234.00 |
| YES | Site area of 15 ha | | 34,934.00 | 0.00 | 34,934.00 | 34,934.00 | 0.00 | 34,934.00 |
| YES | Per 0.1 ha site area in excess of 15 ha | | £138 up to a max of £78,000 | 0.00 | £138 up to a max of £78,000 | £138 up to a max of £78,000 | 0.00 | £138 up to a max of £78,000 |

| Statutory Service (Y/N) | Description of Fees & Charges | Service is VATABLE | 2022/23 Place Fees & Charges | | | 2023/24 Place Proposed Fees & Charges | | |
|-------------------------|---|--------------------|------------------------------|----------|-------------------|---------------------------------------|----------|----------------------|
| | | | Basic | VAT@ 20% | Total | Basic | VAT@ 20% | Total |
| YES | Construction of car parks, service roads and access for the purpose of a single undertaking | | 234.00 | 0.00 | 234.00 | 234.00 | 0.00 | 234.00 |
| YES | Extant Planning Permission | | | | | | | |
| YES | Householder | | 68.40 | 0.00 | 68.40 | 68.40 | 0.00 | 68.40 |
| YES | Major development | | 690.00 | 0.00 | 690.00 | 690.00 | 0.00 | 690.00 |
| YES | All other applications | | 234.00 | 0.00 | 234.00 | 234.00 | 0.00 | 234.00 |
| YES | Non-Material Amendment | | | | | | | |
| YES | Householder | | 34.00 | 0.00 | 34.00 | 34.00 | 0.00 | 34.00 |
| YES | All other applications | | 234.00 | 0.00 | 234.00 | 234.00 | 0.00 | 234.00 |
| YES | Minor Material Amendment | | 234.00 | 0.00 | 234.00 | 234.00 | 0.00 | 234.00 |
| YES | Reserved matters | | 462.00 | 0.00 | 462.00 | 462.00 | 0.00 | 462.00 |
| YES | For non-compliance with conditions, variation or renewal of a temporary permission | | 234.00 | 0.00 | 234.00 | 234.00 | 0.00 | 234.00 |
| YES | Householder | | 34.00 | 0.00 | 34.00 | 34.00 | 0.00 | 34.00 |
| YES | All other applications | | 116.00 | 0.00 | 116.00 | 116.00 | 0.00 | 116.00 |
| YES | Playing Fields | | 462.00 | 0.00 | 462.00 | 462.00 | 0.00 | 462.00 |
| YES | Telecoms prior approval | | 462.00 | 0.00 | 462.00 | 462.00 | 0.00 | 462.00 |
| YES | Buildings and roads constructed under PD for agriculture/forestry | | 96.00 | 0.00 | 96.00 | 96.00 | 0.00 | 96.00 |
| YES | Demolition prior approval | | 96.00 | 0.00 | 96.00 | 96.00 | 0.00 | 96.00 |
| YES | Advert to premises | | 132.00 | 0.00 | 132.00 | 132.00 | 0.00 | 132.00 |
| YES | Directional advert | | 132.00 | 0.00 | 132.00 | 132.00 | 0.00 | 132.00 |
| YES | All other adverts | | 462.00 | 0.00 | 462.00 | 462.00 | 0.00 | 462.00 |
| No | Request for written confirmation of compliance with condition(s) | | 381.90 | 0.00 | 381.90 | 428.90 | 0.00 | 428.90 |
| No | Administration Fee where a planning application fails to meet the Local/National Validation Requirements and is returned | | | | | | | |
| No | Householder/ Certificate of Lawful Use or Development | | | ~ | | 50.00 | 0.00 | 50.00 |
| No | Minor works and other | | | ~ | | 100.00 | 0.00 | 100.00 |
| No | Major works | | | ~ | | 200.00 | 0.00 | 200.00 |
| No | Administration charge for uploading a planning application received by post or email in place of a Planning Portal submission (Minimum charge £30.00) | | | ~ | | | | Price on Application |
| | Coordinated Development Process & Sustainability Assessment Services-Development Control | | | | | | | |
| YES | Permission in Principal | | £439.50 per 0.1 ha | | £439.50 per 0.1ha | £439.50 per 0.1 ha | | £439.50 per 0.1ha |
| No | Coordinated Plan Drawing and Approval Service | | | | | | | |
| No | N.B. 20% discount on Building Control Application fees included in the fees shown below. | | | | | | | |
| No | Single Storey Extension | √ | 1,863.83 | 372.77 | 2,236.60 | 2,093.17 | 418.63 | 2,511.80 |
| No | Two Storey Extension | √ | 2,272.92 | 454.58 | 2,727.50 | 2,552.50 | 510.50 | 3,063.00 |
| No | Loft Conversion | √ | 2,181.25 | 436.25 | 2,617.50 | 2,449.50 | 489.90 | 2,939.40 |
| No | Combination Loft & Extension | √ | 3,454.92 | 690.98 | 4,145.90 | 3,879.92 | 775.98 | 4,655.90 |
| No | Lawful Development Certificate | √ | 104.75 | 20.95 | 125.70 | 117.67 | 23.53 | 141.20 |
| | CONTAMINATED LAND INFORMATION | | | | | | | |
| No | Contaminated Land Enquiry - Site History - where no records held | | 54.60 | 0.00 | 54.60 | 61.40 | 0.00 | 61.40 |
| No | Contaminated Land Enquiry - Site History - where records are held | | 163.70 | 0.00 | 163.70 | 183.90 | 0.00 | 183.90 |
| | DEVELOPMENT CONTROL SERVICES | | | | | | | |
| No | Provision of Information including Solicitors & Developers Inquires - per hour (1 hour minimum charge) | | 67.70 | 0.00 | 67.70 | 76.10 | 0.00 | 76.10 |
| No | Providing written confirmation of compliance with planning permission, including a site visit. | √ | 318.33 | 63.67 | 382.00 | 357.50 | 71.50 | 429.00 |
| No | London Local Authorities (Charges for Stopping Up Orders) Regulations 2000 | | 3,223.90 | 0.00 | 3,223.90 | 3,620.50 | 0.00 | 3,620.50 |
| | PUBLIC REGISTER COPIES | | | | | | | |

| Statutory Service (Y/N) | Description of Fees & Charges | Service Is V/T/A/B/L/E | 2022/23 Place Fees & Charges | | | 2023/24 Place Proposed Fees & Charges | | |
|-------------------------|--|------------------------|--------------------------------|----------|----------|---------------------------------------|----------|----------|
| | | | Basic | VAT@ 20% | Total | Basic | VAT@ 20% | Total |
| No | IPC Authorised Premises Provision of copies – per premise – per officer half hour or part thereof | | 28.60 | 0.00 | 28.60 | 32.20 | 0.00 | 32.20 |
| No | Environmental Regulation of Industrial Plant | | Price on Application | | | Price on Application | | |
| No | Fee for a formal complaint made in respect of high hedges and trees, under part 8 of the Anti-Social Behaviour Act 2003 | | 1,163.00 | 0.00 | 1,163.00 | 1,306.10 | 0.00 | 1,306.10 |
| | Design Panel Fees | | | | | | | |
| No | First Meeting: | | | | | | | |
| No | Design Workshop | V | 4,500.00 | 900.00 | 5,400.00 | 5,000.00 | 1,000.00 | 6,000.00 |
| No | Design Review | V | 4,500.00 | 900.00 | 5,400.00 | 5,000.00 | 1,000.00 | 6,000.00 |
| No | Small Major | V | 1,500.00 | 300.00 | 1,800.00 | 1,650.00 | 330.00 | 1,980.00 |
| No | Desktop Meeting | V | 2,250.00 | 450.00 | 2,700.00 | 2,500.00 | 500.00 | 3,000.00 |
| | Focus Review | | 2,250.00 | 450.00 | 2,700.00 | 2,500.00 | 500.00 | 3,000.00 |
| No | Follow Up Meeting/s | | | | | | | |
| No | Design Workshop | V | 3,500.00 | 700.00 | 4,200.00 | 4,000.00 | 700.08 | 4,700.10 |
| No | Design Review | V | 3,500.00 | 700.00 | 4,200.00 | 4,000.00 | 700.08 | 4,700.10 |
| No | | | | | | | | |
| No | Charge where planning application found to be invalid | | 20% of application fee | | | 20% of application fee | | |
| No | Provision of Strategic Planning and Design Information | | | | | | | |
| No | Photocopying and Printing | | | | | | | |
| No | A4 Sheet | V | 6.50 | 1.30 | 7.80 | 7.33 | 1.47 | 8.80 |
| No | Extra Copy | V | 0.83 | 0.17 | 1.00 | 1.00 | 0.20 | 1.20 |
| No | Map on A3 sheet | V | 13.00 | 2.60 | 15.60 | 14.58 | 2.92 | 17.50 |
| No | Map on A2 sheet | V | 15.58 | 3.12 | 18.70 | 17.50 | 3.50 | 21.00 |
| No | Map on A1 sheet | V | 20.83 | 4.17 | 25.00 | 23.42 | 4.68 | 28.10 |
| No | Document >50 pages | V | 10.42 | 2.08 | 12.50 | 11.83 | 2.37 | 14.20 |
| No | Document >100pages | V | 18.17 | 3.63 | 21.80 | 20.50 | 4.10 | 24.60 |
| No | Document >200 pages | V | 31.17 | 6.23 | 37.40 | 35.08 | 7.02 | 42.10 |
| No | Document >300 pages | V | 46.83 | 9.37 | 56.20 | 52.58 | 10.52 | 63.10 |
| No | Document >400 pages | V | 62.42 | 12.48 | 74.90 | 70.08 | 14.02 | 84.10 |
| No | Postage for letters, large letters and packets | V | Standard Council charges apply | | | Standard Council charges apply | | |
| | ENVIRONMENTAL PERMITTING (PPC) | | | | | | | |
| YES | Statutory fee (set by DEFRA) | | | | | | | |
| YES | LAPPC Application Fees: | | | | | | | |
| YES | Application for an environmental permit part B - Standard Activities | | 1,579.00 | 0.00 | 1,579.00 | 1,579.00 | 0.00 | 1,579.00 |
| YES | Additional Fee for operating without a permit | | 1,137.00 | 0.00 | 1,137.00 | 1,137.00 | 0.00 | 1,137.00 |
| YES | PVRI, SWOB and Dry Cleaners Reduced Fee Activities | | 148.00 | 0.00 | 148.00 | 148.00 | 0.00 | 148.00 |
| YES | PVRI & II Combined | | 246.00 | 0.00 | 246.00 | 246.00 | 0.00 | 246.00 |
| YES | VRs and Other Reduced Fee Activities | | 346.00 | 0.00 | 346.00 | 346.00 | 0.00 | 346.00 |
| YES | Reduced fee activities: Additional fee for operating without a permit | | 68.00 | 0.00 | 68.00 | 68.00 | 0.00 | 68.00 |
| YES | Mobile screening and crushing plant | | 346.00 | 0.00 | 346.00 | 346.00 | 0.00 | 346.00 |
| YES | Application fee for mobile crusher 3rd - 7th Permit | | 346.00 | 0.00 | 346.00 | 346.00 | 0.00 | 346.00 |
| YES | Application fee for mobile crusher 8th Permit and higher | | 346.00 | 0.00 | 346.00 | 346.00 | 0.00 | 346.00 |
| YES | Where an application for any of the above is for a combined Part B and waste application, add an extra £297 to the above amounts | | 297.00 | 0.00 | 297.00 | 297.00 | 0.00 | 297.00 |
| YES | LAPPC Annual Subsistence Charge | | | | | | | |
| YES | Standard Processes- Low Risk | | 739.00 | 0.00 | 739.00 | 739.00 | 0.00 | 739.00 |
| YES | Standard Processes- Low Risk - Additional charge where a permit is for a combined Part B & Waste installation | | 99.00 | 0.00 | 99.00 | 99.00 | 0.00 | 99.00 |
| YES | Standard Processes- Medium Risk | | 1,111.00 | 0.00 | 1,111.00 | 1,111.00 | 0.00 | 1,111.00 |
| YES | Standard Processes- Medium Risk - Additional charge where a permit is for a combined Part B & Waste installation | | 149.00 | 0.00 | 149.00 | 149.00 | 0.00 | 149.00 |
| YES | Standard Processes- High Risk | | 1,672.00 | 0.00 | 1,672.00 | 1,672.00 | 0.00 | 1,672.00 |

| Statutory Service (Y/N) | Description of Fees & Charges | Service is VATABLE | 2022/23 Place Fees & Charges | | | 2023/24 Place Proposed Fees & Charges | | |
|-------------------------|---|--------------------|------------------------------|----------|----------|---------------------------------------|----------|----------|
| | | | Basic | VAT@ 20% | Total | Basic | VAT@ 20% | Total |
| YES | Standard Processes- High Risk - Additional charge where a permit is for a combined Part B & Waste installation | | 198.00 | 0.00 | 198.00 | 198.00 | 0.00 | 198.00 |
| YES | Annual Subsistence Fee - Reduced Fee Activity - Low Risk | | 76.00 | 0.00 | 76.00 | 76.00 | 0.00 | 76.00 |
| YES | Annual Subsistence Fee - Reduced Fee Activity - Medium Risk | | 151.00 | 0.00 | 151.00 | 151.00 | 0.00 | 151.00 |
| YES | Annual Subsistence Fee - Reduced Fee Activity - High Risk | | 227.00 | 0.00 | 227.00 | 227.00 | 0.00 | 227.00 |
| YES | Annual Subsistence Fee - Reduced Fee Activity PVR I+II -Low Risk | | 108.00 | 0.00 | 108.00 | 108.00 | 0.00 | 108.00 |
| YES | Annual Subsistence Fee - Reduced Fee Activity PVR I+II -Medium Risk | | 216.00 | 0.00 | 216.00 | 216.00 | 0.00 | 216.00 |
| YES | Annual Subsistence Fee - Reduced Fee Activity PVR I+II -High Risk | | 326.00 | 0.00 | 326.00 | 326.00 | 0.00 | 326.00 |
| YES | Annual Subsistence Fee - Vehicle Respraying + other processes in this category - Low Risk | | 218.00 | 0.00 | 218.00 | 218.00 | 0.00 | 218.00 |
| YES | Annual Subsistence Fee - Vehicle Respraying + other processes in this category - Medium Risk | | 349.00 | 0.00 | 349.00 | 349.00 | 0.00 | 349.00 |
| YES | Annual Subsistence Fee - Vehicle Respraying + other processes in this category - High Risk | | 524.00 | 0.00 | 524.00 | 524.00 | 0.00 | 524.00 |
| YES | Annual Subsistence Fee - Mobile Crushing - Low Risk | | 218.00 | 0.00 | 218.00 | 218.00 | 0.00 | 218.00 |
| YES | Annual Subsistence Fee - Mobile Crushing - Medium Risk | | 349.00 | 0.00 | 349.00 | 349.00 | 0.00 | 349.00 |
| YES | Annual Subsistence Fee - Mobile Crushing - High Risk | | 524.00 | 0.00 | 524.00 | 524.00 | 0.00 | 524.00 |
| YES | Annual Subsistence Fee - Mobile Crushing 3rd - 7th Permits - Low Risk | | 218.00 | 0.00 | 218.00 | 218.00 | 0.00 | 218.00 |
| YES | Annual Subsistence Fee - Mobile Crushing 3rd - 7th Permits - Medium Risk | | 349.00 | 0.00 | 349.00 | 349.00 | 0.00 | 349.00 |
| YES | Annual Subsistence Fee - Mobile Crushing 3rd - 7th Permits - High Risk | | 524.00 | 0.00 | 524.00 | 524.00 | 0.00 | 524.00 |
| YES | Annual Subsistence Fee - Mobile Crushing 8th & subsequent permits - Low Risk | | 218.00 | 0.00 | 218.00 | 218.00 | 0.00 | 218.00 |
| YES | Annual Subsistence Fee - Mobile Crushing 8th & subsequent permits - Medium Risk | | 349.00 | 0.00 | 349.00 | 349.00 | 0.00 | 349.00 |
| YES | Annual Subsistence Fee - Mobile Crushing 8th & subsequent permits - High Risk | | 524.00 | 0.00 | 524.00 | 524.00 | 0.00 | 524.00 |
| YES | Late payment fee | | 50.00 | 0.00 | 50.00 | 50.00 | 0.00 | 50.00 |
| YES | Where a Part B installation is subject to reporting under E-PRTR Regulation add an extra £99 to the above amounts | | 99.00 | 0.00 | 99.00 | 99.00 | 0.00 | 99.00 |
| YES | Where subsistence charges are paid in four equal instalments the total amount payable is increased by £36 | | | | | | | |
| YES | Transfer & Surrender | | | | | | | |
| YES | Standard process transfer | | 162.00 | 0.00 | 162.00 | 162.00 | 0.00 | 162.00 |
| YES | Standard process partial transfer | | 476.00 | 0.00 | 476.00 | 476.00 | 0.00 | 476.00 |
| YES | New operator at low risk reduced fee activity | | 75.00 | 0.00 | 75.00 | 75.00 | 0.00 | 75.00 |
| YES | Surrender: all Part B activities | | | | | | | |
| YES | Reduced fee activities: transfer | | | | | | | |
| YES | Reduced fee activities: partial transfer | | 45.00 | 0.00 | 45.00 | 45.00 | 0.00 | 45.00 |
| YES | Temporary transfer for mobiles: first transfer | | 51.00 | 0.00 | 51.00 | 51.00 | 0.00 | 51.00 |
| YES | Temporary transfer for mobiles: repeat following enforcement or warning | | 51.00 | 0.00 | 51.00 | 51.00 | 0.00 | 51.00 |
| YES | Substantial Change | | | | | | | |
| YES | Standard process | | 1,005.00 | 0.00 | 1,005.00 | 1,005.00 | 0.00 | 1,005.00 |
| YES | Standard process where the substantial change results in a new PPC activity | | 1,579.00 | 0.00 | 1,579.00 | 1,579.00 | 0.00 | 1,579.00 |
| YES | Reduced fee activities | | 98.00 | 0.00 | 98.00 | 98.00 | 0.00 | 98.00 |
| YES | LA-IPPC Charges: | | | | | | | |
| YES | Application | | 3,218.00 | 0.00 | 3,218.00 | 3,218.00 | 0.00 | 3,218.00 |
| YES | Additional fee for operating without a permit | | 1,137.00 | 0.00 | 1,137.00 | 1,137.00 | 0.00 | 1,137.00 |
| YES | Annual subsistence fee: Low risk | | 1,384.00 | 0.00 | 1,384.00 | 1,384.00 | 0.00 | 1,384.00 |
| YES | Annual subsistence fee: Medium risk | | 1,541.00 | 0.00 | 1,541.00 | 1,541.00 | 0.00 | 1,541.00 |
| YES | Annual subsistence fee: High risk | | 2,233.00 | 0.00 | 2,233.00 | 2,233.00 | 0.00 | 2,233.00 |
| YES | Late payment fee | | 50.00 | 0.00 | 50.00 | 50.00 | 0.00 | 50.00 |
| YES | Substantial variation | | 1,309.00 | 0.00 | 1,309.00 | 1,309.00 | 0.00 | 1,309.00 |
| YES | Transfer | | 225.00 | 0.00 | 225.00 | 225.00 | 0.00 | 225.00 |
| YES | Partial transfer | | 668.00 | 0.00 | 668.00 | 668.00 | 0.00 | 668.00 |
| YES | Surrender | | 668.00 | 0.00 | 668.00 | 668.00 | 0.00 | 668.00 |

| Statutory Service (Y/N) | Description of Fees & Charges | Service is VATABLE | 2022/23 Place Fees & Charges | | | 2023/24 Place Proposed Fees & Charges | | |
|-------------------------|--|--------------------|--|----------|----------|--|----------|----------|
| | | | Basic | VAT@ 20% | Total | Basic | VAT@ 20% | Total |
| YES | Where subsistence charges are paid in four equal instalments the total amount payable is increased by £36 | | | | | | | |
| | CYCLE PARKING CHARGES | | | | | | | |
| No | Station hub cycle parking membership | √ | 10.00 | 2.00 | 12.00 | 11.25 | 2.25 | 13.50 |
| No | Residential secure cycle parking membership | √ | 10.00 | 2.00 | 12.00 | 11.25 | 2.25 | 13.50 |
| | ADOPTED ROAD ENQUIRIES | | | | | | | |
| No | Highway Search Enquiry - Single Property | | 50.40 | 0.00 | 50.40 | 56.60 | 0.00 | 56.60 |
| No | Highway Search Enquiry - Site comprising multiple properties | | 100.80 | 0.00 | 100.80 | 113.20 | 0.00 | 113.20 |
| | TEMPORARY TRAFFIC ORDER | | | | | | | |
| No | S14.1 TTO or S14.2 Notice five days duration or less | | 2,720.00 | 0.00 | 2,720.00 | 3,054.60 | 0.00 | 3,054.60 |
| No | Road Closure for Filming (Notice & Order) | | 935.10 | 0.00 | 935.10 | 1,050.10 | 0.00 | 1,050.10 |
| No | A Special Event Orders - (excluding community street parties) | | 935.10 | 0.00 | 935.10 | 1,050.10 | 0.00 | 1,050.10 |
| No | Temporary Traffic Orders to support Major Events (over 10,000 people) | | 4,931.10 | 0.00 | 4,931.10 | 5,537.60 | 0.00 | 5,537.60 |
| No | Temporary Traffic Orders to support Major Events (5,000 - 10,000 people) | | 3,825.00 | 0.00 | 3,825.00 | 4,295.50 | 0.00 | 4,295.50 |
| No | Approval by the Highway authority to close a road for a community street party (including provision of road closure barriers by the authority) | | 50.00 | 0.00 | 50.00 | 56.20 | 0.00 | 56.20 |
| No | Approval by the Highway authority to close a road for other community event on the highway (including provision of road closure barriers by the authority) | | Price on Application | | | Price on Application | | |
| | TRANSPORTATION PLANNING | | | | | | | |
| No | S115E Licence - single site | | 935.10 | 0.00 | 935.10 | 1,050.20 | 0.00 | 1,050.20 |
| No | S115E Licence - for each additional site on same licence | | 109.10 | 0.00 | 109.10 | 122.60 | 0.00 | 122.60 |
| | TRANSPORTATION SERVICES | | | | | | | |
| No | Monitoring outputs of travel plans secured by S106 Obligations - Framework Travel Plan | | Flat contribution of £2,730 + annual contribution of £545 for the life of the travel plan | | | Flat contribution of £3,065 + annual contribution of £612 for the life of the travel plan | | |
| No | Monitoring outputs of travel plans secured by S106 Obligations - Single Phase of Development | | 5,454.80 | 0.00 | 5,454.80 | 6,125.80 | 0.00 | 6,125.80 |
| No | S247 Stopping-Up Order - Relating to Minor Planning Application | | 4,067.70 | 0.00 | 4,067.70 | 4,568.10 | 0.00 | 4,568.10 |
| No | S247 Stopping-Up Order - Relating to Major Planning Application | | 6,779.50 | 0.00 | 6,779.50 | 7,613.40 | 0.00 | 7,613.40 |
| No | Public Path Diversion Order - (The Local Authorities (Recovery of Costs for Public Path Orders) Regulations 1993) | | Price on Application | | | Price on Application | | |
| No | Mobility assessment to support application for disabled parking bay | | 262.50 | 0.00 | 262.50 | 294.80 | 0.00 | 294.80 |
| No | Application for temporary directional signage | | 131.00 | 0.00 | 131.00 | 147.10 | 0.00 | 147.10 |
| No | Temporary directional signs returnable deposit to cover costs in removing the signs in default | | 109.00 | 0.00 | 109.00 | 122.40 | 0.00 | 122.40 |
| No | Requests for Advice and Policy Guidance on Directional Signs | | 65.50 | 0.00 | 65.50 | 73.60 | 0.00 | 73.60 |
| No | Checking fee for S38 Agreements (value of works based on current LBE term contract rates) (not subject to VAT) | | Flat rate of £3,820 for works up to £10,000 in value + 11% of the value of works over £10,000 + actual cost to accrue street lighting etc. into PFI contract | | | Flat rate of £4,290 for works up to £10,000 in value + 12% of the value of works over £10,000 + actual cost to accrue street lighting etc. into PFI contract | | |
| No | Checking & supervision fee for S278 Agreements (value of works based on current LBE term contract rates) (not subject to VAT) | | Flat rate of £3,820 for works up to £10,000 in value + 11% of the value of works over £10,000 + actual cost to accrue street lighting etc. into PFI contract | | | Flat rate of £4,290 for works up to £10,000 in value + 12% of the value of works over £10,000 + actual cost to accrue street lighting etc. into PFI contract | | |
| | Enforcement of Temporary Traffic Orders - Resident & Business bays, waiting and loading: | | | | | | | |
| No | Admin fee | | 114.20 | 0.00 | 114.20 | 128.30 | 0.00 | 128.30 |
| No | Cancellation charge | | 56.70 | 0.00 | 56.70 | 63.70 | 0.00 | 63.70 |
| No | Enforcement by Civil Enforcement Officer per day | | 81.70 | 0.00 | 81.70 | 91.80 | 0.00 | 91.80 |
| No | Cost of an Enforcement notice | √ | 34.83 | 6.97 | 41.80 | 39.25 | 7.85 | 47.10 |
| Yes | Use of removal vehicle (per removal) | | 200.00 | 0.00 | 200.00 | 200.00 | 0.00 | 200.00 |
| Yes | Please note the charges for Enforcement detailed above are separate and in addition to any charges which the applicant may incur in obtaining a Temporary Traffic Order or Street Works permits | | | | | | | |

| Statutory Service (Y/N) | Description of Fees & Charges | Service is V/TABLE | 2022/23 Place Fees & Charges | | | 2023/24 Place Proposed Fees & Charges | | |
|---|--|--------------------|------------------------------|----------|----------|---------------------------------------|----------|----------|
| | | | Basic | VAT@ 20% | Total | Basic | VAT@ 20% | Total |
| No | Lorry parking prices | V | | | | | | |
| No | Rigid vehicles | | | | | | | |
| No | 1 day | V | 17.58 | 3.52 | 21.10 | 19.75 | 3.95 | 23.70 |
| No | 2 days | V | 35.08 | 7.02 | 42.10 | 39.42 | 7.88 | 47.30 |
| No | 3 days | V | 52.83 | 10.57 | 63.40 | 59.33 | 11.87 | 71.20 |
| No | 4 days | V | 70.33 | 14.07 | 84.40 | 79.00 | 15.80 | 94.80 |
| No | 5 days | V | 87.83 | 17.57 | 105.40 | 98.58 | 19.72 | 118.30 |
| No | 6 days | V | 105.17 | 21.03 | 126.20 | 118.08 | 23.62 | 141.70 |
| No | 1 week | V | 113.42 | 22.68 | 136.10 | 127.42 | 25.48 | 152.90 |
| No | 1 month | V | 453.42 | 90.68 | 544.10 | 509.17 | 101.83 | 611.00 |
| No | 3 months | V | 1,360.00 | 272.00 | 1,632.00 | 1,527.33 | 305.47 | 1,832.80 |
| No | Articulated vehicles | | | | | | | |
| No | 1 day | V | 20.83 | 4.17 | 25.00 | 23.42 | 4.68 | 28.10 |
| No | 2 days | V | 41.17 | 8.23 | 49.40 | 46.17 | 9.23 | 55.40 |
| No | 3 days | V | 62.00 | 12.40 | 74.40 | 69.58 | 13.92 | 83.50 |
| No | 4 days | V | 82.67 | 16.53 | 99.20 | 92.83 | 18.57 | 111.40 |
| No | 5 days | V | 103.08 | 20.62 | 123.70 | 115.83 | 23.17 | 139.00 |
| No | 6 days | V | 123.67 | 24.73 | 148.40 | 138.92 | 27.78 | 166.70 |
| No | 1 week | V | 134.00 | 26.80 | 160.80 | 150.50 | 30.10 | 180.60 |
| No | 1 month | V | 535.67 | 107.13 | 642.80 | 601.58 | 120.32 | 721.90 |
| No | 3 months | V | 1,607.00 | 321.40 | 1,928.40 | 1,804.67 | 360.93 | 2,165.60 |
| FOOTPATH CROSSINGS & PATHS ACROSS VERGES | | | | | | | | |
| No | Costs associated with amending Traffic Management Orders to facilitate footway crossovers in Controlled Parking Zones | | 158.50 | 0.00 | 158.50 | 178.00 | 0.00 | 178.00 |
| No | Application for Footway Crossovers - The Local Authorities (Transport Charges) Regulation 1998. The application process includes a maximum of three site visits. | | 213.00 | 0.00 | 213.00 | 239.20 | 0.00 | 239.20 |
| No | Additional Site visits for approval and estimation of vehicle crossover applications. Up to half hour of officer's time per visit. | | 41.60 | 0.00 | 41.60 | 46.80 | 0.00 | 46.80 |
| No | Construction of a crossover per square metre in paving slabs/blocks or asphalt. Excluding existing obstructions e.g. street lighting columns, street furniture, trees or utility apparatus. Note: Where a footway is currently constructed in asphalt / tarmacadam a new footway crossing will only be permitted to be constructed in asphalt / tarmacadam | | 238.50 | 0.00 | 238.50 | 267.90 | 0.00 | 267.90 |
| No | Uplift on the cost per square metre for constructing a crossover where restricted working hours apply | | 27.00 | 0.00 | 27.00 | 30.40 | 0.00 | 30.40 |
| No | Provision of a footway crossover when constructed as part of a planned footway reconstruction scheme - (20%discount on full price shown above) (per square metre). Note: crossover specification to comply with scheme construction. | | 190.80 | 0.00 | 190.80 | 214.30 | 0.00 | 214.30 |
| No | There will be no discount where it is identified that a resident is crossing the footway illegally and contributing to damage of the footway. | | | | | | | |
| No | Renewal of existing White line Entrance Marking on Highway | | 169.40 | 0.00 | 169.40 | 190.30 | 0.00 | 190.30 |
| No | New White line Entrance Marking on Highway | | 169.40 | 0.00 | 169.40 | 190.30 | 0.00 | 190.30 |
| No | White line Entrance marking application charge (if work not progressed admin fee to be charged) | | 71.00 | 0.00 | 71.00 | 79.80 | 0.00 | 79.80 |
| No | Removal and replanting of shrub bed elsewhere in the Borough - per square metre | | 132.00 | 0.00 | 132.00 | 148.30 | 0.00 | 148.30 |
| No | Removal and replanting of grass verge elsewhere in the Borough - per square metre | | 108.10 | 0.00 | 108.10 | 121.40 | 0.00 | 121.40 |
| No | Application to request a tree removal in accordance with the tree strategy. | | 368.90 | 0.00 | 368.90 | 414.30 | 0.00 | 414.30 |
| No | Application for Heavy Duty Footway crossover - The Local Authorities (Transport Charges) Regulation 1998 | | 1,018.30 | 0.00 | 1,018.30 | 1,143.60 | 0.00 | 1,143.60 |
| No | Construction and site supervision of Heavy Duty crossover excluding statutory utility diversions. | | Price on Application | | | Price on Application | | |
| PROVISION OF STREET SEATS | | | | | | | | |

| Statutory Service (Y/N) | Description of Fees & Charges | Service is VATABLE | 2022/23 Place Fees & Charges | | | 2023/24 Place Proposed Fees & Charges | | |
|-------------------------|--|--------------------|------------------------------|----------------------|----------|---------------------------------------|----------------------|----------------------|
| | | | Basic | VAT@ 20% | Total | Basic | VAT@ 20% | Total |
| No | Per seat (Estimate will be provided on request at actual contractors cost, officer time and actual cost of plaque) | | | Price on Application | | | Price on Application | |
| | PROVISION OF STREET NAME PLATES | | | | | | | |
| No | Per Street Name Plate | | | Price on Application | | | Price on Application | |
| No | Relocation only of existing Street Name Plate for footway crossing application | | | Price on Application | | | Price on Application | |
| | LICENCE FOR SKIPS | | | | | | | |
| No | Inspection fee for skip placed off highway | | 78.00 | 0.00 | 78.00 | 87.60 | 0.00 | 87.60 |
| No | Skip Licence - 14 days | | 78.00 | 0.00 | 78.00 | 87.60 | 0.00 | 87.60 |
| No | Continuation Licence - 14 days | | 78.00 | 0.00 | 78.00 | 87.60 | 0.00 | 87.60 |
| No | Attend to unlit skip on the highway and make safe | | 186.00 | 0.00 | 186.00 | 208.90 | 0.00 | 208.90 |
| | LICENCE FOR HOARDING/SCAFFOLDING | | | | | | | |
| No | Deposit before commencement of works (refundable against damage) Per square metre of highway occupied by scaffold/hoarding(minimum deposit of £500) | | 50.00 | 0.00 | 50.00 | 50.00 | 0.00 | 50.00 |
| No | Licence: | | | | | | | |
| No | Application Fee all scaffolds/hoardings (Non Refundable) | | 141.90 | 0.00 | 141.90 | 159.40 | 0.00 | 159.40 |
| No | Licence Fee for 30 days per square metre of highway occupied by scaffold/hoarding (minimum cost to be £292, max to be £2,920) | | 26.00 | 0.00 | 26.00 | 29.20 | 0.00 | 29.20 |
| No | Licence Extension Fee for each 30 day period per square metre of highway occupied by scaffold/hoarding UP TO 180 DAYS (minimum cost to be £292, max to be £2,920) | | 26.00 | 0.00 | 26.00 | 29.20 | 0.00 | 29.20 |
| No | Charge for additional inspections £84.70 per hour (min 1hr) | | 75.40 | 0.00 | 75.40 | 84.70 | 0.00 | 84.70 |
| | LICENCE FOR THE ISSUE OF A STREET WORKS LICENCE UNDER S50 OF THE NEW ROADS & STREET WORKS ACT 1991 | | | | | | | |
| No | Administration fee | | 292.00 | 0.00 | 292.00 | 327.90 | 0.00 | 327.90 |
| No | Capitalisation fee in lieu of annual charge | | 1,343.00 | 0.00 | 1,343.00 | 1,508.20 | 0.00 | 1,508.20 |
| No | Capitalisation fee in lieu of annual charge for Major Service Licence | | 2,000.00 | 0.00 | 2,000.00 | 2,246.00 | 0.00 | 2,246.00 |
| No | Inspection Fee | | 338.00 | 0.00 | 338.00 | 379.60 | 0.00 | 379.60 |
| No | Weekly Inspection Fee for Major Service Licence | | 50.00 | 0.00 | 50.00 | 56.20 | 0.00 | 56.20 |
| No | Refundable Deposit (subject to satisfactory inspection of works at end of guarantee period) - per square metre for reinstatements up to 5 M ² | | 220.00 | 0.00 | 220.00 | 247.10 | 0.00 | 247.10 |
| No | over 5M ² - per square metre for reinstatements | | 180.00 | 0.00 | 180.00 | 202.10 | 0.00 | 202.10 |
| No | Collaborative planning & installation of services assistance (multi-services applications only) | | 1,140.00 | 0.00 | 1,140.00 | 1,280.20 | 0.00 | 1,280.20 |
| No | Bond payable to cover any penalty payments associated with the works | | | Price on Application | | | Price on Application | |
| | APPLICATION FOR AUTHORITY TO EXECUTE WORKS ON THE HIGHWAY | | | | | | | |
| No | Administration fee | | 292.00 | 0.00 | 292.00 | 327.90 | 0.00 | 327.90 |
| No | Inspection Fee 1-7 Excavations | | 350.00 | 0.00 | 350.00 | 393.10 | 0.00 | 393.10 |
| No | Inspection Fee 8-14 Excavations | | 525.00 | 0.00 | 525.00 | 589.60 | 0.00 | 589.60 |
| No | Refundable Deposit (subject to satisfactory inspection of works at end of guarantee period) - per square metre for reinstatements up to 5 M ² | | 500.00 | 0.00 | 500.00 | 500.00 | 0.00 | 500.00 |
| No | over 5M ² - per square metre for reinstatements | | 300.00 | 0.00 | 300.00 | 300.00 | 0.00 | 300.00 |
| | LICENCE FOR CRANES/OVERSAILING | | | | | | | |
| No | Application Fee for Cranes/Oversailing (Non refundable) | | 207.80 | 0.00 | 207.80 | 233.40 | 0.00 | 233.40 |
| No | Licence for Cranes on the highway - per day | | 207.80 | 0.00 | 207.80 | 233.40 | 0.00 | 233.40 |
| No | Licence for Oversail over the highway - per day (minimum 1 day) | | 12.10 | 0.00 | 12.10 | 13.60 | 0.00 | 13.60 |
| No | Charge for additional inspections - complaints/enquiries. £84.70 per hour (min. 1 hr) | | 75.40 | 0.00 | 75.40 | 84.70 | 0.00 | 84.70 |
| No | Deposit before commencement of works (refundable against damage) | | 5,000.00 | 0.00 | 5,000.00 | 5,000.00 | 0.00 | 5,000.00 |
| | HIGHWAY RELATED CHARGES | | | | | | | |
| No | Any works / repairs to public assets on the highway | | | Price on Application | | | Price on Application | |
| No | Sponsored Tree Planting (including 3 year after care). | | 738.70 | 0.00 | 738.70 | | | Price on Application |
| No | Sponsored Tree Plaque - price on application | | | Price on Application | | | | Price on Application |
| No | Bollard removal - charge per bollard (any type) | | 150.00 | 0.00 | 150.00 | 168.50 | 0.00 | 168.50 |

| Statutory Service (Y/N) | Description of Fees & Charges | Service is VATABLE | 2022/23 Place Fees & Charges | | | 2023/24 Place Proposed Fees & Charges | | |
|-------------------------|--|--------------------|--|-----------|----------|--|-----------|----------|
| | | | Basic | VAT@ 20% | Total | Basic | VAT@ 20% | Total |
| No | Provision of Arborist Services (private works) | | Price on Application | | | Price on Application | | |
| | DOMESTIC COLLECTIONS | | | | | | | |
| No | N.B. Domestic Bin Hire/Collection is Non Business - i.e. no VAT to be charged | | | | | | | |
| No | Special Bulky Waste Collections | | | | | | | |
| No | Bulky waste collection in 12 months: | | | | | | | |
| No | 1 item | | | FREE | | | FREE | |
| No | 2 Items | | | FREE | | | FREE | |
| No | 3 Items | | | FREE | | | FREE | |
| No | 4 Items | | | FREE | | | FREE | |
| No | 5 Items | | | FREE | | | FREE | |
| No | 6 Items | | | FREE | | | FREE | |
| No | Premium Service (Fastrack service) bookable £10.50 fee | | 15.00 | 0.00 | 15.00 | 16.80 | 0.00 | 16.80 |
| No | Bulky waste collection cancellation charge for between 1-3 days notice | | | FREE | | | FREE | |
| No | Additional charge for non standard sized items | | | FREE | | | FREE | |
| No | Electrical bulky item collections: | | | | | | | |
| No | 1 item | | 43.90 | 0.00 | 43.90 | 49.30 | 0.00 | 49.30 |
| No | 2 Items | | 48.70 | 0.00 | 48.70 | 54.70 | 0.00 | 54.70 |
| No | 3 Items | | 53.50 | 0.00 | 53.50 | 60.10 | 0.00 | 60.10 |
| No | 4 Items | | 58.30 | 0.00 | 58.30 | 65.50 | 0.00 | 65.50 |
| No | 5 Items | | 63.10 | 0.00 | 63.10 | 70.90 | 0.00 | 70.90 |
| No | 6 Items | | 67.90 | 0.00 | 67.90 | 76.30 | 0.00 | 76.30 |
| No | Premium Service (Fastrack service) bookable £10.50 fee | | Service not offered for Electrical Bulky Waste | | | Service not offered for Electrical Bulky Waste | | |
| No | Bulky electrical item collection cancellation charge for between 1-3 days notice | | 19.00 | 0.00 | 19.00 | 21.40 | 0.00 | 21.40 |
| No | New bin and bin replacements: | | | | | | | |
| No | Delivery and provision of 1 domestic 140 or 240 litre wheeled bin | | 63.00 | 0.00 | 63.00 | | FREE | |
| No | Delivery of each additional 140 or 240 litre wheeled bin (limited to a maximum of two additions per property) | | 31.30 | 0.00 | 31.30 | | FREE | |
| No | Hire of additional 240 litre Green Bin (fortnightly service) | | 65.00 | 0.00 | 65.00 | | FREE | |
| No | Hire of additional 140 litre Green Bin (fortnightly service) | | 65.00 | 0.00 | 65.00 | | FREE | |
| No | New bin and bin replacement cancellation charge for between 1-3 days notice | | 19.00 | 0.00 | 19.00 | | FREE | |
| No | Garden Waste - annual subscription | | 65.00 | 0.00 | 65.00 | 80.00 | 0.00 | 80.00 |
| | PARKS AND OUTDOOR FACILITIES | | | | | | | |
| No | Charges marked ** do not include VAT, which will be added in certain circumstances in accordance with VAT Regulations | | | | | | | |
| No | Public Liability Insurance is not included in these charges. | | | | | | | |
| No | IN COMMEMORATION | | | | | | | |
| No | To supply and plant tree with 3 year after care. Tree species from contractors planting list. Plaque size 6"x 4" limited to 60 characters (additional charge over 60 characters) | √ | 723.00 | 144.60 | 867.60 | 811.92 | 162.38 | 974.30 |
| No | Memorial Bench | √ | 1,572.00 | 314.40 | 1,886.40 | 1,765.42 | 353.08 | 2,118.50 |
| No | Plaque for Bench | | 302.30 | 0.00 | 302.30 | 339.50 | 0.00 | 339.50 |
| No | Tennis Courts | | | | | | | |
| No | Per hour peak mid-week | √ | 4.17 | 0.83 | 5.00 | 4.58 | 0.92 | 5.50 |
| No | No charge off-peak | | | No Charge | | | No Charge | |
| No | Per hour floodlights (as required) | √ | 2.42 | 0.48 | 2.90 | 2.92 | 0.58 | 3.50 |
| No | CRICKET ** | | | | | | | |
| No | Season bookings can be made for 10 or 20 matches | | | | | | | |
| No | Grade 1 - Saturdays (10 Matches) | | 759.40 | 0.00 | 759.40 | 853.00 | 0.00 | 853.00 |
| No | Grade 1 - Sundays (10 Matches) | | 826.00 | 0.00 | 826.00 | 928.00 | 0.00 | 928.00 |
| No | Grade 2 - Saturdays or Sundays (10 Matches) | | 649.20 | 0.00 | 649.20 | 729.00 | 0.00 | 729.00 |
| No | Casual matches, per day | | | | | | | |
| No | Grade 1 | √ | 98.33 | 19.67 | 118.00 | 110.83 | 22.17 | 133.00 |
| No | Grade 2 | √ | 82.50 | 16.50 | 99.00 | 92.50 | 18.50 | 111.00 |
| No | BASEBALL – Enfield Playing Fields | | | | | | | |

| Statutory Service (Y/N) | Description of Fees & Charges | Service is Vatable | 2022/23 Place Fees & Charges | | | 2023/24 Place Proposed Fees & Charges | | |
|-------------------------|---|--------------------|------------------------------|----------|----------|---------------------------------------|----------|----------|
| | | | Basic | VAT@ 20% | Total | Basic | VAT@ 20% | Total |
| No | Grade 1 (Inc. changing rooms & showers) Sat or Sun per session | V | 77.42 | 15.48 | 92.90 | 87.00 | 17.40 | 104.40 |
| No | FISHING (15 June - 15 March) | | | | | | | |
| No | Grovelands Park & Trent Country Park | | | | | | | |
| No | Licensed adult, per day | V | 8.33 | 1.67 | 10.00 | 9.42 | 1.88 | 11.30 |
| No | Licensed junior, per day | V | | FREE | | | FREE | |
| No | Season Ticket - adult | V | 60.92 | 12.18 | 73.10 | 68.42 | 13.68 | 82.10 |
| No | Season Ticket - junior | V | | FREE | | | FREE | |
| No | FOOTBALL / GAELIC FOOTBALL / RUGBY ** | | | | | | | |
| No | <u>Season bookings can be made for 16 or 32 games</u> | | | | | | | |
| No | SENIOR | | | | | | | |
| No | Manned site - Saturday (16 Games) | | 863.00 | 0.00 | 863.00 | 969.00 | 0.00 | 969.00 |
| No | Manned site - Sunday (16 Games) | | 1,017.00 | 0.00 | 1,017.00 | 1,142.00 | 0.00 | 1,142.00 |
| No | Grade 1 - Saturdays (16 games) | | 808.00 | 0.00 | 808.00 | 907.00 | 0.00 | 907.00 |
| No | Grade 1 - Sundays (16 games) | | 958.00 | 0.00 | 958.00 | 1,076.00 | 0.00 | 1,076.00 |
| No | Grade 2 - Saturdays (16 games) | | 555.00 | 0.00 | 555.00 | 623.00 | 0.00 | 623.00 |
| No | Grade 2 - Sundays (16 games) | | 601.00 | 0.00 | 601.00 | 675.00 | 0.00 | 675.00 |
| No | Casual matches, per match | | | | | | | |
| No | Grade 1 Saturday | V | 98.33 | 19.67 | 118.00 | 111.67 | 22.33 | 134.00 |
| No | Grade 1 Sunday | V | 105.83 | 21.17 | 127.00 | 119.17 | 23.83 | 143.00 |
| No | Grade 2 Saturday | V | 69.17 | 13.83 | 83.00 | 77.50 | 15.50 | 93.00 |
| No | Grade 2 Sunday | V | 75.83 | 15.17 | 91.00 | 85.83 | 17.17 | 103.00 |
| No | JUNIOR | | | | | | | |
| No | Grade 2 - Saturdays or Sundays (16 games) | | 328.00 | 0.00 | 328.00 | 368.00 | 0.00 | 368.00 |
| No | Casual matches, per match | | | | | | | |
| No | Grade 2 | V | 38.33 | 7.67 | 46.00 | 43.33 | 8.67 | 52.00 |
| No | Mini-Soccer (7v7) | | | | | | | |
| No | Every Saturday or Sunday (32 Matches) | | 405.00 | 0.00 | 405.00 | 455.00 | 0.00 | 455.00 |
| No | Casual, per match | V | 18.33 | 3.67 | 22.00 | 20.83 | 4.17 | 25.00 |
| No | 5-a-side Football, per pitch, casual | | | | | | | |
| No | Casual, per match | V | 18.33 | 3.67 | 22.00 | 20.83 | 4.17 | 25.00 |
| No | Every Saturday or Sunday (32 Matches) | | 405.00 | 0.00 | 405.00 | 455.00 | 0.00 | 455.00 |
| No | 9-a-side Football, per pitch | | | | | | | |
| No | Grade 2 - Saturdays / Sundays (16 games) | | 451.00 | 0.00 | 451.00 | 507.00 | 0.00 | 507.00 |
| No | Grade 2 Saturday /Sunday, casual | V | 53.33 | 10.67 | 64.00 | 60.00 | 12.00 | 72.00 |
| No | Post Football litter clearance | V | 65.00 | 13.00 | 78.00 | 73.33 | 14.67 | 88.00 |
| No | NETBALL** | | | | | | | |
| No | Adult Teams per court, per hour (incl changing rooms & showers) | V | 16.50 | 3.30 | 19.80 | 18.58 | 3.72 | 22.30 |
| No | Junior Teams per court, per hour (incl changing rooms & showers) | V | 10.75 | 2.15 | 12.90 | 12.08 | 2.42 | 14.50 |
| No | ATHLETIC TRACK-QEII | | | | | | | |
| No | Per hour (Mon- Friday) | V | 34.17 | 6.83 | 41.00 | 38.33 | 7.67 | 46.00 |
| No | HIRE OF PITCHES FOR SCHOOLS | | | | | | | |
| No | (the charges are normally Vatable but the supply to LBE maintained schools is outside the scope of VAT) | | | | | | | |
| No | FOOTBALL | | | | | | | |
| No | Junior Pitch | V | 25.83 | 5.17 | 31.00 | 29.17 | 5.83 | 35.00 |
| No | Senior Pitch | V | 49.17 | 9.83 | 59.00 | 55.00 | 11.00 | 66.00 |
| No | NETBALL | V | 11.67 | 2.33 | 14.00 | 13.33 | 2.67 | 16.00 |
| No | RUGBY | | | | | | | |
| No | Senior Pitch | V | 49.17 | 9.83 | 59.00 | 55.00 | 11.00 | 66.00 |
| No | Athletics | | | | | | | |
| No | Per hour (Mon- Friday) | V | 30.00 | 6.00 | 36.00 | 34.17 | 6.83 | 41.00 |
| No | CEMETERY CHARGES | | | | | | | |
| No | The service is non-business for VAT where marked * i.e. no VAT to be charged. | | | | | | | |

| Statutory Service (Y/N) | Description of Fees & Charges | Service is VATABLE | 2022/23 Place Fees & Charges | | | 2023/24 Place Proposed Fees & Charges | | |
|-------------------------|---|--------------------|------------------------------|-----------------------------|----------|---------------------------------------|-----------------------------|----------|
| | | | Basic | VAT@ 20% | Total | Basic | VAT@ 20% | Total |
| No | DIGGING FEES (including interment fee and soil box on request) | | | | | | | |
| No | Depth: | | | | | | | |
| No | 5'0" (Aged 2 years and under - fee waived for residents only) | | 1,838.40 | 0.00 | 1,838.40 | 2,064.60 | 0.00 | 2,064.60 |
| No | 7'0" (Minimum depth applies to all new graves) | | 1,963.80 | 0.00 | 1,963.80 | 2,205.40 | 0.00 | 2,205.40 |
| No | 9'0" | | 2,105.60 | 0.00 | 2,105.60 | 2,364.60 | 0.00 | 2,364.60 |
| No | 10'6" | | 2,231.10 | 0.00 | 2,231.10 | 2,505.60 | 0.00 | 2,505.60 |
| No | 12'0" | | 2,400.10 | 0.00 | 2,400.10 | 2,695.40 | 0.00 | 2,695.40 |
| No | 14'0" | | 2,525.70 | 0.00 | 2,525.70 | 2,836.40 | 0.00 | 2,836.40 |
| No | Caskets or coffins in excess of 6'10" x 2'6" x 1'10" | | 338.20 | 0.00 | 338.20 | 379.80 | 0.00 | 379.80 |
| No | SCATTERING OF CREMATED REMAINS ON GRAVES | | 131.00 | 0.00 | 131.00 | 147.20 | 0.00 | 147.20 |
| No | BURIAL OF CREMATED REMAINS IN GRAVES | | 327.30 | 0.00 | 327.30 | 367.60 | 0.00 | 367.60 |
| No | BURIAL OF CREMATED REMAINS IN COFFIN | | 174.60 | 0.00 | 174.60 | 196.10 | 0.00 | 196.10 |
| No | CHAPEL (per half hour) | | 147.40 | 0.00 | 147.40 | 165.60 | 0.00 | 165.60 |
| No | Additional fee in excess of 1½ timeslot per half hour | | 218.20 | 0.00 | 218.20 | 245.10 | 0.00 | 245.10 |
| No | Rose Petal service | | 31.70 | 0.00 | 31.70 | 35.60 | 0.00 | 35.60 |
| No | GREEN BURIALS | | | | | | | |
| No | | | | As for Grave digging | | | As for Grave digging | |
| No | | 4156 | | At cost | | | At cost | |
| No | PRIVATE GRAVES | | | | | | | |
| No | (Exclusive Right of Burial 100 years) | | | | | | | |
| No | (Charge includes £55.70 for Grave Deed) | | | | | | | |
| No | Additional fee for all pre-purchased Traditional graves [subject to location and availability]. | | 1,000.00 | 0.00 | 1,000.00 | 1,000.00 | 0.00 | 1,000.00 |
| No | Buyback of Unused Traditional Graves | | | 50% of current market value | | | 50% of current market value | |
| No | Baby Graves (inc wooden surround 3' x 1'8") | | 431.00 | 0.00 | 431.00 | 457.00 | 0.00 | 457.00 |
| No | Traditional Grave (inc wooden surround except for pre-purchases) 6' 6" x 2' 6" | | 4,156.00 | 0.00 | 4,156.00 | 4,405.60 | 0.00 | 4,405.60 |
| No | Traditional Grave (inc wooden surround except for pre-purchases) 6' 6" x 2' 6" Premium or Front Row | | 5,995.10 | 0.00 | 5,995.10 | 6,354.80 | 0.00 | 6,354.80 |
| No | Lawn Grave (inc wooden surround except for pre-purchases) | | 2,909.20 | 0.00 | 2,909.20 | 3,083.80 | 0.00 | 3,083.80 |
| No | Traditional Grave Outer Circle (inc wooden surround except for pre-purchases) 9' x 4' | | 9,351.00 | 0.00 | 9,351.00 | 9,912.10 | 0.00 | 9,912.10 |
| No | Traditional Grave Inner Circle (inc wooden surround except for [pre-purchases) 9' x 4' | | 7,896.40 | 0.00 | 7,896.40 | 8,370.20 | 0.00 | 8,370.20 |
| No | Traditional Grave (inc wooden surround except for pre-purchases) 7'x 3' Premium or Front Row | | 7,896.40 | 0.00 | 7,896.40 | 8,370.20 | 0.00 | 8,370.20 |
| No | Non-Residents (Traditional Premium or Front Row Graves 7' x 3' and 6'6") | | 3,532.60 | 0.00 | 3,532.60 | 3,744.50 | 0.00 | 3,744.50 |
| No | Non Residents may purchase graves where the Exclusive Right of Burial will be DOUBLED unless specified otherwise. To qualify for the residency rate, proof of residency of the proposed registered owner must be provided at time of booking otherwise non resident fees will be charged Current Council tax bill or electoral roll. The Exclusive Right of Burial is non transferable except upon death or from one resident to another resident. | | | | | | | |
| No | Extension of Exclusive Right of Burial Graves 10 years | | 583.80 | 0.00 | 583.80 | 655.70 | 0.00 | 655.70 |
| No | Extension of Exclusive Right of Burial Graves 25 years | | 1,156.50 | 0.00 | 1,156.50 | 1,298.80 | 0.00 | 1,298.80 |
| No | MAINTENANCE on traditional graves | | | | | | | |
| No | Tidying p.a. 6'6" x 2'6" | V | 236.67 | 47.33 | 284.00 | 265.83 | 53.17 | 319.00 |
| No | Tidying p.a. 9'0" x 4'0" | V | 331.92 | 66.38 | 398.30 | 372.83 | 74.57 | 447.40 |
| No | Planting twice 6'6" x 2'6" | V | 336.50 | 67.30 | 403.80 | 377.92 | 75.58 | 453.50 |
| No | Planting twice 9'0" x 4'0" | V | 445.67 | 89.13 | 534.80 | 500.50 | 100.10 | 600.60 |
| No | Purchase of full wooden surround -Traditional | V | 141.17 | 28.23 | 169.40 | 158.67 | 31.73 | 190.40 |
| No | Purchase of mini kerb wooden surround - Lawn | V | 75.00 | 15.00 | 90.00 | 84.33 | 16.87 | 101.20 |
| No | Supply and install foot kerb (Strayfield Rd-Lawn grave) | V | 63.83 | 12.77 | 76.60 | 71.75 | 14.35 | 86.10 |
| No | MEMORIAL RIGHTS (10 years) | | | | | | | |
| No | Lawn Grave | | 147.40 | 0.00 | 147.40 | 165.60 | 0.00 | 165.60 |
| No | Traditional | | 218.20 | 0.00 | 218.20 | 245.10 | 0.00 | 245.10 |

| Statutory Service (Y/N) | Description of Fees & Charges | Service is V/TABLE | 2022/23 Place Fees & Charges | | | 2023/24 Place Proposed Fees & Charges | | |
|-------------------------|---|--------------------|------------------------------|----------------------|----------|---------------------------------------|----------------------|----------|
| | | | Basic | VAT@ 20% | Total | Basic | VAT@ 20% | Total |
| No | Garden of Rest, Kerbed Memorial Plot, Garden of Remembrance plot or other plot for cremated remains | | 54.60 | 0.00 | 54.60 | 61.40 | 0.00 | 61.40 |
| No | MEMORIAL permit fees [Includes Replacement Memorials] | | | | | | | |
| No | Up to 3'0" with headstone only | | 251.00 | 0.00 | 251.00 | 281.90 | 0.00 | 281.90 |
| No | Mini kerbs 1'6" x 2' 6" | | 103.70 | 0.00 | 103.70 | 116.50 | 0.00 | 116.50 |
| No | Kerbs only(Traditional) | | 251.00 | 0.00 | 251.00 | 281.90 | 0.00 | 281.90 |
| No | Up to 3'0" with headstone and kerb | | 365.60 | 0.00 | 365.60 | 410.60 | 0.00 | 410.60 |
| No | Up to maximum of 4' with headstone and kerb for 6'6" x 2'6" grave | | 501.90 | 0.00 | 501.90 | 563.70 | 0.00 | 563.70 |
| No | Up to maximum of 5' with headstone and kerb up to 9' x 4' grave | | 545.50 | 0.00 | 545.50 | 612.60 | 0.00 | 612.60 |
| No | Up to 9'0" | | 965.60 | 0.00 | 965.60 | 1,084.40 | 0.00 | 1,084.40 |
| No | Inscription fee | | 109.10 | 0.00 | 109.10 | 122.60 | 0.00 | 122.60 |
| No | Vase/Lawn plaque | | 109.10 | 0.00 | 109.10 | 122.60 | 0.00 | 122.60 |
| No | Headstone and kerb for baby grave | | | 1/2 above rates | | | 1/2 above rates | |
| No | Clean/renovation | | 50.20 | 0.00 | 50.20 | 56.40 | 0.00 | 56.40 |
| No | MEMORIAL REPAIRS | | | | | | | |
| No | Re-Fix | V | 78.25 | 15.65 | 93.90 | 87.92 | 17.58 | 105.50 |
| No | Lawn headstone full repair including new base | V | 226.50 | 45.30 | 271.80 | 254.42 | 50.88 | 305.30 |
| No | EXHUMATION | | | Price on application | | | Price on application | |
| No | Pricing is specific to individual grave. | | | Special charge | | | Special charge | |
| No | COPY OF GRAVE DEED | | 55.70 | 0.00 | 55.70 | 62.60 | 0.00 | 62.60 |
| No | REGISTRATION OF TRANSFER OF RIGHTS: | | | | | | | |
| No | Assignment or Probate | | 92.80 | 0.00 | 92.80 | 104.30 | 0.00 | 104.30 |
| No | Statutory Declaration | | 114.70 | 0.00 | 114.70 | 128.90 | 0.00 | 128.90 |
| No | SEARCH FEE PER ENTRY | V | 21.17 | 4.23 | 25.40 | 23.83 | 4.77 | 28.60 |
| No | Grave inspection including photo or map | V | 23.17 | 4.63 | 27.80 | 26.17 | 5.23 | 31.40 |
| No | GARDEN OF REMEMBRANCE | | | | | | | |
| No | Exclusive Right of Burial site fee [50 years] (DOUBLE for non residents) | | 325.20 | 0.00 | 325.20 | 365.20 | 0.00 | 365.20 |
| No | Scattering of cremated remains: | | 128.80 | 0.00 | 128.80 | 144.70 | 0.00 | 144.70 |
| No | Burial of cremated remains: | | 311.70 | 0.00 | 311.70 | 350.10 | 0.00 | 350.10 |
| No | Plaque with plinth | V | 336.50 | 67.30 | 403.80 | 377.92 | 75.58 | 453.50 |
| No | Memorial bench with plaque including maintenance (10 years lease) | V | 1,581.92 | 316.38 | 1,898.30 | 1,581.92 | 316.38 | 1,898.30 |
| No | Extension of lease 10 years | | 246.60 | 0.00 | 246.60 | 277.00 | 0.00 | 277.00 |
| No | Plaque Only | | 302.30 | 0.00 | 302.30 | 339.50 | 0.00 | 339.50 |
| No | Refurbished bench | | 954.70 | 0.00 | 954.70 | 1,072.20 | 0.00 | 1,072.20 |
| No | MEMORIAL TREE | | | | | | | |
| No | 10 year lease (Double for non residents) | | 246.60 | 0.00 | 246.60 | 277.00 | 0.00 | 277.00 |
| No | Tree planting with 3 year care | | 643.70 | 0.00 | 643.70 | 722.90 | 0.00 | 722.90 |
| No | Scattering of cremated remains | | 128.80 | 0.00 | 128.80 | 144.70 | 0.00 | 144.70 |
| No | Plaque with concrete plinth | V | 323.83 | 64.77 | 388.60 | 363.75 | 72.75 | 436.50 |
| No | Kerbside memorial plot | | | | | | | |
| No | Exclusive Right of Burial site fee [50 years] (DOUBLE for non residents) | | 325.20 | 0.00 | 325.20 | 365.20 | 0.00 | 365.20 |
| No | Kerbside Memorial including plaque, inscription & vase | V | 415.67 | 83.13 | 498.80 | 466.83 | 93.37 | 560.20 |
| No | GARDENS OF REST: | | | | | | | |
| No | Exclusive Right of Burial site fee [50 years] (DOUBLE for non residents) | | 779.30 | 0.00 | 779.30 | 875.20 | 0.00 | 875.20 |
| No | Memorials | | 155.90 | 0.00 | 155.90 | 175.10 | 0.00 | 175.10 |
| No | Inscription fee | | 103.90 | 0.00 | 103.90 | 116.70 | 0.00 | 116.70 |
| No | Interment fees | | 311.70 | 0.00 | 311.70 | 350.10 | 0.00 | 350.10 |
| No | Reservation Fee | | 239.00 | 0.00 | 239.00 | 268.40 | 0.00 | 268.40 |
| No | Extension of Lease - 5 years | | 192.30 | 0.00 | 192.30 | 216.00 | 0.00 | 216.00 |
| No | SHARED/Common Graves | | | | | | | |
| No | Adult | | | | | | | |
| No | Contribution towards headstone | V | 84.67 | 16.93 | 101.60 | 95.17 | 19.03 | 114.20 |
| No | Interment fee | | 649.20 | 0.00 | 649.20 | 729.10 | 0.00 | 729.10 |

| Statutory Service (Y/N) | Description of Fees & Charges | Service is VATABLE | 2022/23 Place Fees & Charges | | | 2023/24 Place Proposed Fees & Charges | | |
|-------------------------|---|--------------------|------------------------------|----------------------|-----------|---------------------------------------|----------------------|-----------|
| | | | Basic | VAT@ 20% | Total | Basic | VAT@ 20% | Total |
| No | Baby | | | | | | | |
| No | Maximum coffin size 18" x 9" | | | No charge | | | No charge | |
| No | Remove / replace headstone | | 121.00 | 0.00 | 121.00 | 135.90 | 0.00 | 135.90 |
| No | Remove / replace monument | | 335.90 | 0.00 | 335.90 | 377.30 | 0.00 | 377.30 |
| No | Boards | √ | 86.83 | 17.37 | 104.20 | 97.67 | 19.53 | 117.20 |
| No | Concrete chamber for shallow graves | √ | 373.25 | 74.65 | 447.90 | 419.25 | 83.85 | 503.10 |
| No | MAUSOLEUM | | | | | | | |
| No | Mausoleum Chamber (one burial) | | 8,295.00 | 0.00 | 8,295.00 | 9,315.30 | 0.00 | 9,315.30 |
| No | 25% discount on 2nd Mausoleum Chamber when purchasing two plots | | 6,221.30 | 0.00 | 6,221.30 | 6,986.60 | 0.00 | 6,986.60 |
| No | Ashes Niche | | 975.00 | 0.00 | 975.00 | 1,095.00 | 0.00 | 1,095.00 |
| No | Ashes Niche Interment Fee | | 215.00 | 0.00 | 215.00 | 241.50 | 0.00 | 241.50 |
| | Burial Vaults | | | | | | | |
| | Edmonton | | | | | | | |
| | Granite Vaulted Burial Chamber | | 8,872.50 | 0.00 | 8,872.50 | 8,872.50 | 0.00 | 8,872.50 |
| | Southgate | | | | | | | |
| | Royal (arch) | | 8,295.00 | 0.00 | 8,295.00 | 8,295.00 | 0.00 | 8,295.00 |
| | Granite Vaulted Burial Chamber | | 8,750.00 | 0.00 | 8,750.00 | 8,750.00 | 0.00 | 8,750.00 |
| | The 900 | | 8,872.50 | 0.00 | 8,872.50 | 8,872.50 | 0.00 | 8,872.50 |
| | Royal 900 | | 9,130.00 | 0.00 | 9,130.00 | 9,130.00 | 0.00 | 9,130.00 |
| | Royal 900 (double) | | 16,616.60 | 0.00 | 16,616.60 | 16,616.60 | 0.00 | 16,616.60 |
| | Heritage Cross | | 9,250.00 | 0.00 | 9,250.00 | 9,250.00 | 0.00 | 9,250.00 |
| | Heritage Cross (double) | | 16,835.00 | 0.00 | 16,835.00 | 16,835.00 | 0.00 | 16,835.00 |
| | Book Memorial | | 8,580.00 | 0.00 | 8,580.00 | 8,580.00 | 0.00 | 8,580.00 |
| | Book Memorial (double) | | 15,615.60 | 0.00 | 15,615.60 | 15,615.60 | 0.00 | 15,615.60 |
| | MISCELLANEOUS | | | | | | | |
| No | Non residents additional purchase fee | | 1,995.00 | 0.00 | 1,995.00 | 1,995.00 | 0.00 | 1,995.00 |
| No | Keepsake Niche | | 1,080.10 | 0.00 | 1,080.10 | 1,213.00 | 0.00 | 1,213.00 |
| No | Interment fee - Burial | | 851.00 | 0.00 | 851.00 | 955.70 | 0.00 | 955.70 |
| No | Interment fee - Cremated Remains | | 327.30 | 0.00 | 327.30 | 367.60 | 0.00 | 367.60 |
| No | Inscription fee per line | √ | 55.67 | 11.13 | 66.80 | 62.67 | 12.53 | 75.20 |
| No | Posy holder (Bronze) 12.5cm high | √ | 167.33 | 33.47 | 200.80 | 188.00 | 37.60 | 225.60 |
| No | Vase (Bronze) 16cm x 8cm x 9cm with plastic insert | √ | 193.00 | 38.60 | 231.60 | 216.83 | 43.37 | 260.20 |
| No | Motifs up to 200mm high | √ | 54.67 | 10.93 | 65.60 | 61.42 | 12.28 | 73.70 |
| No | Custom motif | √ | | Price on application | | | Price on application | |
| No | Remove and refit charge | √ | 76.42 | 15.28 | 91.70 | 85.80 | 17.16 | 103.00 |
| No | Remove and refit charge (Large tablet) | √ | 151.00 | 30.20 | 181.20 | 169.60 | 33.92 | 203.60 |
| No | Oval ceramic plaque 5cm x 7cm (colour) | √ | 90.17 | 18.03 | 108.20 | 101.33 | 20.27 | 121.60 |
| No | Oval ceramic plaque 5cm x 7cm (black and white) | √ | 65.50 | 13.10 | 78.60 | 73.67 | 14.73 | 88.40 |
| No | Oval ceramic plaque 7cm x 9cm (colour) | √ | 116.67 | 23.33 | 140.00 | 131.00 | 26.20 | 157.20 |
| No | Oval ceramic plaque 7cm x 9cm (black and white) | √ | 84.67 | 16.93 | 101.60 | 95.17 | 19.03 | 114.20 |
| No | Decorative Memorial Cross | √ | 202.92 | 40.58 | 243.50 | 227.92 | 45.58 | 273.50 |
| No | Decorative Candle Box | √ | 125.67 | 25.13 | 150.80 | 141.17 | 28.23 | 169.40 |
| No | Funeral and burial services outside of standard specified times | | | Price on application | | | Price on application | |
| No | Assisted grave visits (for relatives who are unable to attend)-Photo provided | | | Price on application | | | Price on application | |
| No | Assisted grave visits (for relatives who are unable to attend)-Photo (emailed) provided and Flower laid on grave for 2 important dates (premium) | | | Price on application | | | Price on application | |
| No | Assisted grave visits (for relatives who are unable to attend)-Photo (emailed) provided (premium plus) A arrangement of flowers laid on grave for 2 important dates per year plus clearing of grave side. | | | Price on application | | | Price on application | |
| No | Referral and multiple discount Commission | | | Price on application | | | Price on application | |
| No | Burial Chamber/Mausoleum clean | √ | 118.33 | 23.67 | 142.00 | 132.92 | 26.58 | 159.50 |
| | EVENTS | | | | | | | |
| No | Commercial Events/National Charities (Inc. Funfair and Circus's) | | | | | | | |

| Statutory Service (Y/N) | Description of Fees & Charges | Service is VATABLE | 2022/23 Place Fees & Charges | | | 2023/24 Place Proposed Fees & Charges | | |
|-------------------------|---|--------------------|------------------------------|----------|----------------------|---------------------------------------|----------|----------------------|
| | | | Basic | VAT@ 20% | Total | Basic | VAT@ 20% | Total |
| No | Administration Fee (Non refundable) Per application per venue | | 152.00 | 0.00 | 152.00 | 171.00 | 0.00 | 171.00 |
| No | <u>Booking Fee (non refundable) Per application per venue</u> | | | | | | | |
| No | Small | | 61.00 | 0.00 | 61.00 | 69.00 | 0.00 | 69.00 |
| No | Medium | | 241.00 | 0.00 | 241.00 | 271.00 | 0.00 | 271.00 |
| No | Large | | 601.00 | 0.00 | 601.00 | 675.00 | 0.00 | 675.00 |
| No | Funfairs & Circus's | | | | | | | |
| No | Per Operating Day | | 673.00 | 0.00 | 673.00 | 755.80 | 0.00 | 756.00 |
| No | Non Operating Day | | 177.00 | 0.00 | 177.00 | 198.80 | 0.00 | 199.00 |
| No | Children's juvenile funfair max 16 rides/stalls holiday long-term hire (12 days or more) – per operating day | | 303.00 | 0.00 | 303.00 | 340.30 | 0.00 | 340.00 |
| No | Children's juvenile funfair max 16 rides/stalls holiday long-term hire (12 days or more) – per non-operating day | | 152.00 | 0.00 | 152.00 | 170.70 | 0.00 | 171.00 |
| No | Commercial Events/National charities | | | | | | | |
| No | Small 50- 200 attendance | | | | | | | |
| No | Per Operating Day | | 313.00 | 0.00 | 313.00 | 352.00 | 0.00 | 352.00 |
| No | Per Non Operating Day | | 157.00 | 0.00 | 157.00 | 176.00 | 0.00 | 176.00 |
| No | Medium Between 201-999 attendance | | | | | | | |
| No | Per Operating Day | | 781.00 | 0.00 | 781.00 | 877.00 | 0.00 | 877.00 |
| No | Per Non Operating Day | | 390.00 | 0.00 | 390.00 | 438.00 | 0.00 | 438.00 |
| No | Large 1000-4999 attendance | | | | | | | |
| No | Per Operating Day | | | | Price on application | | | Price on application |
| No | Per Non Operating Day | | | | Price on application | | | Price on application |
| No | Major Events - Over 5000 people | | | | | | | |
| No | Per Operating Day | | | | Price on application | | | Price on application |
| No | Per Non Operating Day | | | | Price on application | | | Price on application |
| No | Community/Charities/Schools/Sporting/Internal departments | | | | | | | |
| No | Administration Fee for events over 201 attendance (Non refundable) | | 145.00 | 0.00 | 145.00 | 163.00 | 0.00 | 163.00 |
| No | 75% Discount on Operating and Non Operating day (only applies for small and medium events) | | | | | | | |
| No | Ticketed Events - 10% of Gate Receipts for Community and Local Charities and internal departments or £1000 minimum fee (whichever is greater) | | | | | | | |
| No | Ticketed Events - minimum of 12% of Gate Receipts for National Charities or £1200 minimum fee (whichever is greater) | | | | | | | |
| No | Environmental Impact Fee (Commercial Events/National Charity only) | | | | | | | |
| No | Large Events (Over 1000 people-£1,385 or £0.25 per person whichever is greater) | | 1,233.00 | 0.00 | 1,233.00 | 1,385.00 | 0.00 | 1,385.00 |
| No | Medium Event (between 200-999) | | 250.00 | 0.00 | 250.00 | 281.00 | 0.00 | 281.00 |
| No | Small (between 50-200) | | 64.50 | 0.00 | 64.50 | 72.00 | 0.00 | 72.00 |
| No | Bonds | | | | | | | |
| No | Funfair and Circus's | | 5,000.00 | 0.00 | 5,000.00 | 5,000.00 | 0.00 | 5,000.00 |
| No | Medium Events Over 501 -1000 attending | | 500.00 | 0.00 | 500.00 | 500.00 | 0.00 | 500.00 |
| No | Large Events 1001 – 5000 attending | | 2,000.00 | 0.00 | 2,000.00 | 2,000.00 | 0.00 | 2,000.00 |
| No | Major Events 5001-10,000+attending | | 5,000.00 | 0.00 | 5,000.00 | 5,000.00 | 0.00 | 5,000.00 |
| No | Major Events 10,000-14999 | | 7,500.00 | 0.00 | 7,500.00 | 7,500.00 | 0.00 | 7,500.00 |
| No | Major Events 15,000+ attending | | 10,000.00 | 0.00 | 10,000.00 | 10,000.00 | 0.00 | 10,000.00 |
| No | Activities - Private commercial Enfield based organisation (exercise/running classes) per day per park (annual fee) | | 192.00 | 0.00 | 192.00 | 216.00 | 0.00 | 216.00 |
| No | Activities - Charitable/Community (exercise/running classes) per day per park (annual fee) | | 123.00 | 0.00 | 123.00 | 138.00 | 0.00 | 138.00 |
| No | Activities - Private commercial National Organisation (exercise/running classes) per day per park (annual fee) | | 628.00 | 0.00 | 628.00 | 705.00 | 0.00 | 705.00 |
| No | Exemptions - Memorial /remembrance services | | | | FREE | | | FREE |
| No | Post event parks staff clear up (per hour) | Y | 47.00 | 9.40 | 56.40 | 52.83 | 10.57 | 63.40 |

| Statutory Service (Y/N) | Description of Fees & Charges | Service is VATABLE | 2022/23 Place Fees & Charges | | | 2023/24 Place Proposed Fees & Charges | | |
|-------------------------|--|--------------------|------------------------------|----------------------|--------------------------|---------------------------------------|----------------------|--------------------------|
| | | | Basic | VAT@ 20% | Total | Basic | VAT@ 20% | Total |
| No | Administration Fee - Street Events | | 152.00 | 0.00 | 152.00 | 171.00 | 0.00 | 171.00 |
| No | Consultations for Street Events | | 328.00 | 0.00 | 328.00 | 368.00 | 0.00 | 368.00 |
| No | Street Markets | | | Price on application | | | Price on application | |
| No | Commercial Marketing | | | Price on application | | | Price on application | |
| No | Street Funfair rides | | | Price on application | | | Price on application | |
| No | Bond (Streets) | | | Price on application | | | Price on application | |
| | ALLOTMENTS | | | | | | | |
| No | These charges require 1 year notice to allotment plot holders, therefore the proposed charges in this schedule relate to 2024/25. | | | | | | | |
| No | Residents: | | | | | | | |
| No | Grade A, 25 sq. metres (per pole) | | 16.30 | 0.00 | 16.30 | 18.40 | 0.00 | 18.40 |
| No | Grade B, 25 sq. metres (per pole) | | 12.10 | 0.00 | 12.10 | 13.60 | 0.00 | 13.60 |
| No | Concessionary rate - age concession/low Inc./unemployed (Enfield Residents only from 1 April 2021) | | | | | | | |
| No | Water charge per pole | | 3.20 | 0.00 | 3.20 | 3.60 | 0.00 | 3.60 |
| No | Key deposits | | 16.70 | 0.00 | 16.70 | 18.80 | 0.00 | 18.80 |
| No | Plot deposit | | 38.50 | 0.00 | 38.50 | 43.30 | 0.00 | 43.30 |
| No | Non-Enfield Residents | | | | | | | |
| No | Grade A, 25 sq. metres (per pole) | | 23.10 | 0.00 | 23.10 | 26.00 | 0.00 | 26.00 |
| No | Grade B, 25 sq. metres (per pole) | | 17.40 | 0.00 | 17.40 | 19.60 | 0.00 | 19.60 |
| No | Water charge per pole | | 3.40 | 0.00 | 3.40 | 3.90 | 0.00 | 3.90 |
| No | Key deposits | | 16.70 | 0.00 | 16.70 | 18.80 | 0.00 | 18.80 |
| No | Plot deposit | | 38.50 | 0.00 | 38.50 | 43.30 | 0.00 | 43.30 |
| No | Beehive Licence | | 11.00 | 0.00 | 11.00 | 12.40 | 0.00 | 12.40 |
| | COMMUNITY HALLS | | | | | | | |
| No | Community Halls Hire: | | | | | | | |
| No | Commercial rates per hour | | 31.30 | 0.00 | 31.30 | 35.20 | 0.00 | 35.20 |
| No | Concessionary rate per hour (for voluntary organisations or those deemed to be providing services of organisational benefit) | | 18.10 | 0.00 | 18.10 | 20.40 | 0.00 | 20.40 |
| No | (A further concessionary rate will be offered to recognised Tenants and Residents Associations who will be offered space once a month at no charge for meetings) maximum period of 4 hrs | | | | | | | |
| No | Daily rate 11am-11pm (for those paying full rate) | | 314.20 | 0.00 | 314.20 | 352.90 | 0.00 | 352.90 |
| No | Daily rate 11am-11pm (for those paying concessionary rate) | | 192.10 | 0.00 | 192.10 | 215.80 | 0.00 | 215.80 |
| | FOOD CERTIFICATES | | | | | | | |
| No | Health Certificate - Food Stuffs for Export | | 104.50 | 0.00 | 104.50 | 117.40 | 0.00 | 117.40 |
| No | Additional Charge per certificate if physical examination is required | | 240.10 | 0.00 | 240.10 | 269.70 | 0.00 | 269.70 |
| | Export Health Certificate or Attestation | | 240.00 | 0.00 | 240.00 | 269.60 | 0.00 | 269.60 |
| No | Export Health Certificate or Attestation - if additional work is needed it is charged at £80 per hour | | £240.00 + £80.00 an hour | | £240.00 + £80.00 an hour | £240.00 + £80.00 an hour | | £240.00 + £80.00 an hour |
| | REQUEST FOR FOOD HYGIENE REVISIT | | | | | | | |
| No | Request for a revisit under the National Food Hygiene Rating System | | 334.50 | 0.00 | 334.50 | 375.70 | 0.00 | 375.70 |
| | FOOD HYGIENE COURSES AND BASIC HEALTH AND SAFETY COURSES – HELD AT CIVIC CENTRE | | | | | | | |
| No | (i) BASIC HEALTH & SAFETY COURSES | | | | | | | |
| No | (include, materials & exam registration) | | | | | | | |
| No | Total Fee per person | | 84.10 | 0.00 | 84.10 | 94.50 | 0.00 | 94.50 |
| No | (ii) FOOD HYGIENE COURSES | | | | | | | |
| No | (include materials & exam registration) | | | | | | | |
| No | Total Fee per person | | 84.10 | 0.00 | 84.10 | 94.50 | 0.00 | 94.50 |
| No | (i) Replacement Certificates | | 40.80 | 0.00 | 40.80 | 45.90 | 0.00 | 45.90 |
| No | (ii) Examination Certificates | | 31.30 | 0.00 | 31.30 | 35.20 | 0.00 | 35.20 |

| Statutory Service (Y/N) | Description of Fees & Charges | Service is VATABLE | 2022/23 Place Fees & Charges | | | 2023/24 Place Proposed Fees & Charges | | |
|-------------------------|---|--------------------|------------------------------|----------|--------|---------------------------------------|----------|----------|
| | | | Basic | VAT@ 20% | Total | Basic | VAT@ 20% | Total |
| | FOOD HYGIENE COURSES AND BASIC HEALTH AND SAFETY TRAINING - OFF SITE | | | | | | | |
| No | (i) BASIC HEALTH & SAFETY COURSES | | | | | | | |
| No | (include. materials & exam registration) | | | | | | | |
| No | Per Course (No VAT applicable) | | 900.20 | 0.00 | 900.20 | 1,011.00 | 0.00 | 1,011.00 |
| No | Exam Registration charged by CIEH | | | | | | | |
| No | (ii) FOOD HYGIENE COURSES | | | | | | | |
| No | (include materials & exam registration) | | | | | | | |
| No | Per Course (No VAT applicable) up to 10 persons and £20 per person thereafter | | 900.20 | 0.00 | 900.20 | 1,011.00 | 0.00 | 1,011.00 |
| No | Exam Registration charged by CIEH | | | | | | | |
| No | Food Hygiene Training Level 3 (3 days course) | | 381.90 | 0.00 | 381.90 | 428.90 | 0.00 | 428.90 |
| No | Safer Food Better Business Training (half day) | | 54.60 | 0.00 | 54.60 | 61.40 | 0.00 | 61.40 |
| No | Safer Food Better Business Pack | | 15.00 | 0.00 | 15.00 | 16.90 | 0.00 | 16.90 |
| No | Pre-inspection business visit and report | | 340.40 | 0.00 | 340.40 | 382.30 | 0.00 | 382.30 |
| | ENVIRONMENTAL CRIME UNIT | | | | | | | |
| No | Daily storage fee in pound for vehicles and goods and includes trailers and caravans or parts thereof (other than an abandoned vehicle or untaxed vehicle) | | 49.10 | 0.00 | 49.10 | 55.20 | 0.00 | 55.20 |
| No | Removal and release fee to pound for vehicles and includes trailers and caravans or parts thereof (other than an abandoned vehicle or untaxed vehicle) | | 245.00 | 0.00 | 245.00 | 275.20 | 0.00 | 275.20 |
| YES | Abandoned vehicle disposal fee | | 70.00 | 0.00 | 70.00 | 70.00 | 0.00 | 70.00 |
| YES | Abandoned vehicle removal fee | | 200.00 | 0.00 | 200.00 | 200.00 | 0.00 | 200.00 |
| YES | Abandoned vehicle daily storage fee | | 40.00 | 0.00 | 40.00 | 40.00 | 0.00 | 40.00 |
| YES | DVLA untaxed vehicle release fee within 24 hours | | 100.00 | 0.00 | 100.00 | 100.00 | 0.00 | 100.00 |
| YES | DVLA untaxed vehicle release fee over 24 hours | | 200.00 | 0.00 | 200.00 | 200.00 | 0.00 | 200.00 |
| YES | Storage of DVLA untaxed vehicle—for each period of 24 hours or part thereof | | 21.00 | 0.00 | 21.00 | 21.00 | 0.00 | 21.00 |
| YES | Disposal of vehicle | | 50.00 | 0.00 | 50.00 | 50.00 | 0.00 | 50.00 |
| YES | Surety fee Payable if unable to provide current tax disc at time of vehicle collection. This fee is refundable if the tax disc is produced within 14 days. | | 160.00 | 0.00 | 160.00 | 160.00 | 0.00 | 160.00 |
| YES | Bond payable if unable to prove vehicle has current road tax and or produce MOT certificate at time of collection of an abandoned vehicle. This fee is refundable if the tax and or MOT is produced before or at time collection | | 120.00 | 0.00 | 120.00 | 120.00 | 0.00 | 120.00 |
| No | Fee for investigation of suspected abandoned vehicle on private land | Y | 173.17 | 34.63 | 207.80 | 194.50 | 38.90 | 233.40 |
| | LICENCES | | | | | | | |
| | A. ANIMAL BOARDING ESTABLISHMENT | | | | | | | |
| No | Animal Commercial Boarding - New/Variation/Renewal Application | | 727.80 | 0.00 | 727.80 | 817.40 | 0.00 | 817.40 |
| No | Animal Commercial Boarding - Re-Inspection | | 420.10 | 0.00 | 420.10 | 471.80 | 0.00 | 471.80 |
| No | Animal Day Care Boarding New/Variation/Renewal Application | | | | | | | |
| No | 1- 6 animals | | 631.80 | 0.00 | 631.80 | 709.60 | 0.00 | 709.60 |
| No | 7 - 10 animals | | 676.40 | 0.00 | 676.40 | 759.60 | 0.00 | 759.60 |
| No | 11 + animals | | 727.70 | 0.00 | 727.70 | 817.30 | 0.00 | 817.30 |
| No | Animal Day Care Boarding Re-Inspection | | | | | | | |
| No | 1- 6 animals | | 324.10 | 0.00 | 324.10 | 364.00 | 0.00 | 364.00 |
| No | 7 - 10 animals | | 368.80 | 0.00 | 368.80 | 414.20 | 0.00 | 414.20 |
| No | 11 + animals | | 420.10 | 0.00 | 420.10 | 471.80 | 0.00 | 471.80 |
| No | Animal Home Boarding New/Variation/Renewal Application | | | | | | | |
| No | 1- 6 animals | | 631.80 | 0.00 | 631.80 | 709.60 | 0.00 | 709.60 |
| No | 7 - 10 animals | | 676.40 | 0.00 | 676.40 | 759.60 | 0.00 | 759.60 |
| No | 11 + animals | | 727.70 | 0.00 | 727.70 | 817.30 | 0.00 | 817.30 |
| No | Animal Home Boarding Re-Inspection | | | | | | | |
| No | 1- 6 animals | | 324.10 | 0.00 | 324.10 | 364.00 | 0.00 | 364.00 |
| No | 7 - 10 animals | | 368.80 | 0.00 | 368.80 | 414.20 | 0.00 | 414.20 |
| No | 11 + animals | | 420.10 | 0.00 | 420.10 | 471.80 | 0.00 | 471.80 |
| No | B. BREEDING OF DOGS | | 368.80 | 0.00 | 368.80 | 414.20 | 0.00 | 414.20 |

| Statutory Service (Y/N) | Description of Fees & Charges | Service is VATABLE | 2022/23 Place Fees & Charges | | | 2023/24 Place Proposed Fees & Charges | | |
|-------------------------|--|--------------------|------------------------------|----------|----------------------|---------------------------------------|----------|----------------------|
| | | | Basic | VAT@ 20% | Total | Basic | VAT@ 20% | Total |
| No | Dog Breeding - New Application | | 989.60 | 0.00 | 989.60 | 1,111.40 | 0.00 | 1,111.40 |
| No | Dog Breeding - Variation/Renewal Application | | 744.10 | 0.00 | 744.10 | 835.70 | 0.00 | 835.70 |
| No | Dog Breeding - Re-Inspection (new licence) | | 666.70 | 0.00 | 666.70 | 748.80 | 0.00 | 748.80 |
| No | Dog Breeding - Re-Inspection (existing licence) | | 420.10 | 0.00 | 420.10 | 471.80 | 0.00 | 471.80 |
| No | C. DANGEROUS WILD ANIMALS | | 527.00 | 0.00 | 527.00 | 591.90 | 0.00 | 591.90 |
| No | New Application for Dangerous Wild Animals | | 635.00 | 0.00 | 635.00 | 713.20 | 0.00 | 713.20 |
| No | Renewal Application for Dangerous Wild Animals | | 602.30 | 0.00 | 602.30 | 676.40 | 0.00 | 676.40 |
| No | D. PERFORMING ANIMALS | | | | | | | |
| No | Performing Animals - New/Variation/Renewal | | 868.40 | 0.00 | 868.40 | 975.30 | 0.00 | 975.30 |
| No | Performing Animals - Re-Inspection | | 559.80 | 0.00 | 559.80 | 628.70 | 0.00 | 628.70 |
| No | Pet Shop - New/Variation/Renewal | | 816.10 | 0.00 | 816.10 | 916.50 | 0.00 | 916.50 |
| No | Pet Shop - Re-Inspection | | 420.10 | 0.00 | 420.10 | 471.80 | 0.00 | 471.80 |
| No | F. STREET TRADING | | | | | | | |
| No | Vans/Stalls | | | 0.00 | 221.60 | 248.90 | 0.00 | 248.90 |
| No | Forecourt of shops and cafes/restaurants in designated areas | | 1,068.10 | 0.00 | 1,068.10 | 1,199.50 | 0.00 | 1,199.50 |
| No | G. OCCASIONAL SALES | | | | | | | |
| No | Initial Application | | 498.70 | 0.00 | 498.70 | 560.10 | 0.00 | 560.10 |
| No | Subsequent Applications | | 216.10 | 0.00 | 216.10 | 242.70 | 0.00 | 242.70 |
| No | H. RIDING ESTABLISHMENTS | | | | | | | |
| No | Riding Establishments - New/Variation/Renewal | | | | | | | |
| No | Under 15 horses | | 1,232.80 | 0.00 | 1,232.80 | 1,384.50 | 0.00 | 1,384.50 |
| No | 15 - 29 horses | | 1,624.50 | 0.00 | 1,624.50 | 1,824.40 | 0.00 | 1,824.40 |
| No | 30 + horses | | 1,937.60 | 0.00 | 1,937.60 | 2,176.00 | 0.00 | 2,176.00 |
| No | Riding Establishments - Re-Inspection | | | | | | | |
| No | Under 15 horses | | 572.50 | 0.00 | 572.50 | 643.00 | 0.00 | 643.00 |
| No | 15 - 29 horses | | 768.90 | 0.00 | 768.90 | 863.50 | 0.00 | 863.50 |
| No | 30 + horses | | 925.80 | 0.00 | 925.80 | 1,039.70 | 0.00 | 1,039.70 |
| No | I. SEX SHOPS | | | | | | | |
| No | New application for sex establishment venue | | 2,567.10 | 0.00 | 2,567.10 | 2,882.90 | 0.00 | 2,882.90 |
| No | Renewal application for sex establishment venue | | 1,659.40 | 0.00 | 1,659.40 | 1,863.60 | 0.00 | 1,863.60 |
| No | J. TABLES & CHAIRS | | | | | | | |
| No | Up to 3 sq. m | | 381.90 | 0.00 | 381.90 | 428.90 | 0.00 | 428.90 |
| No | Between 3 and 10 sq. m | | 578.30 | 0.00 | 578.30 | 649.50 | 0.00 | 649.50 |
| No | Between 10 and 15 sq. m | | 1,127.10 | 0.00 | 1,127.10 | 1,265.80 | 0.00 | 1,265.80 |
| No | Between 15 and (maximum) 25 sq. m | | 2,224.50 | 0.00 | 2,224.50 | 2,498.20 | 0.00 | 2,498.20 |
| No | K. Zoos - FULL | | | | | | | |
| No | Notification of intention to apply for a zoo licence | | 80.00 | 0.00 | 80.00 | 89.90 | 0.00 | 89.90 |
| No | New application for a zoo licence (4 year licence) | | 5,589.00 | 0.00 | 5,589.00 | 6,514.00 | 0.00 | 6,514.00 |
| No | Renewal of licence (6 year licence) | | 7,155.00 | 0.00 | 7,155.00 | 8,532.00 | 0.00 | 8,532.00 |
| No | Transfer of licence | | 570.00 | 0.00 | 570.00 | 640.20 | 0.00 | 640.20 |
| No | Variation of a zoo licence | | | | Price on Application | | | Price on Application |
| No | Zoos - Specialised exemptions e.g. Smallholdings | | | | | | | |
| No | Notification of intention to apply for a zoo licence | | 80.00 | 0.00 | 80.00 | 89.80 | 0.00 | 89.80 |
| No | New application for a zoo licence (4 year licence) | | 3,301.00 | 0.00 | 3,301.00 | 3,450.00 | 0.00 | 3,450.00 |
| No | Renewal of licence (6 year licence) | | 4,867.00 | 0.00 | 4,867.00 | 5,080.00 | 0.00 | 5,080.00 |
| No | Transfer of licence | | 570.00 | 0.00 | 570.00 | 576.00 | 0.00 | 576.00 |
| No | Variation of a zoo licence | | | | Price on Application | | | |
| No | L. Pleasure Boats | | | | | | | |
| No | Application for a boat hire licence | | 273.90 | 0.00 | 273.90 | 307.60 | 0.00 | 307.60 |
| No | Variation of a boat hire licence | | 137.50 | 0.00 | 137.50 | 154.50 | 0.00 | 154.50 |
| No | M. Hypnotism | | | | | | | |

| Statutory Service (Y/N) | Description of Fees & Charges | Service is VATABLE | 2022/23 Place Fees & Charges | | | 2023/24 Place Proposed Fees & Charges | | |
|-------------------------|--|--------------------|-------------------------------|----------------------|-------------------------------|---------------------------------------|----------------------|-------------------------------|
| | | | Basic | VAT@ 20% | Total | Basic | VAT@ 20% | Total |
| No | Application for consent to conduct an exhibition, demonstration or performance of hypnotism | | 137.50 | 0.00 | 137.50 | 154.50 | 0.00 | 154.50 |
| No | TEMPORARY STREET TRADING LICENCE | | | | | | | |
| No | Single event for a 'Seasonal' or 'Farmers' Market of up to 20 stalls for a maximum of 4 days' duration within a designated street trading area (3 Types) | | | | | | | |
| No | 1. Market which requires the closure of a non-classified road | | 513.90 | 0.00 | 513.90 | 577.20 | 0.00 | 577.20 |
| No | 2. Market on the footway only | | 386.20 | 0.00 | 386.20 | 433.80 | 0.00 | 433.80 |
| No | 3. Any other market / event, a licence fee will be set to recover the Council's costs | | | Price on application | | | Price on application | |
| No | Note: a licence will only be granted for an area where the Council is satisfied that highway safety and free pedestrian passage requirements are not compromised. Where the Council concludes that a Market cannot be held without compromising these requirements, a refusal fee will be applied as indicated for the relevant category of temporary licence | | | | | | | |
| No | PAVEMENT LICENCE (COVID MEASURE DUE TO EXPIRE 30/9/23) | | 100.00 | 0.00 | 100.00 | 100.00 | 0.00 | 100.00 |
| | NEW/RENEWAL APPLICATIONS UNDER BUSINESS & PLANNING ACT 2020 | | | | | | | |
| | When the Levelling Up Act comes into force: | | | | | | | |
| | NEW | | | | | 500.00 | 0.00 | 500.00 |
| | RENEWAL | | | | | 350.00 | 0.00 | 350.00 |
| | PRIVATE RENTED PROPERTY LICENSING | | | | | | | |
| | Licence application fee for 5 lettable rooms | | 1,200.10 | 0.00 | 1,200.10 | 1,347.80 | 0.00 | 1,347.80 |
| | Licence application fee for more than 5 lettable rooms if £1,100 plus £125 per room thereafter | | £1201+£137 per room | 0.00 | £1201+£137 per room | £1347.80+£152 per room | 0.00 | £1347.80+£152 per room |
| | Copy of HMO Register | | 134.50 | 0.00 | 134.50 | 151.10 | 0.00 | 151.10 |
| No | ADDITIONAL (HMO) LICENCES | | 900.00 | 0.00 | 900.00 | 1,010.70 | 0.00 | 1,010.70 |
| No | SELECTIVE LICENCES | | 600.00 | 0.00 | 600.00 | 673.80 | 0.00 | 673.80 |
| | APPROVALS | | | | | | | |
| No | CIVIL MARRIAGE VENUES - Inspection Fee: | | | | | | | |
| No | New application for civil marriage venue | | 1,103.30 | 0.00 | 1,103.30 | 1,239.10 | 0.00 | 1,239.10 |
| No | Renewal application for civil marriage venue | | 1,074.50 | 0.00 | 1,074.50 | 1,206.70 | 0.00 | 1,206.70 |
| No | Notification of Changes (e.g. naming new person as licence holder) & issue of amended certificate | | 42.60 | 0.00 | 42.60 | 47.90 | 0.00 | 47.90 |
| | LICENSING ACT 2003 - FEES AND EXEMPTIONS (statutory fee VAT Exempt) | | | | | | | |
| YES | FEES PAYABLE: | | | | | | | |
| YES | 1.1 The fee for an application for the grant or variation of a premises licence is based on the rateable value of the property and the band specified for that rateable value, is as follows: | | GRANT & VARIATION FEE PAYABLE | VAT | GRANT & VARIATION FEE PAYABLE | GRANT & VARIATION FEE PAYABLE | VAT | GRANT & VARIATION FEE PAYABLE |
| YES | RATEABLE VALUES | | | | | | | |
| YES | No rateable value to £4,300 | | 100.00 | 0.00 | 100.00 | 100.00 | 0.00 | 100.00 |
| YES | £4,300 to £33,000 | | 190.00 | 0.00 | 190.00 | 190.00 | 0.00 | 190.00 |
| YES | £33,001 to £87,000 | | 315.00 | 0.00 | 315.00 | 315.00 | 0.00 | 315.00 |
| YES | £87,001 to £125,000 | | 450.00 | 0.00 | 450.00 | 450.00 | 0.00 | 450.00 |
| YES | £125,001 and above | | 635.00 | 0.00 | 635.00 | 635.00 | 0.00 | 635.00 |
| YES | 1.2 In addition, premises in Bands D and E, where an application relates exclusively or primarily for the supply of alcohol for consumption on a premises located in a city or town centre, must pay a further fee, as follows: | | GRANT & VARIATION FEE PAYABLE | VAT | GRANT & VARIATION FEE PAYABLE | GRANT & VARIATION FEE PAYABLE | VAT | GRANT & VARIATION FEE PAYABLE |
| YES | RATEABLE VALUES | | | | | | | |
| YES | £87,001 to £125,000 | | 450.00 | 0.00 | 450.00 | 450.00 | 0.00 | 450.00 |
| YES | £125,001 and above | | 1,270.00 | 0.00 | 1,270.00 | 1,270.00 | 0.00 | 1,270.00 |

| Statutory Service (Y/N) | Description of Fees & Charges | Service is VATABLE | 2022/23 Place Fees & Charges | | | 2023/24 Place Proposed Fees & Charges | | |
|-------------------------|--|--------------------|----------------------------------|----------|----------------------------------|---------------------------------------|----------|----------------------------------|
| | | | Basic | VAT@ 20% | Total | Basic | VAT@ 20% | Total |
| YES | 1.3 In addition, where 5,000 or more persons are admitted at the same time to a premises when the existing licence authorises licensable activities to take place, the application must be accompanied by a fee corresponding to the range of number of persons within which falls the maximum number of persons allowed as follows: | | GRANT & VARIATION ADDITIONAL FEE | VAT | GRANT & VARIATION ADDITIONAL FEE | GRANT & VARIATION ADDITIONAL FEE | VAT | GRANT & VARIATION ADDITIONAL FEE |
| YES | MAXIMUM NUMBER OF PERSONS | | | | | | | |
| YES | 5,000 to 9,999 | | 1,000.00 | 0.00 | 1,000.00 | 1,000.00 | 0.00 | 1,000.00 |
| YES | 10,000 to 14,999 | | 2,000.00 | 0.00 | 2,000.00 | 2,000.00 | 0.00 | 2,000.00 |
| YES | 15,000 to 19,999 | | 4,000.00 | 0.00 | 4,000.00 | 4,000.00 | 0.00 | 4,000.00 |
| YES | 20,000 to 29,999 | | 8,000.00 | 0.00 | 8,000.00 | 8,000.00 | 0.00 | 8,000.00 |
| YES | 30,000 to 39,999 | | 16,000.00 | 0.00 | 16,000.00 | 16,000.00 | 0.00 | 16,000.00 |
| YES | 40,000 to 49,999 | | 24,000.00 | 0.00 | 24,000.00 | 24,000.00 | 0.00 | 24,000.00 |
| YES | 50,000 to 59,999 | | 32,000.00 | 0.00 | 32,000.00 | 32,000.00 | 0.00 | 32,000.00 |
| YES | 60,000 to 69,999 | | 40,000.00 | 0.00 | 40,000.00 | 40,000.00 | 0.00 | 40,000.00 |
| YES | 70,000 to 79,999 | | 48,000.00 | 0.00 | 48,000.00 | 48,000.00 | 0.00 | 48,000.00 |
| YES | 80,000 to 89,999 | | 56,000.00 | 0.00 | 56,000.00 | 56,000.00 | 0.00 | 56,000.00 |
| YES | 90,000 and over | | 64,000.00 | 0.00 | 64,000.00 | 64,000.00 | 0.00 | 64,000.00 |
| YES | 1.4 The annual fee payable for a premises licence, is based on the rateable value of the property and the band specified for that rateable value, as follows: | | ANNUAL FEE PAYABLE | VAT | ANNUAL FEE PAYABLE | ANNUAL FEE PAYABLE | VAT | ANNUAL FEE PAYABLE |
| YES | RATEABLE VALUES | | | | | | | |
| YES | No rateable value to £4,300 | | 70.00 | 0.00 | 70.00 | 70.00 | 0.00 | 70.00 |
| YES | £4,300 to £33,000 | | 180.00 | 0.00 | 180.00 | 180.00 | 0.00 | 180.00 |
| YES | £33,001 to £87,000 | | 295.00 | 0.00 | 295.00 | 295.00 | 0.00 | 295.00 |
| YES | £87,001 to £125,000 | | 320.00 | 0.00 | 320.00 | 320.00 | 0.00 | 320.00 |
| YES | £125,001 and above | | 350.00 | 0.00 | 350.00 | 350.00 | 0.00 | 350.00 |
| YES | 1.5 In addition, premises in Bands D and E, where an application relates exclusively or primarily for the supply of alcohol for consumption on a premises located in a city or town centre, must pay a further fee, as follows: | | ANNUAL ADDITIONAL FEE | VAT | ANNUAL ADDITIONAL FEE | ANNUAL ADDITIONAL FEE | VAT | ANNUAL ADDITIONAL FEE |
| YES | RATEABLE VALUES | | | | | | | |
| YES | £87,001 to £125,000 | | 640.00 | 0.00 | 640.00 | 640.00 | 0.00 | 640.00 |
| YES | £125,001 and above | | 1,050.00 | 0.00 | 1,050.00 | 1,050.00 | 0.00 | 1,050.00 |
| YES | 1.6 In addition, where 5,000 or more persons are admitted at the same time to a premises when the existing licence authorises licensable activities to take place, the application must be accompanied by a fee corresponding to the range of number of persons within which falls the maximum number of persons allowed as follows: | | ANNUAL ADDITIONAL FEE | VAT | ANNUAL ADDITIONAL FEE | ANNUAL ADDITIONAL FEE | VAT | ANNUAL ADDITIONAL FEE |
| YES | MAXIMUM NUMBER OF PERSONS | | | | | | | |
| YES | 5,000 to 9,999 | | 500.00 | 0.00 | 500.00 | 500.00 | 0.00 | 500.00 |
| YES | 10,000 to 14,999 | | 1,000.00 | 0.00 | 1,000.00 | 1,000.00 | 0.00 | 1,000.00 |
| YES | 15,000 to 19,999 | | 2,000.00 | 0.00 | 2,000.00 | 2,000.00 | 0.00 | 2,000.00 |
| YES | 20,000 to 29,999 | | 4,000.00 | 0.00 | 4,000.00 | 4,000.00 | 0.00 | 4,000.00 |
| YES | 30,000 to 39,999 | | 8,000.00 | 0.00 | 8,000.00 | 8,000.00 | 0.00 | 8,000.00 |
| YES | 40,000 to 49,999 | | 12,000.00 | 0.00 | 12,000.00 | 12,000.00 | 0.00 | 12,000.00 |
| YES | 50,000 to 59,999 | | 16,000.00 | 0.00 | 16,000.00 | 16,000.00 | 0.00 | 16,000.00 |
| YES | 60,000 to 69,999 | | 20,000.00 | 0.00 | 20,000.00 | 20,000.00 | 0.00 | 20,000.00 |
| YES | 70,000 to 79,999 | | 24,000.00 | 0.00 | 24,000.00 | 24,000.00 | 0.00 | 24,000.00 |
| YES | 80,000 to 89,999 | | 28,000.00 | 0.00 | 28,000.00 | 28,000.00 | 0.00 | 28,000.00 |
| YES | 90,000 and over | | 32,000.00 | 0.00 | 32,000.00 | 32,000.00 | 0.00 | 32,000.00 |
| YES | FEES PAYABLE: | | | | | | | |
| YES | 2.1 The fee for an application for the grant or variation of a club premises certificate is based on the rateable value of the property and the band specified for that rateable value, is as follows: | | GRANT & VARIATION FEE PAYABLE | VAT | GRANT & VARIATION FEE PAYABLE | GRANT & VARIATION FEE PAYABLE | VAT | GRANT & VARIATION FEE PAYABLE |
| YES | RATEABLE VALUES | | | | | | | |

| Statutory Service (Y/N) | Description of Fees & Charges | Service is VATABLE | 2022/23 Place Fees & Charges | | | 2023/24 Place Proposed Fees & Charges | | |
|-------------------------|--|--------------------|------------------------------|----------|--------------------|---------------------------------------|----------|--------------------|
| | | | Basic | VAT@ 20% | Total | Basic | VAT@ 20% | Total |
| YES | No rateable value to £4,300 | | 100.00 | 0.00 | 100.00 | 100.00 | 0.00 | 100.00 |
| YES | £4,300 to £33,000 | | 190.00 | 0.00 | 190.00 | 190.00 | 0.00 | 190.00 |
| YES | £33,001 to £87,000 | | 315.00 | 0.00 | 315.00 | 315.00 | 0.00 | 315.00 |
| YES | £87,001 to £125,000 | | 450.00 | 0.00 | 450.00 | 450.00 | 0.00 | 450.00 |
| YES | £125,001 and above | | 635.00 | 0.00 | 635.00 | 635.00 | 0.00 | 635.00 |
| YES | 2.2 The annual fee payable for club premises certificate is based on the rateable value of the property and the band specified for that rateable value, is as follows: | | ANNUAL FEE PAYABLE | VAT | ANNUAL FEE PAYABLE | ANNUAL FEE PAYABLE | VAT | ANNUAL FEE PAYABLE |
| YES | RATEABLE VALUES | | | | | | | |
| YES | No rateable value to £4,300 | | 70.00 | 0.00 | 70.00 | 70.00 | 0.00 | 70.00 |
| YES | £4,300 to £33,000 | | 180.00 | 0.00 | 180.00 | 180.00 | 0.00 | 180.00 |
| YES | £33,001 to £87,000 | | 295.00 | 0.00 | 295.00 | 295.00 | 0.00 | 295.00 |
| YES | £87,001 to £125,000 | | 320.00 | 0.00 | 320.00 | 320.00 | 0.00 | 320.00 |
| YES | £125,001 and above | | 350.00 | 0.00 | 350.00 | 350.00 | 0.00 | 350.00 |
| YES | OTHER FEES PAYABLE IN RESPECT OF APPLICATIONS MADE OR NOTICES GIVEN, ARE AS FOLLOWS | | FEE PAYABLE | VAT | FEE PAYABLE | FEE PAYABLE | VAT | FEE PAYABLE |
| YES | APPLICATION OR NOTICE | | | | | | | |
| YES | Notification of theft, loss, etc. of premises licence or summary | | 10.50 | 0.00 | 10.50 | 10.50 | 0.00 | 10.50 |
| YES | Application for provisional statement where premises being built, etc. | | 315.00 | 0.00 | 315.00 | 315.00 | 0.00 | 315.00 |
| YES | Notification of change of name or address of premises licence holder or designated premises supervisor | | 10.50 | 0.00 | 10.50 | 10.50 | 0.00 | 10.50 |
| YES | Application to vary premises licence to specify individual as designated premises supervisor | | 23.00 | 0.00 | 23.00 | 23.00 | 0.00 | 23.00 |
| YES | Application for transfer of premises licence | | 23.00 | 0.00 | 23.00 | 23.00 | 0.00 | 23.00 |
| YES | Application for a minor variation to a premises licence | | 89.00 | 0.00 | 89.00 | 89.00 | 0.00 | 89.00 |
| YES | Notice of interim authority following death etc. of the premises licence holder | | 23.00 | 0.00 | 23.00 | 23.00 | 0.00 | 23.00 |
| YES | Notification of theft, loss, etc. of club premises certificate or summary | | 10.50 | 0.00 | 10.50 | 10.50 | 0.00 | 10.50 |
| YES | Notification of change of name or alteration of rules of club | | 10.50 | 0.00 | 10.50 | 10.50 | 0.00 | 10.50 |
| YES | Notification of change of relevant registered address of the club | | 10.50 | 0.00 | 10.50 | 10.50 | 0.00 | 10.50 |
| YES | Application for temporary event notice | | 21.00 | 0.00 | 21.00 | 21.00 | 0.00 | 21.00 |
| YES | Notification of theft, loss, etc. of temporary event notice | | 10.50 | 0.00 | 10.50 | 10.50 | 0.00 | 10.50 |
| YES | Application for grant of a personal licence | | 37.00 | 0.00 | 37.00 | 37.00 | 0.00 | 37.00 |
| YES | Notification of theft, loss, etc. of personal licence | | 10.50 | 0.00 | 10.50 | 10.50 | 0.00 | 10.50 |
| YES | Notification of change of name or address of personal licence holder | | 10.50 | 0.00 | 10.50 | 10.50 | 0.00 | 10.50 |
| YES | Notification of right of freeholder to be notified of licensing matters | | 21.00 | 0.00 | 21.00 | 21.00 | 0.00 | 21.00 |
| No | SPECIAL TREATMENT LICENCE FEES & EXEMPTIONS ANNUAL LICENCES GROUP A | | | | | | | |
| No | Establishments that offer invasive and high risk procedures. | | | | | | | |
| No | NEW LICENCES | | 850.00 | 0.00 | 850.00 | 954.60 | 0.00 | 954.60 |
| No | RENEWALS | | 679.80 | 0.00 | 679.80 | 763.50 | 0.00 | 763.50 |
| No | VARIATIONS | | 421.20 | 0.00 | 421.20 | 473.10 | 0.00 | 473.10 |
| No | TRANSFER | | 317.60 | 0.00 | 317.60 | 356.70 | 0.00 | 356.70 |
| No | OCCASIONAL LICENCE | | 423.30 | 0.00 | 423.30 | 475.40 | 0.00 | 475.40 |
| No | GROUP B | | | | | | | |
| No | Establishments that offer medium risk and non invasive treatments. | | | | | | | |
| No | NEW LICENCES | | 624.10 | 0.00 | 624.10 | 700.90 | 0.00 | 700.90 |
| No | RENEWALS | | 494.30 | 0.00 | 494.30 | 555.10 | 0.00 | 555.10 |
| No | VARIATIONS | | 282.70 | 0.00 | 282.70 | 317.50 | 0.00 | 317.50 |
| No | TRANSFER | | 177.90 | 0.00 | 177.90 | 199.80 | 0.00 | 199.80 |
| No | OCCASIONAL LICENCE | | 313.20 | 0.00 | 313.20 | 351.80 | 0.00 | 351.80 |
| No | GROUP C | | | | | | | |
| No | Establishments that offer low risk treatments. | | | | | | | |

| Statutory Service (Y/N) | Description of Fees & Charges | Service is VATABLE | 2022/23 Place Fees & Charges | | | 2023/24 Place Proposed Fees & Charges | | |
|-------------------------|--|--------------------|------------------------------|----------|----------------------|---------------------------------------|----------|----------------------|
| | | | Basic | VAT@ 20% | Total | Basic | VAT@ 20% | Total |
| No | NEW LICENCES | | 456.00 | 0.00 | 456.00 | 512.10 | 0.00 | 512.10 |
| No | RENEWALS | | 362.00 | 0.00 | 362.00 | 406.50 | 0.00 | 406.50 |
| No | VARIATIONS | | 252.10 | 0.00 | 252.10 | 283.10 | 0.00 | 283.10 |
| No | TRANSFER | | 177.90 | 0.00 | 177.90 | 199.80 | 0.00 | 199.80 |
| No | OCCASIONAL LICENCE | | 264.10 | 0.00 | 264.10 | 296.60 | 0.00 | 296.60 |
| No | AMENDMENT | | 38.30 | 0.00 | 38.30 | 43.00 | 0.00 | 43.00 |
| No | REPLACEMENT COPY OF LICENCE | | 38.30 | 0.00 | 38.30 | 43.00 | 0.00 | 43.00 |
| | SCRAP METAL DEALERS | | | | | | | |
| No | Now covered by Scrap Metal Dealers Act 2013 | | | | | | | |
| No | Site Licence: | | | | | | | |
| No | New | | 488.00 | 0.00 | 488.00 | 548.00 | 0.00 | 548.00 |
| No | Variation | | 488.00 | 0.00 | 488.00 | 548.00 | 0.00 | 548.00 |
| No | Renewal | | 488.00 | 0.00 | 488.00 | 548.00 | 0.00 | 548.00 |
| No | Collector's Licence: | | | | | | | |
| No | New | | 235.00 | 0.00 | 235.00 | 263.90 | 0.00 | 263.90 |
| No | Variation | | 235.00 | 0.00 | 235.00 | 263.90 | 0.00 | 263.90 |
| No | Renewal | | 235.00 | 0.00 | 235.00 | 263.90 | 0.00 | 263.90 |
| | WEIGHTS AND MEASURES FEES | | | | | | | |
| No | Fees for the purpose of Section II(5) of the Weights and Measures Act 1985 & EEC Measuring Instrument (Fees) (as amended) | | | | | | | |
| No | All weights and measuring equipment (£60.00 per hour or part thereof) | | 72.10 | 0.00 | 72.10 | 81.00 | 0.00 | 81.00 |
| No | second officer if required (£36 per hour or part thereof) | | 43.30 | 0.00 | 43.30 | 48.70 | 0.00 | 48.70 |
| No | specialist equipment required | | | | Price on application | | | Price on application |
| No | Calibration and certification fees for the purpose of section 74 of the Weights and Measures Act 1985 | | | | | | | |
| No | All weights and measuring equipment (£60.00 per hour or part thereof) | | 72.10 | 0.00 | 72.10 | 81.00 | 0.00 | 81.00 |
| No | second officer if required (£36 per hour or part thereof) | | 43.30 | 0.00 | 43.30 | 48.70 | 0.00 | 48.70 |
| No | specialist equipment required | | | | Price on application | | | Price on application |
| | GREATER LONDON (GENERAL POWERS ACT) 1984 | | | | | | | |
| No | Registration to hold sales by competitive bidding | | 377.50 | 0.00 | 377.50 | 423.90 | 0.00 | 423.90 |
| No | Exemption from registration | | 126.60 | 0.00 | 126.60 | 142.20 | 0.00 | 142.20 |
| | LICENSING OF STORES AND REGISTRATION OF PREMISES FOR THE KEEPING OF EXPLOSIVES | | | | | | | |
| YES | STATUTORY FEES | | | | | | | |
| YES | New licence to store explosives UNDER 250kg, where by virtue of regulation 27 and Schedule 5 to the 2014 Regulations, no minimum separation distance or a 0 metres separation is prescribed | | | | | | | |
| YES | 1 YEAR | | 109.00 | 0.00 | 109.00 | 109.00 | 0.00 | 109.00 |
| YES | 2 YEARS | | 141.00 | 0.00 | 141.00 | 141.00 | 0.00 | 141.00 |
| YES | 3 YEARS | | 173.00 | 0.00 | 173.00 | 173.00 | 0.00 | 173.00 |
| YES | 4 YEARS | | 206.00 | 0.00 | 206.00 | 206.00 | 0.00 | 206.00 |
| YES | 5 YEARS | | 238.00 | 0.00 | 238.00 | 238.00 | 0.00 | 238.00 |
| YES | Renewal of licence to store explosives UNDER 250kg, where by virtue of regulation 27 and Schedule 5 to the 2014 Regulations, no minimum separation distance or a 0 metres separation is prescribed | | | | | | | |
| YES | 1 YEAR | | 54.00 | 0.00 | 54.00 | 54.00 | 0.00 | 54.00 |
| YES | 2 YEARS | | 86.00 | 0.00 | 86.00 | 86.00 | 0.00 | 86.00 |
| YES | 3 YEARS | | 120.00 | 0.00 | 120.00 | 120.00 | 0.00 | 120.00 |
| YES | 4 YEARS | | 152.00 | 0.00 | 152.00 | 152.00 | 0.00 | 152.00 |
| YES | 5 YEARS | | 185.00 | 0.00 | 185.00 | 185.00 | 0.00 | 185.00 |
| YES | New licence to store explosives OVER 250kg BUT LESS than 2,000kg, where by virtue of regulation 27 and Schedule 5 to the 2014 Regulations, a minimum separation distance of greater than 0 metres is prescribed | | | | | | | |

| Statutory Service (Y/N) | Description of Fees & Charges | Service is VATABLE | 2022/23 Place Fees & Charges | | | 2023/24 Place Proposed Fees & Charges | | |
|-------------------------|--|--------------------|---|----------|----------|---|----------|----------|
| | | | Basic | VAT@ 20% | Total | Basic | VAT@ 20% | Total |
| YES | 1 YEAR | | 185.00 | 0.00 | 185.00 | 185.00 | 0.00 | 185.00 |
| YES | 2 YEARS | | 243.00 | 0.00 | 243.00 | 243.00 | 0.00 | 243.00 |
| YES | 3 YEARS | | 304.00 | 0.00 | 304.00 | 304.00 | 0.00 | 304.00 |
| YES | 4 YEARS | | 374.00 | 0.00 | 374.00 | 374.00 | 0.00 | 374.00 |
| YES | 5 YEARS | | 423.00 | 0.00 | 423.00 | 423.00 | 0.00 | 423.00 |
| YES | Renewal of licence to store explosives OVER 250kg BUT LESS than 2,000kg, where by virtue of regulation 27 and Schedule 5 to the 2014 Regulations, a minimum separation distance of greater than 0 metres is prescribed | | | | | | | |
| YES | 1 YEAR | | 86.00 | 0.00 | 86.00 | 86.00 | 0.00 | 86.00 |
| YES | 2 YEARS | | 147.00 | 0.00 | 147.00 | 147.00 | 0.00 | 147.00 |
| YES | 3 YEARS | | 206.00 | 0.00 | 206.00 | 206.00 | 0.00 | 206.00 |
| YES | 4 YEARS | | 266.00 | 0.00 | 266.00 | 266.00 | 0.00 | 266.00 |
| YES | 5 YEARS | | 326.00 | 0.00 | 326.00 | 326.00 | 0.00 | 326.00 |
| YES | Any kind of variation | | Reasonable cost of the work done by the licensing authority | | | Reasonable cost of the work done by the licensing authority | | |
| YES | Transfer of licence or registration | | 36.00 | 0.00 | 36.00 | 36.00 | 0.00 | 36.00 |
| YES | Replacement licence document | | 36.00 | 0.00 | 36.00 | 36.00 | 0.00 | 36.00 |
| YES | All year Fireworks supply licence | | 500.00 | 0.00 | 500.00 | 500.00 | 0.00 | 500.00 |
| YES | GAMBLING ACT 2005 FEES AND EXEMPTIONS (VAT exempt) NB Fee capped by Government | | | | | | | |
| YES | New Applications | | | | | | | |
| YES | Bingo | | 3,500.00 | 0.00 | 3,500.00 | 3,500.00 | 0.00 | 3,500.00 |
| YES | Betting Shop | | 3,000.00 | 0.00 | 3,000.00 | 3,000.00 | 0.00 | 3,000.00 |
| YES | Adult Gaming Centre | | 2,000.00 | 0.00 | 2,000.00 | 2,000.00 | 0.00 | 2,000.00 |
| YES | Track | | 2,500.00 | 0.00 | 2,500.00 | 2,500.00 | 0.00 | 2,500.00 |
| YES | Family Entertainment Centre | | 2,000.00 | 0.00 | 2,000.00 | 2,000.00 | 0.00 | 2,000.00 |
| YES | New Applications - where provisional statement already issued | | | | | | | |
| YES | Bingo | | 1,200.00 | 0.00 | 1,200.00 | 1,200.00 | 0.00 | 1,200.00 |
| YES | Betting Shop | | 1,200.00 | 0.00 | 1,200.00 | 1,200.00 | 0.00 | 1,200.00 |
| YES | Adult Gaming Centre | | 1,200.00 | 0.00 | 1,200.00 | 1,200.00 | 0.00 | 1,200.00 |
| YES | Track | | 950.00 | 0.00 | 950.00 | 950.00 | 0.00 | 950.00 |
| YES | Family Entertainment Centre | | 950.00 | 0.00 | 950.00 | 950.00 | 0.00 | 950.00 |
| YES | Provisional Statement Applications | | | | | | | |
| YES | Bingo | | 3,500.00 | 0.00 | 3,500.00 | 3,500.00 | 0.00 | 3,500.00 |
| YES | Betting Shop | | 3,000.00 | 0.00 | 3,000.00 | 3,000.00 | 0.00 | 3,000.00 |
| YES | Adult Gaming Centre | | 2,000.00 | 0.00 | 2,000.00 | 2,000.00 | 0.00 | 2,000.00 |
| YES | Track | | 2,500.00 | 0.00 | 2,500.00 | 2,500.00 | 0.00 | 2,500.00 |
| YES | Family Entertainment Centre | | 2,000.00 | 0.00 | 2,000.00 | 2,000.00 | 0.00 | 2,000.00 |
| YES | Transfer Applications | | | | | | | |
| YES | Bingo | | 1,200.00 | 0.00 | 1,200.00 | 1,200.00 | 0.00 | 1,200.00 |
| YES | Betting Shop | | 1,200.00 | 0.00 | 1,200.00 | 1,200.00 | 0.00 | 1,200.00 |
| YES | Adult Gaming Centre | | 1,200.00 | 0.00 | 1,200.00 | 1,200.00 | 0.00 | 1,200.00 |
| YES | Track | | 950.00 | 0.00 | 950.00 | 950.00 | 0.00 | 950.00 |
| YES | Family Entertainment Centre | | 950.00 | 0.00 | 950.00 | 950.00 | 0.00 | 950.00 |
| YES | Reinstatement Applications | | | | | | | |
| YES | Bingo | | 1,200.00 | 0.00 | 1,200.00 | 1,200.00 | 0.00 | 1,200.00 |
| YES | Betting Shop | | 1,200.00 | 0.00 | 1,200.00 | 1,200.00 | 0.00 | 1,200.00 |
| YES | Adult Gaming Centre | | 1,200.00 | 0.00 | 1,200.00 | 1,200.00 | 0.00 | 1,200.00 |
| YES | Track | | 950.00 | 0.00 | 950.00 | 950.00 | 0.00 | 950.00 |
| YES | Family Entertainment Centre | | 950.00 | 0.00 | 950.00 | 950.00 | 0.00 | 950.00 |
| YES | Variation Applications | | | | | | | |
| YES | Bingo | | 1,750.00 | 0.00 | 1,750.00 | 1,750.00 | 0.00 | 1,750.00 |
| YES | Betting Shop | | 1,500.00 | 0.00 | 1,500.00 | 1,500.00 | 0.00 | 1,500.00 |

| Statutory Service (Y/N) | Description of Fees & Charges | Service is VATABLE | 2022/23 Place Fees & Charges | | | 2023/24 Place Proposed Fees & Charges | | |
|-------------------------|---|--------------------|------------------------------|----------|----------|---|----------|----------|
| | | | Basic | VAT@ 20% | Total | Basic | VAT@ 20% | Total |
| YES | Adult Gaming Centre | | 1,000.00 | 0.00 | 1,000.00 | 1,000.00 | 0.00 | 1,000.00 |
| YES | Track | | 1,250.00 | 0.00 | 1,250.00 | 1,250.00 | 0.00 | 1,250.00 |
| YES | Family Entertainment Centre | | 1,000.00 | 0.00 | 1,000.00 | 1,000.00 | 0.00 | 1,000.00 |
| YES | Annual Fees | | | | | | | |
| YES | Bingo | | 1,000.00 | 0.00 | 1,000.00 | 1,000.00 | 0.00 | 1,000.00 |
| YES | Betting Shop | | 600.00 | 0.00 | 600.00 | 600.00 | 0.00 | 600.00 |
| YES | Adult Gaming Centre | | 1,000.00 | 0.00 | 1,000.00 | 1,000.00 | 0.00 | 1,000.00 |
| YES | Track | | 1,000.00 | 0.00 | 1,000.00 | 1,000.00 | 0.00 | 1,000.00 |
| YES | Family Entertainment Centre | | 750.00 | 0.00 | 750.00 | 750.00 | 0.00 | 750.00 |
| YES | Notification of Change of Circumstances | | 50.00 | 0.00 | 50.00 | 50.00 | 0.00 | 50.00 |
| YES | Request for copy of Premises Licence | | 25.00 | 0.00 | 25.00 | 25.00 | 0.00 | 25.00 |
| YES | GAMBLING ACT 2005 - FEES AND EXEMPTIONS (STATUTORY FEE VAT exempt) | | | | | | | |
| YES | Alcohol Licensed Premises Gaming Machine Permit Fees | | | | | | | |
| YES | New | | 150.00 | 0.00 | 150.00 | 150.00 | 0.00 | 150.00 |
| YES | New Existing S34 Permit holder (more than 2 machines) | | 100.00 | 0.00 | 100.00 | 100.00 | 0.00 | 100.00 |
| YES | Variation of information on permit e.g. number of machines | | 100.00 | 0.00 | 100.00 | 100.00 | 0.00 | 100.00 |
| YES | Notification of 2 machines or less (new & existing) | | 50.00 | 0.00 | 50.00 | 50.00 | 0.00 | 50.00 |
| YES | Transfer - If transfer of Premises Licence to sell alcohol granted | | 25.00 | 0.00 | 25.00 | 25.00 | 0.00 | 25.00 |
| YES | Name change i.e. new married name etc. | | 25.00 | 0.00 | 25.00 | 25.00 | 0.00 | 25.00 |
| YES | Replacement permit | | 15.00 | 0.00 | 15.00 | 15.00 | 0.00 | 15.00 |
| YES | Annual fee (payable by premises with three or more machines) | | 50.00 | 0.00 | 50.00 | 50.00 | 0.00 | 50.00 |
| YES | Club Gaming & Club Gaming Machine Permit Fees | | | | | | | |
| YES | New | | 200.00 | 0.00 | 200.00 | 200.00 | 0.00 | 200.00 |
| YES | New Existing Part II or Part III Gaming Act 1968 registrations | | 100.00 | 0.00 | 100.00 | 100.00 | 0.00 | 100.00 |
| YES | New (fast track) holder of Club Premises Certificate under Licensing Act 2003 | | 100.00 | 0.00 | 100.00 | 100.00 | 0.00 | 100.00 |
| YES | Renewal | | 100.00 | 0.00 | 100.00 | 100.00 | 0.00 | 100.00 |
| YES | Variation | | 100.00 | 0.00 | 100.00 | 100.00 | 0.00 | 100.00 |
| YES | Replacement permit | | 15.00 | 0.00 | 15.00 | 15.00 | 0.00 | 15.00 |
| YES | Annual fee | | 50.00 | 0.00 | 50.00 | 50.00 | 0.00 | 50.00 |
| YES | Unlicensed Family Entertainment Centre Gaming Machine Permit Fees | | | | | | | |
| YES | New | | 300.00 | 0.00 | 300.00 | 300.00 | 0.00 | 300.00 |
| YES | New Existing Part II and Part III Gaming Act 1968 registrations | | 100.00 | 0.00 | 100.00 | 100.00 | 0.00 | 100.00 |
| YES | Renewal | | 300.00 | 0.00 | 300.00 | 300.00 | 0.00 | 300.00 |
| YES | Change of Name | | 25.00 | 0.00 | 25.00 | 25.00 | 0.00 | 25.00 |
| YES | Replacement permit | | 15.00 | 0.00 | 15.00 | 15.00 | 0.00 | 15.00 |
| YES | Prize Gaming Permit Fees | | | | | | | |
| YES | New | | 300.00 | 0.00 | 300.00 | 300.00 | 0.00 | 300.00 |
| YES | New Existing Section 16 Lotteries & Amusement Act 1976 Permit holder | | 100.00 | 0.00 | 100.00 | 100.00 | 0.00 | 100.00 |
| YES | Renewal (every 10 years) | | 300.00 | 0.00 | 300.00 | 300.00 | 0.00 | 300.00 |
| YES | Change of name | | 25.00 | 0.00 | 25.00 | 25.00 | 0.00 | 25.00 |
| YES | Replacement permit | | 15.00 | 0.00 | 15.00 | 15.00 | 0.00 | 15.00 |
| YES | Temporary Use Notice | | 250.00 | 0.00 | 250.00 | 250.00 | 0.00 | 250.00 |
| YES | Small Society Lotteries | | | | | | | |
| YES | New | | 40.00 | 0.00 | 40.00 | 40.00 | 0.00 | 40.00 |
| YES | Annual fee | | 20.00 | 0.00 | 20.00 | 20.00 | 0.00 | 20.00 |
| | CASINO | | | | | | | |
| | | | | | | Refer to the Casino fees (maximum) in The Gambling (Premises) | | |
| No | General Licensing Admin Fees (non Licensing Act or Gambling Act) | | | | | | | |
| No | Replacement licence | | 39.00 | 0.00 | 39.00 | 43.80 | 0.00 | 43.80 |
| No | Change of name and address of licence holder | | 39.00 | 0.00 | 39.00 | 43.80 | 0.00 | 43.80 |
| YES | Replacement permit | | 15.00 | 0.00 | 15.00 | 15.00 | 0.00 | 15.00 |
| YES | Temporary Use Notice | | 250.00 | 0.00 | 250.00 | 250.00 | 0.00 | 250.00 |
| YES | Small Society Lotteries | | | | | | | |

| Statutory Service (Y/N) | Description of Fees & Charges | Service Is VATABLE | 2022/23 Place Fees & Charges | | | 2023/24 Place Proposed Fees & Charges | | |
|-------------------------|---|--------------------|------------------------------|----------------------|----------|---------------------------------------|----------------------|----------|
| | | | Basic | VAT@ 20% | Total | Basic | VAT@ 20% | Total |
| YES | New | | 40.00 | 0.00 | 40.00 | 40.00 | 0.00 | 40.00 |
| YES | Annual fee | | 20.00 | 0.00 | 20.00 | 20.00 | 0.00 | 20.00 |
| | SAFETY CERTIFICATES FOR SPORTS GROUNDS | | | | | | | |
| No | Sports Grounds: | | | | | | | |
| No | Application for a sport ground safety certificate | | 2,533.80 | 0.00 | 2,533.80 | 2,845.50 | 0.00 | 2,845.50 |
| No | Application to change a safety certificate for a sports ground | | 1,897.70 | 0.00 | 1,897.70 | 2,131.20 | 0.00 | 2,131.20 |
| No | Regulated Stands at sports grounds: | | | | | | | |
| No | Application to certify a regulated stand at a sports ground | | 1,897.70 | 0.00 | 1,897.70 | 2,131.20 | 0.00 | 2,131.20 |
| No | Application to change a safety certificate for a regulated stand at a sports ground | | 1,261.50 | 0.00 | 1,261.50 | 1,416.70 | 0.00 | 1,416.70 |
| | STRAY DOGS SERVICE | | | | | | | |
| YES | Reclaim of a stray dog: | | | | | | | |
| No | Kennelling fee (per day) | | 12.00 | 0.00 | 12.00 | 12.00 | 0.00 | 12.00 |
| No | Seizure fee | | 130.00 | 0.00 | 130.00 | 130.00 | 0.00 | 130.00 |
| No | Veterinary fees(Depends on any treatment that is needed) | | | Price on application | | | Price on application | |
| No | Microchipping | | | | | | | |
| | Charges for Notices served under the Housing Act 2004 | | | | | | | |
| No | Hazard Awareness Notice (if a subsequent notice is not required) | | 213.80 | 0.00 | 213.80 | 240.10 | 0.00 | 240.10 |
| No | Hazard Awareness Notice (if a subsequent notice is required) | | 427.40 | 0.00 | 427.40 | 480.00 | 0.00 | 480.00 |
| No | Improvement Notice | | 427.40 | 0.00 | 427.40 | 480.00 | 0.00 | 480.00 |
| No | Prohibition Order | | 427.40 | 0.00 | 427.40 | 480.00 | 0.00 | 480.00 |
| No | Emergency Prohibition Order | | 427.40 | 0.00 | 427.40 | 480.00 | 0.00 | 480.00 |
| No | Emergency Remedial Action | | 427.40 | 0.00 | 427.40 | 480.00 | 0.00 | 480.00 |
| No | Demolition Order | | 427.40 | 0.00 | 427.40 | 480.00 | 0.00 | 480.00 |
| No | Review of a suspended Improvement Notice | | 245.00 | 0.00 | 245.00 | 275.20 | 0.00 | 275.20 |
| No | Review of a suspended Prohibition Order | | 245.00 | 0.00 | 245.00 | 275.20 | 0.00 | 275.20 |
| No | Charge for any subsequent notice served at the same time for the same property | | 183.80 | 0.00 | 183.80 | 206.50 | 0.00 | 206.50 |
| | Community Spaces | | | | | | | |
| | Angel Community Centre | | | | | | | |
| No | Conference Room (meeting space for up to 16 people) | | | | | | | |
| No | Monday - Friday - hourly rate | | 12.90 | 0.00 | 12.90 | 14.50 | 0.00 | 14.50 |
| No | Saturday - Sunday - hourly rate | | 19.10 | 0.00 | 19.10 | 21.50 | 0.00 | 21.50 |
| No | Small Hall (meeting space for up to 40 people) | | | | | | | |
| No | Monday - Friday - hourly rate | | 19.10 | 0.00 | 19.10 | 21.50 | 0.00 | 21.50 |
| No | Saturday - Sunday - hourly rate | | 28.70 | 0.00 | 28.70 | 32.30 | 0.00 | 32.30 |
| No | Large Hall (meeting space for up to 150 people) | | | | | | | |
| No | Monday - Friday - hourly rate | | 35.90 | 0.00 | 35.90 | 40.40 | 0.00 | 40.40 |
| No | Saturday - Sunday - hourly rate | | 38.70 | 0.00 | 38.70 | 43.50 | 0.00 | 43.50 |
| No | Large Hall (social functions for up to 140 people) | | | | | | 0.00 | |
| No | Monday - Friday - hourly rate | | 42.60 | 0.00 | 42.60 | 47.90 | 0.00 | 47.90 |
| No | Saturday - Sunday - hourly rate | | 75.10 | 0.00 | 75.10 | 84.40 | 0.00 | 84.40 |
| No | Kitchen Hire (hourly rate) | | | | | | | |
| No | Kitchen Hire (all facilities such as fridge, cookers, ovens, hot cabinet) | | 11.40 | 0.00 | 11.40 | 12.90 | 0.00 | 12.90 |
| No | Part Kitchen Hire (for serving of pre-prepared food/drink only) | | 23.50 | 0.00 | 23.50 | 26.40 | 0.00 | 26.40 |
| No | Corkage Fee (one off charge) | | 54.60 | 0.00 | 54.60 | 61.40 | 0.00 | 61.40 |
| No | Discount Weekend Packages | | | | | | | |
| No | Social Full Day 12 hours (Large Hall + Kitchen) | | 884.30 | 0.00 | 884.30 | 993.10 | 0.00 | 993.10 |
| No | Social Half Day 7 hours (Large Hall + Kitchen) | | 520.60 | 0.00 | 520.60 | 584.70 | 0.00 | 584.70 |
| | Youth Centres | | | | | | | |
| No | Alan Pullinger Youth Centre | | | | | | | |
| No | Room/Facility hire | | | Price On Application | | | Price On Application | |
| No | Whole Centre hire | | | Price On Application | | | Price On Application | |
| No | Bell Lane Youth Centre | | | | | | | |
| No | Room/Facility hire | | | Price On Application | | | Price On Application | |

| Statutory Service (Y/N) | Description of Fees & Charges | Service is VATABLE | 2022/23 Place Fees & Charges | | | 2023/24 Place Proposed Fees & Charges | | |
|-------------------------|--|--------------------|------------------------------|----------------------|----------|---------------------------------------|----------------------|----------|
| | | | Basic | VAT@ 20% | Total | Basic | VAT@ 20% | Total |
| No | Whole Centre hire | | | Price On Application | | | Price On Application | |
| No | Craig Park Youth Centre | | | | | | | |
| No | Room/Facility hire | | | Price On Application | | | Price On Application | |
| No | Whole Centre hire | | | Price On Application | | | Price On Application | |
| No | Croyland Youth Centre | | | | | | | |
| No | Room/Facility hire | | | Price On Application | | | Price On Application | |
| No | Whole Centre hire | | | Price On Application | | | Price On Application | |
| No | Ponders End Youth Centre | | | | | | | |
| No | Room/Facility hire | | | Price On Application | | | Price On Application | |
| No | Whole Centre hire | | | Price On Application | | | Price On Application | |
| No | Green Towers -VENUE | | | | | | | |
| No | Conference Room 1 - Monday & Friday | | 35.40 | 0.00 | 35.40 | 39.80 | 0.00 | 39.80 |
| No | Conference Room 1 - Saturday & Sunday | | 46.80 | 0.00 | 46.80 | 52.60 | 0.00 | 52.60 |
| No | Breakout Room 1 - Monday & Friday | | 29.10 | 0.00 | 29.10 | 32.70 | 0.00 | 32.70 |
| No | Breakout Room 1 - Saturday & Sunday | | 35.40 | 0.00 | 35.40 | 39.80 | 0.00 | 39.80 |
| No | Small Meeting Room 2 - Monday & Friday | | 17.70 | 0.00 | 17.70 | 19.90 | 0.00 | 19.90 |
| No | Small Meeting Room 2 - Saturday & Sunday | | 25.00 | 0.00 | 25.00 | 28.10 | 0.00 | 28.10 |
| No | Large Hall - Conference/Meeting | | 57.20 | 0.00 | 57.20 | 64.30 | 0.00 | 64.30 |
| No | Large Hall - Private Event | | 90.40 | 0.00 | 90.40 | 101.60 | 0.00 | 101.60 |
| No | Salisbury House -VENUE | | | | | | | |
| No | Ground Floor Salisbury Room | | 33.30 | 0.00 | 33.30 | 37.40 | 0.00 | 37.40 |
| No | Edinburgh Room | | 25.00 | 0.00 | 25.00 | 28.10 | 0.00 | 28.10 |
| No | The Tudor Room | | 35.40 | 0.00 | 35.40 | 39.80 | 0.00 | 39.80 |
| No | Salisbury Room & Tea Room - £57 per hour (Minimum Hire 4 Hours) | | 62.40 | 0.00 | 62.40 | 70.10 | 0.00 | 70.10 |
| No | Salisbury Room, Tea Room & The Garden - £100 per hour (Minimum Hire 4 Hours) | | 109.10 | 0.00 | 109.10 | 122.60 | 0.00 | 122.60 |
| | CULTURE | | | | | | | |
| | DUGDALE-VENUE | | | | | | | |
| No | Dugdale Venue Hire Rates & Charges | | | | | | | |
| No | (These prices are relevant to the dates of hire, not the date of the booking.) | | | | | | | |
| No | Ground Floor | | | | | | | |
| No | Ground -Studio Theatre(Weekdays) per hour | | 98.80 | 0.00 | 98.80 | 103.74 | 0.00 | 103.74 |
| No | Ground -Studio Theatre(Weekends) per hour | | 125.80 | 0.00 | 125.80 | 132.09 | 0.00 | 132.09 |
| | 1st Floor | | | | | | 0.00 | |
| No | Executive Suite per hour | | 46.80 | 0.00 | 46.80 | 49.14 | 0.00 | 49.14 |
| No | Conference Room 1 per hour | | 43.70 | 0.00 | 43.70 | 45.89 | 0.00 | 45.89 |
| No | Conference Room 2 per hour | | 37.50 | 0.00 | 37.50 | 39.38 | 0.00 | 39.38 |
| No | Conference Room 3 per hour | | 37.50 | 0.00 | 37.50 | 39.38 | 0.00 | 39.38 |
| No | Conference Room 4 per hour | | 33.30 | 0.00 | 33.30 | 34.97 | 0.00 | 34.97 |
| | MILLFIELD THEATRE | | | | | | | |
| No | Theatre Hire Rates: | | | | | | | |
| No | Mon/Tues/Wed/Thur/Friday (Performance of up to 3 hours including a 20 minute interval) | | 1,418.30 | 0.00 | 1,418.30 | 1,489.22 | 0.00 | 1,489.22 |
| No | Mon/Tues/Wed/Thur/Friday-Hourly rate after the 3 hours | | 311.70 | 0.00 | 311.70 | 327.29 | 0.00 | 327.29 |
| No | Sat/ Sun/Bank Holiday (Performance of up to 3 hours including a 20 minute interval) | | 1,636.50 | 0.00 | 1,636.50 | 1,718.33 | 0.00 | 1,718.33 |
| No | Sat/ Sun/Bank Holiday-Hourly rate after the 3 hours | | 365.80 | 0.00 | 365.80 | 384.09 | 0.00 | 384.09 |
| No | Use of theatre prior to the performance per hour | | 120.60 | 0.00 | 120.60 | 126.63 | 0.00 | 126.63 |
| | MILLFIELD HOUSE | | | | | | | |
| No | Venue Hire Rates & Charges: | | | | | | | |

| Statutory Service (Y/N) | Description of Fees & Charges | Service Is VATABLE | 2022/23 Place Fees & Charges | | | 2023/24 Place Proposed Fees & Charges | | |
|-------------------------|---|--------------------|------------------------------|-------------|--------------|---------------------------------------|-------------|--------------|
| | | | Basic | VAT@ 20% | Total | Basic | VAT@ 20% | Total |
| No | <u>Ground - per hour:</u> | | | | | | | |
| No | Strand | | 39.50 | 0.00 | 39.50 | 41.48 | 0.00 | 41.48 |
| No | Ambassadors | | 33.30 | 0.00 | 33.30 | 34.97 | 0.00 | 34.97 |
| No | <u>1st Floor- per hour</u> | | | | | | | |
| No | Huxley | | 39.50 | 0.00 | 39.50 | 41.48 | 0.00 | 41.48 |
| No | Bridport | | 33.30 | 0.00 | 33.30 | 34.97 | 0.00 | 34.97 |
| No | Aylward | | 29.10 | 0.00 | 29.10 | 30.56 | 0.00 | 30.56 |
| No | <u>2nd Floor- Sawyer per hour</u> | | 33.30 | 0.00 | 33.30 | 34.97 | 0.00 | 34.97 |
| | Forty Hall -VENUE | | | | | | | |
| | Conference/Meeting/Training | | | | | | | |
| | Ground - per hour | | | | | | | |
| No | Long Gallery & Inner Courtyard | | 47.00 | 0.00 | 47.00 | 49.35 | 0.00 | 49.35 |
| No | Garden Room-for storage only | | 15.00 | 0.00 | 15.00 | 15.75 | 0.00 | 15.75 |
| No | Great Hall | | 42.00 | 0.00 | 42.00 | 44.10 | 0.00 | 44.10 |
| No | Parlour | | 42.00 | 0.00 | 42.00 | 44.10 | 0.00 | 44.10 |
| | Second Floor - per hour | | | | | | | |
| No | Vicary Room | | 32.00 | 0.00 | 32.00 | 33.60 | 0.00 | 33.60 |
| No | Walters Room | | 32.00 | 0.00 | 32.00 | 33.60 | 0.00 | 33.60 |
| | Private Hire (Baby Showers, Christening, Parties etc.) | | | | | | | |
| No | Long Gallery & Inner Courtyard Monday- Thursday (Hire up to 8 hours) | | 1,550.00 | 0.00 | 1,550.00 | 1,627.50 | 0.00 | 1,627.50 |
| No | Long Gallery & Inner Courtyard Friday - Sunday (Hire up to 8 hours) | | 1,860.00 | 0.00 | 1,860.00 | 1,953.00 | 0.00 | 1,953.00 |
| No | Long Gallery & Inner Courtyard Monday- Thursday (Hire up to 4 hours) | | 900.00 | 0.00 | 900.00 | 945.00 | 0.00 | 945.00 |
| No | Long Gallery & Inner Courtyard Friday - Sunday (Hire up to 4 hours) | | 1,060.00 | 0.00 | 1,060.00 | 1,113.00 | 0.00 | 1,113.00 |
| No | Great Hall & Parlour Monday- Wednesday (Hire up to 8 hours) | | 1,050.00 | 0.00 | 1,050.00 | 1,102.50 | 0.00 | 1,102.50 |
| No | Great Hall & Parlour Monday- Wednesday (Hire up to 4 hours) | | 600.00 | 0.00 | 600.00 | 630.00 | 0.00 | 630.00 |
| No | Great Hall Monday- Thursday (Hire up to 8 hours) | | 700.00 | 0.00 | 700.00 | 735.00 | 0.00 | 735.00 |
| No | Great Hall Monday- Thursday (Hire up to 4 hours) | | 475.00 | 0.00 | 475.00 | 498.75 | 0.00 | 498.75 |
| No | Great Hall Friday - Sunday (Hire up to 8 hours) | | 900.00 | 0.00 | 900.00 | 945.00 | 0.00 | 945.00 |
| No | Great Hall Friday - Sunday (Hire up to 4 hours) | | 675.00 | 0.00 | 675.00 | 708.75 | 0.00 | 708.75 |
| | Celebration of Life/Wakes | | | | | | | |
| No | Long Gallery & Inner Courtyard Monday- Thursday (Hire up to 3 hours) | | 435.00 | 0.00 | 435.00 | 456.75 | 0.00 | 456.75 |
| No | Long Gallery & Inner Courtyard Friday - Sunday (Hire up to 3 hours) | | 535.00 | 0.00 | 535.00 | 561.75 | 0.00 | 561.75 |
| No | Great Hall & Parlour Monday- Wednesday (Hire up to 3 hours) | | 330.00 | 0.00 | 330.00 | 346.50 | 0.00 | 346.50 |
| No | Great Hall Monday- Wednesday (Hire up to 3 hours) | | 205.00 | 0.00 | 205.00 | 215.25 | 0.00 | 215.25 |
| No | Great Hall Friday - Sunday (Hire up to 3 hours) | | 280.00 | 0.00 | 280.00 | 294.00 | 0.00 | 294.00 |
| | Weddings | | | | | | | |
| No | Ceremony & Reception Long Gallery, Inner Courtyard, Great Hall Mon - Thurs (12 hours) | | 2,500.00 | 0.00 | 2,500.00 | 2,625.00 | 0.00 | 2,625.00 |
| No | Ceremony & Reception Long Gallery, Inner Courtyard, Great Hall Fri - Sun (12 hours) | | 3,000.00 | 0.00 | 3,000.00 | 3,150.00 | 0.00 | 3,150.00 |
| No | Reception Only Long Gallery & Inner Courtyard Mon - Thurs (12 hours) | | 2,060.00 | 0.00 | 2,060.00 | 2,163.00 | 0.00 | 2,163.00 |
| No | Reception Only Long Gallery & Inner Courtyard Fri - Sun (12 hours) | | 2,600.00 | 0.00 | 2,600.00 | 2,730.00 | 0.00 | 2,730.00 |
| No | Ceremony Only Long Gallery & Inner Courtyard Mon - Thurs (3 hours) | | 1,300.00 | 0.00 | 1,300.00 | 1,365.00 | 0.00 | 1,365.00 |
| No | Ceremony Only Long Gallery & Inner Courtyard Fri - Sun (3 hours) | | 1,500.00 | 0.00 | 1,500.00 | 1,575.00 | 0.00 | 1,575.00 |
| No | Ceremony Only Great Hall & Parlour Mon - Wed (3 hours) | | 980.00 | 0.00 | 980.00 | 1,029.00 | 0.00 | 1,029.00 |
| No | Ceremony Only Great Hall Thurs-Sunday (3 hours) | | 620.00 | 0.00 | 620.00 | 651.00 | 0.00 | 651.00 |
| No | Outer Courtyard 6:00pm – 12:00am (Exclusive Use) | | 190.00 | 0.00 | 190.00 | 199.50 | 0.00 | 199.50 |
| No | Outer Courtyard 12:00pm – 6:00pm (Shared use) | | 170.00 | 0.00 | 170.00 | 178.50 | 0.00 | 178.50 |

| Statutory Service (Y/N) | Description of Fees & Charges | Service is VATABLE | 2022/23 Place Fees & Charges | | | 2023/24 Place Proposed Fees & Charges | | |
|-------------------------|--|--------------------|------------------------------|----------|----------|---------------------------------------|----------|----------|
| | | | Basic | VAT@ 20% | Total | Basic | VAT@ 20% | Total |
| No | Photo Shoot Great Hall & Grand Staircase (2 hours) | | 280.00 | 0.00 | 280.00 | 294.00 | 0.00 | 294.00 |
| No | Extra hour before or after booked time | | 155.00 | 0.00 | 155.00 | 162.75 | 0.00 | 162.75 |
| | Wedding Ceremony & Reception in the Grounds of Forty Hall | | | | | | | |
| No | Front Lawn, Walled Garden or Pleasure Grounds and Long Gallery, Inner Courtyard & Great Hall Mon - Thurs (12 hours) | | 3,500.00 | 0.00 | 3,500.00 | 3,675.00 | 0.00 | 3,675.00 |
| No | Front Lawn, Walled Garden or Pleasure Grounds and Long Gallery, Inner Courtyard & Great Hall Fri - Sun (12 hours) | | 4,000.00 | 0.00 | 4,000.00 | 4,200.00 | 0.00 | 4,200.00 |
| | Wedding Ceremonies in the Grounds of Forty Hall | | | | | | | |
| No | Front Lawn, Walled Garden or Pleasure Grounds and Long Gallery and Inner Courtyard Mon - Thurs (3 hours) | | 2,350.00 | 0.00 | 2,350.00 | 2,467.50 | 0.00 | 2,467.50 |
| No | Front Lawn, Walled Garden or Pleasure Grounds and Long Gallery and Inner Courtyard Fri - Sun (3 hours) | | 2,550.00 | 0.00 | 2,550.00 | 2,677.50 | 0.00 | 2,677.50 |
| | Wedding Ceremony & Reception in the Grounds of Forty Hall (no inside space) | | | | | | | |
| No | Front Lawn, Walled Garden or Pleasure Grounds Mon - Thurs (12 hours) | | 1,750.00 | 0.00 | 1,750.00 | 1,837.50 | 0.00 | 1,837.50 |
| No | Front Lawn, Walled Garden or Pleasure Grounds Fri - Sun (12 hours) | | 2,000.00 | 0.00 | 2,000.00 | 2,100.00 | 0.00 | 2,100.00 |
| | Wedding Ceremonies in the Grounds of Forty Hall (no inside space) | | | | | | | |
| No | Front Lawn or Walled Garden or Pleasure Grounds Mon - Thurs (3 hours) | | 1,300.00 | 0.00 | 1,300.00 | 1,365.00 | 0.00 | 1,365.00 |
| No | Front Lawn or Walled Garden or Pleasure Grounds Fri - Sun (3 hours) | | 1,500.00 | 0.00 | 1,500.00 | 1,575.00 | 0.00 | 1,575.00 |
| | Wedding Reception in the Grounds of Forty Hall (no inside space) | | | | | | | |
| No | Pleasure Grounds Mon - Thurs (12 hours) | | 1,900.00 | 0.00 | 1,900.00 | 1,995.00 | 0.00 | 1,995.00 |
| No | Pleasure Grounds Fri - Sun (12 hours) | | 2,500.00 | 0.00 | 2,500.00 | 2,625.00 | 0.00 | 2,625.00 |
| | Wedding Proposals | | | | | | | |
| No | Front Lawn or Walled Garden Mon - Thurs (2 hours) | | 250.00 | 0.00 | 250.00 | 262.50 | 0.00 | 262.50 |
| No | Front Lawn or Walled Garden Fri - Sun (2 hours) | | 300.00 | 0.00 | 300.00 | 315.00 | 0.00 | 315.00 |
| No | Great Hall Mon - Thurs (2 hours) | | 150.00 | 0.00 | 150.00 | 157.50 | 0.00 | 157.50 |
| No | Great Hall Fri - Sun (2 hours) | | 200.00 | 0.00 | 200.00 | 210.00 | 0.00 | 210.00 |
| | Museums | | | | | | | |
| No | Schools Sessions | | 3.90 | 0.00 | 3.90 | 4.10 | 0.00 | 4.10 |
| | DESIGN & PRINT SERVICE | | | | | | | |
| | Highly Creative Design (per hour) | √ | | | | | | |
| No | A minimum charge of £24 is charged (based on 30 mins of work) | √ | 52.42 | 10.48 | 62.90 | 58.92 | 11.78 | 70.70 |
| | Print, Photocopying & Finishing (per hour) | | | | | | | |
| No | A minimum charge of £13.00 is charged (based on 15 mins of work) | √ | 56.67 | 11.33 | 68.00 | 63.75 | 12.75 | 76.50 |
| | PRINT SERVICES PRICE LIST OF HIGH VOLUME PHOTOCOPING | | | | | | | |
| No | VAT charged is dependant on the nature of print requests e.g. books, leaflets, magazines, newsletters are zero rated | | | | | | | |
| | 100 to 200 images | | | | | | | |
| No | Single sided on 80gsm white paper | | 14.20 | 0.00 | 14.20 | 16.00 | 0.00 | 16.00 |
| No | Double sided on 80gsm white paper | | 14.20 | 0.00 | 14.20 | 16.00 | 0.00 | 16.00 |
| No | Single sided on 80gsm tinted paper | | 14.20 | 0.00 | 14.20 | 16.00 | 0.00 | 16.00 |
| No | Double sided on 80gsm tinted paper | | 14.20 | 0.00 | 14.20 | 16.00 | 0.00 | 16.00 |
| | 300 to 400 images | | | | | | | |

| Statutory Service (Y/N) | Description of Fees & Charges | Service Is Vatable | 2022/23 Place Fees & Charges | | | 2023/24 Place Proposed Fees & Charges | | |
|-------------------------|------------------------------------|--------------------|------------------------------|----------|--------|---------------------------------------|----------|--------|
| | | | Basic | VAT@ 20% | Total | Basic | VAT@ 20% | Total |
| No | Single sided on 80gsm white paper | | 14.30 | 0.00 | 14.30 | 16.10 | 0.00 | 16.10 |
| No | Double sided on 80gsm white paper | | 14.30 | 0.00 | 14.30 | 16.10 | 0.00 | 16.10 |
| No | Single sided on 80gsm tinted paper | | 16.10 | 0.00 | 16.10 | 18.10 | 0.00 | 18.10 |
| No | Double sided on 80gsm tinted paper | | 14.30 | 0.00 | 14.30 | 16.10 | 0.00 | 16.10 |
| | 500 images | | | | | | | |
| No | Single sided on 80gsm white paper | | 20.70 | 0.00 | 20.70 | 23.30 | 0.00 | 23.30 |
| No | Double sided on 80gsm white paper | | 23.00 | 0.00 | 23.00 | 25.90 | 0.00 | 25.90 |
| No | Single sided on 80gsm tinted paper | | 25.20 | 0.00 | 25.20 | 28.30 | 0.00 | 28.30 |
| No | Double sided on 80gsm tinted paper | | 27.50 | 0.00 | 27.50 | 30.90 | 0.00 | 30.90 |
| | 600 images | | | | | | | |
| No | Single sided on 80gsm white paper | | 35.60 | 0.00 | 35.60 | 40.00 | 0.00 | 40.00 |
| No | Double sided on 80gsm white paper | | 34.40 | 0.00 | 34.40 | 38.70 | 0.00 | 38.70 |
| No | Single sided on 80gsm tinted paper | | 37.90 | 0.00 | 37.90 | 42.60 | 0.00 | 42.60 |
| No | Double sided on 80gsm tinted paper | | 35.60 | 0.00 | 35.60 | 40.00 | 0.00 | 40.00 |
| | 700 images | | | | | | | |
| No | Single sided on 80gsm white paper | | 36.70 | 0.00 | 36.70 | 41.30 | 0.00 | 41.30 |
| No | Double sided on 80gsm white paper | | 35.60 | 0.00 | 35.60 | 40.00 | 0.00 | 40.00 |
| No | Single sided on 80gsm tinted paper | | 39.00 | 0.00 | 39.00 | 43.80 | 0.00 | 43.80 |
| No | Double sided on 80gsm tinted paper | | 36.70 | 0.00 | 36.70 | 41.30 | 0.00 | 41.30 |
| | 800 images | | | | | | | |
| No | Single sided on 80gsm white paper | | 37.90 | 0.00 | 37.90 | 42.60 | 0.00 | 42.60 |
| No | Double sided on 80gsm white paper | | 36.70 | 0.00 | 36.70 | 41.30 | 0.00 | 41.30 |
| No | Single sided on 80gsm tinted paper | | 4.20 | 0.00 | 4.20 | 4.80 | 0.00 | 4.80 |
| No | Double sided on 80gsm tinted paper | | 37.90 | 0.00 | 37.90 | 42.60 | 0.00 | 42.60 |
| | 900 images | | | | | | | |
| No | Single sided on 80gsm white paper | | 39.00 | 0.00 | 39.00 | 43.80 | 0.00 | 43.80 |
| No | Double sided on 80gsm white paper | | 37.90 | 0.00 | 37.90 | 42.60 | 0.00 | 42.60 |
| No | Single sided on 80gsm tinted paper | | 421.20 | 0.00 | 421.20 | 473.10 | 0.00 | 473.10 |
| No | Double sided on 80gsm tinted paper | | 39.00 | 0.00 | 39.00 | 43.80 | 0.00 | 43.80 |
| | 1000 images | | | | | | | |
| No | Single sided on 80gsm white paper | | 40.20 | 0.00 | 40.20 | 45.20 | 0.00 | 45.20 |
| No | Double sided on 80gsm white paper | | 39.00 | 0.00 | 39.00 | 43.80 | 0.00 | 43.80 |
| No | Single sided on 80gsm tinted paper | | 42.50 | 0.00 | 42.50 | 47.80 | 0.00 | 47.80 |
| No | Double sided on 80gsm tinted paper | | 40.20 | 0.00 | 40.20 | 45.20 | 0.00 | 45.20 |
| | 1100 images | | | | | | | |
| No | Single sided on 80gsm white paper | | 44.80 | 0.00 | 44.80 | 50.40 | 0.00 | 50.40 |
| No | Double sided on 80gsm white paper | | 42.50 | 0.00 | 42.50 | 47.80 | 0.00 | 47.80 |
| No | Single sided on 80gsm tinted paper | | 49.40 | 0.00 | 49.40 | 55.50 | 0.00 | 55.50 |
| No | Double sided on 80gsm tinted paper | | 44.80 | 0.00 | 44.80 | 50.40 | 0.00 | 50.40 |
| | 1200 images | | | | | | | |
| No | Single sided on 80gsm white paper | | 45.80 | 0.00 | 45.80 | 51.50 | 0.00 | 51.50 |
| No | Double sided on 80gsm white paper | | 43.50 | 0.00 | 43.50 | 48.90 | 0.00 | 48.90 |
| No | Single sided on 80gsm tinted paper | | 50.50 | 0.00 | 50.50 | 56.80 | 0.00 | 56.80 |
| No | Double sided on 80gsm tinted paper | | 45.80 | 0.00 | 45.80 | 51.50 | 0.00 | 51.50 |

| Statutory Service (Y/N) | Description of Fees & Charges | Service Is VATABLE | 2022/23 Place Fees & Charges | | | 2023/24 Place Proposed Fees & Charges | | |
|-------------------------|------------------------------------|--------------------|------------------------------|----------|--------|---------------------------------------|----------|--------|
| | | | Basic | VAT@ 20% | Total | Basic | VAT@ 20% | Total |
| | 1300 images | | | | | | | |
| No | Single sided on 80gsm white paper | | 58.50 | 0.00 | 58.50 | 65.70 | 0.00 | 65.70 |
| No | Double sided on 80gsm white paper | | 56.20 | 0.00 | 56.20 | 63.20 | 0.00 | 63.20 |
| No | Single sided on 80gsm tinted paper | | 63.10 | 0.00 | 63.10 | 70.90 | 0.00 | 70.90 |
| No | Double sided on 80gsm tinted paper | | 58.50 | 0.00 | 58.50 | 65.70 | 0.00 | 65.70 |
| | 1400 images | | | | | | | |
| No | Single sided on 80gsm white paper | | 59.60 | 0.00 | 59.60 | 67.00 | 0.00 | 67.00 |
| No | Double sided on 80gsm white paper | | 57.40 | 0.00 | 57.40 | 64.50 | 0.00 | 64.50 |
| No | Single sided on 80gsm tinted paper | | 64.20 | 0.00 | 64.20 | 72.10 | 0.00 | 72.10 |
| No | Double sided on 80gsm tinted paper | | 59.60 | 0.00 | 59.60 | 67.00 | 0.00 | 67.00 |
| | 1500 images | | | | | | | |
| No | Single sided on 80gsm white paper | | 60.80 | 0.00 | 60.80 | 68.30 | 0.00 | 68.30 |
| No | Double sided on 80gsm white paper | | 58.50 | 0.00 | 58.50 | 65.70 | 0.00 | 65.70 |
| No | Single sided on 80gsm tinted paper | | 65.40 | 0.00 | 65.40 | 73.50 | 0.00 | 73.50 |
| No | Double sided on 80gsm tinted paper | | 60.80 | 0.00 | 60.80 | 68.30 | 0.00 | 68.30 |
| | 1600 images | | | | | | | |
| No | Single sided on 80gsm white paper | | 66.50 | 0.00 | 66.50 | 74.70 | 0.00 | 74.70 |
| No | Double sided on 80gsm white paper | | 63.10 | 0.00 | 63.10 | 70.90 | 0.00 | 70.90 |
| No | Single sided on 80gsm tinted paper | | 72.30 | 0.00 | 72.30 | 81.20 | 0.00 | 81.20 |
| No | Double sided on 80gsm tinted paper | | 66.50 | 0.00 | 66.50 | 74.70 | 0.00 | 74.70 |
| | 1700 images | | | | | | | |
| No | Single sided on 80gsm white paper | | 67.60 | 0.00 | 67.60 | 76.00 | 0.00 | 76.00 |
| No | Double sided on 80gsm white paper | | 64.20 | 0.00 | 64.20 | 72.10 | 0.00 | 72.10 |
| No | Single sided on 80gsm tinted paper | | 73.40 | 0.00 | 73.40 | 82.50 | 0.00 | 82.50 |
| No | Double sided on 80gsm tinted paper | | 67.60 | 0.00 | 67.60 | 76.00 | 0.00 | 76.00 |
| | 1800 images | | | | | | | |
| No | Single sided on 80gsm white paper | | 68.80 | 0.00 | 68.80 | 77.30 | 0.00 | 77.30 |
| No | Double sided on 80gsm white paper | | 65.40 | 0.00 | 65.40 | 73.50 | 0.00 | 73.50 |
| No | Single sided on 80gsm tinted paper | | 74.60 | 0.00 | 74.60 | 83.80 | 0.00 | 83.80 |
| No | Double sided on 80gsm tinted paper | | 68.80 | 0.00 | 68.80 | 77.30 | 0.00 | 77.30 |
| | 1900 images | | | | | | | |
| No | Single sided on 80gsm white paper | | 70.00 | 0.00 | 70.00 | 78.70 | 0.00 | 78.70 |
| No | Double sided on 80gsm white paper | | 68.80 | 0.00 | 68.80 | 77.30 | 0.00 | 77.30 |
| No | Single sided on 80gsm tinted paper | | 75.60 | 0.00 | 75.60 | 84.90 | 0.00 | 84.90 |
| No | Double sided on 80gsm tinted paper | | 70.00 | 0.00 | 70.00 | 78.70 | 0.00 | 78.70 |
| | 2000 images | | | | | | | |
| No | Single sided on 80gsm white paper | | 71.10 | 0.00 | 71.10 | 79.90 | 0.00 | 79.90 |
| No | Double sided on 80gsm white paper | | 72.30 | 0.00 | 72.30 | 81.20 | 0.00 | 81.20 |
| No | Single sided on 80gsm tinted paper | | 81.50 | 0.00 | 81.50 | 91.60 | 0.00 | 91.60 |
| No | Double sided on 80gsm tinted paper | | 75.60 | 0.00 | 75.60 | 84.90 | 0.00 | 84.90 |
| | 2500 images | | | | | | | |
| No | Single sided on 80gsm white paper | | 90.60 | 0.00 | 90.60 | 101.80 | 0.00 | 101.80 |
| No | Double sided on 80gsm white paper | | 83.70 | 0.00 | 83.70 | 94.00 | 0.00 | 94.00 |
| No | Single sided on 80gsm tinted paper | | 100.90 | 0.00 | 100.90 | 113.40 | 0.00 | 113.40 |
| No | Double sided on 80gsm tinted paper | | 102.00 | 0.00 | 102.00 | 114.60 | 0.00 | 114.60 |

| Statutory Service (Y/N) | Description of Fees & Charges | Service Is VATABLE | 2022/23 Place Fees & Charges | | | 2023/24 Place Proposed Fees & Charges | | |
|-------------------------|---|--------------------|------------------------------|----------------------|--------|---------------------------------------|----------------------|--------|
| | | | Basic | VAT@ 20% | Total | Basic | VAT@ 20% | Total |
| | 3000 images | | | | | | | |
| No | Single sided on 80gsm white paper | | 96.30 | 0.00 | 96.30 | 108.20 | 0.00 | 108.20 |
| No | Double sided on 80gsm white paper | | 89.40 | 0.00 | 89.40 | 100.40 | 0.00 | 100.40 |
| No | Single sided on 80gsm tinted paper | | 119.20 | 0.00 | 119.20 | 133.90 | 0.00 | 133.90 |
| No | Double sided on 80gsm tinted paper | | 107.70 | 0.00 | 107.70 | 121.00 | 0.00 | 121.00 |
| | 3500 images | | | | | | | |
| No | Single sided on 80gsm white paper | | 102.00 | 0.00 | 102.00 | 114.60 | 0.00 | 114.60 |
| No | Double sided on 80gsm white paper | | 94.00 | 0.00 | 94.00 | 105.60 | 0.00 | 105.60 |
| No | Single sided on 80gsm tinted paper | | 123.87 | 0.00 | 123.87 | 139.20 | 0.00 | 139.20 |
| No | Double sided on 80gsm tinted paper | | 113.50 | 0.00 | 113.50 | 127.50 | 0.00 | 127.50 |
| | 4000 images | | | | | | | |
| No | Single sided on 80gsm white paper | | 112.30 | 0.00 | 112.30 | 126.20 | 0.00 | 126.20 |
| No | Double sided on 80gsm white paper | | 99.70 | 0.00 | 99.70 | 112.00 | 0.00 | 112.00 |
| No | Single sided on 80gsm tinted paper | | 128.30 | 0.00 | 128.30 | 144.10 | 0.00 | 144.10 |
| No | Double sided on 80gsm tinted paper | | 119.20 | 0.00 | 119.20 | 133.90 | 0.00 | 133.90 |
| | 4500 images | | | | | | | |
| No | Single sided on 80gsm white paper | | 126.00 | 0.00 | 126.00 | 141.50 | 0.00 | 141.50 |
| No | Double sided on 80gsm white paper | | 126.00 | 0.00 | 126.00 | 141.50 | 0.00 | 141.50 |
| No | Single sided on 80gsm tinted paper | | 158.10 | 0.00 | 158.10 | 177.60 | 0.00 | 177.60 |
| No | Double sided on 80gsm tinted paper | | 126.00 | 0.00 | 126.00 | 141.50 | 0.00 | 141.50 |
| No | Over 5000 images | | | Price on application | | | Price on application | |
| No | PRE-APPLICATION CHARGING SCHEME-PLANNING | | | | | | | |
| No | Category A:Large Major Applications 25-150 units,+2000 sq. m of floor space (includes change of use)EIA Development Significant Infrastructure Proposal (Proposals raising significant heritage issues which will be assessed/ charged on an individual basis) | | | | | | | |
| No | Category A:Large Major Applications (Assessment, site visit, meeting and written advice, includes SuDs consultation) | √ | | Price on Application | | | Price on Application | |
| No | Category A; Follow up meeting | √ | | Price on Application | | | Price on Application | |
| No | Category B :Major developments 10-24 residential units 1000-2000 sq. metres of floor space(includes change of use) Development involving 0.5 hectares | | | | | | | |
| No | Category B :Major developments (Assessment, site visit, meeting and written advice, includes SuDs consultation) | √ | | Price on Application | | | Price on Application | |
| No | Category B: Follow up meeting | √ | | Price on Application | | | Price on Application | |
| No | Category C: Minor Development 4-9 residential units Flat Conversions/HMO's (4-9 units) 400-999 sq. metres of non-residential floor space(includes change of use) | | | | | | | |
| No | Category C:Minor Development Assessment, site visit, meeting and written advice) | √ | | Price on Application | | | Price on Application | |
| No | Category C:Minor Development Assessment, site visit, meeting and written advice) Development within a Conservation Area | √ | | Price on Application | | | Price on Application | |
| No | Category C:Minor Development Assessment, site visit, meeting and written advice) Development involving a listed building or affecting the setting of a listed building | √ | | Price on Application | | | Price on Application | |
| No | Category C: Follow up meeting | √ | | Price on Application | | | Price on Application | |
| No | Category D:Minor Development 1-3 Residential units Flat Conversions/HMO's (1-3 units)Up to 399 sq. metres of non-residential floor space(includes change of use) Telecommunications(Code system operators) | | | | | | | |
| No | Category D: (Site specific assessment, meeting and written advice) | √ | | Price on Application | | | Price on Application | |

| Statutory Service (Y/N) | Description of Fees & Charges | Service is VATABLE | 2022/23 Place Fees & Charges | | | 2023/24 Place Proposed Fees & Charges | | |
|-------------------------|--|--------------------|------------------------------|----------------------|-------|---------------------------------------|----------------------|-------|
| | | | Basic | VAT@ 20% | Total | Basic | VAT@ 20% | Total |
| No | Category D:(Site specific assessment, meeting and written advice)Development within a Conservation Area | √ | | Price on Application | | | Price on Application | |
| No | Category D:(Site specific assessment, meeting and written advice)Development involving a listed building or affecting the setting of a listed building | √ | | Price on Application | | | Price on Application | |
| No | Category D:(Site specific assessment, meeting .No written advice) | √ | | Price on Application | | | Price on Application | |
| No | Category D:(Site specific assessment, meeting . No written advice) Development within a Conservation Area | √ | | Price on Application | | | Price on Application | |
| No | Category D:(Site specific assessment, meeting and No written advice)Development involving a listed building or affecting the setting of a listed building | √ | | Price on Application | | | Price on Application | |
| No | Category D:Follow up meeting | √ | | Price on Application | | | Price on Application | |
| No | Category E: Householder Development Residential Extensions Outbuildings P.D Enquiries | | | | | | | |
| No | Category E:Site specific assessment, site visit, meeting and No written advice | √ | | Price on Application | | | Price on Application | |
| No | Category E:Site specific assessment, site visit, meeting and No written advice If within Conservation Area | √ | | Price on Application | | | Price on Application | |
| No | Category E: Site specific assessment, site visit, meeting and written advice | √ | | Price on Application | | | Price on Application | |
| No | Category E: Site specific assessment, site visit, meeting and written advice If within Conservation Area | √ | | Price on Application | | | Price on Application | |
| No | Category E: Follow up meeting | √ | | Price on Application | | | Price on Application | |
| No | Category F: Enforcement Discussions on cases involving enforcement actions Assessment, meeting and written advice | √ | | Price on Application | | | Price on Application | |
| No | Category F: Follow up meeting | √ | | Price on Application | | | Price on Application | |
| No | Category G: Listed Buildings (Assessment, site visit, meeting and written advice) | √ | | Price on Application | | | Price on Application | |
| No | Category G: Follow up meeting | √ | | Price on Application | | | Price on Application | |
| No | Category H: Conservation Area (Assessment, site visit, meeting and written advice on schemes located in Conservation area) | √ | | Price on Application | | | Price on Application | |
| No | Category H: Follow up meeting | √ | | Price on Application | | | Price on Application | |
| No | Category I: Alterations to Shop Fronts/Advertisements (Assessment, site visit, meeting and written advice) | √ | | Price on Application | | | Price on Application | |
| No | Category I: Follow up meeting | √ | | Price on Application | | | Price on Application | |
| No | Category J: Concept Discussions Strategic /Major Development (Meeting/Basic guidance against policy) | √ | | Price on Application | | | Price on Application | |
| No | Category J: Concept Discussions Land with potential for 1-5 units (Meeting/Basic guidance against policy) | √ | | Price on Application | | | Price on Application | |
| No | Additional Specialist Advice (per hour) | √ | | Price on Application | | | Price on Application | |
| No | Schemes of significant magnitude that require a series of development team meetings or a Planning Performance Agreement | | | | | | | |
| | Local Land Charges | | | | | | | |
| YES | Residential Standard Enquiries (CON29R) | √ | | Price on Application | | | Price on Application | |
| YES | Residential/Commercial/ offices/ land/industrial - Each additional parcel | √ | | Price on Application | | | Price on Application | |
| YES | Commercial/offices/land/industrial Standard Enquiries (CON29R) | √ | | Price on Application | | | Price on Application | |
| YES | Commercial/ offices/land/industrial - Additional enquiry | √ | | Price on Application | | | Price on Application | |
| YES | Part II Optional Enquiries (CON29O), questions 4-22 (each) | | | Price on Application | | | Price on Application | |
| YES | Applications for the Common Land and Village Green register (As detailed in the Commons Registration (England Regulations 2014) | | | Price on Application | | | Price on Application | |
| YES | Copy documents from CON29 relating information (Each - including copy of search) | √ | | Price on Application | | | Price on Application | |
| YES | Copy documents relating to register only | | | Price on Application | | | Price on Application | |
| YES | Registration of a charge in Part 11 of the Register | | | Price on Application | | | Price on Application | |
| | Local Land Charges plan checking service (To confirm correct addresses, parcels of land and search fee in advance of search submission) Charged per 15 minutes | | | Price on Application | | | Price on Application | |
| | PEST CONTROL (Public Realm) | | | | | | | |
| No | PEST CONTROL (DOMESTIC) | | | | | | | |

| Statutory Service (Y/N) | Description of Fees & Charges | Service is VATABLE | 2022/23 Place Fees & Charges | | | 2023/24 Place Proposed Fees & Charges | | |
|-------------------------|--|--------------------|------------------------------|----------------------|-------|---------------------------------------|----------------------|-------|
| | | | Basic | VAT@ 20% | Total | Basic | VAT@ 20% | Total |
| No | Survey charge (non refundable) | √ | | Price on Application | | | Price on Application | |
| No | Rats (For 3 visits) | √ | | Price on Application | | | Price on Application | |
| No | Mice (For 3 visits) | √ | | Price on Application | | | Price on Application | |
| No | Mice (Per Additional Visit) | √ | | Price on Application | | | Price on Application | |
| No | Rats (Per Additional Visit) | √ | | Price on Application | | | Price on Application | |
| No | Cockroaches (For 3 visits) | √ | | Price on Application | | | Price on Application | |
| No | Cockroaches (Per Additional Visit) | √ | | Price on Application | | | Price on Application | |
| No | Fleas | √ | | Price on Application | | | Price on Application | |
| No | Squirrels (per 3 visits) - internal only where appropriate | √ | | Price on Application | | | Price on Application | |
| No | Pharaohs Ant Treatment (Per complete treatment) | √ | | Price on Application | | | Price on Application | |
| No | Cancelled/missed appointment visit (where customer/occupant/owner fails to keep specifically arranged appointment or cancelled with less than one working days notice) | √ | | Price on Application | | | Price on Application | |
| No | Bed Bug (ID & pre-visit only) | √ | | Price on Application | | | Price on Application | |
| No | Bed Bug (per treatment for bedsit or single room, comprises the previsit and a single treatment) | √ | | Price on Application | | | Price on Application | |
| No | Bed bug (per treatment for 2 rooms, comprises the previsit and a single treatment) | √ | | Price on Application | | | Price on Application | |
| No | Bed bug (per treatment for 3 rooms, comprises the previsit and a single treatment) | √ | | Price on Application | | | Price on Application | |
| No | Bed bug (per treatment for 4 rooms, comprises the previsit and a single treatment) | √ | | Price on Application | | | Price on Application | |
| No | Bed bug (per treatment for 5 rooms, comprises the previsit and a single treatment) | √ | | Price on Application | | | Price on Application | |
| No | Moths (Maximum of 3 visits) | √ | | Price on Application | | | Price on Application | |
| No | Household Beetles (Maximum 2 visits inclusive of survey 1 spray and ULV treatment) | √ | | Price on Application | | | Price on Application | |
| No | Proofing Treatments etc. | | | Price on Application | | | Price on Application | |
| No | Wasps (per treatment) | √ | | Price on Application | | | Price on Application | |
| No | Wasps (per extra nest) | √ | | Price on Application | | | Price on Application | |
| No | Garden Ants | √ | | Price on Application | | | Price on Application | |
| No | Cancelled/missed appointment visit (where customer/occupant/owner fails to keep specifically arranged appointment or cancelled with less than one working days notice) | √ | | Price on Application | | | Price on Application | |
| No | PEST CONTROL (COMMERCIAL) | | | Price on Application | | | Price on Application | |
| No | Rats (Per treatment maximum 3 visits) | √ | | Price on Application | | | Price on Application | |
| No | Mice (Per treatment maximum 3 visits) | √ | | Price on Application | | | Price on Application | |
| No | Cockroach (Per treatment maximum 3 visits) | √ | | Price on Application | | | Price on Application | |
| No | Fleas (Per treatment maximum 1 visit) | √ | | Price on Application | | | Price on Application | |
| No | Wasps (Per treatment maximum 1 visit) | √ | | Price on Application | | | Price on Application | |
| No | Bed bugs (Per treatment maximum 2 visits including pre-visit) | √ | | Price on Application | | | Price on Application | |
| No | Bed bug (ID and pre-visit only) | √ | | Price on Application | | | Price on Application | |
| No | Bed bug (Per treatment maximum 1 visit. Only if Bed bug ID and pre-visit previously done) | √ | | Price on Application | | | Price on Application | |
| No | On-site ID/other/advice/extra visits (Per visit) | √ | | Price on Application | | | Price on Application | |
| No | Cancelled/missed appointment visit (where customer/occupant/owner fails to keep specifically arranged appointment or cancelled with less than one working days notice) | √ | | Price on Application | | | Price on Application | |
| No | PEST CONTROL (LARGE OR COMPLEX COMMERCIAL AND CONTRACT WORK) | | | | | | | |
| No | Additional charges will be added for actual costs of materials, equipment etc. | √ | | Price on Application | | | Price on Application | |
| No | Rats | √ | | Price on Application | | | Price on Application | |
| No | Basic charge per hour (minimum 1 hour) | √ | | Price on Application | | | Price on Application | |
| No | Mice | √ | | Price on Application | | | Price on Application | |
| No | Basic charge per hour (minimum 1 hour) | √ | | Price on Application | | | Price on Application | |
| No | Insects | √ | | Price on Application | | | Price on Application | |
| No | Basic charge per hour (minimum 1 hour) | √ | | Price on Application | | | Price on Application | |
| No | Pigeons, Feral Cats and Squirrels and other treatments and pests | √ | | Price on Application | | | Price on Application | |
| No | Basic charge per hour (minimum 1 hour) | √ | | Price on Application | | | Price on Application | |
| No | Pharaohs Ant Treatment | √ | | Price on Application | | | Price on Application | |
| No | Basic charge per hour (minimum 1 hour) | √ | | Price on Application | | | Price on Application | |

| Statutory Service (Y/N) | Description of Fees & Charges | Service is VATABLE | 2022/23 Place Fees & Charges | | | 2023/24 Place Proposed Fees & Charges | | |
|-------------------------|---|--------------------|------------------------------|----------------------|-------|---------------------------------------|----------|-------|
| | | | Basic | VAT@ 20% | Total | Basic | VAT@ 20% | Total |
| | FLEET SERVICES (Public Realm) | | | | | | | |
| No | Car Service Maintenance Repair & grounds equipment self propelled | | | | | | | |
| No | This includes Car derived vans. I.E Vauxhall Corsa Van | | | | | | | |
| No | All Services are undertaken based on Autodata times | | | | | | | |
| No | The labour rate per vehicle category will be able to be adjusted in the event of the Councils Fleet department tendering for a contract containing more than a single vehicle. Or a prospective customer wishes to offer a number of vehicles to the Fleet department to undertake Service Maintenance Repair work on. | | | Price on Application | | Price on Application | | |
| No | Underutilised services within Public Realm - ability to offer discounts if required | | | Price on Application | | Price on Application | | |
| No | Labour Rate per Hour | V | | Price on Application | | Price on Application | | |
| No | Premium guaranteed workshop slot AM or PM. Work under 3 hours will be started and finished if presented before 09:00hrs AM and 15:00hrs PM. (NOTE any additional work discovered during this period may not be completed in the agreed time slot) | V | | Price on Application | | Price on Application | | |
| No | Parts | V | | Price on Application | | Price on Application | | |
| No | Consumable items | V | | Price on Application | | Price on Application | | |
| No | Environmental charge (disposal of oils when changed) | V | | Price on Application | | Price on Application | | |
| No | Any work of specialist nature outsourced to 3rd party | V | | Price on Application | | Price on Application | | |
| No | Collection and delivery within London Borough of Enfield 08:00 - 16:00hrs | V | | Price on Application | | Price on Application | | |
| No | Collection and delivery within London Borough of Enfield outside of 08:00 - 16:00hrs | V | | Price on Application | | Price on Application | | |
| No | MOT test class 4 | | | Price on Application | | Price on Application | | |
| No | MOT retest | | | Price on Application | | Price on Application | | |
| No | Air Conditioning - Service and Re-Gas | | | Price on Application | | Price on Application | | |
| No | LCV up to 3.5t Service Maintenance Repair | | | | | | | |
| No | All Services are undertaken based on Autodata times | | | | | | | |
| No | Labour Rate per hour | V | | Price on Application | | Price on Application | | |
| No | Premium guaranteed workshop slot AM or PM. Work under 3 hours will be started and finished if presented before 09:00hrs AM and 15:00hrs PM. (NOTE any additional work discovered during this period may not be completed in the agreed time slot) | V | | Price on Application | | Price on Application | | |
| No | Parts | V | | Price on Application | | Price on Application | | |
| No | Consumable items | V | | Price on Application | | Price on Application | | |
| No | Environmental charge (disposal of oils when changed) | V | | Price on Application | | Price on Application | | |
| No | Any work of specialist nature outsourced to 3rd party | V | | Price on Application | | Price on Application | | |
| No | Collection and delivery within London Borough of Enfield 08:00 - 16:00hrs | V | | Price on Application | | Price on Application | | |
| No | Collection and delivery within London Borough of Enfield outside of 08:00 - 16:00hrs | V | | Price on Application | | Price on Application | | |
| No | MOT test class 7 | | | Price on Application | | Price on Application | | |
| No | MOT retest | | | Price on Application | | Price on Application | | |
| No | LOLER testing tail lifts | V | | Price on Application | | Price on Application | | |
| No | Air Conditioning - Service and Re-Gas | | | Price on Application | | Price on Application | | |
| No | Section 19 & 22 mini bus Service Maintenance Repair and vehicles up to 7.5t | | | | | | | |
| No | All Services where possible are undertaken based on autodata times | | | | | | | |
| No | Labour Rate | V | | Price on Application | | Price on Application | | |
| No | Premium guaranteed workshop slot AM or PM. Work under 3 hours will be started and finished if presented before 09:00hrs AM and 15:00hrs PM. (NOTE any additional work discovered during this period may not be completed in the agreed time slot) | V | | Price on Application | | Price on Application | | |
| No | Parts | V | | Price on Application | | Price on Application | | |
| No | Consumable items | V | | Price on Application | | Price on Application | | |
| No | Environmental charge (disposal of oils when changed) | V | | Price on Application | | Price on Application | | |
| No | Any work of specialist nature outsourced to 3rd party | V | | Price on Application | | Price on Application | | |
| No | Collection and delivery within London Borough of Enfield 08:00 - 16:00hrs | V | | Price on Application | | Price on Application | | |
| No | Collection and delivery within London Borough of Enfield outside of 08:00 - 16:00hrs | V | | Price on Application | | Price on Application | | |
| No | DVSA safety inspection including interior fitting up to 22 seats | V | | Price on Application | | Price on Application | | |
| No | DVSA standard brake test with print out | V | | Price on Application | | Price on Application | | |

| Statutory Service (Y/N) | Description of Fees & Charges | Service is VATABLE | 2022/23 Place Fees & Charges | | | 2023/24 Place Proposed Fees & Charges | | |
|-------------------------|---|--------------------|------------------------------|----------------------|-------|---------------------------------------|----------------------|-------|
| | | | Basic | VAT@ 20% | Total | Basic | VAT@ 20% | Total |
| No | DVSA standard Headlamp test | Y | | Price on Application | | | Price on Application | |
| No | MOT test class 5 - 5a | | | Price on Application | | | Price on Application | |
| No | MOT retest | | | Price on Application | | | Price on Application | |
| No | LOLER testing tail lifts | Y | | Price on Application | | | Price on Application | |
| No | Air Conditioning - Service and Re-Gas | | | Price on Application | | | Price on Application | |
| No | LGV / RCV and vehicles above 7.5t | | | | | | | |
| No | All Services where possible based on industry standard times | | | | | | | |
| No | Labour Rate | | | Price on Application | | | Price on Application | |
| No | Premium guaranteed workshop slot AM or PM. Work under 3 hours will be started and finished if presented before 09:00hrs AM and 15:00hrs PM. (NOTE any additional work discovered during this period may not be completed in the agreed time slot) | Y | | Price on Application | | | Price on Application | |
| No | Parts | Y | | Price on Application | | | Price on Application | |
| No | Consumable items | | | Price on Application | | | Price on Application | |
| No | Environmental charge (disposal of oils when changed) | | | Price on Application | | | Price on Application | |
| No | Any work of specialist nature outsourced to 3rd party | Y | | Price on Application | | | Price on Application | |
| No | Collection and delivery within London Borough of Enfield 08:00 - 16:00hrs | Y | | Price on Application | | | Price on Application | |
| No | Collection and delivery within London Borough of Enfield outside of 08:00 - 16:00hrs | Y | | Price on Application | | | Price on Application | |
| No | HGV DVSA safety inspection | Y | | Price on Application | | | Price on Application | |
| No | RCV DVSA Safety inspection | Y | | Price on Application | | | Price on Application | |
| No | DVSA standard brake test with print out + DVSA h/lamp test | Y | | Price on Application | | | Price on Application | |
| No | DVSA standard Headlamp test only | Y | | Price on Application | | | Price on Application | |
| No | HGV rigid MOT test (in house) | Y | | Price on Application | | | Price on Application | |
| No | MOT retest (In house) | Y | | Price on Application | | | Price on Application | |
| No | LOLER testing tail lifts | Y | | Price on Application | | | Price on Application | |
| No | Air Conditioning - Service and Re-Gas | | | Price on Application | | | Price on Application | |
| No | COMMERCIAL WASTE SERVICES | | | | | | | |
| No | (Outside the scope of VAT wef 9.2.2011) | | | | | | | |
| No | Fees include disposal costs: | | | | | | | |
| No | 240 Litre Bin Hire/Collection | | | Price on Application | | | Price on Application | |
| No | 360 Litre Bin Hire/Collection | | | Price on Application | | | Price on Application | |
| No | 660 Litre Bin Hire/Collection | | | Price on Application | | | Price on Application | |
| No | 940 Litre Bin Hire/Collection | | | Price on Application | | | Price on Application | |
| No | 1100 Litre Bin Hire/Collection | | | Price on Application | | | Price on Application | |
| No | Overweight bins | | | Price on Application | | | Price on Application | |
| No | Minimum contract 12 months (Supply & Collection) | | | Price on Application | | | Price on Application | |
| No | 4 rolls of trade sacks - including initial contract set up | | | Price on Application | | | Price on Application | |
| No | 8 rolls of trade sacks - including initial contract set up | | | Price on Application | | | Price on Application | |
| No | Each additional roll of 13 Trade Sacks | | | Price on Application | | | Price on Application | |
| No | Annual Duty of Care admiration charge (payable in lieu of the sack purchase fee when customers are renewing their annual contract but do not require any additional sacks as they already have a sufficient supply) | | | Price on Application | | | Price on Application | |
| No | Abortive fee | | | Price on Application | | | Price on Application | |
| No | Special collection - 60 minutes | | | Price on Application | | | Price on Application | |
| No | Special bulk collection | | | Price on application | | | Price on application | |
| No | OFFER for new customers for first 12 months only: | | | | | | | |
| No | Between 2 and 3 bins on site | | | Price on Application | | | Price on Application | |
| No | 4 bins and above | | | Price on Application | | | Price on Application | |
| No | Combined service offer - waste and recycling collection | | | | | | | |
| No | 660L refuse and 360L paper and cardboard | | | Price on Application | | | Price on Application | |
| No | 360L refuse and 660L paper and cardboard | | | Price on Application | | | Price on Application | |
| No | 660L refuse and 660L paper and cardboard | | | Price on Application | | | Price on Application | |
| No | 940L refuse and 660L paper and cardboard | | | Price on Application | | | Price on Application | |
| No | 1100L refuse and 660L paper and cardboard | | | Price on Application | | | Price on Application | |

| Statutory Service (Y/N) | Description of Fees & Charges | Service is VATABLE | 2022/23 Place Fees & Charges | | | 2023/24 Place Proposed Fees & Charges | | |
|-------------------------|--|--------------------|------------------------------|----------------------|-------|---------------------------------------|----------------------|-------|
| | | | Basic | VAT@ 20% | Total | Basic | VAT@ 20% | Total |
| No | 1100L refuse and 1100L paper and cardboard | | | Price on Application | | | Price on Application | |
| No | Schools, Charities & Domestic extra collection (Fees exclude disposal costs) | | | | | | | |
| No | Roll of 13 Sacks | | | Price on Application | | | Price on Application | |
| No | 240Litre Bin Hire/Collection | | | Price on Application | | | Price on Application | |
| No | 360 Litre Bin Hire/Collection | | | Price on Application | | | Price on Application | |
| No | 660 Litre Bin Hire/Collection | | | Price on Application | | | Price on Application | |
| No | 940 Litre Bin Hire/Collection | | | Price on Application | | | Price on Application | |
| No | 1100 Litre Bin Hire/Collection | | | Price on Application | | | Price on Application | |
| No | 1280 Litre Bin Hire/Collection (for contaminated recycling collected as residual) | | | Price on Application | | | Price on Application | |
| No | Places of Worship - Hire Charge Only | | | | | | | |
| No | 240Litre Bin Hire/Collection | | | Price on Application | | | Price on Application | |
| No | 360 Litre Bin Hire/Collection | | | Price on Application | | | Price on Application | |
| No | 660 Litre Bin Hire/Collection | | | Price on Application | | | Price on Application | |
| No | 940 Litre Bin Hire/Collection | | | Price on Application | | | Price on Application | |
| No | 1100 Litre Bin Hire/Collection | | | Price on Application | | | Price on Application | |
| No | HOUSING - Hire Charge Only - Plastic bins (up to and including 360 litre bins) | | | Price on Application | | | Price on Application | |
| No | HOUSING - Hire Charge Only - Metal bins | | | Price on Application | | | Price on Application | |
| No | Enfield Council Housing - Additional Collection Charge | | | Price on Application | | | Price on Application | |
| No | Schools Recycling Bin hire (per bin per week) | | | Price on Application | | | Price on Application | |
| No | Schools Recycling Bin Hire Only (per bin per week) | | | Price on Application | | | Price on Application | |
| No | Sales Commission | | | Price on application | | | Price on application | |
| No | Discount for multiple business contracts | | | Price on application | | | Price on application | |
| No | Sales incentives to assist and retain business discounts between 0-20% (Where Appropriate) | | | Price on application | | | Price on application | |
| No | COMMERCIAL RECYCLING SERVICES | | | | | | | |
| No | Option 1. Paper & Cardboard Only | | | | | | | |
| No | i. Paper Cardboard Mix - Use 240 litre Wheeled Bins | | | Price on Application | | | Price on Application | |
| No | ii. Paper Cardboard Mix - Use 360 litre Bins | | | Price on Application | | | Price on Application | |
| No | iii. Paper Cardboard Mix - Use 660 litre Bins | | | Price on Application | | | Price on Application | |
| No | iv. Paper Cardboard Mix - Use 1100 litre Bins | | | Price on Application | | | Price on Application | |
| No | Mixed Recycling - 360 internal customer only | | | Price on Application | | | Price on Application | |
| No | Mixed Recycling - 1280 internal customer only | | | Price on Application | | | Price on Application | |
| | SCHEDULE 2 CLINICAL WASTE COLLECTION (Public Realm) | | | | | | | |
| No | Roll of 13 Clinical Waste Sacks | Y | | Price on Application | | | Price on Application | |
| No | Sharps bins - 2.5 litres | Y | | Price on Application | | | Price on Application | |
| No | Sharps bin 22 litres | Y | | Price on Application | | | Price on Application | |
| | PARKS AND OUTDOOR FACILITIES (Public Realm) | | | | | | | |
| No | Tennis Courts | | | | | | | |
| No | No charge off-peak | | | | | | | |
| No | CRICKET ** | | | | | | | |
| No | <u>Season bookings can be made for 10 or 20 matches</u> | | | | | | | |
| No | Discretionary discount of up to 10% for 1st season for new leagues. 5% discretionary discount for future league seasons. | | | | | | | |
| No | FOOTBALL / GAELIC FOOTBALL / RUGBY ** | | | | | | | |
| No | <u>Season bookings can be made for 16 or 32 games</u> | | | | | | | |
| No | 9-a-side Football, per pitch | | | | | | | |
| No | Discretionary discount of up to 10% for 1st season for new leagues. 5% discretionary discount for future league seasons. | | | | | | | |
| No | NETBALL** | | | | | | | |
| No | Discretionary discount of up to 10% for 1st season for new leagues. 5% discretionary discount for future league seasons. | | | | | | | |
| No | Third Generation facility | | | | | | | |
| No | Quarter Pitch (per hour) - Charter Standard Club | | | Price on Application | | | Price on Application | |

| Statutory Service (Y/N) | Description of Fees & Charges | Service is VATABLE | 2022/23 Place Fees & Charges | | | 2023/24 Place Proposed Fees & Charges | | |
|-------------------------|---|--------------------|------------------------------|----------------------|-------|---------------------------------------|----------------------|-------|
| | | | Basic | VAT@ 20% | Total | Basic | VAT@ 20% | Total |
| No | Half Pitch (per hour) - Charter Standard Club | | | Price on Application | | | Price on Application | |
| No | Whole Pitch (per hour) - Charter Standard Club | | | Price on Application | | | Price on Application | |
| No | Quarter Pitch (per hour) - Non-Charter Standard Club | | | Price on Application | | | Price on Application | |
| No | Half Pitch (per hour) - Non-Charter Standard Club | | | Price on Application | | | Price on Application | |
| No | Whole Pitch (per hour) - Non-Charter Standard Club | | | Price on Application | | | Price on Application | |
| No | Commercial Hire (per hour) | | | Price on Application | | | Price on Application | |
| No | Weekday - off peak (per hour) | | | Price on Application | | | Price on Application | |
| No | Weekend Match - Quarter Pitch (per hour) | | | Price on Application | | | Price on Application | |
| No | Weekend Match - Half Pitch (per two hours) - Charter Standard Club | | | Price on Application | | | Price on Application | |
| No | Weekend Match - Whole Pitch (per two hours) - Charter Standard Club | | | Price on Application | | | Price on Application | |
| No | Weekend Match - Half Pitch (per two hours) - Non Charter Standard Club | | | Price on Application | | | Price on Application | |
| No | Weekend Match - Whole Pitch (per two hours) - Non Charter Standard Club | | | Price on Application | | | Price on Application | |
| No | Negotiable first year reduction up to 15% on block bookings (part 2) | | | | | | | |
| No | Discretionary discount 50% of weekend bookings for Junior games only after 5pm | | | | | | | |
| | Discretionary discount with Football Development Partner (FDP)increased in line with Price change on fees and charges annually | | | | | | | |
| | CEMETERY CHARGES (Public Realm) | | | | | | | |
| | The service is non-business for VAT where marked * i.e. no VAT to be charged. | | | | | | | |
| No | Funeral and burial services outside of standard specified times | | | Price On Application | | | Price On Application | |
| No | Referral and multiple discount Commission | | | Price On Application | | | Price On Application | |
| | EVENTS (Public Realm) | | | | | | | |
| No | Funfairs | | | | | | | |
| No | More than 2 operating days | | | Price On Application | | | Price On Application | |
| No | Circus's | | | | | | | |
| No | More than 2 operating days | | | Price On Application | | | Price On Application | |
| No | Commercial Events/National charities(Non Ticketed Public Events) | | | | | | | |
| No | Please note: The Council retains the ability to waive event fees for not for profit and charity organisations. | | | | | | | |
| No | More than 1 operating day | | | Price On Application | | | Price On Application | |
| No | Medium Between 201-999 attendance | | | | | | | |
| No | More than 1 operating day | | | Price On Application | | | Price On Application | |
| No | Large Over 1000 attendance | | | | | | | |
| No | More than 1 operating day | | | Price On Application | | | Price On Application | |
| No | Ticketed Events 15% of Gate Receipts | | | | | | | |
| No | Ticketed Commercial Events | | | Price On Application | | | Price On Application | |
| No | Waste removal and clearance | | | Price On Application | | | Price On Application | |
| No | Traffic Management services | | | Price On Application | | | Price On Application | |
| No | New Business referral commission | | | Price On Application | | | Price On Application | |
| No | Bonds | | | | | | | |
| No | Weddings up to 100 people | | | Price on Application | | | Price on Application | |
| No | Weddings 100 - 200 people | | | Price on Application | | | Price on Application | |
| No | Weddings 200 - 500 people | | | Price on Application | | | Price on Application | |
| No | Group Barbeque | | | Price on Application | | | Price on Application | |
| No | Weddings | | | | | | | |
| No | Wedding Blessings | | | Price on Application | | | Price on Application | |
| No | Wedding Receptions | | | Price on Application | | | Price on Application | |
| No | Wedding Blessing & Reception | | | Price on Application | | | Price on Application | |
| | PEOPLE TRANSPORT: ANCILLIARY SERVICES | | | | | | | |
| No | Hire of Bus and Driver (per hour) | v | | Price on Application | | | Price on Application | |
| No | Hire of Bus, Driver and Passenger Assistant (per hour) | v | | Price on Application | | | Price on Application | |
| No | Additional Coach hire | | | Price on Application | | | Price on Application | |
| | Discount options | | | | | | | |
| No | Provision to offer discount to adapt to the market (Where required and appropriate) | | | | | | | |

| Statutory Service (Y/N) | Description of Fees & Charges | Service is VATABLE | 2022/23 Place Fees & Charges | | | 2023/24 Place Proposed Fees & Charges | | |
|---|---|--------------------|------------------------------|----------------------|-------|---------------------------------------|----------------------|-------|
| | | | Basic | VAT@ 20% | Total | Basic | VAT@ 20% | Total |
| No | New Service Provision charging (up to 12 month trial)- Framework for fees and charges required | | | | | | | |
| No | Premium or Fast-Track Services | | | | | | | |
| No | Online Discount (Provision to provide online discount where appropriate) | | | | | | | |
| No | Negotiable first year reduction up to 15% on block bookings (part 2) | | | | | | | |
| HEALTH & SAFETY & ASBESTOS | | | | | | | | |
| No | Schools SLA (subject to schools buying in to the service) (Normally academies are charged VAT) | | | | | | | |
| No | Freezywater St Georges | | | Price on Application | | | Price on Application | |
| No | Forty Hill | | | Price on Application | | | Price on Application | |
| No | Latymer All Saints | | | Price on Application | | | Price on Application | |
| No | Meridian Angel Primary Academy | Y | | Price on Application | | | Price on Application | |
| No | Our Lady of Lourdes | | | Price on Application | | | Price on Application | |
| No | St Andrews Enfield | | | Price on Application | | | Price on Application | |
| No | St Andrews Southgate | | | Price on Application | | | Price on Application | |
| No | St Edmunds | | | Price on Application | | | Price on Application | |
| No | St Georges | | | Price on Application | | | Price on Application | |
| No | St James | | | Price on Application | | | Price on Application | |
| No | St John & St James | | | Price on Application | | | Price on Application | |
| No | St Johns | | | Price on Application | | | Price on Application | |
| No | St Mary's | | | Price on Application | | | Price on Application | |
| No | St Matthews | | | Price on Application | | | Price on Application | |
| No | St Michael @ Bowes | | | Price on Application | | | Price on Application | |
| No | St Michael's | | | Price on Application | | | Price on Application | |
| No | St Monica's | | | Price on Application | | | Price on Application | |
| No | St Paul's | | | Price on Application | | | Price on Application | |
| No | Bishop Stopford | | | Price on Application | | | Price on Application | |
| No | Broomfield | | | Price on Application | | | Price on Application | |
| No | Enfield Grammar Academy | Y | | Price on Application | | | Price on Application | |
| No | Kingsmead Academy | Y | | Price on Application | | | Price on Application | |
| No | The Latymer | | | Price on Application | | | Price on Application | |
| No | St Ignatius | | | Price on Application | | | Price on Application | |
| No | Edmonton County Academy | Y | | Price on Application | | | Price on Application | |
| No | Enfield Learning Trust Academy | Y | | Price on Application | | | Price on Application | |
| No | Ivy Learning Trust | Y | | Price on Application | | | Price on Application | |
| No | Southgate Academy | Y | | Price on Application | | | Price on Application | |
| No | Lee Valley High-academy | Y | | Price on Application | | | Price on Application | |
| No | North Star Community Trust | Y | | Price on Application | | | Price on Application | |
| No | Attigo | Y | | Price on Application | | | Price on Application | |
| No | Children First (Multi academy trust) | Y | | Price on Application | | | Price on Application | |
| No | Ilford County High | Y | | Price on Application | | | Price on Application | |
| No | St. Annes | | | Price on Application | | | Price on Application | |
| No | Highgate Wood | | | Price on Application | | | Price on Application | |
| No | Edmonton County Trust | | | Price on Application | | | Price on Application | |
| No | West Lea | | | Price on Application | | | Price on Application | |
| Emergency Accommodation | | | | | | | | |
| New entrants into Emergency Accommodation within Enfield | | | | | | | | |
| | Shared accommodation | | | Price on Application | | | Price on Application | |
| | 1 Bedroom accommodation | | | Price on Application | | | Price on Application | |
| | 2 Bedroom accommodation | | | Price on Application | | | Price on Application | |
| | 3 Bedroom accommodation | | | Price on Application | | | Price on Application | |
| | 4+ Bedroom accommodation | | | Price on Application | | | Price on Application | |

| Statutory Service (Y/N) | Description of Fees & Charges | Service Is VARIABLE | 2022/23 Place Fees & Charges | | | 2023/24 Place Proposed Fees & Charges | | |
|-------------------------|---|---------------------|------------------------------|----------------------|-------|---------------------------------------|----------------------|-------|
| | | | Basic | VAT@ 20% | Total | Basic | VAT@ 20% | Total |
| | Existing tenants in Emergency Accommodation within Enfield | | | | | | | |
| | Shared accommodation | | | Price on Application | | | Price on Application | |
| | 1 Bedroom accommodation | | | Price on Application | | | Price on Application | |
| | 2 Bedroom accommodation | | | Price on Application | | | Price on Application | |
| | 3 Bedroom accommodation | | | Price on Application | | | Price on Application | |
| | 4+ Bedroom accommodation | | | Price on Application | | | Price on Application | |
| | New Entrants placed Out of Borough | | | | | | | |
| | If new entrants have to be placed outside of Enfield the prevailing Local Housing Allowance (LHA) rate for that area will be applied. | | | | | | | |
| | Existing Tenants placed Out of Borough | | | | | | | |
| | 90% of the 2011 LHA rates for the prevailing area plus a management fee is applied. | | | | | | | |

| Description of Proposed Charges, Allowance & Disregards | Service is Vatable | LONDON BOROUGH OF ENFIELD PEOPLE DEPARTMENT | | | LONDON BOROUGH OF ENFIELD PEOPLE DEPARTMENT | | |
|---|--------------------|--|----------|----------|--|----------|----------|
| | | FEES & CHARGES 2022/23 | | | PROPOSED FEES & CHARGES 2023/24 | | |
| | | Basic | VAT@ 20% | Total | Basic | VAT@ 20% | Total |
| | £ | £ | £ | £ | £ | £ | |
| ADULT SOCIAL CARE | | | | | | | |
| IWE Residential/Nursing/Continuing Care – suggested rates included | | | | | | | |
| Bridgewood House: | | | | | | | |
| Residential EMI | | 901.90 | 0.00 | 901.90 | 974.00 | 0.00 | 974.00 |
| Nursing EMI (excluding FNC) | | 938.49 | 0.00 | 938.49 | 1,013.50 | 0.00 | 1,013.50 |
| Block CHC beds | | 1,291.50 | 0.00 | 1,291.50 | 1,394.70 | 0.00 | 1,394.70 |
| Private or Voluntary sector home | | Maximum is full cost as determined by the home | | | Maximum is full cost as determined by the home | | |
| Charges for residents placed by other Local Authorities in Enfield Homes are made at the full cost of the service. | | | | | | | |
| Community Based Services – suggested rates included | | | | | | | |
| Day Services will be charged at the of provision | | | | | | | |
| Physically disabled | | At full cost of provision | | | At full cost of provision | | |
| Mental Health | | At full cost of provision | | | At full cost of provision | | |
| Learning Disabilities | | At full cost of provision | | | At full cost of provision | | |
| Older People | | At full cost of provision | | | At full cost of provision | | |
| Meal contribution | | 4.41 | 0.00 | 4.41 | 4.65 | 0.00 | 4.65 |
| - Snacks at Centre | | At full cost of provision | | | At full cost of provision | | |
| Day care attendance for less than 4 hours will be charged at half the full day rate. Where clients attend a “drop in” service there is no charge as this service is usually for a brief period, e.g. 30 mins to 1 hour. | | | | | | | |
| Transport | | | | | | | |
| Per journey | | 5.95 | 0.00 | 5.95 | 6.40 | 0.00 | 6.40 |
| Homecare | | | | | | | |
| Maximum (including Additional Support) | | At full cost of provision | | | At full cost of provision | | |
| Brokerage of support plans | | | | | | | |
| For self financing clients | | 302.50 | 0.00 | 302.50 | 326.7 | 0.00 | 326.70 |

| Description of Proposed Charges, Allowance & Disregards | Service is Vatable | LONDON BOROUGH OF ENFIELD PEOPLE DEPARTMENT | | | LONDON BOROUGH OF ENFIELD PEOPLE DEPARTMENT | | |
|---|--------------------|--|----------|-------|--|----------|-------|
| | | FEES & CHARGES 2022/23 | | | PROPOSED FEES & CHARGES 2023/24 | | |
| | | Basic | VAT@ 20% | Total | Basic | VAT@ 20% | Total |
| Supported Housing | | At full cost of provision | | | At full cost of provision | | |
| Respite contribution is assessed in line with the Care Act 2014 and the Care and Support Regulations 2014- non residential charging rules | | | | | | | |
| Pension age TBA dependent on benefit uplift - In a couple | | | | | | | |
| Direct Payments | | Assessed as a weekly contribution in accordance with Care Act 2014 guidelines as part of a Personal Budget. | | | Assessed as a weekly contribution in accordance with Care Act 2014 guidelines as part of a Personal Budget. | | |
| Adult Placements | | Assessed as a weekly contribution in accordance with Care Act 2014 guidelines. The maximum charge for placements in the private or voluntary sector is the full cost as determined by the placement. | | | Assessed as a weekly contribution in accordance with Care Act 2014 guidelines. The maximum charge for placements in the private or voluntary sector is the full cost as determined by the placement. | | |
| Enablement | | Enablement may be provided for up to 6 weeks. There is no charge for this service. | | | Enablement may be provided for up to 6 weeks. There is no charge for this service. | | |
| Safe & Connected | | | | | | | |
| Weekly charge per client | | | | | | | |
| Monitoring Service only | | 4.95 | 0.00 | 4.95 | 5.35 | 0.00 | 5.35 |
| Monitoring & Response service | | 7.00 | 0.00 | 7.00 | 7.55 | 0.00 | 7.55 |
| Monitoring & Response & Keep in Touch and extra peripherals service | | 9.25 | 0.00 | 9.25 | 10.00 | 0.00 | 10.00 |

| Description of Proposed Charges, Allowance & Disregards | Service is Vatable | LONDON BOROUGH OF ENFIELD PEOPLE DEPARTMENT | | | LONDON BOROUGH OF ENFIELD PEOPLE DEPARTMENT | | |
|--|--------------------|--|----------|--------|--|----------|--------|
| | | FEES & CHARGES 2022/23 | | | PROPOSED FEES & CHARGES 2023/24 | | |
| | | Basic | VAT@ 20% | Total | Basic | VAT@ 20% | Total |
| Equipment & Adaptations Under £1000 | | | | | | | |
| For equipment/adaptations in excess of £1000, there may be a charge subject to financial assessment. For works carried out through the Disabled Facilities Grant process there may also be a charge subject to financial assessment, unless the disabled person for whom work is being completed is a child for whom child benefit is being claimed. | | | | | | | |
| Emergency Card Scheme | | | | | | | |
| Weekly charge | | 1.65 | 0.00 | 1.65 | 1.65 | 0.00 | 1.65 |
| Set up costs | | 11.20 | 0.00 | 11.20 | 11.20 | 0.00 | 11.20 |
| Note: Safe & Connected fees also apply | | | | | | | |
| Blue Badge | | | | | | | |
| Administration charge (valid for up to 3 years) | | 10.00 | 0.00 | 10.00 | 10.00 | 0.00 | 10.00 |
| | | | | | Note : Statutorily set, no change advised. | | |
| Treatment of an Individuals Capital Resources (determined by Department of Health and Social Care) | | | | | | | |
| (i) Capital Resources Retained | | As published on Gov.uk. Social care charging for local authorities: 2022 to 2023 | | | As published on Gov.uk. Social care charging for local authorities: 2023 to 2024 | | |
| (ii) Income Assumed for every £250 in excess of (i) above | | As above | | | as in (i) above | | |
| (iii) Maximum charge applies where Capital Resources exceed | | As above | | | as in (i) above | | |
| Interest Charge for late payment | | Bank of England base rate plus 1% | | | Bank of England base rate plus 1% | | |
| Legal charge for setting up agreement | | | | 220.00 | 220.00 | | 220.00 |
| Property Valuation Fee | | | | 326.00 | 326.00 | | 326.00 |
| Land Registry Fee | | | | | Cost as detailed on gov.uk | | |
| Set up Administration costs | | | | 357.00 | 357.00 | | 357.00 |
| Annual Administration fee | | | | 109.00 | 109.00 | | 109.00 |
| Termination fee | | | | 54.00 | 54.00 | | 54.00 |
| Interest charges on Deferred Payment Loans | | In line with the current gilt rate, published by the Office for Budget Responsibility (OBR). | | | In line with the current gilt rate, published by the Office for Budget Responsibility (OBR). | | |
| Minimum Cost | | | | | | | |
| Minimum cost of the service for charging is set at £2.70 per week. | | | | 2.70 | | | 2.70 |
| CHILDREN'S & FAMILIES | | | | | | | |
| Enfield Public Safety Centre | | | | | | | |
| Non-police CCTV footage requests and evidence packs to support civil claims: | | | | | | | |
| Initial request fee | | | ~ | | 100.00 | 20.00 | 120.00 |
| Second stage fee | | | ~ | | 200.00 | 40.00 | 240.00 |

| Description of Fees & Charges <i>Italics denotes statutory fees</i> | Statutory or Non Stat | Service is Vatable | LONDON BOROUGH OF ENFIELD CEX DEPARTMENT FEES & CHARGES 2022/23 | | | LONDON BOROUGH OF ENFIELD CEX DEPARTMENT PROPOSED FEES & CHARGES 2023/24 | | |
|--|-----------------------|--------------------|---|----------|----------|--|----------|----------|
| | | | Basic | VAT@ 20% | Total | Basic | VAT@ 20% | Total |
| | | | £ | £ | £ | £ | £ | £ |
| REGISTRARS | | | | | | | | |
| Certificates: | | | | | | | | |
| <i>Birth and Death Registrations-Certificates issued on the day</i> | Y | | 11.00 | 0.00 | 11.00 | 11.00 | 0.00 | 11.00 |
| <i>Certificate issued after Registration</i> | Y | | 11.00 | 0.00 | 11.00 | 11.00 | 0.00 | 11.00 |
| <i>Short Certificate requested after registration (Birth only)</i> | Y | | 11.00 | 0.00 | 11.00 | 11.00 | 0.00 | 11.00 |
| <i>Priority Service Fee (Same day service)</i> | Y | | 35.00 | 0.00 | 35.00 | 35.00 | 0.00 | 35.00 |
| <i>Recorded Delivery Service (Up to two certificates)</i> | N | v | 3.40 | 0.70 | 4.00 | 3.80 | 0.80 | 4.60 |
| <i>Add £1 for each additional certificate</i> | N | v | 1.10 | 0.20 | 1.20 | 1.20 | 0.20 | 1.40 |
| Marriages & Civil Partnerships | | | | | | | | |
| <i>Notice fee per person</i> | Y | | 35.00 | 0.00 | 35.00 | 35.00 | 0.00 | 35.00 |
| <i>Notice fee with referral to the Home Office per person</i> | Y | | 47.00 | 0.00 | 47.00 | 47.00 | 0.00 | 47.00 |
| <i>Conversion of a civil partnership into marriage at the Register Office</i> | Y | | 45.00 | 0.00 | 45.00 | 45.00 | 0.00 | 45.00 |
| <i>Completing the declaration</i> | Y | | 27.00 | 0.00 | 27.00 | 27.00 | 0.00 | 27.00 |
| <i>Signing the declaration in a religious building</i> | Y | | 91.00 | 0.00 | 91.00 | 91.00 | 0.00 | 91.00 |
| <i>Amending Notice of marriage</i> | N | v | 30.20 | 6.00 | 36.20 | 29.20 | 5.80 | 35.00 |
| <i>Ceremony late fee Friday Saturday in Admiral Suite and outside venues</i> | N | v | 86.50 | 17.30 | 103.80 | 83.30 | 16.70 | 100.00 |
| <i>Ceremony late fee Mon - Thurs Admiral suite</i> | N | v | 43.20 | 8.60 | 51.80 | 41.70 | 8.30 | 50.00 |
| <i>Statutory Ceremony</i> | y | | 107.00 | 0.00 | 107.00 | 107.00 | 0.00 | 107.00 |
| Consideration fee to accept or reject divorce or civil partnership dissolution documents obtained outside the UK, Channel Islands or Isle of Man. | | | | | | | | |
| <i>If considered by the Registrar</i> | Y | | 50.00 | 0.00 | 50.00 | 50.00 | 0.00 | 50.00 |
| <i>If request has to be referred to GRO</i> | Y | | 75.00 | 0.00 | 75.00 | 75.00 | 0.00 | 75.00 |
| Correction to a Certificate | | | | | | | | |
| <i>Fee for name changes to a birth certificate (Applies for changes to child's forenames within 12 months of first registration)</i> | Y | | 40.00 | 0.00 | 40.00 | 40.00 | 0.00 | 40.00 |
| <i>Fee for consideration of a correction to a birth , death , marriage or civil partnership certificate. If considered by the Registrar</i> | Y | | 75.00 | 0.00 | 75.00 | 75.00 | 0.00 | 75.00 |
| <i>If request has to be referred to GRO</i> | Y | | 90.00 | 0.00 | 90.00 | 90.00 | 0.00 | 90.00 |
| <i>PD1 form signatures</i> | N | | 45.70 | 0.00 | 45.70 | 51.30 | 0.00 | 51.30 |
| Historical Searches | | | | | | | | |
| <i>Per Visit</i> | Y | | 18.00 | 0.00 | 18.00 | 18.00 | 0.00 | 18.00 |
| Booking Fees | | | | | | | | |
| <i>Fee for provisional ceremony bookings-deposit</i> | N | | 100.00 | 0.00 | 100.00 | 100.00 | 0.00 | 100.00 |
| <i>Admin fee for notice of marriage/Civil Partnership bookings weekday and Saturdays</i> | Y | | 35.00 | 0.00 | 35.00 | 35.00 | 0.00 | 35.00 |
| <i>Wedding co-ordination appointments</i> | N | v | 60.00 | 12.00 | 72.00 | 60.00 | 12.00 | 72.00 |
| Consideration fee to accept or reject divorce or civil partnership dissolution documents obtained outside the UK, Channel Islands or Isle of Man. | | | | | | | | |
| <i>If considered by the Registrar</i> | Y | | 50.00 | 0.00 | 50.00 | 50.00 | 0.00 | 50.00 |
| <i>If request has to be referred to GRO</i> | Y | | 75.00 | 0.00 | 75.00 | 75.00 | 0.00 | 75.00 |
| Ceremony fees at Admiral Suite(Marriages and Civil Partnerships): | | | | | | | | |
| <i>Ceremony in the Admiral's Suite on a Monday to Thursday before 5pm</i> | N | | 202.60 | 0.00 | 202.60 | 280.00 | 0.00 | 280.00 |
| <i>Ceremony in the Admiral's Suite on a Friday before 5pm</i> | N | | 342.90 | 0.00 | 342.90 | 380.00 | 0.00 | 380.00 |
| <i>Ceremony in the Admiral's Suite on a Saturday before 5pm</i> | N | | 390.00 | 0.00 | 390.00 | 400.00 | 0.00 | 400.00 |
| <i>Ceremony in the Admiral's Suite on a Sunday before 5pm</i> | N | | 590.00 | 0.00 | 590.00 | 590.00 | 0.00 | 590.00 |
| <i>Ceremony fee at Admiral's suite on a bank holiday before 5pm</i> | N | | 880.00 | 0.00 | 880.00 | 1,000.00 | 0.00 | 1,000.00 |
| <i>Ceremony in the Admiral's Suite on Monday to Friday 5pm - 8pm</i> | N | | 457.20 | 0.00 | 457.20 | 600.00 | 0.00 | 600.00 |
| <i>Ceremony in the Admiral's Suite on a Saturday and Sunday 5pm - 8pm</i> | N | | 571.50 | 0.00 | 571.50 | 800.00 | 0.00 | 800.00 |
| <i>Ceremony fee at the Admiral Suite Bank holiday /Christmas Eve/New Years Eve 5pm - 8pm</i> | N | | 1,000.00 | 0.00 | 1,000.00 | 1,500.00 | 0.00 | 1,500.00 |

| Description of Fees & Charges <i>Italics denotes statutory fees</i> | Statutory or Non Stat | Service is Vatable | LONDON BOROUGH OF ENFIELD CEX DEPARTMENT FEES & CHARGES 2022/23 | | | LONDON BOROUGH OF ENFIELD CEX DEPARTMENT PROPOSED FEES & CHARGES 2023/24 | | |
|--|-----------------------|--------------------|---|----------|----------|--|-------------------------|----------|
| | | | Basic | VAT@ 20% | Total | Basic | VAT@ 20% | Total |
| | | | Ceremony in the Council Chamber on a Saturday * | N | | 685.70 | 0.00 | 685.70 |
| Ceremony fees at an Approved Venue (Marriages and Civil Partnerships and Other ceremonies): | | | | | | | | |
| Ceremony fee at an approved venue Monday to Friday before 5pm | N | | 560.00 | 0.00 | 560.00 | 590.00 | 0.00 | 590.00 |
| Ceremony fee at an approved venue Saturday before 5pm | N | | 590.00 | 0.00 | 590.00 | 600.00 | 0.00 | 600.00 |
| Ceremony fee at an approved venue Sunday before 5pm | N | | 590.00 | 0.00 | 590.00 | 620.00 | 0.00 | 620.00 |
| Ceremony fee at an approved venue Bank Holiday before 5 pm | N | | 880.00 | 0.00 | 880.00 | 1,000.00 | 0.00 | 1,000.00 |
| Ceremony fee at an approved venue Monday to Friday 5pm-8 pm | N | | 800.00 | 0.00 | 800.00 | 800.00 | 0.00 | 800.00 |
| Ceremony fee at an approved venue Saturday & Sunday 5pm - 8pm | N | | 800.00 | 0.00 | 800.00 | 900.00 | 0.00 | 900.00 |
| Ceremony fee at an approved venue Bank holiday /Christmas Eve/New Years Eve 5pm - 8pm | N | | 1,000.00 | 0.00 | 1,000.00 | 1,500.00 | 0.00 | 1,500.00 |
| Ceremony fees Admiral Suite (Renewal of vows etc): | | | | | | | | |
| Ceremony in the Admiral's Suite on a Monday to Thursday before 5pm | N | v | 168.80 | 33.80 | 202.60 | 233.33 | 46.67 | 280.00 |
| Ceremony in the Admiral's Suite on a Friday before 5pm | N | v | 285.70 | 57.10 | 342.80 | 316.67 | 63.33 | 380.00 |
| Ceremony in the Admiral's Suite on a Saturday before 5pm | N | v | 325.00 | 65.00 | 390.00 | 333.33 | 66.67 | 400.00 |
| Ceremony in the Admiral's Suite on a Sunday before 5pm | N | v | 491.60 | 98.40 | 590.00 | 491.67 | 98.33 | 590.00 |
| Private Citizenship Ceremony Monday to Friday | N | v | 116.90 | 23.40 | 140.30 | 133.33 | 26.67 | 160.00 |
| Private Citizenship Ceremony Saturday | N | v | 133.30 | 26.70 | 160.00 | 150.00 | 30.00 | 180.00 |
| LEGAL SERVICES | | | | | | | | |
| The Council will charge fixed fees for the majority of cases, save where protracted or complex, in which case the following current hourly rates will apply : | | | | | | | | |
| Solicitors and legal executives with over 8 years' experience | N | | | | | 250.00 | 0.00 | 250.00 |
| Solicitors and legal executives with over 4 years' experience | N | | | | | 200.00 | 0.00 | 200.00 |
| Other solicitors or legal executives and equivalent fee earners | N | | | | | 160.00 | 0.00 | 160.00 |
| Trainee solicitors, paralegals and other fee earners | N | | | | | 110.00 | 0.00 | 110.00 |
| The Council will charge fixed fees for the majority of cases. | | | | | | | | |
| Property Work | N | | | | | | | |
| Sale residential | N | | | | | 950.00 | 0.00 | 950.00 |
| Sale commercial | N | | | | | 1,200.00 | 0.00 | 1,200.00 |
| Sale greensward | N | | | | | 950.00 | 0.00 | 950.00 |
| Agreement for lease (agreement and new lease) | N | | | | | 1,500.00 | 0.00 | 1,500.00 |
| New Lease Commercial (standard) | N | | | | | 1,200.00 | 0.00 | 1,200.00 |
| New Lease Commercial (nonstandard) | N | | | | | | Charged at Hourly rates | |
| New Lease Residential | N | | | | | 950.00 | 0.00 | 950.00 |
| Licence to Assign / Change User & Alter - commercial | N | | | | | 850.00 | 0.00 | 850.00 |
| Licence to Underlet | N | | | | | 1,200.00 | 0.00 | 1,200.00 |
| Licence to Occupy | N | | | | | 850.00 | 0.00 | 850.00 |
| Deed of Variation of Residential & Commercial Leases (minor variations) | N | | | | | 850.00 | 0.00 | 850.00 |
| Deed of Surrender of Lease | N | | | | | 850.00 | 0.00 | 850.00 |
| Lease extension (residential) | N | | | | | 1,000.00 | 0.00 | 1,000.00 |
| Easement / wayleave | N | | | | | 850.00 | 0.00 | 850.00 |

| Description of Fees & Charges <i>Italics denotes statutory fees</i> | Statutory or Non statutory | Service is Vatable | LONDON BOROUGH OF ENFIELD RESOURCES DEPARTMENT FEES & CHARGES 2022/23 | | | LONDON BOROUGH OF ENFIELD RESOURCES DEPARTMENT PROPOSED FEES & CHARGES 2023/24 | | |
|--|----------------------------|--------------------|---|----------------|-------|--|----------------|-------|
| | | | Basic | VAT@ 20% | Total | Basic | VAT@ 20% | Total |
| | | | £ | £ | £ | £ | £ | £ |
| LIBRARIES | | | | | | | | |
| Overdue Charges | | | | | | | | |
| <i>Books, CDs, Talking Books:</i> | | | | | | | | |
| Full charges (per day) | N | | 0.30 | 0.00 | 0.30 | 0.35 | 0.00 | 0.35 |
| DVDs (Price Code B/D) : | | | | | | | | |
| Price Code B (per day) | N | | 0.65 | 0.00 | 0.65 | 0.70 | 0.00 | 0.70 |
| Price Code D (per day) | N | | 0.35 | 0.00 | 0.35 | 0.35 | 0.00 | 0.35 |
| Concessionary Charge: | | | | | | | | |
| 60+/Disabled/Unemployed | N | | 0.15 | 0.00 | 0.15 | 0.15 | 0.00 | 0.15 |
| Age 0-17/Housebound | | | | Free of charge | | | Free of charge | |
| A £10 administration fee is added to all account Adult and Concessionary where accounts are referred to a third party to recover unreturned items or money owed. | | | | | | | | |
| The amount customers can owe before their accounts are blocked is reducing from £20 to £10. This is an LLC wide decision. | | | | | | | | |
| DVDs and music recordings: loan charges | | | | | | | | |
| <i>DVD Price code B-1 week loan</i> | | | | | | | | |
| Full Charge | N | | 2.80 | 0.00 | 2.80 | 2.90 | 0.00 | 2.90 |
| Concessionary charge: Age 0-17/60+/Disabled | N | | 2.20 | 0.00 | 2.20 | 2.30 | 0.00 | 2.30 |
| <i>DVD Price code D-1 week loan</i> | | | | | | | | |
| Full Charge | N | | 1.65 | 0.00 | 1.65 | 1.75 | 0.00 | 1.75 |
| Concessionary charge: Age 0-17/60+/Disabled | N | | 1.15 | 0.00 | 1.15 | 1.25 | 0.00 | 1.25 |
| <i>Compact Discs-2 weeks loan</i> | | | | | | | | |
| Full Charge | N | | 0.65 | 0.00 | 0.65 | 0.70 | 0.00 | 0.70 |
| Concessionary charge: Age 0-17/60+/Disabled | N | | 0.45 | 0.00 | 0.45 | 0.50 | 0.00 | 0.50 |
| Housebound and Registered Blind | | | | Free of charge | | | Free of charge | |
| Spoken word: loan charges | | | | | | | | |
| <i>Full Charges</i> | | | | | | | | |
| CD /Cassette sets - 3 weeks loan | | | | Free of charge | | | Free of charge | |
| <i>Concessionary charge</i> | | | | | | | | |
| CD /Cassette sets: Age 0-17 / 60+ / Unemployed /Disabled/Low Income/Housebound | | | | Free of charge | | | Free of charge | |
| <i>Cassette sets-3 weeks loan</i> | | | | | | | | |
| Full Charge | | | | Free of charge | | | Free of charge | |
| <i>Concessionary charge</i> | | | | | | | | |
| Age 0-17 / 60+ / Unemployed /Disabled/Low Income/Housebound | | | | Free of charge | | | Free of charge | |
| Disabled/Low income/Housebound | | | | | | | | |
| Languages Courses: Loan charges | | | | | | | | |
| <i>Full Charges</i> | | | | | | | | |
| 9 weeks loan | N | | 2.20 | 0.00 | 2.20 | 2.30 | 0.00 | 2.30 |
| 3 weeks loan | N | | 1.15 | 0.00 | 1.15 | 1.30 | 0.00 | 1.30 |
| <i>Concessionary Charge (Age 0-17 / 60+ / Unemployed /Low Income)</i> | | | | | | | | |
| 9 weeks loan | N | | 1.15 | 0.00 | 1.15 | 1.20 | 0.00 | 1.20 |
| 3 weeks loan | N | | 0.65 | 0.00 | 0.65 | 0.65 | 0.00 | 0.65 |
| <i>English Language Courses:</i> | | | | | | | | |
| | | | | Free of charge | | | Free of charge | |
| IT Facilities | | | | | | | | |
| <i>PC use</i> | | | | | | | | |
| First Hour | | | | Free of charge | | | Free of charge | |
| Then for 15 mins | N | √ | 0.29 | 0.06 | 0.35 | 0.30 | 0.10 | 0.40 |
| Introductory Sessions: | | | | | | | | |
| <i>Full Charges</i> | | | | | | | | |
| Concessionary Charge | N | √ | 4.70 | 0.90 | 5.60 | 4.83 | 0.97 | 5.80 |
| Age 0-17 / 60+ / Unemployed /Low Income/Housebound/Students/Disabled | N | √ | 2.33 | 0.47 | 2.80 | 2.42 | 0.48 | 2.90 |

| Description of Fees & Charges <i>Italics denotes statutory fees</i> | Statutory or Non statutory | Service is Vatable | LONDON BOROUGH OF ENFIELD RESOURCES DEPARTMENT FEES & CHARGES 2022/23 | | | LONDON BOROUGH OF ENFIELD RESOURCES DEPARTMENT PROPOSED FEES & CHARGES 2023/24 | | |
|--|----------------------------|--------------------|---|----------|--------|--|----------|--------|
| | | | Basic | VAT@ 20% | Total | Basic | VAT@ 20% | Total |
| <i>Supported Sessions for Enfield Residents</i> | | | Free of charge | | | Free of charge | | |
| Printouts: | | | | | | | | |
| A4 Black and white | N | ✓ | 0.21 | 0.04 | 0.25 | 0.25 | 0.05 | 0.30 |
| A4 Colour | N | ✓ | 0.42 | 0.08 | 0.50 | 0.50 | 0.10 | 0.60 |
| Reservations: | | | | | | | | |
| Full charge: Books(if copy available in Enfield) | N | | 1.00 | 0.00 | 1.00 | 1.10 | 0.00 | 1.10 |
| <i>Concessionary Charge: books</i> | | | | | | | | |
| Unemployed/Low income/Disabled/60+ | N | | 0.50 | 0.00 | 0.50 | 0.55 | 0.00 | 0.55 |
| Age 0-17 | | | Free of charge | | | Free of charge | | |
| Full charge: Books(if copy needs to be purchased) | N | | 1.65 | 0.00 | 1.65 | 1.80 | 0.00 | 1.80 |
| Concessionary Charge: Age 0-17/Low income/Disabled/60+ | N | | 1.15 | 0.00 | 1.15 | 1.20 | 0.00 | 1.20 |
| On-line Reservations: | | | | | | | | |
| Full charge | N | | 0.65 | 0.00 | 0.65 | 0.70 | 0.00 | 0.70 |
| Concessionary Charge: Age 0-17/Low income/Disabled/60+ | | | Free of charge | | | Free of charge | | |
| Audio Visual /Spoken word reservations: | | | | | | | | |
| Full charge: | N | | 0.95 | 0.00 | 0.95 | 1.10 | 0.00 | 1.10 |
| Concessionary Charge: Unemployed/Low Income/Disabled/60+ | N | | 0.50 | 0.00 | 0.50 | 0.55 | 0.00 | 0.55 |
| Concessionary Charge: Age 0-17 | | | Free of charge | | | Free of charge | | |
| Replacement Charges: | | | | | | | | |
| Membership cards | N | | 2.80 | 0.00 | 2.80 | 3.00 | 0.00 | 3.00 |
| Lost items | | | Full replacement cost | | | Full replacement cost | | |
| <i>Library Market place notice boards:</i> | | | | | | | | |
| Per week | N | | 2.15 | 0.00 | 2.15 | 2.20 | 0.00 | 2.20 |
| Photocopies | | | | | | | | |
| Black & White A4 | N | ✓ | 0.21 | 0.04 | 0.25 | 0.25 | 0.05 | 0.30 |
| Black & White A3 | N | ✓ | 0.40 | 0.10 | 0.50 | 0.50 | 0.10 | 0.60 |
| Colour A4 | N | ✓ | 0.54 | 0.11 | 0.65 | 0.50 | 0.10 | 0.60 |
| Colour A3 | N | ✓ | 1.08 | 0.22 | 1.30 | 1.00 | 0.20 | 1.20 |
| Laminating: | | | | | | | | |
| A4 | N | ✓ | 0.83 | 0.17 | 1.00 | 0.90 | 0.20 | 1.10 |
| A3 | N | ✓ | 1.25 | 0.25 | 1.50 | 1.37 | 0.28 | 1.65 |
| Faxes | | | | | | | | |
| Outgoing faxes-UK - 1st page | N | ✓ | 1.08 | 0.22 | 1.30 | 1.20 | 0.20 | 1.40 |
| Outgoing faxes-UK per page- subsequent page | N | ✓ | 0.54 | 0.11 | 0.65 | 0.60 | 0.10 | 0.70 |
| Outgoing faxes-Overseas -1st page | N | ✓ | 1.50 | 0.30 | 1.80 | 1.70 | 0.30 | 2.00 |
| Outgoing faxes-Overseas per page-subsequent page | N | ✓ | 1.08 | 0.22 | 1.30 | 1.20 | 0.20 | 1.40 |
| Incoming faxes-UK-1st page | N | ✓ | 0.54 | 0.11 | 0.65 | 0.60 | 0.10 | 0.70 |
| Incoming faxes-UK per page-subsequent page | N | ✓ | 0.25 | 0.05 | 0.30 | 0.29 | 0.06 | 0.35 |
| Community Room hire charges: | | | | | | | | |
| Edmonton Green: | | | | | | | | |
| Room 1 | N | | 15.50 | 0.00 | 15.50 | 16.00 | 0.00 | 16.00 |
| Room1 concessionary | N | | 4.20 | 0.00 | 4.20 | 4.50 | 0.00 | 4.50 |
| Room 2 | N | | 24.00 | 0.00 | 24.00 | 25.00 | 0.00 | 25.00 |
| Room 2 Concessionary | N | | 5.50 | 0.00 | 5.50 | 6.00 | 0.00 | 6.00 |
| Office 1 | N | | 17.50 | 0.00 | 17.50 | 18.00 | 0.00 | 18.00 |
| Office 1 concessionary | N | | 17.50 | 0.00 | 17.50 | 18.00 | 0.00 | 18.00 |
| Office /month introductory price | N | | 818.20 | 0.00 | 818.20 | 850.00 | 0.00 | 850.00 |
| Office /month introductory price concessionary | N | | 818.20 | 0.00 | 818.20 | 850.00 | 0.00 | 850.00 |
| Enfield Town: | | | | | | | | |
| Room | N | | 15.50 | 0.00 | 15.50 | 16.00 | 0.00 | 16.00 |

| Description of Fees & Charges <i>Italics denotes statutory fees</i> | Statutory or Non-statutory | Service is Vatable | LONDON BOROUGH OF ENFIELD RESOURCES DEPARTMENT FEES & CHARGES 2022/23 | | | LONDON BOROUGH OF ENFIELD RESOURCES DEPARTMENT PROPOSED FEES & CHARGES 2023/24 | | |
|--|----------------------------|--------------------|---|----------------------|-------|--|----------------------|-------|
| | | | Basic | VAT@ 20% | Total | Basic | VAT@ 20% | Total |
| Room concessionary | N | | 4.20 | 0.00 | 4.20 | 4.50 | 0.00 | 4.50 |
| <u>Palmers Green:</u> | | | | | | | | |
| Room | N | | 15.50 | 0.00 | 15.50 | 16.00 | 0.00 | 16.00 |
| Room concessionary | N | | 4.20 | 0.00 | 4.20 | 4.50 | 0.00 | 4.50 |
| <u>Ordnance Unity Centre</u> | | | | | | | | |
| Room | N | | 15.50 | 0.00 | 15.50 | 16.00 | 0.00 | 16.00 |
| Room concessionary | N | | 4.20 | 0.00 | 4.20 | 4.50 | 0.00 | 4.50 |
| <u>Oakwood</u> | | | | | | | | |
| Room+ kitchenette | N | | 15.50 | 0.00 | 15.50 | 16.00 | 0.00 | 16.00 |
| Room+ kitchenette concessionary | N | | 4.20 | 0.00 | 4.20 | 4.50 | 0.00 | 4.50 |
| <u>Enfield Highway</u> | | | | | | | | |
| Room | N | | 15.50 | 0.00 | 15.50 | 16.00 | 0.00 | 16.00 |
| Room concessionary | N | | 4.20 | 0.00 | 4.20 | 4.50 | 0.00 | 4.50 |
| <u>Southgate</u> | | | | | | | | |
| Room | N | | 15.50 | 0.00 | 15.50 | 16.00 | 0.00 | 16.00 |
| Room concessionary | N | | 4.20 | 0.00 | 4.20 | 4.50 | 0.00 | 4.50 |
| <u>Local Studies</u> | | | | | | | | |
| <u>Photocopies & Printouts</u> | | | | | | | | |
| Black & White A4 | N | √ | 0.21 | 0.04 | 0.25 | 0.25 | 0.05 | 0.30 |
| Black & White A3 | N | √ | 0.29 | 0.06 | 0.35 | 0.50 | 0.10 | 0.60 |
| Colour A3 | N | √ | 1.08 | 0.22 | 1.30 | 1.00 | 0.20 | 1.20 |
| Colour A4 | N | √ | 0.54 | 0.11 | 0.65 | 0.50 | 0.10 | 0.60 |
| Premium Photographic paper A4 | N | √ | 1.20 | 0.30 | 1.50 | 1.30 | 0.30 | 1.60 |
| By post (admin fee) | N | √ | 1.08 | 0.22 | 1.30 | 1.20 | 0.20 | 1.40 |
| <u>Scanning</u> | | | | | | | | |
| By Email (per image) | N | √ | 1.08 | 0.22 | 1.30 | 1.20 | 0.20 | 1.40 |
| CD/Memory Disk (per image) | N | √ | 1.08 | 0.22 | 1.30 | 1.20 | 0.20 | 1.40 |
| <u>Photography</u> | | | | | | | | |
| Own equipment (per day) | N | | 2.30 | 0.00 | 2.30 | 2.60 | 0.00 | 2.60 |
| By staff (per image) | N | | 1.30 | 0.00 | 1.25 | 1.50 | 0.00 | 1.50 |
| <u>Research Service</u> | | | | | | | | |
| First Hour | | | | Free of charge | | | Free of charge | |
| 2nd-3rd hour (per hour to a maximum of 2 hours) | N | | 17.40 | 0.00 | 17.40 | 19.50 | 0.00 | 19.50 |
| <u>Reproduction Charges</u> | | | | | | | | |
| Community website/exhibition (per image) | N | √ | 4.80 | 1.00 | 5.80 | 5.40 | 1.10 | 6.50 |
| Commercial website /exhibition (per image) | N | √ | 38.50 | 7.70 | 46.20 | 43.20 | 8.60 | 51.80 |
| Commercial publication (per image) | N | √ | 38.50 | 7.70 | 46.20 | 43.20 | 8.60 | 51.80 |
| CONCESSIONARY TRAVEL | | | | | | | | |
| Blue Badge | N | | 10.00 | 0.00 | 10.00 | 10.00 | 0.00 | 10.00 |
| Disabled Persons' Freedom Pass scheme or the Taxi Card Scheme. | N | | | Free of charge | | | Free of charge | |
| CATERING | | | | | | | | |
| Primary Schools | | | | | | | | |
| Pupil meal | N | | | Price on Application | | | Price on Application | |
| Adult meal (Duty meal paid by school) | N | √ | | Price on Application | | | Price on Application | |

| Description of Fees & Charges <i>Italics denotes statutory fees</i> | Statutory or Non-statutory | Service is Vatable | LONDON BOROUGH OF ENFIELD RESOURCES DEPARTMENT FEES & CHARGES 2022/23 | | | LONDON BOROUGH OF ENFIELD RESOURCES DEPARTMENT PROPOSED FEES & CHARGES 2023/24 | | |
|--|----------------------------|--------------------|---|----------|--------|--|----------|--------|
| | | | Basic | VAT@ 20% | Total | Basic | VAT@ 20% | Total |
| Adult meal | N | √ | Price on Application | | | Price on Application | | |
| After school club meal | N | | As per individual arrangement | | | As per individual arrangement | | |
| Breakfast Club | N | | As per individual arrangement | | | As per individual arrangement | | |
| Special Schools | | | | | | | | |
| Pupil meal | N | | Price on Application | | | Price on Application | | |
| Adult meal (Duty meal paid by school) | N | √ | Price on Application | | | Price on Application | | |
| Adult meal | N | √ | Price on Application | | | Price on Application | | |
| Secondary schools | | | | | | | | |
| Pupil meal | N | | Price on Application | | | Price on Application | | |
| Adult meal (Duty meal paid by school) | N | √ | Price on Application | | | Price on Application | | |
| Adult meal | N | √ | Price on Application | | | Price on Application | | |
| MUSIC SERVICES | | | | | | | | |
| Partnership Festivals: | | | | | | | | |
| Cost of taking part (per school) | N | | 62.00 | 0.00 | 62.00 | 70.00 | 0.00 | 70.00 |
| Tuition (All Schools & Academies): | | | | | | | | |
| Cost per hour | N | | 39.00 | 0.00 | 39.00 | 40.00 | 0.00 | 40.00 |
| School based ensembles: | | | | | | | | |
| <i>Cost per week(All schools & Academies):</i> | | | | | | | | |
| 30 mins rehearsal | N | | 40.00 | 0.00 | 40.00 | 42.00 | 0.00 | 42.00 |
| 45 mins rehearsal | N | | 51.00 | 0.00 | 51.00 | 54.00 | 0.00 | 54.00 |
| 60 mins rehearsal | N | | 61.00 | 0.00 | 61.00 | 64.00 | 0.00 | 64.00 |
| School-based CPD | | | | | | | | |
| <i>Cost per session (All schools & Academies):</i> | | | | | | | | |
| Twilight | N | | 175.00 | 0.00 | 175.00 | 180.00 | 0.00 | 180.00 |
| Half day | N | | 310.00 | 0.00 | 310.00 | 310.00 | 0.00 | 310.00 |
| Full day | N | | 525.00 | 0.00 | 525.00 | 525.00 | 0.00 | 525.00 |
| CHARGES TO PARENTS | | | | | | | | |
| Tuition fees for 10 lessons: | | | | | | | | |
| 10 x small group lessons | N | | 70.00 | 0.00 | 70.00 | 72.00 | 0.00 | 72.00 |
| 10 x 20 minutes individual lessons | N | | 122.00 | 0.00 | 122.00 | 125.00 | 0.00 | 125.00 |
| 10 x 30 minutes individual lessons | N | | 182.00 | 0.00 | 182.00 | 186.00 | 0.00 | 186.00 |
| Additional termly fee for lessons taking place out of school hours | N | | 15.00 | 0.00 | 15.00 | 15.00 | 0.00 | 15.00 |
| Out of school music groups, charged to parents per term | | | | | | | | |
| All junior groups (1 hr) | N | | 54.00 | 0.00 | 54.00 | 59.00 | 0.00 | 59.00 |
| Concert Band/Orchestra (1.5 hrs) | N | | 72.00 | 0.00 | 72.00 | 78.00 | 0.00 | 78.00 |
| Enfield Youth Symphony Orchestra (2.5 hrs) | N | | 93.00 | 0.00 | 93.00 | 99.00 | 0.00 | 99.00 |
| Instrument Hire (All Schools & Academies and Parents): | | | | | | | | |
| Cost per term | N | | 39.00 | 0.00 | 39.00 | 40.00 | 0.00 | 40.00 |
| DEPUTYSHIP FEES | | | | | | | | |
| <i>Remuneration of public authority deputies</i> | | | | | | | | |
| The following fixed rates of remuneration will apply where the court appoints a holder of an office in a public authority to act as deputy. These rates should be applied regardless of who carries out the function within the public authority | | | | | | | | |
| Category 1 | | | | | | | | |
| Work up to and including the date upon which the court makes an order appointing a deputy for property and affairs. <u>An amount not exceeding £745</u> | N | | An amount not exceeding £745 | | | An amount not exceeding £745 | | |
| Category II | | | | | | | | |

| Description of Fees & Charges <i>Italics denotes statutory fees</i> | Statutory or Non-statutory | Service is Vatable | LONDON BOROUGH OF ENFIELD RESOURCES DEPARTMENT FEES & CHARGES 2022/23 | | | LONDON BOROUGH OF ENFIELD RESOURCES DEPARTMENT PROPOSED FEES & CHARGES 2023/24 | | |
|--|----------------------------|--------------------|---|---|--------|--|---|--------|
| | | | Basic | VAT@ 20% | Total | Basic | VAT@ 20% | Total |
| Annual management fee where the court appoints a local authority deputy for property and affairs, payable on the anniversary of the court order. Management costs are assumed to cover any incidental costs incurred in management of P's affairs with the exception of those mentioned under paragraph 20 below | | | | | | | | |
| <i>20. Public Authorities are allowed to use P's funds to pay for specialist services that P would have normally be expected to pay if he had retained capacity such as conveyancing, obtaining expert valuations and obtaining investment advice</i> | | | | | | | | |
| a) For the first year: <i>An amount not exceeding £775</i> | N | | | An amount not exceeding £775 | | | An amount not exceeding £775 | |
| b) For the second and subsequent years: <i>An amount not exceeding £650</i> | N | | | An amount not exceeding £650 | | | An amount not exceeding £650 | |
| c) <i>Where the net assets of P are below £16,000</i> , the local authority deputy for property and affairs may take an annual management fee not exceeding 3.5% of P's net assets on the anniversary of the court order appointing the local authority as deputy | N | | | An Annual management fee not exceeding 3.5% of net assets | | | An Annual management fee not exceeding 3.5% of net assets | |
| d) Where the court appoints a local authority deputy for health and welfare, the local authority may take an annual management fee not exceeding 2.5% of P's net assets on the anniversary of the court order appointing the local authority as deputy for health and welfare up to a maximum of £555 | N | | | An Annual management fee not exceeding 2.5% of net assets up to maximum of £555 | | | An Annual management fee not exceeding 2.5% of net assets up to maximum of £555 | |
| Category III | | | | | | | | |
| Annual property management fee to include work involved in preparing property for sale, instructing agents, conveyancers, etc or the ongoing maintenance of property including management and letting of a rental property or properties where 'P' is a tenant <i>An amount not exceeding £300</i> | N | | | An amount not exceeding £300 | | | An amount not exceeding £300 | |
| Category IV | | | | | | | | |
| Preparation and lodgement of a report or account to the Public Guardian <i>An amount not exceeding £216</i> | N | | | An amount not exceeding £216 | | | An amount not exceeding £216 | |
| Category V | | | | | | | | |
| Preparation of a Basic HMRC income tax return (bank or NS&I interest and taxable benefits) on behalf of P <i>An amount not exceeding £70</i> | N | | | An amount not exceeding £70 | | | An amount not exceeding £70 | |
| Preparation of a Complex HMRC income tax return (bank or NS&I interest, taxable benefits, small investment portfolio) on behalf of P <i>An amount not exceeding £140</i> | N | | | An amount not exceeding £140 | | | An amount not exceeding £140 | |
| Travel Rates | | | | | | | | |
| Public authority and other third sector deputies are allowed the fixed rate of £40 per hour for travel costs | N | | | £40 per hour | | | £40 per hour | |
| APPOINTEESHIP FEES: Charge per annum | N | | | An amount not exceeding £650 | | | An amount not exceeding £650 | |
| Winding down fee | N | | | An amount not exceeding £250 | | | An amount not exceeding £250 | |
| COUNCIL TAX COURT COSTS: | | | | | | | | |
| Council Tax: | | | | | | | | |
| Summons | N | | 75.00 | 0.00 | 75.00 | 84.20 | 0.00 | 84.20 |
| Liability Order | N | | 27.00 | 0.00 | 27.00 | 30.30 | 0.00 | 30.30 |
| Magistrates Court costs | N | | 0.50 | 0.00 | 0.50 | 0.60 | 0.00 | 0.60 |
| Business Rates: | | | | | | | | |
| Summons | N | | 150.00 | 0.00 | 150.00 | 168.50 | 0.00 | 168.50 |
| Liability Order | N | | 50.00 | 0.00 | 50.00 | 56.20 | 0.00 | 56.20 |
| Magistrates Court costs | N | | 0.50 | 0.00 | 0.50 | 0.60 | 0.00 | 0.60 |
| Discount options: | | | | | | | | |
| Provision to offer discount to adapt to the market (Where required and appropriate) | N | | | | | | | |
| Online Discount (Provision to provide online discount where appropriate) | N | | | | | | | |

STATUTORY CALCULATIONS AND RESOLUTIONS

The calculation of the Council's Council Tax Requirement is governed by the Local Government Finance Act 1992 (the Act) as amended by the Localism Act 2011.

Subject to Members agreeing the budget in this report, the following formal resolutions will need to be considered by Council:

- 1) it be noted that at its meeting on 25th January 2023, Council agreed the number of 96,794 as its Council Tax base for 2023/24, in accordance with the Local Authorities (Calculation of Tax base) Regulations. This tax base number is predicated on agreement of the proposed changes to the Council Tax Support scheme.
- 2) the following amounts be now calculated by the Council for the year 2023/24 in accordance with Section 31 to 36 of the Act as amended:
 - (a) **£1,292,410,000** being the aggregate of the amounts which the Council estimates for the items set out in Section 31A(2) of the Act (**gross revenue expenditure**),
 - (b) **£1,145,447,000** being the aggregate of the amounts, which the Council estimates for items set out in section 31A(3) of the Act (**revenue income including government grants**),
 - (c) **£146,963,000** being the amount by which the aggregate at (a) above exceeds the aggregate at (b) above (**net revenue expenditure**), calculated by the Council, in accordance with Section 31A(4) of the Act, as its Council Tax requirement for the year.
 - (d) **£1,518.30** being the amount at (c) above, all divided by the Council Tax base of **96,794** (1 above) calculated by the Council, in accordance with Section 31B(1) of the Act, as the basic amount of Council Tax for the year 2023/24.

(e)

| Valuation Band | Proportion in relation to Band D | Enfield £ |
|----------------|----------------------------------|--------------|
| A | 6/9 | £1,012.20 |
| B | 7/9 | £1,180.90 |
| C | 8/9 | £1,349.60 |
| D | 9/9 | £1,518.30 |
| E | 11/9 | £1,855.70 |
| F | 13/9 | £2,193.10 |
| G | 15/9 | £2,530.50 |
| H | 18/9 | £3,036.60 |

STATUTORY CALCULATIONS AND RESOLUTIONS

being the amounts given by multiplying the amount at (d) above by the number which, in proportion set out in Section 5(1) of the Act, is applicable to dwellings listed in a particular valuation band divided by the number which in that proportion is applicable to dwellings listed in valuation Band D, calculated by the Council in accordance with Section 36(1) of the Act, as the amounts to be taken into account for the year in respect of categories of dwellings listed in different valuation bands;

- f) it will be noted that, for the year 2023/24, the Greater London Authority (GLA) has stated the following amounts in precepts issued to the Council, in accordance with Section 40 of the Local Government Finance Act 1992, for each of the categories of the dwellings shown below:

| Valuation Band | Proportion in relation to Band D | GLA £ |
|----------------|----------------------------------|----------|
| A | 6/9 | £289.43 |
| B | 7/9 | £337.66 |
| C | 8/9 | £385.90 |
| D | 9/9 | £434.14 |
| E | 11/9 | £530.62 |
| F | 13/9 | £627.09 |
| G | 15/9 | £723.57 |
| H | 18/9 | £868.28 |

- g) having calculated the aggregate amount in each case of the amounts at 2(e) and (f) above, the Council, in accordance with Section 30(2) of the Local Government Finance Act 1992, sets the following amounts as the amounts of Council Tax for the year 2023/24 for each of the categories of dwellings shown below:

| Valuation Band | Proportion in relation to Band D | Total £ |
|----------------|----------------------------------|------------|
| A | 6/9 | £1,301.63 |
| B | 7/9 | £1,518.56 |
| C | 8/9 | £1,735.50 |
| D | 9/9 | £1,952.44 |
| E | 11/9 | £2,386.32 |
| F | 13/9 | £2,820.19 |
| G | 15/9 | £3,254.07 |
| H | 18/9 | £3,904.88 |

STATUTORY CALCULATIONS AND RESOLUTIONS

- 3) The Referendums Relating to Council Tax Increases (Principles) (England) Report 2023/24 sets out the principles which the Secretary of State has determined will apply to local authorities in England in 2023/24.

The Council hereby determines that its relevant basic amount of council tax for the financial year 2023/24 for the London Borough of Enfield element of the Council Tax, is not excessive.

London Borough of Enfield**Council****Meeting Date: 23rd February 2023**

Subject: Council Tax Support Scheme - 2023/24**Cabinet Member: Cllr Tim Leaver****Executive Director: Fay Hammond****Key Decision: 5514**

Purpose of Report

1. This report sets out proposals for the Council Tax Support Scheme for the financial year 2023/24. The 2023/24 Scheme is largely based on the 2022/23 Scheme, updated for legislative amendments, income uprating and administrative changes. The Scheme also includes the introduction of an earned income banded Scheme for households in receipt of Universal Credit. This follows a Cabinet report in October 2022 to consult residents on this amendment to the Scheme. The results of this consultation are included within this report.

Proposal(s)

2. Agree the Local Council Tax Support Scheme for 2023/24 as summarised in Appendix A to provide financial support for households on low incomes in paying their Council Tax.

Reason for Proposal(s)

3. 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

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

Background

5. 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.

6. Every year the Council is obliged to consider whether to revise or replace its local Council Tax Support Scheme. Following resident consultation and an Equalities Impact Assessment, when developing the 2014/15 Scheme, the Council increased the range of protected groups further 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). Since 2014/15 there have not been any significant amendments to the Scheme apart from changes to the minimum payment.

Review of the operation of the Council Tax Support Scheme in 2022/23

7. Enfield currently has four distinct financial assessments within the overall scheme:
 - Statutory scheme for pension age claimants
 - Local scheme to protect the disabled, carers, and care leavers from making the minimum payment
 - Financial assessment for working age households still in receipt of legacy benefits e.g., Income Support
 - Financial assessment for working age households in receipt of Universal Credit
8. As more working age households have migrated to Universal Credit, the Council recognised that the financial assessment for working age households in receipt of Universal Credit needed reviewing to bring the financial assessment in line with other Council Tax Support assessments to ensure the Scheme is equitable and fair.
9. Working households receiving Universal Credit currently receive higher Council Tax Support awards than working households still in receipt of the legacy benefits. This is because the current Scheme does not reduce Council Tax Support for Universal Credit households with earnings and awards maximum Council Tax Support. This financial assessment inconsistency and inequity was caused by the way households migrated to Universal Credit. Universal Credit is a benefit which replaces six existing benefits, including both working tax credit and child tax credit. It combines in-work and out of work benefits to help people who are on a low income with their living costs. The roll out was delayed for several years and initially only non-working households with a change in circumstances were migrated. Full Council Tax Support was awarded to these households in line with income support, job seekers allowance etc. Migration to Universal Credit significantly increased since 2018/19 and started to include more working households.
10. Council Tax Support working age costs were estimated to stabilise during 2022/23 due to an expected reduction in working age claimants as the economy recovers from COVID-19, although the outlook remains uncertain due to the war in Ukraine and cost of living crisis. Irrespective of this, an additional 3,000 existing claimants receiving legacy benefits e.g., Income Support, Job Seekers Allowance, are expected to migrate to Universal Credit during 2022/23 which will increase Council Tax Support costs by a further

£0.3m. When the migration is completed, it is estimated a further £0.8m cost will be incurred by the Council due to this financial assessment anomaly, a total additional cost of £2.4m.

11. The Council intended to review the Council Tax Support Scheme for 2020/21 before most working households transferred to Universal Credit but this was considered neither possible nor appropriate due to the Pandemic. This is the earliest opportunity the Council has had to present proposals to change the Scheme to residents.
12. At October Cabinet, it was agreed to consult residents on a proposal to introduce an earned income banded scheme for households in receipt of Universal Credit. The 12-week consultation closed on 6 January. The results of this consultation, including views from Voluntary and Community groups, the Greater London Authority and residents are included within this report.
13. The Council has introduced a Fair Debt and Income Strategy. Incorporated in the Strategy are a range of measures that continue to modernise council's debt collection and income processes, working closely to understand the needs and situations of customers, streamlining processes, and ensuring that the Council strikes the right balance of maximising income while also proactively supporting customers in need. For vulnerable and low-income households, the Council will use tailored collection approaches to avoid court and bailiff enforcement and additional costs where possible.

Proposed amendments to the Council Tax Support scheme for 2023/24

14. The introduction of the earned income banded scheme for households in receipt of Universal Credit based on the earned income and household composition are shown at Appendix B.
15. The net earned income bands have been calculated based on the current working Council Tax Support financial assessments to ensure consistency in the revised scheme. Please note the earned income bands have been uprated by 10.1% since the consultation in accordance with the social security/housing benefit annual uprating percentage prior to the 1st of April 2023.
16. Following comments received from the voluntary sector in the consultation the Council will introduce an additional income band between £0 to £55 for low-income households in low paid work for the 2024/25 Council Tax Support scheme. The Council is unable to consider making this change for the 2023/24 scheme as the risk of changing the Council Tax Support and Council Tax software so close to main billing is too high. The change will maintain the contribution towards the Council Tax at the minimum payment level (currently 24.5%) therefore excluding households in low paid work from paying additional council tax. This additional band to be introduced, which will be uprated in accordance with the social security/housing benefit annual uprating percentage prior to 2024/25, is also shown at Appendix B. Households undertaking low paid work in 2023/24 will be invited to claim Council Tax Support hardship to mitigate any adverse the impact of the

banded scheme. The financial impact of this change will be included into the 2024/25 budget

17. Protected groups remain the same as the 2022/23 including the protected category for care leavers aged under 25 years old apart from where the Limited Capability for Work element, Disabled Child element and Carer element included in Universal Credit. This is to maintain the alignment of the Council protected groups to the Department of Work and Pensions and will not incur additional cost.
18. The minimum contribution for working age households not in a protected group will remain at 24.5% for 2023/24.
19. Premium and personal allowances shown in the Council Tax Support scheme will be updated in accordance with the social security/housing benefit rates that will apply from April 2023 and aligned with Department of Work and Pension categories to ensure consistency except where specifically changed by the council (e.g., high rate non dependant deduction). In addition, backdating of claims can be for up to 12 months from the date of claim where good cause can be demonstrated, and Council Tax Support will be allowed to be paid on two homes in cases of domestic violence.
20. The Council Tax Reduction Schemes (Prescribed Requirements) (England) (Amendment) Regulations will be incorporated in the 2023/24 local Council Tax Support scheme. These are expected to include Department for Levelling Up, Housing and Communities updates on the Council Tax Support scheme implications for Cost-of-Living payments, persons in receipt of Infected Blood Payments, and the treatment of nationals of a state which has ratified the European Convention on Social and Medical Assistance or a state that has ratified the Council of Europe Social Charter.

Proposal subject to consultation - The introduction of the earned income banded scheme for households in receipt of Universal Credit

21. What is the Council's proposal for the Council Tax Support Scheme in 2023/24?

The Council is proposing to introduce an earned income banded scheme for those households claiming Universal Credit, based on net earned income and household type. There is currently inequity in the system which is why we are proposing to change it. Universal Credit claimants working receive more Council Tax Support and pay less Council Tax than those working but claiming other benefits e.g., Working Tax Credit. This proposal will align these two groups of claimants to make the scheme fairer.

22. What is the impact on Council's proposal for the Council Tax Support Scheme in 2023/24?

The recommended scheme maintains existing levels of support for over 80% of existing claimants. The Council Tax Support reduction by household for the impacted working households is also shown below. The proposed

income banded scheme will reduce Council Tax Support for approximately 6,500 working households by an average of £220 per annum or £4.23 a week.

| Reduction in Council Tax Support | Couple | Family 1 Dep | Family 2+ Deps | Single | Total |
|----------------------------------|------------|--------------|----------------|--------------|--------------|
| Losing Less than £5 per week | 135 | 1,373 | 2,125 | 441 | 4,074 |
| Losing between £5.01 and £10/wk | 122 | 532 | 579 | 463 | 1,696 |
| Losing between £10.01 and £15/wk | 68 | 136 | 71 | 312 | 587 |
| Losing between £15.01 and £25/wk | 37 | 34 | 45 | 74 | 190 |
| Total | 362 | 2,075 | 2,820 | 1,290 | 6,547 |

23. What does the Council's proposal achieve?

Consistency and Equitable

The Government are moving more and more households on to Universal Credit. Calculations for Council Tax Support are different for those who receive Universal Credit than they are for those who do not. To ensure consistency with non-Universal Credit assessments the Council is proposing to introduce an earned income banded scheme before the migration to Universal Credit is complete. The Council believes this will help to simplify the transition for those in receipt of such benefits.

Alignment of rules with Universal Credit calculation

The proposed earned income banded scheme only considers earnings above the Universal Credit standard allowance and top up amounts for children, disability, and other additional needs. The Council Tax Support will not change if the Universal Credit allowance changes as this reflects the Government assessment of need. Income like Disability Living Allowance, War Pensions and Child Benefit will continue to be disregarded in the calculation.

Minimising the number of existing households impacted

By changing the Scheme from 1st April 2023 over 80% of existing households in receipt of a Council Tax Support will not be impacted, including:

Not in-work households receiving Universal Credit. These households will continue to receive the maximum 75.5% Council Tax Support award.

Households in receipt of legacy benefits (e.g., Income Support, Job Seekers Allowance) will continue to be assessed in accordance with the Council Tax Support scheme rules aligned with Housing Benefit which consider earnings.

Pensioners will continue to be assessed in accordance with the statutory Scheme

Of the current caseload it is estimated that 6,500 households out of the 35,500 will be impacted.

Modernisation

Most information required to assess the Council Tax Support for the earned income banded scheme will be available from the assessment of Universal Credit. This will keep the cost to the Council of administering the CTS Scheme as low as possible, avoid the need to ask households for information they have already provided to the Department of Work and Pensions.

If income goes up or down but stays within the same band, the amount of Council Tax payable will not change. This reduces the regular monthly changes brought about by Universal Credit and therefore reduces the possibility of monthly Council Tax rebilling.

The Council Tax Support earned income assessment will use the Universal Credit household earnings figure. This will ensure consistency and transparency.

The proposal will update the basis of assessment for the working age Council Tax Support scheme to allow for the smooth transition for the remaining non-Universal Credit households. The scheme will allow for the Council to respond to Government changes to welfare benefits to be incorporated into the Council Tax Support scheme without major changes to the financial assessment process.

24. What is the impact on the cost of the Council Tax Support Scheme in 2023/24?

The impact of this proposal on the overall cost of Council Tax Support is anticipated to be a reduction in cost of up to £1.6m. A further £0.8m of anticipated additional cost will be avoided if the banded scheme is introduced for 2023/24.

25. How can the Council mitigate the impact of these proposals?

Specific measures to mitigate the impact of the change in scheme include:

- Consulting residents about the proposed changes and asking for their views on how to mitigate any impact
- Applying any Government funded hardship
- Maintaining a discretionary Council hardship fund
- Applying the Council's Fair Debt and Income policy to the collection of council tax
- Provide a one-to-one opportunity for households on request

In addition, Enfield's Welfare Advice & Debt Support Team is a service that helps to support vulnerable residents to maximise their income and get their full entitlement to welfare benefits, advice and assist to support residents with council debts such as rent arrears, Adult Social Care debt, Housing benefits overpayments and Council tax arrears/debt. For other debts residents can be offered a fast-track referral process to Citizens Advice. The aim is to holistically case manage the resident's situation.

The Consultation Process and results

26. The consultation was available for 12 weeks between the 14 of October and the 6 of January 2023. Communication and publicity regarding the consultation included:

An on-line questionnaire for residents

Over 23,000 emails and 3,000 letters were sent to working age claimants receiving Council Tax Support both signposting the online consultation and offering a one-to-one session with a Council Tax officer to give an indication of how the proposal may impact on the household.

In total, 185 responses to the online questionnaire were submitted and we received 34 emails requesting individual advice regarding the impact of the proposal on household Council Tax. Of these, 13 would be negatively impacted and were given welfare benefit and other financial advice. The remainder asked how they would be impacted if they did start working. Information from these sessions have been captured and considered. However, the information is specific to the individuals' circumstances, so it will not be shared.

An easy read version for those who may have problems completing the standard version, such as those with learning difficulties, was also made available on the website.

Voluntary and Community Sector (VCS) e-newsletter

Articles were added to the VCS e-newsletter, which is sent to around 800 local VCS organisations. The purpose being to invite responses from VCS organisations as well as to ask them to promote the consultation among their clients. The first article was sent during the first week the consultation was launched, and another article added to the e-newsletter at around the mid-point of the consultation period.

Hard copies of the questionnaire

Available at hub libraries

Targeted social media campaign

Social media posts:

Organic Enfield Council Facebook and Twitter platforms

Digital Newsletters

- Jobs and Training e-newsletter
- Information for Council tenants and leaseholders e-newsletter
- Benefits and Social Support e-newsletter
- Health & Wellbeing e-newsletter
- News from the council e-newsletter

Poster advertising

Libraries and Civic Buildings

Housing News

Hard copy newsletter to Council Tenants and Leaseholders

CDT Bulletin and Facebook posts

Bulletin distributed to voluntary and community sector and faith groups

Newspaper Adverts

Local and Ethnic Newspapers

Staff Channels

Staff Matters, TV Screens, Posters in Civic Buildings

Consultation Response Summary

27. In response to the standard questionnaire, 183 responses were received from individuals and two from representatives. Of the individual responses:

- 65 receive Council Tax Support
- 70 do not receive Council Tax Support
- 59 receive Universal Credit
- 45 receive Housing Benefit

We received 18 responses to the easy read version.

The results of the consultation can be viewed in Appendix D. Part 1 shows the Greater London Authority (GLA) response and Part 2 displays the response to the questionnaire from residents and representatives.

Greater London Authority (GLA) Response

28. The GLA recognises that local authorities face difficult choices on CTS schemes, as overall funding from central government has reduced and funding for CTS is no longer identifiable within the settlement.

The GLA recognises that the design of the final scheme is ultimately a matter for the council to determine. The GLA therefore does not raise any specific objections to the broad approach proposed by the council. If it decides to proceed with its proposals we would, however, encourage the council to monitor the impact of the changes on vulnerable low-income households given the current cost of living crisis.

The GLA welcomes the support the Council continues to provide to those CTS claimants experiencing financial hardship, through its discretionary hardship scheme and Enfield's Welfare Advice & Debt Support Team, as well as referral services to Citizens Advice.

CAB Response

29. The CAB stated the proposal was 'Fair' and made the following comment:

'The earnings bandings may cause a disincentive to taking on low paid work as the first earning band starts at 1 penny. We would ask that the earnings banding be increased for example, starting at £50 rather than 1 penny. The current proposal may prevent clients from undertaking permitted / therapeutic work. What provision will be made to deal with enquiries when the change comes in? People will have enquiries and want to talk to

someone who can explain the changes and make alterations if there are errors.'

30. An additional income band for households undertaking low paid work will be included in the Council Tax Support scheme for 2024/25 because of this response. A change to the number of income bands to the financial assessment software for 2023/24 cannot be adequately tested prior to Council Tax billing and implementation is therefore considered to be too high a risk.

Key findings from responses to the questionnaire

31. The key consultation findings from residents and VCS representatives are shown at Appendix D with analysis contained in Appendix E.

32. Q6 - On the whole, do you think the proposal is fair or unfair?

More respondents thought the proposal was fair rather than unfair. Almost half of those most likely impacted by the proposal (Universal Credit recipients) feel it is unfair

33. Q7 - Overall, what do you think will be the impact on your household if we introduced this proposal?

Around half feel the proposal will have either positive or neutral impact on their household. Unexpectedly, Universal Credit recipients are less positive and more negative.

34. Q12 - Respondents' preferred approach for 2022/23

Similar numbers prefer to either implement the proposal or to make no changes at all

35. Q11 - Are respondents aware of the Council Tax Hardship Fund?

More than six out of 10 respondents are not aware of the Council Tax Hardship Fund

Equality impact

36. The impact of the proposal on the protected characteristics is detailed in the Equality Impact Assessment (EQIA). Specific mitigations were included in the EQIA prior to consultation. Following the consultation, these following mitigations have been added to the EQIA.

37. Religion

The Council is committed to protecting vulnerable residents and delivering a fair Council Tax Support Scheme, including for those with different religions and beliefs. For this reason, the Council signposted this consultation to the

Enfield Faith Forum, an organisation with a large number of representatives from religious organisations across the borough.

The Council supports vulnerable groups through improved access to affordable credit, improved money management, our Fair Income and Debt Policy and our Council Tax and benefit helpline.

Mitigating actions

People of all religions and beliefs can be impacted by the proposal, but this may not be disproportionately more for one religious group or beliefs over another. This is something the Council will look to continually monitor.

As awareness of the Hardship Fund is low across all respondents, the Council will look to engage with the Faith Forum to address this issue

38. Sexuality and Transgender

The Council is committed to protecting vulnerable residents and delivering a fair Council Tax Support Scheme, including for those who are lesbian, gay, bisexual, and transgender. For this reason, the Council signposted this consultation to the Enfield Lesbian, Gay Bisexual and Transgender Network.

The Council support vulnerable groups through improved access to affordable credit, improved money management, our Fair Income and Debt Policy and our council tax and benefit helpline.

Respondents were asked in the questionnaire if they have a gender other than male or female. However, all respondents stated they were male or female.

Mitigating actions

Local people who are lesbian, gay, bisexual, and transgender can be impacted by the proposal, but this may not be disproportionately so. This is something the Council will look to continually monitor.

As awareness of the Hardship Fund is low across all respondents, the Council will look to engage with the Enfield Lesbian, Gay, Bisexual and Transgender Network to address this issue.

Following the publication of further 2021 Census data by the Office of National Statistics, it is hoped we develop a better understanding of lesbian, gay, bisexual, and transgender in relation to various issues that may be relevant to future consultations and service changes the Council deliver.

39. Disability

- The Council received 40 responses from disabled residents. Of these 18 receive Council Tax Support
- When looking at the views of disabled respondents, they are generally less positive about the proposal, more likely to state that it will have a

negative impact on their household and would rather the Council make no change to the Council Tax Support scheme

- However, when the feedback was further analysed, it was found that the views of Council Tax Support claimants with a disability and those of claimants who do not have a disability were identical in relation to the key questions (e.g., around fairness of the proposal and whether the proposal would have a positive or negative impact)
- The data does suggest one key difference between the views of the Council Tax Support claimants who have a disability and those who do not: Awareness is lower among those who have a disability

Mitigating actions

- To contact disability organisations to ask them to promote the Hardship Fund among their clients and investigate further ways to raise awareness of the Fund
- We support vulnerable groups through improved access to affordable credit, improved money management, our Fair Income and Debt Policy and our council tax and benefit helpline

40. Ethnicity

- 49 who responded to the ethnicity question are white British, 73 are not white British. This is unusual with our consultations as typically white British respondents form the majority of respondents
- The number of respondents is not large enough to enable a comparison of views between more detailed categories (for example, white European and Asian/Asian British). Thus, for analysis purposes, we have compared the views of white British with those who are not white British to provide us with an indicative understanding of perceptions
- There are no differences in opinion between white British and not white British on the issue of whether the proposal is fair
- Those who are not white British feel the proposal will have a more negative impact on their household than those who are white British. However, when we further analysed the feedback, it appears the views of Council Tax Support claimants who are not white British and those who are white British are identical in relation to this issue
- When looking at the preferred approach, the data indicates that not white British favour implementing the proposal than making no change (28% and 19% respectively). This is interesting when we consider that a higher proportion of not white British than white British feel the proposal will have a negative impact on their household
- The data indicates that awareness of the Hardship Fund is the same among white British and not white British (38% and 40% respectively). This suggests awareness is low across all, regardless of broad ethnic category

Mitigating actions

- To contact ethnicity organisations to ask them to promote the Hardship Fund among their clients and investigate further ways to raise awareness of the Fund
- We support vulnerable groups through improved access to affordable credit, improved money management, our Fair Income and Debt Policy and our council tax and benefit helpline

41. Male/Female

There is nothing to suggest views are different amongst male and female respondents.

42. Income/Deprivation

The responses for this can be considered using the key findings in Appendix E. Those who claim Council Tax Support are more likely to think the proposal is unfair and are more likely to state the proposal will have a negative impact on their household. Although awareness of the Council Tax Hardship Fund is higher among Universal Credit recipients than it is with non-claimants (46% and 35%), the majority do not know about the Fund. Further analysis of the data suggests awareness is especially low among those in the east of the borough, irrespective of whether they are UC recipients.

Mitigating actions

- To work with the voluntary and community organisations to ask them to promote the Hardship Fund among their clients and investigate further ways to raise awareness of the Fund

Cost of Living Crisis – Help for Residents

43. Government – Central Government support for households is detailed at <https://www.gov.uk/cost-of-living>. The Council will signpost Enfield residents to appropriate Government help as part of welfare advice.

44. Greater London Authority – The Greater London Authority has developed a range of help for Londoners at <https://www.london.gov.uk/programmes-strategies/communities-and-social-justice/help-cost-living>.

45. Enfield Council – Council Tax Support remains an essential part of the council's help for low-income households. In addition, a package of measures designed to help residents of all incomes cope with big increases in food, energy and housing costs has been prepared by the Council. These include:

- Welfare advice and income maximisation
- Debt support
- Help with food
- Jobs and skills

- Saving energy
- Health and well being

These measures have been publicised to residents via the Enfield resident's newsletter, Council website (<https://www.enfield.gov.uk/services/your-council/cost-of-living-support>) and other media outlets. Council staff also promote any other voluntary sector, Government and Greater London Authority help.

Main considerations for the Council

46. Council Tax Support is an essential part of the Council's help for low-income households. The scheme is largely unchanged since 2021/22. The estimated cost of Council Tax Support for 2022/23 is £38.7m. There are an increasing number of residents moving from housing benefit to universal credit, as changes in circumstances is a trigger for this transfer and the Department of Work and Pensions speed up the pace of migration. This will impact on the overall cost of Council Tax Support. The current proposal would ensure the scheme is fair and equitable for all working households.

Safeguarding Implications

47. Council Tax Support helps households with young people or vulnerable adults to maintain council tax payment and avoid Council Tax arrears.

Public Health Implications

48. Council Tax Support 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

49. Equalities impact is referred to in the body of this report. Please see Appendix C for the Equalities Impact Assessment.

Environmental and Climate Change Considerations

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

Financial Implications

51. The overall cost of the Council Tax Support Scheme for 2023/24 is estimated at £39.358m, taking into account the administration's intention to increase Council Tax by 4.99% in 2023/24 plus the GLA's provisional precept value, in the event the proposals outlined in this report are agreed.

52. This estimate (net of the GLA element) has been built into the 2023/24 budget and Council Tax to be recommended to Council in February 2023 and is based on the current cohort of residents and therefore are an estimate.

53. The cost of the transitional arrangements is estimated to be £0.4m and will be funded from the existing Council Tax Hardship reserve.

Legal Implications

54. [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. The 2012 Regulations state that councils must make reductions for certain classes of pensioners. No other groups are required to receive reductions under the 2012 Regulations. In addition to pensioners, this report refers to reductions for other classes of persons, as set out above. This report considers the key risks that surround future need for Council Tax support such as if demographic changes or economic circumstances mean that eligibility for Council Tax Support increases significantly.

55. As the proposed Council Tax Support Scheme for 2023/2024 will be a revision or replacement of the current scheme there is an 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.

Under Schedule 1A, paragraph 3 of the 1992 Act, the authority must in the following order: consult any major precepting authority that has power to issue a precept to it; publish a draft scheme; and consult such other persons as it considers are likely to have an interest in the operation of the scheme.

56. The Secretary of State may make regulations about the procedure for issuing a scheme (Regulation 13(4)). Under paragraph 5(2) of the 1992 Act,

any revision to a scheme (once made), or replacement with another scheme, must be made by 11 March in the financial year preceding that in which the revision/replacement is to have effect. Under paragraph 8, a billing authority must have regard to any guidance from the Secretary of State in exercising functions relating to schemes. Paragraph 5(4) requires any revision to, or replacement of, a scheme, which has the effect of a reduction or removal in support for a class of persons, to include transitional provision.

57. Under the legislation, the local authority may not make in-year revisions and authorities should include transitional arrangements where any changes have the effect of reducing or removing a reduction to which any class of persons was previously entitled.

58. The results from the statutory consultation will be considered and the proposals revised, if necessary, following the consideration of the consultation results.

[legal implications to the report by Dina Boodhun, Legal Services 14.12.2022. Legal implications may be updated following the consultation results in January/February 2023].

Workforce Implications

59. Not applicable.

Property Implications

60. Not applicable

Other Implications

61. Not applicable

Options Considered

62. None

Conclusions

63. The proposed Scheme maintains a high level of financial support for over 35,500 pensioner and working age households and ensure the Scheme remains fair and equitable. A range of mitigations are in place to help households impacted by the scheme change.

Report Author: Sally Sanders

Head of Service
Sally.Sanders@enfield.gov.uk

Date of report

Appendices

Appendix A – Council Tax Support Scheme Summary 2023-24

Appendix B – Uprated income bands 2023-24 and 2024-25

Appendix C – Equalities Impact Assessment

Appendix D – Consultation responses

Appendix E – Consultation key findings

Background Papers

N/A

The Council Tax Reduction Scheme - Summary - 2023/24

Introduction

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.

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 2023/24 can be found at the following link –

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

The 2023/24 scheme is based on the 2022/23 scheme, but is updated for legislative amendments, income updating and administrative changes. The scheme also includes the introduction of an earned income banded scheme for households in receipt of Universal Credit.

Principles of the Scheme for 2023/24

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, 2023, 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 2023-24.

Pensionable Age claimants– The uprating of applicable amounts, premiums and disregards are updated in line with the CTRS Prescribed Regulations, issued by the Ministry of Housing, Communities and Local Government for 2023-24.

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 £469.00 gross income per week. All other non-dependant deductions have been increased in line with the Prescribed Regulations 2021.

Claimants in receipt of Universal Credit will be assessed in accordance with an earned income banded scheme.

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 £16,000.

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.

Where Limited Capability for Work element, Disabled Child element and Carer element is included in Universal Credit

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.

February 2023

This page is intentionally left blank

Appendix B

Council Tax Support 2023-24 – Uprated Income Bands

| Income Bands | Maximum CTS awarded (Not protected) | Maximum CTS awarded (Protected) | Minimum Council Tax payment (Not Protected) | Minimum Council Tax payment (Protected) | Single-weekly net earned income | Couple-weekly net earned income | Family with 1 child | Family with 2 or more children |
|--------------|-------------------------------------|---------------------------------|---|---|---------------------------------|---------------------------------|----------------------|--------------------------------|
| 1 | 75.5% | 100% | 24.50% | 0.00% | £0 | £0 | £0 | £0 |
| 2 | 60% | 84.5% | 40% | 15.5% | £0.01- £104.60 | £0.01 - £148.64 | £0.01- £203.69 | £0.01 - £258.74 |
| 3 | 45% | 69.5% | 55% | 30.5% | £104.61- £159.65 | £148.65- £203.69 | £203.70- £258.74 | £258.75- £313.79 |
| 4 | 30% | 54.5% | 70% | 45.5% | £159.66- £214.70 | £203.70- £258.74 | £258.75- £313.79 | £313.80- £368.84 |
| 5 | 15% | 39.5% | 85% | 60.5% | £214.71 and above | £258.75 and above | £313.80 and above | £368.85 and above |

Appendix B

Council Tax Support 2024-25 – Income Bands including additional band

| Income Bands | Maximum CTS awarded (Not protected) | Maximum CTS awarded (Protected) | Minimum Council Tax payment (Not Protected) | Minimum Council Tax payment (Protected) | Single-weekly net earned income | Couple-weekly net earned income | Family with 1 child | Family with 2 or more children |
|--------------|-------------------------------------|---------------------------------|---|---|---------------------------------|---------------------------------|---------------------|--------------------------------|
| 1 | 75.5% | 100% | 24.50% | 0.00% | £0 | £0 | £0 | £0 |
| 2 | 75.5% | 100% | 24.50% | 0.00% | £0.01-£55.00 | £0.01-£55.00 | £0.01-£55.00 | £0.01-£55.00 |
| 3 | 60% | 84.5% | 40% | 15.5% | £55.01-£104.60 | £55.01-£148.64 | £55.01-£203.69 | £55.01-£258.74 |
| 4 | 45% | 69.5% | 55% | 30.5% | £104.61-£159.65 | £148.65-£203.69 | £203.70-£258.74 | £258.75-£313.79 |
| 5 | 30% | 54.5% | 70% | 45.5% | £159.66-£214.70 | £203.70-£258.74 | £258.75-£313.79 | £313.80-£368.84 |
| 6 | 15% | 39.5% | 85% | 60.5% | £214.71 and above | £258.75 and above | £313.80 and above | £368.85 and above |

Appendix C

Council Tax Support scheme 2023/24 - Equalities Impact Assessment (EqIA)

Introduction

The purpose of an Equality Impact Assessment (EqIA) is to help Enfield Council make sure it does not discriminate against service users, residents, and staff, and that we promote equality where possible. Completing the assessment is a way to make sure everyone involved in a decision or activity thinks carefully about the likely impact of their work and that we take appropriate action in response to this analysis.

The EqIA provides a way to systematically assess and record the likely equality impact of an activity, policy, strategy, budget change or any other decision.

The assessment helps us to focus on the impact on people who share one of the different nine protected characteristics as defined by the Equality Act 2010 as well as on people who are disadvantaged due to socio-economic factors. The assessment involves anticipating the consequences of the activity or decision on different groups of people and making sure that:

- unlawful discrimination is eliminated
- opportunities for advancing equal opportunities are maximised
- opportunities for fostering good relations are maximised.

The EqIA is carried out by completing this form. To complete it you will need to:

- use local or national research which relates to how the activity/ policy/ strategy/ budget change or decision being made may impact on different people in different ways based on their protected characteristic or socio-economic status;
- where possible, analyse any equality data we have on the people in Enfield who will be affected e.g., equality data on service users and/or equality data on the Enfield population;
- refer to the engagement and/ or consultation you have carried out with stakeholders, including the community and/or voluntary and community sector groups you consulted and their views. Consider what this engagement showed us about the likely impact of the activity/ policy/ strategy/ budget change or decision on different groups.

The results of the EqIA should be used to inform the proposal/ recommended decision and changes should be made to the proposal/ recommended decision as a result of the assessment where required. Any ongoing/ future mitigating actions required should be set out in the action plan at the end of the assessment.

Appendix C

Council Tax Support scheme 2023/24 - Equalities Impact Assessment (EqIA)

Section 1 – Equality analysis details

| | |
|---|--|
| Title of service activity / policy/ strategy/ budget change/ decision that you are assessing | Council Tax Support Scheme 2023/24 |
| Team/ Department | Resources |
| Executive Director | Fay Hammond |
| Cabinet Member | Cllr Leaver |
| Author(s) name(s) and contact details | Sally Sanders |
| Committee name and date of decision | Consultation - Cabinet 12.10.2022 Decision – Cabinet 8th February 2023 Council 23rd February 2023 |

| | |
|---|---------------------------------------|
| Date the EqIA was reviewed by the Corporate Strategy Service | 12th December 2022 |
| Name of Head of Service responsible for implementing the EqIA actions (if any) | Sally Sanders/Bridgette Cowley |
| Name of Director who has approved the EqIA | Fay Hammond |

The completed EqIA should be included as an appendix to relevant EMT/ Delegated Authority/ Cabinet/ Council reports regarding the service activity/ policy/ strategy/ budget change/ decision. Decision-makers should be confident that a robust EqIA has taken place, that any necessary mitigating action has been taken and that there are robust arrangements in place to ensure any necessary ongoing actions are delivered.

Appendix C

Council Tax Support scheme 2023/24 - Equalities Impact Assessment (EqIA)

Section 2 – Summary of proposal

The Council is obliged to set a local Council Tax Reduction Scheme every year following the abolition of the national Council Tax Benefit system in 2013. The Council introduced a local Council Tax Support (CTS) Scheme to provide financial assistance for low-income households in paying their Council Tax. Since 2013, the Council has reviewed the scheme every year and is now deciding on the scheme for 2023/24.

Following previous Equality Impact Assessments and consultations, the Council introduced a range of groups protected from the minimum payment in the scheme that remain entitled to a maximum award of 100%. These are: pensioners, war widows, 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).

All other working age households are expected to pay a minimum contribution of 24.5% towards Council Tax. A discretionary Hardship Scheme was introduced to provide support to those households that get into severe financial hardship.

The scheme proposed for 2023/24 aims to eliminate unfairness within the current financial assessment of Council Tax Support. The current scheme:

- reduces the cost of council tax for households receiving the basic needs allowance within the council tax support scheme,
- reduces council tax support in cases of excess income above the basic needs allowance to ensure the scheme costs remain within the budgeted expenditure level.

However, there is an inconsistency for households receiving Universal Credit as households with income above the basic needs allowance do not receive a reduction in council tax support whereas households on legacy benefits, e.g., job seekers allowance, do. This makes the current scheme unfair and unaffordable as the overall costs are inflated by this anomaly. By changing the scheme in 2023/24 the Council would also avoid further additional cost of c£0.8m when the remaining 2,500 working households on legacy benefits migrate to Universal Credit. This change will impact approximately 6,500 working households. The Council will use existing data to analyse the impacted households to identify household composition and their protected characteristics so that all appropriate mitigations can be applied.

Appendix C

Council Tax Support scheme 2023/24 - Equalities Impact Assessment (EqIA)

Section 3 – Equality analysis

This section asks you to consider the potential differential impact of the proposed decision or change on different protected characteristics, and what mitigating actions should be taken to avoid or counteract any negative impact.

According to the Equality Act 2010, protected characteristics are aspects of a person's identity that make them who they are. The law defines 9 protected characteristics:

1. Age
2. Disability
3. Gender reassignment.
4. Marriage and civil partnership.
5. Pregnancy and maternity.
6. Race
7. Religion or belief.
8. Sex
9. Sexual orientation.

At Enfield Council, we also consider socio-economic status as an additional characteristic.

“Differential impact” means that people of a particular protected characteristic (e.g., people of a particular age, people with a disability, people of a particular gender, or people from a particular race and religion) will be significantly more affected by the change than other groups. Please consider both potential positive and negative impacts and provide evidence to explain why this group might be particularly affected. If there is no differential impact for that group, briefly explain why this is not applicable.

Please consider how the proposed change will affect staff, service users or members of the wider community who share one of the following protected characteristics.

The Council is aware some of these residents may have low levels of participation in Council consultations. To help maximise participation levels among these groups an email has been sent to all claimants likely affected by the proposals with details of the consultation and how they can share their views.

Appendix C

Council Tax Support scheme 2023/24 - Equalities Impact Assessment (EqIA)

Age

This can refer to people of a specific age e.g., 18-year-olds, or age range e.g., 0–18-year-olds.

Will the proposed change to service/policy/budget have a **differential impact [positive or negative]** on people of a specific age or age group (e.g., older, or younger people)?

Please provide evidence to explain why this group may be particularly affected.

Below is a table showing the age profile of Enfield **residents** (not householders) alongside the age profile of CTS households as the Council does not have estimates of householders broken down by age.

| Age band | Enfield population 2021 | % of total | CTS Claimants | % of total |
|------------------------|-------------------------|------------|---------------|------------|
| Aged 4 years and under | 21300 | 6.5 | | |
| Aged 5 to 9 years | 22800 | 6.9 | | |
| Aged 10 to 14 years | 24100 | 7.3 | | |
| Aged 15 to 19 years | 21300 | 6.5 | 55 | 0.2 |
| Aged 20 to 24 years | 19100 | 5.8 | 666 | 1.9 |
| Aged 25 to 29 years | 21200 | 6.4 | 1780 | 5.0 |
| Aged 30 to 34 years | 23100 | 7.0 | 3036 | 8.5 |
| Aged 35 to 39 years | 24000 | 7.3 | 4115 | 11.6 |
| Aged 40 to 44 years | 24600 | 7.5 | 4295 | 12.1 |
| Aged 45 to 49 years | 22700 | 6.9 | 4136 | 11.6 |
| Aged 50 to 54 years | 22700 | 6.9 | 3628 | 10.2 |
| Aged 55 to 59 years | 21100 | 6.4 | 3127 | 8.8 |
| Aged 60 to 64 years | 17100 | 5.2 | 2376 | 6.7 |
| Aged 65 to 69 years | 12800 | 3.9 | 1938 | 5.5 |
| Aged 70 to 74 years | 11200 | 3.4 | 1931 | 5.4 |
| Aged 75 to 79 years | 8200 | 2.5 | 1633 | 4.6 |
| Aged 80 to 84 years | 6500 | 2.0 | 1379 | 3.9 |
| Aged 85 and older | 6400 | 1.9 | 1422 | 4.0 |
| All persons | 330200 | 100.0 | 35517 | 100.0 |

The shaded figures show where the prevalence of residents in that age bracket is

Appendix C

Council Tax Support scheme 2023/24 - Equalities Impact Assessment (EqIA)

higher than in the population-at-large.

The majority of CTS claimants are aged between 30 and 59 with the highest number of claimants aged between 40 to 44. There does not appear to be any over or under representation amongst any particular working age group which would require targeted mitigations.

The local scheme maintains a minimum contribution for working age households, who are not in a disabled or carer group which are protected from the minimum payment. Pensionable age claimants are not included in the local scheme and are assessed under the Government prescribed regulations. The proposed scheme for 2023/24 will reduce Council Tax Support for existing working households receiving Universal Credit.

Approximately half of all CTS households have children. For families impacted by the proposals, they will have higher council tax bills to pay. The mitigations below offer financial help and advice for affected families. Once the proposal is agreed information will be publicised within the council tax bills advising residents how to claim and where to obtain advice.

Pensioner age claims are not impacted

| Age Range* | All Claimants | All Claims by Gender | | Claims with Disability | Claims by family Make up | | | |
|-----------------------|---------------|----------------------|---------------|------------------------|--------------------------|--------------|--------------|-------------------|
| | | Female | Male | | Total | Single | Couple | Family with 1 Dep |
| 19 or under | 55 | 40 | 15 | 0 | 37 | - | 15 | 3 |
| 20-24 | 666 | 492 | 174 | 12 | 258 | 11 | 282 | 115 |
| 25-29 | 1,780 | 1,465 | 315 | 132 | 302 | 23 | 670 | 785 |
| 30-34 | 3,036 | 2,420 | 616 | 234 | 382 | 27 | 829 | 1,798 |
| 35-39 | 4,115 | 3,147 | 968 | 371 | 545 | 28 | 892 | 2,650 |
| 40-44 | 4,295 | 3,027 | 1268 | 462 | 757 | 61 | 1,101 | 2,376 |
| 45-49 | 4,136 | 2,711 | 1425 | 655 | 1,143 | 154 | 1,195 | 1,644 |
| 50-54 | 3,628 | 2,238 | 1390 | 832 | 1,541 | 322 | 998 | 767 |
| 55-59 | 3,127 | 1,832 | 1295 | 1,044 | 1,939 | 472 | 446 | 270 |
| 60-64 | 2,376 | 1,288 | 1088 | 904 | 1,678 | 490 | 137 | 71 |
| 65-69 | 1,938 | 1,061 | 877 | 257 | 1,415 | 459 | 40 | 24 |
| 70-74 | 1,931 | 1,032 | 899 | 2 | 1,446 | 449 | 27 | 9 |
| 75-79 | 1,633 | 938 | 695 | 0 | 1,223 | 398 | 10 | 2 |
| 80-84 | 1,379 | 846 | 533 | 0 | 1,063 | 313 | 2 | 1 |
| 85 or older | 1,422 | 923 | 499 | 0 | 1,162 | 253 | 6 | 1 |
| Total | 35,517 | 23,460 | 12,057 | 4,905 | 14,891 | 3,460 | 6,650 | 10,516 |
| *Age of main Claimant | | 35,517 | | | 35517 | | | |

Mitigating actions to be taken

Appendix C

Council Tax Support scheme 2023/24 - Equalities Impact Assessment (EqIA)

Measures which are in place to mitigate the impact of increase in the minimum payment include:

- Consulting residents about the proposed changes and asking for their views on how to mitigate any impact
- Applying any Government funded hardship and disregarding cost of living payments as set out in the prescribed regulations
- Maintain the protected category for care leavers aged under 25 years old.
- Maintaining a discretionary Council hardship fund (estimated £400k spend for 2022/23). Households may be entitled to hardship equivalent to 50% of the loss of CTS. In some instances, households may be entitled to higher awards depending on their circumstances.
- Applying the Council's Fair Debt and Income policy to the collection of council tax
- Enfield's Welfare Advice & Debt Support Team is a service that helps to support vulnerable residents to maximise their income and get their full entitlement to welfare benefits, advice and assist to support residents with council debts such as rent arrears, Adult Social Care debt, Housing benefits overpayments and Council tax arrears/debt. For other debts residents can be offered a fast-track referral process to Citizens Advice. The aim is to holistically case manage the resident's situation. In addition to residents receiving CTS can apply for a Council Tax Hardship payment.

These measures will support residents who cannot afford to pay their council tax, regardless of their age.

N.B. Pensionable age claimants are not included in the local scheme and are assessed under the Government prescribed regulations.

Appendix C

Council Tax Support scheme 2023/24 - Equalities Impact Assessment (EqIA)

Disability

A person has a disability if they have a physical or mental impairment which has a substantial and long-term adverse effect on the person's ability to carry out normal day-day activities.

This could include: physical impairment, hearing impairment, visual impairment, learning difficulties, long-standing illness or health condition, mental illness, substance abuse or other impairments.

Will the proposed change to service/policy/budget have a **differential impact [positive or negative]** on people with disabilities?

Please provide evidence to explain why this group may be particularly affected.

The Council protects some 6,000 households from the minimum payment via the existing Council CTS scheme as shown below. All protected households receive 100% Council Tax Support if they do not have excess income above the Government needs allowance.

Provisions to mitigate the financial impact of council tax collection on working age claimants with a disability exist within:

- council tax regulations,
- government council tax support default scheme regulations included within the council scheme, and
- additional protected groups are excluded from the minimum payment requirement. The following groups will remain exempt from the minimum contribution towards Council Tax.
 - 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.

In addition, households with the following Universal Credit income elements will be included as protected:

- Carer
- Limited Capacity for work and work related activity (LCW/RA),

Less than 10% of existing protected households are working and will be impacted by the introduction of an income banded scheme. However, any reduction in CTS due to excess income will be made from the full council tax as there is no requirement to pay the 24.5% minimum payment.

35 responses to the consultation from disabled residents were received. Of these half receive Council Tax Support.

When looking at the views of disabled respondents, they are generally less

Appendix C

Council Tax Support scheme 2023/24 - Equalities Impact Assessment (EqIA)

positive about the proposal, more likely to state that it will have a negative impact on their household and would rather we make no change to the Council Tax Support scheme. However, when the feedback was further analysed, we found that the views of Council Tax Support claimants with a disability and those of Council Tax Support claimants who do not have a disability were identical in relation to the key questions (e.g., around fairness of the proposal and whether the proposal would have a positive or negative impact).

The data does suggest one key difference between the views of the Council Tax Support claimants who have a disability and those who do not: Awareness is lower among those who have a disability

Mitigating actions to be taken

The Council funds a range of protected groups at a cost in excess of £2m p.a. in addition to the default scheme provisions for claimants with a disability. These includes 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). Specific measures to mitigate the impact of the change in scheme include:

- No minimum payment for protected groups
- Consulting residents about the proposed changes and asking for their views on how to mitigate the impact. This included emailing all CTS households direct, contacting the voluntary sector, including those that are focused on disability, e.g., Enfield Carer's Centre, Enfield Disability Action and GLA, and holding local advice surgeries. The consultation was made more accessible to households with a disability by the following measures:
 - The text in the documents, including the questionnaire, can be resized. Thus, enabling some of those with visual impairments to participate
 - An easy read questionnaire was produced, enabling those with learning difficulties to share their views
 - The webpage that hosts the consultation includes an email address for residents to contact us should they require assistance with participating (for example, braille)
 - We are aware residents with a disability can be under-represented in public consultations. It was for this reason that we sent an email to all claimants likely affected by the proposals with details of the consultation
- Applying any Government funded hardship payments and disregarding cost of living payments as set out in the prescribed regulations
- Following consultation, introduce an additional income band between £0 to £55 for low-income households in low paid work for the 2024/25 Council Tax Support scheme.
- Maintaining a discretionary Council hardship fund (estimated £400k spend

Appendix C

Council Tax Support scheme 2023/24 - Equalities Impact Assessment (EqIA)

for 2022/23). Households may be entitled to hardship equivalent to 50% of the loss of CTS. In some instances, households may be entitled to higher awards depending on their circumstances. Any financial mitigation may only partially or temporarily assist with the higher council tax bill

- To contact disability organisations to ask them to promote the Hardship Fund among their clients and investigate further ways to raise awareness of the Fund
- Applying the Council's Fair Debt and Income policy to the collection of council tax. The Fair Debt and Income Strategy specifically includes disability as a circumstance where council tax enforcement processes would be adapted to meet the needs of the council taxpayer.
- To support vulnerable groups through improved access to affordable credit, improved money management, our Fair Income and Debt Policy and our council tax and benefit helpline
- Enfield's Welfare Advice & Debt Support Team is a service that helps to support vulnerable residents to maximise their income and get their full entitlement to welfare benefits, advice and assist to support residents with council debts such as rent arrears, Adult Social Care debt, Housing benefits overpayments and Council tax arrears/debt. For other debts residents can be offered a fast-track referral process to Citizens Advice. The aim is to holistically case manage the resident's situation. In addition to residents receiving CTS can apply for a Council Tax Hardship payment.

Gender Reassignment

This refers to people who are proposing to undergo, are undergoing, or have undergone a process (or part of a process) to reassign their sex by changing physiological or other attributes of sex.

Will this change to service/policy/budget have a **differential impact [positive or negative]** on transgender people?

Please provide evidence to explain why this group may be particularly affected.

Whether a person is proposing to undergo, is undergoing, or has undergone a process (or part of a process) to reassign their gender would not affect the amount of council tax support they receive. Information regarding a change of name or gender would be processed as a change to a claimant's personal details and subject to normal verification processes to ensure consistency with Universal Credit and other social security benefits.

The proposed changes to the Council Tax Support Scheme will not have a differential impact on people who are proposing to undergo, is undergoing, or has undergone a process (or part of a process) to reassign their gender.

Mitigating actions to be taken

As part of the consultation exercise the council has engaged with VCS organisations including ones that are focused on supporting people who are trans age e.g., Enfield LGBT centre.

Appendix C

Council Tax Support scheme 2023/24 - Equalities Impact Assessment (EqIA)

Marriage and Civil Partnership

Marriage and civil partnerships are different ways of legally recognising relationships. The formation of a civil partnership must remain secular, where-as a marriage can be conducted through either religious or civil ceremonies. In the U.K both marriages and civil partnerships can be same sex or mixed sex. Civil partners must be treated the same as married couples on a wide range of legal matters.

Will this change to service/policy/budget have a **differential impact [positive or negative]** on people in a marriage or civil partnership?

Please provide evidence to explain why this group may be particularly affected.

The council tax support scheme follows Government regulation regarding the financial assessment of Marriage and Civil Partnerships to ensure consistency with Universal Credit and other social security benefits.

The proposed changes to the Council Tax Support Scheme will not have a differential impact on people who are married or in a civil partnership.

We are committed to protecting vulnerable residents and delivering a fair Council Tax Support Scheme, including for married and Civil Partnership couples.

We support vulnerable groups through improved access to affordable credit, improved money management, our Fair Income and Debt Policy and our council tax and benefit helpline.

Mitigating actions to be taken

Enfield's local scheme exempts War Widows from the minimum payment. Married or people in civil partnerships can be impacted by the proposal, but this may not be disproportionately more for over another. This is something we will look to continually monitor.

Appendix C

Council Tax Support scheme 2023/24 - Equalities Impact Assessment (EqIA)

Pregnancy and maternity

Pregnancy refers to the condition of being pregnant or expecting a baby. Maternity refers to the period after the birth and is linked to maternity leave in the employment context. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth, and this includes treating a woman unfavourably because she is breastfeeding.

Will this change to service/policy/budget have a **differential impact [positive or negative]** on pregnancy and maternity?

Please provide evidence to explain why this group may be particularly affected.

Pregnancy does not affect the claimant's assessment of council tax support unless there is a change of financial circumstances. The Fair Debt and Income Strategy specifically includes pregnancy as a condition where council tax enforcement processes would be adapted to meet the needs of the council taxpayer. Maternity would be treated as a change of circumstance with additional dependant(s) and potential lower income.

The proposed changes to the Council Tax Support Scheme will not have a differential impact on women who are pregnant or recently had a baby.

Mitigating actions to be taken

As part of the consultation exercise the council has engaged with VCS organisations including ones that are focused on supporting pregnant women e.g., Enfield Women's Centre.

Race

This refers to a group of people defined by their race, colour, and nationality (including citizenship), ethnic or national origins.

Will this change to service/policy/budget have a **differential impact [positive or negative]** on people of a certain race?

Please provide evidence to explain why this group may be particularly affected.

A claimant's race, ethnicity or nationality does not impact on the council tax support financial assessment. Information is requested from each claimant on a voluntary basis to help identify potentially under-represented groups.

Out of the c.35,000 caseload, only 6,000 records regarding ethnicity are held which are largely imported from DWP claims. This is insufficient to use for this

Appendix C

Council Tax Support scheme 2023/24 - Equalities Impact Assessment (EqIA)

purpose. However, other Council held information will be used to monitor and respond to any emerging trends so that our provision is inclusive and fit for purpose.

A claimant's entitlement to CTS is decided in accordance with national criteria e.g., British Citizenship.

Overall, the proposed changes to the Council Tax Support Scheme will not have a differential impact on people because of their race or ethnicity.

42 who responded to the ethnicity question are white British, 71 are not white British. This is unusual with Enfield's consultations as typically white British respondents form the majority of respondents

The number of respondents is not large enough to enable a comparison of views between more detailed categories (for example, white European and Asian/Asian British). Thus, for analysis purposes, we have compared the views of white British with those who are not white British to provide us with an indicative understanding of perceptions

There are no differences in opinion between white British and not white British on the issue of whether the proposal is fair

Those who are not white British feel the proposal will have a more negative impact on their household than those who are white British. However, when we further analysed the feedback, it appears the views of Council Tax Support claimants who are not white British and those who are white British are identical in relation to this issue

When looking at the preferred approach, the data indicates that not white British favour implementing the proposal than making no change (28% and 19% respectively). This is notable when considering that a higher proportion of not white British than white British feel the proposal will have a negative impact on their household

The data indicates that awareness of the Hardship Fund is the same among white British and not white British (38% and 40% respectively). This suggests awareness is low across all, regardless of broad ethnic category

Mitigating actions to be taken

As part of the consultation exercise the council has engaged with VCS organisations including ones that are focused on supporting ethnic minority communities e.g., EREC. The consultation was made more accessible to households with a disability by the following measures:

- The webpage that hosts the consultation can be translated and includes an email address for residents to contact us should they require assistance with participating
- We are aware ethnic minority residents are sometimes seldom heard when it comes to public consultations. For this reason, we sent an email to all claimants likely affected by the proposals with details of the consultation and how they can share their views

Appendix C

Council Tax Support scheme 2023/24 - Equalities Impact Assessment (EqIA)

- We understand may be some claimants who do not speak and/or read English and/or may have issues. Due to this issue, we offered claimants face-to-face meetings with benefits advisers to discuss the proposal and how it may affect their household if implemented

Further mitigations include to contact ethnicity organisations to ask them to promote the Hardship Fund among their clients and investigate further ways to raise awareness of the Fund

The Council also support vulnerable groups through improved access to affordable credit, improved money management, our Fair Income and Debt Policy and our council tax and benefit helpline

Religion and belief

Religion refers to a person's faith (e.g., Buddhism, Islam, Christianity, Judaism, Sikhism, Hinduism). Belief includes religious and philosophical beliefs including lack of belief (e.g., Atheism). Generally, a belief should affect your life choices or the way you live.

Will this change to service/policy/budget have a **differential impact [positive or negative]** on people who follow a religion or belief, including lack of belief?

Please provide evidence to explain why this group may be particularly affected.

A claimant's religion and belief are not recorded within Council Tax Support records and have no impact on the financial assessment of CTS. The Council is committed to protecting vulnerable residents and delivering a fair Council Tax Support Scheme, including for those with different religions and beliefs. For this reason, we signposted this consultation to the Enfield Faith Forum. An organisation with a large number of representatives from religious organisations across the borough. We support vulnerable groups through improved access to affordable credit, improved money management, our Fair Income and Debt Policy and our council tax and benefit helpline. The proposed changes to the Council Tax Support Scheme will not have a differential impact because of a person's religion or belief.

Mitigating actions to be taken

People of all religions and beliefs can be impacted by the proposal, but this may not be disproportionately more for one religious group or beliefs over another. This is something we will look to continually monitor.

As awareness of the Hardship Fund is low across all respondents, we will look to engage with the Faith Forum to address this issue

Appendix C

Council Tax Support scheme 2023/24 - Equalities Impact Assessment (EqIA)

| |
|---|
| Sex |
| Sex refers to whether you are a female or male. |
| <p>Will this change to service/policy/budget have a differential impact [positive or negative] on females or males?</p> <p>Please provide evidence to explain why this group may be particularly affected.</p> |
| <p>This information is recorded within a claimant's personal details but does not impact on the CTS financial assessment.</p> <p>There are approximately twice the number of female council tax support scheme claimants (23,406) than male (12,057).</p> <p>Childcare could be a potential barrier to single parent increasing their hours or obtaining better paid employment, which may mean that they are dependent on benefits to support their income. To promote childcare funding via early years or the DWP, the welfare team may be able to run a campaign, which can help to support some parents of young children into employment. The Fair Debt and Income Strategy specifically identifies single parent households as a circumstance where council tax enforcement processes would be adapted to meet the needs of the council taxpayer.</p> <p>Furthermore, DWP offer specific job coach advice to help single parents with childcare responsibilities to enable them to increase work hours or obtain better paid employment as part of the service provided for Universal Credit claimants.</p> <p>The consultation results do not suggest there are any particular different views for male/female claimants. The mitigations below are appropriate for both female and male claimants.</p> |
| Mitigating actions to be taken |
| <ul style="list-style-type: none"> • Measures which are in place to mitigate the impact of the minimum payment include: • Consulting residents about the proposed changes and asking for their views on how to mitigate any impact, ensuring the consultation is inclusive, as well inviting all residents to feedback the council will engage with VCS organisations including ones that support women e.g., Enfield Women's Centre • Applying any Government funded hardship and disregarding cost of living payments as set out in the prescribed regulations • Maintaining a discretionary Council hardship fund (estimated £400k spend for 2022/23). Households may be entitled to hardship equivalent to 50% of the loss of CTS. In some instances, households may be entitled to higher awards depending on their circumstances. <p>Applying the Council's Fair Debt and Income policy to the collection of</p> |

Appendix C

Council Tax Support scheme 2023/24 - Equalities Impact Assessment (EqIA)

council tax

- Enfield's Welfare Advice & Debt Support Team is a service that helps to support vulnerable residents, regardless of their sex, to maximise their income and get their full entitlement to welfare benefits, advice and assist to support residents with council debts such as rent arrears, Adult Social Care debt, Housing benefits overpayments and Council tax arrears/debt. For other debts residents can be offered a fast-track referral process to Citizens Advice. The aim is to holistically case manage the resident's situation. In addition to residents receiving CTS can apply for a Council Tax Hardship payment.

Sexual Orientation

This refers to whether a person is sexually attracted to people of the same sex or a different sex to themselves. Please consider the impact on people who identify as heterosexual, bisexual, gay, lesbian, non-binary or asexual.

Will this change to service/policy/budget have a **differential impact [positive or negative]** on people with a particular sexual orientation?

Please provide evidence to explain why this group may be particularly affected.

Sexual Orientation is not recorded within a CTS application and has no impact on the financial assessment of council tax support.

The Council is committed to protecting vulnerable residents and delivering a fair Council Tax Support Scheme, including for those who are lesbian, gay, bisexual, and transgender. For this reason, we signposted this consultation to the Enfield Lesbian, Gay Bisexual and Transgender Network.

We support vulnerable groups through improved access to affordable credit, improved money management, our Fair Income and Debt Policy and our council tax and benefit helpline.

Respondents were asked in the questionnaire if they have a gender other than male or female. However, all respondents stated they were male or female.

The proposed changes to the Council Tax Support Scheme will not have a differential impact because of a person's sexual orientation.

Mitigating actions to be taken

Local people who are lesbian, gay, bisexual, and transgender can be impacted by the proposal, but this may not be disproportionately so. This is something we will look to continually monitor. As awareness of the Hardship Fund is low across all respondents, we will look to engage with the Enfield Lesbian, Gay, Bisexual and Transgender Network to address this issue. Following the publication of further 2021 Census data by the Office of National Statistics, we hope to develop a better understanding of lesbian, gay, bisexual, and transgender in relation to various issues that may be relevant to future consultations and service changes we

Appendix C

Council Tax Support scheme 2023/24 - Equalities Impact Assessment (EqIA)

deliver.

Socio-economic deprivation

This refers to people who are disadvantaged due to socio-economic factors e.g., unemployment, low income, low academic qualifications or living in a deprived area, social housing, or unstable housing.

Will this change to service/policy/budget have a **differential impact [positive or negative]** on people who are socio-economically disadvantaged?

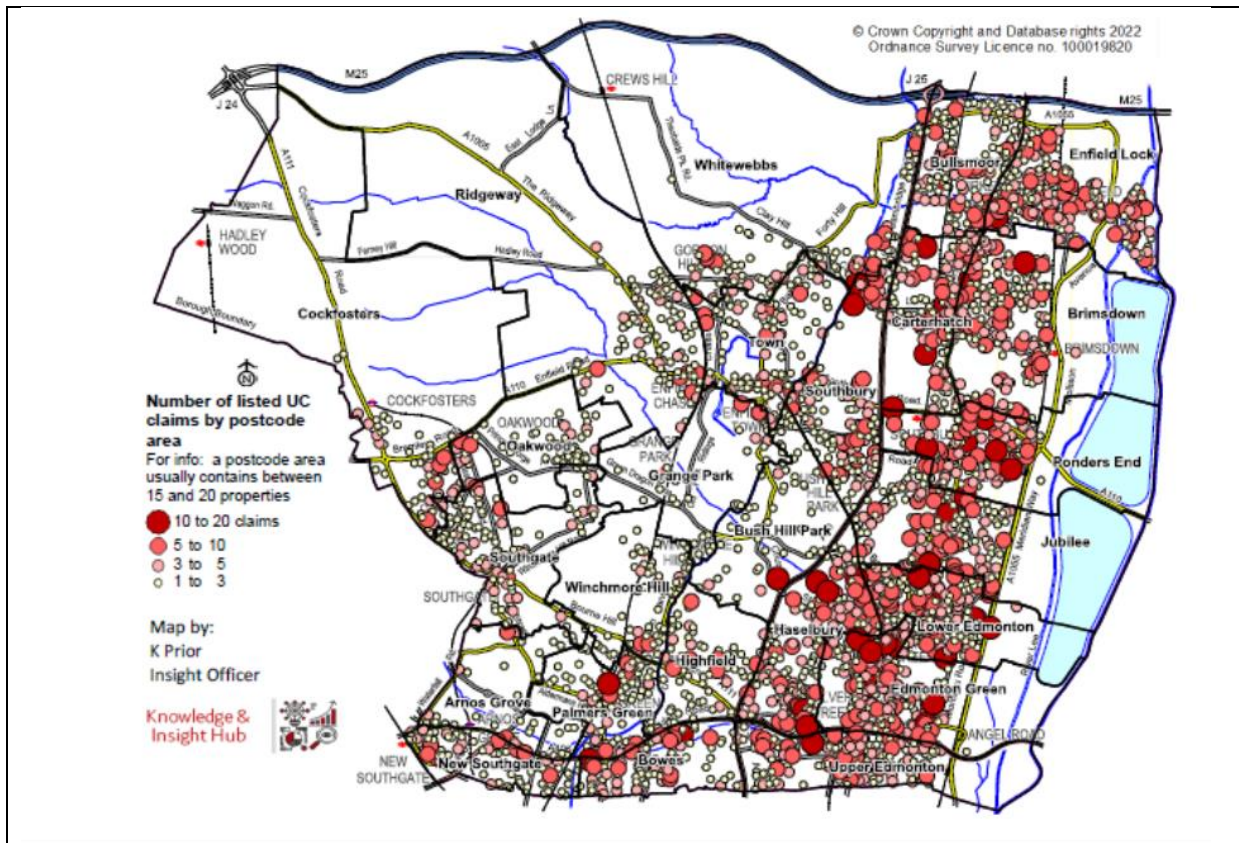
Please provide evidence to explain why this group may be particularly affected.

Appendix 1 provides an analysis of the Council Tax Support caseload by gender, disability and family make up. Appendix 2 provides the map of the borough by deprivation index. Council Tax Support in the main is targeted at households that are financially disadvantaged to support the payment of Council Tax and therefore any change to this scheme will impact on these households. Mitigations are in place as set out below.

CTS provides vital support to low-income households recommended scheme maintains existing levels of support for over 80% of existing claimants. Working households in receipt of Universal Credit as at July 2022 is shown by postcode below. A map of Enfield showing the index of deprivation is shown at Appendix 1. There is a strong correlation between those impacted and the areas of worse deprivation but in the interest of fairness it would be inequitable for these households to continue to receive higher CTS awards than those still receiving legacy benefits.

Appendix C

Council Tax Support scheme 2023/24 - Equalities Impact Assessment (EqIA)



CTS households likely to receive reduced CTS is shown below by ward. The proposed income banded scheme will reduce CTS for approximately 6,500 working households by an average of £220 per annum or £4.23 a week.

Appendix C

Council Tax Support scheme 2023/24 - Equalities Impact Assessment (EqIA)

| Impacted UC working households by ward | | | | | |
|--|------------------------------|-------------------------------------|--------------------------------------|--------------------------------------|-------------|
| Wards | Losing Less than £5 per week | Losing between £5.01 & £10 per week | Losing between £10.01 & £15 per week | Losing between £15.01 & £25 per week | Grand Total |
| Edmonton Green | 370 | 102 | 39 | 9 | 520 |
| Enfield Lock | 327 | 128 | 44 | 14 | 513 |
| Lower Edmonton | 322 | 132 | 40 | 6 | 500 |
| Haselbury | 312 | 118 | 39 | 11 | 480 |
| Jubilee | 307 | 115 | 28 | 7 | 457 |
| Brimsgate | 295 | 103 | 29 | 8 | 435 |
| Ponders End | 276 | 90 | 31 | 4 | 401 |
| Upper Edmonton | 268 | 90 | 25 | 5 | 388 |
| Carterhatch | 221 | 72 | 26 | 12 | 331 |
| Southbury | 196 | 77 | 40 | 13 | 326 |
| Bullsmoor | 163 | 73 | 27 | 7 | 270 |
| Whitewebbs | 161 | 64 | 16 | 4 | 245 |
| Southgate | 95 | 80 | 25 | 15 | 215 |
| Bowes | 115 | 54 | 24 | 9 | 202 |
| Ridgeway | 87 | 60 | 23 | 6 | 176 |
| Town | 115 | 32 | 18 | 6 | 171 |
| Palmers Green | 78 | 49 | 23 | 6 | 156 |
| New Southgate | 99 | 34 | 17 | 3 | 153 |
| Highfield | 50 | 48 | 16 | 6 | 120 |
| Cockfosters | 54 | 37 | 7 | 5 | 103 |
| Winchmore Hill | 46 | 26 | 15 | 6 | 93 |
| Oakwood | 31 | 33 | 13 | 10 | 87 |
| Bush Hill Park | 28 | 32 | 9 | 8 | 77 |
| Grange Park | 22 | 26 | 10 | 8 | 66 |
| Arnos Grove | 36 | 21 | 3 | 2 | 62 |
| | | | | | |
| Grand Total | 4074 | 1696 | 587 | 190 | 6547 |

The majority of households impacted are estimated to lose less than £5 per week and are working households with children.

Impacted households by family make up are:

| | Couple | Family 1 Dep | Family 2+ Deps | Single | Total |
|----------------------------------|--------|--------------|----------------|--------|-------|
| Losing Less than £5 per week | 135 | 1,373 | 2,125 | 441 | 4,074 |
| Losing between £5.01 and £10/wk | 122 | 532 | 579 | 463 | 1,696 |
| Losing between £10.01 and £15/wk | 68 | 136 | 71 | 312 | 587 |
| Losing between £15.01 and £25/wk | 37 | 34 | 45 | 74 | 190 |
| | 362 | 2,075 | 2,820 | 1,290 | 6,547 |

Appendix C

Council Tax Support scheme 2023/24 - Equalities Impact Assessment (EqIA)

| Banded Scheme | Cost | Claims | Yearly Ave | Ave Weekly CTS |
|----------------|-----------------------|--------------|-----------------|----------------|
| Couple | £ 294,982.80 | 362 | £ 814.87 | £ 15.65 |
| Family 1 Dep | £ 1,620,043.32 | 2,075 | £ 780.74 | £ 14.99 |
| Family 2+ Deps | £ 2,515,637.07 | 2,820 | £ 892.07 | £ 17.13 |
| Single | £ 681,463.18 | 1,290 | £ 528.27 | £ 10.15 |
| | £ 5,112,126.37 | 6,547 | £ 780.83 | £ 15.00 |

Mitigating actions to be taken.

Specific measures to mitigate the impact of the change in scheme include:

- Consulting residents about the proposed changes and asking for their views on how to mitigate any impact. One to one sessions will be available to residents in surgeries in the worse affected areas. The Council will engage with CAB and Tamil Relief Centre to identify what they can provide to mitigate the impact.
- Applying any Government funded hardship and disregarding cost of living payments as set out in the prescribed regulations
- Maintaining a discretionary Council hardship fund (estimated £400k spend for 2022/23). Households may be entitled to hardship equivalent to 50% of the loss of CTS. In some instances, households may be entitled to higher awards depending on their circumstances.
- Applying the Council's Fair Debt and Income policy to the collection of council tax
- Enfield's Welfare Advice & Debt Support Team is a service that helps to support vulnerable residents to maximise their income and get their full entitlement to welfare benefits, advice and assist to support residents with council debts such as rent arrears, Adult Social Care debt, Housing benefits overpayments and Council tax arrears/debt. For other debts residents can be offered a fast-track referral process to Citizens Advice. The aim is to holistically case manage the resident's situation. In addition to residents receiving CTS can apply for a Council Tax Hardship payment.
- Following comments received from the voluntary sector in the consultation the Council will introduce an additional income band between £0 to £55 for low-income households in low paid work for the 2024/25 Council Tax Support scheme.

NB Discretionary hardship fund offers transitional partial financial help

Appendix C

Council Tax Support scheme 2023/24 - Equalities Impact Assessment (EqIA)

Section 4 – Monitoring and review

How do you intend to monitor and review the effects of this proposal?

Who will be responsible for assessing the effects of this proposal?

The local CTS scheme has operated since 2013. The operation of the CTS scheme and its impact on council tax collection performance are monitored monthly by the Executive Director of Resources and the lead member for Resources. The cost of council tax support was expected to fall following the recovery from COVID, but the Ukrainian war is likely to impact this recovery and has caused the Cost-of-Living crisis. If there is a recession it is likely the CTS caseload will rise again. The Council Tax Support scheme must be agreed annually by the Council.

The impact of the Scheme will be monitored through the existing performance information including: number of council tax support discretionary payments, number of contacts to the welfare and debt advice team, any changes to the level of non-payment of Council Tax.

Section 5 – Action plan for mitigating actions

Appendix C

Council Tax Support scheme 2023/24 - Equalities Impact Assessment (EqIA)

| Identified Issue | Action Required | Lead officer | Timescale/By When | Costs | Review Date/Comments |
|---|--|------------------|--|--|--|
| Resident consultation | Consulting residents about the proposed changes and asking for their views on how to mitigate any impact. One to one sessions will be available to residents in surgeries in the worse affected areas. | Sally Sanders | October 13 th to January 5 th 2023 | £1,000 approx. | The outcomes of the consultation will be collated and used to inform the final decision in January |
| Applying any Government funded hardship and disregarding cost of living payments as set out in the prescribed regulations | Local Welfare Assistance, Household support fund, energy rebates are Government funded measures to support financially vulnerable residents | Sally Sanders | On-going during 2022/23 | Costs are contained within the existing Welfare and Financial Assessment teams | Work to deliver these schemes is continuing. Any further Government funded relief will be delivered as and when appropriate |
| Council tax support hardship | Maintaining a discretionary Council hardship fund - | Sally Sanders | On-going | Costs are contained within the existing Welfare and Financial Assessment teams | It is estimated that the Council will spend up to £475k in council tax support hardship for 2022/23. This will increase next year should the proposal(s) be agreed |
| Council tax enforcement | Applying the Council's Fair Debt and Income Strategy to the collection of council tax | Bridgette Cowley | On-going | Costs are contained within the existing Income and Debt teams | The Council's Fair Debt and Income Strategy was agreed at Cabinet on the 3 rd of March 2021. The strategy implements a progressive |

Appendix C
Council Tax Support scheme 2023/24 - Equalities Impact
Assessment (EqIA)

| | | | | | |
|-------------------------------|---|---------------|----------|--|--|
| | | | | | approach to the management of debt and income and helps deliver fair and equitable treatment for customers. |
| Welfare Advice & Debt Support | To offer support to residents to maximise income and get full entitlement to welfare benefits | Sally Sanders | On-going | Costs are contained within the existing Welfare and Financial Assessment teams | Enfield's Welfare Advice & Debt Support Team maintains the service to help support vulnerable residents to maximise income and get full entitlement to welfare benefits, advice and assist to support residents with council debts. The aim is to holistically case manage the resident's situation. |

Appendix 1

Council Tax Support caseload – Gender, Disability and Family Make up

Appendix C

Council Tax Support scheme 2023/24 - Equalities Impact Assessment (EqIA)

| Age Range* | All Claimants | All Claims by Gender | | Claims with Disability | Claims by family Make up | | | |
|------------------------------|---------------|----------------------|---------------|------------------------|--------------------------|--------------|--------------|-------------------|
| | | Female | Male | | Total | Single | Couple | Family with 1 Dep |
| 19 or under | 55 | 40 | 15 | 0 | 37 | - | 15 | 3 |
| 20-24 | 666 | 492 | 174 | 12 | 258 | 11 | 282 | 115 |
| 25-29 | 1,780 | 1,465 | 315 | 132 | 302 | 23 | 670 | 785 |
| 30-34 | 3,036 | 2,420 | 616 | 234 | 382 | 27 | 829 | 1,798 |
| 35-39 | 4,115 | 3,147 | 968 | 371 | 545 | 28 | 892 | 2,650 |
| 40-44 | 4,295 | 3,027 | 1268 | 462 | 757 | 61 | 1,101 | 2,376 |
| 45-49 | 4,136 | 2,711 | 1425 | 655 | 1,143 | 154 | 1,195 | 1,644 |
| 50-54 | 3,628 | 2,238 | 1390 | 832 | 1,541 | 322 | 998 | 767 |
| 55-59 | 3,127 | 1,832 | 1295 | 1,044 | 1,939 | 472 | 446 | 270 |
| 60-64 | 2,376 | 1,288 | 1088 | 904 | 1,678 | 490 | 137 | 71 |
| 65-69 | 1,938 | 1,061 | 877 | 257 | 1,415 | 459 | 40 | 24 |
| 70-74 | 1,931 | 1,032 | 899 | 2 | 1,446 | 449 | 27 | 9 |
| 75-79 | 1,633 | 938 | 695 | 0 | 1,223 | 398 | 10 | 2 |
| 80-84 | 1,379 | 846 | 533 | 0 | 1,063 | 313 | 2 | 1 |
| 85 or older | 1,422 | 923 | 499 | 0 | 1,162 | 253 | 6 | 1 |
| Total | 35,517 | 23,460 | 12,057 | 4,905 | 14,891 | 3,460 | 6,650 | 10,516 |
| *Age of main Claimant | | 35,517 | | | 35517 | | | |

Appendix C
Council Tax Support scheme 2023/24 - Equalities Impact
Assessment (EqIA)



This page is intentionally left blank

Council Tax Support

Appendix D – Part 1 – Greater London Authority consultation response

LONDON BOROUGH OF ENFIELD: COUNCIL TAX SUPPORT SCHEME 2023-24

Introduction

As in previous years, the GLA recognises that the determination of council tax support schemes under the provisions of the Local Government Finance Act 2012 are a local matter for each London borough. Individual schemes need to be developed which have regard to specific local circumstances, both in respect of the potential impact of any scheme on working age claimants (particularly vulnerable groups) and, more generally, the financial impact on the council and local council taxpayers – and therefore the final policies adopted may, for legitimate reasons, differ across the capital's 33 billing authorities.

This fact notwithstanding the GLA also shares in the risks and potential shortfalls arising from the impact of council tax benefit localisation in proportion to its share of the council tax in each London billing authority. It is therefore important that we are engaged in the scheme development process and have an understanding of both the factors which have been taken into account by boroughs in framing their proposals, as well as the data and underlying assumptions used to determine any forecast shortfalls which will inform the final scheme design.

Framing Proposals

As part of the introduction of council tax support in 2013-14, the Government set out its expectation that, in developing their scheme proposals, billing authorities should ensure that:

- Pensioners see no change in their current level of awards whether they are existing or new claimants;
- They consider extending support or protection to other vulnerable groups; and
- Local schemes should support work incentives and, in particular, avoid disincentives to move into work.

The GLA concurs with those general broad principles and would encourage all billing authorities in London to have regard to them in framing their schemes.

Proposed Options for 2023-24 Scheme

The London Borough of Enfield is proposing two main changes to its council tax support scheme from 2023-24 onwards:

- An income banded scheme for households in receipt of Universal Credit

The Council states the proposed change to an income banded scheme for Universal Credit recipients will bring the financial assessment of working households in receipt of Universal Credit in line with other CTS assessments to ensure the scheme is equitable and fair. Working households receiving Universal Credit currently receive higher CTS awards than working households still in receipt of legacy benefits because the current scheme does not reduce CTS for Universal Credit households with earnings and awards maximum CTS.

Impact of proposals

The consultation document notes that increasing the minimum payment in 2023-24 is estimated to reduce CTS for around 16,000 claimants in receipt of Universal Credit and legacy benefits. Based on current caseload, it is estimated that 6,500 residents will be affected by the introduction of an income banded scheme for households in receipt of Universal Credit, although the circumstances of households vary significantly so it has not been possible to fully assess the impact of this change.

GLA Response to Proposals

The GLA recognises that local authorities face difficult choices on CTS schemes, as overall funding from central government has reduced and funding for CTS is no longer identifiable within the settlement.

The GLA recognises that the design of the final scheme is ultimately a matter for the council to determine. The GLA therefore does not raise any specific objections to the broad approach proposed by the council. If it decides to proceed with its proposals we would, however, encourage the council to monitor the impact of the changes on vulnerable low-income households given the current cost of living crisis.

The GLA welcomes the support the Council continues to provide to those CTS claimants experiencing financial hardship, through its discretionary hardship scheme and Enfield's Welfare Advice & Debt Support Team, as well as referral services to Citizens Advice.

Technical Reforms to Council Tax

The GLA considers that in formulating its council tax support scheme each billing authority should consider the impact of the additional revenue it may be possible to raise through powers introduced in the Local Government Finance Act 2012 and the Rating (Property in Common Occupation) and Council Tax (Empty Dwellings) Act 2018.

The GLA understands that Enfield no longer provides any discounts for properties undergoing major repairs (former class A), unoccupied and substantially unfurnished (former class C) or second homes. The Council has also decided to increase the empty homes premium up to the maximum threshold of 100% for properties that

have been unoccupied and substantially unfurnished for a continuous period of two years, as allowed by the 2018 Act.

We would encourage the Council to inform us as soon as possible if any changes are proposed to its discount and premium policies, in order to assist us in assessing the potential impact on the Mayor's funding and tax base for 2023-24 and future years.

Providing Information on Schemes

Whilst we recognise that the detailed rules on council tax support schemes are inevitably complex, the GLA would encourage all boroughs to make every effort to set out information on their schemes as clearly as possible. Information that may help potential claimants could include an online calculator, to identify whether potential claimants are likely to be entitled to support, as well as 'Frequently Asked Questions' and a summary document outlining concise details of the scheme. In addition, for existing claimants, we would encourage boroughs to consider how the process for reporting changes in circumstances can be made as straightforward as possible.

Setting the Council Tax Base for 2023-24 and Assumptions in Relation to Collection Rates

The council will be required to set a council tax base for 2023-24 taking into account the potential impact of the discounts the Council may introduce in respect of council tax support and any potential changes the Council may implement regarding the changes to the treatment of empty homes. The Council will need to make a judgement as to the forecast collection rates from those claimants and council taxpayers affected by any changes to council tax support, taking into account the experience over the last ten years of the council tax support arrangements.

The GLA would encourage the council to provide it with an indicative council tax base forecast as soon as options are presented to members for approval, in order that it can assess the potential implications for the Mayor's budget for police, fire and other services for 2023-24. This should ideally be accompanied by supporting calculations disclosing any assumptions around collection rates and discounts granted having regard to the final council tax support scheme design.

Collection Fund and Precept Payments

By 23 January 2023, the Council is required to notify the GLA of its forecast collection fund surplus or deficit for 2012-23, which will reflect the cumulative impact of the localisation of council tax support since it was introduced in 2013-14. The GLA would encourage the council to provide it with this information as soon as it is calculated on 15 January in line with the requirements of the 1992 regulation.

Appendix D Part 2

Council Tax Support Scheme consultation key findings – Residents

Council Tax Support Scheme consultation

We would like to hear what you have to say about our proposed Council Tax Support Scheme for 2023/24. Before you tell us your views, please read the Frequently Asked Questions document (FAQs) that accompanies this questionnaire.

The closing date for responses is 6 January 2023.

1. Are you responding as an individual (for example, as someone who receives Council Tax Support) or as a representative of an organisation (such as a local voluntary and community organisation)?

183 (98.9%) Individual 2 (1.1%) Representative

2. What is the name of the organisation you are representing?

Please use the space below.

Network Homes and Citizens Advice Enfield

3. Does your organisation offer advice on benefits and/or financial management to clients / service users?

2 (100.0%) Yes 0 (0.0%) No

4. How would you describe your employment status?

Please select all those that apply

58 (31.7%) Working - full time (30+ hours)

55 (30.1%) Working - part time (9-29 hours)

19 (10.4%) Self-employed

3 (1.6%) Working - under 8 hours

3 (1.6%) Full-time education at school, college, or university

7 (3.8%) Unemployed and available for work

20 (10.9%) Permanently sick/disabled

20 (10.9%) Wholly retired from work

5 (2.7%) Looking after family/home

3 (1.6%) Other/Doing something else

6 (3.3%) Prefer not to say

Council Tax Support (also known as Council Tax Reduction) is a benefit to help people who are on a low income or claiming certain benefits to pay some of their Council Tax bill. Currently, the Council pays up to 75.5% of the Council Tax bills of some working age households, with the household paying a minimum of 24.5%.

5. Do you receive either Council Tax Support, Housing Benefit or Universal Credit?

Please select all those that apply

65 (35.5%) Yes - I receive Council Tax Support/Reduction

45 (24.6%) Yes - I receive Housing Benefit

59 (32.2%) Yes - I receive Universal Credit

70 (38.3%) No - I do not receive any of these benefits

2 (1.1%) Don't know

6 (3.3%) Prefer not to say

Proposal: Introducing an earned income banded scheme for Universal Credit households only, based on earned income and household type

Calculations for Council Tax Support are different for those who receive Universal Credit than they are for those who do not. To ensure fairness with the Universal Credit calculations, we are proposing to introduce a Universal Credit earned income banded scheme to pay different percentages of Council Tax depending on household size and net earned income.

If a change of net earned income puts households into another band, the percentage of Council Tax to be paid will also change. A table providing details of the bands and payments are available in the FAQs that accompany this questionnaire (page 5 in the Frequently Asked Questions document).

The proposal, if implemented, will ensure that those working and in receipt of Universal Credit pay a similar amount of Council Tax to those working not in receipt of Universal Credit, where the award is tapered based on the actual income received.

It is expected that introducing this Universal Credit earned income banded scheme will simplify the Scheme and it could reduce the current cost of the Council Tax Reduction Scheme by around £1.6M. As the caseload and the number of working households moving on to Universal Credit increases, this change will reduce the potential increase in cost.

6. On the whole, do you think the proposal is fair or unfair?

74 (40.0%) Fair 62 (33.5%) Unfair 49 (26.5%) Not sure

7. Overall, what do you think will be the impact on your household if we introduced this proposal?

19 (10.4%) Very positive

21 (11.5%) Fairly positive

53 (29.0%) Neither positive nor negative / no impact

15 (8.2%) Fairly negative

39 (21.3%) Very negative

36 (19.7%) Not sure

8. What do you think will be the negative impact(s) on your household?

Please use the space below.

47 responses (available in separate document)

9. What could the Council do to reduce the negative impact(s) on your household?

Please use the space below.

48 responses (available in separate document)

10. Thinking about your clients/service users, what would you like to see the Council do to mitigate the potential negative impacts households may face should the proposal to introduce an 'earned income banded scheme for Universal Credit households only, based on earned income and household type'?

Please use the space below.

2 responses (available in separate document)

11. Would you rather we....?

55 (29.7%) Make no changes to the Council Tax Support Scheme

49 (26.5%) Implement the proposal (introduction of a Universal Credit earned income banded scheme)

38 (20.5%) Do something else with the Council Tax Support Scheme

43 (23.2%) Unsure

12. Do you have any suggestion on what you would like the Council to consider as an alternative to our proposal? *If you select 'yes', you will be asked for details*

26 (68.4%) Yes 12 (31.6%) No

13. What would you suggest as an alternative(s)?

Please use the space below.

26 (100.0%)

Households facing exceptional financial hardship can apply to the Council Tax Hardship Scheme and may receive help with their Council Tax after checks are made to ensure they are getting all the benefits and support they are entitled to. A resident may be eligible for a Council Tax Support Hardship payment if they are:

- Registered as a Council Taxpayer

- In receipt of Council Tax Support
- Actively taking steps to address the financial hardship they are facing

14. Before you had read this questionnaire and the FAQ document, were you aware of the Council Tax Hardship Fund?

71 (38.4%) Yes 114 (61.6%) No

15. If you have any other comments or suggestions you would like to make, let us know. You may want to tell us something that you have not had a chance to make clear elsewhere in this questionnaire.

Please use the space below.

69 responses (available in separate document)

About you

Enfield Council is working to provide a lifetime of opportunities for everyone in Enfield. Listening to and celebrating different views and perspectives makes Enfield a better place to live in, work in, study in or visit. Collecting, analysing, and using equalities information helps us to understand how our policies and activities are affecting different people and to identify any inequalities that may need to be addressed.

Please complete the following questions to help us to do this. The information you provide is strictly confidential and will only be used for monitoring purposes, it will be anonymised and cannot be used to identify you. This anonymised data is kept for three years to allow for comparisons. For more details about how we use personal data, see our Privacy Notice on the website or ask us for an accessible copy.

16. Do you want to provide this information for us and therefore help us to better understand your feedback?

130 (71.0%) Yes 53 (29.0%) No

17. In which postal district do you live?

21 (16.2%) EN1

17 (13.1%) EN2

26 (20.0%) EN3

0 (0.0%) EN4

0 (0.0%) EN6

1 (0.8%) EN8

25 (19.2%) N9

4 (3.1%) N11

9 (6.9%) N13

- 6 (4.6%) N14
- 13 (10.0%) N18
- 8 (6.2%) N21
- 0 (0.0%) N22
- 0 (0.0%) Other

Please provide details below.

0

18. How old are you (years)?

- 0 (0.0%) 19 or under
- 1 (0.8%) 20 - 24
- 3 (2.3%) 25 - 29
- 18 (13.8%) 30 - 34
- 17 (13.1%) 35 - 39
- 19 (14.6%) 40 - 44
- 10 (7.7%) 45 - 49
- 18 (13.8%) 50 - 54
- 17 (13.1%) 55 - 59
- 14 (10.8%) 60 - 64
- 6 (4.6%) 65 - 69
- 1 (0.8%) 70 - 74
- 5 (3.8%) 75 - 79
- 0 (0.0%) 80 - 84
- 0 (0.0%) 85 or older
- 1 (0.8%) Prefer not to say

19. What best describes your gender?

- 39 (30.0%) Male
- 86 (66.2%) Female
- 1 (0.8%) Prefer to self-describe
- 4 (3.1%) Prefer not to say

Please provide details below.

1 response

20. Do you consider yourself to be transgender? *Transgender is an umbrella term to describe people whose gender is not the same as, or does not sit comfortably with, the sex they were assigned at birth.*

0 (0.0%) Yes

120 (92.3%) No

1 (0.8%) Prefer to self-describe

9 (6.9%) Prefer not to say

Please provide details below.

1 response

21. What is your ethnic group?

49 (37.7%) WHITE - English/Welsh/Scottish/Northern Irish/British

2 (1.5%) WHITE - Irish

0 (0.0%) WHITE - Gypsy/Irish Traveller

0 (0.0%) WHITE - Roma

3 (2.3%) OTHER WHITE - Greek

3 (2.3%) OTHER WHITE - Greek Cypriot

9 (6.9%) OTHER WHITE - Turkish

3 (2.3%) OTHER WHITE - Turkish Cypriot

2 (1.5%) OTHER WHITE - Kurdish

0 (0.0%) OTHER WHITE - Albanian

3 (2.3%) OTHER WHITE - Polish

14 (10.8%) OTHER WHITE - Any 'Other White' background

4 (3.1%) MIXED/MULTIPLE ETHNIC GROUPS - White and Black Caribbean

1 (0.8%) MIXED/MULTIPLE ETHNIC GROUPS - White and Black African

0 (0.0%) MIXED/MULTIPLE ETHNIC GROUPS - White and Asian

0 (0.0%) MIXED/MULTIPLE ETHNIC GROUPS - Any other 'Mixed/Multiple Ethnic' background

2 (1.5%) ASIAN/ASIAN BRITISH - Indian

1 (0.8%) ASIAN/ASIAN BRITISH - Pakistani

3 (2.3%) ASIAN/ASIAN BRITISH - Bangladeshi

- 0 (0.0%) ASIAN/ASIAN BRITISH - Sri Lankan
- 0 (0.0%) ASIAN/ASIAN BRITISH - Chinese
- 1 (0.8%) ASIAN/ASIAN BRITISH - Any other 'Asian' background
- 6 (4.6%) BLACK/AFRICAN/CARIBBEAN/BLACK BRITISH - Caribbean
- 10 (7.7%) BLACK/AFRICAN/CARIBBEAN/BLACK BRITISH - African
- 0 (0.0%) BLACK/AFRICAN/CARIBBEAN/BLACK BRITISH - Any other 'Black/African/Caribbean/Black British' background
- 0 (0.0%) OTHER ETHNIC GROUPS - Arab
- 6 (4.6%) Other
- 8 (6.2%) Prefer not to say

Please provide details below.

18 responses

22. Do you have a physical or mental health condition or illness lasting or expected to last for 12 months or more?

40 (31.0%) Yes 75 (58.1%) No 14 (10.9%) Prefer not to say

Thank you for taking the time to tell us your views

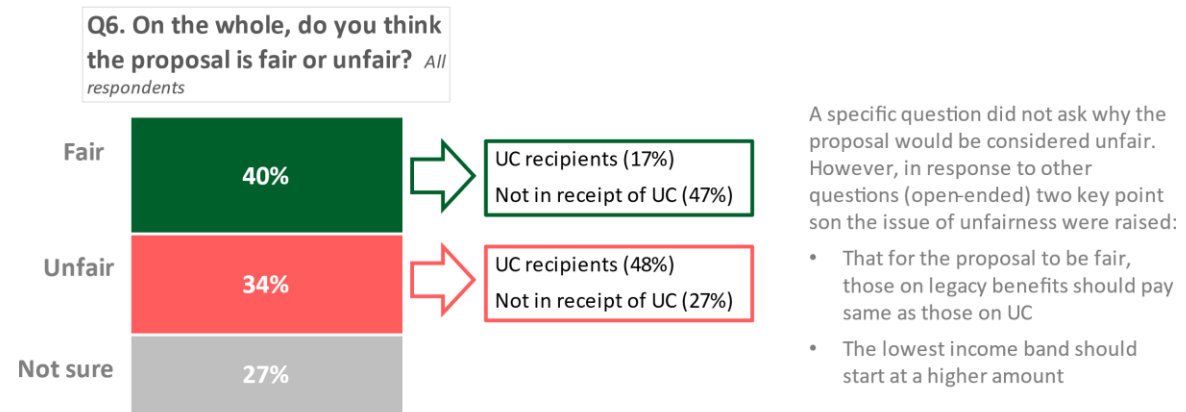
This page is intentionally left blank

Council Tax Support

Appendix E – Consultation key findings

Is the proposal fair or unfair?

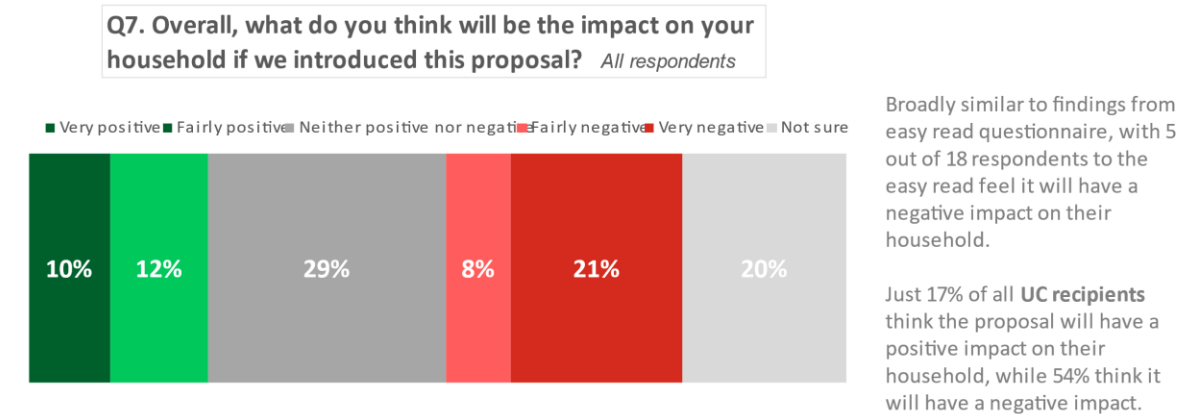
More respondents thought the proposal was fair rather than unfair. Almost half of the most likely impacted by the proposal (Universal Credit recipients) feel it is unfair



Q6. On the whole, do you think the proposal is fair or unfair?
Base size:All respondents (185), Universal credit recipients (59), those not in receipt of Universal Credit (126) NB Data is rounded so some totals may not be 100%

Will the proposal, if implemented, have a positive or negative impact?

Around half feel the proposal will have either positive or neutral impact on their household. Unexpectedly, Universal Credit recipients are less positive and more negative

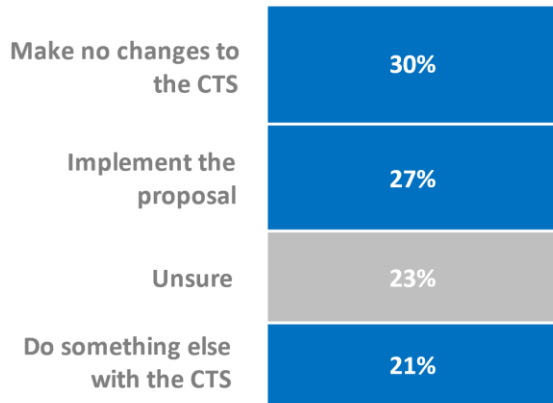


Q7. Overall, what do you think will be the impact on your household if we introduced this proposal?
Base size:All respondents (185), Universal Credit recipients (59), those not in receipt of Universal Credit (126)

Respondents' preferred approach for 2022/23

Similar numbers prefer to either implement the proposal or to make no changes at all

Q11. Would you rather we....? All respondents



The preference of **UC recipients** is to make no changes to the CTS (44%), while those who **do not claim UC** would most prefer the proposal to be implemented (33%).

Q13 asked respondents for alternatives (although just 26 responded to this question). Most alternatives can be summarised as (N.B. responses to other questions drew out alternatives and these are included):

- Not to make changes
- Reduce spending on services
- More weight given to living circumstances (e.g. single parent households)
- Lowest income band should start at a higher amount

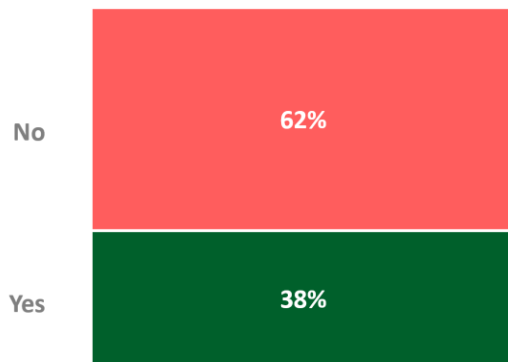
Q11. Would you rather we....?

Base size:All respondents (185), Universal Credit recipients (59), those not in receipt of Universal Credit (126) NB Data is rounded so some totals may not be 100%

Are respondents aware of the Council Tax Hardship Fund?

More than six out of 10 respondents are not aware of the Council Tax Hardship Fund

Q14. Before you had read this questionnaire and the FAQ document, were you aware of the Council Tax Hardship Fund? All respondents



Although awareness of the Council Tax Hardship Fund is higher among UC recipients than it is with non claimants (46% and 35%), the majority do not know about the Fund.

Further analysis of the data suggests awareness is especially low among those in the east of the borough, irrespective of whether or not they are UC recipients.

Q14. Before you had read this questionnaire and the FAQ document, were you aware of the Council Tax Hardship Fund?

Base size:All respondents (185), Universal credit recipients (59), those not in receipt of Universal Credit (126)

London Borough of Enfield**Council****23 February 2023**

Subject: Council Plan 2023-26: *Investing in Enfield*
Cabinet Member: Cllr Nesil Caliskan, Leader of the Council
Executive Director: Ian Davis, Chief Executive

Key Decision: N/A

Purpose of Report

1. This report presents the new Council Plan 2023-26: *Investing in Enfield* for agreement and adoption by Enfield Council.

Proposal(s)

2. Agree the new Council Plan 2023-26: *Investing in Enfield* be agreed and adopted by Enfield Council.

Reason for Proposal(s)

3. The new Council Plan 2023-26 will replace our previous Council Plan 2020-22: *A Lifetime of Opportunities*. We have reflected on progress made on delivering this 2020 Plan; and on the challenges and opportunities for the borough and its residents for the next three years to create a new refreshed vision and priorities for 2023 – 2026.
4. The new Council Plan provides a renewed strategic direction for the Council as it continues to invest in the borough to deliver positive outcomes for residents.

Relevance to the Council Plan

5. This report proposes that Council agrees and adopts a new Council Plan for the organisation which builds upon the 2020 Plan and sets the strategic priorities and direction for the Council for the next three years.

Background

6. The new Council Plan 2023-26 replaces our previous Council Plan: *A Lifetime of Opportunities* which was approved by Council in 2020 and expired in 2022.
7. The previous Council Plan 2020-22 set out three overarching priorities and four cross-cutting themes.
8. The three priorities were:

- Good homes in well-connected neighbourhoods
- Safe, healthy, and confident communities
- An economy that works for everyone

9. The four cross-cutting themes were:

- A modern council
- Fairer Enfield
- Early Help
- Climate Action

10. A full review of the previous Council Plan 2020-22 was carried out between January and April 2022 to evaluate progress against these priorities and cross-cutting themes and outcomes achieved. The review has informed the new Council Plan 2023-26 alongside the Ruling Group manifesto from the May 2022 elections; analysis of local socio-economic data; benchmarking with other local authorities; and analysis of wider engagement and research carried out across the local authority on specific projects.

Main Considerations for the Council

11. The new draft Council Plan 2023-26: *Investing in Enfield* sets out the Council's strategic direction and priorities for the next three years. The Plan sets out five overarching priorities; five principles; and six future outcomes we're working towards. The Plan will be used to inform and guide staff across the organisation on the Council vision and priorities and will be available online for all our stakeholders and partners to learn more about the Council and our goals.

12. The five priorities are:

- **Clean and green places**
- **Strong, healthy and safe communities**
- **Thriving children and young people**
- **More and better homes**
- **An economy that works for everyone**

Each priority is underpinned by a set of strategic high-level actions.

13. The way the Council engages and works with residents, businesses and partners and the way it makes decisions and allocates resources are fundamental to our success. The Council Plan principles explain how the Council will work to deliver the vision for Enfield and are:

- **Fairer Enfield**
- **Accessible and responsive services**
- **Financial resilience**
- **Collaboration and early help**
- **Climate conscious**

14. We have identified six future outcomes that we are seeking to positively impact over the four years of the Council Plan and beyond. We have identified measurable indicators to help us understand progress on achieving these outcomes for all our residents. Most of these indicators will show us how we're doing on tackling long-standing challenges, such as poverty and health inequality, which are impacted by many complex factors, including those outside of our control. While these challenges can only be addressed by many institutions and individuals working together over the longer term, we are investing in Enfield and delivering our services in order to contribute towards improvement across all these indicators for the future. The six future outcomes are:

- **Residents live happy, healthy and safe lives**
- **Residents have enough income to support themselves and their families**
- **Children and young people do well at all levels of learning**
- **Residents age well**
- **Residents live in good quality homes they can afford**
- **Residents live in a carbon neutral borough**

- **Developing the new Council Plan**

15. The draft plan has also been informed by a review of progress made against the previous Council Plan 2020-22 priorities; the Ruling Group manifesto from the May 2022 elections; data showing local evidence of need; benchmarking of other local authorities; and analysis of wider engagement and research carried out across the local authority on specific projects.

16. Using this research, the new Council Plan 2023-26 has been developed through workshops, analysis, reflection and debate by elected members, the Executive Management Team (EMT), senior managers and staff. We also shared the draft Plan with the Health and Wellbeing Board for discussion at their meeting on 15 December 2022; the Safer and Stronger Communities Board for discussion on 5 January 2023 and Overview and Scrutiny Committee on 31 January 2023. Feedback from these Boards and Committees informed this final draft of the Plan.

- **Embedding behaviours and ensuring ownership of the Council Plan**

17. The Corporate Strategy Service, under the direction of EMT and with leadership from the Director of HR and OD, will be coordinating a programme of presentations, briefings and training and induction to help embed the plan across the workforce. Five new priority communications campaigns, linked to our new Council Plan, will promote what the Council is doing to improve Enfield and the lives of our residents.

- **Governance and monitoring**

18. We will create new corporate performance scorecards for 2023/24 onwards in line with the priorities set out in the Plan, to track our performance and progress in delivering our five new priorities. These will be reported to Directorate Management Teams, Executive Management Team and Cabinet

quarterly. This performance management framework will enable senior leadership and Cabinet to monitor the progress being made towards delivering the Plan; consider the current and future strategic risks associated with the information provided and use this to inform decision-making; and challenge progress with responsible officers as necessary.

19. Alongside quarterly review of Key Performance Indicators in the new scorecards, all Council departments will produce annual service plans that detail the work they are undertaking to deliver on the Council Plan priorities. Services will review progress against their service plans on a quarterly basis and report on this to their Departmental Management Team.
20. The Council Plan will be reviewed each year based on our performance and on the economic, social, legal and regulatory environment and will be refreshed and updated as needed during the three-year period of the Plan.

Safeguarding Implications

21. The new Council Plan 2023-26 sets out a vision for how the Council will invest in Enfield to deliver positive outcomes for all residents. This includes how the Council will continue to provide robust early help and social care services to children and young people and vulnerable adults.

Public Health Implications

22. The draft Council Plan 2023-26 sets out our vision to build and maintain strong, healthy and safe communities where people lead active lifestyles, have access to healthy food, feel safe in and connected to their community and live in good health for as long as possible.
23. The conditions in which people grow, live, work and age can make it harder for them to live healthier lives. There is a stark difference in life expectancy and in the number of years lived in good health, between people who live in poverty and those who do not. Across all the Council Plan priorities, the Council is seeking to address the wider determinants of health – housing, education, welfare, work and poverty - and contribute to reducing health inequalities and improving physical and mental wellbeing for everyone. This is reflected in the future outcomes we're seeking to impact.

Equalities Impact of the Proposal

24. The draft new Council Plan 2023-26 is closely aligned to and supports the delivery of the Fairer Enfield: Equality, Diversity and Inclusion Policy. Fairer Enfield has been included as one of the five underlying principles to outline how the Council will consider equality, diversity and inclusion in the decisions it makes on how to deliver the best possible outcomes for its communities.
25. To analyse how the new Council Plan 2023-26 could impact differently on people who share a protected characteristic compared with those who do not, we have completed an Equalities Impact Assessment (EqIA) which is attached with this report at appendix 2. Based on this assessment, we do not expect delivery of the Council Plan 2023-26 to have any adverse impacts on

any group who share a protected characteristic. The EqIA indicates that delivery of this new Plan is expected to positively impact on all our residents and contribute toward addressing existing inequalities, helping us to meet our Public Sector Equalities Duty to advance equality of opportunity between groups.

Environmental and Climate Change Considerations

26. The new Council Plan 2023-26 will support the Council to deliver on its commitments to become a carbon neutral organisation by 2030 and a carbon neutral borough by 2040 as set out in the Enfield Climate Action Plan.
27. The draft Council Plan 2023-26 includes a principle for us to be climate conscious. This means that the Council will continue to consider the impact of all decisions on the environment and climate change, ensuring that the decisions it makes across operations will help us on our path towards carbon neutrality. This includes considering energy consumption, carbon emissions, and environmental risks associated with our decisions, and how we will mitigate against the impacts of climate change.
28. The draft Council Plan 2023-26 sets out the Council's vision to deliver clean and green places that will help to tackle climate change and protect residents and businesses from the impacts of changing weather that we are already starting to experience. This includes enhancing biodiversity by planting more trees and introducing new wetlands and wildlife programmes; continuing to deliver programmes that make low carbon transport easier and safer for people; and supporting and enabling our residents and businesses to make better use of resources. The Council Plan also reaffirms our commitment to reduce emissions from our buildings and the emissions created from the goods and services we use.
29. Homes in Enfield are a significant contributor to the borough's carbon emissions. The draft Council Plan 2023-26 includes our commitment to deliver low-carbon, and climate-resilient new-build homes and facilitate retrofitting of existing homes as part of our priority for more and better homes.

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

30. If the Council does not clearly outline its strategic priorities, it will be unable to effectively use and target its limited resources.
31. The Council engaged a Local Government Association (LGA) Corporate Peer Challenge in November 2022. The peer team advised that the Council should clearly articulate its vision for the borough to staff and stakeholders. If this work was not taken forward, the Council would miss opportunities to set this clear vision to empower staff and partners to deliver positive outcomes for our residents.

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

32. The Council is experiencing significant financial pressures due to rising demand for services from a growing population combined with decreasing Government funding, rising inflation and interest rates. There is a risk that these financial pressures will negatively impact on the Council's ability to deliver on the Council Plan priorities. The annual Budget and Medium Term Financial Plan outlines how the Council will direct resources to deliver the objectives set out in the Council Plan.
33. The Council Plan 2023-26 also recognises the need for the Council to work in collaboration with other partners and stakeholders to deliver on our vision for the borough.
34. Our new performance scorecards will help us keep track of our progress in delivering on our priorities, enable senior leadership to address any emerging issues or poor performance, and enable Cabinet to hold officers to account in delivery of the Plan. Each Department Management Team will also produce annual service plans that detail the work they are undertaking to deliver on the Council Plan priorities and review progress against their service plans on a quarterly basis.

Financial Implications

35. The new Council Plan provides the overarching strategic framework under which the Council will operate to 2026. Whilst there are no specific financial implications arising from the Plan, it will inform how we set our budget. It also reflects on and takes into account our challenging financial position.
36. The Plan emphasises the need for financial resilience and moving to a position where we are less reliant on central government funding and instead resourced more by funding generated in-borough (e.g., our Council Tax base and National Non Domestic Rates), and through inward investment using levers such as our Local Plan.

Legal Implications

37. The General Power of Competence (General Power) under the Localism Act 2011 (LA 2011) provides: 'A local authority has power to do anything that individuals may do' even if:
- It is unlike like anything else the Authority may do
 - It is unlike anything that other public bodies may do
 - It is carried out in any way whatever:
 - Anywhere in the UK or elsewhere
 - For a commercial purpose or otherwise for a charge or without a charge
 - For, or otherwise than for, the benefit of the Authority, its area or persons resident or present in its area.

When exercising the General Power, local authorities will still be bound by the usual checks and protections of public law. The exercise of the General Power, as with any other power, can still be challenged under Judicial Review on the following grounds:

- Illegality
- Irrationality
- Procedural unfairness
- Legitimate expectation

The exercise of the General Power will also be subject to express statutory protections such as the public sector equality duty (PSED) in Section 149 of the Equality Act 2010 to:

- a) Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Equality Act 2010.
- b) Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it.
- c) Foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

This Report and its conclusions below, present as being within the legal powers and duties cited above. [Legal Services 13.12.2022].

Workforce Implications

38. All staff set clear objectives with their line manager as part of the annual Performance Development Review (PDR) process. These goals will link directly to the new Council Plan 2023-26, so that all staff understand how their role contributes to the overall vision for the Council.
39. The Corporate Strategy Service, under the direction of EMT and with leadership from the Director of HR and OD, will be coordinating a programme of presentations, briefings and training and induction to help embed the new Plan across the workforce

Property Implications

40. No direct property implications have been identified by this report. The Council Plan 2023-26 provides an overarching strategic direction for how the Council will invest in Enfield to deliver positive outcomes for local people and does not introduce specific new or expanded plans with implications for property. Such decisions would be the responsibility of relevant departments and would be agreed through the Council's formal governance and decision-making structures.

Procurement Implications

41. No direct procurement implications have been identified by this report. The Council Plan 2023-26 provides an overarching strategic direction for how the Council will invest in Enfield to deliver positive outcomes for local people. Any projects linked to the Council Plan priorities that involve the commissioning or procurement of goods, services or works must be in line with the Council's Contract Procedure Rules.

Options Considered

42. In developing the new Plan, other options regarding priorities, principles and future outcomes were considered. The proposed Council Plan 2023-26 has been informed by robust consultation with officers and elected members; a review of the previous Council Plan 2020-22; the Ruling Group manifesto from the May 2022 election; an analysis of socio-economic data; an Equality Impact Assessment; and benchmarking of best practice and is the recommended approach.

Conclusions

43. The new Council Plan 2023-26: *Investing in Enfield* sets the strategic direction and priorities of the Council over the next three years and will ensure effective use of our limited resources. The Plan is presented for agreement and adoption by Enfield Council.

Report Authors: Harriet Potemkin
Head of Policy and Strategy

Sarah Gilroy
Strategy and Policy Manager

Date of report 9 February 2023

Appendices

1. Draft Council Plan 2023-26: *Investing in Enfield*
2. Draft Council Plan 2023-26 Equality Impact Assessment

Background Papers

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

None

Investing in Enfield

Enfield Council Plan 2023-26



Contents

| | |
|---|-----------|
| Foreword | 3 |
| Council Plan Framework | 4 |
| Our Principles | 5 |
| Priorities and actions | 7 |
| Priority One: Clean and green places | 8 |
| Priority Two: Strong, healthy and safe communities | 12 |
| Priority Three: Thriving children and young people | 16 |
| Priority Four: More and better homes | 20 |
| Priority Five: An economy that works for everyone | 24 |
| Future outcomes | 28 |



Foreword

Our Council Plan 2023-26 sets out how we are investing in Enfield to deliver positive outcomes for our communities. We want to support residents to live happy, healthy and safe lives; have enough income to support themselves and their families; and live in a good quality home they can afford in a carbon neutral borough. We want children and young people to do well at all levels of learning and for residents to age well.

Enfield is increasingly one of the most diverse parts of London, with all the benefits this brings us across our communities, culture, heritage and local economy. We also have incredibly diverse landscapes – from the urban centres of Edmonton, Southgate, Palmers Green and Enfield Town, to our rural areas and farmland in the north of the borough.

Our history of industry, invention, innovation and growth makes us the borough we are today. We are becoming a destination for today's makers and creators and have a growing national reputation as a destination for creative industries. We have significant industrial land, which is strategically important to our region's economy and we have a huge part to play in London's inclusive growth.

But, despite this, too many people in our borough do not have fair and equal opportunities. In Enfield, more than 30% of children live in poverty. Residents living in our most deprived wards are likely to live seven years fewer than their wealthier neighbours; and over 15 years fewer in good health. We have an acute shortage of social and affordable homes, with over 6,000 households on the Housing Register and over 3,000 households living in temporary accommodation. Air pollution from road traffic poses a serious risk to the health of our residents, particularly more vulnerable groups such as children, older people and those with heart and respiratory conditions.

As a council, I am proud of how creative and innovative we are being in the face of these challenges, whilst managing our financial position in exceptionally challenging and uncertain times. Since 2010, our government funding has been cut by 50%, whilst our population has grown by 13%. This has resulted in significant increases

in demand for services which have been further compounded by the cost-of-living crisis. But we've still managed to achieve a huge amount.

We are changing the lives of young and vulnerable people through youth programmes and projects. We are increasing our in-borough Special Educational Needs and Disabilities (SEND) provision so that we can care for and educate our children and young people locally in a setting that is right for them. Our SMART Living project is utilising technology to enable Adult Social Care users to achieve happiness, safety and independence and reduce isolation.

We have some of the most exciting transformational regeneration projects happening anywhere in the UK. In 2021, residents living on the Joyce and Snell's estates voted in favour of our regeneration proposals which will provide around 2,000 sustainable and energy efficient homes, a safer estate and improved green spaces and play facilities. Construction has also commenced at Meridian Water, one of London's largest regeneration programmes.

We deliver award-winning environmental programmes which are enhancing green spaces and waterways across the borough and bringing rain gardens and sustainable drainage to our urban centres – helping London in our journey to net zero and adapt to a changing climate. As part of our work to keep Enfield clean, we are continuing to support residents and businesses to make better use of resources, reduce waste and improve recycling rates.

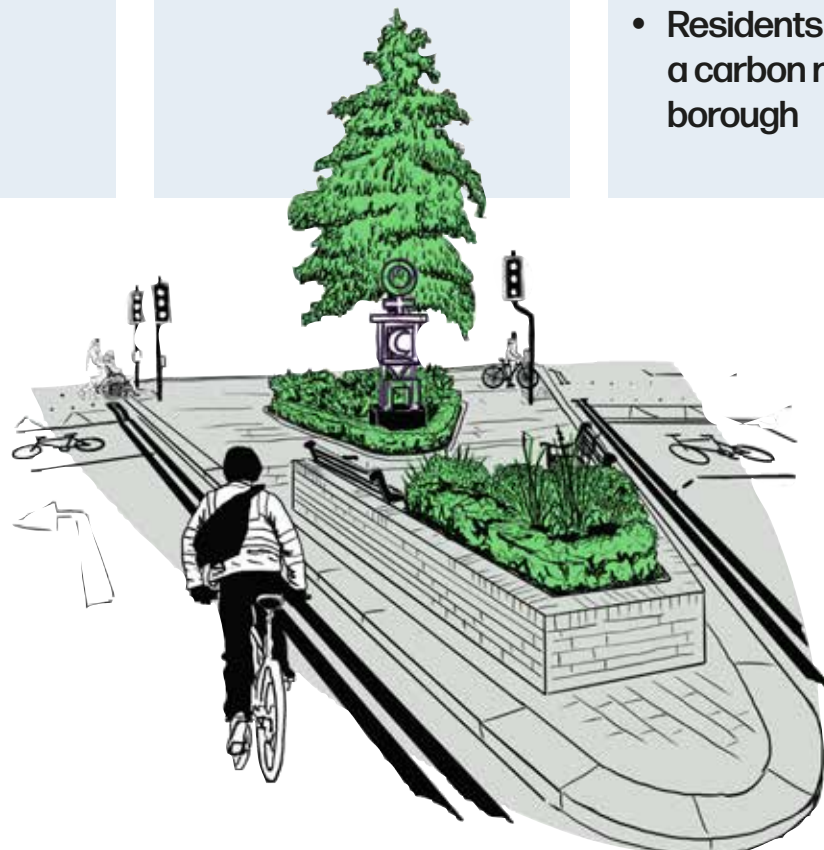
This Council Plan sets out the next stages of our journey, to invest in Enfield for our communities now and in the future.

Cllr Nesil Caliskan
Leader, Enfield Council



Council Plan Framework

| Investing in Enfield | | |
|---|---|---|
| Priorities | Principles | Future outcomes |
| <ul style="list-style-type: none"> • Clean and green places • Strong, healthy and safe communities • Thriving children and young people • More and better homes • An economy that works for everyone | <ul style="list-style-type: none"> • Fairer Enfield • Accessible and responsive services • Financial resilience • Collaboration and early help • Climate conscious | <ul style="list-style-type: none"> • Residents live happy, healthy and safe lives • Residents earn enough to support themselves and their families • Children and young people do well at all levels of learning • Residents age well • Residents live in good quality homes they can afford • Residents live in a carbon neutral borough |



Our Principles

We are investing in Enfield to deliver positive outcomes for our communities. The way we engage and work with our residents, businesses and partners and the way we make decisions and allocate resources are fundamental to our success. Our five principles explain how we work.

The right values and behaviours are key to the delivery of our vision for Enfield. We expect everyone, regardless of who they are and what they do for the council, to demonstrate these values and behaviours.

Our values are to be bold; make a difference; and show you care.

Our behaviours are to take responsibility; be open, honest and respectful; listen and learn; and work together to find solutions.

Fairer Enfield

Investing to create a fairer Enfield is central to everything we do. We are developing our understanding of how our services and projects impact different members of our community in different ways. We are using every opportunity to tackle longstanding inequalities and improve outcomes for people experiencing disadvantage.

In [Fairer Enfield 2021-2025](#) we outline our principles as a community leader, service provider and commissioner, and employer. We define an equal and inclusive borough as one where all residents, service users, council staff and elected members are supported to fulfil their potential, are treated equally with respect and are actively involved in shaping the decisions that will affect their workplace and wider community.

As a community leader, equality, diversity and inclusion are central to the decisions we make on how to deliver the best possible outcomes for our communities at a time of considerable financial challenge, both for local people and for the local authority.

Accessible and responsive services

We want everyone who comes into contact with the council to have a positive experience of our staff, our buildings and the service we provide. Whether this is a resident contacting us to make a planning application, a business contacting us about paying their business rates, or a prospective candidate contacting us about a job application, we want everyone to be treated with respect, given the information they need and helped to resolve their query or request promptly and effectively.

Since 2020, we have enhanced our digital offer with the launch of a new user-friendly website so that those who are able to can self-serve, giving our staff more time to spend on complex queries and with residents who need extra support. We're continuing to invest in the digital systems we need to keep providing our services as effectively as possible.

Where our services are provided from a council venue, we'll manage and look after those buildings so that they are safe, accessible, supported with the right technology and in the right locations. We have developed community hubs at our flagship libraries, giving residents easy access to the support and services they need in one place. We will seek to continuously drive improvement in our services, ensuring they are accessible for and responsive to our diverse communities and partners.

Financial resilience

We are having to manage our financial position in exceptionally challenging and uncertain times. Since 2010, our funding from central government has been cut by almost 50%, whilst our population has grown by 13%. This has resulted in significant increases in demand for services which will be further compounded by the cost of living crisis. Rising inflation and interest rates, the cost of living crisis as well as the ongoing cost of recovering from the Covid-19 pandemic present additional financial challenges.

We need to deliver excellent value for money in all that we do and target our resources smartly to enable us to meet the needs of our residents, now and in the future. To do this, we will plan ahead carefully, making decisions based on evidence of what works, to deliver on the priorities set out in this plan. We will invest in our organisation to become more efficient and effective in what we do, in order to prevent higher costs for the future. This includes ensuring we have the right digital infrastructure in place. We will deliver our long-term regeneration programme for the borough to drive transformational change for Enfield and achieve better outcomes for local people. This will also support our financial resilience by growing the local economy and Council Tax base.

We will look for new and innovative ways to generate income, so that we have additional funding to invest in services over the long-term. In line with our new [Sustainable and Ethical Procurement Policy](#), we will use our significant purchasing power to help us achieve our strategic objectives, ensuring our suppliers show a wider commitment to the borough, our residents and local businesses through the delivery of social value.

Collaboration and early help

We work together with our partners to provide support as early as possible to children, young people, families and adults to prevent problems from escalating and reduce the demand for

specialist and costly services. When problems are identified early on, residents have better outcomes and the cost to public services is less. Our [Early Help Strategy](#) sets out our vision to work with our communities and partners to help everyone in Enfield be resilient, overcome challenges and lead happy and fulfilling lives. We will continue to embed early help across the Council, strengthen our early help offer and ensure we provide clear information and advice to residents, so they know where to go to access support.

We will work closely with our residents and voluntary and community groups to empower them to take positive action in their neighbourhoods, building on social capital and networks which help make the borough better for everyone.

Climate conscious

We are committed to becoming a carbon neutral organisation by 2030 and a carbon neutral borough by 2040. To meet these targets, we must consider the impact of all our decisions on the environment and climate change, ensuring that the decisions we make across the Council's operations will help us on our path toward carbon neutrality. This includes considering energy consumption, carbon emissions, and environmental risks associated with our decisions, and how we will adapt to the effects of climate change. More information can be found in our [Climate Action Plan](#).



Priorities and actions

Clean and green places

- Enhance biodiversity and protect our parks, open spaces, woodlands, watercourses, wetlands, trees and shrubs
- Keep our streets and public spaces clean and welcoming
- Enable active and low carbon travel
- Facilitate reuse of materials, reduce waste and increase recycling rates
- Reduce carbon emissions from our buildings, street lighting, fleet and the goods and services we procure

Strong, healthy and safe communities

- Improve feelings of safety and tackle crime and antisocial behaviour
- Protect vulnerable adults from harm and deliver robust early help and social care services
- Work with our partners to provide high quality and accessible health services
- Support communities to access healthy and sustainable food
- Improve our leisure and sports opportunities to enable more active lifestyles
- Nurture our arts, heritage and creative sectors to connect people through culture

Thriving children and young people

- Help all children to have the best start in life
- Safeguard children and young people and increase support in-borough for looked after children with complex needs
- Improve educational outcomes for all children and young people
- Increase local education, play and leisure opportunities for children and young people with special educational needs and disabilities
- Engage children and young people in positive activities
- Involve children and young people in decisions that affect their lives

More and better homes

- Build and facilitate more good quality homes that local people can afford
- Deliver low carbon, and climate-resilient new-build homes and facilitate retrofitting of existing homes
- Create well-connected, digitally enabled and well-managed neighbourhoods
- Invest in and improve our council homes
- Drive up standards in the private rented sector
- Provide a range of specialist housing for those who need it

An economy that works for everyone

- Enable local people to develop skills to access good quality work
- Support local businesses and encourage inward investment in growing sectors which offer sustainable employment to local people
- Provide support and advice for residents on low incomes
- Develop town centres that are vibrant, healthy and inclusive
- Transform our industrial land to create modern and low carbon spaces for business

Priority One

Clean and green places



40%

of the borough lies within designated
Green Belt
and
Metropolitan Open Land



31%

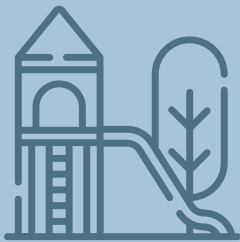
of household waste was sent for
reuse, recycling and composting
in 2021/22



10,000

hectares of open water,
the highest among any London borough

In 2021/22, the **council's**
total direct emissions were
17,662 tCO₂e,
a reduction of 19% from 2018/19



1,030
hectares of parks
and open spaces,
attracting
13 million
visitors each year



The latest data on
borough-wide emissions
from 2018 shows a total of
1,114,769 tCO₂e,
a 2% reduction from 2017,
broken down into the following contributors:
Domestic buildings - 39%
Transport - 34%
Commercial, institutional
and industrial buildings - 24%
Waste - 3%



14 School Streets
across the borough

We will:

- Enhance biodiversity and protect our parks, open spaces, woodlands, watercourses, wetlands, trees and shrubs
- Keep our streets and public spaces clean and welcoming
- Enable active and low carbon travel
- Facilitate reuse of materials, reduce waste and increase recycling rates
- Reduce carbon emissions from our buildings, street lighting, fleet and the goods and services we procure

Enfield is rich in parks, open spaces, woodlands and watercourses. We are investing in the biodiversity of our borough through the introduction of new wetlands, wildlife programmes and green spaces. This is providing more people with access to nature and the associated health and wellbeing benefits this brings, while also helping to mitigate climate change and protect residents and businesses from the impacts of changing weather that we are already starting to experience. This is sometimes referred to as climate adaptation.

We want to protect and enhance our natural environments and encourage more people to use and enjoy these spaces. We will work with residents, community groups and other stakeholders to further enhance our attractive network of parks. We aim to become the greenest borough in London by planting more trees and other greenery in our urban areas, creating

new woodlands and introducing new wetlands and wildlife programmes across the borough. By creating high quality and accessible open spaces where residents can experience nature and biodiversity, we will help boost physical and mental health and wellbeing and address existing inequality in access to green space between wards in the east and west of the borough.

We are also bringing more greenery and biodiversity onto our streets and into our neighbourhoods through creating new rain gardens and planting more street trees. This is part of both our climate mitigation (capturing carbon emissions and tackling local air pollution) and adaptation (reducing the risk of flooding). We are improving how we keep all public spaces, from parks to high streets, free from litter and fly-tipping. We will continue to take enforcement action against those who fly tip in our borough and place CCTV cameras at fly-tipping hotspots to catch those who dump rubbish.

The climate emergency presents a serious risk to our communities. Extreme weather events like the flooding and heatwaves we have witnessed recently are a consequence of climate change. As temperatures rise, so too will the frequency of such events. Our programmes to improve and enhance the natural environments of our borough are also helping us to adapt to the impacts of climate change through the cooling impact of green spaces and the natural flood defences created by wetlands, rain gardens and tree planting.



Air pollution, largely caused by road traffic, poses a serious risk to the health of our residents and visitors, particularly more vulnerable groups such as children, older people and those with heart and respiratory conditions. We need to reduce the numbers of vehicles on our roads, and we continue to deliver programmes to make low carbon transport – walking, cycling, and public transport – easier and safer for more people. We're taking a more strategic approach to managing parking and the kerbside, to help us make better use of street space. We're reducing the emissions from the Council's transport by changing our own fleet to electric vehicles.

We are also working to reduce emissions from our buildings and the emissions created from the goods and services we use. We are improving energy efficiency and developing robust plans for decarbonising our heating across all council buildings, from our Civic Centre, to our libraries, community centres and schools.

We are supporting residents and businesses to make better use of resources, reduce waste and improve recycling rates. As a community leader, we are well placed to encourage and enable our residents, businesses and local partners to also reduce emissions from their buildings; adopt low or zero carbon behaviours and work with us to achieve a carbon neutral borough by 2040 – so that we can protect our borough and the planet for future generations.

Our strategies

To find out more about how we're delivering on this priority, take a look at some of our key strategies:

- [Climate Action Plan](#)
- [Blue and Green Strategy](#)
- [Local Plan](#)



Our achievements so far



We have dedicated resources to clearing our borough of unsightly and illegal dumping and continue to take enforcement action against people who fly-tip.



Between 2019 and 2022, we delivered on our ambitious programme to plant 100,000 trees at Enfield Chase in partnership with the charity Thames21. The new woodland will improve biodiversity, reduce flood risk and provide residents with access to nature.



Our award-winning Watercourses team created a new wetland at Albany Park which opened in October 2021, creating wildlife-rich spaces for local communities to enjoy, providing opportunities for education and volunteering and reducing flood risk to homes.



In June 2021 we made 12 School Streets across the borough permanent, improving air quality and making it safer for primary school pupils to walk, cycle and scoot to school.



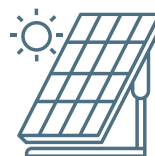
In July 2022, we launched an innovative digital platform to allow materials coming out of demolition projects to be reused, supporting our commitments to reduce carbon emissions and promote the circular economy.



We were awarded an A rating for our sustainability and climate action work by internationally recognised environmental data charity CDP.



Our council buildings and communal council housing areas are now supplied by 100% certified renewable electricity.



We have delivered £3.1 million of low-carbon retrofit works to council buildings and schools, funded through the Public Sector Decarbonisation Scheme. We installed 589 solar panels to corporate buildings and 10 air source heat pumps to reduce reliance on natural gas.

Priority Two

Strong, healthy and safe communities



The proportion of
over 65s
in Enfield grew by **16%**
between 2011 and 2021



8.3%
of residents are
living with diabetes,
higher than London and
England averages

In 2021/22, Enfield's
crime rate was **88.97**
per 1,000 residents,
lower than the London
average of 92.75



61.4%
of adults in the borough are
physically active,
doing at least 150 minutes of moderate
intensity activity each week

Men in Enfield can expect to live
an average of

64.3 years
in good health

and **women** can expect to live

62.1 years
in good health



Enfield has one of the
largest number of
care providers
in London, including
82 care homes



The difference in
life expectancy
between the most and least deprived
areas in Enfield is

7.4 years for women
7.2 years for men

We will:

- Improve feelings of safety and tackle crime and antisocial behaviour
- Protect vulnerable adults from harm and deliver robust early help and social care services
- Work with our partners to provide high quality and accessible health services
- Support communities to access healthy and sustainable food
- Improve our leisure and sports opportunities to enable more active lifestyles
- Nurture our arts, heritage and creative sectors to connect people through culture

We will work with residents and partners to build and maintain strong, healthy and safe communities where people lead active lifestyles, have access to healthy food, are smoke-free, feel safe in and connected to their community and live in good health for as long as possible.

The conditions in which people grow, live, work and age can make it harder for them to live healthier lives. There is a stark difference in life expectancy and in the number of years lived in good health, between people who live in poverty and those who do not. Across all our priorities, we are seeking to address the wider determinants of physical and mental health – housing, education, welfare, work and poverty – and contribute to reducing health inequalities.

Physical activity is a significant factor in determining people's health, with inactivity increasing the risk of chronic conditions including heart disease, diabetes and other obesity-related illnesses. People in Enfield are less likely to be physically active (61.4% of Enfield adults compared to 65.9% of adults nationally) and our rates of obesity are higher than London averages (60.9% of Enfield adults are overweight or obese compared to 56% across London).

We are making our roads safer and more pleasant environments for walking or cycling, to encourage active travel and improve air quality, and we are also continuing to invest in improving everyone's access to sport. Over the summer 2022 we provided free swimming for children and young people; and we're planning to provide new opportunities for activity in our parks and improve what's happening inside our leisure centres too.

As well as physical activity, we know that opportunities to socially connect play a vital role in influencing people's physical and mental health and

wellbeing. We are nurturing and celebrating our arts, heritage and creative sectors to enable more people across the borough, of all ages, to experience culture and connect with one another in our town centres, museums, theatres and libraries. We know that some residents do not have the digital skills needed to access essential services, support and information online and our libraries are providing support to connect people digitally. We help people who would otherwise be digitally excluded, teaching basic computer skills and providing access to equipment and ongoing learning resources.

Access to healthy food is another important determinant of health. Income inequality is increasingly preventing many people from accessing a healthy, balanced diet – food poverty is on the rise in Enfield and more of our residents are having to use food banks. We have already set up two food pantries in Edmonton Green and Enfield Town library and are working with our partners in the Enfield Food Alliance to help residents experiencing financial hardship to access low cost, sustainable and healthy food in community-run pantries across the borough.

We will also continue to work with our partners in the NHS and voluntary and community sector organisations as part of the new integrated care system to provide high quality and accessible health services. This included a new mental health and wellbeing centre to reduce the prevalence of mental ill health in the borough and improve wellbeing among our residents.



Our residents are living longer, often with one or more long term health conditions, which is increasing demand for our social care services. We will support people to live independently for as long as possible within their local communities and are helping people living with disabilities to be in control of their own lives. We are investing in innovative smart technology to enable adult social care users to stay happier, safer and more independent, and to help reduce social isolation. At the same time, we also continue to support those who need it in good quality care homes across the borough. Across all our services, we are safeguarding vulnerable adults and protecting people from harm. We work collaboratively to prevent incidents of abuse and neglect, and to respond effectively when incidents have occurred.

Healthy communities also need to be safe communities. We are working with our partners to improve feelings of safety, and to prevent and address serious youth violence and domestic abuse. We are creating a new Community Law Enforcement Team to help further improve feelings of safety in the borough, alongside increases in CCTV systems which are helping to prevent and detect crime.

Our strategies

To find out more about how we're delivering on this priority, take a look at some of our key strategies:

- [Community Safety Plan](#)
- [Culture Strategy](#)
- [Early Help for All Strategy](#)
- [Hate Crime Strategy](#)
- [Health and Wellbeing Strategy](#)
- [Local Plan](#)
- [Modern Slavery Strategy](#)
- [Safeguarding Adults Strategy](#)



Our achievements so far



In 2021/22, we invested £327,000 in CCTV to help keep communities safe and prevent crime and antisocial behaviour. The locations of new cameras are selected based on reported crime levels.



We protected vulnerable residents during the pandemic, providing free Personal Protective Equipment (PPE), advice and guidance and financial support to the borough's care homes.



Our Modern Slavery team continue to work with partners in the NHS and Police to tackle modern slavery and support victims. In 2021/22, the team delivered training sessions to 455 people, raising awareness about the signs of modern slavery and how to report concerns.



Our SMART Living project is utilising technology to enable Adult Social Care users to achieve happiness, safety and independence and reduce isolation. We are the first local authority to introduce artificial intelligence PainChek technology in care homes to better identify and support residents who may be experiencing pain but unable to express this verbally.



We have opened community food pantries at Edmonton Green and Enfield Town libraries. The pantries offer nutritious food at discounted prices and form part of a network of food support provided by the Enfield Food Alliance, a partnership between the Council and voluntary and community organisations.



We have helped local people get active through the development of new and improved sports facilities, including renovated netball and tennis courts in Broomfield Park which opened in December 2021 and four cricket pitches in the east of Enfield which opened in July 2022.



In 2021 and 2022, our Month of Sundays free street festivals celebrated the rich culture, heritage and diversity of Enfield. We welcomed over 47,000 attendees in summer 2021 who enjoyed food and drink from local businesses and an exciting programme of performances from local people.



We are working in partnership with community organisation Fore Street for All to deliver a rich cultural programme of events for Angel Edmonton, hosted at the recently transformed Fore Street 'Living Room' library, which opened in July 2022.

Priority Three

Thriving children and young people



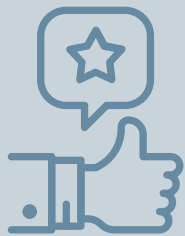
27%

of our population are **under 20**, higher than London and national averages.

This includes: **0-4:** 21,300 | **5-9:** 22,800
10-14: 24,100 | **15-19:** 21,300



Our pupils speak over **189 languages or dialects**, with **48%** of pupils speaking **English as an additional language**



100%

of Enfield maintained primary schools are **Outstanding or Good**



Enfield currently maintains **Education, Health and Care Plans (EHCPs)** for **3.5%** of 0-25-year-olds. **10.6%** of pupils attending Enfield schools and settings receive Special Educational Needs (**SEN**) Support



The percentage of **pupils eligible for Free School Meals** has increased in Enfield by **4%**, from **17.8%** in 2019/20 to **26.9%** in 2021/22

There are **6 Youth Centres** in Enfield welcoming all **young people aged 11-19 years old**





We will:

- Help all children to have the best start in life
- Safeguard children and young people and increase support in-borough for looked after children with complex needs
- Improve educational outcomes for all children and young people
- Increase local education, play and leisure opportunities for children and young people with special educational needs and disabilities
- Engage children and young people in positive activities
- Involve children and young people in decisions that affect their lives

We want every child and young person to be safe, healthy and happy. We are working together to empower them with the skills, knowledge and opportunities they need to thrive.

Our children and young people have experienced the unprecedented impact of the Covid-19 pandemic on their education and everyday lives and our families now face the increasing pressure of the cost of living crisis. This has impacted

children and young people at all stages, deepening existing inequalities and increasing pressure on child and adolescent mental health services.

We know that the first 1,001 days of a child's life (from conception up until the age of 2) can have a significant impact on their early development and their life chances as they grow up. This includes how well they build relationships, achieve at school, their future job prospects and their overall health and wellbeing. We are investing in new Community and Family Hubs and Children's Centres and improving take up of funded early years education places, helping families access the right information, advice and support for their children.

Some of our families need specialist and additional support, and we are seeing rising demand for our Children's Social Care team, at a time of national shortages of qualified social workers. We are committed to developing a long term and sustainable local solution to ensure we continue to protect our vulnerable children, by investing in dedicated Social Work apprenticeships.

We are committed to ensuring that every child and young person in Enfield receives an excellent education by continuing to work closely with the borough's schools. We are increasing our in-borough Special Educational Needs and Disabilities (SEND) provision so that we can care for and educate our children and young people locally in a setting or environment that is right for them. This includes building a new SEND school as well as increasing specialist provision within mainstream schools.

Children and young people with complex needs may require a lot of additional support in their day to day lives. This provision might be for complex SEN, medical and/or mental health needs. Our local social care placements with therapeutic intervention are helping to improve outcomes. We are looking to improve experiences further by commissioning children's homes within Enfield to meet the needs of our looked after children and young people with complex health needs and behaviours of concern.

Inclusion is at the heart of decision making about our services and support for children and young people. We will further develop the range of inclusive play, leisure, social and informal learning opportunities available in the community. This will support children and young people to engage

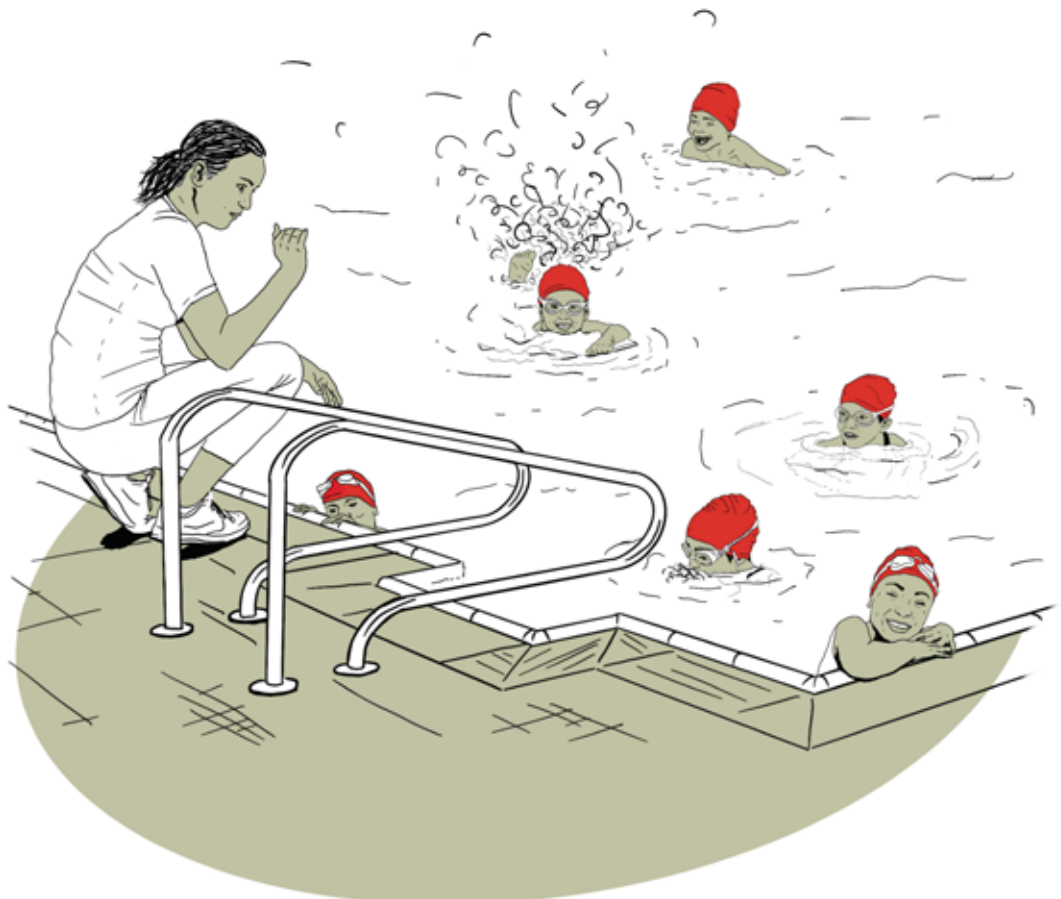
in positive activities which enable them to learn new skills, build healthy relationships, have fun and boost their physical and mental health and wellbeing.

As we look ahead and invest in Enfield and our community, we will continue to empower children and young people in Enfield to shape their borough and the decisions that impact their lives. This means that wherever possible, we will include children and young people in shaping the services they use and the places they go to in Enfield, in a way that is meaningful to them and has a positive impact on their experiences of living or studying in the borough.

Our strategies

To find out more about how we're delivering on this priority, take a look at some of our key strategies:

- [Early Help for All Strategy](#)
- [Empowering Young Enfield](#)
- [Looked after Children Strategy](#)
- [Safeguarding Adolescents from Exploitation Strategy](#)
- [SEND Partnership Strategy](#)
- [Tackling Child Neglect Strategy](#)



Our achievements so far

**£1
million**

In 2021, we invested £1 million in early intervention services to support children and young people with speech, language and communication needs; autism and neurodiversity; and Social Emotional and Mental Health needs.



We launched Operation Engage in October 2020 in partnership with the Metropolitan Police. Outreach youth workers in Wood Green custody suite provide support, signposting and mentoring to young people that come into custody, supporting 310 young people in 2021/22.



In 2021, we launched our New Beginnings project. We support women who have previously had their child or children removed from their care to identify and address their personal needs and future goals, develop resilience and improve their health and wellbeing. The team is currently working with twelve women.



In 2020/21, the Enfield Safeguarding Children Partnership led on the creation of eleven safeguarding ambassadors – a group of young people who act as critical friends and work with the partnership on a range of activities including co-producing a training programme.



We launched an Inclusion Charter which sets out principles and guidance for early years settings, schools and colleges to provide an inclusive education for children and young people with special educational needs and disabilities.



We have increased in-borough provision for children and young people with special educational needs and disabilities by opening Designated Units in three of our special schools during 2021 and 2022.



We funded free swimming lessons to under-16s over the summer holidays in 2022, giving young people the opportunity to meet their friends and stay active.



We opened a brand-new youth centre in Ponders End in July 2021. The centre provides young people with a safe place to meet friends and enjoy a range of educational and recreational activities.

Priority Four

More and better homes



There are
120,900
households
in Enfield

52% of homes in Enfield are
owner occupied

30% are privately rented

10% are rented from the
local authority

7% are rented from a
registered provider

1% are shared ownership



In 2021/22, the eviction rate was
5.8 possession orders
per 1,000
social and private rented properties.
This is the sixth highest in London



The house price to earnings ratio
as of December 2021 was
12.1 to 1 for houses
and
8.3 to 1 for flats



As of October 2022, there were
3,094
households in Enfield living in
temporary accommodation



Emissions from homes
in Enfield account for an estimated
35%
of the borough's total emissions

We will:

- Build and facilitate more good quality homes that local people can afford
- Invest in and improve our council homes
- Drive up standards in the private rented sector
- Deliver low carbon, and climate-resilient new-build homes and facilitate retrofitting of existing homes
- Create well-connected, digitally enabled and well-managed neighbourhoods
- Provide a range of specialist housing for those who need it

Our ambitious regeneration programme will deliver a range of high-quality homes for local people on different incomes to live in at different stages of their lives and transform our borough for the future. We are also working to improve the conditions of homes which are already built. We are aiming for homes and neighbourhoods that are mixed income; health-promoting; environmentally sustainable; child, age and disability friendly; and digitally connected.

There is a nationally acknowledged housing crisis and locally this challenge is significant. We have many residents on low or medium incomes and an acute shortage of social and affordable rented homes. As a result of this, we have over 6,000 households on the Housing Register and over 3,000 households living in temporary accommodation. The rising cost of living is expected to further compound this housing crisis, while conditions in the housing market are shifting, particularly regarding landlords in the private rented sector.

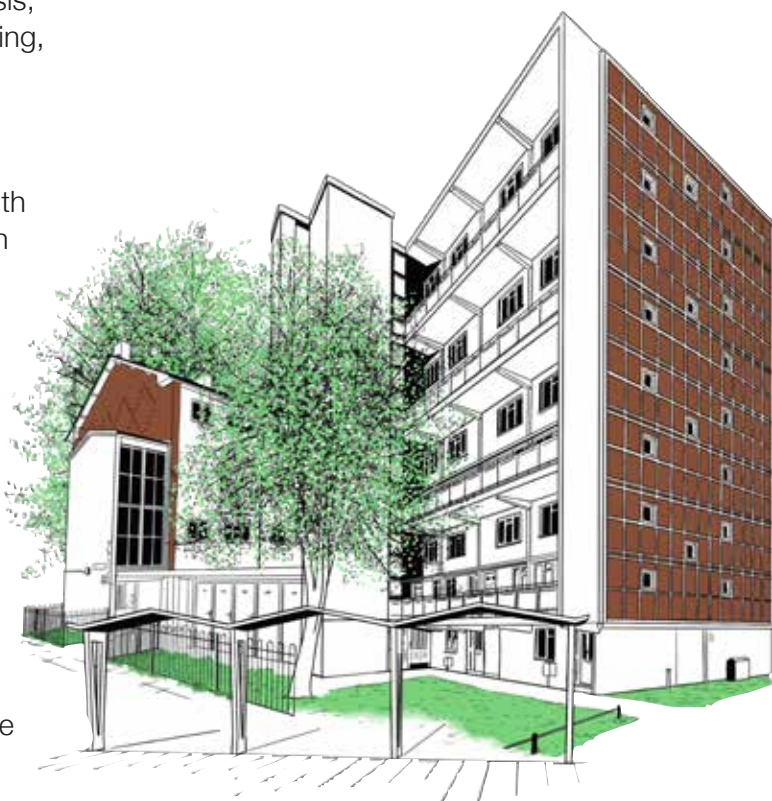
We are also operating in a very challenging and volatile climate for increasing housing supply, with rising interest rates and inflationary pressures on material and labour costs in the construction industry. Over the next few years, we will be identifying new and innovative ways to deliver our affordable housing programme in the challenging economic climate so that we can continue to increase the supply of homes in the borough that local people can afford and meet the ambitious targets set for us in the London Plan as well as our own emerging new Local Plan. As well as social and affordable rented housing, this will include more intermediate rent and low cost home ownership homes for people who are not eligible for social or affordable rented housing but who

are also struggling to access good quality private rented accommodation or cannot afford to buy, including key workers.

Through our role as a place-maker, we will create neighbourhoods that are well-managed and connected to safe and attractive walking, cycling and public transport networks; leisure, culture, employment and education opportunities; and high-speed broadband. We do this by directly delivering public realm and housing programmes and through our planning policies and development of our new Local Plan.

Our housing programme will also seek to provide housing for people with additional and specialist needs, including care leavers, people with physical and learning disabilities, older people, people with mental health needs and rough sleepers. This will include creating more council-run care homes for the growing elderly population in our borough, including a new state of the art building at Reardon Court.

Whilst we are building and facilitating more affordable housing in the borough, it is also crucial that our existing council homes are safe, secure and comfortable, both now and for the future. We will invest in our homes so that they are compliant with consumer standards, meet safety requirements, have improved energy efficiency and promote the health and wellbeing of the people living in them.



We are committed to engaging and working in partnership with our council housing tenants to ensure the continuous improvement of our services.

We recognise the valuable role of the private rented sector in providing homes for Enfield residents. However, a growing number of low-income households are spending a significant proportion of their total earnings on private rented properties where they can face poor housing conditions and insecure tenancies. We will continue to drive up standards in the growing private rented sector through our additional and selective licensing schemes, supporting landlords to meet the requirements and taking enforcement action where necessary. Our council-owned company Housing Gateway will continue to provide good quality private rented homes, helping us to reduce the number of residents living in temporary accommodation.

Homes in Enfield are a significant contributor to the borough's carbon emissions. Fuel poverty is also a major and growing concern with 12.4% of Enfield's households in fuel poverty in 2020 – now increasing further as a result of the significant rise in energy costs. Investment in the energy efficiency of our homes is more important than ever before,

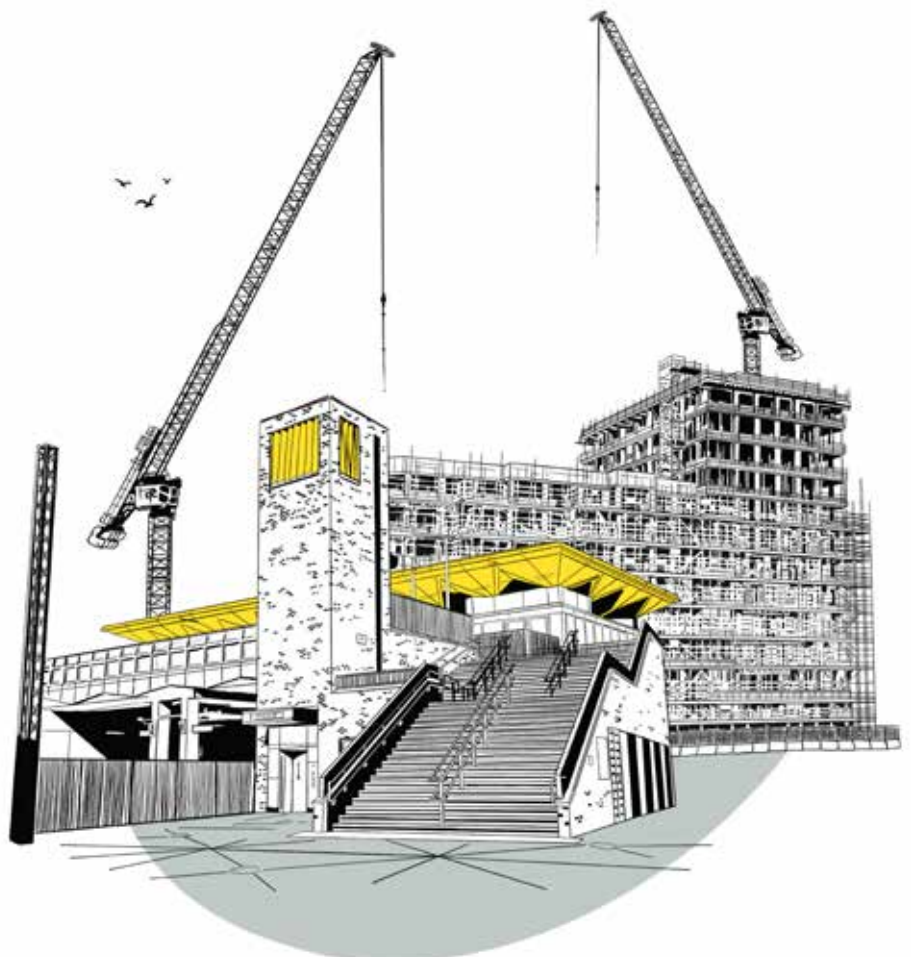
helping us in our work to respond to the climate emergency and tackle fuel poverty. We'll be seeking to build on existing retrofit projects to roll out improvements across our council housing stock; as well as developing how we can work with landlords in the private rented sector to improve the energy ratings of their properties.

Alongside this, our council-owned heat network Energetik is providing better value, reliable and low carbon heat and hot water to over 740 homes in Enfield; and is one important aspect of how we are delivering lower carbon homes in the new homes we build. Our emerging new Local Plan will help us to ensure the minimisation of carbon emissions from new build homes across all developments.

Our strategies

To find out more about how we're delivering on this priority, take a look at some of our key strategies:

- [Housing and Growth Strategy](#)
- [Local Plan](#)
- [Preventing Homelessness and Rough Sleeping Strategy](#)
- [Tenancy Strategy](#)



Our achievements so far



Between 2020 and 2022, we delivered 250 net additional homes through council-led projects.



In December 2021, residents living on the Joyce and Snell's Park estates voted in favour of our regeneration proposals which will provide around 2,000 sustainable and energy efficient homes, a safer estate and improved green spaces and play facilities.



Construction has commenced on our ambitious Meridian Water regeneration project and the first homes will be completed in early 2023 and offered at London Affordable Rents.



We launched our in-house repairs company, Enfield Repairs Direct, in May 2020 to ensure repairs are responded to more efficiently and to a high standard.



We launched our Housing Advisory Service in March 2020. The service aims to prevent people from becoming homeless at the earliest possible stage and equip people with the skills to manage a tenancy in the private rented sector through training and support.



We launched a borough-wide additional licensing scheme for Houses in Multiple Occupation (HMOs) in September 2020 and a selective licensing scheme covering private rented homes in 14 wards in September 2021. The schemes are helping to drive up standards in the growing private rented sector.



Our council-owned company Housing Gateway has continued to acquire new units and held a portfolio of 614 high-quality private rented homes at the end of 2021/22.



We launched an ethical lettings agency Enfield Let in October 2020. The scheme assists those who would otherwise struggle to access private rented housing and ensures residents are not discriminated against because of their financial status. As of August 2022, Enfield Let held a portfolio of 244 properties.

Priority Five

An economy that works for everyone



In 2020/21,

33.7%

of children were living in poverty after housing costs



The median household income in Enfield is

£41,100

This is the 10th lowest of the London boroughs

10,000

(4.5%) people in Enfield

do not have any qualifications,

lower than London and national averages.

Fewer of our residents have **Level 2, 3 or 4 qualifications** than London averages

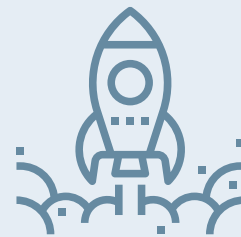


44,539

households in Enfield were receiving state support with their rental costs via Housing Benefit or Universal Credit as of August 2022 *the fourth highest proportion in London*



An estimated **38.2% of adults with a disability** in Enfield were **in employment in 2021**, lower than the national average of 52.5%



There were

3,684

business start-ups in Enfield in 2021/22.

The five-year business survival rate for businesses started in 2015 in Enfield was 38.5%, higher than the London average of 36.7%

5.7%

of Enfield's working age population were officially **unemployed** in October 2022, higher than **London (4.7%)** and **UK (3.6%)** averages



We will:

- Enable local people to develop skills to access good quality work
- Support local businesses and encourage inward investment in growing sectors which offer sustainable employment to local people
- Provide support and advice for residents on low incomes
- Develop town centres that are vibrant, healthy and inclusive
- Transform our industrial land to create modern and low carbon spaces for business

As a community leader and place-maker, we have a vital role in driving forward economic development by bringing partners together, bridging skills gaps, helping businesses to thrive and delivering inclusive regeneration schemes. We want to create a dynamic economy which all our residents can benefit from and participate in.

The present cost of living crisis is escalating the costs of fuel, food and other essentials, which is combining with existing disadvantage and vulnerability within our communities to put many households in Enfield at greater risk of both immediate hardship and reduced opportunity and wellbeing. We are providing holistic welfare, debt, housing and employment advice for people in hardship. While helping people in hardship to access healthy and sustainable food in the immediate term, longer term our aim is to improve the financial resilience of communities so they will not need to rely on food banks and pantries in the future.

We will bring partners together to lead and support collaborative working that enables more people to get into good work and stay in work. Enfield residents face higher levels of unemployment than the London average and younger residents are more likely to be unemployed than other age groups. As we seek to increase employment in the borough and regionally, we must enable local people to access good-quality employment that provides a living wage and job security, supports good physical and mental health and wellbeing and offers opportunities to develop skills and a career.

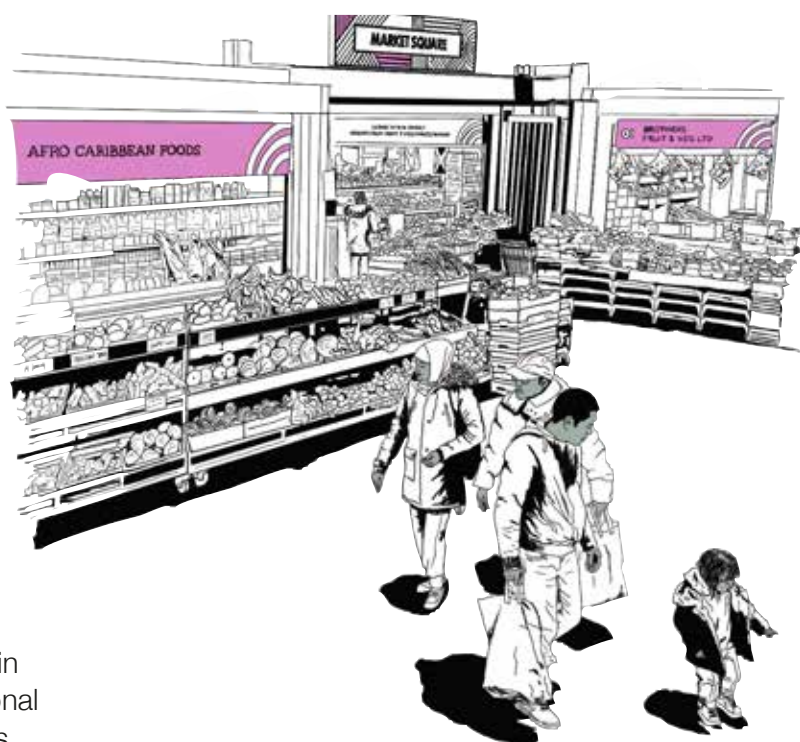
In Enfield there are proportionately more jobs in health and social care, than London and national averages. We will build on our strengths in this

sector and work with NHS colleagues to ensure we are providing the skills and training required for local people to access these opportunities.

Helping local people develop the skills they need for green jobs will also be crucial in meeting the rapidly rising demand for workers in this sector and ensuring Enfield residents do not miss out on new opportunities in the years ahead. This will require us to work with providers to connect further education provision with emerging new jobs, including in sustainable construction and retrofitting; low-carbon electricity; low-carbon heat; biodiversity; organic peri-urban farming and market gardening; green infrastructure and flood management.

We also have an important role to play in creating the right conditions in Enfield for new green industries to choose to locate, maximizing the potential of the unique assets Enfield has to offer. We will explore how we can transform our council-owned rural land so that it has a greater positive impact on the environment, the health and wellbeing of our residents and on the economy.

As well as creating new woodlands and wetlands to attract more people into Enfield for leisure and sport activities, we will explore how we can support and enable organic market gardening to flourish in Enfield, helping us further transform our rural land, provide high quality employment and increase access locally to sustainable food.



Working with small and medium businesses and cooperatives is an essential strand of how we develop Enfield's local economy. Our dynamic business community is a key asset to the borough, offering more and better jobs for our residents, bringing life to our town centres and high streets and contributing to our borough's unique and diverse character. We continue to support our local businesses to recover and thrive post-pandemic. In particular, we will support small and medium-sized businesses through our approach to procurement; facilitate and nurture business start-ups through our libraries and community hubs; support our local creative sector to thrive through our cultural programme; and strengthen digital infrastructure in the borough.

Our support to Enfield's town centres also plays a vital role in nurturing businesses operating on our high streets. We want our town centres to be vibrant, inclusive and health-promoting to benefit communities and provide the environment for a strong and inclusive local economy. We continue to prioritise this in the context of the significant ongoing challenges for the high street resulting from changing shopping habits, the Covid-19 pandemic, inflation and the energy crisis. We have introduced an empty shop grant to entice new businesses, and are making public realm improvements. We are championing our local culture, creative and heritage sectors and are working together with local community groups, to bring life and energy to our town centres.

We will also continue to transform and intensify our industrial land to create modern and sustainable spaces with high-speed broadband coverage which attract new businesses to the borough and offer high quality jobs for our residents. The land is of strategic importance to London's economy and an important source of employment for local residents. As well as the many small and medium sized businesses in our neighbourhoods, Enfield has a history of making and creating through its long-established manufacturing and logistics sector. This gives us a strong opportunity to re-establish our heritage as a 'making' place and grow our reputation as a destination for creative industries across the diverse land and assets the borough has to offer, including supporting the growth of the film and TV production industry in the borough.

Our strategies

To find out more about how we're delivering on this priority, take a look at some of our key strategies:

- [Economic Development Strategy](#)
- [Local Plan](#)
- [A Progressive Approach to Managing Debt and Income in Enfield](#)



Our achievements so far



We launched our Youth Hub at Edmonton Green Library to provide tailored employment and skills support for young people aged 16 to 24 who are not in education or training, or are currently unemployed.



We held the first Create Enfield Careers Fair in June 2022 for 16 to 19-year olds in Enfield. Young people attending the fair found out about the full range of creative careers and opportunities available in the borough and across London.



Our Equals Employment Service provides support to adults with learning disabilities into sustained paid employment. In 2021, we recorded the highest proportion of working age people (16.8%) who receive support for their learning disability in paid employment in London and the fourth highest proportion nationally.



We secured £1.1 million in funding from the Mayor of London's Good Growth Fund in March 2020 which we match funded to regenerate Angel Edmonton. The £2.2m in funding has so far been used to make public realm improvements and refurbish the existing library to create the versatile and innovative 'Living Room Library'.



We have supported the growth of the film industry in Enfield, securing the new Troubadour Meridian Water Studios in spring 2021, which will deliver high quality training and employment opportunities for local people.



Our Welfare Advice and Support Team supported over 2,400 residents referred to the service in 2020/21 and 2,500 residents in 2021/22 to improve their financial situation by supporting them to access the income and benefits they are entitled to and manage their debts.



Our Skills Academy at Meridian Water is set to open in early 2023, providing opportunities for local people to gain the skills and qualifications needed to pursue a career in construction, as well as learning about sustainable construction methods.

Future outcomes

We have identified six long term outcomes that we are seeking to positively impact by delivering on our priorities over the four years of our Council Plan and beyond.

We have identified measurable indicators to help us understand progress on achieving these outcomes for all our residents. Most of these indicators will show us how we're doing on tackling long-standing challenges, such as poverty and health inequality, which are impacted by many complex factors, including those outside of our control.

While these challenges can only be addressed by many institutions and individuals working together over the longer term, we are investing in Enfield and delivering our priorities with the aim of contributing towards improvement across all these indicators for the future.

We have additional indicators to help us track our progress and the performance of our services in more detail over the short and medium term, connected to our priority actions. Our indicators are monitored through our performance scorecards which are reported to senior management and to Cabinet on a quarterly basis.

Alongside our review of performance and outcome indicators, all Council departments produce annual service plans that detail the work they are undertaking to deliver on our Council Plan priorities each year. Services will review progress against their service plans and report on this to their Departmental Management Team mid-year and at the end of each year.

Residents live happy, healthy and safe lives

| Indicator | Latest data as of January 2023 | Data source |
|---|--------------------------------|---|
| Percentage of babies born with a low birthweight | 3.2% (2021/22) | Office for Health Improvement and Disparities |
| Percentage of children aged 4-5 classified as overweight or obese | 25.3% (2021/22) | Office for Health Improvement and Disparities |
| Percentage of children aged 10-11 classified as overweight or obese | 42.2% (2021/22) | Office for Health Improvement and Disparities |
| Percentage of adults who are overweight or obese | 60.9% (2020/21) | Sport England |
| Percentage of children and young people who are physically active | 31.8% (2020/21) | Sport England |
| Percentage of adults who are physically active | 61.4% (2020/21) | Sport England |
| Percentage of adults who smoke | 18.5% (2021) | ONS |
| Prevalence of diabetes | 8.4% (2021/22) | NHS |
| Prevalence of hypertension | 12.8% (2021/22) | NHS |
| Under 75 mortality rate from all cardiovascular diseases (1 year range) | 74 per 100,000 (2020) | Office for Health Improvement and Disparities |

| Indicator | Latest data as of January 2023 | Data source |
|---|---|---|
| Under 75 mortality rate from cancer (1 year range) | 114.8 per 100,000 (2020) | Office for Health Improvement and Disparities |
| Under 75 mortality rate from respiratory disease (1 year range) | 26.9 per 100,000 (2020) | Office for Health Improvement and Disparities |
| Percentage of adults receiving secondary mental health services living independently, with or without support | 39% (2021/22) | NHS |
| Percentage of adults with learning disabilities in settled accommodation | 86.5% (2021/22) | Enfield Council |
| Average life satisfaction of residents | 7.4* (2021/22) | ONS |
| Average anxiety levels of residents | 3.2** (2021/22) | ONS |
| Average happiness levels of residents | 7.3* (2021/22) | ONS |
| Average ratings of feeling that the things done in life are worthwhile | 7.7* (2021/22) | ONS |
| Recorded prevalence of depression in adults 18+ | 9.5% (2020/21) | Office for Health Improvement and Disparities |
| Crime rate | 103 offences per 1,000 residents (2022) | Metropolitan Police |

*Score out of 10 with higher scores indicating better wellbeing

**Score out of 10 with lower scores indicating better wellbeing

Residents earn enough to support themselves and their families

| Indicator | Latest data as of January 2023 | Data source |
|---|--------------------------------|----------------------------------|
| Percentage of children living in relative low-income families | 15.9% (2020/21) | Department for Work and Pensions |
| Percentage of children living in absolute low-income families | 13% (2020/21) | Department for Work and Pensions |
| Percentage of children living in poverty after housing costs | 33.7% (2020/21) | End Child Poverty |
| Employment rate of working age population | 70.7% (July 2021 – July 2022) | ONS |
| Percentage of adults with a disability in employment | 38.2% (2020/21) | Department for Work and Pensions |
| Percentage of adults with learning disabilities who receive long-term support in employment | 14.7% (2021/22) | NHS |
| Percentage of adults receiving secondary mental health services in employment | 6% (2021/22) | NHS |

| Indicator | Latest data as of January 2023 | Data source |
|--|--------------------------------|-------------|
| Percentage of Enfield households with a household income less than £30,000 per annum | 35% (2022) | CACI |
| Percentage of Enfield households with a household income less than £15,000 per annum | 11.4% (2022) | CACI |

Children and young people do well at all levels of learning

| Indicator | Latest data as of January 2023 | Data source |
|---|--------------------------------|--------------------------|
| Percentage of pupils achieving a Good Level of Development at end of Early Years Foundation Stage | 65.3% (2021/22) | Department for Education |
| Percentage of pupils achieving expected standards in Reading, Writing and Maths at KS2 | 61.1% (2021/22) | Department for Education |
| Percentage of pupils achieving grades 5 or above in English and mathematics GCSEs | 50% (2021/22) | Department for Education |
| Average Attainment 8 score per pupil at KS4 | 48.4 (2021/22) | Department for Education |

Residents age well

| Indicator | Latest data as of January 2023 | Data source |
|---|--|---|
| Percentage of older people (65 and over) who were still at home 91 days after discharge from hospital into reablement/rehabilitation services | 87.7% (2021/22) | NHS |
| Emergency hospital admissions due to falls in people aged 65 and over | 1,650 per 100,000 (2020/21) | Office for Health Improvement and Disparities |
| New admissions to supported permanent residential and nursing care (65+) | 412.6 per 100,000 population (2021/22) | Enfield Council |
| Dementia: Recorded prevalence 65+ | 5.34% (2020) | NHS |
| Healthy life expectancy at birth (male) | 64.3 years (2018-2020) | Office for Health Improvement and Disparities |
| Healthy life expectancy at birth (female) | 62.1 years (2018-2020) | Office for Health Improvement and Disparities |
| Inequality in healthy life expectancy at birth (male) | 14.4 years (2009-2013) | Office for Health Improvement and Disparities |
| Inequality in healthy life expectancy at birth (female) | 15 years (2009-2013) | Office for Health Improvement and Disparities |

Residents live in good quality homes they can afford

| Indicator | Latest data as of January 2023 | Data source |
|---|--------------------------------|-----------------|
| Number of households living in temporary accommodation | 3,106 (November 2022) | Enfield Council |
| Number of households on Housing Needs Register | 6,609 (November 2022) | Enfield Council |
| Median energy efficiency score of social rented properties | 69* (March 2022) | ONS |
| Median energy efficiency score of private rented sector properties | 65* (March 2022) | ONS |
| Median energy efficiency score of owner occupied properties | 62* (March 2022) | ONS |
| Percentage of council homes that do not meet the Decent Homes Standard | 34.3% (November 2022) | Enfield Council |
| Percentage of homes in the private rented sector that have at least one Category 1 hazard | 28% (2020) | Metastreet |
| Percentage of households in Enfield that are overcrowded | 13%** (2021) | Census |

*Score of 0 to 100, with a score of 100 indicating the most energy efficient property

**Based on the number of bedrooms available minus the recommended bedroom standard

Residents live in a carbon neutral borough

| Indicator | Latest data as of January 2023 | Data source |
|--|--|---|
| Percentage reduction in the Council's carbon emissions (tCO ₂ e) over baseline year 2018/19 | 19.4% (2021/22) | Enfield Council |
| Carbon emissions per Council employee (tCO ₂ e per FTE) | 4.7 (2021/22) | Enfield Council |
| Borough wide carbon emissions (tCO ₂ e) | 1,114,769 tCO ₂ e (2018) | SCATTER |
| Percentage reduction in borough wide carbon emissions over previous year | 2% (2018) | SCATTER |
| Percentage of trips made by active and sustainable modes (public transport, walking and cycling) | 55% (3 year average 2017/18 – 2019/20) | Transport for London |
| Air pollution: fine particulate matter | 9.2µg/m ³ | Office for Health Improvement and Disparities |

Thank you for reading our Council Plan.

If you would like to find out more about our plans and services, how we're doing and how to get involved, please visit our website:

www.enfield.gov.uk/services/your-council/our-vision-aims-and-values

 EnfieldCouncil  EnfieldCouncil



Illustrations in our Council Plan were produced by local artist Vikkie Thompson

Enfield Equality Impact Assessment (EqIA)

Introduction

The purpose of an Equality Impact Assessment (EqIA) is to help Enfield Council make sure it does not discriminate against service users, residents, and staff, and that we promote equality where possible. Completing the assessment is a way to make sure everyone involved in a decision or activity thinks carefully about the likely impact of their work and that we take appropriate action in response to this analysis.

The EqIA provides a way to systematically assess and record the likely equality impact of an activity, policy, strategy, budget change or any other decision.

The assessment helps us to focus on the impact on people who share one of the different nine protected characteristics as defined by the Equality Act 2010 as well as on people who are disadvantaged due to socio-economic factors. The assessment involves anticipating the consequences of the activity or decision on different groups of people and making sure that:

- unlawful discrimination is eliminated
- opportunities for advancing equal opportunities are maximised
- opportunities for fostering good relations are maximised.

The EqIA is carried out by completing this form. To complete it you will need to:

- use local or national research which relates to how the activity/ policy/ strategy/ budget change or decision being made may impact on different people in different ways based on their protected characteristic or socio-economic status;
- where possible, analyse any equality data we have on the people in Enfield who will be affected e.g., equality data on service users and/or equality data on the Enfield population;
- refer to the engagement and/ or consultation you have carried out with stakeholders, including the community and/or voluntary and community sector groups you consulted and their views. Consider what this engagement showed us about the likely impact of the activity/ policy/ strategy/ budget change or decision on different groups.

The results of the EqIA should be used to inform the proposal/ recommended decision and changes should be made to the proposal/ recommended decision as a result of the assessment where required. Any ongoing/ future mitigating actions required should be set out in the action plan at the end of the assessment.

Section 1 – Equality analysis details

| | |
|---|--|
| Title of service activity / policy/ strategy/ budget change/ decision that you are assessing | Council Plan 2023-26: <i>Investing in Enfield</i> |
| Team/ Department | Chief Executive Corporate Strategy Service |
| Executive Director | Ian Davis, Chief Executive |
| Cabinet Member | Cllr Nesil Caliskan, Leader |
| Author(s) name(s) and contact details | Sarah Gilroy, Strategy and Policy Manager sarah.gilroy@enfield.gov.uk |
| Committee name and date of decision | Cabinet – 8 February 2023 Council – 23 February 2023 |

| | |
|---|-----------------------------------|
| Date the EqIA was reviewed by the Corporate Strategy Service | N/A |
| Name of Head of Service responsible for implementing the EqIA actions (if any) | N/A |
| Name of Director who has approved the EqIA | Ian Davis, Chief Executive |

The completed EqIA should be included as an appendix to relevant EMT/ Delegated Authority/ Cabinet/ Council reports regarding the service activity/ policy/ strategy/ budget change/ decision. Decision-makers should be confident that a robust EqIA has taken place, that any necessary mitigating action has been taken and that there are robust arrangements in place to ensure any necessary ongoing actions are delivered.

Section 2 – Summary of proposal

Please give a brief summary of the proposed service change / policy/ strategy/ budget change/project plan/ key decision

Please summarise briefly:

What is the proposed decision or change?
What are the reasons for the decision or change?

What outcomes are you hoping to achieve from this change?
Who will be impacted by the project or change - staff, service users, or the wider community?

What is the proposed decision or change?

The new Council Plan 2023-26: *Investing in Enfield* sets out a renewed vision for the Council as it continues to invest in the borough to deliver positive outcomes for residents.

The Plan sets out five overarching priorities; five principles; and six future outcomes we are working towards. The Plan will be used to inform and guide staff across the organisation on the Council vision and priorities and will be available online for all our stakeholders and partners to learn more about the Council and our goals.

The five priorities are:

- **Clean and green places**
- **Strong, safe, and healthy communities**
- **Thriving children and young people**
- **More and better homes**
- **An economy that works for everyone**

Each priority is underpinned by a set of strategic high-level actions.

The way the Council engages and works with residents, businesses and partners and the way it makes decisions and allocates resources are fundamental to the success of the Council Plan. The Council Plan principles explain how the Council will work to deliver its vision for Enfield and are:

- **Fairer Enfield**
- **Accessible and responsive services**
- **Financial resilience**
- **Collaboration and early help**
- **Climate conscious**

What are the reasons for the decision or change?

The new Council Plan 2023-26 replaces our previous Council Plan 2020-22: *A Lifetime of Opportunities*. We have reflected on progress made on delivery this 2020 Plan; and on the challenges and opportunities for the borough and its residents for the next three years to create a new refreshed vision and priorities for 2023-26.

What outcomes are you hoping to achieve from this change?

We have identified six future outcomes that we are seeking to positively impact over the four years of the Council Plan and beyond. We have identified measurable indicators to help us understand progress on achieving these outcomes for all residents. Most of these indicators will show us how we are going on tackling long-standing challenges, such as poverty and health inequality, which are impacted by many complex factors, including those outside of our control. While these challenges can only be addressed by many institutions and individuals working together over the longer term, we are investing in Enfield and delivering our priorities with the aim of contributing towards improvement across all these indicators for the future. The six future outcomes are:

- **Residents live happy, healthy, and safe lives**
- **Residents have enough income to support themselves and their families**
- **Children and young people do well at all levels of learning**
- **Residents age well**
- **Residents live in good quality homes they can afford**
- **Residents live in a carbon neutral borough**

Who will be impacted by the project or change?

The Council Plan will impact on all Enfield residents, staff, and our partners.

Section 3 – Equality analysis

This section asks you to consider the potential differential impact of the proposed decision or change on different protected characteristics, and what mitigating actions should be taken to avoid or counteract any negative impact.

According to the Equality Act 2010, protected characteristics are aspects of a person's identity that make them who they are. The law defines 9 protected characteristics:

1. Age
2. Disability
3. Gender reassignment.
4. Marriage and civil partnership.
5. Pregnancy and maternity.
6. Race
7. Religion or belief.
8. Sex
9. Sexual orientation.

At Enfield Council, we also consider socio-economic status as an additional characteristic.

“Differential impact” means that people of a particular protected characteristic (e.g., people of a particular age, people with a disability, people of a particular gender, or people from a particular race and religion) will be significantly more affected by the change than other groups. Please consider both potential positive and negative impacts and provide evidence to explain why this group might be particularly affected. If there is no differential impact for that group, briefly explain why this is not applicable.

Please consider how the proposed change will affect staff, service users or members of the wider community who share one of the following protected characteristics.

Detailed information and guidance on how to carry out an Equality Impact Assessment is available [here](#).

Age

This can refer to people of a specific age e.g., 18-year olds, or age range e.g., 0-18 year olds.

Will the proposed change to service/policy/budget have a **differential impact [positive or negative]** on people of a specific age or age group (e.g., older, or younger people)?

Please provide evidence to explain why this group may be particularly affected.

According to the 2021 Census, Enfield's population in March 2021 was estimated to be 330,000 (rounded to the nearest hundred).¹

Age breakdown of Enfield's population

| Age group | Enfield population |
|-----------|--------------------|
| 0-4 | 21,300 |
| 5-9 | 22,800 |
| 10-14 | 24,100 |
| 15-19 | 21,300 |
| 20-24 | 19,100 |
| 25-29 | 21,200 |
| 30-34 | 23,100 |
| 35-39 | 24,000 |
| 40-44 | 24,600 |
| 45-49 | 22,700 |
| 50-54 | 22,700 |
| 55-59 | 21,100 |
| 60-64 | 17,100 |
| 65-69 | 12,800 |
| 70-74 | 11,200 |
| 75-79 | 8,200 |
| 80-84 | 6,500 |
| 85+ | 6,400 |

Children and young people

Enfield has higher proportions of residents aged under 20 than regional and national averages.

Priority One: Clean and green places

Road safety

Children are more vulnerable to being killed or seriously injured in road traffic incidents.

¹ ONS, [Population and household estimates, England and Wales: Census 2021](#)

Between 2018 and 2020, 30 children in Enfield were killed or seriously injured in road traffic incidents, a rate of 13.1 per 1,000 children, higher than the London average of 11.²

Air pollution

Young people are particularly vulnerable to the effects of air pollution. Long-term exposure to negative air quality can lead to reduced lung development, asthma, developmental problems and more wheezing and coughs in younger people.³

Physical activity

Children aged five to 18 are recommended to do at least 60 minutes of moderate intensity activity each day. In 2020/21, 31.8% of children and young people in Enfield were physically active, significantly lower than London (44.4%) and England (44.6%) averages.⁴

Delivery of this priority is expected to have a positive impact on children and young people, helping to improve air quality and increase physical activity rates through the following actions:

- Enhance biodiversity and protect our parks, woodlands, watercourses, wetlands, trees, shrubs, and open spaces so that children and young people can benefit from them
- Enable active and low carbon travel including by introducing new cycle lanes, more pedestrian crossings, and School Streets,
- Reduce carbon emissions from our buildings, street lighting, fleet and the goods and services we procure working towards a carbon neutral organisation by 2030

Priority Two: Strong, healthy, and safe communities

Obesity

Children living in Enfield are more likely to be overweight or obese than regional and national averages.

In 2021/22, 25.3% of children in Reception in Enfield were classified as overweight or obese, higher than London (21.9%) and national (22.2%) averages.⁵

In 2021/22, 42.2% of children in Year 6 in Enfield were classified as overweight or obese, higher than London (40.5%) and national (37.8%) averages.⁶

² Office for Health Improvement & Disparities, [Children killed and seriously injured \(KSI\) on England's roads](#), 2018-20

³ Public Health England, [Health matters: air pollution](#), 2018

⁴ Office for Health Improvement & Disparities, [Percentage of physically active children and young people](#), 2020/21

⁵ Office for Health Improvement & Disparities, [Obesity Profile](#), 2021/22

Mental health and wellbeing

The mental health and wellbeing of young people have been significantly impacted by the pandemic. Published in February 2022, the Prince's Trust Youth Index which surveyed 2,106 16–25-year-olds reported that the happiness and confidence of young people is at the lowest point in the survey's 13-year history.⁷ Almost half (48%) of all young people report experiencing a mental health problem and more than a fifth (23%) of young people feel they will 'never recover' from the emotional impact of the pandemic.

Serious youth violence

Enfield has recorded a decline in the number of serious youth violence victims. In the year end to September 2022, a total of 278 serious youth violence victims were recorded in Enfield, representing a 16.7% decrease from the previous year. Enfield is now ranked 6th for number of serious youth violence victims compared to the 32 London boroughs after historically recording the highest number of serious youth violence victims.⁸

Our response

Our Council Plan sets out our vision for strong, healthy, and safe communities and includes actions to tackle crime and antisocial behaviour; to prevent and tackle obesity; and improve the wellbeing and mental health of children and young people.

Delivery of this priority is expected to have a positive impact on children and young people, in particular the following actions:

- Improve feelings of safety and tackle crime and antisocial behaviour
- Improve our leisure and sports opportunities to enable more active lifestyles
- Work with our partners to provide high quality and accessible health services
- Support communities to access healthy and sustainable food

Priority Three: Thriving children and young people

Take up of funded early years places

Take up of funded early years places in Enfield is lower than national averages.⁹

| Age group | Percentage registered with a childcare provider in 2021 | Percentage registered with a childcare provider in 2019 | National average 2021 |
|------------------|--|--|------------------------------|
| Two-year- | 49% | 53% | 62% |

⁶ Office for Health Improvement & Disparities, Local Authority Health Profile, [Year 6: Prevalence of obesity](#)

⁷ The Prince's Trust, [Youth Index 2022](#)

⁸ Data provided by Enfield Council Community Safety Intelligence Team

⁹ Department for Education, [Education provision: children under 5 years of age](#), 2021

| | | | |
|-----------------|-----|-----|-----|
| olds | | | |
| Three-year-olds | 75% | 81% | 87% |
| Four-year-olds | 88% | 89% | 93% |

Attainment¹⁰

In 2019 attainment of Enfield pupils at KS1 was below London and England averages.

| | % pupils achieving the expected standard in reading, KS1 | % pupils achieving the expected standard in writing, KS1 | % pupils achieving the expected standard in maths, KS1 |
|------------------------|--|--|--|
| Enfield average | 70.0 | 65.0 | 73.0 |
| London average | 77.0 | 72.0 | 79.0 |
| England average | 75.0 | 69.0 | 76.0 |

In 2019 attainment of Enfield pupils at KS2 was level with or above England averages but below London averages.

| | % pupils achieving the expected standard in reading, KS2 | % pupils achieving the expected standard in grammar, punctuation, and spelling, KS2 | % pupils achieving the expected standard in maths, KS2 |
|------------------------|--|---|--|
| Enfield average | 73.0 | 80.0 | 81.0 |
| London average | 78.0 | 84.0 | 84.0 |
| England average | 73.0 | 78.0 | 79.0 |

There are attainment gaps for children and young people eligible for free school meals and those with special educational needs and disabilities which will be explored later in the EqIA.

Our response

Our Council Plan sets out our vision for thriving children and young people. Delivery of this priority is expected to have a positive impact on all children and young people:

- Help all children to have the best start in life
- Safeguard children and increase support in-borough for looked after children with complex needs
- Improve educational outcomes for all children and young people, by increasing educational attainment and continuing our efforts to reduce the number of

¹⁰ Enfield Council, Education Borough Profile

children and young people who are excluded from school

- Increase local education, play and leisure opportunities for children and young people with special educational needs and disabilities
- Engage children and young people in positive activities
- Involve young people in decisions that affect their lives

Priority Four: More and better homes

As of October 2022, there were 4,381 children in Enfield living in temporary accommodation.¹¹

The Council Plan sets out our vision for more and better homes. Delivery of this priority is expected to have a positive impact on children and young people, in particular children living in temporary accommodation. We also commit to providing a range of specialist housing for those who need it, including for care leavers aged 18 to 25.

Priority 5: An economy that works for everyone

Child poverty

Data from the Department of Work and Pensions shows that 15.9% of children under 16 in Enfield were living in relative poverty¹² in 2020/21.¹³ Most of these children (72%) live in families where at least one adult works. When children aged up to 19 years are added, nearly 17% are living in low-income households. 13% of under 16s and 14% of under 20s are estimated to be living in families with absolute low income.¹⁴

Levels of child poverty differ depending on which ward children are living in. 25.2% of children under 16 living in the former Edmonton Green ward are from relative low-income families, compared with 6.9% of children in the former Grange ward. 21% of children under 16 living in the former Edmonton Green ward are from absolute low-income families, compared with 6% of children in the former Grange ward.¹⁵

After accounting for housing costs, 33.7% of children living in Enfield were in poverty in 2020/21.¹⁶

Young people not in education, employment, or training (NEET)

In 2021 (3-month average between December and February) 4.6% of 16-18-year-olds in

¹¹ Enfield Council

¹² Relative low income is defined as a family whose equivalised annual income is less than 60% of the current UK median.

¹³ Department for Work and Pensions, [Children in low income families: local area statistics 2014 to 2021](#)

¹⁴ Absolute low income is defined as a family whose equivalised annual income is less than 60% of the UK median in 2011.

¹⁵ Data is not yet available for the new wards

¹⁶ [End Child Poverty](#)

Enfield were not in education, employment, or training (NEET) or not known. This is slightly higher than the NEET rate in 2020 of 4.1%. This is lower than the England average of 5.5% but slightly higher than the London average of 4%.¹⁷

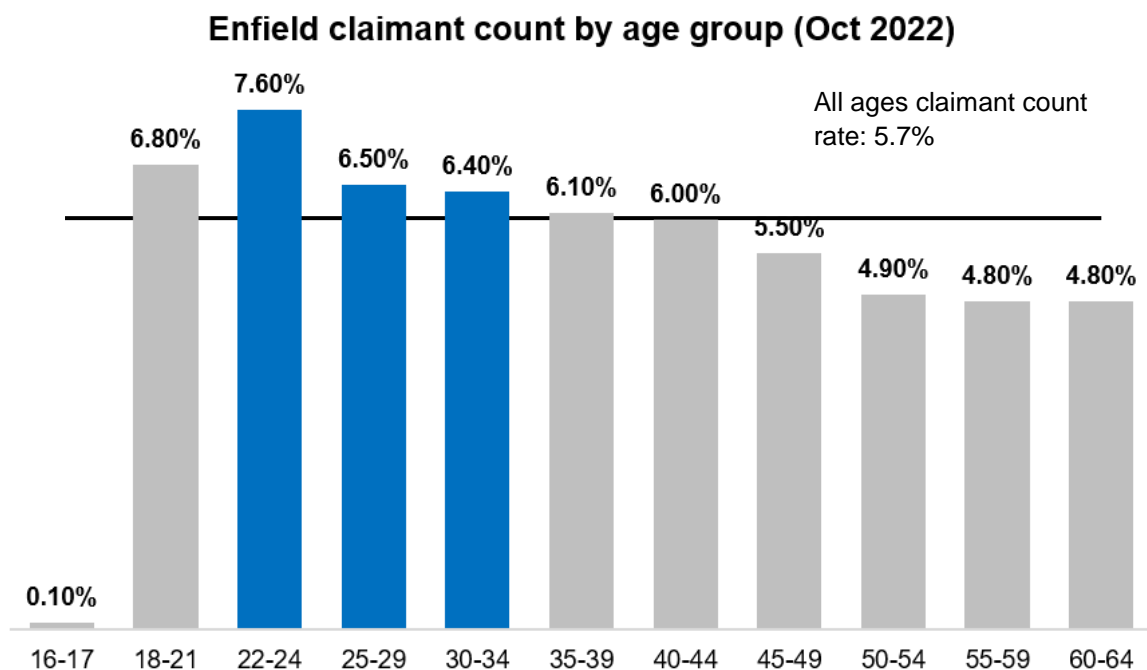
Employment prospects

One in five young people do not think that their employment prospects will ever recover from the pandemic, rising to 27% for young people who are NEET and 23% for young people from poorer backgrounds.¹⁸ 47% of young people say they never have enough money to save after paying bills. Half of all young people who have missed out on school or work due to the pandemic believe that they will be overlooked for jobs in the future.

According to The Prince's Trust Youth Index, wellbeing, and confidence for those not in work, education, or training (NEET) is considerably lower than for those in jobs or education. 34% of those who are NEET feel that they will fail in life, 12% more than their peers and 46% of this group said they felt hopeless because they were unemployed.¹⁹

Youth unemployment

In October 2022, 5.7% of working age people (16-64) in Enfield were unemployed. People aged 35 and under in the borough were more likely to be unemployed than other age groups. People aged 22 to 24 are the most likely to be unemployed with a claimant count rate of 7.6%.



¹⁷ Enfield Council

¹⁸ The Prince's Trust, [Youth Index 2022](#)

¹⁹ The Prince's Trust, [Youth Index 2021](#)

Our response

In the Council Plan we set out our vision for an economy that works for everyone. Delivery of this priority is expected to have a positive impact on all children and young people with a particularly positive impact on children living in low-income families, and young people who are NEET:

- Enable local people to develop skills to access good quality work
- Support local businesses and encourage inward investment in growing sectors which offer sustainable employment to local people
- Provide support and advice for residents on low incomes

People aged 65 and over

The proportion of over 65s in Enfield has grown by 16% in the last ten years.²⁰

Priority One: Clean and green places

Air pollution

Older people are particularly vulnerable to the adverse effects of air pollution, partly because they are more likely to have multiple long-term conditions occurring at the same time. Exposure to air pollution is also associated with accelerated cognitive decline in older people and the increased risk of stroke.²¹ Air pollution in London is largely caused by road traffic.

Road safety

Older people may be more likely to experience mobility impairment, affecting movement and reaction times, and some may use mobility aids for walking.

Our response

The Council Plan sets out our vision for clean and green places. Delivery of this priority is expected to have a positive impact on older people, in particular the following actions:

- Keep our streets and public spaces clean and welcoming. This includes installing more seating areas.
- Enable active and low carbon travel which will reduce the number of vehicles on our roads and decrease emissions from road traffic resulting in improved air quality.
 - Additional and improved space for pedestrians is expected to have a positive impact on older people who may find it more difficult to negotiate narrow or crowded footways.

²⁰ ONS, [Population and household estimates, England and Wales: Census 2021](#)

²¹ Impact on Urban Health, [Air pollution and older people](#)

Priority Two: Strong, healthy, and safe communities

Health

Long-term conditions are more prevalent in older people (58% of people over 60 compared to 14% under 40).²² According to research, two-thirds of adults aged over 65 are expected to be living with multiple health conditions (multi-morbidity) by 2035. Seventeen percent would be living with four or more diseases, double the number in 2015. One-third of these people would have a mental illness like dementia or depression.²³

Enfield has a higher than average mortality rate from all cardiovascular diseases for residents aged 65 years. In 2020, 1,203 per 100,000 people in Enfield aged 65+ died as a result of cardiovascular disease, higher than London (932.8) and England (1,007) averages.²⁴ The main risk factors for cardiovascular disease are diabetes and hypertension. 8.2% of residents (age 17+) in Enfield have diabetes, higher than London (6.7%) and England (7.1%) averages.²⁵ 13% of residents (all ages) in Enfield have hypertension, higher than London (10.8%) but slightly lower than England (13.9%) averages.²⁶ The risk of developing these conditions can be reduced through lifestyles changes such as eating a healthy diet and exercising regularly.

Mental health and loneliness

36% of older people (5.8 million) have said that they feel more anxious since the start of the pandemic, with 43% of older people saying they feel less motivated to do things they enjoy since the start of the pandemic.²⁷

Living alone is a major risk factor for loneliness. According to ONS data, in 2021 36.8% of people in Enfield aged 65 and over are estimated to live in a single person household, higher than London (32.2%) averages.

Digital inclusion

12% of people aged between 65 and 74 years, and 40% of people aged over 75 years, say they do not use the internet.²⁸ Some elderly people reported to Age UK that they find it more difficult to do some things because they are not online, and they feel they are being left behind or missing out. For those who are keen to develop digital skills, Age UK

²² The King's Fund, [Long-term conditions and multi-morbidity](#)

²³ National Institute for Health and Care Research, [Multi-morbidity predicted to increase in the UK over the next 20 years](#), 2018

²⁴ Office for Health Improvement & Disparities, [Mortality rate from all cardiovascular diseases, ages 65+ years](#), 2020

²⁵ Office for Health Improvement & Disparities, [Diabetes: QOF prevalence \(17+\)](#), 2020/21

²⁶ Office for Health Improvement & Disparities, [Hypertension: QOF prevalence \(all ages\)](#), 2020/21

²⁷ Age UK, [Impact of Covid-19 on older people's mental and physical health: one year on](#)

²⁸ Age UK, [Living in a digital world after Covid-19 – the experience of older people who don't live their lives online](#), December 2021

recommended ongoing support, tailored to their needs and preferences.

Crime

While research shows that those aged 65+ are less at risk of crime overall than other groups, some crime types – such as those linked to physical, mental, or financial abuse – disproportionately affect older people.²⁹

Our response

The Council Plan sets out our vision for strong, healthy, and safe communities. Delivery of this priority is expected to have a positive impact on older people, in particular the following actions:

- Improve feelings of safety and tackle crime and antisocial behaviour
- Protect vulnerable adults from harm and deliver robust early help and social care services. This includes providing residents with support to connect people digitally through our libraries and investing in innovative smart technology to enable adult social care users to stay happier, safer, and more independent.
- Work with partners to provide high quality and accessible health services
- Improve our leisure and sports opportunities to enable more active lifestyles, helping to reduce the risk of developing certain long-term conditions
- Connect people through culture, helping to reduce social isolation and improve physical and mental health and wellbeing

Priority Four: More and better homes

Our housing programme will seek to provide housing for people with additional and specialist needs, including elderly people. These homes will be affordable, safe, accessible, and energy efficient. This will also include creating more care facilities for the growing elderly population in our borough.

Priority Five: An economy that works for everyone

Poverty

The number of pensioners living in poverty is increasing. In 2019/20, 2.1 million (18%) were living in relative poverty after housing costs, an increase from 1.6 million in 2013/14.³⁰

Our response

The Council Plan sets out our vision for an economy that works for everyone. Delivery of this priority is expected to have a positive impact on residents aged 65+ who are living in

²⁹ Her Majesty's Inspectorate of Constabulary and Fire & Rescue Services, [The poor relation: The police and CPS response to crimes against older people](#), July 2019

³⁰ Age UK, [Poverty in later life](#), January 2022

poverty, in particular through the following action:

- Provide support and advice for residents on low incomes. This includes maximising the income of residents by encouraging take up of benefits, including Pension Credit.

Mitigating actions to be taken

The Council Plan 2023-26 is expected to have a positive impact on residents from all age groups with particular positive impacts for children and young people and those aged 65+.

Disability

A person has a disability if they have a physical or mental impairment which has a substantial and long-term adverse effect on the person's ability to carry out normal day-day activities.

This could include: physical impairment, hearing impairment, visual impairment, learning difficulties, long-standing illness or health condition, mental illness, substance abuse or other impairments.

Will the proposed change to service/policy/budget have a **differential impact [positive or negative]** on people with disabilities?

Please provide evidence to explain why this group may be particularly affected.

The 2011 census provides the latest data on disability which covers the whole population. At the 2011 census, 47,979 (15.4%) of Enfield residents reported a long-term health problem or disability. More recent data on disability among the working age population estimated that in the year ending December 2020, 52,700 (nearly 25%) Enfield residents aged 16-64 had a disability, higher than London (17.9%) and England (22.4%).³¹

Principle: Fairer Enfield

The Council Plan includes a principle of Fairer Enfield that will inform our work to deliver transformation in the borough and help us make the right decisions. This section details how, through the delivery of our Fairer Enfield Equality, Diversity, and Inclusion Policy and eight equalities objectives, we will create an equal and inclusive borough where all residents, service users and Council staff are supported to fulfil their potential, are treated equally and with respect and are actively involved in shaping the decisions that affect their workplace and wider community.

Priority Two: Strong, healthy, and safe communities

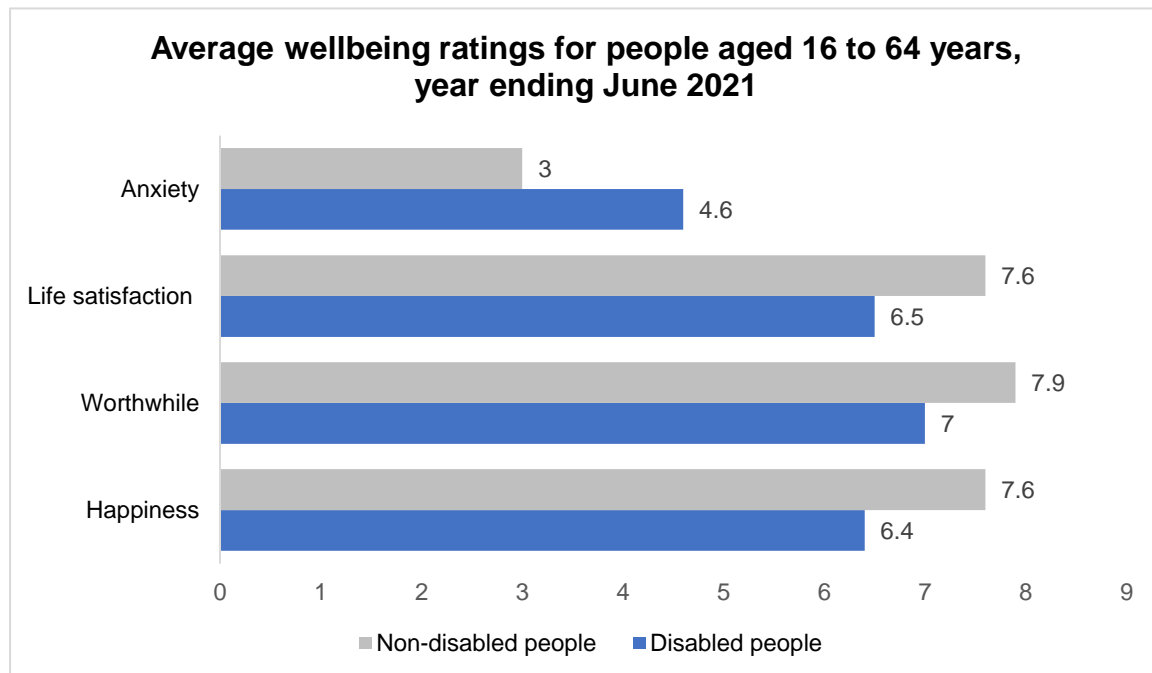
³¹ Enfield Council, [Borough Profile](#), 2021

Mental health and wellbeing

According to national data from March 2022, on average disabled people aged 16 to 64 years had poorer ratings than non-disabled people on all four personal wellbeing measures, with the greatest disparity in average anxiety levels.³²

The four personal wellbeing measures are as follows:

- Life satisfaction (out of 10, higher numbers equal better wellbeing)
- Feeling that the things done in life are worthwhile (out of 10, higher numbers equal better wellbeing)
- Happiness yesterday (out of 10, higher numbers equal better wellbeing)
- Anxiety yesterday (out of 10, higher numbers equate to poorer wellbeing)



According to national data from 2020/21, loneliness was significantly higher for people with a limiting long-term illness or disability. 41% of people with a limiting long-term illness or disability reported feeling lonely 'often/always' or 'some of the time', compared to 21% for people without a limiting long-term illness or disability.³³

Anti-social behaviour

³² ONS, [Outcomes for disabled people in the UK](#), 2021

³³ Department for Digital, Culture, Media & Sport, [Community Life Survey](#), 2020/21

According to national data, disabled people aged 16 years and over (43.4%) were more likely to have experienced anti-social behaviour in the year ending March 2020 than non-disabled people (39%).³⁴

Hate crime

In the year ending October 2022 there were 13 disability hate crime offences in Enfield.³⁵

Our response

Our Council Plan sets out our vision for strong, healthy, and safe communities. Delivery of this priority is expected to have a positive impact on disabled people, in particular through the following actions:

- Improve feelings of safety and tackle crime and antisocial behaviour
- Protect vulnerable adults from harm and deliver robust early help and social care services
- Work with partners to provide high quality and accessible health services. Our outcome measures for this will include mental wellbeing as well as physical health.

Priority Three: Thriving children and young people

Children and young people with special educational needs and disabilities (SEND)

In Enfield, the most recent data from 2020/21 shows that there are 58,472 school age children and young people in the borough. 10.0% of these pupils receive SEN support and 4.3% have an Education, Health and Care Plan (EHCP).³⁶ The proportion of pupils with an EHCP in Enfield is higher than London (3.8%) and national (3.7%) averages.

According to the Education Policy Institute, on average pupils with SEND (without an EHCP) are already almost 10 months behind, and pupils with an EHCP are 15 months behind their peers by the age of 5. By the end of their secondary school education, the gap widens further and pupils with SEND (without an EHCP) are 2 years behind, and those with an EHCP are on average over 3 years behind their peers.³⁷

We can see the impact of this in data from Enfield's schools where attainment of pupils with SEN is consistently below attainment of pupils without SEN at all stages of education. For example, the latest available data from 2019 shows that 75.7% of pupils in Enfield without SEN achieved a good level of development at early years foundation

³⁴ ONS, [Disability and crime](#), 2020

³⁵ Metropolitan Police, [Crime Dashboard](#)

³⁶ Department for Education, [Special educational needs in England: Pupils in all schools by type of SEN provision](#), 2021

³⁷ Education Policy Institute, Fair Education Alliance, and Unbound Philanthropy, [Education in England Annual Report 2020](#)

stage, compared to 25.9% of pupils with SEN support and 6.3% of pupils with an EHCP.³⁸ At KS4 level, only 4.9% of pupils with an EHCP and 24.2% of pupils with SEN support achieved a 5+ in English and Maths, compared to 46.7% of pupils without SEN.³⁹

In Enfield pupils with SEN support have a disproportionately higher chance of being excluded. In 2019/20 60% of pupils permanently excluded and 29.4% of pupils with fixed term exclusions were receiving SEN support.⁴⁰

Our response

Our Council Plan sets out our vision for thriving children and young people. Delivery of this priority is expected to have a positive impact on children and young people with special educational needs and disabilities, in particular through the following actions:

- Help all children to have the best start in life
- Safeguard children and increase support in-borough for looked after children with complex needs
- Improve educational outcomes for all children and young people
- Increase local education, play and leisure opportunities for children and young people with special educational needs and disabilities
- Engage children and young people in positive activities (this includes developing inclusive universal youth services)
- Involve young people in decisions that affect their lives (associated policy under development to deliver on this includes how to involve children and young people with SEND)

Priority Four: More and better homes

Housing tenure

Disabled people are more likely to live in the social rented sector. According to the English Housing Survey 2020/21, over half (55%) of households in the social rented sector had one or more household members with a long-term illness or disability.⁴¹

Housing conditions

Research published by homelessness charity Shelter in 2021 found that households with household members who were affected by disability (45%) were significantly more likely to be living in homes with poor conditions than households with no disabled household members (23%). This includes damp, thermal inefficiency, hazards in the home or issues with structural integrity.⁴²

³⁸ Department for Education, [Early years foundation stage profile results](#), 2018/19

³⁹ Department for Education, [Key stage 4 performance](#), 2019

⁴⁰ Enfield Council Knowledge and Insight Hub, Schools exclusions 2019/20 analysis

⁴¹ Department for Levelling Up, Housing and Communities, [English Housing Survey](#), 2020/21

⁴² Shelter, [Denied the right to a safe home: Exposing the housing emergency](#), 2021

Our response

Our priority around more and better homes is expected to have a positive impact on disabled people, in particular through the following actions:

- Build and facilitate more good quality homes that local people can afford
- Deliver low carbon new build homes and facilitate retrofitting of existing homes, increasing energy efficiency, and reducing fuel poverty
- Create well-connected, digitally enabled, and well-managed neighbourhoods
- Invest in and improve our council homes
- Drive up standards in the private rented sector
- Provide a range of specialist housing for those who need it, including homes for people with learning disabilities, mental health needs and physical disabilities.

Priority Five: An economy that works for everyone

Employment

Disabled people in Enfield face lower levels of employment. In 2020/21, it was estimated that 38.2% of disabled people in Enfield were in employment, lower than London (55.1%) and national (55%) averages. People affected by disability have an employment rate that is 32.6 percentage points lower than that of people who are not affected by disability.⁴³ In the UK, disabled people with severe or specific learning difficulties (26.2%) and autism (29.0%) had the lowest employment rates.⁴⁴

In 2020/21, disabled people in the UK were more likely (11.3%) than non-disabled people (8.7%) to be employed in elementary occupations and were less likely to work in the three highest-skilled occupations. Disabled people were also more likely to work part-time (32.5%) than non-disabled people (21.8%).⁴⁵

We are, however, seeing comparatively good employment outcomes for service users of Adult Social Care. The Equals Employment Service is part of Adult Social Care and provides support to adults with learning disabilities to gain and sustain paid employment. In 2020/21, Enfield had the highest proportion in London of working age people (16.8%) who receive support for their learning disability in paid employment. This was the fourth highest proportion nationally and significantly higher than the London (6.1%) and national (5.1%) averages.⁴⁶

Pay

⁴³ Department for Work and Pensions, [The employment of disabled people](#), 2021. N.B. At a local authority level the confidence intervals for this data are quite broad due to the relatively small sample sizes.

⁴⁴ ONS, [Outcomes for disabled people in the UK](#), 2021

⁴⁵ ONS, [Outcomes for disabled people in the UK](#), 2021

⁴⁶ NHS, [Measures from the Adult Social Care Outcomes Framework](#), 2020-21

In 2021, the disability pay gap in the UK was 13.8% with disabled employees earning a median of £12.10 per hour compared with £14.03 an hour for non-disabled employees. In 2021, disabled employees with autism had the largest pay gap to non-disabled people with no long-lasting health conditions, with their median pay being 33.5% less. Those with severe or specific learning difficulties (29.7% less), epilepsy (25.4% less), or mental illness or other nervous disorders (22.1%), also had a large pay gap to non-disabled employees with no long-lasting health conditions.⁴⁷

Education

In the UK disabled people aged 21 to 64 years were almost three times as likely to have no qualifications (13.3%) than non-disabled people (4.6%). Disabled people aged 21 to 64 years were also more likely to have GCSE grades C and higher as their highest form of qualification (23.3%), in comparison with non-disabled people (17.4%).⁴⁸

Poverty

Disabled people are more likely to be living in poverty than non-disabled people.

According to data published by think tank the Joseph Rowntree Foundation, the poverty rate for disabled people is 32%, 12 percentage points above those who are not disabled. The difference is even more significant for working-age adults: those who are disabled are more than twice as likely to live in poverty than those who are not (38% and 17% respectively).⁴⁹

Research published by disability equality charity Scope in 2019 reported on the extra costs faced by disabled adults and families with disabled children.⁵⁰ They found that disabled adults face, on average, extra costs of £583 per month and families with disabled children face extra costs of £581 per month. These extra costs are driven by factors such as specialist equipment and home adaptations; higher energy use; and inaccessibility of public transport resulting in greater use of taxis.

Scope have also highlighted the significant impact of the cost-of-living crisis on disabled people, in particular rising energy costs.⁵¹ National research highlights that disabled people are more likely to report feeling worried about the cost-of-living crisis. According to ONS survey data collected between April and May 2022 over four in five (82%) of disabled people reported feeling worried about the rising costs of living compared with 75% of non-disabled people. Disabled people were also more likely to be very worried (35%) about the rising costs of living than non-disabled people (22%).⁵²

⁴⁷ ONS, [Disability pay gaps in the UK](#), 2021

⁴⁸ ONS, [Outcomes for disabled people in the UK](#), 2021

⁴⁹ Joseph Rowntree Foundation, [UK Poverty 2022: The essential guide to understanding poverty in the UK](#), 2022

⁵⁰ Scope, [The Disability Price Tag 2019](#)

⁵¹ Scope, [Disabled people hit hardest in the biggest cost-of-living crisis in a generation](#), February 2022

⁵² ONS, [Worries about the rising costs of living, Great Britain: April to May 2022](#)

Research published by think tank the Resolution Foundation in January 2023 found that the gap in median household income between adults with a disability (£21,405) and without (£27,766) was 30% in 2020/21.⁵³ When income from disability benefits is excluded, the gap rises to 44%.

According to the research 48% of disabled people have cut back on energy use (compared to 32% of the non-disabled population) and 31% of disabled people have reduced their expenditure on food (compared to 18% of non-disabled people) due to rising prices.

Our response

Our Council Plan sets out our vision for an economy that works for everyone, in relation to support to tackle debt and access relevant benefits and grants; skills support; and inclusivity of our town centres. Delivery of this priority is expected to have a positive impact on disabled people, in particular through the following actions:

- Enable local people to develop skills to access good quality work
- Provide support and advice for residents on low incomes
- Develop town centres that are vibrant, healthy, and inclusive

Mitigating actions to be taken

The Council Plan 2023-26 is expected to positively impact Enfield residents who are affected by disability.

Gender Reassignment

This refers to people who are proposing to undergo, are undergoing, or have undergone a process (or part of a process) to reassign their sex by changing physiological or other attributes of sex.

Will this change to service/policy/budget have a **differential impact [positive or negative]** on transgender people?

Please provide evidence to explain why this group may be particularly affected.

For the first time in 2021, the Census asked a voluntary question on gender identity to respondents aged 16 years or over. People were asked “Is the gender you identify with the same as your sex registered at birth?” and had of the option of selecting “Yes” or selecting “No” and writing in their gender identity.⁵⁴

⁵³ Resolution Foundation, [Costly differences: Living standards for working-age people with disabilities](#), January 2023

⁵⁴ ONS, [Gender identity, England and Wales: Census 2021](#)

In Enfield 91.42% of residents aged 16 years and over responded to the question.

| Gender identity | Enfield population aged 16 years and over | Percentage of residents aged 16 years and over |
|--|---|--|
| Gender identity the same as their sex registered at birth | 232,329 | 90.34% |
| Gender identity different from their sex registered at birth but no specific identity given | 1,652 | 0.64% |
| Trans woman | 518 | 0.2% |
| Trans man | 486 | 0.19% |
| Non-binary | 74 | 0.03% |
| Another gender identity | 58 | 0.02% |
| Did not answer | 22,065 | 8.58% |

Cross-cutting theme: Fairer Enfield

The Council Plan includes a principle of Fairer Enfield that will inform our work to deliver transformation in the borough and help us make the right decisions. This section details how, through the delivery of our Fairer Enfield Equality, Diversity, and Inclusion Policy and eight equalities objectives, we will create an equal and inclusive borough where all residents, service users and Council staff are supported to fulfil their potential, are treated equally and with respect and are actively involved in shaping the decisions that affect their workplace and wider community. One of our eight equalities objectives is to **improve the wellbeing and celebrate of our LGBT communities**. This objective is expected to support trans people living in Enfield to feel included, valued, and safe.

Priority Two: Strong, healthy, and safe communities

Crime

National data suggests that transgender people are at greater risk than the general population of being victims of a crime. Data from the Crime Survey for England and Wales (CSEW), found that transgender people (30.7%) were more likely than cisgender people (20.7%) to have been victims for all CSEW crime and personal crime in the year ending March 2020.⁵⁵

Hate crime

⁵⁵ ONS, [Crime in England and Wales: Annual Trend and Demographic Tables](#), year ending March 2020. N.B. The Crime Survey for England and Wales is a face-to-face victimisation survey in which people resident in England and Wales are asked about their experiences of a range of crimes in the 12 months prior to the interview.

A report published by Galop in 2020 presents the findings of a survey of 227 transgender people on transphobic hate crimes and prejudice.⁵⁶ In the 12 months prior to completing the survey, 93% of respondents stated they had experienced transphobia and 81% of respondents had experienced a form of transphobic hate crime. Only 14% of respondents reported their experience to the police, suggesting that transphobic hate crime remains significantly underreported.

In the year ending October 2022 there were 11 transphobic hate crime offences in Enfield, a slight increase from the previous year where there were 8 transphobic hate crime offences.⁵⁷

Domestic abuse

According to Stonewall research from 2018 more than a quarter (28%) of trans respondents in a relationship had faced domestic abuse from a partner in the last 12 months.⁵⁸

Health and wellbeing

According to Stonewall research from 2018 LGBT people are at a higher risk of experiencing common mental health problems than the general population. Two-thirds of trans people (67%) had experienced depression in the last year. Almost half of trans people (46%) had thought about taking their own life in the last year.⁵⁹

According to the National LGBT Survey from 2017 21% of trans respondents said their specific needs were ignored or not taken into account when they accessed, or tried to access, healthcare services in the 12 months preceding the survey. 18% said they were subject to inappropriate curiosity and 18% also said they avoided treatment for fear of discrimination or intolerant reactions.⁶⁰

Our response

Our Council Plan sets out our vision for strong, healthy, and safe communities. Delivery of this priority is expected to have a positive impact on transgender people, in particular through the following actions:

- Improve feelings of safety and tackle crime and antisocial behaviour
- Work with our partners to provide high quality and accessible health services

Our Fairer Enfield objective around **promoting safer and stronger communities by encouraging the reporting of hate crime and reducing repeat incidents** is also expected to have a positive impact on transgender people who are more likely to

⁵⁶ Galop, [Transphobic Hate Crime Report](#), 2020

⁵⁷ Metropolitan Police, [Crime Dashboard](#)

⁵⁸ Stonewall, [LGBT in Britain: Trans report](#), 2018

⁵⁹ Stonewall, [LGBT in Britain: Health report](#), 2018

⁶⁰ Government Equalities Office, [National LGBT Survey Summary Report](#), July 2018

experience hate crime as a result of their gender identity.

Priority Four: More and better homes

Trans people are at a disproportionate risk of homelessness. Stonewall research from 2018 found that one in four trans people had experienced homelessness at some point in their lives.⁶¹

Our Council Plan sets out our vision to deliver more and better homes. Delivery of this priority is expected to have a positive impact on transgender people, supporting them to access good quality housing that meets their needs across a range of tenures.

Mitigating actions to be taken

The Council Plan 2023-26 is expected to positively impact transgender residents.

Marriage and Civil Partnership

Marriage and civil partnerships are different ways of legally recognising relationships. The formation of a civil partnership must remain secular, where-as a marriage can be conducted through either religious or civil ceremonies. In the U.K both marriages and civil partnerships can be same sex or mixed sex. Civil partners must be treated the same as married couples on a wide range of legal matters.

Will this change to service/policy/budget have a **differential impact [positive or negative]** on people in a marriage or civil partnership?

Please provide evidence to explain why this group may be particularly affected.

All residents are expected to be positively impacted by the Council Plan regardless of their marital status.

Mitigating actions to be taken

The Council Plan 2023-26 is expected to positively impact Enfield residents regardless of their marital status.

⁶¹ Stonewall, [LGBT in Britain: Trans report](#), 2018

Pregnancy and maternity

Pregnancy refers to the condition of being pregnant or expecting a baby. Maternity refers to the period after the birth and is linked to maternity leave in the employment context. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth, and this includes treating a woman unfavourably because she is breastfeeding.

Will this change to service/policy/budget have a **differential impact [positive or negative]** on pregnancy and maternity?

Please provide evidence to explain why this group may be particularly affected.

In 2020, there were 4,086 live births in Enfield.⁶²

Socio-economic deprivation

Research conducted by the National Maternity and Perinatal Audit found that socio-economic deprivation is a risk factor for adverse pregnancy outcomes. The analysis found that 24% of stillbirths, 19% of preterm births and 31% of cases of foetal growth restriction⁶³ were attributed to socio-economic inequality. Possible reasons for these disparities include women from deprived neighbourhoods being at a disadvantage due to pollution, poor housing, social isolation, limited access to maternity and health care, insecure employment, and stressful life events.⁶⁴

The Council Plan aims to tackle poverty in Enfield through delivery of our five priorities which is expected to have a positive impact on residents who are pregnant or in the maternity period and experiencing socio-economic disadvantage.

Priority One: Clean and green places

There is a growing body of evidence that links maternal exposure to air pollution and adverse pregnancy outcomes such as miscarriage, low birth weight and pre-term birth.⁶⁵

The Council Plan sets out our vision for clean and green places. Delivery of this priority is expected to have a positive impact on residents who are pregnant or in the maternity period, in particular through the following actions which will help to reduce air pollution and contribute to the creation of a carbon neutral borough by 2040:

- Enhance biodiversity and protect our parks, open spaces, woodlands, watercourses, wetlands, trees, and shrubs

⁶² ONS, [Births in England and Wales](#), 2020

⁶³ Foetal growth restriction is a condition in which babies are smaller than expected for their gestational age.

⁶⁴ National Maternity & Perinatal Audit, [Adverse pregnancy outcomes attributable to socioeconomic and ethnic inequalities in England: a national cohort study](#), 2021

⁶⁵ Royal College of Obstetricians and Gynaecologists, [Outdoor air pollution and pregnancy in the UK](#), June 2021

- Enable active and low carbon travel
- Facilitate reuse of materials, reduce waste, and increase recycling rates
- Reduce carbon emissions from our buildings, street lighting, fleet and the goods and services we procure

Priority Two: Strong, healthy, and safe communities

Health

In Q2 2021/22, 98% of babies received a new baby review within 14 days, against an annual target of 95%.⁶⁶

In 2020 the under 18s teenage conception rate in Enfield was 14.7 per 1,000 women aged 15-17, higher than the London (9.8) and England (13.0) average.⁶⁷

Between 2018 and 2020 the infant mortality rate in Enfield was 3.5 per 1,000 live births, higher than the London average (3.4) but lower than the England average (3.9).⁶⁸

In 2020/21, 5.3% of mothers in Enfield were smoking at the time of delivery, higher than the London average (4.6%) but lower than the England average (9.6%).⁶⁹

Crime

Pregnancy can be a trigger for domestic abuse, and existing abuse may get worse during pregnancy or after giving birth. Research from Safe Lives, a charity dedicated to ending domestic abuse, highlights that around 30% of domestic abuse begins during pregnancy, while 40-60% of women experiencing domestic abuse are abused during pregnancy.⁷⁰ According to data from Women's Aid, in 2020/21 5.9% of women accessing domestic abuse community-based services and 7.3% of women in refuge services were pregnant.⁷¹

Food

During pregnancy, poor diets lacking in key nutrients can cause anaemia, pre-eclampsia⁷², haemorrhage and death in mothers. They can also lead to stillbirth, low birthweight, and developmental delays for children.⁷³

⁶⁶ Enfield Council

⁶⁷ ONS, [Conceptions in England and Wales](#), 2020

⁶⁸ Office for Health Improvement & Disparities, [Local Authority Health Profile: Infant mortality rate](#), 2018-2020

⁶⁹ Office for Health Improvement & Disparities, [Public Health Outcomes Framework](#)

⁷⁰ Safe Lives, [A Cry for Health: Why we must invest in domestic abuse services in hospitals](#), 2016

⁷¹ Women's Aid, [The Domestic Abuse Report 2022: The Annual Audit](#), 2022

⁷² Pre-eclampsia is a blood pressure condition that affects some pregnant woman and can be serious if not treated.

⁷³ UNICEF, [Maternal nutrition](#)

Our Council Plan sets out our vision for strong, healthy, and safe communities. Delivery of this priority is expected to have a positive impact on residents who are pregnant or in the maternity period, in particular the following actions:

- Improve feelings of safety and tackle crime and antisocial behaviour
- Work with partners to provide high quality and accessible health services
- Support communities to access healthy and sustainable food

Priority Three: Thriving children and young people

Our Council Plan sets out our vision for thriving children and young people. Delivery of this priority is expected to have a positive impact on residents who are pregnant or in the maternity period, in particular the following actions:

- Help all children to have the best start in life

Priority Four: More and better homes

Research produced by charities Birthrights and Birth Companions highlighted the negative impact unsuitable or temporary housing can have on women who are pregnant or in the maternity period, causing and/or exacerbating mental health problems and jeopardising access to care.⁷⁴

The Council Plan sets out our vision to deliver more and better homes. Delivery of this priority is expected to have a positive impact on residents who are pregnant or in the maternity period, supporting them to access good quality housing that meets their needs across a range of tenures.

Priority Five: An economy that works for everyone

The Council Plan sets out our vision for an economy that works for everyone. Delivery of this priority will have a positive impact on residents who are pregnant or in the maternity period, particularly those who are experiencing socio-economic disadvantage:

- Enable local people to develop skills to access good quality work
- Provide support and advice for residents on low incomes

Principles: Early help

Under our principles, we commit to providing support as early as possible to prevent problems escalating. We will work with our communities and partners to help everyone in Enfield to be resilient, overcome challenges and lead happy and fulfilling lives. This includes actions around providing clear information, advice and support to residents who are pregnant or in the maternity period.

Mitigating actions to be taken

The Council Plan 2023-26 is expected to positively impact Enfield residents who are

⁷⁴ Birthrights and Birth Companions, [Holding it all together: Understanding how far the human rights of women facing disadvantage are respected during pregnancy, birth and postnatal care](#), 2020

pregnant or in the maternity period.

Race

This refers to a group of people defined by their race, colour, and nationality (including citizenship), ethnic or national origins.

Will this change to service/policy/budget have a **differential impact [positive or negative]** on people of a certain race?

Please provide evidence to explain why this group may be particularly affected.

We are increasingly one of the most diverse areas of London with all the benefits this brings our communities, culture, heritage, and local economy. However, ethnic minority groups continue to experience inequality in housing, education, employment, health, and criminal justice.⁷⁵

According to the 2021 Census, 40% of Enfield residents were born outside of the UK.⁷⁶

Census 2021 ethnicity data⁷⁷

| Ethnicity | Estimated population size | Percentage of total population |
|---|---------------------------|--------------------------------|
| Asian or Asian British | 37,973 | 11.5% |
| Bangladeshi | 8,123 | 2.5% |
| Chinese | 2,611 | 0.8% |
| Indian | 11,870 | 3.6% |
| Pakistani | 3,674 | 1.1% |
| Any other Asian background | 11,615 | 3.5% |
| Black, Black British, Caribbean, or African | 60,512 | 18.3% |
| African | 36,463 | 11% |
| Caribbean | 16,990 | 5.1% |
| Any other Black, Black British, or Caribbean background | 7,059 | 2.1% |
| Mixed or multiple ethnic groups | 19,558 | 5.9% |

⁷⁵ The term 'ethnic minority' or 'ethnic minority group' refers to all ethnic groups except the white British group. This includes white minorities, such as Gypsy, Roma, and Irish Traveller groups.

⁷⁶ ONS, [International migration, England and Wales: Census 2021](#)

⁷⁷ ONS, [Ethnic group: England and Wales, Census 2021](#)

| | | |
|---|----------------|--------------|
| White and Black Caribbean | 5,165 | 1.6% |
| White and Black African | 2,994 | 0.9% |
| White and Asian | 3,818 | 1.2% |
| Any other Mixed or multiple ethnic background | 7,581 | 2.3% |
| White | 171,884 | 52.1% |
| English, Welsh, Scottish, Northern Irish or British | 103,140 | 31.3% |
| Irish | 5,969 | 1.8% |
| Gypsy or Irish Traveller | 374 | 0.1% |
| Roma | 1,121 | 0.3% |
| Any other White background | 61,280 | 18.6% |
| Other Ethnic Group | 40,058 | 12.1% |
| Arab | 2,535 | 0.8% |
| Any other ethnic group | 37,523 | 11.4% |

Priority One: Clean and green places

Transport

Data from the National Travel Survey shows that Black people are most likely out of all ethnic groups to live in a household with no access to a car or van. In the 5 years from 2015 to 2019 40% of Black people lived in a household with no access to a car or van, compared to 17% of White people and a 19% average across all ethnic groups.⁷⁸

Access to green space

National research highlights inequality in access to green space. A survey carried out by walking charity Ramblers and YouGov in 2020 found that people who identify as being from a Black, Asian or minority ethnic background (39%) are less likely to live within a 5-minute walk of a green space than people from White ethnic backgrounds (58%).⁷⁹ People from Black, Asian or minority ethnic backgrounds (46%) also reported being less likely to have a variety of different green spaces within walking distance of where they live than people from White ethnic backgrounds (58%).

Air pollution

⁷⁸ Department for Transport, [Ethnicity facts and figures: Car or van ownership](#), December 2020

⁷⁹ Ramblers, [The grass isn't greener for everyone: Why access to green space matters](#), 2020

According to analysis by the Greater London Authority (GLA), areas in London where people from a non-white⁸⁰ background are more likely to live are more likely to have higher levels of air pollution. In 2019, annual average concentrations of nitrogen dioxide were on average between 16 and 27 per cent higher in areas where non-white people were most likely to live compared with areas where white people were most likely to live.⁸¹

Our response

The Council Plan sets out our vision for clean and green places. Delivery of this priority is expected to have a positive impact on residents from all ethnic groups, and in particular ethnic minority groups who may be more likely to experience lack of access to green space, live in areas where air pollution is higher, and not have a car. This includes the following actions:

- Enhance biodiversity and protect our parks, woodlands, watercourses, wetlands, trees, shrubs, and open spaces
- Enable active and low carbon travel
- Reduce carbon emissions from our buildings, street lighting, fleet, and the goods and services we procure

Priority Two: Strong, healthy, and safe communities

Health inequalities

National and local data and research highlights health inequalities between ethnic minority and white groups, and between ethnic minority groups.⁸² As highlighted by the King's Fund, the causes of these health inequalities are multiple and include higher levels of socio-economic deprivation experienced by ethnic minorities.⁸³

The Covid-19 pandemic has had a disproportionate impact on ethnic minority communities, who have experienced higher infection and mortality rates than the white population.

Obesity

Childhood obesity rates are higher among Black and Asian children.⁸⁴

⁸⁰ Several terms are routinely used by government departments, public bodies, and the media to refer to the collective ethnic minority population. This report reflects the language and terminology originally used in the studies to which we refer. However, we fully recognise the importance of the heterogeneity within these terms.

⁸¹ Greater London Authority, [Air Pollution and Inequalities in London: 2019 update](#), 2021

⁸² The King's Fund, [The health of people from ethnic minority groups in England](#), 2021

⁸³ The King's Fund, [Ethnic health inequalities and the NHS: Driving progress in a changing system](#), 2021

⁸⁴ NHS Digital, [National Child Measurement Programme](#), England, 2019/20

Prevalence of childhood obesity by ethnic group, England, 2019/20

| Ethnic group | Proportion of children aged 4-5 years who are obese | Proportion of children aged 10-11 years who are obese |
|-------------------------------|---|---|
| White | 9.6 | 19.4 |
| British | 9.7 | 19.0 |
| Irish | 10.9 | 20.4 |
| Any other White background | 9.1 | 22.5 |
| Mixed | 10.3 | 23.4 |
| White and Black Caribbean | 13.0 | 26.4 |
| White and Black African | 13.3 | 28.2 |
| White and Asian | 6.7 | 17.9 |
| Any other mixed background | 9.6 | 22.5 |
| Asian | 9.6 | 25.3 |
| Indian | 7.2 | 21.6 |
| Pakistani | 10.8 | 26.2 |
| Bangladeshi | 12.6 | 30.1 |
| Any other Asian background | 9.4 | 24.7 |
| Black | 15.0 | 29.7 |
| Caribbean | 13.1 | 30.3 |
| African | 15.9 | 30.5 |
| Any other Black background | 13.9 | 27.4 |
| Chinese | 4.5 | 19.6 |
| Any other ethnic group | 10.7 | 25.4 |

Long term conditions

South Asian ethnic groups have a higher incidence of and mortality from heart disease and stroke than White groups and develop heart disease at a younger age. Black ethnic groups have a lower risk of heart disease compared to the general population, but have a higher incidence of, and mortality from, hypertension and stroke.⁸⁵

The prevalence of diabetes is higher among South Asian and Black ethnic groups than in the White population and people in these groups develop the condition at a younger age. The risk of developing diabetes is up to six times higher in South Asian ethnic groups than in White ethnic groups and South Asian ethnic groups have a higher mortality from diabetes. Diabetes prevalence in Black ethnic groups is up to three times higher than in the White population and people in these groups have a higher mortality from diabetes.⁸⁶

Pregnancy and maternity

⁸⁵ The King's Fund, [Ethnic health inequalities and the NHS: Driving progress in a changing system](#), 2021

⁸⁶ The King's Fund, [The health of people from ethnic minority groups in England](#), 2021

Research conducted by the National Maternity and Perinatal Audit found that racial inequalities are a risk factor for adverse pregnancy outcomes. The analysis found that 12% of stillbirths, 1% of preterm births and 17% of cases of foetal growth restriction were attributed to racial inequality.⁸⁷

Compared with the white group, the rate of women dying in the UK between 2017 and 2019 during or up to one year after pregnancy was more than four times higher in the Black ethnic group, and almost double in the Asian and Mixed ethnic groups (although the number of such deaths is relatively low).⁸⁸

Mental health

In the year to March 2020, Black people were more than 4 times as likely as White people to be detained under the Mental Health Act.⁸⁹ This disparity is reflected at a local level. Between January – October 2021, 159 men were detained in hospital in Enfield for mental health, 28% of which were from Black ethnic backgrounds.⁹⁰ However, Black men make up only 17% of the borough's population.

Covid-19 vaccine uptake

As of March 2022, vaccination rates in Enfield were highest among the Asian-Indian and White British ethnic groups, with 88% and 84% having received their first dose, respectively. People from the Gypsy Roma Traveller (GRT) community had the lowest vaccination rate with 34% having received their first dose. People from the Black

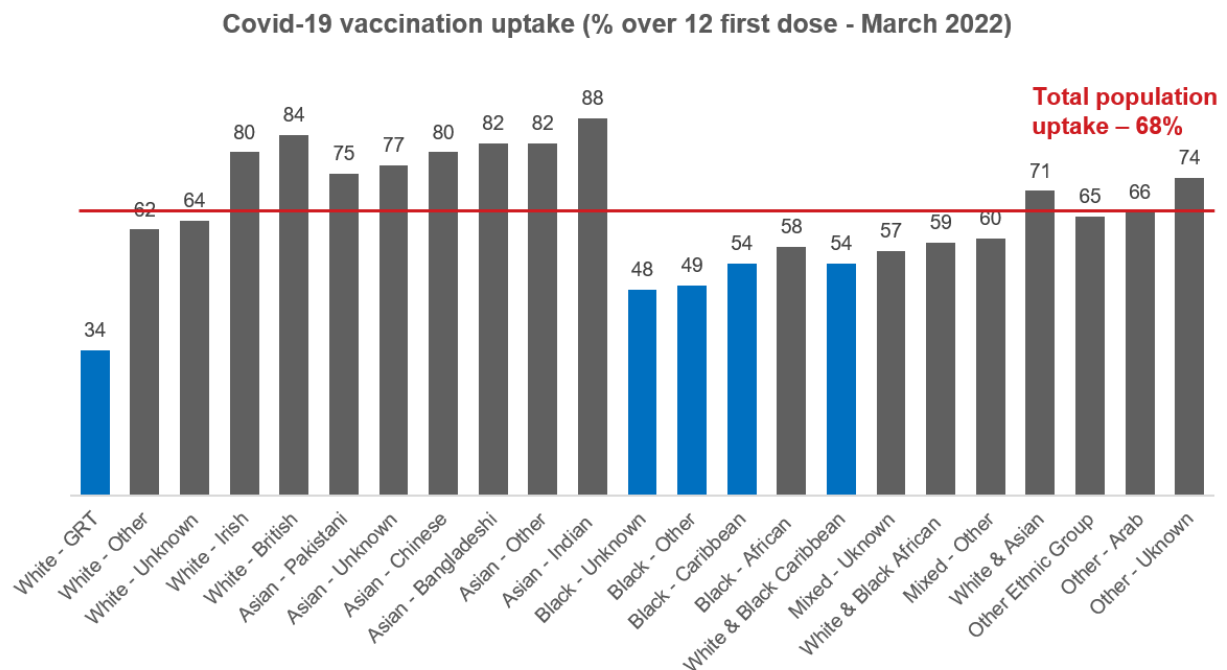
⁸⁷ National Maternity & Perinatal Audit, [Adverse pregnancy outcomes attributable to socioeconomic and ethnic inequalities in England: a national cohort study](#), 2021

⁸⁸ MBRRACE-UK, [Saving Lives, Improving Mothers' Care: Lessons learned to inform maternity care from the UK and Ireland Confidential Enquiries into Maternal Deaths and Morbidity](#), 2017-19, November 2021

⁸⁹ ONS, [Detentions under the Mental Health Act](#), March 2021

⁹⁰ Enfield Council, Public Health Intelligence Team, 2021

Unknown, Black Other, Black Caribbean and White & Black Caribbean groups were also less likely to have received their first dose.⁹¹



Stop and search

In England and Wales people from a Black ethnic group were significantly more likely to be stopped and searched than people from a White ethnic group. Between April 2020 and March 2021 there were 7.5 stop and searches for every 1,000 White people, compared with 52.6 for every 1,000 Black people.⁹² Enfield residents from Black or Black British backgrounds are the most frequently stopped and searched ethnic group by police.⁹³ Between July 2021 and June 2022, 29.7 per 1,000 Black residents were stopped and searched compared to 15.2 for every 1,000 White residents.

Our response

The Council Plan sets out our vision for strong, healthy, and safe communities. Delivery of this priority and accompanying actions is expected to have a positive impact on all ethnic groups, with a particularly positive impact on minority ethnic groups experiencing inequalities in health and criminal justice:

- Improve feelings of safety and tackle crime and antisocial behaviour
- Improve our leisure and sports facilities to enable more active lifestyles
- Work with partners to provide high quality and accessible health services
- Support communities to access healthy and sustainable food

Priority Three: Thriving children and young people

⁹¹ Enfield Council, Public Health Intelligence Team, March 2022

⁹² Home Office, [Ethnicity facts and figures: Stop and search](#), May 2022

⁹³ Metropolitan Police, [Stop and Search Dashboard](#), July 2021 to end June 2022

Education and attainment

The Spring 2021 School Census records 189 languages or dialects being spoken by pupils who live in Enfield.⁹⁴ 2021/22 school data from the Department for Education reveals that just over half of pupils (51.7%) in Enfield's schools have English as a first language – a lower percentage than in London (55.4%), and significantly lower than the average for England (80.1%).⁹⁵

The 5 largest ethnic groups in Enfield's schools are White British (19%), Black African (12%), White Turkish (11%), White Eastern European (9%) and Black Caribbean (4%).

When examining the educational attainment of children from these ethnic groups, in 2019, the number of children reaching the expected standard of reading, writing, maths at Key Stage 2 is highest for pupils from a White British background, (71.4%), and is lowest for pupils from an Eastern European background, (53.5%). When looking at average attainment 8 score, the lowest score in 2019 was students from White Eastern European ethnic groups (36.6), and the highest score on average were students from the White British ethnic groups (50.3), a gap of 13.7 points.⁹⁶

Free school meals

As of January 2022, 27% of pupils in Enfield were eligible for free school meals. Rates of free school meals eligibility in Enfield in 2022 were highest among pupils in the Traveller of Irish heritage (76%), White and Black Caribbean (41%) and Any other Black background ethnic groups. Rates were lowest among pupils of Chinese (6%) and Indian (9%) ethnic groups.⁹⁷

Children in need

Children in need are supported by children's social care due to safeguarding and welfare needs, including: children on child in need plans; children on child protection plans; looked after children; and disabled children.

As of June 2022, there were 714 children in Enfield with a Child in Need Plan. Of the children whose ethnicity has been recorded (697), the majority (79%) were from ethnic minority backgrounds. The highest proportion of children with Child in Need Plans were from White British (21%), Any other Black background (16%), Any other White background (15%) and Black African (15%) ethnic backgrounds.⁹⁸

⁹⁴ Enfield Council, [Borough Profile](#), 2021

⁹⁵ Department for Education, [Schools, pupils and their characteristics](#), 2021/22. N.B. data does not include independent schools

⁹⁶ Enfield Council Education Department

⁹⁷ Department for Education, [Schools, pupils and characteristics](#), 2021/22

⁹⁸ Enfield Council, Children and Family Services, June 2022. N.B. Children whose ethnicity has not been recorded have not been included.

As of June 2022, there were 284 children in Enfield subject to a Child Protection Plan. The majority of children subject to a Child Protection Plan (70%) were from ethnic minority backgrounds. The highest proportion of children with Child Protection Plans were from White British (30%), Any other White background (19%), Any other Black background (15%), and Black African (13%) ethnic backgrounds.⁹⁹

As of June 2022, there were 397 looked after children in Enfield. The majority of looked after children (71%) were from ethnic minority backgrounds. The highest proportion of looked after children were from White British (29%), Any other White background (21%), Any other Black background (16%), and Black African (10%) ethnic backgrounds.¹⁰⁰

Convictions and cautions

In 2020/21, there were 161 cautions or sentences for young people aged 10-17 in Enfield. Proportionately, in Enfield, more young people from Black ethnic backgrounds (38%) were convicted of youth offences than other ethnic groups in 2020/21.

Our response

The Council Plan sets out our vision for thriving children and young people. Delivery of this priority is expected to have a positive impact on children and young people from all ethnic groups, across all the actions.

Priority Four: More and better homes

Housing conditions

In the 3 years to March 2019, an average of 3% of households in England were overcrowded, that is, they had fewer bedrooms than they needed to avoid undesirable sharing. White British households (2%) were significantly less likely to be overcrowded than households from all other ethnic groups. The households with the highest rates of overcrowding were in the Bangladeshi (24%), Pakistani (18%), Black African (16%), Arab (18%) and Mixed White and Black African (14%) ethnic groups.¹⁰¹

Research published by homelessness charity Shelter in 2021 found that Black (56%) and Asian (49%) households were significantly more likely to be living in homes with poor conditions than White households (33%), such as damp, thermal inefficiency, hazards in the home or issues with structural integrity.¹⁰²

Homelessness

⁹⁹ Enfield Council, Children and Family Services, June 2022. N.B. Children whose ethnicity has not been recorded have not been included.

¹⁰⁰ Enfield Council, Children and Family Services, June 2022. N.B. Children whose ethnicity has not been recorded have not been included.

¹⁰¹ Ministry of Housing, Communities and Local Government, [Overcrowded households](#), 2020

¹⁰² Shelter, [Denied the right to a safe home: Exposing the housing emergency](#), 2021

Residents from a Black ethnic background are disproportionately affected by homelessness. In 2020/21, 35% of households in Enfield owed a homelessness prevention or relief duty were from a Black or Black British ethnic background.¹⁰³ Residents from Black ethnic groups make up 15% of the population in Enfield.¹⁰⁴

Our response

The Council Plan sets out our vision to deliver more and better homes. Delivery of this priority and accompanying actions is expected to have a positive impact on residents from all ethnic groups with a particular positive impact on residents from Black and Asian households who are more likely to be homeless or experience poor housing conditions:

- Build and facilitate more good quality homes that local people can afford
- Deliver low carbon new build homes and facilitate retrofitting of existing homes
- Create well-connected, digitally enabled, and well-managed neighbourhoods
- Invest in and improve our council homes
- Drive up standards in the private rented sector

Priority Five: An economy that works for everyone

Poverty

Poverty rates between ethnic groups vary significantly, with some groups at a much higher risk of poverty than others. Nationally, according to research from the Joseph Rowntree Foundation, poverty rates for the Bangladeshi and Pakistani ethnic groups are higher than other ethnic groups. The poverty rate for the Bangladeshi ethnic group is 53% and 48% for the Pakistani ethnic group, compared to the white group where it is 19%.¹⁰⁵

Employment

The unemployment rate for people from a White ethnic background was 3.1% between January and March 2022 compared to 7.1% for people from minority ethnic backgrounds. People from Bangladeshi (9.3%) and Black/African/Caribbean/Black British (9%) backgrounds had the highest unemployment rates.¹⁰⁶

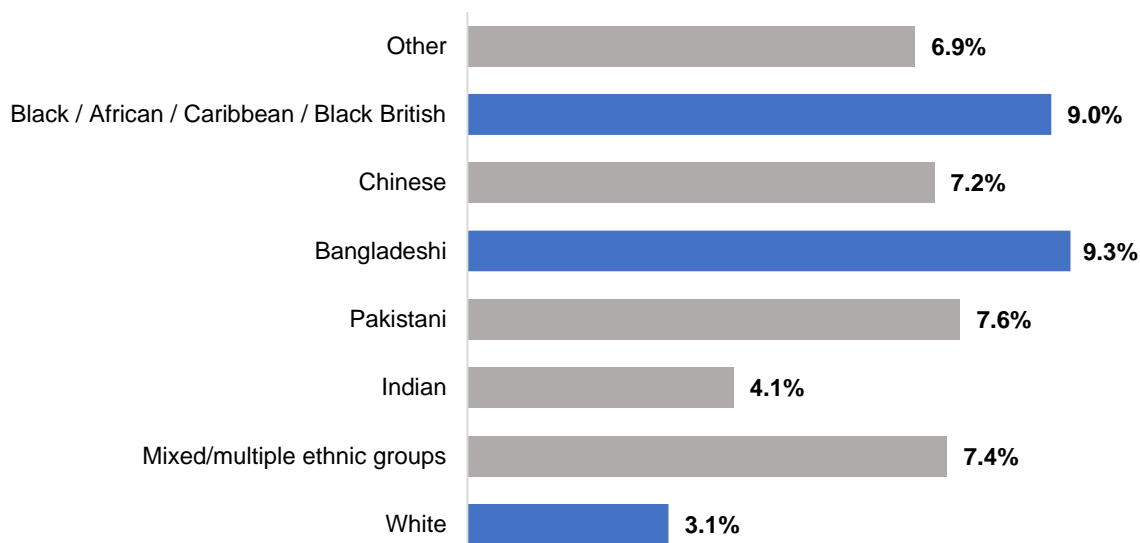
¹⁰³ Department for Levelling Up, Housing & Communities, [Statutory homelessness in England, 2020/21](#)

¹⁰⁴ Enfield Council, [Borough Profile](#), 2021

¹⁰⁵ Joseph Rowntree Foundation, [UK Poverty 2022: The essential guide to understanding poverty in the UK](#), 2022

¹⁰⁶ ONS, [Labour market status by ethnic group](#), May 2022

UK unemployment rates by ethnicity (Jan-March 2022)



Impact of Covid-19

Black and minority ethnic workers were disproportionately impacted by the pandemic and are now experiencing a slower recovery than white workers.

Workers from Black, Asian, and Minority Ethnic (BAME) workers were more likely to work in sectors that shut down as a result of the Covid-19 pandemic, such as retail, passenger transport, accommodation and food, and arts and leisure. Of workers in the shutdown sectors, 15% are from BAME backgrounds, compared to a workforce average of 12%. Some shutdown sectors had a particularly high proportion of BAME workers. BAME workers made up 28% of the vulnerable jobs in the transport sector and 16% of the vulnerable jobs in the accommodation and food service sector.¹⁰⁷

For both white and BME¹⁰⁸ workers, the unemployment rate during the pandemic peaked in Q4 2020. The unemployment rate for white workers rose to 4.5%. The unemployment rate among BME workers rose faster and higher, reaching 9.8% in the same quarter.¹⁰⁹

As of Q4 2020/21 the unemployment rate for BME workers is 1.9 percentage points higher than it was pre-pandemic, for white workers it is 0.1 percentage points higher.

Insecure work

¹⁰⁷ House of Commons Women and Equalities Committee, [Unequal Impact? Coronavirus and BAME people: Third Report of Session 2019-21](#), December 2020

¹⁰⁸ The term BME is used here to reflect terminology originally used in the study to which we refer.

¹⁰⁹ Trades Union Congress, [Jobs monitor – the impact of the pandemic on BME employment](#), June 2022

A 2022 report by think tank, Work Foundation, found that people from ethnic minorities are more likely to be in severely insecure work than white workers (24% versus 19%).¹¹⁰ The gap is especially stark for men - almost 1 in 4 (23%) men from an ethnic minority were experiencing insecure work in 2021 compared to just over 1 in 8 (13%) of white men.¹¹¹

Pay

Nationally, coverage of the minimum wage varies among workers from different ethnic backgrounds. In 2019/20 coverage was highest for workers from Bangladeshi backgrounds (almost 14.5%), compared with 8.4% among White workers.¹¹² Coverage was also higher for workers from Pakistani backgrounds (13.4%) and from Black African, Caribbean, and Black British backgrounds.

In 2020, the gap in median hourly pay between White employees and Black, Asian and minority ethnic group employees in London was 28.2%, significantly higher than that across the rest of England and Wales (5.5%).¹¹³ The highest pay gaps in London were among Pakistani employees (37%), Black African (36.8%) and Bangladeshi (34.4%) employees.¹¹⁴

Ethnic minority led businesses

42% of company directors in Enfield are non-UK nationals.¹¹⁵ Ethnic minority-led businesses are over-represented in sectors such as hospitality, retail, and transport and as a result have been disproportionately impacted by the Covid-19 crisis.¹¹⁶

Our response

Our Council Plan sets out our vision for an economy that works for everyone. Delivery of this priority is expected to have a positive impact on residents from all ethnic groups, in particular those from minority ethnic groups who are more likely to be experiencing poverty and unemployment; and those who may be running their own small or medium sized business:

- Enable local people to develop skills to access good quality work
- Support local businesses and encourage inward investment in growing sectors which offer sustainable employment to local people

¹¹⁰ Severe insecurity is defined as workers experiencing involuntary part-time or involuntary temporary forms of work, or a combination of two or more of these factors: low-pay, part-time work, and underemployment.

¹¹¹ Work Foundation, [The UK Insecure Work Index](#), May 2022

¹¹² Low Pay Commission, [Low pay and ethnicity](#), May 2021

¹¹³ Greater London Authority, [London Datastore: Ethnicity Pay Gap](#). N.B. Ethnicity pay gap compares median pay for all Black Asian and minority ethnic groups with median pay for all White groups

¹¹⁴ N.B. Compared with White British

¹¹⁵ Enfield Council, [An Economy that Works for Everyone: Economic Development Strategy](#), 2021

¹¹⁶ Centre for Research in Ethnic Minority Entrepreneurship, [Time to Change: A Blueprint for Advancing the UK's Ethnic Minority Businesses](#), May 2022

- Provide support and advice for residents on low incomes

Mitigating actions to be taken

The Council Plan 2023-26 is expected to positively impact on Enfield residents from all ethnic groups.

Religion and belief

Religion refers to a person's faith (e.g., Buddhism, Islam, Christianity, Judaism, Sikhism, Hinduism). Belief includes religious and philosophical beliefs including lack of belief (e.g., Atheism). Generally, a belief should affect your life choices or the way you live.

Will this change to service/policy/budget have a **differential impact [positive or negative]** on people who follow a religion or belief, including lack of belief?

Please provide evidence to explain why this group may be particularly affected.

Religious profile of Enfield (2021 Census)¹¹⁷

| Religion | Proportion of Enfield population |
|---------------------|----------------------------------|
| Christian | 46.4% |
| Buddhist | 0.5% |
| Hindu | 3.1% |
| Jewish | 1.1% |
| Muslim | 18.6% |
| Sikh | 0.4% |
| Other religion | 3.1% |
| No religion | 19.8% |
| Religion not stated | 7.0% |

Principle: Fairer Enfield

The Council Plan includes a principle of Fairer Enfield that will inform our work to deliver transformation in the borough and help us make the right decisions. This section details how, through the delivery of our Fairer Enfield Equality, Diversity, and Inclusion Policy and eight equalities objectives, we will create an equal and inclusive borough where all residents, service users and Council staff are supported to fulfil their potential, are treated equally and with respect and are actively involved in shaping the decisions that affect their workplace and wider community. Delivery of our Fairer Enfield Policy is expected to have a positive impact on residents of all religions and beliefs.

Priority Two: Strong, healthy, and safe communities

¹¹⁷ ONS, [Religion, England and Wales: Census 2021](#)

Hate crime

Religious hate crime includes crimes motivated by prejudice based on religion or faith. In the year ending October 2022 there were 658 racist and religious hate crime offences in Enfield.¹¹⁸

Our response

Our Council Plan sets out our vision to sustain strong, healthy, and safe communities. Delivery of this priority is expected to have a positive impact on people from all religions and beliefs, in particular the following action:

- Improve feelings of safety and tackle crime and antisocial behaviour (including hate crime)
- Connect people through culture helping to promote cohesion, mutual understanding and respect and celebrate the diversity and culture of our communities.

Priority Three: Thriving children and young people

The Council Plan sets out our vision for thriving children and young people. Delivery of this priority is expected to have a positive impact on children and young people of all religions and beliefs, in particular through the following action:

- Involve young people in decisions that affect their lives to allow them to shape their borough and ensure the decisions we make are inclusive.

Priority Five: An economy that works for everyone

The Council Plan sets out our vision for an economy that works for everyone. Delivery of this priority is expected to have a positive impact on children and young people of all religions and beliefs, in particular through the following action:

- Develop town centres that are vibrant, healthy, and **inclusive**. This means that our town centres will represent and celebrate our diverse communities.

Mitigating actions to be taken

The Council Plan 2023-26 is expected to positively impact on Enfield residents of all religions and beliefs.

¹¹⁸ Metropolitan Police, [Crime Dashboard](#)

Sex

Sex refers to whether you are a female or male.

Will this change to service/policy/budget have a **differential impact [positive or negative]** on females or males?

Please provide evidence to explain why this group may be particularly affected.

According to Census 2021 data, 52% of Enfield's population is estimated to be female and 48% male.¹¹⁹

Priority Two: Strong, healthy, and safe communities

Health

Although life expectancy is higher for women in Enfield than men (reflecting national figures), women in Enfield spend on average a greater proportion of their lives in ill health. Women in Enfield spend on average 62.1 years of their life in good health, compared to 64.3 years for men.¹²⁰

Menopause

In Enfield, 20% of females are aged between 45-59 years old (menopause usually starts during the ages of 45 and 55).¹²¹ Menopause usually happens between the ages of 45 and 55 and can cause symptoms like anxiety, mood swings, brain fog, hot flushes, and irregular periods.¹²² This can have a considerable impact on a women's life, including relationships and work.

Mental health and wellbeing

According to national data, women (20%) are more likely to experience common mental health conditions, such as anxiety or depression, than men (12.5%). While rates have remained relatively stable in men, this research found that prevalence was increasing in women. Young women in particular have been identified as a high-risk group, with over a quarter (26%) experiencing a common mental disorder compared to 9.1% of young men.¹²³

¹¹⁹ ONS, [Population and household estimates, England and Wales: Census 2021](#)

¹²⁰ Office for Health Improvement & Disparities, [Public Health Outcomes Framework](#)

¹²¹ ONS, [Population and household estimates, England and Wales: Census 2021](#)

¹²² NHS, [Menopause](#)

¹²³ NHS Digital, [Adult Psychiatric Morbidity Survey: Survey of Mental Health and Wellbeing, England, 2014](#)

Suicide rates in the UK are significantly higher among men than women. In 2020, three-quarters of registered suicide deaths were for men.¹²⁴

Caring

Women are more likely to take on caring roles than men. According to national data from 2020/21, women are more likely to be informal carers, with 2.5 million women versus 1.7 million men.¹²⁵ Female carers are also more likely to work part-time, with 22% of women in comparison to 8% of men.

Domestic abuse

In the year ending January 2022 there were 6,276 domestic abuse incidents in Enfield.¹²⁶ Anyone can experience domestic abuse, but women are more likely to be victims of domestic abuse than men.¹²⁷

Between May 2020 – December 2021, the Council's Domestic Abuse Hub received 242 contacts via phone calls and emails. Where gender was recorded, 141 contacts related to female victims and 12 related to male victims of domestic abuse. In relation to perpetrator gender, 119 calls were in relation to male perpetrators and 10 calls in relation to female perpetrators.

Safety

According to data from March 2022, more women (27%) than men (16%) reported they had experienced at least one form of harassment in the previous 12 months.¹²⁸ Women aged 16 to 34 years felt the most unsafe of any age and sex group using public transport alone after dark (58%).

Youth justice

In the year ending March 2021, 87% of children cautioned or sentenced were boys.¹²⁹

Our response

The Council Plan sets out our vision for strong, healthy, and safe communities. Delivery of this priority is expected to have a positive impact on male and female residents:

- Improve feelings of safety and tackle crime and antisocial behaviour (including

¹²⁴ ONS, [Suicides in England and Wales: 2020 registrations](#)

¹²⁵ Department for Work and Pensions, [Family Resources Survey](#), 2020/21

¹²⁶ Enfield Council, Community Safety Unit, 2022

¹²⁷ ONS, [Domestic abuse victim characteristics, England and Wales](#), year ending March 2021

¹²⁸ ONS, [Perceptions of personal safety and experiences of harassment, Great Britain](#): 16 February to 13 March 2022

¹²⁹ Youth Justice Board for England and Wales, [Youth justice statistics](#), 2020/21

domestic abuse)

- Work with our partners to provide high quality and accessible health services, including services that address health issues specific to men and women outlined above and mental health services

Priority 3: Thriving children and young people

In cases of Children in Need (CiN), child protection, care leavers and looked after children, a greater proportion are boys.

Our response

The Council Plan sets out our vision for thriving children and young people. Delivery of this priority is expected to have a positive impact on children and young people in Enfield regardless of their gender with a particular positive impact on boys who are more likely to have a safeguarding risk, in particular the following action:

- Safeguard vulnerable children and increase support in-borough for looked after children with complex needs

Priority Four: More and better homes

According to national data, lone parent households with dependent children make up a higher proportion of households in the social rented sector than other tenures (18% compared to 3% of owner occupied households and 11% of private rented households).¹³⁰ According to ONS data, lone parents are significantly more likely to be women. In 2021, an estimated 86% of lone parents were women.¹³¹

Rough sleeping

During 2021/22, people seen rough sleeping in the borough were significantly more likely to be men than women, with 151 men and 30 women.¹³²

Our response

The Council Plan sets out our vision for more and better homes. Delivery of this priority is expected to have a positive impact on both men and women.

Priority 5: An economy that works for everyone

Poverty

¹³⁰ Department for Levelling Up, Housing and Communities, [English Housing Survey: Social rented sector](#), 2020-21

¹³¹ ONS, [Families and households](#), 2021

¹³² Greater London Authority, [CHAIN Annual Report: Outer Boroughs](#), 2021/22

According to data from the Joseph Rowntree Foundation, working age lone parent families have the highest poverty rates of any family type (49%).¹³³ Currently, 49 percent of children in single parent families are in poverty, compared with 25 percent of children in couple families. In 2022, 31 percent of working-age lone parents and thirty-five percent of their children are in “persistent poverty”, which was considerably higher than for any other group.¹³⁴ Persistent poverty is defined as an individual experiencing poverty (a net household income below 60% of the median in that year) for at least 3 of the past 4 years.

Employment

Between January 2021 and December 2021, men aged 16 to 64 in Enfield (72.1%) were more likely to be in employment than women (68.1%), this is also reflected regionally and nationally.¹³⁵ Women are significantly more likely to work part time, with 38% of women in employment working part-time at the end of 2021, compared to 13% of men.¹³⁶

Pay disparity

The gross weekly pay of men in Enfield is significantly higher than for women. In 2021, male full-time workers in Enfield on average received £745.90 gross weekly pay, compared to £595.10 for women, a difference of £150.80 a week. This is significantly higher than the pay disparity in London (£94.90) and the UK (£97.40).¹³⁷

For both men and women, the proportion of residents’ jobs that pay below the London living wage is one of the largest in London with men at 27.3% and women at 30.9%.¹³⁸

Our response

The Council Plan sets out our vision for an economy that works for everyone. Delivery of this priority is expected to have a positive impact on male and female residents, in particular the following actions are expected to have a positive impact on tackling issues disproportionately experienced by women:

- Enable local people to develop skills to access good quality work
- Provide support and advice for residents on low incomes

Mitigating actions to be taken

The Council Plan 2023-26 is expected to have a positive impact on all residents, regardless of their sex.

¹³³ Joseph Rowntree Foundation, [UK Poverty 2022: The essential guide to understanding poverty in the UK](#), 2022

¹³⁴ Gingerbread, [The invisible family: The impact of the Covid-19 pandemic on single parents living in London](#), June 2022

¹³⁵ Nomis, [Labour Market Profile: Enfield](#)

¹³⁶ [House of Commons Library, Women and the UK economy, March 2022](#)

¹³⁷ Nomis, [Labour Market Profile: Enfield](#)

¹³⁸ Trust for London <https://www.trustforlondon.org.uk/data/low-pay-in-London-boroughs/>

Sexual Orientation

This refers to whether a person is sexually attracted to people of the same sex or a different sex to themselves. Please consider the impact on people who identify as heterosexual, bisexual, gay, lesbian, non-binary or asexual.

Will this change to service/policy/budget have a **differential impact [positive or negative]** on people with a particular sexual orientation?

Please provide evidence to explain why this group may be particularly affected.

For the first time in 2021, the Census included a voluntary question on sexual orientation for all respondents aged 16 and over.¹³⁹ The different sexual orientations that people could choose from included:

- Straight or heterosexual
- Gay or lesbian
- Bisexual
- Other sexual orientation (respondents were then asked to write in the sexual orientation with which they identified)

In Enfield, 90.3% of residents aged 16 and over responded to this question.

| Sexual orientation | Enfield population aged 16 years and over | Percentage of Enfield residents aged 16 years and over |
|--------------------------------------|---|--|
| Straight or heterosexual | 226,705 | 88.15% |
| Gay or lesbian | 2,342 | 0.91% |
| Bisexual | 2,073 | 0.81% |
| Pansexual | 944 | 0.37% |
| Asexual | 74 | 0.03% |
| Queer | 35 | 0.01% |
| All other sexual orientations | 151 | 0.06% |
| Not answered | 24,858 | 9.67% |

Principle: Fairer Enfield

The Council Plan includes a principle of Fairer Enfield that will inform our work to deliver transformation in the borough and help us make the right decisions. This section details how, through the delivery of our Fairer Enfield Equality, Diversity, and Inclusion Policy

¹³⁹ ONS, [Sexual orientation, England and Wales: Census 2021](#)

and eight equalities objectives, we will create an equal and inclusive borough where all residents, service users and Council staff are supported to fulfil their potential, are treated equally and with respect and are actively involved in shaping the decisions that affect their workplace and wider community. One of our eight equalities objectives is to **improve the wellbeing and celebrate of our LGBT communities**. This objective is expected to support Lesbian, Gay and Bisexual (LGB) people to feel included, value and safe.

Priority Two: Strong, healthy, and safe communities

Crime

National data suggests that LGB people are at greater risk than the general population of being victims of a crime. Data from the Crime Survey for England and Wales (CSEW), found that gay/lesbian people (21.2%) and bisexual people (21.5%) were more likely than heterosexual people (13.8%) to have been victims of all CSEW crime and personal crime in the year ending March 2020.¹⁴⁰

Hate crime

Anti-abuse charting Galop published a report on experiences of hate crime in Lesbian, Gay, Bisexual and Transgender+ (LGBT+) communities which involved a survey of 1166 LGBT+ people and 15 interviews. The research found that a large proportion of LGBT+ people (64% of respondents) have experienced hate crime, including verbal abuse, online abuse, harassment, sexual and physical violence. The research also reported that very few LGBT+ people reported their experiences of LGBT+ hate crime to the police or other relevant agencies, suggesting that LGBT+ hate crime remains significantly underreported.¹⁴¹

In the year ending October 2022 there were 92 homophobic hate crime offences in Enfield, an increase from the previous year where there were 64 homophobic hate crime offences.¹⁴²

Domestic abuse

Research conducted by Stonewall in 2018 found that more than one in ten LGBT people (11%) had faced domestic abuse from a partner in the last year.¹⁴³

Health and wellbeing

¹⁴⁰ ONS, [Crime in England and Wales: Annual Trend and Demographic Tables](#), year ending March 2020. N.B. The Crime Survey for England and Wales is a face-to-face victimisation survey in which people resident in England and Wales are asked about their experiences of a range of crimes in the 12 months prior to the interview.

¹⁴¹ Galop, [Hate Crime Report 2021: Supporting LGBT+ victims of hate crime](#), 2021

¹⁴² Metropolitan Police, [Crime Dashboard](#)

¹⁴³ Stonewall, [LGBT in Britain: Home and communities](#), 2018

According to Stonewall research from 2018 one in eight LGBT people (13%) have experienced some form of unequal treatment from healthcare staff because they're LGBT.¹⁴⁴

The NHS has produced national data on health outcomes for LGB people.¹⁴⁵ In 2021, the prevalence of limiting longstanding illness was higher among LGB adults (26%) than heterosexual adults (22%).

Health-related behaviours

LGB adults (32%) were more likely to drink at levels which put them at increased or higher risk of alcohol-related harm (14 units in the last week), than heterosexual adults (24%).

LGB adults (27%) were also more likely than heterosexual adults (18%) to be current smokers.

Mental health and wellbeing

LGB adults had lower average mental wellbeing scores on the Warwick-Edinburgh Mental Wellbeing Scale¹⁴⁶ (48.9) compared with heterosexual adults (51.4), with LGB women reporting the lowest well-being scores (47.3).

The Covid-19 pandemic has also had a negative impact on the mental health and wellbeing of LGBT people. In London, almost 4 in 5 (79%) of LGBT people said that their mental health had been negatively impacted by the Covid-19 lockdown.¹⁴⁷

Our response

Our Council Plan sets out our vision for strong, healthy, and safe communities. Delivery of this priority is expected to have a positive impact on LGB adults, in particular the following actions:

- Improve feelings of safety and tackle crime and antisocial behaviour (including hate crime and domestic abuse)
- Work with partners to provide high quality and accessible health services

Priority Four: More and better homes

Housing

According to Stonewall research from 2018, one in six LGB people have experienced homelessness at some point in their lives.

¹⁴⁴ Stonewall, [LGBT in Britain: Health Report](#), 2018

¹⁴⁵ NHS Digital, [Health and health-related behaviours of Lesbian, Gay and Bisexual adults](#), July 2021

¹⁴⁶ The Warwick-Edinburgh Mental Wellbeing Scale is a set of 14 questions scored from 1 to 5 designed to monitor mental wellbeing at a population level. The total score ranges from 14 to 70.

¹⁴⁷ LGBT Hero, [The LGBTQ+ Lockdown Wellbeing Report](#), 2020

Our response

Our Council Plan sets out our vision to deliver more and better homes. Delivery of this priority is expected to have a positive impact on LGB people who experience a disproportionate risk of homelessness.

Mitigating actions to be taken

The Council Plan 2023-26 is expected to positively impact Enfield residents regardless of their sexual orientation.

Socio-economic deprivation

This refers to people who are disadvantaged due to socio-economic factors e.g., unemployment, low income, low academic qualifications or living in a deprived area, social housing, or unstable housing.

Will this change to service/policy/budget have a **differential impact [positive or negative]** on people who are socio-economically disadvantaged?

Please provide evidence to explain why this group may be particularly affected.

As of 2019, Enfield was the 74th most deprived local authority in England overall and the 9th most deprived London borough.¹⁴⁸

Priority One: Clean and green places

Transport

According to research undertaken by Transport for London in 2019, the most commonly used form of transport for Londoners with lower household incomes (below £20,000) is walking.¹⁴⁹ The bus is the next most commonly used form of transport with 69% of people with lower household incomes taking the bus at least once a week compared to 59% of all Londoners.

Air pollution

According to an analysis commissioned by the Greater London Authority (GLA), communities which have higher levels of deprivation are more likely to be exposed to

¹⁴⁸ Enfield Council, [Borough Profile](#), 2021

¹⁴⁹ Transport for London, [Travel in London: Understanding our diverse communities](#), 2019

higher levels of air pollution. In 2019, the mean annual average NO₂ concentration for the most deprived areas was 3.8 µg/m³, 13% higher than for the least deprived areas.¹⁵⁰

Our response

The Council Plan sets out our vision for clean and green places. Under this priority we commit to enabling more active and low carbon travel through delivery of School Streets, more pedestrian crossings, cycle lanes, etc. Delivery of this action is expected to have a positive impact on all residents with a particularly positive on residents facing socio-economic disadvantage who are more likely to walk and use public transport to get around. Furthermore, road transport is the greatest contributor to air pollution in London. Increasing low carbon and active travel is therefore expected to have a positive impact on residents experiencing socio-economic disadvantage by reducing road traffic and associated air pollution.

Priority Two: Strong, healthy, and safe communities

Food poverty

In 2021/22 12,805 food parcels were distributed to Enfield residents from food banks in the Trussell Trust's network, a 28% increase from 2019/20 where 10,003 parcels were distributed (levels were significantly higher in 2020/21 as a result of the pandemic). 5,287 of these parcels were distributed to children.¹⁵¹ This was the 7th highest level among the London boroughs. North Enfield foodbank doubled its support between 2019-2020 and 2021-22, with 1500 households accessing food aid in Enfield on a weekly basis. Low income and benefit changes/delays are the two main reasons for accessing food support.

Adverse health outcomes linked to poor diet include dental caries, being overweight or obese, type 2 diabetes, cardiovascular disease, and some cancers.¹⁵²

Low-income households are less able to afford some food groups, such as fruit and vegetables. Healthy foods, such as fruit and vegetables, are typically more expensive and their price has increased more significantly recently than unhealthy foods. The poorest 20% need to spend 47% of their disposable income on food to meet dietary recommendations, compared to 11% for the richest 20%.

The Council Plan sets out our vision for strong, healthy, and safe communities. Delivery of this priority is expected to have a positive impact on residents facing socio-economic disadvantage, in particular the following actions:

- Support communities to access healthy and sustainable food

¹⁵⁰ Logika Noise Air Quality Consultants, [Air Pollution and Inequalities in London: 2019 update](#), 2021

¹⁵¹ Trussell Trust, [End of year statistics](#), 2021/22

¹⁵² UK Parliament POSTnote, [Diet related health inequalities](#), December 2022

Priority Three: Thriving children and young people

Free school meals

As of January 2022, 27% of pupils in Enfield were eligible for free school meals.¹⁵³ The proportion of pupils eligible for free school meals in Enfield is slightly higher than the London average of 25% and England average of 23%.¹⁵⁴

Attainment of pupils receiving free school meals is consistently below overall attainment of all pupils. The latest available data from 2019 shows that 60.7% of pupils receiving free school meals achieved a good level of development at Early Years Foundation Stage, compared to 69.7% of all pupils.¹⁵⁵

KS1 (2019)

| Pupil characteristics | % of pupils achieving expected standard in reading | % of pupils achieving expected standard in writing | % of pupils achieving expected standard in maths |
|---------------------------------------|--|--|--|
| All pupils | 71% | 66.2% | 73.6% |
| Pupils eligible for free school meals | 62.2% | 56.2% | 63.6% |

KS4 (2019)

| Pupil characteristics | % of pupils achieving 5+ in English and maths |
|---------------------------------------|---|
| All pupils | 49.6% |
| Pupils eligible for free school meals | 28.5% |

The Council Plan sets out our vision for thriving children and young people. Delivery of this priority is expected to have a positive impact on children and young people facing socio-economic disadvantage, in particular the following actions:

- Help all children to have the best start in life
- Safeguard children and increase support in-borough for looked after children with complex needs
- Improve educational outcomes for all children and young people
- Engage children and young people in positive activities

Priority Four: More and Better Homes

¹⁵³ Data provided by Knowledge and Insight Hub

¹⁵⁴ Department for Education, [Schools pupils and their characteristics](#), 2021/22

¹⁵⁵ Enfield Council, Education Borough Profile 2020

Homelessness and rough sleeping

In 2021/22, 183 people were seen sleeping rough in Enfield, this includes 120 new rough sleepers.¹⁵⁶

In 2021/22, we received 4,013 homelessness applications.¹⁵⁷ The cost-of-living crisis is starting to contribute to an increase in homelessness applications with 1,041 applications in Q1 2022/23, a 32% increase from Q1 2021/22 where there were 783 applications.

Temporary accommodation

As of October 2022, there were 3,094 households in Enfield living in temporary accommodation.¹⁵⁸

Housing needs register

As of March 2022, there were 5,978 households on the housing needs register.

Social housing tenants

According to the Census 2021, 10% of households in Enfield live in local authority owned properties and 7% live in registered provider homes.¹⁵⁹

Fuel poverty and energy efficiency

The Department for Business, Energy and Industrial Strategy estimated that in 2020 (latest data available) the number of fuel-poor households in Enfield was 16,030, representing 12.4% of households in Enfield.¹⁶⁰ This is higher than both the Outer London average of 11.5% and the London average of 11.4%.

According to national data, households living in the private rented sector are more likely to live in dwellings with lower energy efficiency rating (EER).¹⁶¹ 39% of private renters lived in homes with an energy efficiency rating of C, compared with 63% of social renters. 10% of social renters lived in dwellings with an EER band E and 4% lived in dwellings with the poorest energy efficiency (EER bands F or G).

¹⁵⁶ Greater London Authority, [CHAIN Annual Report: Outer Boroughs](#), 2021/22

¹⁵⁷ Enfield Council, 2022

¹⁵⁸ Enfield Council, 2022

¹⁵⁹ ONS, [Housing, England, and Wales: Census 2021](#)

¹⁶⁰ Department for Business, Energy & Industrial Strategy, [Fuel poverty sub-regional statistics](#), 2020

¹⁶¹ Department for Levelling Up, Housing and Communities, [English Housing Survey: Private rented sector](#), 2020-21. The Energy Efficiency Rating uses an A to G banding system where band A represents high energy efficiency and band G represents low energy efficiency.

Homes that are cold due to fuel poverty exacerbate health inequalities. Cold homes can cause and worsen respiratory conditions, cardiovascular diseases, poor mental health, dementia, hypothermia, and problems with childhood development.¹⁶²

The Council Plan sets out our vision for more and better homes. Delivery of this priority is expected to have a positive impact on residents experiencing socio-economic disadvantage, in particular the following actions:

- Build and facilitate more good quality homes that local people can afford to reduce numbers of people living in temporary accommodation
- Deliver low carbon new build homes and facilitate retrofitting of existing homes to improve energy efficiency and reduce fuel poverty
- Create well-connected, digitally-enabled and well-managed neighbourhoods
- Invest in and improve our council homes
- Drive up standards in the private rented sector to create more secure tenancies and better-quality homes

Priority Five: An economy that works for everyone

Enfield has historically had lower employment and economic activity rates than London and UK.

Unemployment

As of October 2022, 5.7% of Enfield's working-age population were officially unemployed, higher than London (4.7%) and UK (3.6%) averages.¹⁶³ Enfield's unemployment rate was the seventh highest of the 32 London boroughs.

Unemployment is estimated to be highest in the five wards of Edmonton Green (9.9%), Lower Edmonton (9.6%), Upper Edmonton (7.6%), Jubilee (7.6%) and Ponders End (7.4%). Unemployment rates are estimated to be lowest in Grange Park (1.9%), Cockfosters (2.1%), Bush Hill Park (2.6%), Oakwood (3.2%) and Town (3.3%).

Pay

Low-paid workers were significantly impacted by the pandemic. They were far more likely to be furloughed, particularly in the sectors most exposed to lockdown measures such as hospitality and leisure.¹⁶⁴ Low paid workers also reported to the Low Pay Commission concerns over health and safety, mental wellbeing and surviving on low levels of sick pay during the pandemic.

¹⁶² Institute of Health Equity, [Fuel poverty, cold homes and health inequalities in the UK](#), August 2022

¹⁶³ Enfield Council, November 2022

¹⁶⁴ Low Pay Commission, [National Minimum Wage: Low Pay Commission Report](#), 2021

Brent and Enfield were the boroughs in 2021 that saw the highest proportions of residents' jobs being paid less than the London Living Wage with 29.5% and 29% respectively. The largest increases in London residents suffering from low pay in the last decade were in Enfield, Havering, and Haringey.¹⁶⁵

Qualifications

Approximately 10,000 people in Enfield do not have a qualification (4.5%) which is lower than London (5.5%) and national (6.6%) averages. 192,700 people have a level 1 qualification (87.5%) achieving similar levels to the London and national averages. 67.9% of people in Enfield have a level 3 qualification, lower than the London average (71.4%), but higher than the national average (61.5%). 49.2% have achieved a level 4 qualification, which is again, lower than the London average of 58.9%, but higher than the national average (43.5%).¹⁶⁶

Household income

As of 2022, Enfield's median household income was £41,100, the 10th lowest of the London boroughs. 11.4% of households in Enfield have an annual gross income under £15,000, higher than the London average (10.1%). 35% of Enfield households earn less than £30,000 per annum, the 10th highest proportion in London.¹⁶⁷

Household receiving help with housing costs¹⁶⁸

As of August 2022, 44,539 households in Enfield were receiving state support with their rental costs via Housing Benefit or Universal Credit:

- 37% are tenants in social rented sector
- 62% are tenants in PRS
- 1% are households whose rental sector is unknown or homeowners who have successfully claimed UC to assist with mortgage interest payments

Council Tax Support

As of Q2 2022/23 35,478 households in Enfield were receiving Council Tax support, representing one third of households. Enfield has the highest Council Tax support caseload in London.¹⁶⁹

Cost of living crisis

¹⁶⁵ Trust for London, [Low pay in London boroughs](#), 2021

¹⁶⁶ Nomis, [Labour Market Profile – Enfield](#), 2021

¹⁶⁷ Enfield Council, [Borough Profile](#), 2022

¹⁶⁸ Enfield Council, 2022

¹⁶⁹ Enfield Council, 2022

According to national data, social renters are less likely to have savings than private renters and owner occupiers which leaves them more vulnerable to experiencing financial difficulties as a result of the cost of living crisis. In 2020/21, 69% of social renters had no savings, compared to 19% of owner occupiers and 45% of private renters.¹⁷⁰

Research by economic research organisation Institute for Fiscal Studies highlighted that inflation for poorest households could increase faster for the poorest households as they spend as they spend a much larger share of their total household spending on gas and electricity.¹⁷¹

Research by the Joseph Rowntree Foundation from October/November 2022 found that of those in the bottom 40% of incomes, 7.3 million households (62%) are currently going without essentials such as food, warm home, toiletries, or showers.¹⁷²

The Council Plan sets out our vision for an economy that works for everyone. This priority aims to support local businesses, develop our town centres, encourage investment in the borough and the development of skills. Delivery of this priority is expected to have a positive impact on residents experiencing socio-economic disadvantage, in particular the following actions:

- Enable local people to develop skills to access good quality work
- Support local businesses and encourage inward investment in growing sectors which offer sustainable employment to local people
- Provide support and advice for residents on low incomes

Health inequalities

There is a significant body of research that links socio-economic disadvantage with poor physical and mental health outcomes.¹⁷³ The conditions in which people grow, live, work and age can make it harder for them to live healthier lives.

Health inequalities exist between the east and west of the borough. As of 2021, a man living in Upper Edmonton can expect to live 7.3 years less than a man living in Grange ward. A woman living in Upper Edmonton can expect to live 8.5 years less than a woman living in Highlands ward.¹⁷⁴

As of 2021, a man living in Edmonton Green can expect to live 12.4 years less in good

¹⁷⁰ Department for Levelling Up, Housing and Communities, [English Housing Survey: Social rented sector](#), 2020-21

¹⁷¹ Institute for Fiscal Studies, [Inflation for poorest households likely to increase even faster than for the richest, and could hit 14% in October](#), May 2022

¹⁷² Joseph Rowntree Foundation, [Going under and without: JRF's cost of living tracker](#), winter 2022/23

¹⁷³ Institute for Fiscal Studies, [Health inequalities](#), November 2022

¹⁷⁴ ONS, [Life expectancy by census ward](#). N.B. data is not yet available for the new wards

general health than a man living in Grange ward. A woman living in Edmonton Green can expect to live 13.9 years less in good general health than a woman living in Grange ward.

Our response

Across all our five priorities, we are seeking to address the wider determinants of physical and mental health – housing, education, welfare, work, and poverty – and contribute to reduce health inequalities.

Mitigating actions to be taken

The Council Plan 2023-26 is expected to positively impact residents experiencing socio-economic disadvantage.

Section 4 – Monitoring and review

How do you intend to monitor and review the effects of this proposal?

Who will be responsible for assessing the effects of this proposal?

We will create new corporate performance scorecards for 2023/24 onwards in line with the priorities set out in the Council Plan, to track our performance and progress in delivering our five new priorities. These will be reported to Directorate Management Teams, Executive Management Team and Cabinet quarterly. This performance management framework will enable senior leadership and Cabinet to monitor the progress being made towards delivering the Plan; consider the current and future strategic risks associated with the information provided and use this to inform decision-making; and challenge progress with responsible officers, as necessary.

Alongside quarterly review of Key Performance Indicators in the new scorecards, all Council departments will produce annual service plans that detail the work they are undertaking to deliver on the Council Plan priorities. Services will review progress against their service plans and report on this to their Departmental Management Team mid-year and at the end of each year.

The Council Plan will be reviewed each year based on our performance and on the economic, social, legal, and regulatory environment and will be refreshed and updated as needed during the three-year period of the Plan.

Section 5 – Action plan for mitigating actions

Any actions that are already completed should be captured in the equality analysis section above. Any actions that will be implemented once the decision has been made should be captured here.

| Identified Issue | Action Required | Lead officer | Timescale/By When | Costs | Review Date/Comments |
|--|-----------------|--------------|-------------------|-------|----------------------|
| N/A – No mitigating actions identified | | | | | |
| | | | | | |
| | | | | | |

This page is intentionally left blank

London Borough of Enfield**Council****Meeting Date: 23rd February 2023**

**Subject: Housing Revenue Account (HRA)
Budget 2023/24, Rent Setting and Business Plan Update****Cabinet Member: Councillor George Savva (Social Housing)
Councillor Tim Leaver (Finance & Procurement)****Executive Director: Sarah Cary, Executive Director Place
Fay Hammond, Executive Director Resources****Key Decision: KD5503**

Purpose of Report

1. This report sets out the proposed HRA 30-Year Business Plan, the detailed HRA Revenue Budget for 2023/24, the ten-year Capital Programme and Right to Buy (RTB) One for One Receipts programme. In this context the annual rent increase for Council tenants and service charges for tenants and leaseholders is proposed.

Proposals

2. Approve the HRA 30-Year Business Plan shown in Appendix 1.
3. Approve the detailed HRA Revenue Budget for 2023/24 as shown in paragraph 68.
4. Approve the 10-year HRA Capital Programme of £947m and borrowing requirements to deliver 3,500 council led homes.
5. Approve a rent increase of 7% in line with Government guidelines noting the social, affordable, and shared ownership rent levels for the HRA properties in 2023/24.
6. Approve the level of service charges for 2023/24 for those tenants and leaseholders receiving eligible services. These include new and enhanced services that will be implemented from April 2023, in addition mid-year implementation of additional security on Housing estates (from paragraph 36).
7. Approve the charges for garages, parking bay and community halls rents as set out from paragraph 55.
8. Note the heating charges for 2023/24 for those properties on communal heating systems (both electric and gas).

9. Note that future hire of community halls for nurseries charging commercial rates, will be let at private hire rates.

Reason for Proposals

10. This report is presented to Council on annual basis for the following reasons:
 - To ensure that a balanced 30-Year HRA Business Plan is approved by Council.
 - To ensure that the HRA Budget is set by the Council and that this budget does not put the HRA into deficit.
 - To set the affordable and social rent and service charge levels for HRA properties, in line with the Governments Social Housing Rent Policy. This decision must be taken early enough for the tenants to be advised of the change at least 4 weeks prior to the date of that change.

Relevance to the Council Plan

11. Develop affordable homes, ensure we set fair rents, improve existing housing stock to create a lifetime of opportunities in Enfield, providing Good Homes in well-connected Neighbourhoods, and Sustaining Strong and Healthy Communities.

Background

12. In October 2017, the government announced its intention to set a long-term rent deal for both local authority landlords and housing associations. This would permit annual rent increases on both social rent and affordable rent properties of up to CPI + 1% from 2020, for a period of at least five years.
13. This policy recognised the need for a stable financial environment to support the delivery of new homes and to enable registered providers to plan ahead, this policy came into effect from 1st April 2020.
14. In light of exceptional circumstances, the government has since adjusted this policy in order to protect social housing tenants from very large rent increases that would otherwise have been permitted in 2023-24 due to higher-than-expected levels of inflation. For rent periods that begin from 1st April 2023 to 31st March 2024, the CPI +1% limit on annual rent increases is replaced by a 7% 'ceiling'. This means that, in that year, registered providers may increase rents by up to 7%. This restriction applies to both social rent and affordable rent homes, with the exception of supported housing.
15. In October 2022 Savills completed a strategic review of the business plan to ensure the HRA 30-year business plan continues to be remain viable and sustainable in the current and future financial market. This review concluded the following outputs:

- Reviewed the key assumptions for development, investment in existing stock and services against the efficiencies required
- Identified pressures facing the Housing Service and provided strategic advice on where the Council should prioritise deployment of its investment
- Reviewed economic assumptions e.g., on inflation and rents
- Reviewed the HRA financial framework including policy on cash flow management and performance buffers to reduce cash flow pressures
- Identified longer term development capacity so that investment in new council homes can be aligned with other strategic developments in the borough.

Main Considerations for the Council

16. The key changes for Housing since the 2022/23 Rent Setting report which have had implications on the Business Plan:

- Update on the economic position
- CPI update, including ceiling on rent increase
- Revised 10-year capital programme to secure ongoing delivery of new homes and investment in existing homes
- Updated RTB receipts spending proposal
- Enhanced and new service charges to improve the environment and security on estates
- Revenue budget update, including savings proposals

Economic update

17. Like all social housing providers whether they be housing associations or Councils, the HRA is facing significant challenges driven from four main factors:

- Inflationary pressures – applying to all costs (both revenue and capital)
- Rent cap consultation – fixed rent increase of 7% for 2023-24
- Costlier and delayed development programme arising from higher construction cost inflation
- interest rate rises – impacting on the cost of borrowing

18. These factors have had a significant impact on the HRA business plan's affordability to deliver the current plans.

Assumptions

19. HRA 30-year Business Plan – the overarching assumptions in the HRA Business Plan are as follows:

| Item | Assumption | Information |
|------------------------------------|---|---------------------------------|
| Inflation on supplies and services | 10.1% Consumer Prices Index (CPI) increase for 2023/24, 5% until 2024/25, then 2% | Based on September CPI of 10.1% |
| Salaries | 4% Pay Award | In consultation period |

| | | |
|---|--|---|
| | | |
| Rent – Existing council housing tenants | Government rent cap (7%) for 2023/24, then 2% (CPI) ongoing | Government have set rent cap for 23-24 |
| Rents – Council new build affordable homes | Government rent cap (7%) for 2023/24, then 2% (CPI) ongoing | London Affordable Rents (BCHL, Better Council Houses for Londoners) Social Rents (AHP, Affordable Houses Programme)) |
| Repairs & Maintenance cost increases | 10.1% Consumer Prices Index (CPI) increase for 2023/24, 5% until 2024/25, then 2% | |
| Investment Capital Programme | Annual amounts based on the updated estimated cost of replacing components, kitchens, roofs, windows, bathrooms etc. in the year that they fall due for replacement. | Budget reflects a programme approach |
| Fire Safety Works | Based on estimated costs of fire safety works | All costs budgeted for included in the capital programme. Still awaiting Government guidance on the new Building Safety Standards |
| Capital Programme – Estate Renewal and Development | Costs of current Programme included in the Business Plan based on the latest capital monitoring information. | 3,500 new homes built into the plan over the next 14 years |
| RTB Sales | 60 for 2023/24 then 20 per annum from 2024/25 onwards | Actual RTB sales at period 8 in 2022/23 shows 68 sales |
| Operation of the Governments RTB One for One Replacement scheme | The Council will operate the scheme in accordance with Government guidelines. The RTB receipts are currently match funded by the HRA on a 40:60 basis. | Retention agreement entered into to allow a further 5 years to spend the receipts |
| Interest rate on borrowing | 5.5% on existing debt 3.48% on self-financing debt 5.5% on new debt in 2023/24 and on-going | Reflects actual debt costs and Treasury Management Strategy |
| Interest rate on balances | 1.0% | Estimated 7-Day London Inter Bank Bid (LIBID) rate |
| Repayment of Debt | The loan principal will be paid back in full when it falls due. Interest is charged annually over the life of the loan. | HRA debt is expected to increase by £306m over the next 10 years |

Proposed Rent Charges for HRA Properties 2023/24

20. The Rent Standard published by the Regulator of Social Housing set out that Councils could set a maximum actual rent increases of CPI + 1% per annum until 2024/25 based on the preceding September published CPI.
21. Rent increases from financial year 2025/26 onwards are assumed in line with the Government's long-term CPI target of 2%. This is considered reasonable and in line with external professional advice.
22. Under current regulations the Consumer Price Index (CPI) for September 2022 determines the increase in the rent for social rent properties which was 10.1%.
23. Due to the rising inflation rates, On 31 August 2022, the Government published a consultation paper proposing a cap on social housing rent increases for 2023/24 with options for the level of cap, period of cap and its application. The Government also plan to consult on social rent policy from 2025/26 later this year.
24. The rent cap increases proposed for 2023/24 are 3%, 5% or 7%. The results of the consultation have determined the rent increase will be 7% for existing rents and 11.1% (CPI +1%) for relet rents.
25. The table below shows examples of the rents for 2023/24 for different HRA property types and sizes across the borough. It should be noted that these will vary for each tenant. The new rents will be operative from 3rd April 2023 (the first Monday in the month) and apply to circa 10,100 properties on social rents.

| Social Rents | Average Rent 2022/23 | Average Rent 2023/24 | £ Increase | % Increase |
|---------------------|-----------------------------|-----------------------------|-------------------|-------------------|
| | £ | £ | £ | % |
| Bedsit | 87.64 | 93.77 | 6.13 | 7.0% |
| 1 Bed Flat | 92.90 | 99.40 | 6.50 | 7.0% |
| 1 Bed House | 105.13 | 112.49 | 7.36 | 7.0% |
| 2 Bed Flat | 102.63 | 109.81 | 7.18 | 7.0% |
| 2 Bed House | 116.94 | 125.13 | 8.19 | 7.0% |
| 3 Bed Flat | 113.64 | 121.59 | 7.95 | 7.0% |
| 3 Bed House | 128.12 | 137.09 | 8.97 | 7.0% |
| 4 Bed Flat | 120.57 | 129.01 | 8.44 | 7.0% |
| 4 Bed House | 134.47 | 143.88 | 9.41 | 7.0% |
| 5 Bed House | 146.78 | 157.05 | 10.27 | 7.0% |
| 6 Bed House | 169.90 | 181.79 | 11.89 | 7.0% |
| Average Rent | 107.32 | 114.83 | 7.51 | 7.0% |

26. Within the formula rent calculation there is the ability to charge up to 5% more on the base social rent levels for specific reasons, for example, a new build council house, these rents exclude service charges. This will continue to apply

to handovers that qualify for this flexibility.

27. In October 2016, Cabinet agreed Affordable Rent levels to apply to all New Homes built or acquired by the Council. The Rent Setting Policy agreed that 'When the Council builds or acquires new or additional properties then consideration will be given to letting these at the higher affordable rent level inclusive of service charges. Affordable rents are based on Local Housing Allowance (LHA) rates and median income in Enfield.
28. Rents for re-provision in regeneration projects will be charged at re-based social rent levels, plus the 5% tolerance recognising the wider financial benefits of living in a home with a higher thermal comfort rate.
29. As part of the GLA grant conditions all future development schemes will be charged the 'London Affordable Rent' or 'Social Rents' instead of 'Enfield Affordable Rent.' Tenants currently on Enfield Affordable rents will remain and increased as part of the Social Rent Policy.
30. The Enfield Affordable Rents, which applies to circa 172 properties, are inclusive of service charges and have been increased in line with the Governments rent cap which is 7%, the rents for 2023-24 are as follows:

| Enfield Affordable Rent | 2022/23 | 2023/24 | Increase per week |
|--------------------------------|----------------|----------------|--------------------------|
| | £ | £ | £ |
| 1 bed | 170.17 | 182.08 | 11.91 |
| 2 bed | 206.33 | 220.77 | 14.44 |
| 3 bed | 224.41 | 240.12 | 15.71 |
| 4 bed | 240.36 | 257.19 | 16.83 |

31. In 2016 the Mayor of London introduced the London Affordable Rent on all new schemes funded with Greater London Authority (GLA) grants. These affordable rents will only be applicable on properties delivered through the BCHL GLA programme which have received grant.
32. The London Affordable Rents, which apply to circa 135 properties exclude service charges. and have been increased in line with the Governments rent cap which is 7%, the rents for 2023-24 are as follows:

| London Affordable Rents | Rent 2022/23 | Rent 2023/24 | Increase per week |
|--------------------------------|---------------------|---------------------|--------------------------|
| | £ | £ | £ |
| Bedsit and one bedroom | 168.34 | 180.12 | 11.78 |
| Two bedrooms | 178.22 | 190.70 | 12.48 |
| Three bedrooms | 188.13 | 201.30 | 13.17 |
| Four bedrooms | 198.03 | 211.89 | 13.86 |
| Five bedrooms | 207.92 | 222.47 | 14.55 |
| Six or more bedrooms | 217.82 | 233.07 | 15.25 |

33. When purchasing a shared ownership home, you need to pay rent to the Landlord (the Council) for the share you do not own. Its proposed to increase the rent to 7% on the share owned by the Council. This rent charge will increase annually based on the RPI for the last 12 months plus up to 0.5%.
34. The below table shows the increase in Council owned properties over the next 10 years, based on Council Housing's development programme.

| | |
|----------------------------------|---------------|
| Current stock numbers | 10,433 |
| RTB sales | -240 |
| GLA grant funded & RTB programme | 2,566 |
| Expected stock numbers | 12,759 |

Proposed Tenants Service Charges 2023/24

35. Councils are entitled to recover the costs of these services from tenants and ensuring that residents pay only for the services they receive is a priority. Whilst service charges are not governed by the same factors as rent, authorities are required to comply with expectations to help keep charges affordable for tenants with reference to the agreed rent indexation level.
36. Service charges to tenants have been set for 2023/24 in accordance with Council policy to recover the costs from all tenants receiving the services. Where new or enhanced services are introduced, an additional charge may need to be made, in this instance the Council should consult with tenants.
37. It is recommended that the following service charges per week are made to those tenants in receipt of the services below:

| Service | Current 2022/23 | Proposed 2023/24 | Overall change | Reason for change |
|------------------------|----------------------|----------------------|----------------------|---|
| | £ | £ | £ | |
| Concierge | 10.97 | 11.77 | 0.80 | Inflation |
| CCTV | From 0.17 to 2.12 | From 0.19 to 2.33 | From 0.02 to 0.21 | A new service charge for extra security where residents are supportive will be implemented mid-year following consultation with residents |
| Grounds Maintenance | 2.28 | 2.49 | 0.21 | Enhanced standard recognising the priority to continuously improve the environment on estates |
| Caretaking Service | From 2.37 to 6.32 | From 2.61 to 6.88 | From 0.24 to 0.56 | Reviewed all charges for this service - some tenants will be receiving a new charge this year to cover the work the caretakers are |

| | | | | |
|--------------------------------------|---------------------|-------------------|--------------------|--|
| | | | | undertaking in blocks |
| Sheltered Caretaking | From 1.64 to 3.59 | From 1.80 to 3.95 | From 0.16 to 0.36 | Inflation |
| Sheltered Housing Management Charges | From 23.86 to 29.95 | 24.68 | From 0.82 to -5.27 | Moved to a standard charge for all tenants |
| Sheltered Cleaning | From 0.92 to 3.03 | From 1.01 to 3.34 | From 0.09 to 0.31 | Inflation |
| Landlord Communal Service Charge | From 0.30 to 3.39 | From 0.33 to 3.73 | From 0.03 to 0.34 | Inflation |
| Paladin Bins | n/a | From 0.14 to 1.50 | n/a | New service charge |
| Lift Maintenance | n/a | From 0.57 to 2.89 | n/a | New service charge |

38. The table above shows the increases to the service charges from 3rd April 2023.

New and enhanced Service charges

39. Following the withdrawal of the policing service contract on our estates, we are reviewing the CCTV and security provision on estates. A new service charge for extra security where residents are supportive will be implemented mid-year following consultation with residents.
40. Grounds Maintenance – Following feedback from residents and members the performance standards of grounds maintenance have been reviewed and enhanced. The additional works will include more frequent cuts in summer, higher standard of shrub maintenance and maintenance of flower beds as well as a targeted planting programme to improve the aesthetic of the green areas. The enhanced standards will have provision for weed removal and moss maintenance and clearance of leaves in autumn.
41. Paladin bins – It is proposed we will introduce a new service charge for paladin bins to tenants from 3rd April 2023. This charge covers the hire and collection of bins for the HRA tenants in receipt of this service. The bins are hired from Waste Operations and frequency rates range from one to three collections per week. This new service charge will impact 6,900 tenants and will range between £0.14-£1.50 per week, depending on number of bins and frequency of collections.
42. Lift maintenance –We have embarked on a lift replacement programme and have new lift maintainers, which will reduce the rate of lift outages. This new service charge effective from 3rd April 2023, will include the ongoing lift maintenance and servicing costs for HRA tenants in receipt of this service. This charge is based on the number of lifts and floor levels for each block. This new service charge will impact 2,078 tenants and will range from £0.57-£2.89 per week.

43. Sheltered housing – In February 2020 three new service charges for residents living in Sheltered Housing schemes with additional support was introduced. At this time, this charge applied only to new residents that moved into sheltered housing from 2020. The three charges were for warden alarm system, maintenance of the warden alarm system and the cost of the intensive housing management service. The warden alarm service is being reviewed this year and may be replaced or may have an alternative solution, on this basis it has been decided to remove the service charges for the warden alarm system/maintenance, while this review is being undertaken. From 3rd April 2023, the intensive housing management service charge will be standardised and charged to all tenants in receipt of this service. The charge is for the Older Persons Management team and is based on staff and running costs of this team.
44. Service charges on mixed tenure estates – From 1st Jan 2023 the council will be delivering estates management on the Electric Quarter estate, a mixed tenure development. Costs will be recovered from Council Tenants, shared owners of the council, an RP via a service charge and from homeowners living on the estate via an Estate charge.

Heating Charges

45. The Council has in the region of 1,800 properties in 68 blocks of flats serviced by communal heating systems, this includes a mix of electric and gas.

Electricity Charges

46. The electricity charges are made up of two elements, the non-commodity standing charge and the non-commodity charges of delivering electricity, balancing the grid, all network costs including maintenance and development and Government taxes and levies.
47. The UK is currently in one of the most unpredictable and unprecedented times in history where both Covid-19 and Brexit causing volatility in equity, commodity, and energy markets. Energy wholesale market prices reached records highs over the last year, with gas and electricity prices increasing on average by 60-100%.
48. Since October, we have seen decreases and stabilisation across the energy market, although they are still higher than average. LASER (energy procurement consultants) is continuing to actively hedge future energy volumes to ensure we mitigate the risk as much as possible. The current Housing energy contract was secured until September 2023, which means that an average energy increase will be recharged to tenants. This has seen an average increase of 20% from the 2022-23 charges.
49. With the market being so volatile, we are continually keeping up to date with Energy updates from our energy consultants and will review the contract following renewal in September 2023. At this point we will consult with residents

to ensure they are up to date with the latest market data. The charge for 2023/24 is secured at 20%, however we want to keep tenants informed for potential rises from 2024/25.

50. Government passed the legislation for The Energy Bill Relief Scheme (EBRS) on 1st November 2022. This scheme will enable the government to provide financial assistance on energy bills for all eligible non-domestic customers, including businesses, charities, and public sector organisations. This will apply for energy use from 1st October 2022 for an initial period of 6 months.
51. Councils must pass on any financial assistance (discount) to the tenants; however, the amounts can be adjusted if energy increases have been subsidised by Councils i.e., reserve fund used to reduce bills.
52. It should be noted that whilst prices are increasing, Enfield Council have in the past made significant savings on energy through consortium purchasing via LASER (part of Kent County Council) who are experts in energy procurement. They purchase energy for many public bodies enabling Enfield to benefit not only from their expertise but also from cost and price reductions gained through bulk buying. This continues to be the case even in a market with this level of uncertainty.

Gas Charges

53. Gas forecasts have reduced slightly over the past year as prices are driven by warmer temperatures lowering gas demand. The current contract is secured until September 2023, with great uncertainty in the market for the following contract period. Due to the volatile market the proposed increase from April 2023 will be 2%.

Garages

54. The garages which are let to Council tenants, leaseholders and private tenants are standard lock-up. A non-Council tenant premium is charged on all lets to private tenants, and any Council tenant or leaseholder who rents more than 2 garages.
55. The garage charges have increased by an average of 10.1% in 2023/24, the charges per week are as follows:

| | 2022/23 Charges | 2023/24 Proposed | Change |
|--|--------------------|---------------------|--------|
| | £ | £ | % |
| Standard lock-up Garages | 13.90 | 15.30 | 10.1% |
| Private Garage Rental | 27.30 | 30.06 | 10.1% |
| Private Garage Rental Concessionary | 21.60 | 23.78 | 10.1% |
| Garage Storage | 27.30 | 30.06 | 10.1% |
| Garage Storage Concessionary | 21.60 | 23.78 | 10.1% |

| | | | |
|-------------|------|------|-------|
| Parking Bay | 8.70 | 9.58 | 10.1% |
|-------------|------|------|-------|

Community Halls

56. The HRA Community Halls hire charges have increased by 10.1% (CPI), the hourly charges are as follows:

| Community Hall Hourly Rate | 2022/23 Charges | 2023/24 Proposed | Change |
|----------------------------|-----------------|------------------|--------|
| | £ | £ | % |
| Private Hire | 33.50 | 36.88 | 10.1% |
| Charitable | 20.10 | 22.13 | 10.1% |
| Council Housing resident | 24.70 | 27.19 | 10.1% |
| Enfield resident rate | 27.30 | 30.06 | 10.1% |

57. This year a review of the fees charged for nurseries using the community halls has been undertaken.
58. There are currently 10 nurseries using the community halls, who pay the Charitable rate (currently £20.10 per hour). Where nursery providers are charging a commercial rate for childcare, they will be charged the private hire rate.

Leaseholder Service Charges

59. The administration and management charge is a flat rate of £4.36 per week, added to the cost of services to cover the preparation of estimates and actual costs, billing consultation on repairs and improvement works and estate management.
60. At the end of each financial year, the actual cost is determined, and an appropriate adjustment made to the charge.
61. The cost of administration and management for 2023/24 is estimated at £1.13m and it is therefore recommended that the charge is set at £226.60 per leasehold unit to cover this cost.
62. The charges below will vary for our leaseholders depending on the services they receive. Adjustments will be made mid-year to reflect actual charges.

| | Charge per week 2022/23 | Proposed charge per week 2023/24 | Change per week | Reason for change |
|------------------------------------|-------------------------|----------------------------------|-----------------|-------------------|
| | £ | £ | £ | |
| Administration & Management Charge | 4.17 | 4.36 | 0.19 | Inflation |

| | | | | |
|-------------------------------|-------------------|-------------------|-------------------|---|
| Caretaking Service | From 2.37 to 6.32 | From 2.61 to 6.88 | From 0.24 to 0.56 | Inflation |
| Communal Electricity | From 0.35 to 4.25 | From 0.42 to 5.10 | From 0.07 to 0.85 | 20% increase in Electricity charges |
| Concierge | 10.97 | 11.77 | 0.80 | Inflation |
| CCTV | From 0.17 to 2.10 | From 0.19 to 2.33 | From 0.02 to 0.21 | A new service charge for extra security where residents are supportive will be implemented mid-year following consultation with residents |
| Grounds Maintenance | 2.28 | 2.49 | 0.21 | Enhanced standard recognising the priority to continuously improve the environment on estates |
| Paladin Bins | 0.6 | From 0.14 to 1.50 | | Reviewed this charge – based on hire and collection of bins |
| <i>INSURANCE</i> | | | | |
| 1 Bed | 4.59 | 5.51 | 0.92 | Latest estimate from Insurance Company – 20% increase |
| 2 Bed | 5.41 | 6.49 | 1.08 | |
| 3 Bed | 6.52 | 7.82 | 1.30 | |
| 4 beds | 7.09 | 8.51 | 1.42 | |
| Flat Repairs (Annual Charge) | 0.02 | 0.02 | 0 | No change |
| Ground Rent (Annual Charge) | 0.19 | 0.19 | 0 | No change |
| Estate Charge (Annual Charge) | 0.25 | 0.25 | 0 | No change |

Insurance

63. It is anticipated there will be an increase of 20% in property Insurance due to higher costs for building materials and inflation.

Under Occupation Project

64. This three-year project started in 2020/21 to ensure best use of Council stock by moving tenants that are under-occupying Council Homes into suitably sized accommodation thereby freeing up larger accommodation. There was an increase in the incentive and flexible bespoke packages including support that meet the needs of tenants.

65. The charges remain at the 2022/23 approved levels, with an additional incentive for four bedroom or larger properties.

66. The incentives offered are as follows:

£1,250 for giving up 1 x room

£2,000 for giving up 2 x rooms

£2,500 for giving up 3 x rooms

£3,000 for giving up a four bedroom or larger property

2023/24 Revenue Budget

67. The table below sets out the base budget for 2023/24 compared to 2022/23 figures.

| Category | 2022/23 Budget £'000 | 2023/24 Proposed Budget £'000 | Reason for differences |
|------------------------------|-------------------------|----------------------------------|--|
| Bad Debts | 610 | 650 | The provision has been increased to reflect the cost-of-living crisis and potential impact on the arrears position |
| Corporate & Democratic Core | 138 | 138 | No change |
| Cost of Capital | 10,983 | 15,817 | Increase in interest payments due to an increase in level of debt |
| Depreciation | 11,283 | 11,213 | The amount set aside for depreciation has reduced to reflect the actual outturn position |
| Interest on Balances | -186 | -205 | Reserves have increased slightly - interest based on 1% of reserves position |
| Rent Rates and other Charges | 592 | 551 | decrease in council tax on regeneration void properties charges due to a number of units being demolished |
| Rents Dwellings | -60,495 | -64,372 | Rent increase 7% |
| Rents Shops-Commercial | -2,262 | -2,325 | Increase in shop rentals |
| Repairs and Maintenance | 13,735 | 15,101 | Contract inflation |
| Supervision & Management | 22,451 | 22,638 | 5% pay award and reduction in recharges |
| Leaseholder Service Charges | -5,075 | -5,157 | Contract inflation |
| Self-Financing Contribution | 9,092 | 6,843 | Balance the Housing Revenue Account |

| | | | |
|--------------------|----------|----------|-----------|
| Non-Dwelling Rents | -866 | -892 | Inflation |
| Grand Total | 0 | 0 | |

Efficiency Savings

68. For the Business plan to remain sustainable, efficiency savings are required. A £1m per annum efficiency saving in Management and Maintenance has been built in to the HRA Business plan until 2025/26. The efficiencies will be partly achieved by:
69. The areas of focus include:
- Repairs: driving down the administration costs of the service through the mobilisation of Civica CX.
 - Reviewing the management of voids with a view to bringing this in house.
 - reviewing staff structures in the management and maintenance areas
 - reviewing service charges to tenants and leaseholders to fully recover the costs of services
 - reviewing rent charges on our non-dwelling assets – this includes a financial and community optimisation strategy to come forward in the new year.
70. In addition, we are reviewing core and non-core landlord services, with a view to focus on core services provided to our residents – this may lead to reducing the non-core services currently provided. The Governments HRA ring fenced guidance is shown in Appendix 3.

Capital Finance and Prudential Code

71. The Prudential Code for Capital Finance requires the authority to have regard to affordability, prudence and sustainability when considering its capital investment plans and to set and keep under review a range of prudential indicators. In December 2017, the prudential code changed, and it is recognised that indicators of affordability are best determined in the light of local constraints around precepts and ring-fenced and statutory funds such as the HRA and Police Fund. Authorities are encouraged to use local indicators that reflect how capital finance is permitted to be financed locally. For example, for those authorities with an HRA, the ratio of financing costs to net revenue budget should be calculated within the HRA ring-fence and an impact on rents calculated.
72. The General Fund Budget report for 2023/24 along with the Treasury Management Strategy report elsewhere on the agenda sets out the background to the prudential code and shows the indicators for the HRA and the General Fund.
73. The financial framework continues to ensure the Business plan remains financially viable and within affordable limits. This framework enables us to assess future investments decisions. The metrics are Interest Cover Ratio (ICR) and Loan to Value (LTV).

Capital Programme

74. The table below sets out the overall capital expenditure planned for the next 10 years. These budgets are aligned with the 10-year Capital Strategy report. The programme is broken down into three areas detailed below:

| HRA Capital Programme | 2023/24 | 2024/25 | 2025/26 | 2026/27 | 2027/28 | 2028/33 (5 years) | Total |
|-------------------------------|--------------|--------------|-------------|-------------|-------------|----------------------|--------------|
| | £m | £m | £m | £m | £m | £m | £m |
| Investment Programme | 60.0 | 50.0 | 16.6 | 19.7 | 16.9 | 97.5 | 260.7 |
| Development Programme | 69.7 | 77.1 | 74.9 | 36.4 | 46.5 | 374.6 | 679.2 |
| Estate Regeneration Programme | 5.0 | 1.1 | 0.8 | 0.6 | 0.0 | 0.0 | 7.5 |
| Total | 134.6 | 128.2 | 92.3 | 56.7 | 63.4 | 472.1 | 947.4 |

75. The 10-year capital programme totalling £947m will be funded as follows:

| HRA Capital Programme Financing | 2023/24 | 2024/25 | 2025/26 | 2026/27 | 2027/28 | 2028/33 (5 years) | Total |
|---------------------------------|--------------|--------------|-------------|-------------|-------------|----------------------|--------------|
| | £m | £m | £m | £m | £m | £m | £m |
| External Grants & Contributions | 47.1 | 5.4 | 65.7 | 11.2 | 0.8 | 150.2 | 280.5 |
| Capital Receipts | 27.6 | 40.9 | 12.7 | 25.9 | 38.2 | 74.4 | 219.7 |
| Major Allowance Repairs | 12.3 | 13.9 | 13.8 | 14.6 | 15.4 | 68.5 | 138.5 |
| Earmarked Reserves | 2.6 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 2.6 |
| Borrowing | 45.0 | 68.0 | 0.0 | 5.0 | 9.0 | 179.0 | 306.0 |
| Total | 134.6 | 128.2 | 92.3 | 56.7 | 63.4 | 472.1 | 947.4 |

Investment in Stock

76. The investment programme continues to experience challenges arising from the current market conditions. The impact of increased inflation on the planned maintenance sector has been substantial with both labour and material shortages pushing up costs by more than general inflation since the COVID lockdowns. The particular pressures that led to the high inflation levels over the past 2 years have subsided, but the sector does not expect prices to reduce in the near future.

77. The updated programme has allocated resources based on a hierarchy of prioritisation with building safety and compliance being the highest ranked priorities, followed by decency as priority 2 and energy efficiency/sustainability priority 3.

78. This programme will move the stock to the desired decency targets as part of a three-year programme meaning targets will be reached in 2025.

79. The 10-year capital programme is as follows:

| HRA Capital Programme | 2023/24 | 2024/25 | 2025/26 | 2026/27 | 2027/28 | 2028/33 (5 years) | Total |
|------------------------------|----------------|----------------|----------------|----------------|----------------|------------------------------|--------------|
| | £m | £m | £m | £m | £m | £m | £m |
| Decency | 24.2 | 33.6 | 2.2 | 15.7 | 16.9 | 97.5 | 190.1 |
| Energy Efficiency | 0.9 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.9 |
| Building Safety | 29.8 | 13.5 | 13.2 | 2.5 | 0.0 | 0.0 | 59.0 |
| Statutory Compliance | 3.2 | 2.4 | 1.2 | 1.5 | 0.0 | 0.0 | 8.2 |
| Overheads & other investment | 1.9 | 0.5 | 0.0 | 0.0 | 0.0 | 0.0 | 2.4 |
| Investment Programme | 60.0 | 50.0 | 16.6 | 19.7 | 16.9 | 97.5 | 260.7 |

Development and Estate Regeneration Programme

80. During 2022/23 the new homes programme experienced the same challenges as the investment programme, with high inflation impacting build contracts.
81. During 2022/23 the new homes programme experienced challenges arising from the current volatile market conditions. To mitigate these risks going forward, we are reviewing partnership models of delivery and short-term looking to achieve new homes targets by acquiring additional homes already in the pipeline. This also has the benefit of underwriting delivery of existing partnership programmes at a time when progress may be reviewed/paused by partners due to market uncertainty. On existing pipeline schemes, we are reviewing the scope and potential for value engineering.
82. In light of these pressures the financial framework for the development programme has been reviewed. The main changes to the underlying assumptions included in the mid-year update are summarised below:

| Hurdle Criteria | Current Approved | Proposed |
|-------------------------------|--|--|
| Build cost per unit | £400k new build £450k estate regeneration | £400k new build £450k estate regeneration |
| Net Present Value (NPV) | -£60k per unit | Between -£60k and a Positive NPV |
| Internal rate of return (IRR) | 3.5% (post financing) | 7% (pre-financing) |
| Repayment period | 50 years | 50 years (60 years for Joyce & Snells) |

83. The table below details the schemes on site and the future programme budgets:

| HRA Capital Programme | 2023/24 | 2024/25 | 2025/26 | 2026/27 | 2027/28 | 2028/33 (5 years) | Total |
|--------------------------------------|-------------|-------------|-------------|-------------|-------------|----------------------|--------------|
| | £m | £m | £m | £m | £m | £m | £m |
| Future Programme | 40.8 | 33.4 | 19.8 | 11.7 | 0.8 | 95.6 | 202.2 |
| Joyce & Snells | 14.1 | 9.6 | 34.9 | 0.0 | 43.3 | 276.7 | 378.7 |
| Bury Street | 0.5 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.5 |
| Reardon Court | 8.4 | 12.4 | 0.0 | 0.0 | 0.0 | 0.0 | 20.8 |
| Exeter Road | 0.0 | 7.0 | 8.1 | 0.6 | 0.0 | 0.0 | 15.8 |
| Upton & Raynham | 2.0 | 12.0 | 12.0 | 24.1 | 2.3 | 2.3 | 54.8 |
| Bullsmoor Lane | 3.9 | 2.6 | 0.0 | 0.0 | 0.0 | 0.0 | 6.4 |
| Development Programme | 69.7 | 77.1 | 74.9 | 36.4 | 46.5 | 374.6 | 679.2 |
| Alma Towers | 4.6 | 0.6 | 0.7 | 0.6 | 0.0 | 0.0 | 6.5 |
| Ladderswood | 0.1 | 0.2 | 0.1 | 0.0 | 0.0 | 0.0 | 0.5 |
| New Avenue | 0.3 | 0.2 | 0.0 | 0.0 | 0.0 | 0.0 | 0.5 |
| Estate Regeneration Programme | 5.0 | 1.1 | 0.8 | 0.6 | 0.0 | 0.0 | 7.5 |
| Total | 74.6 | 78.2 | 75.7 | 37.0 | 46.5 | 374.6 | 686.7 |

84. New build development units will be charged at London Affordable Rent levels as part of Building Council Homes for Londoners (BCHL) GLA funding programme and social rents will be charged as part of the new 2021-26 Affordable Homes (AHP) GLA funding Programme. The social rents will be based on the 1999 valuation of the property and will be calculated on a formula rent basis.

RTB One for One Replacement Receipts and Expenditure

85. The Government published new legislation on the use of RTB receipts with these changes being effective from 1st April 2021 and gave Councils slightly more flexibilities on how the RTB receipts can be applied.
86. In order to maximise the use of RTB receipts it is proposed these receipts will contribute towards the HRA's acquisition programme and support future development schemes.
87. The proposed five-year programme is shown in the table below, this could be subject to change as there may be delays or unavoidable changes within the programme.

| RTB receipts | 2023/24 | 2024/25 | 2025/26 | 2026/27 | 2027/28 |
|--|---------|---------|---------|---------|---------|
| Actual spend - total spend required 100% | 20.65 | 19.13 | 11.90 | 21.50 | 18.61 |
| RTB receipts (40% of total spend) | 8.26 | 7.65 | 4.76 | 8.60 | 7.45 |
| Actual spend allocated (100%) | | | | | |

| | | | | | |
|--------------------|--------------|--------------|--------------|--------------|--------------|
| New Avenue | 0.01 | 0.02 | 0.00 | 0.00 | 0.00 |
| Acquisitions | 20.64 | 19.11 | 11.90 | 21.50 | 18.61 |
| Total spend | 20.65 | 19.13 | 11.90 | 21.50 | 18.61 |

88. The Council will continue to assess schemes on the basis of grant as % of total scheme costs against the use of unspent Right to Buy receipts to ensure that available resources are directed to the key priorities and grant is maximised on newbuild developments

HRA Balances

89. The estimated position on balances is set out below:

| Reserves | Balance at 01/04/2022 | Movement | Balance at 01/04/2023 |
|-----------------------------|--------------------------|--------------|--------------------------|
| | £m | £m | £m |
| HRA Balance | 3.19 | 7.14 | 10.33 |
| HRA Insurance | 0.63 | 0.00 | 0.63 |
| HRA Repairs Fund | 1.58 | 0.00 | 1.58 |
| HRA Capital reserve | 1.06 | 0.50 | 1.56 |
| HRA Major repairs reserve | 0.77 | 0.00 | 0.77 |
| HRA Capital receipts | 0.17 | 0.00 | 0.17 |
| Total | 7.40 | 6.64 | 15.04 |
| HRA RTB one for one receipt | 18.16 | 8.18 | 26.34 |
| Total Reserves | 25.56 | 15.82 | 41.38 |

Safeguarding Implications

90. There are no safe-guarding implications

Public Health Implications

91. Good quality housing plays an essential role in improving public health and wellbeing.
92. Managing council rental income and mitigating welfare reform is an important part of avoiding debt issues and contributes to the general well-being of residents

Equalities Impact of the Proposal

93. The HRA 30-Year Business Plan supports the delivery of high-quality services that promote equality and values diversity.
94. Although the rent increase will negatively impact residents, it is the decision the Council must follow in line with government guidelines.

95. Work is ongoing to support residents with the increasing cost of living. The council has developed resources and training for housing officers to help signpost residents to employment and skills support initiatives. A Route Map resource has been developed - a page on the Enfield Council Website which provided some information around employment support. This currently sits within Tenant Information section of the Council Website.
www.enfield.gov.uk/jobsandtraining .
96. The Council is committed to helping residents who are struggling to pay their bills and have published a wide range of advice on the Councils website. This includes guidance and support to help them manage paying their bills including Council Tax, claim benefits, manage debt, and access help with food, fuel and other essentials if required. In addition, the Rent Income Team are able to offer advice and help arrange payments plans where necessary.
97. Please see Appendix 2 which provides Equality Impact assessment.

Environmental and Climate Change Considerations

98. There are no Environmental and Climate Change considerations

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

99. There is always a risk that at any point during the 30-year Business Plan the Government proposes a plan of action it intends to take which could influence the HRA balance. It is imperative that, at the point where there is reliable knowledge that a change is likely to occur, a full review must be taken to allow mitigation against all potential risks.

Financial Implications

100. The Local Government Act 2003 requires the Chief Finance Officer to report on the robustness of estimates and the adequacy of proposed financial reserves. The 2023/24 HRA estimates have been prepared considering the following:
- The estimated impact of inflationary pressures. Allowance has been made for cost increases over and above the general rate of inflation where these are known;
 - The estimated impact of increasing demands on resources where these are unavoidable;
 - The estimated impact of underlying costs pressures, evidence by financial monitoring reports in the current year;
 - An assessment of key risks and uncertainties; and
 - The impact of borrowing requirements on the 30-year business plan.
101. It should be noted the HRA Business Plan remains affordable and sustainable, with a robust budget and prudent balances

Legal Implications

102. Local authorities have the power, under Section 24 of the Housing Act 1985 to determine their own rent levels and must review rents from time to time and make such changes as circumstances require but must charge reasonable rents for tenants in its own housing stock. In exercising their functions under this section, the Council is required to have regard in particular to any relevant standards set for them under section 193 of the Housing and Regeneration Act 2008 [Standards relating to consumer matters set by the Housing Regulator i.e., maintenance, estate management etc.]. The Council must therefore take account of Government guidance (Guidance on Rents for Social Housing, DCLG, May 2014) and the Rent Standard as set by the regulator of social housing when setting rents.
103. In addition, Part VI of the Local Government and Housing Act 1989 which governs, inter alia, the Council's duties in relation to the Housing Revenue Account places a duty on the Council to secure that the HRA for any year does not show a debit balance. However, there is no absolute duty to prevent a debit balance as this may occur, for example, as a result of unforeseen circumstances. Any debit balance that does occur in any year must be carried forward within the ring-fenced HRA to the following year. Under Section 76 of the Local Government and Housing Act 1989, the Council is required to prepare proposals in January and February each year relating to the income of the authority from rents and other charges, expenditure in respect of repairs, maintenance, supervision, and management of HRA property and other prescribed matters. The proposals should be based on the best assumptions and estimates available and should be designed to secure that the housing revenue account for the coming year does not show a debit balance. In the event that the Council, on review, determines that this requirement will not be satisfied then the Council is, by virtue of Section 76(6), required to make such revisions of the proposals as are reasonably practical towards securing that the proposals (as so revised) satisfy those requirements. The duty in relation to best assumptions and estimates referred to in this report applies equally to such revised proposals.
104. The requirement to charge reasonable rents applies to most secure and introductory tenancies, although there are some exceptions for example for affordable rents and tenants with high incomes. Reasonable rents are set by a reference to a formula which is set out in Government Guidance (Ch.2 Guidance on Rents for Social Housing, DCLG, May 2014). The aim of the formula-based approach is to ensure that similar rents are paid for similar properties. The current formula is devised on the basis that rents take account of the condition and location of a property, local earnings, and the number of bedrooms in a property.
105. From 1 April 2016, the Welfare Reform and Work Act 2016 and amendment regulations required registered providers of social housing, including local authorities in England, to reduce social housing rents by 1% a year for 4 years from a frozen 2015 to 2016 baseline and to comply with maximum rent requirements for new tenancies. The reduction applied only to the rent element and not to service charges.

106. The local authority is required to serve a notice of variation on each tenant at least four weeks before the date on which the rent change takes effect in line with sections 102 and 103 of the Housing Act 1985 the local authority must consult with tenants before serving a notice of variation to the terms of a secure tenancy. Where a notice of variation is required, then before serving a notice of variation on the tenant the landlord shall serve a preliminary notice informing the tenant of the landlord's intention to serve a notice of variation, specifying the proposed variation and its effect, and inviting the tenant to comment on the proposed variation within such time, specified in the notice, as the landlord considers reasonable. The landlord (i.e., the Council) shall consider any comments made by the tenant within the specified time.
107. In respect of setting service charges, The Landlord and Tenant Act 1985 sets out the basic rules for service charges, defining what is considered a service charge, setting out requirements for reasonableness and for prior consultation of leaseholders. Section 18 (1) of the Act defines a service charge as 'an amount payable by a tenant of a dwelling as part of or in addition to the rent:
- a. which is payable, directly, or indirectly, for services, repairs, maintenance, improvements or insurance or the landlord's costs of management; and
 - b. the whole or part of which varies or may vary according to the relevant costs.
108. Leasehold service charges are required to be transparent and reflect the actual cost of the services incurred and where they are incurred on the provision of services or the carrying out of works, only if the services or works are of a reasonable standard in accordance with the Landlord and Tenant Act 1985. Where the service charge is payable before the relevant costs are incurred, no greater amount than is reasonable is so payable and after the relevant costs have been incurred any necessary adjustment shall be made by repayment, reduction of subsequent charges or otherwise. The Leasehold Valuation Tribunal may make a determination of reasonableness in this regard.
109. In respect of setting rent for parking spaces and garages the Council is permitted by section 93 of the Local Government Act 2003 to charge for discretionary services provided that taking one financial year with another the income from charges for discretionary services does not exceed the cost of provision. In other words, the Council may not make a profit from the delivery of these discretionary services.
110. The Council is required to act in accordance with the public sector equality duty under the Equality Act 2010 and have due regard to the duty when carrying out its functions, which includes making decisions in the current context. The Council also has a duty to show they have consciously addressed their mind to carrying out an Equality Impact Assessment (which includes any decision to increase or introduce charges to tenants).
- Legal imps updated by AOM on 25/01/2023*

Workforce Implications

111. Additional resources to deliver capital programme and comprehensive developments may be a requirement however there are no requirements to increase the team's capacity to deliver projects in the short term.

Property Implications

112. The majority of the proposals in this report relate to HRA properties, and the implications for these are to be found throughout the report.
113. There are some property implications that relate to corporate properties. These are the halls and youth centres that are managed under the banner of "Community Spaces" in tandem with the HRA community halls. For consistency, the hire charges for the corporate properties will be increased in line with the HRA properties. The charging arrangements for both corporate and HRA halls will be harmonised as part of the review of the charging policy that is identified in this report's proposals.

Other Implications

114. There are no other implications

Report Author: Joanne Drew
Director of Housing
joanne.drew@enfield.gov.uk
0208 3796457

Claire Eldred
HRA Finance Manager
claire.eldred@enfield.gov.uk
0208 3795580

Appendices

Appendix 1 - 30-year Revenue Budget

Appendix 2 - Equality Impact Assessment

Appendix 3 - Operation of the Housing Revenue Account Ring-fence Guidance

Appendix 1 – 30 Year Revenue Budget

| HRA Revenue Budget 30 year | 2023/24 | 2024/25 | 2025/26 | 2026/27 | 2027/28 | 2028/29 | 2029/30 | 2030/31 | 2031/32 | 2032/33 | 2033/2053 |
|---|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|----------------|
| | £m | £m | £m | £m | £m | £m | £m | £m | £m | £m | £m |
| Dwelling Rents | 61.4 | 67.8 | 70.8 | 73.7 | 79.2 | 81.7 | 84.0 | 86.7 | 89.5 | 92.7 | 2,282.5 |
| Service Charges Tenants | 3.6 | 3.7 | 3.9 | 4.0 | 4.2 | 4.3 | 4.4 | 4.6 | 4.7 | 4.8 | 117.7 |
| Service Charges Leaseholders | 5.2 | 5.7 | 5.8 | 5.9 | 6.0 | 6.1 | 6.3 | 6.4 | 6.5 | 6.6 | 164.9 |
| Voids | -0.6 | -0.7 | -0.7 | -0.8 | -0.8 | -0.8 | -0.9 | -0.9 | -0.9 | -0.9 | -23.2 |
| Non-Dwelling Rents | 3.5 | 3.6 | 3.7 | 3.8 | 3.9 | 3.9 | 4.0 | 4.1 | 4.2 | 4.3 | 105.6 |
| RTB Administration Income | 0.2 | 0.2 | 0.1 | 0.1 | 0.1 | 0.1 | 0.1 | 0.1 | 0.1 | 0.1 | 1.0 |
| Total Income | 73.1 | 80.3 | 83.5 | 86.7 | 92.5 | 95.3 | 97.9 | 100.9 | 104.0 | 107.6 | 2,648.6 |
| Responsive Repairs | 15.1 | 16.1 | 16.6 | 17.6 | 18.2 | 18.7 | 19.2 | 19.6 | 20.1 | 20.7 | 513.9 |
| Supervision & Management | 15.1 | 16.1 | 16.5 | 17.5 | 18.1 | 18.6 | 19.0 | 19.5 | 19.9 | 20.5 | 506.7 |
| Special Services | 7.8 | 8.2 | 8.3 | 8.5 | 8.7 | 8.8 | 9.0 | 9.2 | 9.4 | 9.6 | 236.4 |
| Rents Rates Taxes & Other Charges | 0.6 | 0.5 | 0.5 | 0.5 | 0.5 | 0.5 | 0.5 | 0.5 | 0.5 | 0.5 | 9.4 |
| Bad Debt | 0.6 | 0.7 | 0.7 | 0.8 | 0.8 | 0.8 | 0.9 | 0.9 | 0.9 | 0.9 | 21.9 |
| Depreciation of Fixed Assets Total | 11.2 | 12.0 | 12.5 | 13.0 | 13.7 | 14.2 | 14.6 | 15.0 | 15.4 | 16.0 | 391.7 |
| Expenditure | 50.4 | 53.6 | 55.2 | 57.8 | 60.0 | 61.6 | 63.1 | 64.7 | 66.2 | 68.1 | 1,680.0 |
| Net (Cost) Of Services | -22.8 | -26.7 | -28.3 | -28.9 | -32.4 | -33.7 | -34.9 | -36.2 | -37.8 | -39.5 | -968.6 |
| Loan Interest | 15.8 | 19.6 | 20.5 | 20.8 | 22.2 | 23.3 | 21.6 | 26.3 | 28.0 | 30.0 | 528.9 |
| Interest Income | -0.2 | -0.3 | -0.3 | -0.3 | -0.3 | -0.3 | -0.4 | -0.4 | -0.4 | -0.4 | -15.6 |
| Notional Cash Interest | -0.1 | -0.2 | -0.1 | -0.2 | -0.4 | -0.4 | 0.0 | 0.0 | 0.0 | -0.3 | -31.2 |
| Capital Account Adjustments | 15.4 | 19.1 | 20.1 | 20.3 | 21.5 | 22.5 | 21.3 | 25.9 | 27.5 | 29.3 | 482.1 |
| Net Operating Income / (Expenditure) | 7.3 | 7.7 | 8.2 | 8.6 | 10.9 | 11.2 | 13.6 | 10.3 | 10.3 | 10.2 | 486.5 |

Appendix 2 - Equality Impact Assessment

Section 1 – Equality analysis details

| | |
|---|---|
| Title of service activity / policy/ strategy/ budget change/ decision that you are assessing | HRA Budget 2023/24, Rent Setting and Business Plan Update |
| Team/ Department | Council Housing |
| Executive Director | Sarah Cary/Fay Hammond |
| Cabinet Member | Councillor Savva/Councillor Leaver |
| Author(s) name(s) and contact details | Joanne Drew/Claire Eldred |
| Committee name and date of decision | Cabinet 8th February Council 23rd February |

| | |
|---|-------------------------------------|
| Date the EqIA was reviewed by the Corporate Strategy Service | 18th January 2023 |
| Name of Head of Service responsible for implementing the EqIA actions (if any) | Karen Lucas |
| Name of Director who has approved the EqIA | Joanne Drew |

Section 2 – Summary of proposal

Please give a brief summary of the proposed service change / policy/ strategy/ budget change/project plan/ key decision

Please summarise briefly:

What is the proposed decision or change?

What are the reasons for the decision or change?

What outcomes are you hoping to achieve from this change?

Who will be impacted by the project or change - staff, service users, or the wider community?

Any local housing authority that owns 200 or more social dwellings are required to account for them within their Housing Revenue Account (HRA). How social housing rents are set is determined by government.

The Rent Standard published by the Regulator of Social Housing set out that Councils could set a maximum actual rent increases of CPI + 1% per annum until 2024/25 based on the preceding September published CPI.

Under current regulations the Consumer Price Index (CPI) for September 2022 determines the increase in the rent for social rent properties which was 10.1%.

Due to the rising inflation rates, On 31 August 2022, the Government published a consultation paper proposing a cap on social housing rent increases for 2023/24 with options for the level of cap, period of cap and its application. The Government also plan to consult on social rent policy from 2025/26 later this year.

The results of the consultation have determined the rent increase will be 7% for affordable rents in 2023-24.

Although the rent increase will negatively impact residents, it is the decision the Council must follow in line with government guidelines. The previous period of rent reductions has affected capacity in the Business Plan to fund services and investment in homes in Enfield and therefore it is a necessary decision.

Section 3 – Equality analysis

Age

This can refer to people of a specific age e.g., 18-year-olds, or age range e.g., 0–18-year-olds.

Will the proposed change to service/policy/budget have a **differential impact [positive or negative]** on people of a specific age or age group (e.g., older, or younger people)?

Please provide evidence to explain why this group may be particularly affected.

It is estimated that the rent increase will negatively impact all local residents, regardless of their age.

As at 1 October 2022 there are 3,274 council tenants claiming Universal Credit with the housing cost and 4,281 council tenants in receipt of Housing Benefit; this means that for 7,555 – 74% - of tenants their full housing cost is met as long as they do not under occupy their home

Older People

There are currently approximately 42,000 people aged 65 and over living in Enfield, making up around 13% of the total population. These figures are set to increase by 23% to 52,500 people aged 65 and older by 2025.

Older residents are more likely to under occupy their home; those claiming Housing Benefit, living in a social rented sector tenancy, aged between 16 and pension age will be affected by a reduction in the amount of housing benefit paid to them and the rent increase.

Families, Children and Young People

Around 9% of council tenants are under 35 years of age.

Enfield has relatively high proportions of children and young people under the age of twenty – higher than both London and England averages. According to official Department for Work and Pensions statistics (2019/20) 18% of children under 16 in Enfield live in low-income families.

Larger families may be affected by the benefit cap – the cap on the amount of benefit that working aged people can claim – in Greater London, the current caps are:

| | Monthly amount | Weekly amount |
|---------------------------------|----------------|---------------|
| Families w children & couples - | £1916.67 | £442.31 |

Mitigating actions to be taken

Although the rent increase will negatively impact residents, it is the decision the Council must follow in line with government guidelines. The previous period of rent reductions has affected capacity in the Business Plan to fund services and investment in homes in Enfield and therefore it is a necessary decision.

The council proactively supports tenants who are under occupying their home to move to a smaller, more affordable home; this includes access to pan-London and National mobility schemes. Grants are available for residents who choose to move to a smaller home as well as help with removal costs.

Work is ongoing to support residents with the increasing cost of living. The council has developed resources and training for housing officers to help signpost residents to employment and skills support initiatives. A Route Map resource has been developed - a page on the Enfield Council Website which provided some information around employment support. This currently sits within Tenant Information section of the Council Website. www.enfield.gov.uk/jobsandtraining .

The Council is committed to helping residents who are struggling to pay their bills and have published a wide range of advice on the Council's website. This includes guidance and support to help them manage paying their bills including Council Tax, claim benefits, manage debt, and access help with food, fuel and other essentials if required. In addition, the Rent Income Team are able to offer advice and help arrange payments plans where necessary.

Disability

A person has a disability if they have a physical or mental impairment which has a substantial and long-term adverse effect on the person's ability to carry out normal day-day activities.

This could include: physical impairment, hearing impairment, visual impairment, learning difficulties, long-standing illness or health condition, mental illness, substance abuse or other impairments.

Will the proposed change to service/policy/budget have a **differential impact [positive or negative]** on people with disabilities?

Please provide evidence to explain why this group may be particularly affected.

It is estimated that the rent increase will have a negative impact on all residents regardless of whether they have a disability or a disabled member of their household.

10% of Enfield council tenants have a declared disability.

The Department for Levelling Up, Housing and English Housing Survey, 2020/21, states that Disabled people are more likely to live in the social rented sector. According to the English Housing Survey 2020/21, over half (55%) of households in the social rented sector had one or more household members with a long-term illness or disability.

Scope have also highlighted the significant impact of the cost-of-living crisis on disabled people, in particular rising energy costs.² National research highlights that disabled people are more likely to report feeling worried about the cost-of-living crisis.

According to ONS survey data collected between April and May 2022 over four in five (82%) of disabled people reported feeling worried about the rising costs of living compared with 75% of non-disabled people. Disabled people were also more likely to be very worried (35%) about the rising costs of living than non-disabled people (22%).

The impact of rent increase on tenants with a disability or who have a disabled member of their household reflect both negative impacts of the welfare benefit system, and access to employment opportunities for disabled people.

Mitigating actions to be taken

Although the rent increase will negatively impact residents, it is the decision the Council must follow in line with government guidelines. The previous period of rent reductions has affected capacity in the Business Plan to fund services and investment in homes in Enfield and therefore it is a necessary decision.

Housing staff working with tenants have received training on welfare benefits and are able to identify and signpost people who may not be in receipt of all benefits available to them.

The work developed to assist residents with the increased cost of living includes career support initiatives available specifically to people with special educational needs, disabilities, or mental health challenges.

- IAPT NHS - a free NHS, psychological therapy service -offers a range of support, including talking therapies, cognitive behavioural therapy and support and advice around employment and mental health.
- There are a range of other national and local services in Enfield who can

support tenants with mental health challenges.

- London Working or the Work and Health Program, who can provide support for individuals with significant barriers to help them into work and training

The Council is committed to helping residents who are struggling to pay their bills and have published a wide range of advice on the Councils website. This includes guidance and support to help them manage paying their bills including Council Tax, claim benefits, manage debt, and access help with food, fuel and other essentials if required. In addition, the Rent Income Team are able to offer advice and help arrange payments plans where necessary.

Gender Reassignment

This refers to people who are proposing to undergo, are undergoing, or have undergone a process (or part of a process) to reassign their sex by changing physiological or other attributes of sex.

Will this change to service/policy/budget have a **differential impact [positive or negative]** on transgender people?

Please provide evidence to explain why this group may be particularly affected.

For the first time in 2021, the Census asked a voluntary question on gender identity to respondents aged 16 years or over. People were asked “Is the gender you identify with the same as your sex registered at birth?” and had of the option of selecting “Yes” or selecting “No” and writing in their gender identity.¹

In Enfield 91.42% of the borough’s residents aged 16 years and over responded to the question.

| Gender identity | Enfield population aged 16 years and over | Percentage of residents aged 16 years and over |
|--|---|--|
| Gender identity the same as their sex registered at birth | 232,329 | 90.34% |
| Gender identity different from their sex registered at birth but no specific identity given | 1,652 | 0.64% |
| Trans woman | 518 | 0.2% |
| Trans man | 486 | 0.19% |
| Non-binary | 74 | 0.03% |
| Another gender identity | 58 | 0.02% |
| Did not answer | 22,065 | 8.58% |

It is estimated that the rent increase will have a negative impact on all residents regardless of whether they have undergone or are undergoing gender reassignment.

Mitigating actions to be taken

Although the rent increase will negatively impact residents, it is the decision the Council must follow in line with government guidelines. The previous period of rent reductions has affected capacity in the Business Plan to fund services and investment in homes in Enfield and therefore it is a necessary decision.

The Council is committed to helping residents who are struggling to pay their bills and have published a wide range of advice on the Councils website. This includes guidance and support to help them manage paying their bills including Council Tax, claim benefits, manage debt, and access help with food, fuel and other essentials if required. In addition, the Rent Income Team can offer advice and help arrange payments plans where necessary.

Marriage and Civil Partnership

Marriage and civil partnerships are different ways of legally recognising relationships. The formation of a civil partnership must remain secular, where-as a marriage can be conducted through either religious or civil ceremonies. In the U.K both marriages and civil partnerships can be same sex or mixed sex. Civil partners must be treated the same as married couples on a wide range of legal matters.

Will this change to service/policy/budget have a **differential impact [positive or negative]** on people in a marriage or civil partnership?

Please provide evidence to explain why this group may be particularly affected.

We do not record the relationship of cohabiting couples who are council tenants.

It is estimated that the rent increase will have a negative impact on all residents regardless of whether they are married or in a and civil partnership.

Mitigating actions to be taken

Although the rent increase will negatively impact residents, it is the decision the Council must follow in line with government guidelines. The previous period of rent reductions has affected capacity in the Business Plan to fund services and investment in homes in Enfield and therefore it is a necessary decision.

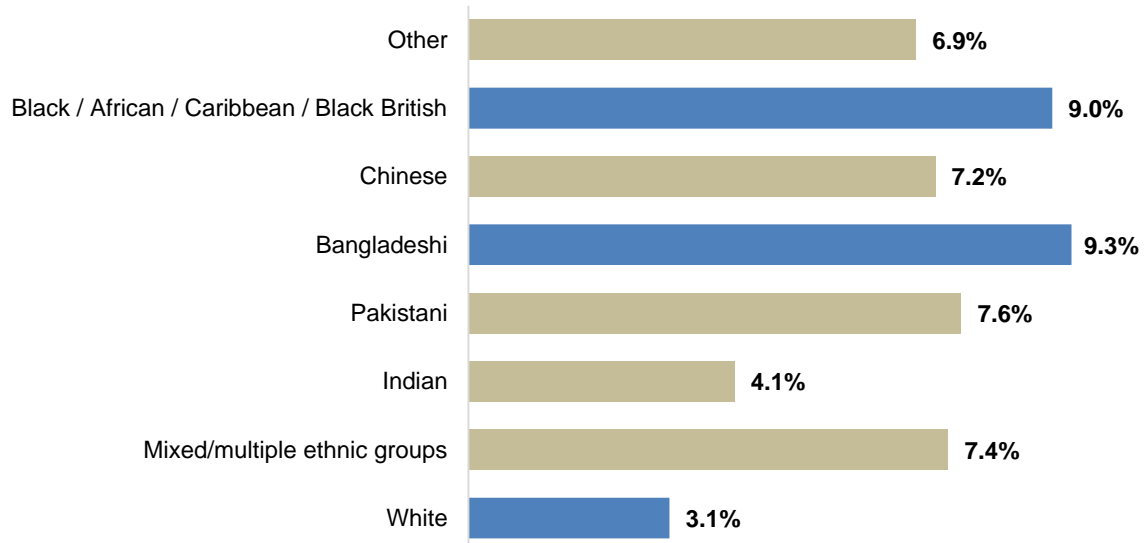
The Council is committed to helping residents who are struggling to pay their bills and have published a wide range of advice on the Councils website. This includes guidance and support to help them manage paying their bills including Council Tax, claim benefits, manage debt, and access help with food, fuel and other essentials if required. In addition, the Rent Income Team are able to offer advice and help arrange payments plans where necessary.

| |
|---|
| Pregnancy and maternity |
| Pregnancy refers to the condition of being pregnant or expecting a baby. Maternity refers to the period after the birth and is linked to maternity leave in the employment context. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth, and this includes treating a woman unfavourably because she is breastfeeding. |
| Will this change to service/policy/budget have a differential impact [positive or negative] on pregnancy and maternity? |
| Please provide evidence to explain why this group may be particularly affected. |
| We do not record data on whether or not tenants are pregnant, although 63% of tenants are female. |
| It is estimated that the rent increase will have a negative impact on all residents regardless of whether they are pregnant. |
| Mitigating actions to be taken |
| Although the rent increase will negatively impact residents, it is the decision the Council must follow in line with government guidelines. The previous period of rent reductions has affected capacity in the Business Plan to fund services and investment in homes in Enfield and therefore it is a necessary decision. |
| The Council is committed to helping residents who are struggling to pay their bills and have published a wide range of advice on the Council's website. This includes guidance and support to help them manage paying their bills including Council Tax, claim benefits, manage debt, and access help with food, fuel and other essentials if required. In addition, the Rent Income Team are able to offer advice and help arrange payments plans where necessary. |
| Race |
| This refers to a group of people defined by their race, colour, and nationality (including citizenship), ethnic or national origins. |
| Will this change to service/policy/budget have a differential impact [positive or negative] on people of a certain race? |
| Please provide evidence to explain why this group may be particularly affected. |
| It is estimated that the rent increase will have a negative impact on all residents regardless of their ethnicity or national origins. |
| <i>Census 2021 ethnicity data is shown below:</i> |

| Ethnicity | Estimated population size | Percentage of total population |
|---|---------------------------|--------------------------------|
| Asian or Asian British | 37,973 | 11.5% |
| Bangladeshi | 8,123 | 2.5% |
| Chinese | 2,611 | 0.8% |
| Indian | 11,870 | 3.6% |
| Pakistani | 3,674 | 1.1% |
| Any other Asian background | 11,615 | 3.5% |
| Black, Black British, Caribbean, or African | 60,512 | 18.3% |
| African | 36,463 | 11% |
| Caribbean | 16,990 | 5.1% |
| Any other Black, Black British, or Caribbean background | 7,059 | 2.1% |
| Mixed or multiple ethnic groups | 19,558 | 5.9% |
| White and Black Caribbean | 5,165 | 1.6% |
| White and Black African | 2,994 | 0.9% |
| White and Asian | 3,818 | 1.2% |
| Any other Mixed or multiple ethnic background | 7,581 | 2.3% |
| White | 171,884 | 52.1% |
| English, Welsh, Scottish, Northern Irish or British | 103,140 | 31.3% |
| Irish | 5,969 | 1.8% |
| Gypsy or Irish Traveller | 374 | 0.1% |
| Roma | 1,121 | 0.3% |
| Any other White background | 61,280 | 18.6% |
| Other Ethnic Group | 40,058 | 12.1% |
| Arab | 2,535 | 0.8% |
| Any other ethnic group | 37,523 | 11.4% |

Employment opportunities are likely to be lower for people in certain race groups, with the national data summarised below:

UK unemployment rates by ethnicity (Jan-March 2022)



This data assists authorities to assess the impact of rent increases in certain race groups and can assist in identifying households that may need additional assistance as a result of the rent increases.

Whilst ethnic diversity is one of our biggest assets, ethnic minorities experience inequality in housing, education, employment, health, and criminal justice in Enfield, as is the case across the UK. This needs to be addressed.

Mitigating actions to be taken

Although the rent increase will negatively impact residents, it is the decision the Council must follow in line with government guidelines. The previous period of rent reductions has affected capacity in the Business Plan to fund services and investment in homes in Enfield and therefore it is a necessary decision.

The Council is committed to helping residents who are struggling to pay their bills and have published a wide range of advice on the Council's website. This includes guidance and support to help them manage paying their bills including Council Tax, claim benefits, manage debt, and access help with food, fuel and other essentials if required. In addition, the Rent Income Team are able to offer advice and help arrange payments plans where necessary.

Religion and belief

Religion refers to a person's faith (e.g., Buddhism, Islam, Christianity, Judaism, Sikhism, Hinduism). Belief includes religious and philosophical beliefs including lack of belief (e.g., Atheism). Generally, a belief should affect your life choices or the way you live.

Will this change to service/policy/budget have a **differential impact [positive or negative]** on people who follow a religion or belief, including lack of belief?

Please provide evidence to explain why this group may be particularly affected.

We do not have robust data on the religion of existing tenants of Council homes or on those on our housing register which can be used to consider potential differential impact of the strategy on people of different religions – 53% of residents do not specify a religion.

Where it is specified the two largest groups represented among tenants are Christians – 28% - and Muslim – 12%.

It is estimated that the rent increase will have a negative impact on all residents regardless of their religion or beliefs.

Mitigating actions to be taken

Although the rent increase will negatively impact residents, it is the decision the Council must follow in line with government guidelines. The previous period of rent reductions has affected capacity in the Business Plan to fund services and investment in homes in Enfield and therefore it is a necessary decision.

The Council is committed to helping residents who are struggling to pay their bills and have published a wide range of advice on the Council's website. This includes guidance and support to help them manage paying their bills including Council Tax, claim benefits, manage debt, and access help with food, fuel and other essentials if required. In addition, the Rent Income Team are able to offer advice and help arrange payments plans where necessary.

Sex

Sex refers to whether you are a female or male.

Will this change to service/policy/budget have a **differential impact [positive or negative]** on females or males?

Please provide evidence to explain why this group may be particularly affected.

It is estimated that the rent increase will have a negative impact on all residents regardless of their sex.

63% of Enfield's tenants are female. As females are disproportionately represented in Council housing and on the housing register, this rise may disproportionately impact the female sex.

Females are more likely to be single parents – 94% of single parents on Enfield's

Housing Register are mothers. Females are more likely to be on lower incomes and lower paid work than men. National statistics show that in 2019 females earned on average 17.3% less than their male counterparts.

Households requiring a home of 4 bedrooms are more likely to be headed up by a female (mothers) rather than males.

The rent increase will impact all residents regardless of whether they are females or males. However, employment opportunities and income averages are lower for females and therefore they may be at greater risk of struggling to pay the proposed rent increase.

Mitigating actions to be taken

Although the rent increase will negatively impact residents, it is the decision the Council must follow in line with government guidelines. The previous period of rent reductions has affected capacity in the Business Plan to fund services and investment in homes in Enfield and therefore it is a necessary decision.

The Council is committed to helping residents who are struggling to pay their bills and have published a wide range of advice on the Councils website. This includes guidance and support to help them manage paying their bills including Council Tax, claim benefits, manage debt, and access help with food, fuel and other essentials if required. In addition, the Rent Income Team are able to offer advice and help arrange payments plans where necessary.

The Route Map resource which provides some information around employment support, includes specific training, and support available to women which includes:

- Smart Works, a UK charity that provides high quality interview clothes and interview training to unemployed women in need.
- Enfield Women’s Centre who can offer advice, information and training to women who would like to build their skills and embark on a career. They run a range of courses throughout the year.

Sexual Orientation

This refers to whether a person is sexually attracted to people of the same sex or a different sex to themselves. Please consider the impact on people who identify as heterosexual, bisexual, gay, lesbian, non-binary or asexual.

Will this change to service/policy/budget have a **differential impact [positive or negative]** on people with a particular sexual orientation?

Please provide evidence to explain why this group may be particularly affected.

For the first time in 2021, the Census included a voluntary question on sexual orientation for all respondents aged 16 and over. The different sexual orientations that people could choose from included:

- Straight or heterosexual
- Gay or lesbian
- Bisexual
- Other sexual orientation (respondents were then asked to write in the sexual orientation with which they identified)

In Enfield, 90.3% of the borough's residents aged 16 and over responded to this question.

| Sexual orientation | Enfield population aged 16 years and over | Percentage of Enfield residents aged 16 years and over |
|--------------------------------------|---|--|
| Straight or heterosexual | 226,705 | 88.15% |
| Gay or lesbian | 2,342 | 0.91% |
| Bisexual | 2,073 | 0.81% |
| Pansexual | 944 | 0.37% |
| Asexual | 74 | 0.03% |
| Queer | 35 | 0.01% |
| All other sexual orientations | 151 | 0.06% |
| Not answered | 24,858 | 9.67% |

It is estimated that the rent increase will have a negative impact on all residents regardless of their sexual orientation.

Mitigating actions to be taken

Although the rent increase will negatively impact residents, it is the decision the Council must follow in line with government guidelines. The previous period of rent reductions has affected capacity in the Business Plan to fund services and investment in homes in Enfield and therefore it is a necessary decision.

The Council is committed to helping residents who are struggling to pay their bills and have published a wide range of advice on the Council's website. This includes guidance and support to help them manage paying their bills including Council Tax, claim benefits, manage debt, and access help with food, fuel and other essentials if required. In addition, the Rent Income Team are able to offer advice and help arrange payments plans where necessary.

Socio-economic deprivation

This refers to people who are disadvantaged due to socio-economic factors e.g., unemployment, low income, low academic qualifications or living in a deprived area, social housing, or unstable housing.

Will this change to service/policy/budget have a **differential impact [positive or**

negative] on people who are socio-economically disadvantaged?

Please provide evidence to explain why this group may be particularly affected.

Enfield is the 9th most deprived London borough and has the 11th highest rate of child poverty in the country.² Enfield's median household income is £35,300, which is the 9th lowest of the 33 London boroughs and lower than the London average. Within the borough, there are clear differences in household income between the western and eastern parts. Median incomes in the most affluent neighbourhoods are twice those of the least affluent.

The increases vary from £6.13-£11.89 per week for social rents and £11.178-£15.25 per week in LAR, however for 74% of tenants their full housing cost is met by either UC or housing benefit. Additionally, from December 2021 changes in the Universal Credit taper mean residents who qualify for the work allowance will keep more of their benefits.

Changes to Universal Credit 2021

From December 2021 changes in the Universal Credit taper mean residents who qualify for the work allowance will keep more of their benefits.

Currently residents lose 63p for every £1 they earn of their Universal Credit benefits; from December they will reduce by 55p for every £1 earned.

Someone earning the National Living Wage, which increased to £9.50 an hour on 1 April 2022, would earn £190 for doing 20 hours of work. Under the old rules, they would see their Universal Credit reduced by £119.70; from December 2021 the benefit would be reduced by £104.50.

Mitigating actions to be taken.

Work is ongoing to support residents with the increasing cost of living. The council has developed resources and training for housing officers to help signpost residents to employment and skills support initiatives. A Route Map resource has been developed - a page on the Enfield Council Website which provided some information around employment support. This currently sits within Tenant Information section of the Council Website. www.enfield.gov.uk/jobsandtraining .

Housing staff working with tenants have received training on welfare benefits and are able to identify and signpost people who may not be in receipt of all benefits available to them.

The Council is committed to helping residents who are struggling to pay their bills and have published a wide range of advice on the Councils website. This includes guidance and support to help them manage paying their bills including Council Tax, claim benefits, manage debt, and access help with food, fuel and other

essentials if required. In addition, the Rent Income Team are able to offer advice and help arrange payments plans where necessary.

Section 4 – Monitoring and review

How do you intend to monitor and review the effects of this proposal?

Who will be responsible for assessing the effects of this proposal?

Metrics concerning social housing delivered by Enfield Council are monitored on a quarterly basis using internal databases. Monitoring information contains demographic data to ensure that the services are not precluding any protected characteristic. This information will be used to monitor and respond to any emerging trends so that our provision is fit for purpose.

Section 5 – Action plan for mitigating actions

Any actions that are already completed should be captured in the equality analysis section above. Any actions that will be implemented once the decision has been made should be captured here.

| Identified Issue | Action Required | Lead officer | Timescale/By When | Costs | Review Date/Comments |
|--|--|--------------|-------------------|-------|---|
| Impact of rent increase will negatively impact on all identified groups of residents | Signpost residents to advice on the council's website using a variety of communication methods i.e., Housing News, public meetings etc | Karen Lucas | June 2023 | n/a | July 2023 Include in Council Housing communication plan. |
| | Income recovery team and Council Housing Service to continue to provide advice and assistance to residents. | Karen Lucas | Ongoing | n/a | July 2023 Monitor level of rent areas. |

Appendix 3

Operation of the Housing Revenue Account Ring-fence Guidance (Published 10 November 2020)

Management and maintenance services

The landlord is often best placed to provide wider services for neighbourhoods and communities that go beyond their traditional remit. When taking decisions locally, authorities need to demonstrate transparency to both tenants and Council Taxpayers that there is a fair apportionment of costs between the HRA and the General Fund.

To assist in determining what should and what should not be charged to the HRA, management and maintenance services can be expressed as core, core plus or non-core services.

Core services may be regarded as the 'bricks and mortar' functions of housing management, maintenance, major repairs, and any associated debts and so forth. They are generally provided for the principal benefit of the landlord's tenants and leaseholders, not the wider community. Core plus services are those provided as additional services ancillary to the primary purpose of housing provision, which may have wider benefits to the overall community. A service that cannot be defined as core or core-plus should be accounted for in the council's General Fund.

Core services

- Repair and maintenance
 - Responsive
 - Planned and cyclical
 - Rechargeable repairs
- General tenancy management
 - Rent collection and arrears recovery
 - Service charge collection and recovery
 - Void and re-let management
 - Lettings and allocations of HRA properties only, any work carried out in respect of non HRA properties should be charged to the General Fund
 - Management of repairs
 - Antisocial behaviour: low level
 - General advice on tenancy matters
- General estate management
 - Communal cleaning
 - Communal heating and lighting
 - Grounds maintenance
 - Community centres
 - Play areas
 - Estate officers and caretakers
 - Neighbourhood wardens
 - Concierge
 - CCTV

- Policy and management
 - HRA share of strategic management costs
 - Setting of rent levels, service charges, and supporting people charges
 - Administration of the Right to Buy

Core plus services

- Contribution to corporate antisocial behaviour services. Where the service is entirely charged to the General Fund it may be appropriate for the HRA to contribute to these costs
- Tenancy support
- Maintenance of tenant gardens - unless a separate charge is made for the service
- Supporting people services - HRA housing related support services only, for example:
 - Sheltered accommodation wardens
 - Alarm services

Non-core services

It is the view of MHCLG that it is inappropriate to assume that these services will be wholly charged to the HRA. Their costs should be met from the General Fund.

- Administration of a common housing register – costs should be split appropriately between the HRA and General Fund
- Street lighting
- Dog wardens
- Personal care services
- Homeless administration
- Housing advisory service

The landlord should decide, within the requirements of existing legislation, whether it is appropriate to account for a proportion of these in the HRA or in the General Fund, using the 'Who benefits' principle. If the benefits of the service accrue primarily to the wider community, it is probable that the cost is a better fit in the General Fund, though it would be permissible to recoup a portion of any such cost from the HRA where it can be demonstrated that there is a benefit to HRA tenants or properties.

This does not imply any general discretion to transfer resources across the ring-fence; rather it is for the authority to apportion any costs or income for a service appropriately between accounts to reflect the benefit enjoyed by HRA tenants and leaseholders on one hand and the wider council taxpayer on the other.

Where a local authority is taking decisions concerning the correct place to account for new services or is reviewing existing practice in the light of evolving circumstances, the government would expect that tenants should be consulted, or involved in the decision-making process.

This page is intentionally left blank

London Borough of Enfield**Council****Meeting Date: 23rd February 2023**

Subject: Capital Strategy and Ten-Year Capital Programme 2023/24 to 2032/33**Cabinet Member:** Councillor Tim Leaver**Executive Director:** Fay Hammond, Executive Director - Resources**Key Decision:** KD5502

Purpose of Report

1. The purpose of the report is to set out the 2023/24 Capital Strategy and 2023/24 to 2032/33 Ten Year Capital Programme.

Proposals

2. Council is requested to approve the:
 - i. 2023/24 Capital Strategy as detailed in Appendix 1
 - ii. 2023/24 Capital Programme and note the 2024/25 to 2032/33 Ten Year Capital Programme as set out in Appendix 5c.
 - iii. 2023/24 Match funding and invest to save contingency of £2.75m (Para. 16)
 - iv. 2022/23 Budget carry forwards as detailed in Appendix 2
3. Delegate approval to drawdown from the Match funding /Invest to save contingency, to the Executive Director of Resources.

Executive Summary

4. The Capital Strategy and Programme establish the budget framework and financial approvals for the Council's long-term investment in Enfield directed by the Corporate plan. The projects improve residents' lives by building homes and schools, improving streets and infrastructure, and creating modern workspaces for local businesses.
5. The development of the new ten-year programme has been particularly challenging due to the increase in interest rates and double-digit inflation. These factors have also impacted the delivery of the 2022/23 programme resulting in programmes being delayed and redesigned to ensure they remain affordable and deliver value for money.
6. The timely action taken by the Council during the last year and the development of the Capital Programme has ensured that despite rising

interest rates, the total revenue cost of the capital programme in 2023/24 remains the same as was estimated this time last year.

7. The original Revenue capital financing budgets in the 2022/23 – 2026/27 MTFP were £10m (i.e., £2m per year). As part of the Medium-Term Financial Strategy, the Capital Financing budgets have increased by £5.0m (£1m per year) from 2022/23 to 2023/24, with a further £2m added to 2023/24 only. This reduces reliance on reserves to finance the revenue cost of the capital programme and increases the Council's financial resilience. Table 3 summarises the position.
8. In addition, a further £5m Capital receipts, per annum from 2023/24-2027/28 has been built into the programme and will be used to reduce historic debt, if realised as forecast.
9. The development of the overall ten-year programme included a detailed review of all programmes, which resulted in delaying and in some cases reducing some of the rolling programmes funded through borrowing, whilst also maximising non-borrowing sources of funding.
10. Match funding budgets previously allocated to individual programmes have been centralised in a new Match Funding & Invest to Save Contingency. Drawdowns will be subject to EMT Budget review and Executive Director of Resources business case approval.
11. The rise in interest rates mean that there is an average £6.1m forecast gap between 2023/24 to 2027/28 in the revenue cost of the capital programme compared to MTFP budgets. The Capital Programme review will continue during 2023/24 to ensure its affordable in the long term. There is sufficient time to adapt the Capital Programme to the new economic environment.
12. This will include, commencing a wholesale review/ restructure of the Council's asset base, with the aim of right-sizing the Capital programme in the medium term. The primary purpose will be to ascertain how best existing Council assets can support future Capital investment ambitions. This will likely include the sale of low performing assets, with the capital receipts re-invested to both paying off historic debt and the creation of new assets.
13. There are also a number of planned Strategic reviews and business case /financial model refreshes, to ensure individual projects still remain affordable and deliverable within existing budgets. Each update will be subject to the relevant governance. This includes Meridian Water and Montagu, both of which are subject to financial model updates. Reports will be submitted to Cabinet in coming months.
14. Out of the £380m capital programme budget for 2023/24, £140m (37%) is funded by borrowing. i.e., during 2023, for every £1 borrowed for the Capital Programme, a further £1.7m is funded from other sources (e.g., grants, S106/ CIL).
15. Reporting on a rolling ten-year basis facilitates the Council's longer term understanding of the impact of the capital investment being made on the levels of borrowing and Revenue budgets reported as part of the 5-year medium term and ten-year treasury strategy. However, the focus of the new

ten-year programme has been on the medium term i.e., 3-5 years due to the uncertainty regarding interest rates and Inflation.

Relevance to the Council Plan

16. The aim of the Ten-Year Capital Programme is to set out the Council's investment plans in the context of the approved Capital Strategy which in turn is informed by the Council's strategic objectives as detailed in the new 2023-26 Enfield Council Plan, which is a separate item on the meeting agenda.
17. The Capital programme provides the financial framework to deliver the capital investment associated with the Council Plan. Planned outcomes from the Capital programme which support delivery of the 5 specific Council plan priorities, are summarised below
 - Clean and Green places
 - a. Creating new wetlands and rain gardens to reduce flooding
 - b. Improvements to pedestrian and cycling infrastructure to enable active and low carbon travel
 - c. Using local suppliers to maintain our streets network
 - d. Replacing aged vehicles with electric and lower emission vehicles
 - Strong, healthy, and safe communities
 - a. New multi-faith burial ground
 - b. Adapting residents homes to enable them to stay in their home for longer as they age
 - Thriving children and young people
 - a. Investing in the provision of additional SEND places
 - b. Maintenance of Schools
 - More and Better Homes
 - a. Delivering programme of 3,500 council-led homes for local residents
 - b. Building new infrastructure at Meridian water to unlock previously developed land for housing and jobs
 - c. Investing in council housing refurbishment to deliver decent, safe, and well insulated homes
 - An Economy that works for everyone
 - a. Redevelopment of Montagu industrial estate, to provide 250 new jobs and modern employment facilities
 - b. Using local suppliers and contractors for the refurbishment and end-of-life replacement of council operational properties,
 - c. Invest in improvements to our town centres

Background

18. This report is seeking approval for the 2023/24 Capital Programme and to note years 2024/25 to 2032/33 of the ten-year Capital Programme.

19. The Capital programme is set within the context of the Council's 2023/24 Capital Strategy, which links the investment plans to the Council's strategic objectives.
20. The overall programme remains very ambitious, with significant investment in regeneration, building homes and modernising Council services.
21. This is against the most challenging economic environment of the last decade. The combined impact of Brexit, Covid19 and the war in Ukraine has placed unprecedented strain on supply chains and labour resulting in significant increases in construction costs. This has been exacerbated by the sharp increase in Interest rates and inflation during 2022/23. As a result, the entire Capital programme will continue to be reviewed in 2023/24. This includes reviewing funding sources and considering pausing or re-engineering programmes to ensure they remain affordable. Historically a range of indicators have been used to assess the affordability and viability of individual programme, including the introduction of a self-imposed £2bn borrowing cap (2023/24 forecast £1.42bn; peak debt forecast for 2032/33 £1.68bn). However due to the factors described above, the overriding indicator for the 2023/24 ten-year programme has been affordability. This has been measured in terms of adequate revenue budgets to pay interest and repay existing and planned borrowing.
22. The increasing interest rates means historic and new debt is more expensive to service, impacting the financial viability of programmes reliant on borrowing.
23. Work is ongoing with service managers to ascertain how programmes funded by borrowing can be re-engineered to ensure borrowing is limited and other sources of funding maximised. A review of rolling programmes commenced during 2022/23, focused on the largest programmes, with the process continuing during 2023/24

Main Considerations for the Council

24. This section of the report details the Capital Programme over the next ten years, sources of financing and how the proposed capital investment will support the delivery of the Council's five key priorities detailed in the new 2023-26 Council plan.
25. Table 1 details the proposed programme by Department

Table 1: Proposed ten-year capital programme summary – by Department

| | 2023/24 | 2024/25 | 2025/26 | 2026/27 | 2027/28 | 2028/29-2032/33 | Total |
|-----------|---------|---------|---------|---------|---------|-----------------|-------|
| | £m | £m | £m | £m | £m | £m | £m |
| Resources | 13.5 | 12.5 | 8.9 | 4.2 | 3.0 | 10.4 | 52.5 |
| People | 26.5 | 12.5 | 5.7 | 5.7 | 5.7 | 28.6 | 84.7 |

| | | | | | | | |
|--------------------------------------|--------------|--------------|--------------|--------------|-------------|--------------|----------------|
| Place | 71.8 | 35.4 | 30.4 | 17.1 | 16.8 | 87.3 | 258.8 |
| Meridian Water | 35.0 | 35.3 | 17.6 | 25.6 | 10.9 | 65.5 | 189.7 |
| Meridian Water (HIF) | 69.4 | 63.8 | 2.1 | 1.3 | 0.0 | 0.0 | 136.8 |
| Companies | 28.8 | 36.9 | 49.9 | 17.0 | 0.0 | 0.0 | 132.7 |
| General Fund | 245.0 | 196.4 | 114.6 | 70.9 | 36.4 | 191.8 | 855.0 |
| Housing Revenue Account (HRA) | 134.6 | 128.2 | 92.3 | 56.7 | 64.4 | 469.8 | 945.0 |
| Proposed capital expenditure | 379.6 | 324.7 | 206.9 | 127.5 | 99.8 | 661.5 | 1,800.0 |

Capital Programme Funding

26. The Capital programme is funded from several sources, each identified below. The reductions in Government funding and increase in interest rates have meant greater focus on how individual programmes are funded. The Council has agreed to undertake commercial projects, using wholly owned Council companies or through Joint Venture arrangements, to acquire assets for housing and regeneration that can fund the necessary borrowing, either by selling acquired assets at a profit or using annual income flows to meet capital financing such as interest and provision for borrowing repayment.
27. The Capital programme is funded from:
- i. Grants and External contributions
 - ii. S106 and Community Infrastructure Levy (CIL)
 - iii. Capital Receipts
 - iv. Earmarked Resources
 - v. Borrowing
28. Table 2 below provides an overview of how the ten-year programme will be funded with further details provided in subsequent paragraphs.

Table 2 Proposed 10-Year capital programme funding summary

| | 2023/24 | 2024/25 | 2025/26 | 2026/27 | 2027/28 | 2028/29-2032/33 | Total |
|-----------------|---------|---------|---------|---------|---------|-----------------|--------------|
| | £m | £m | £m | £m | £m | £m | £m |
| External Grants | 106.7 | 84.0 | 13.6 | 12.8 | 11.5 | 57.5 | 286.1 |
| S106 | 0.6 | 0.4 | 0.4 | 0.5 | 0.5 | 2.3 | 4.6 |

| | | | | | | | |
|---|--------------|--------------|--------------|--------------|-------------|--------------|----------------|
| CIL | 1.4 | 1.5 | 1.5 | 0.2 | 0.2 | 1.0 | 5.8 |
| Capital Receipts | 41.4 | 7.5 | 16.3 | 0.0 | 0.0 | 0.0 | 65.3 |
| Borrowing | 94.9 | 103.1 | 82.8 | 57.3 | 24.3 | 131.0 | 493.3 |
| General Fund | 245.0 | 196.4 | 114.6 | 70.8 | 36.4 | 191.9 | 855.0 |
| External Grants | 47.1 | 5.45 | 65.7 | 11.2 | 0.8 | 147.9 | 278.2 |
| Capital Receipts (inc RTB) | 27.6 | 40.9 | 12.7 | 25.9 | 38.2 | 74.4 | 219.7 |
| Major Repairs Allowance (MRA) | 12.3 | 13.9 | 13.8 | 14.6 | 15.4 | 68.5 | 138.5 |
| Earmarked reserves | 2.6 | - | - | - | - | - | 2.6 |
| Borrowing | 45.0 | 68.0 | - | 5.0 | 9.0 | 179.0 | 306.0 |
| HRA | 134.6 | 128.2 | 92.3 | 56.7 | 63.4 | 469.8 | 945.0 |
| Proposed capital programme funding | 379.6 | 324.7 | 206.9 | 127.5 | 99.8 | 661.5 | 1,800.0 |

Capital Programme Affordability

29. The key metric used to measure the affordability of the new ten-year capital programme has been the availability of Revenue capital financing budgets. The impact of increased interest rates has meant the current programme rolled forward as was, was unaffordable
30. A detailed review of the programme was undertaken to ensure all other sources of funding were maximised and where possible, a number of rolling programmes were delayed or scaled back. Also, a new approval process for carry forwards was introduced to ensure only those carry forwards required to complete work that had commenced, were approved.

Borrowing position and Minimum Revenue Provision (MRP)

31. Where the Council finances capital expenditure by debt, it must set aside resources to repay that debt in later years. The amount charged to the revenue budget for the repayment of debt is known as the Minimum Revenue Provision (MRP). The Local Government Act 2003 requires the Authority to have regard to the former Ministry of Housing, Communities and Local Government's Guidance on Minimum Revenue Provision (the MHCLG Guidance) most recently issued in 2018.
32. The Department for Levelling Up, Housing and Communities (DLUHC) guidance requires local authorities to approve an Annual MRP Statement each year. The Treasury Management Strategy is approved annually, which

includes the MRP Policy. This is set out in Appendix C of the 2023/24 Treasury Management Strategy Statement.

33. The broad aim of the DLUHC guidance, is to ensure capital expenditure is financed over a period that is reasonably commensurate with that, over which the capital expenditure provides benefits.
34. The approved 2023/24 Capital Strategy includes an estimate of the borrowing requirement over the next ten years. This provides an estimated position, at the conclusion of the Council's main regeneration programmes. However, the budgets currently included in the ten-year programme for the Meridian Water and Montagu programmes, are being refreshed, with reports being presented to Cabinet in future months, at which point the budgets will be updated.
35. Table 3 below shows the total General Fund revenue cost of the Capital programme is expected to be £32.4m in 2023/24. This consists of £12.7m interest and £19.7m MRP. Any revenue budget pressures will be met from the Capital Financing Reserves (Interest Risk Reserve and the MRP Smoothing Reserve).
36. The total 2023/24 Revenue capital financing budget is £28.6m, however a revenue budget pressure of £3.8m is created if the programme is delivered in full. The revenue budget pressure will be met from the Capital Financing Reserves (Interest Risk Reserve and the MRP Smoothing Reserve). The opening value of the Capital Financing Reserves (Interest Rate Reserve; and MRP Equalisation Smoothing Reserve) on 1st April 2022 was £23.4m. This excludes any transfers that will happen as part of the 2022/23-year end closure.
37. Modelling a scenario, where 70% of the capital programme is delivered results in a revised forecast budget pressure of £2.3m. However, this assumes that the 30% is permanently removed from the programme.

Table 3: Ten-year projection of interest & MRP Charges

| | 2023/ 24 | 2024/ 25 | 2025/ 26 | 2026/ 27 | 2027/ 28 | 2028/ 29 | 2029/ 30 | 2030/ 31 | 2031/ 32 | 2032/ 33 |
|---|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| | £m | £m | £m | £m | £m | £m | £m | £m | £m | £m |
| Gross Interest | 41.6 | 48.0 | 53.3 | 55.4 | 56.1 | 56.4 | 57.2 | 59.5 | 62.4 | 64.1 |
| Debt Fees | 0.1 | 0.1 | 0.1 | 0.1 | 0.1 | 0.1 | 0.0 | 0.1 | 0.1 | 0.1 |
| Total Debt Cost | 41.7 | 48.1 | 53.4 | 55.5 | 56.2 | 56.5 | 57.2 | 59.6 | 62.5 | 64.1 |
| Recharges/ Income: | | | | | | | | | | |
| Investment Income | (1.0) | (1.5) | (1.1) | (1.1) | (1.1) | (1.1) | (1.1) | (1.1) | (1.1) | (1.1) |
| Meridian Water | (8.7) | (9.1) | (8.3) | (7.7) | (6.2) | (6.3) | (6.1) | (5.9) | (5.9) | (5.8) |
| Companies | (4.9) | (6.0) | (7.7) | (8.9) | (9.5) | (9.3) | (9.2) | (9.0) | (8.9) | (10.0) |
| HRA | (14.2) | (17.3) | (17.3) | (17.5) | (17.9) | (18.3) | (18.2) | (22.1) | (23.4) | (25.1) |
| Schools | (0.1) | (0.1) | (0.1) | (0.1) | (0.1) | (0.1) | (0.1) | (0.1) | (0.1) | (0.1) |
| Interest charged to General Fund | 12.7 | 14.1 | 18.8 | 20.1 | 21.3 | 21.3 | 22.4 | 21.3 | 23.1 | 22.0 |

| | | | | | | | | | | |
|--|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| MRP | 19.7 | 20.3 | 23.6 | 26.1 | 26.9 | 25.8 | 24.1 | 22.6 | 21.9 | 21.9 |
| Total Financing Cost Charged to Gen. Fund | 32.4 | 34.4 | 42.4 | 46.2 | 48.2 | 47.1 | 46.5 | 43.9 | 45.0 | 43.9 |
| Budget | 28.6 | 31.6 | 34.6 | 37.6 | 40.6 | 42.6 | 44.6 | 46.6 | 48.6 | 50.6 |
| Variance | 3.8 | 2.8 | 7.9 | 8.6 | 7.6 | 4.5 | 1.9 | (2.8) | (3.6) | (6.7) |
| Adjustment - 70 % spend scenario | 30.9 | 31.5 | 38.6 | 41.6 | 43.3 | 42.3 | 42.3 | 40.2 | 41.7 | 40.6 |
| Variance expected (based on previous actual delivery) | 2.3 | (0.1) | 4.0 | 4.1 | 2.8 | (0.3) | (2.3) | (6.4) | (6.9) | (9.9) |

38. Table 4a details the Council's Capital Financing Requirement (CFR), i.e., the underlying need to borrow to fund the capital programme. The total forecast borrowing requirement at year ten is £1.68bn, which remains below the Council's self-imposed borrowing cap of £2.00bn.
39. External borrowing in year ten of the Capital programme has changed from £1.794bn in the current ten-year programme (KD5353) to £1.678bn as detailed in Table 4a below, a change of £116.8m. The key drivers of the change in external debt are:
- Assumption that Joyce & Snells will initially be funded from the HRA, therefore a reduction in borrowing in the General Fund of (£52.4m)
 - Changes in capital programme debt requirement of £29.8m relating to Meridian Water, Companies, General Fund and HRA programmes.
 - Changes in General Fund MRP of (£47.3m) due to a change in the way MRP is charged on rolling programmes and multiyear projects. Historically the Council calculated rolling programme's MRP charges at the end of the ten-year programme. However, a more prudent approach is now being adopted, whereby MRP is charged a year after the budget is spent. The same applies for multiyear projects. The change results in debt being paid back earlier. Further information is available in the MRP policy contained in the 2023/24 Treasury management strategy.

Table 4a: Council's Capital Financing Requirement and Borrowing Projections

| | 2023/24 | 2024/25 | 2025/26 | 2026/27 | 2027/28 | 2028/29 - 2032/33 |
|------------------------|----------------|----------------|----------------|----------------|----------------|-------------------------|
| | £m | £m | £m | £m | £m | £m |
| General Fund CFR | 1,133.7 | 1,214.9 | 1,272.1 | 1,300.3 | 1,294.1 | 1,288.7 |
| HRA CFR | 351.2 | 419.2 | 419.2 | 424.2 | 433.2 | 594.8 |
| Total Loans CFR | 1,484.9 | 1,634.1 | 1,691.3 | 1,724.5 | 1,727.3 | 1,883.5 |
| PFI Liability | 22.1 | 17.7 | 13.8 | 10.7 | 7.5 | 0.0 |
| Total CFR | 1,507.0 | 1,651.7 | 1,705.1 | 1,735.2 | 1,734.8 | 1,883.5 |

| | | | | | | |
|---------------------------|----------------|----------------|----------------|----------------|----------------|----------------|
| Less Internal Borrowing | (83.8) | (166.7) | (192.2) | (216.0) | (212.8) | (205.3) |
| External Borrowing | 1,423.2 | 1,485.0 | 1,512.9 | 1,519.2 | 1,522.0 | 1,678.1 |

40. Table 4b below details the Ratio of Financing Costs to Net Revenue, which is a Prudential Indicator. It compares the total financing costs to the Council's net revenue streams, i.e., council tax, business rates and general Government grants. Although capital expenditure is not charged directly to the revenue budget, interest payable on loans and MRP are charged to revenue.

Table 4b – Prudential Indicator

| Prudential indicator: Ratio of Financing Costs to Net Revenue | 2023/24 | 2024/25 | 2025/26 | 2026/27 | 2027/28 | 2028/29-2032/33 |
|--|----------------|----------------|----------------|----------------|----------------|------------------------|
| General Fund (GF) | £'m | £'m | £'m | £'m | £'m | £'m |
| Total GF Financing Costs (MRP & Interest) | 32.4 | 34.3 | 42.4 | 46.2 | 48.2 | 226.3 |
| Net Revenue Budget | 260.5 | 273.6 | 286.6 | 300.4 | 304.1 | 1,576.0 |
| Proportion of Net Revenue Stream | 12.4% | 12.5% | 14.8% | 15.4% | 15.8% | 14.4% |
| Housing Revenue Account (HRA) | | | | | | |
| Total HRA Financing Costs (Interest) | 14.2 | 17.3 | 17.3 | 17.5 | 17.9 | 107.1 |
| Net HRA Revenue Budget | 69.8 | 76.6 | 79.1 | 82.3 | 84.8 | 468.4 |
| Proportion of Net Revenue Stream | 20.4% | 22.6% | 21.9% | 21.3% | 21.2% | 22.9% |

External Sources – Grants and Contributions

41. The Council has already been notified of some of the grant allocations that can be expected to be received in 2023/24. It is anticipated additional capital grant allocations will be announced in-year, including the outcome of submitted bids. Any further grant allocations that become available during 2023/24, will be included in the relevant quarterly capital monitoring report to Cabinet. It is possible some funding is earmarked for spending on specific Government priorities, rather than local priorities.
42. Capital grants, whilst also not repayable tend to be quite specific in how they can be used and are received for specific projects. The provider, i.e., the Government, external agencies, or private company, will normally have a specific output or outcome that must be achieved, through the capital works the Council undertakes.

43. The Council has been allocated £1.17m by the UK Prosperity Fund. £180k was granted during 2022/23, of which £160k was allocated to supporting the refurbishment of the Dugdale centre. A further £1m is potentially available (2023/24 -£200k, 2024/25 £800k). Once confirmation is received the Capital programme will be updated accordingly. Existing projects funded by borrowing which meet the required criteria will be prioritised.
44. Where actual capital grant and contributions are less than those expected, the ten-year capital programme will be reduced and revised at the earliest opportunity and reported within the respective period capital monitoring report.
45. Table 5a details external grants and contributions funding for the programme and Table 5b provides further information on the status of each grant.

Table 5a – External grants and contributions

| | 2023/24 | 2024/25 | 2025/26 | 2026/27 | 2027/28 | 2028/29- 2032/33 | Total |
|--|--------------|--------------|-------------|-------------|-------------|---------------------|--------------|
| | £m | £m | £m | £m | £m | £m | £m |
| Mental Health and Wellbeing Centre | 1.25 | 1.95 | - | - | - | - | 3.20 |
| Adult Social Care | 1.25 | 1.95 | - | - | - | - | 3.20 |
| Strategic Schools Places | 17.20 | 2.40 | - | - | - | - | 19.60 |
| Schools Maintenance | 7.55 | 7.83 | 5.35 | 5.35 | 5.35 | 26.75 | 58.18 |
| Education | 24.75 | 10.23 | 5.35 | 5.35 | 5.35 | 26.75 | 77.78 |
| PEOPLE | 26.00 | 12.18 | 5.35 | 5.35 | 5.35 | 26.75 | 80.98 |
| Watercourses | 0.99 | 0.92 | - | - | - | - | 1.91 |
| Journey & Places | 4.31 | 4.01 | 3.15 | 3.15 | 3.15 | 15.75 | 33.52 |
| Journey & Places – Enfield to Broxbourne cycle route | 1.51 | - | - | - | - | - | 1.51 |
| Highways – fibre ducting | 0.80 | - | - | - | - | - | 0.80 |
| Traffic & Transportation | 0.70 | 0.70 | 0.70 | 0.70 | 0.70 | 3.50 | 7.00 |
| Environment & Operations | 8.32 | 5.63 | 3.85 | 3.85 | 3.85 | 19.25 | 44.74 |
| Housing Adaptations & Assistance (DFG) | 3.00 | 2.30 | 2.30 | 2.30 | 2.30 | 11.50 | 23.70 |
| Housing & Regeneration | 3.00 | 2.30 | 2.30 | 2.30 | 2.30 | 11.50 | 23.70 |
| PLACE (exc. MW) | 11.32 | 7.93 | 6.15 | 6.15 | 6.15 | 30.75 | 68.44 |
| | | | | | | | |
| | | | | | | | |

| | 2023/24 | 2024/25 | 2025/26 | 2026/27 | 2027/28 | 2028/29- 2032/33 | Total |
|--|---------------|--------------|--------------|--------------|--------------|---------------------|---------------|
| | £m | £m | £m | £m | £m | £m | £m |
| Meridian Water (HIF) | 69.38 | 63.84 | 2.08 | 1.34 | - | - | 136.64 |
| Meridian Water | 69.38 | 63.84 | 2.08 | 1.34 | - | - | 136.64 |
| PLACE (inc. MW) | 80.70 | 71.77 | 8.23 | 7.49 | 6.15 | 30.75 | 205.08 |
| GENERAL FUND | 106.69 | 83.95 | 13.58 | 12.84 | 11.50 | 57.50 | 286.06 |
| Development Programme | 44.55 | 5.04 | 64.97 | 11.21 | 0.83 | 147.89 | 274.48 |
| Estate Regeneration | 2.55 | 0.41 | 0.76 | - | - | - | 3.72 |
| Building Safety | - | - | - | - | - | - | - |
| Decency | - | - | - | - | - | - | - |
| Other | - | - | - | - | - | - | - |
| HRA | 47.10 | 5.45 | 65.73 | 11.21 | 0.82 | 147.89 | 278.20 |
| External grants & contributions | 153.79 | 89.40 | 79.31 | 24.05 | 12.33 | 205.39 | 564.25 |

46. The table above excludes the UK Shared Prosperity Fund (UKSPF) capital allocation of circa £1m for 2023/24 and 2024/25, as it has not been allocated to individual projects yet. This will be updated as part of the 2023/24 Capital monitoring cycle.

Table 5b - Grant status information

| Programme | Grant provider | grant confirmed | grant assumed | ten-year total |
|------------------------------------|--|------------------------|----------------------|-----------------------|
| | | £m | £m | £m |
| Mental Health & Wellbeing Centre | DoH and Better Care Fund | 3.20 | 0.00 | 3.20 |
| Strategic Schools Places Programme | DfE – basic need grant and SEND | 19.60 | 0.00 | 19.60 |
| Schools Maintenance | DfE – school condition grant | 8.18 | 50.00 | 58.18 |
| Watercourses (flood alleviation) | Environment Agency, GLA, Forestry Commission and various third parties | 0.00 | 1.91 | 1.91 |
| Highways – fibre ducting | Local London Grant | 0.80 | 0.00 | 0.80 |

| | | | | | | | |
|---------------------------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| Flood alleviation | 0.18 | 0.25 | 0.25 | 0.25 | 0.25 | 1.25 | 2.43 |
| Journey & Places | 0.35 | 0.20 | 0.20 | 0.20 | 0.20 | 1.00 | 2.15 |
| Town Centre Regeneration | 0.06 | - | - | - | - | - | 0.06 |
| General fund | 0.59 | 0.45 | 0.45 | 0.45 | 0.45 | 2.25 | 4.64 |
| HRA | - | - | - | - | - | - | - |
| Planned s106 utilisation | 0.59 | 0.45 | 0.45 | 0.45 | 0.45 | 2.25 | 4.64 |

Community Infrastructure Levy (CIL)

50. The Community Infrastructure Levy (CIL) is a charge on development to help fund infrastructure such as transport schemes and schools which the Council, local community and neighbourhoods require to help accommodate new growth from development. The available CIL receipts to fund the 2023/24 programme is approximately £60k. The receipts are allocated during the financial year and will be used to substitute borrowing as appropriate.
51. Table 6b details the value of CIL financing that is funding the capital programme over the ten-year capital programme horizon, which amounts to £5.75m. All CIL funding shown has been approved by the Strategic Planning Board (SPB).

Table 6b: CIL Funding

| | 2023/24 | 2024/25 | 2025/26 | 2026/27 | 2027/28 | 2028/29 - 2032/33 | Total |
|--------------------------|-------------|-------------|-------------|-------------|-------------|-------------------------|-------------|
| | £m | £m | £m | £m | £m | £m | £m |
| Flood alleviation | 0.06 | - | - | - | - | - | 0.06 |
| Journey & Places | 1.27 | 1.47 | 1.47 | 0.20 | 0.20 | 1.0 | 5.61 |
| Town Centre Regeneration | 0.08 | - | - | - | - | - | 0.08 |
| General fund | 1.41 | 1.47 | 1.47 | 0.20 | 0.20 | 1.0 | 5.75 |

| | | | | | | | |
|--------------------------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| HRA | - | - | - | - | - | - | - |
| Planned CIL utilisation | 1.41 | 1.47 | 1.47 | 0.20 | 0.20 | 1.00 | 5.75 |

S106 and CIL Balances at Period 8

52. Table 6c summaries the current S.106 and Community Infrastructure Levy (CIL) receipts as at period 8 (November) 2022/23. S106 and CIL balances are administered by the Council's Planning department and accounted for by Corporate Finance. The balances are held in an earmarked reserve.
53. CIL balances are Strategic CIL balances only. They exclude Neighbourhood CIL reserve, which is ringfenced to neighbourhood schemes.

Table 6c: Section 106 and CIL income as at 30th November 2022

| Section 106 and CIL income as at 30 th November 2022 | S106 Balance as at P8 | Strategic CIL Balance as at Period 8 |
|---|-----------------------|--------------------------------------|
| | £m | £m |
| Opening Balance 2022/23 | (6.54) | (5.51) |
| In-Year Receipts 2022/23 | (1.11) | (1.02) |
| Approved – Capital 2022/23 | 0.88 | 1.07 |
| Indicative closing balance 2022/23 | (6.77) | (5.46) |
| Capital 10-year programme - approved | | |
| Flood alleviation | 0.18 | 0.06 |
| Journey & Places | 0.00 | 3.81 |
| Town Centre Regeneration | 0.06 | 0.00 |
| | 0.24 | 3.87 |
| Capital 10-year programme - assumed | | |
| Flood alleviation | 2.25 | 0.00 |
| Journey & Places | 2.15 | 1.80 |
| Town Centre Regeneration | 0.00 | 0.08 |
| | 4.40 | 1.88 |
| S106 / CIL funding assumed in 10-year capital programme | 4.64 | 5.75 |

Capital receipts/Asset Disposals

54. When a capital asset is no longer needed, it may be sold so that the proceeds; known as capital receipts, can be spent acquiring new assets or repaying debt. Councils are permitted to spend capital receipts on revenue service transformation projects on the proviso these can be shown to generate long term cost savings. This flexibility was originally till 31 March 2022 but has been extended to 31 March 2025. Due to the pressures on Revenue capital financing budgets, a strategic review of the Council's assets will commence during 2023/24, with the aim of ascertaining how the Council's assets can best support, the Capital programme ambitions in future years.

| | | | | | | | |
|--|---------|---------|---------|---------|---------|-------------------------|-------|
| | 2023/24 | 2024/25 | 2025/26 | 2026/27 | 2027/28 | 2028/29 - 2032/33 | Total |
|--|---------|---------|---------|---------|---------|-------------------------|-------|

| | £m | £m | £m | £m | £m | £m | £m |
|---|--------------|--------------|--------------|--------------|--------------|--------------|---------------|
| Montagu | 32.16 | 7.43 | 0.18 | - | - | - | 39.76 |
| Meridian Water | 8.92 | - | - | - | - | - | 8.92 |
| *Build the Change - Disposal of Claverings | - | - | 15.00 | - | - | - | 15.00 |
| Sloeman's Farm | 0.33 | 0.06 | 1.15 | 0.04 | - | - | 1.58 |
| General Fund | 41.41 | 7.49 | 16.33 | 0.04 | - | - | 65.26 |
| Right to Buy (RTB) receipts | 8.26 | 7.65 | 4.76 | 4.70 | 7.43 | 7.91 | 40.71 |
| HRA capital receipts | 19.38 | 33.23 | 7.95 | 21.19 | 30.77 | 66.48 | 179.01 |
| HRA | 27.64 | 40.88 | 12.71 | 25.89 | 38.20 | 74.39 | 219.72 |
| Capital receipts assumed in 10 yr. programme | 69.05 | 48.37 | 29.04 | 25.93 | 38.20 | 74.39 | 284.98 |
| **Target additional future capital receipts | 5.00 | 5.00 | 5.00 | 5.00 | 5.00 | - | 25.00 |
| Total | 74.05 | 53.37 | 34.04 | 30.93 | 43.20 | 74.39 | 309.98 |

55. Table 7 – Capital Receipts

*The disposal of Claverings was approved at part of the Build the change programme (KD5280-21.04.21).

** The Target additional future capital receipts will be used to reduce historic debt and will be monitored during the year

56. The ten-year capital programme has £291.67m of useable capital receipts financing the programme. This equates to 16.2% of total financing. The figures in the table are estimates. Actual disposal proceeds will be based on relevant valuation at point of disposal

Local authority capital finance framework: planned improvements

57. In July 2021, Ministry of Housing Communities and Local Government published a policy paper on the current framework for Capital investment in Local authorities. The current framework is based on the Prudential code, for which they have overall responsibility. The paper sets out the department's plan for strengthening the current system, whilst maintaining Council local decision making. One of the objectives is to ensure the risks

associated with Local authorities' commercial investments are adequately managed.

58. The document proposes a 'lines of control model'
 - i. First line of control – is the scrutiny of local authority activity. This happens through the required reporting to government bodies
 - ii. Second line of control - deals with the system of control within individual local authorities
 - iii. Third line of control is the Prudential framework
59. The document does not provide timescales for progressing the work within the policy document, stating only 'we will engage with the sector and key stakeholders on our individual proposals as we take them forward.' At the time of writing this report further information had not been issued
60. Any further updates or changes will be captured as part of the 2023/24 Quarterly monitoring report

Capital Programme Outcomes

61. The proposed Capital Programme underpinned by the Capital strategy contributes to achievement of the Council's five strategic objectives as detailed in the 2023-2026 Enfield Council Plan. The main departmental outcomes are summarised below.
62. As the Capital Programme grows the Council is focussing on maximising income from external sources as well as entering formal arrangements with external commercial organisations to limit the need to take on additional borrowing.

Manifesto Pledges

63. There were 41 election manifesto pledges made by the controlling party in the May-22 local elections to be delivered over the next 4 years. Approximately half have a capital investment requirement, of which 1 has been completed, the provision of free replacement wheelie bins. Of the rest, 4 are currently progressing, with the remaining pledges either in the feasibility stage, awaiting a decision on grant funding applications or subject to an assessment of whether they are eligible for S106 or CIL funding. Further information is provided on the key pledges below
 - i. Introduction of 200 additional mobile fly tipping cameras - The existing Community safety programme has an annual budget of £150k, which will fund the installation of 14 fixed CCTV cameras, which are a combination of new and replacement cameras. The programme will be reviewed in the future to look at options for the delivery of the additional cameras.
 - ii. Creation of fifty additional school streets - Twelve new school streets were delivered in 2022/23 with 2 more dependent on changes to permit policy. The 2023/24 Journey and Places programme is £7.45m and will deliver 10 additional school streets across the borough, funded by a combination of TFL grant, S106 and CIL. Any additional school streets are subject to successful application of grant funding.

- iii. Provision of additional outdoor gyms. Potential sites have been identified, with cost estimates and funding options being explored. There is a possibility this could be funded from Neighbourhood CIL. The existing Parks and playground budget has been increased from £0.40m to £0.75m in 2023/24, which will support the delivery of replacement play equipment and resurfacing works various parks across the borough.

Outcomes by Department

Place (Excluding HRA & Meridian Water - £258.84m over ten years)

- 64. This section provides an overview of forecast outcomes for the main programmes in the department, focussing on 2023/24
- 65. **Build the Change: (£19.04m)** The programme will provide modernised office space across three locations with accessible facilities, collaborative working areas to facilitate new ways of working and storage facilities including bicycles to promote the Council's decarbonisation policies. In 2023/24 work on designs for the Civic Centre to improve accessibility, security, and reconfiguration of floors 1 to 5 will be finalised, enabling procurement of a main contractor to deliver the works.
- 66. **Highways and Street scene: (£66.17m).** The programme will, in 2023/24, enable approximately 4km (2.5miles) of roads to be resurfaced and 2.5km (1.5 miles) of pavements to be renewed with 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 500 new trees will be planted, some of which will replace previously removed dead and decaying trees. Other works include smaller bridge maintenance schemes and continuing the programme of constructing sustainable drainage schemes, including rain gardens and wetlands, which attract external funding.
- 67. **Journey and Places: (formerly Healthy Streets) (£42.80m)** is anticipating a budget in the region of £7.4m for 2023/24, much of this is TfL grant funding, the levels of which are not yet confirmed. Outcomes will fall into the following categories:
 - i. Neighbourhoods: this will include progression of the School Street programme, more residential cycle hangars and a continuation of the Quieter Neighbourhood programme, with the intention to deliver more Low Traffic Neighbourhoods. 14 schools streets have already been completed, the 2023/24 budget aims to deliver 10 new school streets and any future schools streets from 2024/25 onwards are dependent on availability of funding.
 - ii. Walking & Cycling: the continued expansion of the walking and cycling network across the borough. There will be a combination of further design at various stages of the project lifecycle for future schemes, with selected areas of build, subject to funding levels.
 - iii. Town Centres: the primary focus will be to progress the Enfield Town Liveable Neighbourhoods project, to include detailed design of the entire scheme, coupled with commencing the build on early aspects of the project using the secured CIL funding.

- iv. Communications and Engagement: in addition to the use of external grant revenue funding to host activities and events, there will also be engagement activity as part of the delivery of capital projects, with a range of conversations taking place with the community.
68. **Corporate Condition Programme: (£25.04m)**
69. The purpose of the CCP is to fund the planned replacement or substantial repair of major building components including, but not limited to, heating boilers, lifts, building structures and flat roofs necessary to ensure the operational continuity of Council services. Planned works for 2023/24 include:
- i. Urgent health and safety works identified from health and safety audits - £82k
 - ii. Asbestos abatement and remedial works - £120k
 - iii. Public safety works across various sites - £617k
 - iv. Equalities works - £850k
 - v. Staff Safety works - £489k
 - vi. Sustainability works across various sites - £651k
70. **Montagu Industrial estate: (£49.76m)** – Phase 1 became operational in November 2021, with the remaining budget allocated for land assembly. Following changes in the economic environment a review of the scheme is in progress which includes an options appraisal, the results of which will be reported to Cabinet later in the year, with a recommendation on how to proceed. Options being considered include the relocation of the waste recycling and concrete manufacturing plant at the centre of the site, as well as curtailment of further investment.
71. **Flood Alleviation (including Water courses) (£6.29m)**. The programme is funded from a combination of Council borrowing and external grants from the Environment Agency, GLA, Forestry Commission and other third parties. Over the next ten years, the construction of an estimated 10-15 wetlands schemes, 100's of small sustainable drainage features, such as rain gardens and the continued delivery of the Council's Natural Flood Management programme, is planned. These measures include urban greening, parkland improvements, rewilding, river restoration and woodland creation that deliver a wide range of additional non-flood benefits related to biodiversity, climate adaptation and public health and wellbeing. The works will be delivered alongside and closely integrated with the Highways and Street Scene programme.
72. **Vehicle Replacement: (£14.92m)**. The planned vehicle replacement programme will continue in 2023/24, with approximately 50 existing vehicles and items of plant due for replacement in line with the planned programme, to ensure the revenue costs of running older vehicles are minimised. Other work includes the continued expansion of the Council's electric vehicle charging infrastructure. Where possible electric vehicles will be the first consideration

Meridian Water: (£326.32m)

73. The programme has entered the delivery stage with development agreements signed, construction work now underway on one site and construction taking place across multiple sites from 2023/24. Below is a summary of the key outputs by phase:
- Meridian One: In contract for a further 94 Council retained homes bringing the total homes in contract to 181. General – Resolution to grant planning obtained for a further 677 homes. Phase B starting on site with 677 homes. Completions expected from March 2023 to September 2027.
 - Meridian Two: pending Housing Infrastructure Fund (HIF) progress, in contract for 274 homes (to be retained by Metropolitan Thames Housing Association), 3000sqm of commercial space retained by the Council by March 2023, works then likely to start on site in April 2023.
 - Meridian Three: bring forward circa 50 homes and 500 bed purpose-built student accommodation scheme for development or land disposal. Expected to go to market in 2023/24.
 - Meridian Four: Alternative delivery options are now being considered; no further works will be commissioned until a decision on the delivery model is finalised.
 - HIF Road: All design to be completed; pre-construction activities. Street works start on site. Timing pending DLUHC funding decision.
 - HIF Rail: Commencing the construction works, GRIP 5/GRIP 6.
 - Meridian Five: No further project spend until clarification on HIF/SIW is received.

People - £85.1m over ten years

74. **Education services – (£77.8m)** - forecast to spend an estimated £40.3m over the next three years to deliver a programme of school's capital maintenance projects, including the increase of Special Educational Needs (SEND) school places and the landlord responsibility for such maintenance works on roofs, windows, and services.
75. Projects to provide additional SEND school places are being progressed across several schools and include:
- i. Fern House rebuild and expansion, which is under construction and ready for occupation in May 2023. Further contractual capital spend is anticipated during 2023/24 to facilitate building and services commissioning.
 - ii. Winchmore secondary school - Sixth Form and Autistic Unit which is in final stages of design and early stages of procurement with planned completion towards the end of 2023/24.
 - iii. Oaktree special school - Extension and remodelling of the existing school which is early stages of design with planned phased completion in summer 2023 and summer 2024.
76. Further planned projects for increasing SEND places will be presented for approval during 2023/24.

77. Through the Schools Capital Programme, the People department will continue to carry out the Council's Corporate Landlord responsibility in maintaining school buildings and implement strategies to improve the school estate. In the short to medium term, the focus will continue to be providing places for vulnerable children requiring specialist care in the Special Education Needs Sector.
78. The Schools' capital programme is entirely funded from Central Government Grants and Section 106 Developer contributions
79. Mental Health and well-being (**£3.2m**) – Cabinet approval will be sought for the project in March 2023, at which point further information will be available

Resources: £52.5m over ten years

80. **Digital Services : (£52.5m)** The Council's investments in Digital Services (DS) are to enable the Council to deliver its objectives underpinned by the guiding principles detailed in the Corporate plan. The programme will deliver 59 prioritised projects, including End user computing. These will be delivered across multiple years as reflected in KD5573, approved by Cabinet in January 2023.
81. The investment in DS will enable smarter working, improved efficiencies and Digital Inclusion, communication with Enfield's residents and support budget savings through increasing cost effectiveness.

Companies: £132.66m over ten years

82. **Housing Gateway Limited (HGL): £90.53m)**
83. HGL forecasts purchasing and renovating 26 properties during 2023/24. Since the interest rate changes in September 22, HGL has not been able to place offers on properties as they are not financially viable. The prediction for 2023/24 purchases relies on the property market and interest rates falling to a point where it becomes financially viable to purchase again. As the average properties takes 6 months to move from offer accepted to completion, this forecast is based on placing offers in Q1 & Q2 and completing on properties in Q3 & Q4. HGL will also be investigating the possibility of drawing in grant funding via a similar process as was used in the GLA Rough Sleeping project
84. HGL will also deliver a programme of major works at Brickfield House and Greenway House as well as start a programme of minor decarbonisation works across suitable properties within its portfolio
85. **Energetik: (£42.12m)** - Key deliverables include
 - i. Complete the Phase 1 build of the Meridian Water Heat Network, specifically the energy centre and pipe network from the energy centre to Meridian One.
 - ii. Extension of the Meridian Water Heat Network to Fore Street/Grove Street
 - iii. Extension of the Meridian Water Heat Network to Edmonton Green
 - iv. Extension of the Meridian Water Heat Network to Ponders End to interconnect to the Ponders End Heat Network.

Safeguarding Implications

86. The capital programme will not adversely affect safeguarding of children or adults in the Borough and the schemes will be formulated to ensure the Authority discharges its statutory safeguarding obligations.
87. Suppliers are expected to take all reasonable steps to ensure human trafficking and modern slavery are not taking place in any of their supply chains or operations; including compliance with the Modern Slavery Act 2015, wherever it applies. Suppliers are also expected to have a whistleblowing policy which enables staff to raise suspicions of unlawful and unethical practices, including modern slavery and exploitation.

Public Health Implications

88. The Capital programme seeks to improve the health and well-being of the public in Enfield. Improving the housing and environment in which our residents live is a key means to address wider determinants of health and narrow health inequalities.
89. The Capital programmes focus on climate change helps to mitigate this major threat to public health. Council activities that promote forms of active travel and sustainable heating will help to lower local greenhouse gas emissions and air pollution. These will lead to improvements in health of residents and the environment in the long run.

Equalities Impact of the Proposal

90. The Capital Programme supports the delivery of high-quality Council services that promote equality and value diversity.

91. Environmental and Climate Change Considerations

92. These are included in the body of the report as relevant

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

93. The table below sets out key risks together with mitigations which can be implemented

Risk

1. Grant availability and risk of withdrawal if key conditions/deadlines not met.

Mitigation

Reporting of variations which will impact on grant and deployment of counter measures to ensure utilisation of grant maximised together with engagement of grant providers to re-negotiate delivery horizons where possible

- | | |
|---|--|
| 2. Delays in schemes and impact on grant awards and income targets | <p>Prioritise securing external funding sources to spread construction risk in return for sharing of income e.g., Meridian Four external investment for private rented residential units.</p> <p>Tactical engagement and cultivation of key relationships in Government and Agencies to raise profile of increasing costs hence need for continued grant support to contribute to stated local objectives and wider Government priorities.</p> |
| 3. Macro-economic factors including Impact of rising Interest and Inflation | <p>Continue monitoring of key indicators (inflation, interest rates, supply chain intelligence, legislation) supplemented with external advice to ensure MTFP updated to reflect significant changes.</p> <p>More detailed monitoring of capital programme cashflows and programme delivery to ensure value for money is achieved across key programmes</p> |

Financial Implications

94. The Section 151 Officer is required to keep under review the financial position of the Authority. The Capital Programme supports the discharge of this duty, the revenue implications of the Capital Programme proposed have been incorporated into the Medium-Term Financial Plan.

Legal Implications

95. 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.
96. The Capital Strategy is a requirement of the Chartered Institute of Public Finance and Accountancy's (CIPFA) Code of Practice on Treasury Management and the CIPFA Prudential Code for Capital Finance in Local Authorities. The Council is required by regulation to have regard to both codes when carrying out its duties under Part 1 of the Local Government Act 2003. It is noted that this report has been produced in accordance with those requirements.
97. The Council is required as a best value authority under section 3 of the Local Government Act 1999 to make arrangements to secure continuous improvement in the way in which its functions are exercised, having regard to a combination of economy, efficiency, and effectiveness. In this regard, the Council will need to ensure that all of its capital expenditure, investments and borrowing decisions are prudent and sustainable. In doing so it will take into account its arrangements for the repayment of debt and consideration of risk, and the impact and potential impact on the authority's overall fiscal sustainability.
98. The Council is also required to act in accordance with the Public Sector Equality Duty under section 149 of the Equality Act 2010 and have due regard to this when carrying out its functions. It is noted that an equality

impact assessment has been conducted and this should be kept under review in adopting the recommendations arising from this report.

99. **Workforce Implications**

100. Where staff resource is required to support the Council's Capital Programme, this will be required for specified time periods in line with programme requirements and timescales. Restructure reports will be required to create any new posts or new team structures identified as being required to deliver the Capital Programme. Restructure reports will require HR implications advising on Council policy and statutory obligations in relation to staffing, in addition to the finance cost estimates included. Any changes to the programme will seek additional HR & Finance implications

Property Implications

101. Whilst a number of capital projects mentioned within this report have property implications, these will have been highlighted in the relevant report that authorised the project. As such, this report in itself does not have any direct property implications

Options Considered

102. The Ten-year capital programme and overarching capital strategy have been developed using a range of metrics, however the key consideration has been affordability in terms of availability of Revenue Capital financing budgets.

103. A complete and robust consideration of all options has therefore been embedded in the development and refresh of the capital programme with input from a multi-disciplinary Capital Finance Board.

Conclusions

104. The proposed capital programme is submitted for approval as set out in the recommendations at the start of this report.

Report Author: Olga Bennet and Olu Ayodele
Director of Resources and Head of Capital and Projects
[Olga Bennet @enfield.gov.uk](mailto:Olga.Bennet@enfield.gov.uk)
olu.ayodele@enfield.gov.uk
0208 132 1321

Date of report: 8th Feb 2023

Appendices

Further detailed analysis of the ten-year capital programme is included in the Appendices to this report:

Appendix 1 - 2023/24 Capital Strategy

Appendix 2 - Budget Carry Forwards

Appendix 3A - Approved Capital programme by Corporate objective

Appendix 3B - Approved Capital programme by Directorate

Appendix 3C - Approved Capital programme by Department

Appendix 3D - Financing approved Capital programme

Appendix 4A - Outline Budgets subject to further approval, by Corporate objective

Appendix 4B - Outline Budgets subject to further approval, by Directorate

Appendix 4C - Outline Budgets subject to further approval, by Department

Appendix 4D - Outline Budgets subject to further approval Financing

Appendix 5A - Proposed Capital Programme by Corporate Objective

Appendix 5B - Proposed Capital Programme by Directorate

Appendix 5C - Proposed Capital Programme by Department

Appendix 5D - Proposed Capital Programme Financing

Appendix 6 - Departmental Financing tables

Background Papers

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

Treasury Management Strategy 2023/24 (KD5504)

Medium Term Financial Plan (MTFP) 2023/24 to 2027/28 (KD5484)

HRA Business Plan and 2023/24 Rent Setting Report (KD5503)

APPENDICES

Appendix 1 – 2023/24 Capital Strategy



**London Borough of Enfield
Capital Strategy 2023/24**

Introduction

- 1) The CIPFA Prudential Code requires all Councils to have an approved annual capital strategy.
- 2) The capital strategy is integrated with the Medium-Term Financial Plan (MTFP) and Treasury Management Strategy to ensure full account is taken of revenue implications and restrictions on capital funding resources. This includes ensuring the financial implications of the ten-year capital programme, i.e., the Minimum Revenue Provision (MRP) (the notional repayment of principal on loans) and debt financing costs (interest) are incorporated into the MTFP and the Ten-Year Treasury Management Strategy.
- 3) The capital strategy includes a full assessment of the Council's current position – including acute risks arising from current economic conditions, legislative environment, financial resilience, capital financing resources and governance framework. It considers the Council's response to these risks in its 2023/24 to 2032/33 ten-year capital programme.
- 4) The capital strategy sets out the financial framework for development, management and governance of a detailed ten year capital programme (2023/24 to 2032/33) consisting of capital projects that are affordable, with a level of risk commensurate with the Council's risk appetite, and that demonstrably support the delivery of core objectives in the Enfield Council Plan 2023-26 and other key Council strategies (including the Climate Action Plan and Housing & Growth Strategy).
- 5) It seeks to provide an overview of how capital expenditure, capital financing and treasury management activity contribute to the provision of local public services and delivery of the Enfield Council Plan 2023-26, along with an overview of how associated risk is managed and the implications for future financial sustainability.
- 6) It sets out a framework for prioritising individual programmes to ensure the programme remains affordable and does not exceed either the £2 billion self-imposed borrowing cap or any of the other affordability metrics set out in the strategy.

Economic outlook

- 7) The local government sector is experiencing its most challenging period in living memory. The combined impacts of the Covid-19 pandemic, socio-demographic trends and the fiscal and economic environment have created significant risks to Councils, with a number having had to issue a Section 114 notice in the last 12 months: effectively a public declaration of bankruptcy.
- 8) The capital strategy outlines the Council's response to challenging economic conditions following the Covid-19 pandemic and the ongoing war in Ukraine. Inflation has been rising steadily over the last year. The Bank of England's Monetary Policy Committee (MPC) increased the base rate by 0.5% to 3.5% on 14th December 2022 to combat inflationary pressures with CPI at 10.7% in November (11.4% October). For context, the base rate

stood at 0.1% March 2020 and the next MPC is scheduled 2nd February 2023.

- 9) Although the MPC acknowledged the effects of earlier interest rate increases, price and wage pressures are expected to persist which will require further increases to interest rates in 2023, to bring CPI down to the 2% target in the medium term.
- 10) These factors have already had a direct impact on the Council's current capital programme and during 2022/23 a number of programmes have been paused and reviewed to ensure value for money, whilst the Council investigates alternative delivery models. The capital strategy will outline planned actions to mitigate inflation risk.

Legislative environment

- 11) In light of the current economic climate described above and the aftermath of Covid19, the UK Government has begun looking in more detail at the finances of Local Government. There is growing focus on monitoring more closely the finances of Local Government, particularly Council borrowing levels and risk exposure on their capital investments.
- 12) A number of ongoing wider government consultations have been taken into consideration in developing the new 2023/24 - 2032/33 ten-year capital programme. The overall driver of these proposed changes have been to ensure Local Authorities' capital investment remains affordable and risks are adequately managed and mitigated. These include:
 - a) **Constraints on PWLB Borrowing** – implemented 26th November 2020, with guidance clarified 12th May 2022, access to PWLB lending for investment assets bought primarily for yield and non-negligible risk has been restricted to supplement existing principles in the prudential code. This has the effect of reinforcing the principle that Local Authorities should not enter into financial arrangements which serve no direct policy or treasury management purpose.
 - b) Borrowing to support service-based proposals, regeneration and housing continue to be permitted under the Prudential Code. In these instances, Local Authorities are advised to consider carefully whether these investments demonstrate value for money and are affordable.
 - c) **Minimum Revenue Provision (MRP) consultation** – The Council responded to the Government's consultation on proposed reforms to MRP which closed 8th February 2022. The Government announced proposed reforms, which could discount recognition of future capital receipts and tighten regulation on loan arrangements to subsidiaries. Since the proposals were announced the Government has indicated flexibilities may be introduced to mitigate the impact on Authorities as well as delaying implementation to April 2024. As at 6th January 2023 the Government was still in the process of reviewing consultation responses.
 - d) **DLUHC consultation** - The Levelling-Up and Regeneration Bill, published 11 May 2022, includes proposals to introduce new risk indicators to identify signs of financial distress in Local Authorities. Although not yet published the Council's Treasury advisors envisage

these will focus on the proportion and composition of debt, compared to financial resources (e.g., reserves, ability to raise tax revenues); proportion of asset base which are investment or commercial in nature (due to perceived volatility in this sector), and level of MRP in place. The Bill, which is in the House of Commons (3rd reading) and has yet to pass through the House of Lords before receiving Royal Assent, includes provisions for interventions by Government, where Local Authorities are seen to taking on excessive borrowing risk.

- e) **CIPFA Financial Management Code** – introduced to assist Local Authorities in demonstrating their financial sustainability. The Council is working towards full adoption of the CIPFA FM code. The recent CIPFA peer review identified a number of improvements mainly regarding the existing Finance system, which will be addressed with its planned replacement.

Treasury Management

- 13) The Council's Treasury Management Strategy Statement sets out the way in which sufficient but not excessive cash balances will be maintained to meet the Council's spending needs, while managing the risks involved. Surplus cash is invested until required, while a shortage of cash will be met by borrowing, to avoid excessive credit balances or overdrafts in the bank current account. The Council is typically cash rich in the short term as revenue income is received before it is spent, but cash poor in the long term as capital expenditure is incurred before being financed. The revenue cash surpluses are offset against capital cash shortfalls to reduce overall borrowing.
- 14) In accordance with the Treasury Management Strategy Statement, the Council holds significant invested funds, representing income received in advance of expenditure plus balances and reserves. All cash balances are invested with approved financial institutions with the aim of closing each day with a zero current bank balance ensuring all surplus cash is always appropriately invested
- 15) The Council's objective when investing money is to strike an appropriate balance between risk and return. Where balances are expected to be invested for more than a year, the Council will aim to achieve a return equal to or higher than inflation to maintain spending power.

Strategic aims for the capital programme

- 16) The capital strategy (and 2023/24 to 2032/33 ten-year capital programme) is geared towards supporting delivery of the 2023-26 Enfield Council Plan, which focuses on five strategic outcomes.
- 17) In addition to the Enfield Council Plan, the new capital programme will also consider how best the Council's budget priorities and new administration's manifesto commitments can be delivered. This may require reprioritisation of projects already approved within the current ten-year capital programme. Further information is available in the body of the report

- 18) The Council is committed to investing in each of its corporate objectives. Examples of investment in some of the Council's programmes is provided below:



Meridian One housing development – view from inside Meridian Water station





New mausolea and burial chambers – Edmonton cemetery and Southgate cemetery



Energetik – new Energy Centre and heat network installation



First phase of Montagu Industrial Estate regeneration programme

Development of the capital programme

- 19) The 2023/24 - 2032/33 ten-year programme has been developed against a challenging economic environment. The scale and ambition of the Council's capital programme exposes the Council to financial resilience risks through both the requirement to fund the programme through debt, and specific investment risks associated with projects. The Council is facing a number of financial pressures on its revenue budget. As such, it has become increasingly important to ensure the financing costs (debt principal repayment and interest) of the capital programme remain affordable.
- 20) In response to these acute risks, a range of actions were identified to help ensure the capital programme remains affordable. The actions are listed below, some of which started during the development of the detailed programme, others will commence during 2023/24. These include (but are not limited to):
- Testing the overall affordability of the 2023/24 to 2032/33 ten-year capital programme prior to seeking formal Council approval.
 - Review of high value capital projects in the current ten-year capital programme (particularly those reliant on significant levels of prudential borrowing) to determine whether there is scope to reprioritise delivery of these. In undertaking this exercise, the Council will ensure the full financial implications on the revenue budget (as well as strategic and political implications) are transparent and understood. This will continue during 2023/24
 - Ensure capital receipts and other non-borrowing sources of finances are monitored, with associated risks clearly mitigated.
 - Review apportionment methodology for the allocation of overheads to capital
 - Review alternative delivery vehicles (including new partnering opportunities)

- Maximise available resources by actively seeking appropriate external funding and disposal of surplus assets
- Ensuring adequacy of annual revenue budget to meet the costs of borrowing debt and interest payments.

Governance

Role of Cabinet and Council

- 21) Full Council approves the first year of the ten-year rolling Capital programme, on an annual basis, noting future years. The ten-year capital programme consists of both approved budgets and budget envelopes. The latter require further approval to spend. Depending on budget envelope value, this further approval is granted by either Cabinet, Cabinet member or as an Operational decision. For programmes less than £500k, Cabinet can choose to delegate this approval, and this should be evidenced by the Scheme of Delegation. Approval to spend must be based upon a robust business case, a clear understanding of the expected outcomes from the investment and full assessment of financial implications.

Role of the Capital Finance Board (CFB)

- 22) The Capital Finance Board (CFB) is responsible for the overall financial management of the Council's General Fund and Housing Revenue Account (HRA) capital programmes, on behalf of the Executive Management Team (EMT).

Performance Management

- 23) Once a capital project is approved, it forms part of the Council's approved capital programme which is monitored on a quarterly basis and is reported through to Cabinet. However, some of the more complex projects are monitored on a monthly basis.
- 24) Individual project managers / budget holders are responsible for submitting annual forecasts as part of the detailed quarterly budget monitoring. Individual returns are consolidated before being reviewed at Departmental Management Teams (DMT) meetings. These approved forecasts form the basis of the quarterly monitoring report, which is reviewed at CFB and discussed at EMT, before being presented to Cabinet and Council (as required to approve any amendments to the approved programme).
- 25) The Finance team act as the 'critical friend' during the monitoring cycle, by working with services to provide forecasts that are as accurate as possible, but also scrutinising and challenging unrealistic financial forecasts and requests for budget carry forwards. During 2023/24 there will be a greater focus on the delivery of milestones within agreed budgets, to ensure value for money can continue to be demonstrated.
- 26) The Capital programme is risk based at the start of the year based on factors including budget size, funding sources, grant conditions and the impact of external economic factors. This forms the basis for identifying those programmes which will be subject to at least one, high level CFB programme review. Responsible officers present a high-level project

overview regarding the project finances, delivery and any risks and mitigations. This is in addition to the regular monitoring described above

- 27) CFB also maintain and review a strategic capital programme risk register. The register will incorporate key risks from other strategic registers with potential material impact on the delivery of the programme. Major projects also have separate programme boards where the project finances are also reviewed

Other strategies relevant to the Capital strategy

Housing and Growth Strategy

- 28) The Housing and growth strategy sets out the overarching vision and direction of the Council in relation to delivering housing growth
- 29) It also recognises the need to invest in Council housing and services, to improve the private rented sector and to ensure a wide range of housing products are provided
- 30) Two of the strategy's key objectives are to provide more affordable homes for local people and invest in Council homes. These objectives are key drivers for future investment and is reflected in the current programme, with £1.404bn forecast to be invested in supporting the delivery of 'more and better homes'

Climate Action Plan 2020

- 31) The Climate Action Plan 2020, set out the approach to working with staff, suppliers, residents, businesses, schools, statutory partners, and government to become a carbon neutral organisation by 2030 and create a carbon neutral borough by 2040.
- 32) The plan recognises that achieving carbon neutrality and tackling emissions across the borough will be hugely challenging given the budgetary pressures on local government. Identifying the need to look to the mayor, the government, and other sources of funding alongside our existing budget, in order to deliver the action that is needed.
- 33) Projects such as LED lighting and flood alleviation schemes, and investment in low carbon energy via Energetik support this Council strategic priority.

Strategic Asset Management Plan

- 34) The Council has a substantial corporate property portfolio, which comprises both operational properties (through which service delivery takes place) and investment properties (where income is derived to pay for the Council's services). Given the challenging financial position facing all local authorities, the Council must optimise the use of its operational assets so that the cost of holding property is only what it needs to be, whilst at the same time ensuring that the properties are repaired, maintained, and safe places to work
- 35) The Council's 'Build the Change' programme of office rationalisation was approved in 2019/20. The initial phase has seen an investment of £14m which has delivered a modern Housing hub in Edmonton Green and a Children's and families Hub at Thomas Hardy House. A further £16m has

recently been approved for the next phase, which will see significant capital investment in other Council buildings.

- 36) For other operational properties, investment in necessary lifecycle works is a continual activity and enabled via the Corporate Condition Programme where planned and preventative maintenance works identified through building condition survey data are carried out.
- 37) Investment properties are an important source of funding for Council services. Periodic investment is needed in them in order to optimise revenue returns and the investment value of the asset. For instance, the regeneration of the Montagu Industrial Estate through a Joint Venture with HBD has recently delivered Phase 1 comprising 59,000 sq. ft of new industrial space that is almost fully let at prime rents. Subsequent phases of the Montagu regeneration will see a further 350,000 sq. ft plus of new space developed

Economic climate - Risks and Mitigations

- 38) The table below details the specific risks and mitigations which have the potential to impact the development and delivery of the ten-year programme

| Risk | Mitigation |
|--|---|
| Inflationary pressures impact programme delivery | Appropriate levels of project contingency is included within key capital schemes. Budgets pending refreshed business cases will require further approval prior to commencing delivery. |
| Breach of the £2bn borrowing cap | The Council will continue to seek to minimise the extent of borrowing required to fund its capital programme. |
| Grant reduction following commitment of expenditure | All grant funded projects will be kept under close review, with any risks highlighted in the quarterly monitoring report and options for other funding sources continually investigated. A new section will be incorporated in the quarterly monitoring report which will collate updates from Programme managers on the status of any grants receivable |
| Changes to the timing /amount of Capital receipts assumed to finance the programme | A new section will be incorporated in the quarterly monitoring report which will collate updates from Programme managers on the status of any capital receipts |
| Capital programme is in breach of updated /new legislation | The Council must ensure it is up to date and remains vigilant of potential changes in legislation and the potential impact on capital programmes |
| Change in status of key Partners | Careful monitoring of any agreements and prompt escalation to manage any identified risks |
| Inadequate capacity to | The Council will monitor this through its existing |

deliver 2023/24 Capital Programme

governance structure of Programme Boards, the Strategic Delivery Board, with oversight from the Capital Finance Board and the Executive management team

Knowledge and Skills

- 39) The Council employs professionally qualified and experienced staff in senior positions with responsibility for making capital expenditure, borrowing and investment decisions. The Council supports staff to study towards relevant professional qualifications including CIPFA, as well as supporting attendance at Continuing Professional Development (CPD) events to increase general understanding of construction, project appraisal methods, as well as on the job coaching and mentoring.
- 40) When necessary, for example when specific skills are required, use is made of external advisers and consultants that are specialists in their field. This approach ensures that the Council has access to knowledge and skills commensurate with its risk appetite.
- 41) The Council has full understanding of and continues to monitor developments in PWLB requirements – in particular, restrictions on when PWLB can be used.
- 42) Background Papers
 - a) Medium term Financial Plan
 - b) Treasury Management Strategy
 - c) Enfield Corporate Plan
 - d) Climate Action Plan 2020

Appendix 2 - Requested carry forward of capital budget from 2022/23

| | £m | Justification for carry forward request |
|---|---------------|---|
| IT investment | 13.32 | In line with ICT investment report KD5573. |
| Resources | 13.32 | |
| Montagu Industrial Estate | 5.67 | 2023/24 budget will be refreshed once financial modelling is complete. The proposed ten-year Montagu budget (including £5.67m carried forward) is £49.8m, of which £10m is funded from borrowing (remainder assumed capital receipts) |
| Vehicle replacement programme | 1.10 | Partially committed. Increased 23/24 capital budget to £2.4m, which is a realistic estimate of planned spend |
| Growth of Trade Waste Service | 0.50 | Budget subsequently removed from 2023/24 programme, as part of budget setting |
| Corporate condition programme | 0.46 | Spend committed |
| Highways & Street Scene | 0.04 | Spend committed |
| Town Centre Regeneration | 0.03 | Spend committed |
| Place (ex-Meridian Water) | 7.79 | |
| Journey & Places | 1.10 | Grant funded budget, subject to grant provider approval |
| Housing adaptations & assistance (DFG) | 0.70 | Grant funded budget |
| Schools programme | 19.73 | Grant funded budget (a portion of this budget has subsequently been removed as part of 23/24 budget setting) |
| Grant funded (ex-Meridian Water) | 21.53 | |
| Other schemes | | |
| Meridian Water Scheme-wide | 11.00 | Earmarked to specific areas (including land purchase, waste mound removal, M1 programme, feasibility, and design). Borrowing funded budget, with no MRP or interest charged to revenue whilst asset is under construction |
| Meridian Water HIF | 67.68 | Grant funded |
| Meridian Water | 78.69 | |
| Housing Gateway Ltd | 34.25 | Companies bear revenue cost of borrowing |
| Energetik | 2.00 | Companies bear revenue cost of borrowing |
| Companies | 36.25 | |
| General Fund | 157.59 | |
| | | |
| HRA | 26.83 | Combination of schemes and funding, costs borne by HRA |
| Total carried forward budget requested | 184.42 | |

Approved capital budgets in ten-year capital programme

Appendix 3a - Approved capital budgets by Corporate Objective

| | 2023/24 | 2024/25 | 2025/26 | 2026/27 | 2027/28 | 2028/29- 2032/33 | ten-year total |
|---------------------------------------|---------------|---------------|---------------|--------------|--------------|---------------------|-------------------|
| | £m | £m | £m | £m | £m | £m | £m |
| Clean and Green Places | 2.29 | 1.02 | 0.10 | 0.10 | 0.10 | 0.50 | 4.10 |
| Strong, healthy, and safe communities | 2.38 | 2.02 | 1.15 | 0.04 | 0.00 | 0.00 | 5.59 |
| Thriving children and young people | 24.75 | 5.23 | 0.35 | 0.35 | 0.35 | 1.75 | 32.78 |
| More and Better Homes | 258.80 | 252.79 | 135.69 | 83.54 | 74.31 | 535.24 | 1,340.36 |
| An economy that works for everyone | 63.23 | 27.66 | 16.10 | 4.20 | 3.00 | 10.40 | 124.58 |
| Total | 351.44 | 288.71 | 153.38 | 88.23 | 77.76 | 547.89 | 1,507.41 |

Appendix 3b - Approved capital budgets by Directorate

| | 2023/24 | 2024/25 | 2025/26 | 2026/27 | 2027/28 | 2028/29- 2032/33 | ten-year total |
|--------------------------------|---------------|---------------|---------------|--------------|--------------|---------------------|-------------------|
| | £m | £m | £m | £m | £m | £m | £m |
| Resources | 13.50 | 12.50 | 8.90 | 4.20 | 3.00 | 10.40 | 52.50 |
| People | 26.00 | 7.18 | 0.35 | 0.35 | 0.35 | 1.75 | 35.98 |
| Place | 53.15 | 16.24 | 8.45 | 0.14 | 0.10 | 0.50 | 78.57 |
| Place – Meridian Water | 104.40 | 99.06 | 19.65 | 26.87 | 10.87 | 65.47 | 326.32 |
| Companies | 19.78 | 25.48 | 23.76 | 0.00 | 0.00 | 0.00 | 69.01 |
| General Fund | 216.82 | 160.46 | 61.11 | 31.56 | 14.32 | 78.12 | 562.38 |
| Development Programme | 69.66 | 77.13 | 74.93 | 36.39 | 46.49 | 372.24 | 676.84 |
| Estate Regeneration | 4.97 | 1.12 | 0.76 | 0.63 | 0.00 | 0.00 | 7.47 |
| Building Safety | 29.83 | 13.52 | 13.15 | 2.50 | 0.00 | 0.00 | 58.99 |
| Decency | 24.20 | 33.57 | 2.24 | 15.65 | 16.95 | 97.53 | 190.14 |
| Other | 5.97 | 2.91 | 1.19 | 1.50 | 0.00 | 0.00 | 11.58 |
| Housing Revenue Account | 134.6 | 128.2 | 92.3 | 56.7 | 63.4 | 469.8 | 945.0 |
| Total | 351.44 | 288.71 | 153.38 | 88.23 | 77.76 | 547.89 | 1,507.41 |

Appendix 3c - Approved capital budgets by Programme

| | 2023/24 | 2024/25 | 2025/26 | 2026/27 | 2027/28 | 2028/29- 2032/33 | ten-year total |
|-------------------------------------|---------------|---------------|---------------|--------------|--------------|---------------------|-------------------|
| | £m | £m | £m | £m | £m | £m | £m |
| IT Investment | 13.50 | 12.50 | 8.90 | 4.20 | 3.00 | 10.40 | 52.50 |
| Resources | 13.50 | 12.50 | 8.90 | 4.20 | 3.00 | 10.40 | 52.50 |
| Mental Health and Wellbeing Centre | 1.25 | 1.95 | - | - | - | - | 3.20 |
| Strategic Schools Places Programme | 17.20 | 2.40 | - | - | - | - | 19.60 |
| Schools Maintenance | 7.55 | 2.83 | 0.35 | 0.35 | 0.35 | 1.75 | 13.18 |
| People | 26.00 | 7.18 | 0.35 | 0.35 | 0.35 | 1.75 | 35.98 |
| Flood Alleviation (watercourses) | 1.12 | 0.92 | - | - | - | - | 2.04 |
| Highways – fibre ducting | 0.80 | - | - | - | - | - | 0.80 |
| Journey & Places | 1.07 | - | - | - | - | - | 1.07 |
| Waste bin replacements | 0.10 | 0.10 | 0.10 | 0.10 | 0.10 | 0.50 | 1.00 |
| Sloemans's Farm burial | 0.33 | 0.07 | 1.15 | 0.04 | - | - | 1.59 |
| Environment & Operations | 3.42 | 1.09 | 1.25 | 0.14 | 0.10 | 0.50 | 6.50 |
| Corporate Condition Programme | 2.09 | 0.70 | - | - | - | - | 2.79 |
| Build the Change | 5.00 | 7.03 | 7.02 | - | - | - | 19.04 |
| Montagu Industrial Estate | 42.16 | 7.43 | 0.18 | - | - | - | 49.76 |
| Town Centre Regeneration | 0.49 | - | - | - | - | - | 0.49 |
| Property & Economy | 49.73 | 15.16 | 7.20 | - | - | - | 72.10 |
| Meridian Water (One to Thirteen) | 18.80 | 17.21 | 5.33 | 12.60 | 0.82 | 3.60 | 58.36 |
| Meridian Water Scheme-wide | 16.22 | 18.01 | 12.25 | 12.93 | 10.05 | 61.87 | 131.31 |
| Meridian Water (HIF) | 69.38 | 63.84 | 2.08 | 1.34 | - | - | 136.64 |
| Meridian Water | 104.40 | 99.06 | 19.65 | 26.87 | 10.87 | 65.47 | 326.32 |
| Place | 157.56 | 115.31 | 28.11 | 27.01 | 10.97 | 65.97 | 404.93 |
| Energetik | 17.55 | 10.50 | 14.07 | - | - | - | 42.12 |
| Housing Gateway Ltd | 2.23 | 14.87 | 9.68 | - | - | - | 26.78 |
| Companies | 19.78 | 25.37 | 23.75 | - | - | - | 68.90 |
| General Fund | 216.84 | 160.36 | 61.11 | 31.56 | 14.32 | 78.12 | 562.31 |
| Development Programme | 69.66 | 77.13 | 74.93 | 36.39 | 46.49 | 372.24 | 676.84 |
| Estate Regeneration | 4.97 | 1.12 | 0.76 | 0.63 | 0.00 | 0.00 | 7.47 |
| Building Safety | 29.83 | 13.52 | 13.15 | 2.50 | 0.00 | 0.00 | 58.99 |
| Decency | 24.20 | 33.57 | 2.24 | 15.65 | 16.95 | 97.53 | 190.14 |
| Other | 5.97 | 2.91 | 1.19 | 1.50 | 0.00 | 0.00 | 11.58 |
| HRA | 134.6 | 128.2 | 92.3 | 56.7 | 63.4 | 469.8 | 945.0 |
| Total | 351.44 | 288.71 | 153.38 | 88.23 | 77.76 | 547.89 | 1,507.41 |

Appendix 3d - Financing Approved capital budgets

| | 2023/24 | 2024/25 | 2025/26 | 2026/27 | 2027/28 | 2028/29- 2032/33 | ten-year total |
|-------------------------|---------------|---------------|---------------|--------------|--------------|---------------------|-------------------|
| | £m | £m | £m | £m | £m | £m | £m |
| External Grants | 98.22 | 71.94 | 2.43 | 1.69 | 0.35 | 1.75 | 176.38 |
| S106/CIL | 0.14 | - | - | - | - | - | 0.14 |
| Capital Receipts | 41.41 | 7.50 | 16.33 | 0.04 | - | - | 65.27 |
| Borrowing | 77.05 | 81.03 | 42.35 | 29.83 | 13.97 | 73.37 | 320.60 |
| General Fund | 216.84 | 160.36 | 61.11 | 31.56 | 14.32 | 78.12 | 562.40 |
| External Grants | 47.1 | 5.45 | 65.7 | 11.2 | 0.8 | 147.9 | 278.2 |
| Capital Receipts | 27.6 | 40.9 | 12.7 | 25.9 | 38.2 | 74.4 | 219.7 |
| Major Allowance Repairs | 12.3 | 13.9 | 13.8 | 14.6 | 15.4 | 68.5 | 138.5 |
| Earmarked Reserves | 2.6 | - | - | - | - | - | 2.6 |
| Borrowing | 45.0 | 68.0 | - | 5.0 | 9.0 | 179.0 | 306.0 |
| HRA | 134.6 | 128.2 | 92.3 | 56.7 | 63.4 | 469.8 | 945.0 |
| Total | 351.44 | 288.71 | 153.38 | 88.23 | 77.76 | 547.89 | 1,507.41 |

Capital budgets requiring further approval to spend in 10-year capital programme

Appendix 4a – Outline budgets subject to further approval to spend, by Corporate Objective

| | 2023/24 | 2024/25 | 2025/26 | 2026/27 | 2027/28 | 2028/29- 2032/33 | ten-year total |
|---------------------------------------|--------------|--------------|--------------|--------------|--------------|---------------------|-------------------|
| | £m | £m | £m | £m | £m | £m | £m |
| Clean and Green Places | 9.25 | 7.41 | 10.67 | 5.24 | 4.60 | 23.75 | 60.90 |
| Strong, healthy, and safe communities | 9.44 | 9.58 | 8.90 | 9.19 | 9.49 | 50.51 | 97.11 |
| Thriving children and young people | 0.46 | 5.36 | 5.36 | 5.36 | 5.36 | 26.80 | 48.70 |
| More and Better Homes | 8.98 | 11.43 | 26.20 | 17.03 | 0.00 | 0.00 | 63.64 |
| An economy that works for everyone | 0.00 | 2.21 | 2.34 | 2.48 | 2.63 | 12.59 | 22.25 |
| Total | 28.13 | 35.98 | 53.47 | 39.31 | 22.08 | 113.65 | 292.61 |

Appendix 4b – Outline capital budgets subject to further approval to spend, by Directorate

| | 2023/24 | 2024/25 | 2025/26 | 2026/27 | 2027/28 | 2028/29- 2032/33 | ten-year total |
|--------------------------------|--------------|--------------|--------------|--------------|--------------|---------------------|-------------------|
| | £m | £m | £m | £m | £m | £m | £m |
| Resources | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| People | 0.46 | 5.36 | 5.36 | 5.36 | 5.36 | 26.80 | 48.70 |
| Place | 18.69 | 19.19 | 21.91 | 16.91 | 16.72 | 86.85 | 180.26 |
| Companies | 8.98 | 11.43 | 26.20 | 17.03 | 0.00 | 0.00 | 63.64 |
| General Fund | 28.13 | 35.98 | 53.47 | 39.31 | 22.08 | 113.65 | 292.61 |
| Housing Revenue Account | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| | | | | | | | |
| Total | 28.13 | 35.98 | 53.47 | 39.31 | 22.08 | 113.65 | 292.61 |

Appendix 4c: 10 year proposed programme: outline budgets subject to further approval to spend

| | Basis for further approval | 2023/24 | 2024/25 | 2025/26 | 2026/27 | 2027/28 | 2028/29- 2032/33 | ten-year total |
|------------------------------------|---|--------------|--------------|--------------|--------------|--------------|---------------------|-------------------|
| | | £m | £m | £m | £m | £m | £m | £m |
| Schools Maintenance | Indicative – grant funded budget to be allocated to specific schemes | - | 5.00 | 5.00 | 5.00 | 5.00 | 25.00 | 45.00 |
| Community Safety | Annual budget – to be allocated to specific schemes, funded borrowing | 0.15 | 0.15 | 0.15 | 0.15 | 0.15 | 0.75 | 1.50 |
| Extensions to foster carers' homes | Annual budget – to be allocated to specific schemes, funded borrowing | 0.31 | 0.21 | 0.21 | 0.21 | 0.21 | 1.05 | 2.20 |
| People | | 0.46 | 5.36 | 5.36 | 5.36 | 5.36 | 26.80 | 48.70 |
| Vehicle replacement programme | Borrowing funded annual budget – to be approved annually line with fleet replacement plan | 2.44 | 1.30 | 5.42 | 1.26 | 0.62 | 3.87 | 14.92 |
| Corporate condition programme | Borrowing funded annual budget – to be allocated to specific schemes | 0.00 | 2.21 | 2.34 | 2.48 | 2.63 | 12.59 | 22.25 |
| Highways & Street Scene | Borrowing funded annual budget – to be allocated to specific schemes | 5.50 | 6.57 | 5.90 | 6.19 | 6.49 | 35.51 | 66.17 |
| Traffic & Transportation | Grant funded budget based on estimated annual grant funding | 0.70 | 0.70 | 0.70 | 0.70 | 0.70 | 0.70 | 7.00 |
| DFG housing adaptations | Grant funded budget based on estimated annual grant funding | 3.00 | 2.30 | 2.30 | 2.30 | 2.30 | 11.50 | 23.70 |
| Journey & Places | Grant and s106 funded budget, based on estimated annual grant funding | 5.93 | 5.68 | 4.82 | 3.55 | 3.55 | 17.75 | 41.28 |
| Enfield to Broxbourne Cycle | Grant funded budget – off carriageway works | 0.45 | - | - | - | - | - | 0.45 |
| Flood alleviation | Annual budget of £0.25m s106 and £0.18m borrowing | 0.43 | 0.43 | 0.43 | 0.43 | 0.43 | 0.43 | 4.25 |
| Expansion of MoT facility | Borrowing funded - requires approval pending viability confirmation | 0.25 | - | - | - | - | - | 0.25 |
| Place | | 18.69 | 19.19 | 21.91 | 16.91 | 16.72 | 88.35 | 180.26 |
| Housing Gateway Ltd | Borrowing funded | 8.98 | 11.43 | 26.20 | 17.03 | - | - | 63.64 |
| Companies | | 8.98 | 11.43 | 26.20 | 17.03 | - | - | 63.64 |
| Total | | 28.13 | 35.98 | 53.47 | 39.31 | 22.08 | 113.65 | 292.61 |

Appendix 4d – 10 year proposed programme: funding of outline budgets, subject to further approval to spend

| | 2023/24 | 2024/25 | 2025/26 | 2026/27 | 2027/28 | 2028/29- 2032/33 | ten-year total |
|---------------------|--------------|--------------|--------------|--------------|--------------|---------------------|-------------------|
| | £m | £m | £m | £m | £m | £m | £m |
| External Grants | 8.46 | 12.01 | 11.15 | 11.15 | 11.15 | 55.75 | 109.67 |
| S106 | 0.53 | 0.45 | 0.45 | 0.45 | 0.45 | 2.25 | 4.58 |
| CIL | 1.33 | 1.47 | 1.47 | 0.20 | 0.20 | 1.00 | 5.67 |
| Borrowing | 17.80 | 22.05 | 40.40 | 27.51 | 10.28 | 54.65 | 172.68 |
| General Fund | 28.13 | 35.98 | 53.47 | 39.31 | 22.08 | 113.65 | 292.61 |
| HRA | - | - | - | - | - | - | - |
| Total | 28.13 | 35.98 | 53.47 | 39.31 | 22.08 | 113.65 | 292.61 |

Total capital budgets in ten-year capital programme

Appendix 5a – Ten-year capital programme by Corporate Objective

| | 2023/24 | 2024/25 | 2025/26 | 2026/27 | 2027/28 | 2028/29- 2032/33 | ten-year total |
|---------------------------------------|---------------|---------------|---------------|---------------|--------------|---------------------|-----------------|
| | £m | £m | £m | £m | £m | £m | £m |
| Clean and Green Places | 11.53 | 8.42 | 10.77 | 5.34 | 4.70 | 24.25 | 65.00 |
| Strong, healthy, and safe communities | 11.82 | 11.60 | 10.06 | 9.23 | 9.49 | 50.51 | 102.70 |
| Thriving children and young people | 25.21 | 10.59 | 5.71 | 5.71 | 5.71 | 28.55 | 81.48 |
| More and Better Homes | 267.79 | 264.21 | 161.88 | 100.57 | 74.31 | 535.24 | 1,404.00 |
| An economy that works for everyone | 63.23 | 29.87 | 18.44 | 6.68 | 5.63 | 22.99 | 146.83 |
| Total | 379.58 | 324.69 | 206.85 | 127.53 | 99.83 | 661.53 | 1,800.00 |

Appendix 5b – Ten-year capital programme by Directorate

| | 2023/24 | 2024/25 | 2025/26 | 2026/27 | 2027/28 | 2028/29- 2032/33 | ten-year total |
|--------------------------------|---------------|---------------|---------------|---------------|--------------|---------------------|-----------------|
| | £m | £m | £m | £m | £m | £m | £m |
| Resources | 13.50 | 12.50 | 8.90 | 4.20 | 3.00 | 10.40 | 52.50 |
| People | 26.46 | 12.54 | 5.71 | 5.71 | 5.71 | 28.55 | 84.68 |
| Place | 71.83 | 35.43 | 30.36 | 17.05 | 16.82 | 87.35 | 258.84 |
| Place – Meridian Water | 104.40 | 99.06 | 19.65 | 26.87 | 10.87 | 65.47 | 326.32 |
| Companies | 28.76 | 36.90 | 49.96 | 17.03 | 0.00 | 0.00 | 132.66 |
| General Fund | 244.95 | 196.44 | 114.58 | 70.86 | 36.40 | 191.76 | 854.99 |
| Development Programme | 69.66 | 77.13 | 74.93 | 36.39 | 46.49 | 372.24 | 676.84 |
| Estate Regeneration | 4.97 | 1.12 | 0.76 | 0.63 | 0.00 | 0.00 | 7.47 |
| Building Safety | 29.83 | 13.52 | 13.15 | 2.50 | 0.00 | 0.00 | 58.99 |
| Decency | 24.20 | 33.57 | 2.24 | 15.65 | 16.95 | 97.53 | 190.14 |
| Other | 5.97 | 2.91 | 1.19 | 1.50 | 0.00 | 0.00 | 11.58 |
| Housing Revenue Account | 134.63 | 128.2 | 92.3 | 56.7 | 63.4 | 469.8 | 945.0 |
| Total | 379.58 | 324.69 | 206.85 | 127.53 | 99.83 | 661.53 | 1,800.00 |

Appendix 5c – Ten-year capital programme by programme

| | 2023/24 | 2024/25 | 2025/26 | 2026/27 | 2027/28 | 2028/29- 2032/33 | ten-year total |
|--|---------------|---------------|--------------|--------------|--------------|---------------------|-------------------|
| | £m | £m | £m | £m | £m | £m | £m |
| IT Investment | 13.50 | 12.50 | 8.90 | 4.20 | 3.00 | 10.40 | 52.50 |
| Resources | 13.50 | 12.50 | 8.90 | 4.20 | 3.00 | 10.40 | 52.50 |
| Mental Health and Wellbeing Centre | 1.25 | 1.95 | - | - | - | - | 3.20 |
| Community Safety | 0.15 | 0.15 | 0.15 | 0.15 | 0.15 | 0.75 | 1.50 |
| Extensions to Foster Carers' Homes | 0.31 | 0.21 | 0.21 | 0.21 | 0.21 | 1.05 | 2.20 |
| Strategic Schools Places Programme | 17.20 | 2.40 | - | - | - | - | 19.60 |
| Schools Maintenance | 7.55 | 7.83 | 5.35 | 5.35 | 5.35 | 26.75 | 58.18 |
| People | 26.46 | 12.54 | 5.71 | 5.71 | 5.71 | 28.55 | 84.68 |
| Flood Alleviation (excluding watercourses) | 0.43 | 0.43 | 0.43 | 0.43 | 0.43 | 2.13 | 4.25 |
| Flood Alleviation (watercourses) | 1.12 | 0.92 | - | - | - | - | 2.04 |
| Highways & Street Scene | 5.50 | 6.57 | 5.90 | 6.19 | 6.49 | 35.51 | 66.17 |
| Highways – fibre ducting | 0.80 | - | - | - | - | - | 0.80 |
| Journey & Places | 7.45 | 5.68 | 4.82 | 3.55 | 3.55 | 17.75 | 42.80 |
| Traffic & Transportation | 0.70 | 0.70 | 0.70 | 0.70 | 0.70 | 3.50 | 7.00 |
| Vehicle Replacement Programme | 2.44 | 1.30 | 5.42 | 1.26 | 0.62 | 3.87 | 14.92 |
| Workshops for External Commercialisation | 0.25 | - | - | - | - | - | 0.25 |
| Waste bin replacements | 0.10 | 0.10 | 0.10 | 0.10 | 0.10 | 0.50 | 1.00 |
| Sloemans's Farm burial | 0.33 | 0.07 | 1.15 | 0.04 | - | - | 1.59 |
| Environment & Operations | 19.11 | 15.77 | 18.52 | 12.27 | 11.89 | 63.23 | 140.80 |
| Corporate Condition Programme | 2.09 | 2.91 | 2.34 | 2.48 | 2.63 | 12.59 | 25.04 |
| Build the Change | 5.00 | 7.03 | 7.02 | - | - | - | 19.04 |
| Montagu Industrial Estate | 42.16 | 7.43 | 0.18 | - | - | - | 49.76 |
| Town Centre Regeneration | 0.49 | - | - | - | - | - | 0.49 |
| Property & Economy | 49.73 | 17.37 | 9.54 | 1.42 | 1.50 | 7.19 | 94.34 |
| Housing Adaptations & Assistance (DFG) | 3.00 | 2.30 | 2.30 | 2.30 | 2.30 | 11.50 | 23.70 |
| Housing & Regeneration | 3.00 | 2.30 | 2.30 | 2.30 | 2.30 | 11.50 | 23.70 |
| Meridian Water (One to Thirteen) | 18.80 | 17.21 | 5.33 | 12.60 | 0.82 | 3.60 | 58.36 |
| Meridian Water Scheme-wide | 16.22 | 18.01 | 12.25 | 12.93 | 10.05 | 61.87 | 131.31 |
| Meridian Water (HIF) | 69.38 | 63.84 | 2.08 | 1.34 | - | - | 136.64 |
| Meridian Water | 104.40 | 99.06 | 19.65 | 26.87 | 10.87 | 65.47 | 326.32 |
| Place | 176.23 | 134.50 | 50.01 | 43.92 | 27.69 | 152.82 | 585.16 |

| | 2023/24 | 2024/25 | 2025/26 | 2026/27 | 2027/28 | 2028/29- 2032/33 | ten-year total |
|----------------------------------|---------------|---------------|---------------|---------------|--------------|---------------------|-------------------|
| | £m | £m | £m | £m | £m | £m | £m |
| Energetik | 17.55 | 10.50 | 14.07 | - | - | - | 42.12 |
| Housing Gateway Ltd | 11.21 | 26.41 | 35.88 | 17.03 | - | - | 90.53 |
| Companies | 28.76 | 36.91 | 49.96 | 17.03 | - | - | 132.66 |
| General Fund | 244.95 | 196.44 | 114.58 | 70.86 | 36.40 | 191.76 | 855.00 |
| Development Programme | 69.66 | 77.13 | 74.93 | 36.39 | 46.49 | 372.24 | 676.84 |
| Estate Regeneration | 4.97 | 1.12 | 0.76 | 0.63 | 0.00 | 0.00 | 7.47 |
| Building Safety | 29.83 | 13.52 | 13.15 | 2.50 | 0.00 | 0.00 | 58.99 |
| Decency | 24.20 | 33.57 | 2.24 | 15.65 | 16.95 | 97.53 | 190.14 |
| Other | 5.97 | 2.91 | 1.19 | 1.50 | 0.00 | 0.00 | 11.58 |
| HRA | 134.63 | 128.2 | 92.3 | 56.7 | 63.4 | 469.8 | 945.0 |
| 10-year capital programme | 379.58 | 324.69 | 206.85 | 127.53 | 99.83 | 661.53 | 1,800.00 |

Appendix 5d – Financing ten-year capital programme

| | 2023/24 | 2024/25 | 2025/26 | 2026/27 | 2027/28 | 2028/29- 2032/33 | ten-year total |
|----------------------------------|---------------|---------------|---------------|---------------|--------------|---------------------|-------------------|
| | £m | £m | £m | £m | £m | £m | £m |
| External Grants | 106.69 | 83.95 | 13.58 | 12.84 | 11.50 | 57.50 | 286.06 |
| S106/CIL | 2.00 | 1.92 | 1.92 | 0.65 | 0.65 | 3.25 | 10.39 |
| Capital Receipts | 41.41 | 7.50 | 16.33 | 0.04 | 0.00 | 0.00 | 65.27 |
| Borrowing | 94.85 | 103.08 | 82.75 | 57.33 | 24.25 | 131.01 | 493.27 |
| General Fund | 244.95 | 196.44 | 114.58 | 70.86 | 36.40 | 191.76 | 855.00 |
| External Grants | 47.1 | 5.45 | 65.7 | 11.2 | 0.8 | 147.9 | 278.2 |
| Capital Receipts | 27.6 | 40.9 | 12.7 | 25.9 | 38.2 | 74.4 | 219.7 |
| Major Allowance Repairs | 12.3 | 13.9 | 13.8 | 14.6 | 15.4 | 68.5 | 138.5 |
| Earmarked Reserves | 2.6 | - | - | - | - | - | 2.6 |
| Borrowing | 45.0 | 68.0 | - | 5.0 | 9.0 | 179.0 | 306.0 |
| HRA | 134.6 | 128.2 | 92.3 | 56.7 | 63.4 | 469.8 | 945.0 |
| 10-year capital programme | 379.58 | 324.69 | 206.85 | 127.53 | 99.83 | 661.53 | 1,800.00 |

Appendix 6 – Directorate Financing Tables

Appendix 6a - Financing for Resources Directorate

| Approved programme | 2023/24 | 2024/25 | 2025/26 | 2026/27 | 2027/28 | 2028/29- 2032/33 | ten-year total |
|--------------------|--------------|--------------|-------------|-------------|-------------|---------------------|-------------------|
| | £m | £m | £m | £m | £m | £m | £m |
| Resources | 13.50 | 12.50 | 8.90 | 4.20 | 3.00 | 10.40 | 52.50 |
| Financing: | | | | | | | |
| Grants | - | - | - | - | - | - | - |
| Borrowing | 13.50 | 12.50 | 8.90 | 4.20 | 3.00 | 10.40 | 52.50 |
| Total | 13.50 | 12.50 | 8.90 | 4.20 | 3.00 | 10.40 | 52.50 |

| Resources – all capital budgets | 2023/24 | 2024/25 | 2025/26 | 2026/27 | 2027/28 | 2028/29- 2032/33 | ten-year total |
|------------------------------------|--------------|--------------|-------------|-------------|-------------|---------------------|----------------|
| | £m | £m | £m | £m | £m | £m | £m |
| Resources | 13.50 | 12.50 | 8.90 | 4.20 | 3.00 | 10.40 | 52.50 |
| Financing: | | | | | | | |
| Grants | - | - | - | - | - | - | - |
| Borrowing | 13.50 | 12.50 | 8.90 | 4.20 | 3.00 | 10.40 | 52.50 |
| Total | 13.50 | 12.50 | 8.90 | 4.20 | 3.00 | 10.40 | 52.50 |

Appendix 6b - Financing for People Directorate

| Approved programme | 2023/24 | 2024/25 | 2025/26 | 2026/27 | 2027/28 | 2028/29- 2032/33 | ten-year total |
|--------------------|--------------|-------------|-------------|-------------|-------------|---------------------|-------------------|
| | £m | £m | £m | £m | £m | £m | £m |
| People | 26.00 | 7.18 | 0.35 | 0.35 | 0.35 | 1.75 | 35.98 |
| Financing: | | | | | | | |
| Grants | 26.00 | 7.18 | 0.35 | 0.35 | 0.35 | 1.75 | 35.98 |
| Borrowing | - | - | - | - | - | - | - |
| Total | 26.00 | 7.18 | 0.35 | 0.35 | 0.35 | 1.75 | 35.98 |

| Requires further approval | 2023/24 | 2024/25 | 2025/26 | 2026/27 | 2027/28 | 2028/29- 2032/33 | ten-year total |
|---------------------------|-------------|-------------|-------------|-------------|-------------|---------------------|-------------------|
| | £m | £m | £m | £m | £m | £m | £m |
| People | 0.46 | 5.36 | 5.36 | 5.36 | 5.36 | 26.80 | 48.70 |
| Financing: | | | | | | | |
| Grants | - | 5.00 | 5.00 | 5.00 | 5.00 | 25.00 | 45.00 |
| Borrowing | 0.46 | 0.36 | 0.36 | 0.36 | 0.36 | 1.80 | 3.70 |
| Total | 0.46 | 5.36 | 5.36 | 5.36 | 5.36 | 26.80 | 48.70 |

| People – all capital budgets | 2023/24 | 2024/25 | 2025/26 | 2026/27 | 2027/28 | 2028/29- 2032/33 | ten-year total |
|------------------------------|--------------|--------------|-------------|-------------|-------------|---------------------|-------------------|
| | £m | £m | £m | £m | £m | £m | £m |
| People | 26.46 | 12.54 | 5.71 | 5.71 | 5.71 | 28.55 | 84.68 |
| Financing: | | | | | | | |
| Grants | 26.00 | 12.18 | 5.35 | 5.35 | 5.35 | 26.75 | 80.98 |
| Borrowing | 0.46 | 0.36 | 0.36 | 0.36 | 0.36 | 1.80 | 3.70 |
| Total | 26.46 | 12.54 | 5.71 | 5.71 | 5.71 | 28.55 | 84.68 |

Appendix 6c – Financing for Place Directorate (excluding HRA)

| Approved programme | 2023/24 | 2024/25 | 2025/26 | 2026/27 | 2027/28 | 2028/29- 2032/33 | ten-year total |
|--------------------|---------------|---------------|--------------|--------------|--------------|---------------------|-------------------|
| | £m | £m | £m | £m | £m | £m | £m |
| Place | 157.99 | 115.30 | 28.10 | 27.01 | 10.97 | 65.97 | 405.34 |
| Financing: | | | | | | | |
| Grants | 72.68 | 64.76 | 2.08 | 1.34 | - | - | 140.85 |
| Capital receipts | 41.41 | 7.50 | 16.33 | 0.04 | - | - | 65.27 |
| S106 | 0.06 | - | - | - | - | - | 0.06 |
| CIL | 0.08 | - | - | - | - | - | 0.08 |
| Borrowing | 43.77 | 43.05 | 9.69 | 25.63 | 10.97 | 65.97 | 199.08 |
| Total | 157.99 | 115.30 | 28.10 | 27.01 | 10.97 | 65.97 | 405.34 |

| Requires further approval | 2023/24 | 2024/25 | 2025/26 | 2026/27 | 2027/28 | 2028/29- 2032/33 | ten-year total |
|---------------------------|--------------|--------------|--------------|--------------|--------------|---------------------|-------------------|
| | £m | £m | £m | £m | £m | £m | £m |
| Place | 18.24 | 19.19 | 21.91 | 16.91 | 16.72 | 86.46 | 179.81 |
| Financing: | | | | | | | |
| Grants | 8.02 | 7.01 | 6.15 | 6.15 | 6.15 | 30.75 | 64.16 |
| Capital receipts | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| S106 | 0.53 | 1.47 | 1.47 | 0.20 | 0.20 | 1.00 | 4.87 |
| CIL | 1.49 | 0.45 | 0.45 | 0.45 | 0.45 | 2.25 | 5.38 |
| Borrowing | 8.36 | 10.26 | 13.84 | 10.11 | 9.92 | 52.84 | 105.34 |
| Total | 18.24 | 19.20 | 21.91 | 16.91 | 16.72 | 86.85 | 179.82 |

| Place – all capital budgets | 2023/24 | 2024/25 | 2025/26 | 2026/27 | 2027/28 | 2028/29- 2032/33 | ten-year total |
|-----------------------------|---------------|---------------|--------------|--------------|--------------|---------------------|-------------------|
| | £m | £m | £m | £m | £m | £m | £m |
| Place | 176.23 | 134.50 | 50.01 | 43.92 | 27.69 | 152.82 | 585.16 |
| Financing: | | | | | | | |
| Grants | 80.7 | 71.77 | 8.23 | 7.49 | 6.15 | 30.75 | 205.01 |
| Capital receipts | 41.41 | 7.50 | 16.33 | 0.04 | - | - | 65.27 |
| S106 | 0.59 | 1.47 | 1.47 | 0.20 | 0.20 | 1.00 | 4.93 |
| CIL | 1.41 | 0.45 | 0.45 | 0.45 | 0.45 | 2.25 | 5.46 |
| Borrowing | 52.13 | 53.31 | 23.53 | 35.74 | 20.89 | 118.81 | 304.42 |
| Total | 176.23 | 134.50 | 50.01 | 43.92 | 27.69 | 152.82 | 585.16 |

Appendix 6d – Financing for Companies

| Approved programme | 2023/24 | 2024/25 | 2025/26 | 2026/27 | 2027/28 | 2028/29- 2032/33 | ten-year total |
|--------------------|--------------|--------------|--------------|----------|----------|---------------------|-------------------|
| | £m | £m | £m | £m | £m | £m | £m |
| Companies | 19.78 | 25.48 | 23.75 | - | - | - | 69.01 |
| Financing: | | | | | | | |
| Grants | - | - | - | - | - | - | - |
| Borrowing | 19.78 | 25.48 | 23.75 | - | - | - | 69.01 |
| Total | 19.78 | 25.48 | 23.75 | - | - | - | 69.01 |

| Requires further approval | 2023/24 | 2024/25 | 2025/26 | 2026/27 | 2027/28 | 2028/29- 2032/33 | ten-year total |
|---------------------------|-------------|--------------|--------------|--------------|----------|---------------------|-------------------|
| | £m | £m | £m | £m | £m | £m | £m |
| Companies | 8.92 | 11.43 | 26.20 | 17.03 | - | - | 63.64 |
| Financing: | | | | | | | |
| Grants | - | - | - | - | - | - | - |
| Borrowing | 8.92 | 11.43 | 26.20 | 17.03 | - | - | 63.64 |
| Total | 8.92 | 11.43 | 26.20 | 17.03 | - | - | 63.64 |

| Companies – all capital budgets | 2023/24 | 2024/25 | 2025/26 | 2026/27 | 2027/28 | 2028/29- 2032/33 | ten-year total |
|---------------------------------|--------------|--------------|--------------|--------------|----------|---------------------|-------------------|
| | £m | £m | £m | £m | £m | £m | £m |
| Companies | 28.76 | 36.90 | 49.96 | 17.03 | - | - | 132.66 |
| Financing: | | | | | | | |
| Grants | - | - | - | - | - | - | - |
| Borrowing | 28.76 | 36.90 | 49.96 | 17.03 | - | - | 132.66 |
| Total | 28.76 | 36.90 | 49.96 | 17.03 | - | - | 132.66 |

Appendix 6e – Financing for Housing Revenue Account (HRA)

| Approved programme | 2023/24 | 2024/25 | 2025/26 | 2026/27 | 2027/28 | 2028/29- 2032/33 | ten-year total |
|-------------------------|--------------|--------------|-------------|-------------|-------------|---------------------|-------------------|
| | £m | £m | £m | £m | £m | £m | £m |
| HRA | 134.6 | 128.2 | 92.3 | 56.7 | 63.4 | 469.8 | 945.0 |
| Financing: | | | | | | | |
| External Grants | 47.1 | 5.45 | 65.7 | 11.2 | 0.8 | 147.9 | 278.2 |
| Capital Receipts | 27.6 | 40.9 | 12.7 | 25.9 | 38.2 | 74.4 | 219.7 |
| Major Allowance Repairs | 12.3 | 13.9 | 13.8 | 14.6 | 15.4 | 68.5 | 138.5 |
| Earmarked Reserves | 2.6 | - | - | - | - | - | 2.6 |
| Borrowing | 45.0 | 68.0 | - | 5.0 | 9.0 | 179.0 | 306.0 |
| Total | 134.6 | 128.2 | 92.3 | 56.7 | 63.4 | 469.8 | 945.0 |

London Borough of Enfield**Council****Meeting Date: 23 February 2023**

Subject: Review & Adoption of a Statutory Pay Policy Statement**Cabinet Member: Cllr Nesil Caliskan****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 to provide transparency with regard to the Council's approach to settling the pay of its employees (excluding those working in local authority schools). This report proposes the amendments detailed in paragraph 7 below to the Council's policy agreed in 2022 for adoption in the financial year 2023/24.

Proposal(s)

2. The Council agrees 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 be 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 £2.7bn. 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 be 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.

Main Considerations for the Council

7. There were no significant changes over the past year and following a review of the operation of the pay policy for the financial year 2021/22 the following amendments have been recommended for adoption in the 2022/23 Statutory Pay Policy:
 - a. Paragraph 1 has been updated to reflect the annual revenue budget and capital budget for 2022/23.
 - b. Paragraph 4 has been included to provide oversight of the legislative framework used in determining pay and remuneration for all Council employees.
 - c. Paragraph 5.6. has been updated to reflect the current number of senior manager posts (658).
 - d. Paragraph 5.7 has been updated to reflect the 2022 Joint National Council (JNC) pay deal for middle and senior managers.
 - e. Paragraph 5.9 has been updated to reflect the 2022 National Joint Council (NJC) pay award all staff graded Scale 1 to PO2.
 - f. Paragraph 5.9 includes reference to the 2022 NJC pay agreement that also agreed from 1 April 2023, Spinal Column (SPC) Point 1 will be permanently deleted from the NJC pay spine.
 - g. Paragraph 5.9 and 5.11.1 has been updated to reflect the London Living Wage hourly rate of £11.95 that was set in November 2022. This is below the minimum hourly rate of £12.50 for spinal column point 1 of the NJC pay scale and therefore there is no requirement for the Council to pay a London Living Wage supplement.
 - h. Paragraph 5.10.6 has been updated to state appointments to all posts below Director level will be made at the minimum point of the relevant grade unless agreed by the relevant service director and supported by an objective business case.
 - i. Paragraph 5.10.7 has been updated to state the engagement of specialist contractors/agency workers to cover elements of the roles of senior manager posts, including the rates of payment, will be approved by the Executive Director for Resources and the Director of HR & OD.

- j. As part of the NJC National Pay Award an additional day annual leave has been added to all annual leave entitlements for officers graded Scale 1 to PO2 from April 2023. This has been referenced in paragraph 5.13.1.
- k. Paragraph 5.15.2. has been updated to state three members of staff were retired flexibly in the period 1 January to 31 December 2022.
- l. Paragraph 5.15.3. has been updated to state no employees left on the basis of voluntary severance in the period 1 January to 31 December 2022.
- m. Paragraph 5.15.4. has been updated to state no employees retired early in the interests of the efficiency of the service in the period 1 January to 31 December 2022.
- n. Paragraph 5.15.8 has been included to explain the current position regarding the statutory guidance issued by the Department for Levelling Up, Housing & Communities (DLUHC) relating to Special Severance Payments (SSP). It explains there are still some outstanding points requiring further clarification with regards to governance and approval that is being progressed by the LGA. For the purpose of this guidance an SSP will include payments made to employees, office holders, workers, contractors and 'others' outside of statutory, contractual or other requirements when leaving employment in public service. In deciding whether it is appropriate to make an SSP the Government expects that local authorities should consider whether the payment would be a proper use of public money. That includes considering the economic rationale for making such payments, as well as the impact on efficiency and effectiveness.
- o. Paragraph 5.16.1 has been updated to state eleven members of staff have been retired on grounds of permanent ill health in the period 1 January to 31 December 2022.
- p. Paragraph 5.18.1 has been updated to state 86% of the workforce are members of Local Government Pension Scheme.
- q. Paragraph 5.19.2. has been updated to state the gross pay of the Chief Executive was 6.2 times the median pay for the whole of the Council's non-school's workforce in 2021/22 (previously 6.6 times).

Safeguarding Implications

- 8. No safeguarding implications have been identified.

Public Health Implications

- 9. There are no Public Health implications.

Equalities Impact of the Proposal

- 10. 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

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

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

- 12. 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

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

Financial Implications

14. The Medium-Term Financial Plan (MTFP) spending assumptions allows for the provision of future years pay award, with circa £5.4m currently estimated for 2023/24.
15. As part of the 2022 pay agreement, the NJC agreed that from 1 April 2023, Spinal Column (SPC) Point 1 will be permanently deleted from the NJC pay spine (this will move any officers currently on SPC 1 to SPC 2, currently a difference of £171 per annum). It is estimated that this will cost circa £32k based on the current number of employees on Scale Point 1. This increase will be managed within provision of £5.4m allowed for in the spending assumptions in the MTFP.

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 2022/23 must be adopted by 31 March 2023. 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. In determining the pay and remuneration of all its employees, the Council is required to comply with all applicable legislation and 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 and minor changes as set out in this report.
21. 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

22. The Council should ensure the approved Pay Policy Statement for 2022/23 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

23. No Property implications have been identified.

Other Implications

24. None identified

Options Considered

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

Conclusions

26. 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 2021/22 and a draft revised pay policy statement is included in Appendix 1.

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

Report Author: Julie Mimmagh
Head of HR Operations
Julie.mimmagh@enfield.gov.uk
02081320022

Date of report: 4 January 2022

Appendices

Appendix 1 – The Council's Statutory Pay Policy 2022/23 (included)

Background Papers

[Hutton Review of Fair Pay](#)



Introduction

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 £2.7bn. 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.

The purpose of this policy is to clarify on the Council's strategic stance on pay in order to provide direction for elected members and officers making detailed decisions on pay and to provide residents with a clear statement of the principles underpinning decisions on the use of public funds.

The Council's Statutory Pay Policy 2022/23

1. 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.
2. This statement is to provide transparency with regard to the Council's approach to setting the pay of its employees (excluding those working in local authority schools) by identifying:
 - 2.1. the methods by which salaries of all employees are determined
 - 2.2. the detail and level of remuneration of its most senior staff i.e., 'chief officers,' as defined by the relevant legislation
 - 2.3. the Panel responsible for ensuring the provisions set out in this statement are applied consistently throughout the Council and for recommending any amendments to the statement to the full Council
3. This statement has been approved by Full Council on xx March 2023 and any changes during the year will be brought back to Full Council for adoption at the earliest opportunity.
4. **Legislative Framework**
 - 4.1. In determining the pay and remuneration of all of its employees, the Council will comply with all relevant employment legislation. This includes, but is not an exhaustive list, the Equality Act 2010, Part Time Employment (Prevention of Less Favourable Treatment) Regulations 2000, The Agency Workers Regulations 2010 and where relevant, the Transfer of Undertakings (Protection

of Earnings) Regulations 2006. With regard to the Equal Pay requirements contained in the Equality Act, the Council ensures there is no pay discrimination within its pay structures and that all pay differentials can be objectively justified through the use of equality-proofed job evaluation mechanisms which directly relate salaries to the requirements, demands and responsibilities of the role.

5. Pay Provisions

- 5.1. The implementation of the Council's pay and remuneration strategy for senior managers is overseen by the Staff Appeals, Appointments & Remuneration Sub-Committee.
- 5.2. 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.
- 5.3. 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.
- 5.4. 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.
- 5.5. 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. When implementing this pay structure, a new 6-point scale was implemented for each pay grade. Each pay grade aligned with the previous 26-point pay scales with the exception of the Chief Executive pay scale where 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.
- 5.6. 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 658 posts with salary ranges starting at or above £41,456 p.a.
- 5.7. 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. The last increase in JNC pay rates was a flat rate of £1,925 per annum effective from April 2022. ;
 - 5.7.1. the salary range for the Chief Executive is £180,236 - £213,803;
 - 5.7.2. the salary range for the Executive Directors of People, Place, Resources is £130,712 - £168,584;

- 5.7.3. the actual levels of pay received by the Chief Executive and each Executive Director are published annually in the Council's statement of accounts;
 - 5.7.4. the salary range for all Directors is £106,034 - £129,050;
 - 5.7.5. 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.
- 5.8. The Council has the discretion to exceptionally make additional one-off payments to staff at any level, including senior staff, in recognition of work 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.
- 5.9. 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 a flat rate of £2,229 applied to all pay points effective from April 2022. As part of the pay agreement, the NJC agreed that from 1 April 2023, Spinal Column (SPC) Point 1 will be permanently deleted from the NJC pay spine (this will move any officers currently on SPC 1 to SPC 2, currently a difference of £171 per annum). From November 2022 the London Living Wage increased to £11.95 per hour (see 5.11.1 below). This is below the hourly rate of £12.50 for spinal column point 1 of the NJC pay scale. 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.
- 5.9.1. 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.

5.10. Pay on appointment

- 5.10.1. 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.
- 5.10.2. 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.
- 5.10.3. 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.
- 5.10.4. 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.
- 5.10.5. 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.
- 5.10.6. 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 relevant service director and supported by an objective business case. 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.
- 5.10.7. 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 these cases, the engagement of such workers and the rates of payment and conditions of engagement will be approved

by the Executive Director for Resources and the Director of HR & OD which will not necessarily be in line with the Council's general terms and conditions for staff engaged under a permanent contract of employment.

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

5.11. Low pay

- 5.11.1. 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 2022 to £11.95 per hour and equates to £22,430.63 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 2022 the bottom point of the GLPC pay spine is above the previous London Living Wage hourly rate of £11.95 (agreed November 2022). Any subsequent increase in the London Living Wage that is higher than the bottom point of the GLPC pay spine, 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.

5.12. Working hours

- 5.12.1. 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.
- 5.12.2. 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.

5.13. Other non-pay benefits

5.13.1. 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 table below. As part of the 2022 NJC pay deal, an additional day annual leave for all staff graded Scale 1 to PO2 has been agreed from April 2023 (this additional day is not reflected in the table below).

| 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 |
| 5.13.2. Directors | 29 days | 32 days |

Bank pay

| Other Staff | Completed Years of Continuous Service as at 31 March | |
|---|--|---|
| During 1 st year of service | 0 - 4 years | 5 + years |
| Grade and pay spine | 0 - 4 years | 5 + years |
| Up to and including Scale 4 | 24 days | 29 days |
| During 2 nd year of service (scp 1-21) | | 2 months' full pay and 2 months' half pay |
| During 3 rd year of service (scp 22-28) | 25 days | 4 months' full pay and 4 months' half pay |
| During 4 th and 5 th year of service (scp 29) | 26 days | 5 months' full pay and 5 months' half pay |
| PO1 to HOS3 | 29 days | 6 months' full pay and 6 months' half pay |
| After 5 years' service | | 31 days |

work because of illness, staff at all levels receive:

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

5.14. Other general terms and conditions of service

- 5.14.1. 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.

5.15. Termination payments

- 5.15.1. 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](#).
- 5.15.2. 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. Three staff were retired flexibly in the period 1 January to 31 December 2022.
- 5.15.3. 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. No staff left on the basis of voluntary severance in the period 1 January to 31 December 2022.
- 5.15.4. 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. No staff retired early in the interests of the efficiency of the service in the period 1 January to 31 December 2022.
- 5.15.5. 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.
- 5.15.6. 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 their recorded last day of service. Any proposal to

do so would be subject to the agreement of an appropriately constituted Appointments' Panel.

- 5.15.7. 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 Settlement Agreement following receipt of written legal advice.
- 5.15.8. On 12 May 2022 the [Department for Levelling Up, Housing & Communities \(DLUHC\) issued statutory guidance](#), which applies to "best value authorities", when making Special Severance Payments (SSPs) from that date. This was subsequently followed up with further clarification received by the LGA in June of the same year. There are still some outstanding points requiring further clarification with regard to governance and approval. For the purpose of this guidance an SSP will include payments made to employees, office holders, workers, contractors and 'others' outside of statutory, contractual or other requirements when leaving employment in public service. In deciding whether it is appropriate to make an SSP the Government expects that local authorities should consider whether the payment would be a proper use of public money. That includes considering the economic rationale for making such payments, as well as the impact on efficiency and effectiveness. Payments above £100,000 already require the decision to be referred to full Council (see 5.15.10 and 5.15.11) and is consistent with the requirements of the this statutory guidance.
- 5.15.9. 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.
- 5.15.10. Where the Council proposes to exercise its discretion to make a severance payment of £100,000 or more, under paragraphs 3.15.2 (flexible retirement), 3.15.3 (severance) or 3.15.4 (early retirement in the interests of efficiency), the proposal shall be referred to full Council for decision.
- 5.15.11. 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 3.15.1, the proposal should be referred to full Council for decision.
- 5.15.12. 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 3.15.1, the payment will be reported to the Staff Appeals, Appointment and Remuneration Committee for information.

5.16. Retirement on medical grounds

- 5.16.1. 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. Eleven staff have been retired on grounds of permanent ill health in the period 1 January to 31 December 2022.

5.17. Other payment/reimbursement of expenses/accommodation costs

- 5.17.1. 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.
- 5.17.2. 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.

5.18. Occupational pension provisions

- 5.18.1. All staff are eligible to join the Local Government Pension Scheme. Approximately 86% 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.
- 5.18.2. 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.
- 5.18.3. 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.

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

- 5.19.1. 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."
- 5.19.2. 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 2021/22, the gross pay of the Chief Executive was 6.2 times the median pay for the whole of the Council's non-schools' workforce. The multiple for 2021/22 will be published in the annual accounts.

- 5.19.3. 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.

5.20. Shared services

- 5.20.1. 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.

5.21. Public Health Team

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.

This page is intentionally left blank

London Borough of Enfield**Council****Meeting Date: 23 February 2023**

Subject: Treasury Management Strategy Statement for 2023/24**Cabinet Member: Cllr Leaver****Executive Director: Fay Hammond****Key Decision: 5504**

Purpose of Report

1. This report sets out the Council's proposed Treasury Management Strategy Statement (TMSS) for the period 2023/24 to 2032/33.

Proposal

2. Agree the Treasury Management Strategy 2023/24.

Reason for Proposal

3. To promote effective financial management relating to the Authority's borrowing and investment powers contained in the Local Government Act 2003, and supporting regulations and guidance detailed below:
 - the Local Authorities (Capital Finance and Accounting) Regulations 2003 (as amended),
 - CIPFA Prudential Code and Treasury Management Code of Practice 2021
 - DLUHC (Previously MHCLG) Investment and MRP Guidance 2018
4. The Council has borrowed and invested substantial sums of money and is therefore exposed to financial risks including the loss of invested funds and the revenue effect of changing interest rates. The successful identification, monitoring and control of risk are therefore central to the Council's Treasury Management Strategy and to mitigate these risks.
5. For 2023/24, the TMSS is in the same format as 2022/23 whereby it maintains the 10-year capital programme horizon extension which is beyond the required minimum. This reflects the Council's priority to ensure that revenue budgets are sustainable in the longer term.

Relevance to the Council's Corporate Plan

6. Good homes in well-connected neighbourhoods.

7. Build our Economy to create a thriving place.
8. Sustain Strong and healthy Communities.

Background

9. The Council is required to receive and approve, as a minimum, three main reports related to treasury management each year. which incorporate a variety of policies, estimates and actuals:
 - i. A **treasury management strategy statement** (Annex 1 to this report) – it covers:
 - the treasury management strategy (how the investments and borrowings are to be organised), including treasury indicators; and
 - in addition, Council will approve
 - a. capital spending plans (including prudential indicators).
 - b. a minimum revenue provision (MRP) policy, (how borrowing will be paid for via revenue over time);
 - c. an investment strategy report (detailing the Council's service investments and the parameters on how investments are to be managed).
 - ii. A **mid-year treasury management report** – This will update members with the progress of the capital position, amending prudential indicators as necessary, and whether any policies require revision.
 - iii. A **treasury outturn report** – This provides details of annual actual prudential and treasury indicators and annual actual treasury operations compared to the annual estimates within the strategy.
10. Capital Strategy – in addition to the three main treasury management reports, the CIPFA 2017 Prudential and Treasury Management Codes introduced a requirement for all local authorities to prepare a capital strategy report which provides the following:
 - a high-level long-term overview of how capital expenditure, capital financing and treasury management activity contribute to the provision of services
 - an overview of how the associated risk is managed
 - the implications for future financial sustainability
11. The aim of the Capital Strategy is to ensure that all elected members on the full Council fully understand the overall long-term policy objectives and resulting capital strategy requirements, governance procedures and risk appetite.

12. **Scrutiny** – The above reports are required to be adequately scrutinised, normally before being recommended to Council, with the role currently being undertaken by the General Purposes Committee (GPC). The Council has complied with the CIPFA Treasury Management Code of Practice - all Treasury Management reports have been scrutinised by GPC prior to consideration by Cabinet/Council.
13. The Council has delegated responsibility for the implementation and regular monitoring of its treasury management policies and practices to the Section 151 Officer.
14. The Council uses Arlingclose Limited as its external treasury management advisors. The Council recognises that responsibility for treasury management decisions remains with the organisation at all times and officers will ensure that undue reliance is not placed upon the external service providers.
15. The CIPFA Code requires the responsible officer to ensure that members with responsibility for treasury management receive adequate training in treasury management. This especially applies to members responsible for scrutiny. Training will be arranged as required. The training needs of treasury management officers are also periodically reviewed.

The Strategy for 2022/23 and the Current Borrowing & Investment Position and Performance

16. The Strategy for 2022/23 was approved by the full Council in February 2022 and set the following objectives: -
 - i. The minimum Fitch credit ratings for the Council's investment policy:
 - Short Term: 'F1'
 - Long Term: 'A-'
 - ii. Investments stood at £100.3m as of 31st December 2022 with £25m invested in Deutsche, £24.9m in Aberdeen, £20.1m in Federated, £5.4m in Aviva and £25m in CCLA money markets fund (MMF).
 - iii. Average investments outstanding for the period (to 31 December 2022) was £65m with average return up to 31 Dec of 1.07%. Returns have increased through the year, (reaching 3.3% as at 31 Dec).
17. The Council's original debt forecast for 2022/23 was £1,328m but has been revised down to £1,165m due to less than forecast spend on the capital programme. This was in part due to some projects pausing and re-evaluating financial viability and value for money in light of changing economic circumstances. As at 31st December 2022, borrowing stood at £1,102.5m, including £50m of PWLB new borrowing raised 14th December 2022.
18. The below table 1 show the position of the Council outstanding borrowing and investments for this financial year to 31 December 2022.

Table 1: borrowing and investments as at 31 Dec 2022

| Instrument | Balance as at 31 Dec | Average balance | Interest Received / (Paid) | Average Rate of Interest |
|----------------------------|----------------------|-----------------|----------------------------|--------------------------|
| | £m | £m | £m | % |
| Cash Deposits | 100.3 | 65 | 1.0 | 1.1 |
| Loans to Enfield Companies | 144.7 | | 2.4 | 3.0 |
| Borrowings | 1,102.0 | | (18.7) | 2.5 |

19. As at 31st December 2022 the Council has £1,102.5m of borrowing in total. This is split between £1,004m in Long Term Loans (90%) and £98.5m (10%) held as Short Term Loans.
20. The Council did not borrow more than or in advance of its needs purely to profit from the investment of the extra sums borrowed. Any decision to borrow in advance will be within forward approved Capital Financing Requirement estimates and will be considered carefully to ensure that value for money can be demonstrated and that the Council can ensure the security of such funds.
21. The Council's primary objective when borrowing money is to strike an appropriately low risk balance between securing low interest costs and achieving certainty of those costs over the period for which funds are required. The flexibility to renegotiate loans should the Council's long-term plans change is a secondary objective.

Treasury Management Strategy 2023/24

22. The Council is required to operate a balanced budget, which broadly means that cash raised during the year will meet cash revenue expenditure. Part of the treasury management operation is to ensure that this cash flow is adequately planned, with cash being available when it is needed. Surplus monies are invested in low risk counterparties or instruments commensurate with the Council's low risk appetite, providing adequate liquidity initially before considering investment return.
23. The Council will also achieve optimum return on its investments commensurate with proper levels of security and liquidity. The borrowing of monies purely to lend on and make a return is unlawful and the Council will not engage in such activity.
24. The Treasury Management Strategy Statement covers the three main areas:
- (ii) **External and local context**
 - (iii) **Borrowing Strategy**
 - (iv) **Treasury Investment Strategy**

25. These Treasury Management elements cover the requirements of the Local Government Act 2003, the CIPFA Prudential Code, DLUHC MRP Guidance, the CIPFA Treasury Management Code and DLUHC Investment Guidance. This Annual Treasury Management Strategy covers only those investments arising from the Council's cash flows and debt management activity. The power to invest is set out in Section 12 of the Local Government Act 2003. In accordance with the Treasury Management Code, Investment Guidance and recognised best practice guidelines, the security and liquidity of funds are placed ahead of investment return/yield.
26. It is not considered necessary to produce a separate treasury management strategy for the Housing Revenue Account (HRA) in light of the co-mingling of historic debt and investments between HRA and the General Fund. Where appropriate, details of allocations of balances and interest to HRA are contained in this report.

Interest Forecast

27. The Council's treasury management adviser Arlingclose forecasts that Bank Rate will continue to rise in 2022 and 2023 as the Bank of England attempts to subdue inflation which is significantly above its 2% target.
28. For the purpose of setting the budget, it has been assumed that new long-term loans will be initially borrowed at an average rate of 4.25% during financial years 2022/23 to 2023/24; and 4% from 2024/25 onwards, and that any treasury investments will be receive an average return of 3.5%. Project financial viability is assessed separately using a higher discount rate depending on the proximity and duration of the project.

Capital Expenditure, Capital Programme and Prudential Borrowing

29. The Council's capital expenditure plans are the key driver of treasury management activity. The output of the capital expenditure plans is reflected in the prudential indicators, which are designed to assist members' overview and confirm capital expenditure plans.
30. The figures and tables in this report and the Treasury Management Strategy Statement (Annex 1) are based on the Capital Programme. The Programme and assumptions are still in development and there may therefore be substantial changes prior to the final version going to Council for approval. For example, officers are doing further due diligence on the realistic deliverability of the capital investment planned for 2023/24.
31. The Council has an increasing Capital Financing Requirement due to the requirements of the Council's Capital Programme. The Council's 10-year programme is £1,800.0m of which £799.3m (44%) is expected to be funded through borrowing.
32. The Council is currently forecast to borrow around £885m over the 10-Year period forecast (2023/24 to 2032/33) to finance the capital programme and

refinance maturing debt. This is below the borrowing requirement of the previous ten-year capital programme.

33. Projects in the capital programme are being reviewed and are adapting to changed economic conditions. For example, projects financial viability is being re-evaluated due to significant inflation and interest cost rises.
34. The current long-term borrowing rate from the Public Works Loan Board is 4.60% (in comparison to 2.25% this time last year) (EIP loans) for 25 years. Local authorities also lend to each other – a 1 year loan would be around 0.30% cheaper than the 25-year PWLB rate (but would not fix rates for the long term).

The Council's borrowing need (Capital Financing Requirement)

35. The second prudential indicator is the Council's Capital Financing Requirement (CFR). CFR measures the underlying need to borrow for capital purposes, while usable reserves and working capital are the underlying resources available for investment.
36. The CFR is the total historic outstanding capital expenditure which has not yet been paid for from either revenue or capital resources. It is a measure of the Council's indebtedness and so its underlying borrowing need. Any capital expenditure above, which has not immediately been paid for through a revenue or capital resource, will increase the CFR.
37. The CFR includes any other long-term liabilities (e.g., PFI or finance leases). Whilst these increase the CFR, and therefore the Council's borrowing requirement, these types of schemes include a funding facility and so the Council is not required to borrow separately for them. The Council currently has £26m of such schemes within the CFR.
38. The CFR does not increase indefinitely, as the minimum revenue provision (MRP) is a statutory annual revenue charge which broadly reduces the indebtedness in line with each asset's life, and so charges the economic consumption of capital assets as they are used.
39. The affordability of the capital programme has been calculated based upon the assumption that internal borrowing would occur initially, followed by PWLB borrowing and Short-Term Borrowing.
40. On 31st December 2022, the Council had total debt of £1,102.5m arising from its revenue and capital income and expenditure.

Table 2: Forecast Capital Financing Requirement and Borrowing

| | 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 Forecast £m | 31.3.33 Forecast £m |
|--|---------------------------|---------------------------|---------------------------|---------------------------|---------------------------|---------------------------|---------------------------|
| General Fund CFR | 1,058.7 | 1,132.9 | 1,214.1 | 1,271.4 | 1,299.6 | 1,293.4 | 1,288.2 |
| HRA CFR | 306.2 | 351.2 | 419.2 | 419.2 | 424.2 | 433.2 | 594.8 |
| Total / Borrowing CFR | 1,364.9 | 1,484.1 | 1,633.3 | 1,690.6 | 1,723.8 | 1,726.6 | 1,883.0 |
| PFI Liability | 26.3 | 22.1 | 17.7 | 13.8 | 10.7 | 7.5 | (0.0) |
| Total Debt CFR | 1,391.2 | 1,506.2 | 1,650.9 | 1,704.4 | 1,734.5 | 1,734.1 | 1,883.0 |
| Less: Internal borrowing | (230.8) | (83.0) | (165.9) | (191.4) | (215.2) | (212.0) | (204.5) |
| External borrowing | 1,160.4 | 1,423.2 | 1,485.1 | 1,513.0 | 1,519.3 | 1,522.1 | 1,678.5 |
| | | | | | | | |
| Existing Borrowing Profile | 1,063.0 | 975.7 | 946.4 | 917.3 | 888.5 | 846.2 | 696.1 |
| Cumulative new Borrowing to be raised (inc refinancing maturing borrowing) | 97.3 | 447.5 | 538.7 | 595.6 | 630.8 | 676.0 | 982.3 |

41. It can be seen from the above table 2; the Council is currently maintaining an under-borrowed position. This means that the capital borrowing need (the Capital Financing Requirement), has not been fully funded with loan debt as cash from the Council's reserves, balances and cash flow has been used as a temporary measure, this tactic is termed **internal borrowing**. This reduces interest costs as it delays the need to borrow externally. Provision for repaying internal borrowing is made via Minimum Revenue Provision in the same way as for external borrowing.
42. In considering the affordability of its capital plans, the Council is required to consider all of the resources currently available to it estimated for the future, together with the totality of its capital plans, revenue income and revenue expenditure forecasts for the forthcoming year and the following two years.

Minimum Revenue Provision (MRP)

43. When the Council finances capital expenditure by debt, it must put aside resources to repay that debt in later years. The amount charged to the revenue budget for the repayment of debt is known as Minimum Revenue Provision (MRP), although there has been no statutory minimum since 2008.
44. While no MRP is required to be charged in respect of assets held within the Housing Revenue Account, the Council may provide for a voluntary MRP charge so that all schemes undertaken are viable (i.e., repay all their debt over an appropriate period) and so that the HRA maintains borrowing capacity for future years.
45. Capital expenditure financed from borrowing incurred during one financial year will not be subject to an MRP charge until the asset moves into operation, except where the Section 151 officer deems it appropriate to charge it an earlier date.
46. Government Guidance requires that an annual statement on the Council's policy for its MRP should be submitted to Council for approval before the start of the financial year to which the provision will relate. Based on the Council's latest estimate of its Capital Financing Requirement (CFR) on 31st March 2023, the MRP for 2023/24 is estimated to be £19.7m.
47. MRP Overpayments - A change introduced by the revised 2018 MHCLG (now DLUHC) MRP Guidance was the allowance that any charges made over the statutory MRP required, referred to as an overpayment and itemised as a voluntary revenue provision (VRP) can, if needed, be reclaimed in later years if deemed necessary or prudent.
48. Currently, provision for repaying debt associated with Meridian Water is only being set aside for the expenditure on the station. In line with current guidance, the remaining debt is assumed to be repaid through future capital receipts from the project. However, the current economic climate and risk outlook has changed and therefore, future consideration will need to be made for a potential need to make appropriate debt repayment provision following review of the Meridian Water model due in Spring 2023.
49. In addition, the government has indicated that rules around Minimum Revenue Provision may change, which could increase the Minimum Revenue Provision Charge for Meridian Water. Following a consultation, the government has indicated that there will be further engagement with the sector prior to any changes, but this remains a risk.

Core funds and expected investment balances

50. The application of resources (grants, capital receipts etc.) to finance capital expenditure or budget decisions to support the revenue budget will have an ongoing impact on investments unless resources are supplemented each year from new sources (asset sales etc.).

51. Interest rates are forecast to be much more stable during 2023/24. But expenditure is less certain: capital projects are adapting to the new economic environment, so there is a higher degree of uncertainty about the cash flow to be required at any given time. In this environment, our borrowing strategy is going to be 'little and often, minimising cash balances' i.e.:
- a. Closer focus and engagement with project managers on cash flow forecasting (focusing on large payments and the month ahead)
 - b. Keeping £30m cash available in short-term investments as a buffer, e.g., for example, to meet payroll runs
 - c. When the balance goes below £30m and is forecast to stay below £30m, borrowing the forecast amount required for the following two weeks using short term borrowing, provided that the proportion of short-term borrowing does not make up more than x% of the total debt
 - d. Borrowing long term to 'fix' short-term borrowing when it is going to mature.

Treasury Management Practices (TMPs)

52. The Council has reviewed and revised its Treasury Management Practices (TMPs) Principles and Schedules to be in line with the Treasury Management (TM) Code 2021 and the DLUHC's Investment Guidance 2022.

National Context

IFRS 9 statutory override

53. IFRS 9 statutory override for fair value gains and losses on pooled investment funds are likely to be extended for two years and therefore remain in place for the 2023/24 and 2024/25 financial years. They expect DLUHC to publish a formal consultation response shortly and then to lay regulations before Parliament. Officers will continue to monitor the development of this issue and DLUHC response as over 90% of the Council's cash deposit is placed in Money Market Funds (MMFs), and this is a pooled investment.

Environmental, social and governance (ESG) Policy

54. Environmental, social and governance (ESG) considerations are increasingly a factor in global investors' decision making, but the framework for evaluating investment opportunities is still developing and therefore the Council's ESG policy does not currently include ESG scoring or other real-time ESG criteria at an individual investment level.
55. When investing in banks and funds, the Authority will prioritise banks that are signatories to the UN Principles for Responsible Banking and funds operated by managers that are signatories to the UN Principles for Responsible

Investment, the Net Zero Asset Managers Alliance and/or the UK Stewardship Code.

Safeguarding Implications

56. No safeguarding implications arising from this report.

Public Health Implications

57. The Council's Treasury Management indirectly contributes to the delivery of Public Health priorities in the Borough.

Equalities Impact of the Proposal

58. The Council is committed to Fairness for All to apply throughout all work and decisions made. The Council serves the whole Borough fairly, tackling inequality through the provision of excellent services for all, targeted to meet the needs of each area. The Council will listen to and understand the needs of all its communities.

Environmental and Climate Change Considerations

59. There are no environmental and climate change considerations arising from this report.

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

60. There is inevitably a degree of risk inherent in all treasury activity.
61. Treasury operations are undertaken by nominated officers within the parameters prescribed by the Treasury Management Policy Statement as approved by the Council.
62. The Council is ultimately responsible for risk management in relation to its treasury activities. However, in determining the risk and appropriate controls to put in place the Council has obtained independent advice from Arlingclose who specialise in Local Authority treasury issues.

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

63. Not approving the report recommendations and not adhering to the overriding legal requirements could impact on meeting the ongoing objectives of the Council's treasury activities.

Financial Implications

64. This report provides Treasury Management budgets for 2023/24 and forecasts for 2024/25 to 2032/33 financial years.
65. The Council held outstanding investments of £100.3m as of 31st December 2022. This portfolio has receivable interest of £1m to 31st December 2022.

The investment practices and duration of investments is being currently being reviewed to increase the return on any cash held until required while maintaining the security of investments.

66. Detailed breakdowns of the interest budgets including the Housing Revenue Account charges can be reviewed in Table 4 of Annex A - the Treasury Management Strategy Statement.

Legal Implications

67. The Council will be in breach of the CIPFA TM code if it does not approve the strategy before the start of the year.
68. The Local Government Act 2003 ('the 2003 Act') provides a framework for the capital finance of local authorities. It provides a power to borrow and imposes a duty on local authorities to determine an affordable borrowing limit. It provides a power to invest. Fundamental to the operation of the scheme is an understanding that authorities will have regard to proper accounting practices recommended by the Chartered Institute of Public Finance and Accountancy (CIPFA) in carrying out capital finance functions.
69. The Local Authorities (Capital Finance and Accounting) (England) Regulations 2003 ('the 2003 Regulations') require the Council to have regard to the CIPFA publication "Treasury Management in the Public Services: Code of Practice and Cross-Sectoral Guidance Notes" ("the Treasury Management Code") in carrying out capital finance functions under the 2003 Act. If after having regard to the Treasury Management Code the Council wished not to follow it, there would need to be some good reason for such deviation.
70. It is a key principle of the Treasury Management Code that an authority should put in place "comprehensive objectives, policies and practices, strategies and reporting arrangements for the effective management and control of their treasury management activities." Treasury management activities cover the management of the Council's investments and cash flows, its banking, money market and capital market transactions, the effective control of risks associated with those activities and the pursuit of optimum performance consistent with those risks. It is consistent with the key principles expressed in the Treasury Management Code for the Council to adopt the strategies and policies proposed in the report.
71. The report proposes that the Treasury Management Strategy will incorporate prudential indicators. The 2003 Regulations also requires the Council to have regard to the CIPFA publication "Prudential Code for Capital Finance in Local Authorities" ("the Prudential Code") when carrying out its duty under the Act to determine an affordable borrowing limit.
72. The Prudential Code specifies a minimum level of prudential indicators required to ensure affordability, sustainability, and prudence. The report properly brings forward these matters for determination by the Council. If after

having regard to the Prudential Code the Council wished not to follow it, there would need to be some good reason for such deviation.

73. The Local Government Act 2000 and regulations made under the Act provide that adoption of a plan or strategy for control of a local authority's borrowing, investments or capital expenditure, or for determining the authority's minimum revenue provision, is a matter that should not be the sole responsibility of the authority's executive and, accordingly, it is appropriate for the Cabinet to agree these matters and for them to then be considered by Council.
74. The report sets out the recommendations of the Executive Director of Resources in relation to the Council's minimum revenue provision, treasury management strategy and its annual investment strategy. The Executive Director of Resources has responsibility for overseeing the proper administration of the Council's financial affairs, as required by section 151 of the Local Government Act 1972 and is the appropriate officer to advise in relation to these matters.
75. Due to financial impacts of the Covid-19 pandemic, the Government made regulations in November 2020 permitting local authorities to balance their budgets over three years (2021-2024) rather than one. The 'collection fund' is the account in which a local authority places its council tax and business rates income. The regulations apply only to budget shortfalls accumulated in 2020-2021. Where authorities have such a deficit, the regulations state that they must spread it across the three years in question. The Government has published guidance and a 'deficity spreading tool' to assist local authorities to calculate whether they are eligible for these provisions.
76. When considering its approach to the treasury management matters set out in the report, 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

77. The employer's contribution is a significant element of the Council's budget and consequently any improvement in investment performance and having a significant reduction in cost of borrowing will allow the Council to meet this obligation more easily and could also make resources available for other corporate priorities.
78. This report helps in addressing value for money through benchmarking the Council's performance against other Local Authority and London boroughs.

Property Implications

79. None

Other Implications

80. None

Options Considered

81. The CIPFA TM code require that the Council establishes arrangements for monitoring its investments and borrowing activities hence the performance and activities of the Council's treasury operations is being reported to this Committee on a regular basis.

Report Author: Bola Tobun
Finance Manager – Pensions & Treasury
bola.tobun@enfield.gov.uk
Tel no. 020 8132 1588

Date of report 16th December 2022

Appendices

Annex 1 – Treasury Management Strategy Statement For 2023/24

Annex 2 – Enfield Council's Treasury Management Practices (TMPs)

Background Papers

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

- i) TM Strategy Statement 2022/23 (Approved by Council February 2022)
- ii) Section 3 Local Government Act 2003
- iii) Local Authorities (Capital Finance and Accounting) (England) Regulations 2003
- iv) MHCLG Guidance on Minimum Revenue Provision (fourth edition) February 2018
- v) MHCLG Capital Finance Guidance on Local Government Investments Feb 2018
- vi) CIPFA Prudential Code for Capital Finance in Local Authorities, 2017

This page is intentionally left blank

Enfield Council Treasury Management Strategy - 2023/24

Contents:

| Section | |
|----------------|--|
| 1. | Introduction |
| 2. | External Context: Interest Rate Forecast |
| 3. | Local Context |
| 4. | Liability Benchmark |
| 5. | Borrowing Strategy |
| 6. | Treasury Investment Strategy |
| 7. | Treasury management prudential indicators |
| 8. | Related matters |
| 9. | Financial Implications |
| 10. | Other Options Considered |

Appendices:

| | |
|--------------------|--|
| Appendix A. | Existing Investment & Debt Portfolio Position |
| Appendix B. | Prudential Indicators |
| Appendix C. | Minimum Revenue Provision |
| Appendix D. | Investment Strategy Report |

Treasury Management Strategy Statement 2023/24

1. Introduction

- 1.1. Treasury management is the management of the Council's cash flows, borrowing and investments, and the associated risks. Borrowing arises from spending on the Council's Capital Programme; this report should be considered alongside the Ten-Year Capital Programme. The Council has borrowed and/or invested substantial sums of money and is therefore exposed to potential financial risks including the loss of invested funds and the revenue effect of changing interest rates. The successful identification, monitoring and control of financial risk are therefore central to the Council's prudent financial management.
- 1.2. Treasury risk management at the Council is conducted within the framework of the Chartered Institute of Public Finance and Accountancy's *Treasury Management in the Public Services: Code of Practice 2021 Edition* (the CIPFA Code) which requires the Council to approve a treasury management strategy before the start of each financial year. This report fulfils the Council's legal obligation under the *Local Government Act 2003* to have regard to the CIPFA Code.
- 1.3. The Council is required to operate a balanced budget, which broadly means that cash raised during the year will meet revenue cash expenditure. Part of the treasury management operation is to ensure that this cash flow is adequately planned, with cash being available when it is needed. Surplus monies are invested in low-risk counterparties or instruments commensurate with the Council's low risk appetite, providing adequate liquidity initially before considering investment return.
- 1.4. The second main function of the treasury management service is the funding of the Council's capital plans. These capital plans provide a guide to the borrowing need of the Council, essentially the longer-term cash flow planning, to ensure that the Council can meet its capital spending obligations. This management of longer-term cash may involve arranging long or short-term loans or using longer term cash flow surpluses. On occasion, when it is prudent and economic, any debt previously drawn may be restructured to meet Council risk or cost objectives.
- 1.5. CIPFA defines treasury management as:
"The management of the local Council's borrowing, investments and cash flows, its banking, money market and capital market transactions; the effective control of the risks associated with those activities; and the pursuit of optimum performance consistent with those risks."
- 1.6. Investments held for service purposes or for cashflow purposes are considered in a different report, the Investment Strategy (**Section 4**).

2. External Context: Interest Rate Forecast

- 2.1. The Bank of England's Monetary Policy Committee (MPC) remains concerned about inflation but sees the path for Bank Rate to be below that priced into markets.
- 2.2. Following the exceptional 75bp rise in November, the Council's Treasury advisor, Arlingclose, believes the MPC will slow the rate of increase at the next few meetings. Arlingclose now expects Bank Rate to peak at 4.25%, with a further 50bp rise in December and smaller rises in 2023.
- 2.3. The UK economy likely entered into recession in Q3, which will continue for some time. Once inflation has fallen from the peak, the MPC is expected to cut Bank Rate.
- 2.4. The Council's long-term borrowing comes primarily from the Public Works Loan Board. Interest rates are set by applying a margin to gilt yields. Arlingclose expects gilt yields to remain broadly steady despite the MPC's attempt to push down on interest rate expectations. Without a weakening in the inflation outlook, investors will price in higher inflation expectations given signs of a softer monetary policy stance.
- 2.5. Gilt yields face pressures to both sides from hawkish US/EZ central bank policy on one hand to the weak global economic outlook on the other. BoE bond sales will maintain yields at a higher level than would otherwise be the case.
- 2.6. For the purpose of setting the budget, it has been assumed that new long-term loans will be initially borrowed at an average rate of 4.25% during financial years 2022/23 to 2023/24; and 4% from 2024/25 onwards, and that any treasury investments will be receive an average return of 3.5%.

3. Local Context

- 3.1. The underlying need to borrow for capital purposes is measured by the Capital Financing Requirement (CFR), while usable reserves and working capital are the underlying resources available for internal borrowing or investment. The Council's current strategy is to use internal borrowing to reduce the total interest costs by delaying the need for external borrowing.
- 3.2. The Council's capital expenditure plans are the key driver of treasury management activity. The output of the capital expenditure plans is reflected in the prudential indicators. In considering the affordability of its capital plans, the Council is required to consider all of the resources currently available to it and estimated for the future, together with the totality of its capital plans, revenue income and revenue expenditure forecasts for the forthcoming year and the following two years.
- 3.3. On 31st December 2022, the Council held £1,102.5m of borrowing and £100.3m of treasury investments. The forecasted position shown in Table 1 below.

Table 1: Forecast Capital Financing Requirement and Borrowing

| | 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 Forecast £m | 31.3.33 Forecast £m |
|--|---------------------------|---------------------------|---------------------------|---------------------------|---------------------------|---------------------------|---------------------------|
| General Fund CFR | 1,059.5 | 1,133.7 | 1,214.9 | 1,272.1 | 1,300.3 | 1,294.1 | 1,288.7 |
| HRA CFR | 306.2 | 351.2 | 419.2 | 419.2 | 424.2 | 433.2 | 594.8 |
| Total / Borrowing CFR | 1,365.7 | 1,484.9 | 1,634.1 | 1,691.3 | 1,724.5 | 1,727.3 | 1,883.5 |
| PFI Liability | 26.3 | 22.1 | 17.7 | 13.8 | 10.7 | 7.5 | (0.0) |
| Total Debt CFR | 1,392.0 | 1,507.0 | 1,651.7 | 1,705.1 | 1,735.2 | 1,734.8 | 1,883.4 |
| Less: Internal borrowing | (231.7) | (83.8) | (166.7) | (192.2) | (216.0) | (212.8) | (205.3) |
| External borrowing | 1,160.4 | 1,423.2 | 1,485.0 | 1,512.9 | 1,519.2 | 1,522.0 | 1,678.1 |
| Existing Borrowing Profile | | | | | | | |
| Existing Borrowing Profile | 1,063.0 | 975.7 | 946.4 | 917.3 | 888.5 | 846.2 | 696.1 |
| Cumulative new Borrowing to be raised (inc refinancing maturing borrowing) | 97.3 | 447.4 | 538.7 | 595.6 | 630.7 | 675.8 | 982.0 |

3.4. The Council may also borrow additional sums to pre-fund future years' requirements, providing this does not exceed the authorised limit for borrowing of £1,801 million.

3.5. The Council has an increasing CFR due to the requirements of the Council's capital programme and is forecasting to have total CFR debt up to £1,883.0m over the 10-Year forecast period (2023/24 to 2032/33). As detailed in Table 2 below, The Council's 10-year programme is £1,800.0m of which £799.3m (44%) is expected to be funded through borrowing and over the next 5 years the programme is £1,138.5m of which £489.3m (43%) is funded through borrowing.

3.6. Table 2 includes outline budgets for projects that will seek detailed approval as the business cases are further developed.

Table 2: Capital Expenditure & Financing

| | 2022/23 Forecast £m | 2023/24 £m | 2024/25 £m | 2025/26 £m | 2026/27 £m | 2027/28 £m | 2028/29 to 2032/33 £m | Total 10 Yr. £m |
|---------------------------------|---------------------------|---------------|---------------|---------------|---------------|---------------|--------------------------------|--------------------|
| Meridian Water | 63.5 | 104.4 | 99.1 | 19.7 | 26.9 | 10.9 | 65.5 | 326.3 |
| Companies | 31.7 | 28.8 | 36.9 | 50.0 | 17.0 | 0.0 | 0.0 | 132.7 |
| Other General Fund | 59.9 | 111.8 | 60.5 | 45.0 | 27.0 | 25.5 | 126.3 | 396.0 |
| HRA | 107.4 | 134.6 | 128.2 | 92.3 | 56.7 | 63.4 | 469.8 | 945.0 |
| Total | 262.5 | 379.6 | 324.7 | 206.9 | 127.5 | 99.8 | 661.5 | 1,800.0 |
| Financed by: | | | | | | | | |
| External Grants & Contributions | (56.1) | (153.8) | (89.4) | (79.3) | (24.1) | (12.3) | (205.4) | (564.3) |
| S106 & CIL | (1.9) | (2.0) | (1.9) | (1.9) | (0.7) | (0.7) | (3.3) | (10.4) |
| Revenue Contributions | (0.1) | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| Capital Receipts | (29.1) | (69.0) | (48.4) | (29.0) | (25.9) | (38.2) | (74.4) | (285.0) |
| Major Repairs Allowance (MRA) | (11.3) | (12.3) | (13.9) | (13.8) | (14.6) | (15.4) | (68.5) | (138.5) |
| Earmarked Reserves | (13.4) | (2.6) | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | (2.6) |
| Prudential Borrowing | 150.6 | 139.9 | 171.1 | 82.7 | 62.3 | 33.2 | 310.0 | 799.3 |

3.7. Table 3 sets out the cost of the delivering the Councils ten-year capital programme as well servicing existing debt related to past capital programmes.

3.8. The timely action taken by the Council during the last year and via the development of the Capital Programme has ensured that despite rising interest rates, the total revenue cost of the capital programme in 2023/24 remains almost

the same as was estimated this time last year (£32.4m). General fund revenue interest costs will be £3m higher, but this will be offset by a reduced level of debt repayment provision (due to reduced debt levels).

3.9. The 2023/24 revenue impact on the General Fund net of interest recharges to the HRA; Companies and Meridian Water (capitalised) is £32.2m consisting of interest £12.7m and MRP £19.7m.

3.10. Of this, £2.3m to £3.8m will be funded from capital financing smoothing reserves and £28.6m via the revenue budget.

Table 3: Cost of Debt and Revenue Budgets

| | 2023/24 | 2024/25 | 2025/26 | 2026/27 | 2027/28 | 2028/29 | 2029/30 | 2030/31 | 2031/32 | 2032/33 |
|--|-------------|-------------|-------------|-------------|--------------|--------------|--------------|--------------|--------------|--------------|
| | £m | £m | £m | £m | £m | £m | £m | £m | £m | £m |
| Gross Interest | 41.6 | 48.0 | 53.3 | 55.4 | 56.1 | 56.4 | 57.2 | 59.5 | 62.4 | 64.1 |
| Debt Fees | 0.1 | 0.1 | 0.1 | 0.1 | 0.1 | 0.1 | 0.0 | 0.1 | 0.1 | 0.1 |
| Total Debt Cost | 41.7 | 48.1 | 53.4 | 55.5 | 56.2 | 56.5 | 57.2 | 59.6 | 62.5 | 64.1 |
| Recharges/ Income: | | | | | | | | | | |
| Investment Income | (1.0) | (1.5) | (1.1) | (1.1) | (1.1) | (1.1) | (1.1) | (1.1) | (1.1) | (1.1) |
| Meridian Water | (8.7) | (9.1) | (8.3) | (7.7) | (6.2) | (6.3) | (6.1) | (5.9) | (5.9) | (5.8) |
| Companies | (4.9) | (6.0) | (7.7) | (8.9) | (9.5) | (9.3) | (9.2) | (9.0) | (8.9) | (10.0) |
| HRA | (14.2) | (17.3) | (17.3) | (17.5) | (17.9) | (18.3) | (18.2) | (22.1) | (23.4) | (25.1) |
| Schools | (0.1) | (0.1) | (0.1) | (0.1) | (0.1) | (0.1) | (0.1) | (0.1) | (0.1) | (0.1) |
| Interest Charged to Gen. Fund | 12.7 | 14.1 | 18.8 | 20.1 | 21.3 | 21.3 | 22.5 | 21.3 | 23.1 | 22.0 |
| | | | | | | | | | | |
| MRP | 19.7 | 20.3 | 23.6 | 26.1 | 26.9 | 25.8 | 24.1 | 22.5 | 21.9 | 21.9 |
| Total Financing Cost Charged to Gen. Fund | 32.4 | 34.4 | 42.4 | 46.2 | 48.2 | 47.1 | 46.5 | 43.9 | 45.0 | 43.9 |
| Budget | 28.6 | 33.6 | 38.6 | 43.6 | 48.6 | 49.6 | 50.6 | 51.6 | 52.6 | 53.6 |
| Variance | 3.8 | 0.8 | 3.9 | 2.6 | (0.4) | (2.5) | (4.0) | (7.7) | (7.6) | (9.7) |
| Adjustment - 70% spend scenario | 30.9 | 31.5 | 38.6 | 41.7 | 43.4 | 42.3 | 42.3 | 40.2 | 41.7 | 40.7 |
| Variance (70% delivery scenario) | 2.3 | (2.0) | 0.0 | (1.9) | (5.2) | (7.3) | (8.3) | (11.4) | (10.9) | (12.9) |

3.11. CIPFA's Prudential Code for Capital Finance in Local Authorities recommends that the Council's total debt should be lower than the amount of borrowing it needs to finance its programmes (i.e., its highest forecast CFR over the next three years). Table 3 sets out the position over the forecasted period.

Table 4: External Borrowing and the Capital Financing Requirement (CFR)

| | 2023/24 | 2024/25 | 2025/26 | 2026/27 | 2027/28 | 2028/29 | 2029/30 | 2030/31 | 2031/32 | 2032/33 |
|----------------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|
| | £m | £m | £m | £m | £m | £m | £m | £m | £m | £m |
| Meridian Water | 422.8 | 457.6 | 474.7 | 499.8 | 510.2 | 534.1 | 544.1 | 553.6 | 563.9 | 573.1 |
| Companies | 198.7 | 233.9 | 281.9 | 295.8 | 292.2 | 288.4 | 284.5 | 280.4 | 276.2 | 271.7 |
| Other General Fund | 512.3 | 523.4 | 515.5 | 504.7 | 491.7 | 482.2 | 472.0 | 463.1 | 453.9 | 443.9 |
| HRA | 351.2 | 419.2 | 419.2 | 424.2 | 433.2 | 434.8 | 442.8 | 527.8 | 557.8 | 594.8 |
| Total CFR | 1,484.9 | 1,634.1 | 1,691.3 | 1,724.5 | 1,727.3 | 1,739.5 | 1,743.4 | 1,824.8 | 1,851.7 | 1,883.5 |
| External Debt | 1,423.2 | 1,485.0 | 1,512.9 | 1,519.2 | 1,522.0 | 1,534.2 | 1,538.0 | 1,619.5 | 1,646.4 | 1,678.1 |

4. Liability benchmark

4.1. The liability benchmark represents an estimate of the cumulative amount of external borrowing the Council must hold to fund its current capital and revenue plans while keeping treasury investments at the minimum level required to manage day-to-day cash flow.

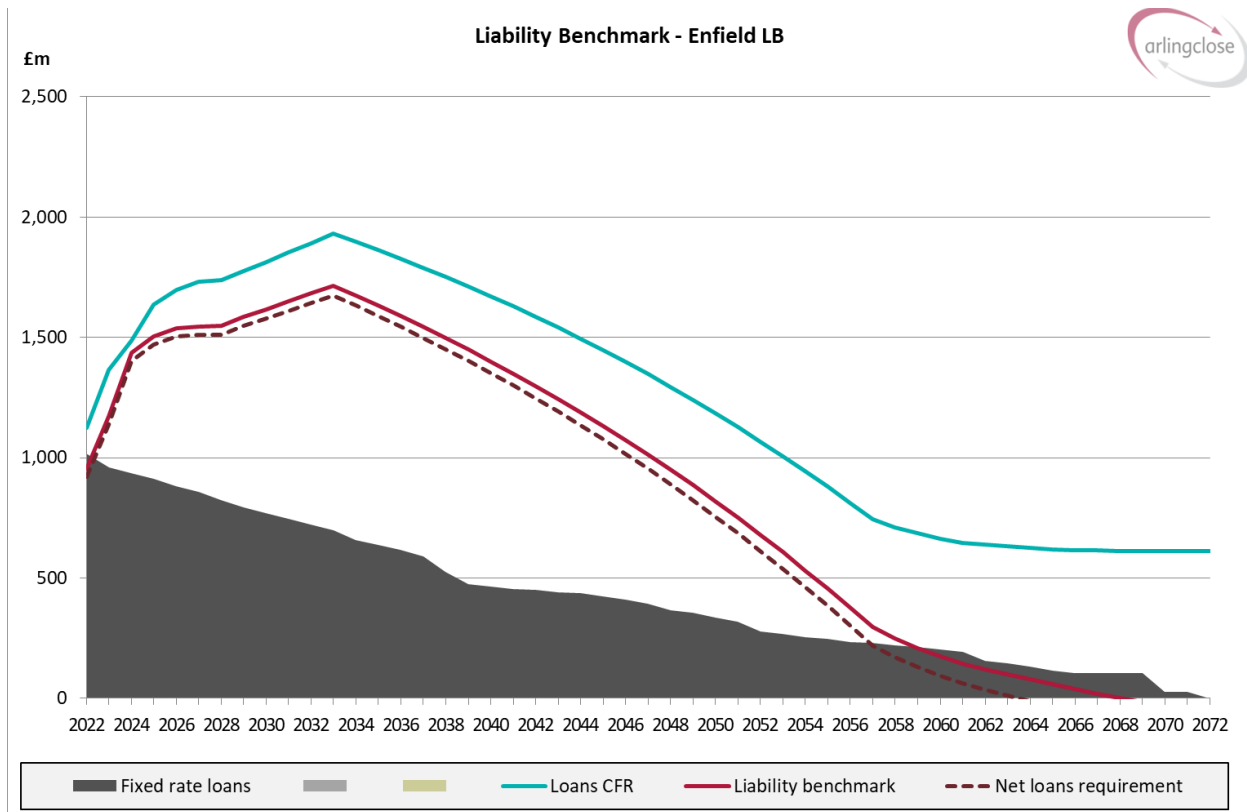
Table 5: Prudential Indicator: Liability benchmark

| | 31.3.22 Actual £m | 31.3.23 Estimate £m | 31.3.24 Forecast £m | 31.3.25 Forecast £m | 31.3.26 Forecast £m |
|-------------------------------|-------------------------|---------------------------|---------------------------|---------------------------|---------------------------|
| Loans CFR | 1,234.2 | 1,365.7 | 1,484.9 | 1,634.1 | 1,691.3 |
| Less: Balance sheet resources | (149.4) | (118.9) | (105.8) | (99.4) | (99.4) |
| Net loans requirement | 1,084.8 | 1,246.8 | 1,379.1 | 1,534.7 | 1,591.9 |
| Plus: Liquidity allowance | 35 | 35 | 35 | 35 | 35 |
| Liability benchmark | 1,119.8 | 1,281.8 | 1,414.1 | 1,569.7 | 1,626.9 |

4.2. Following on from the medium-term forecasts in table 3 above, the long-term liability benchmark assumes capital expenditure funded by borrowing, minimum revenue provision on new capital expenditure based on the asset's useful economic life, expenditure and reserves all increasing by 2.5% a year.

4.3. Balance Sheet Resources as per Table 5 is based on the Council's forecast of its Useable Reserves. Liquidity Allowance is based on the headroom built into the Council's Authorised Limit.

- 4.4. Chart 1 below shows how the loans the Council has (grey shaded area) compares with the underlying need to borrow (red line).
- 4.5. Chart 1 shows the long-term borrowing impact of the current ten-year capital programme (i.e., for this technical purpose, it assumes that there is no further need to borrow after the expiry of the current ten-year capital programme, which in reality would not be the case).
- 4.6. If debt (grey shaded area) exceeds the liability benchmark (red lines), the authority has a cash surplus and is holding on deposit. It is a measure of the Council's existing (and committed) loans portfolio compared with its forecast loan needs. This benchmark supports the authority to understand and manage its exposure to treasury risks.



5. Borrowing Strategy

- 5.1. **Objectives:** The Council's primary objective when borrowing money is to strike an appropriately low risk balance between securing low interest costs and achieving certainty of those costs over the period for which funds are required. The flexibility to renegotiate loans should the Council's long-term plans change is a secondary objective.

- 5.2. **Strategy:** The Council's borrowing strategy continues to address the key issue of affordability without compromising the long-term stability of the debt portfolio. Short term PWLB interest rates are currently broadly similar to long term rates.
- 5.3. During a period of interest rate volatility earlier in 2022, Enfield's borrowing strategy has been to borrow up to three months in advance of the cash being required in order to manage risk and refinance maturing debt at relatively lower interest rate where possible. Relatively strong investment income (around 3.3% as at 31 Dec, though lower earlier in the year) reduces the holding cost of debt until it is required.
- 5.4. Interest rates are forecast to be much more stable during 2023/24. But expenditure is less certain: capital projects are adapting to the new economic environment, so there is a higher degree of uncertainty about the cash flow to be required at any given time. In this environment, our borrowing strategy is going to be 'little and often, minimising cash balances' i.e.:
- (i) Closer focus and engagement with project managers on cash flow forecasting (focusing on large payments and the month ahead);
 - (ii) Keeping £30m cash available in short-term investments as a buffer, for example, to meet payroll runs;
 - (iii) When the balance goes below £30m and is forecast to stay below £30m, borrowing the forecast amount required for the following two weeks using short term borrowing, provided that the proportion of short-term borrowing stays within the authorised limits
 - (iv) Borrowing long term to 'fix' short-term borrowing when it is going to mature.
- 5.5. This strategy will reduce cash balances and give certainty about the quantum of long-term borrowing required (as it will be matched to the maturity of short-term borrowing). It also gives the Council flexibility to change plans without incurring the cost of holding debt that is not required.
- 5.6. This strategy will be tweaked and adapted as and when required. This approach will be actively managed to prevent exposure to re-financing risk. Re-financing risk is the risk of interest rates moving in the future that will result in refinancing short-term loans or internal borrowing being more expensive than the present time.
- 5.7. The above strategy will allow the Council to reduce net borrowing costs (despite foregone investment income) and reduce overall treasury risk. Arlingclose will assist the Council with this 'cost of carry' and breakeven analysis.
- 5.8. The Authority has previously raised the majority of its long-term borrowing from the PWLB and short-term borrowing from other local authorities. Enfield will continue to horizon-scan and investigate potential alternative financing options, but PWLB is likely to remain the cheapest and lowest risk option for long term borrowing.

5.9. PWLB loans are no longer available to local authorities planning to buy investment assets primarily for yield; the Authority intends to avoid this activity in order to retain its access to PWLB loans.

5.10. **Sources of borrowing:** The approved sources of long term and short-term borrowing are:

- i. HM Treasury's PWLB lending facility (formerly the Public Works Loan Board)
- ii. any institution approved for investments (see below)
- iii. any other bank or building society authorised to operate in the UK
- iv. any other UK public sector body
- v. UK public and private sector pension funds (except the London Borough of Enfield Pension Fund)
- vi. capital market bond investors
- vii. UK Municipal Bonds Agency plc and other special purpose companies created to enable local Council bond issues
- viii. Mayor of London Energy Efficiency Fund (MEEF)
- ix. Energy Efficiency Fund (LEEF)
- x. European Investment Bank (EIB)
- xi. Insurance Funds

5.11. **Other sources of debt finance:** In addition, capital finance may be raised by the following methods that are not borrowing, but may be classed as other debt liabilities:

- i. Leasing and hire purchase
- ii. Private Finance Initiative
- iii. sale and leaseback

5.12. **Municipal Bonds Agency:** UK Municipal Bonds Agency plc was established in 2014 by the Local Government Association as an alternative to the PWLB. It issues bonds on the capital markets and lends the proceeds to local authorities. This is a more complicated source of finance than the PWLB for two reasons: borrowing authorities will be required to provide bond investors with a guarantee to refund their investment in the event that the agency is unable to for any reason; and there will be a lead time of several months between committing to borrow and knowing the interest rate payable. Any decision to borrow from the Agency will therefore be the subject of a separate report to full Council.

5.13. **LOBOs:** the authority does not hold any Lender's Option Borrower's Option loans.

5.14. **Short term and variable rate loans:** These loans leave the Council exposed to the risk of short-term interest rate rises and are therefore subject to the interest rate exposure limits in the treasury management indicators below.

5.15. **Debt rescheduling:** The PWLB allows authorities to repay loans before maturity. This results in the Council either paying a premium (additional cost) to prematurely repay the loan or receiving a discount (refund of cost by PWLB). Premiums and discounts are calculated according to a set formula based on current interest rates. Other lenders may also be prepared to negotiate premature redemption

terms. The Council may take advantage of this and replace some loans with new loans, or repay loans without replacement, where this is expected to lead to an overall cost saving or a reduction in risk. Currently, PWLB early redemption fees are high, and it is unlikely that a saving can be made by early redemption. The Council will keep debt rescheduling opportunities under review and update Members as part of the treasury management reporting cycle throughout the financial year.

5.16. **Other Options:** The Council will continue to consider a wide range of financing options, as shown in the table below, such as leasing assets in an income strip arrangement for a shorter period than the asset life (30 years) in order to retain the asset for the Council, while reducing the debt.

Table 6: Borrowing Options

| | PWLB | Short Term LA | Commercial Paper | LA Bills | Long Term LA | Bank Loans | Private Placement | MBA | Public Bonds | Income Strip |
|-------------------|---------|---------------|------------------|----------|--------------|------------|-------------------|-----------|--------------|--------------|
| Size | Any | <£10m | £100m | <£10m | <£10m | >£5m | >25m | ? | >£200m | >20m |
| Interest | V, F | V | V | V | V, F | V, F, I | V, F, I | F? | F, I | F, V, I |
| Maturity | <50yr | <1yr | <1yr | <1yr | ? | <10yr | 10 to 50yr | ? | 10yr + | 10yr + |
| Repayment | M, A | M | M | M | M, A | M, A | M, A | M? | M, A | M, A |
| Tradeable | No | No | Yes | Maybe | Maybe | Maybe | Maybe | Yes | Yes | No |
| Credit Assessment | No | No | Yes | Yes | Yes | Yes | Yes | Yes | Yes | Yes |
| Legal Documents | No | No | Yes | Yes | Yes | Yes | Yes | Yes | Yes | No |
| Process | Easy | Easy | Intensive | Moderate | Moderate | Moderate | Moderate | Intensive | Intensive | Intensive |
| Margin | Highest | Low | Low | Low | Medium | Medium | Medium | Medium | Medium | Higher |

6. Treasury Investment Strategy

- 6.1. At present the Council does not hold significant level of invested funds. Surplus cash is held in overnight Money Market Funds for ease of accessibility to meet short-term cashflow demands.
- 6.2. The Council plans to have a zero daily current bank closing balance every day ensuring all surplus cash is always appropriately invested.
- 6.3. The level of cash deposit will fluctuate during the course of the year. For 2023/24 we aim for lower average cash balances of £35m due to the adapted borrowing strategy as described in section 5.
- 6.4. **Objectives:** The CIPFA Code requires the Authority to invest its treasury funds prudently, and to have regard to the security and liquidity of its investments before seeking the highest rate of return, or yield. The Authority's objective when investing money is to strike an appropriate balance between risk and return,

minimising the risk of incurring losses from defaults and the risk of receiving unsuitably low investment income. Where balances are expected to be invested for more than one year, the Authority will aim to achieve a total return that is equal or higher than the prevailing rate of inflation, in order to maintain the spending power of the sum invested. The Authority aims to be a responsible investor and will consider environmental, social and governance (ESG) issues when investing.

- 6.5. **Strategy:** The Authority expects to be a long-term borrower and new treasury investments will therefore be made primarily to manage day-to-day cash flows using short-term low risk instruments. The existing portfolio of strategic pooled funds will be maintained to diversify risk into different sectors and boost investment income.
- 6.6. Currently, the Council invests all surplus cash overnight into Money Market Funds (no fixed period). This gives maximum liquidity. Given the recent rise in interest rates, the Council will dedicate more resources to a greater focus on cash flow management which was not cost effective in the previous low-interest rate environment. This may enable us to invest some cash longer term in confidence that it will not be required until then (e.g., for a number of months) in order to increase returns on that investment without jeopardising liquidity.
- 6.7. The Council is required to have a £10m minimum investments at all times to keep its professional status and access to Money Market Funds and the wider capital markets. This means that £10m can be invested longer term to increase returns while prioritising the security of that investment.
- 6.8. This strategy is likely to lead to a higher diversification in the sectors we invest any cash surpluses in, depending on the returns and conditions (e.g., we may lend to other local authorities).
- 6.9. The CIPFA Code does not permit local authorities to both borrow and invest long-term for cash flow management. But the Authority may make long-term investments for treasury risk management purposes, including to manage interest rate risk by investing sums borrowed in advance for the capital programme for up to three years; to manage inflation risk by investing usable reserves in instruments whose value rises with inflation; and to manage price risk by adding diversification to the strategic pooled fund portfolio.
- 6.10. **ESG policy:** Environmental, social and governance (ESG) considerations are increasingly a factor in global investors' decision making, but the framework for evaluating investment opportunities is still developing and therefore the Authority's ESG policy does not currently include ESG scoring or other real-time ESG criteria at an individual investment level. When investing in banks and funds, the Authority will prioritise banks that are signatories to the UN Principles for Responsible Banking and funds operated by managers that are signatories to the UN Principles

for Responsible Investment, the Net Zero Asset Managers Alliance and/or the UK Stewardship Code.

6.11. **Business models:** Under the new IFRS 9 standard, the accounting for certain investments depends on the Council's "business model" for managing them. The Council aims to achieve value from its internally managed treasury investments by a business model of collecting the contractual cash flows and therefore, where other criteria are also met, these investments will continue to be accounted for at amortised cost.

6.12. **Approved counterparties:** The Council may invest its surplus funds with any of the counterparty types set out below, subject to the cash limits (per counterparty).

Table 7 - Approved Investment Counterparties and Limits

| Sector | Time limit | Counterparty limit | Sector limit |
|---|------------|--------------------|--------------|
| The UK Government | 50 years | Unlimited | n/a |
| Local authorities & other government entities | 25 years | £20m | Unlimited |
| Secured investments * | 25 years | £10m | Unlimited |
| Banks (unsecured) * | 13 months | £5m | Unlimited |
| Building societies (unsecured) * | 13 months | £5m | £10m |
| Registered providers (unsecured) * | 5 years | £5m | £25m |
| Money market funds * | n/a | £25m | Unlimited |
| Strategic pooled funds | n/a | £10m | £50m |
| Real estate investment trusts | n/a | £10m | £25m |
| Other investments * | 5 years | £5m | £10m |

This table must be read in conjunction with the notes below

A group of banks under the same ownership will be treated as a single organisation for limit purposes. Limits will also be placed on fund managers, investments in brokers' nominee accounts, foreign countries, and industry sectors as below

6.13. * **Minimum Credit rating:** Treasury investments in the sectors marked with an asterisk will only be made with entities whose lowest published long-term credit rating is no lower than A-. Where available, the credit rating relevant to the specific investment or class of investment is used, otherwise the counterparty credit rating is used. However, investment decisions are never made solely based on credit ratings, and all other relevant factors including external advice will be considered.

- 6.14. For entities without published credit ratings, investments may be made either (a) where external advice indicates the entity to be of similar credit quality; or (b) to a maximum of £500,000 per counterparty as part of a diversified pool e.g., via a peer-to-peer platform.
- 6.15. **Government:** Loans to; bonds and bills issued or guaranteed by, national governments, regional and local authorities, and multilateral development banks. These investments are not subject to bail-in, and there is generally a lower risk of insolvency, although they are not zero risk. Investments with the UK Government are deemed to be zero credit risk due to its ability to create additional currency and therefore may be made in unlimited amounts for up to 50 years.
- 6.16. **Secured investments:** Investments secured on the borrower's assets, which limits the potential losses in the event of insolvency. The amount and quality of the security will be a key factor in the investment decision. Covered bonds and reverse repurchase agreements with banks and building societies are exempt from bail-in. Where there is no investment specific credit rating, but the collateral upon which the investment is secured has a credit rating, the higher of the collateral credit rating and the counterparty credit rating will be used. The combined secured and unsecured investments with any one counterparty will not exceed the cash limit for secured investments.
- 6.17. **Banks and building societies (unsecured):** Accounts, deposits, certificates of deposit and senior unsecured bonds with banks and building societies, other than multilateral development banks. These investments are subject to the risk of credit loss via a bail-in should the regulator determine that the bank is failing or likely to fail. See below for arrangements relating to operational bank accounts.
- 6.18. **Registered providers (unsecured):** Loans to, and bonds issued or guaranteed by, registered providers of social housing or registered social landlords, formerly known as housing associations. These bodies are regulated by the Regulator of Social Housing (in England), the Scottish Housing Regulator, the Welsh Government and the Department for Communities (in Northern Ireland). As providers of public services, they retain the likelihood of receiving government support if needed.
- 6.19. **Money market funds:** Pooled funds that offer same-day or short notice liquidity and very low or no price volatility by investing in short-term money markets. They have the advantage over bank accounts of providing wide diversification of investment risks, coupled with the services of a professional fund manager in return for a small fee. Although no sector limit applies to money market funds, the Authority will take care to diversify its liquid investments over a variety of providers to ensure access to cash at all times.
- 6.20. **Strategic pooled funds:** Bond, equity and property funds that offer enhanced returns over the longer term but are more volatile in the short term. These allow the Authority to diversify into asset classes other than cash without the need to own and manage the underlying investments. Because these funds have no defined maturity date, but are available for withdrawal after a notice period, their

performance and continued suitability in meeting the Authority's investment objectives will be monitored regularly.

- 6.21. **Real estate investment trusts:** Shares in companies that invest in real estate and pay the majority of their rental income to investors in a similar manner to pooled property funds. As with property funds, REITs offer enhanced returns over the longer term, but are more volatile especially as the share price reflects changing demand for the shares as well as changes in the value of the underlying properties.
- 6.22. **Other investments:** This category covers treasury investments not listed above, for example unsecured corporate bonds and company loans. Non-bank companies cannot be bailed-in but can become insolvent placing the Authority's investment at risk.
- 6.23. **Operational bank accounts:** The Authority may incur operational exposures, for example through current accounts, collection accounts and merchant acquiring services, to any UK bank with credit ratings no lower than BBB- and with assets greater than £25 billion. These are not classed as investments but are still subject to the risk of a bank bail-in, and balances will therefore be kept below £800,000 per bank. The Bank of England has stated that in the event of failure, banks with assets greater than £25 billion are more likely to be bailed-in than made insolvent, increasing the chance of the Authority maintaining operational continuity.
- 6.24. **Risk assessment and credit ratings:** Credit ratings are obtained and monitored by the Authority's treasury advisers, who will notify changes in ratings as they occur. The credit rating agencies in current use are listed in the Treasury Management Practices document. Where an entity has its credit rating downgraded so that it fails to meet the approved investment criteria then:
- (i) no new investments will be made,
 - (ii) any existing investments that can be recalled or sold at no cost will be, and
 - (iii) full consideration will be given to the recall or sale of all other existing investments with the affected counterparty.
- 6.25. Where a credit rating agency announces that a credit rating is on review for possible downgrade (also known as "negative watch") so that it may fall below the approved rating criteria, then only investments that can be withdrawn on the next working day will be made with that organisation until the outcome of the review is announced. This policy will not apply to negative outlooks, which indicate a long-term direction of travel rather than an imminent change of rating.
- 6.26. **Other information on the security of investments:** The Authority understands that credit ratings are good, but not perfect, predictors of investment default. Full regard will therefore be given to other available information on the credit quality of the organisations in which it invests, including credit default swap prices, financial statements, information on potential government support, reports in the quality financial press and analysis and advice from the Authority's treasury management adviser. No investments will be made with an organisation if there are substantive

doubts about its credit quality, even though it may otherwise meet the above criteria.

6.27. When deteriorating financial market conditions affect the creditworthiness of all organisations, as happened in 2008 and 2020, this is not generally reflected in credit ratings, but can be seen in other market measures. In these circumstances, the Authority will restrict its investments to those organisations of higher credit quality and reduce the maximum duration of its investments to maintain the required level of security. The extent of these restrictions will be in line with prevailing financial market conditions. If these restrictions mean that insufficient commercial organisations of high credit quality are available to invest the Authority's cash balances, then the surplus will be deposited with the UK Government, or with other local authorities. This will cause investment returns to fall but will protect the principal sum invested

6.28. Investments that are not for the purpose of treasury management activities (e.g., lending to wholly owned Council companies) are described in the separate Investment Strategy Report.

6.29. **Investment limits:** The Council will limit the risk of loss from a default from lending to any one organisation (other than the UK Government) will be £15 million. A group of banks under the same ownership will be treated as a single organisation for limit purposes. Limits will also be placed on fund managers, investments in brokers' nominee accounts, foreign countries, and industry sectors as below. Investments in pooled funds and multilateral development banks do not count against the limit for any single foreign country since the risk is diversified over many countries. A group of entities under the same ownership will be treated as a single organisation for limit purposes.

Table 8: Additional investment limits

| | Cash limit |
|---|-------------------|
| Any group of pooled funds under the same management | £25m per manager |
| Negotiable instruments held in a broker's nominee account | £25m per broker |
| Foreign countries | £10m per country |

6.30. **Liquidity management:** The Council uses its own in-house cash flow forecasting software model (Predictor) to determine the maximum period for which funds may prudently be committed. The forecast is compiled on a prudent basis to minimise the risk of the Council being forced to borrow on unfavourable terms to meet its financial commitments. Limits on long term investments are set by reference to the Council's medium-term financial plan and cash flow forecast.

- 6.31. The Authority will spread its liquid cash over at least four providers (e.g., bank accounts and money market funds) to ensure that access to cash is maintained in the event of operational difficulties at any one provider.
- 6.32. Appendix E sets out the Investment Strategy Report to meet the requirements of MHCLG 2018 requirements.

7. **Treasury Management Prudential Indicators**

- 7.1. The Council measures and manages its exposures to treasury management risks using the following indicators.
- 7.2. **Security:** The Council has adopted a voluntary measure of its exposure to credit risk by monitoring the value weighted average credit score of its investment portfolio. This is calculated by applying a score to each investment (AAA=1, AA+=2, etc.) and taking the arithmetic average, weighted by the size of each investment. Unrated investments are assigned a score based on their perceived risk.

| Credit risk indicator | Target |
|--------------------------------|---------------|
| Portfolio average credit score | 6 |

- 7.3. **Liquidity:** The Council has adopted a voluntary measure of its exposure to liquidity risk by monitoring the amount of cash available to meet unexpected payments within a rolling three-month period, without additional borrowing.

| Liquidity risk indicator | Target |
|--------------------------------------|---------------|
| Total cash available within 3 months | £35m |

- 7.4. **Interest rate exposures:** This indicator is set to control the Council's exposure to interest rate risk. The upper limits on the one-year revenue impact of a 1% rise or fall in interest rates will be:

| Interest rate risk indicator | Limit |
|--|--------------|
| Upper limit on one-year revenue impact of a 1% <u>rise</u> in interest rates | +£4.0m |
| Upper limit on one-year revenue impact of a 1% <u>fall</u> in interest rates | -£4.0m |

- 7.5. The impact of a change in interest rates is calculated on the assumption that maturing loans and investments will be replaced at current rates. The effect of an increase in interest rates will be mitigated through the Council's risk budget.
- 7.6. **Maturity structure of borrowing:** This indicator is set to control the Council's exposure to refinancing risk. The upper and lower limits on the maturity structure of borrowing will be:

| Refinancing rate risk indicator | Upper limit | Lower limit |
|--|--------------------|--------------------|
| Under 12 months | 30% | 0% |

| | | |
|--------------------------------|------|----|
| 12 months and within 24 months | 35% | 0% |
| 24 months and within 5 years | 40% | 0% |
| 5 years and within 10 years | 45% | 0% |
| 10 years and above | 100% | 0% |

- 7.7. Time periods start on the first day of each financial year. The maturity date of borrowing is the earliest date on which the lender can demand repayment.
- 7.8. **Long-term treasury management investments:** The purpose of this indicator is to control the Authority's exposure to the risk of incurring losses by seeking early repayment of its investments. The prudential limits on the long-term treasury management investments (i.e., investments with duration in excess of 1 year) will be:

| Price risk indicator | 2023/24 | 2024/25 | 2025/26 | No fixed date |
|---|---------|---------|---------|---------------|
| Limit on principal invested beyond year end | £25m | £25m | £25m | £0m |

Long-term investments with no fixed maturity date include strategic pooled funds and real estate investment trusts but exclude money market funds and bank accounts with no fixed maturity date as these are considered short-term.

8. Related Matters

- 8.1. The CIPFA Code requires the Authority to include the following in its treasury management strategy.
- 8.2. **Financial derivatives:** Local authorities have previously made use of financial derivatives embedded into loans and investments both to reduce interest rate risk (e.g., interest rate collars and forward deals) and to reduce costs or increase income at the expense of greater risk (e.g., LOBO loans and callable deposits). The general power of competence in section 1 of the *Localism Act 2011* removes much of the uncertainty over local authorities' use of standalone financial derivatives (i.e., those that are not embedded into a loan or investment).
- 8.3. The Authority will only use standalone financial derivatives (such as swaps, forwards, futures, and options) where they can be clearly demonstrated to reduce the overall level of the financial risks that the Authority is exposed to. Additional risks presented, such as credit exposure to derivative counterparties, will be considered when determining the overall level of risk. Embedded derivatives, including those present in pooled funds and forward starting transactions, will not be subject to this policy, although the risks they present will be managed in line with the overall treasury risk management strategy.

- 8.4. Financial derivative transactions may be arranged with any organisation that meets the approved investment criteria, assessed using the appropriate credit rating for derivative exposures. An allowance for credit risk calculated using the methodology in the Treasury Management Practices document will count against the counterparty credit limit and the relevant foreign country limit.
- 8.5. In line with the CIPFA Code, the Authority will seek external advice and will consider that advice before entering into financial derivatives to ensure that it fully understands the implications.
- 8.6. **Housing Revenue Account:** On 1st April 2012, the Council notionally split each of its existing long-term loans into General Fund and HRA pools. New long-term loans borrowed will be assigned in their entirety to one pool or the other. Interest payable and other costs/income arising from long-term loans (e.g., premiums and discounts on early redemption) will be charged/ credited to the respective revenue account. Differences between the value of the HRA loans pool and the HRA's underlying need to borrow (adjusted for HRA balance sheet resources available for investment) will result in a notional cash balance which may be positive or negative. This balance will be measured each month and interest transferred between the General Fund and HRA at the Council's average interest rate on investments, adjusted for credit risk. This is currently under review, as going forward keeping the historical HRA debt separate seems appropriate, but it would be simpler and cheaper for both funds for the remaining debt to be split on a financing requirement basis, as it would prevent unnecessary borrowing.
- 8.7. **Markets in Financial Instruments Directive:** The Council has opted up to professional client status with its providers of financial services, including advisers, banks, brokers, and fund managers, allowing it access to a greater range of services but without the greater regulatory protections afforded to individuals and small companies. Given the size and range of the Council's treasury management activities, the Director of Finance believes this to be the most appropriate status.

Other Options Considered

- 8.8. The CIPFA Code does not prescribe any particular treasury management strategy for local authorities to adopt. The Director of Finance (Capital) having consulted the Cabinet Member for Finance, believes that the above strategy represents an appropriate balance between risk management and cost effectiveness. Some alternative strategies, with their financial and risk management implications, are listed overleaf.

| Alternative | Impact on income and expenditure | Impact on risk management |
|---|--|---|
| Invest in a narrower range of counterparties and/or for shorter times | Interest income will be lower | Lower chance of losses from credit related defaults, but any such losses may be greater |
| Invest in a wider range of counterparties and/or for longer times | Interest income will be higher | Increased risk of losses from credit related defaults, but any such losses may be smaller |
| Borrow additional sums at long-term fixed interest rates | Debt interest costs will rise; this is unlikely to be offset by higher investment income | Higher investment balance leading to a higher impact in the event of a default; however long-term interest costs may be more certain |
| Borrow short-term or variable loans instead of long-term fixed rates | Debt interest costs will initially be lower | Increases in debt interest costs will be broadly offset by rising investment income in the medium term, but long-term costs may be less certain |
| Reduce level of borrowing | Saving on debt interest is likely to exceed lost investment income | Reduced investment balance leading to a lower impact in the event of a default; however long-term interest costs may be less certain |

Appendix A – Existing Investment & Debt Portfolio Position**Table A1 – Outstanding Debt Portfolio Position as of 31st December 2022**

| Type of Loan | 1 st April 2022 | Movement | 31 st December 2022 |
|--------------------------|----------------------------|-------------|--------------------------------|
| | £m | £m | £m |
| PWLB | 928.3 | 34.8 | 963.1 |
| Local Authority | 35.0 | 54.0 | 89.0 |
| European Investment Bank | 7.9 | 0.0 | 7.9 |
| GLA | 1.2 | 0.0 | 1.2 |
| HNIP | 21.6 | 0.0 | 21.6 |
| LEEF | 2.1 | (0.5) | 1.5 |
| MEEF | 15.0 | 0.0 | 15.0 |
| SALIX | 4.0 | (0.9) | 3.1 |
| Total | 1,015.1 | 87.4 | 1,102.5 |

Table A2 – Outstanding Investment

nts as of 31st December 2022

| Type of Loan | 1 st April 2022 | 31 st Dec 2022 |
|----------------------------------|----------------------------|---------------------------|
| | £m | £m |
| Money Market Funds (MMFs) | 95.0 | 100.3 |
| On-call accounts | 0.6 | 0.0 |
| | 95.6 | 100.3 |

Appendix B

Additional Prudential Indicators

This report covers the requirements of the 2017 CIPFA Prudential Code to set prudential indicators. This item should be approved by the full Council before the start of the new financial year which is a legislative requirement. The Local Government Act 2003 requires the Council to have regard to the Chartered Institute of Public Finance and Accountancy's Prudential Code for Capital Finance in Local Authorities (the Prudential Code) when determining how much money it can afford to borrow.

The objectives of the Prudential Code are to ensure, within a clear framework, that the capital investment plans of local authorities are affordable, prudent, and sustainable, and that treasury management decisions are taken in accordance with good professional practice. To demonstrate that the Council has fulfilled these objectives, the Prudential Code sets out the following indicators that must be set and monitored each year.

Gross Debt and the Capital Financing Requirement

In order to ensure that over the medium-term debt will only be for a capital purpose, the Council should ensure that debt does not, except in the short term, exceed the total of the capital financing requirement in the preceding year plus the estimates of any additional capital financing requirement for the current and next two financial years. This is a key indicator of prudence.

Table B1 - Gross Debt and the Capital Financing Requirement

| | 2023/24 | 2024/25 | 2025/26 | 2026/27 | 2027/28 | 2028/29 | 2029/30 | 2030/31 | 2031/32 | 2032/33 |
|---------------------------------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|
| | £m | £m | £m | £m | £m | £m | £m | £m | £m | £m |
| Capital Financing Requirement | 1,484.9 | 1,634.1 | 1,691.3 | 1,724.5 | 1,727.3 | 1,739.5 | 1,743.4 | 1,824.8 | 1,851.7 | 1,883.5 |
| PFI & Finance Leases | 22.1 | 17.7 | 13.8 | 10.7 | 7.5 | 4.0 | 1.3 | (0.0) | (0.0) | (0.0) |
| Total Capital Debt Requirement | 1,507 | 1,652 | 1,705 | 1,735 | 1,735 | 1,744 | 1,745 | 1,825 | 1,852 | 1,883 |
| External Borrowing (NET) | 1,423.2 | 1,485.0 | 1,512.9 | 1,519.2 | 1,522.0 | 1,534.2 | 1,538.0 | 1,619.5 | 1,646.4 | 1,678.1 |
| Other Long-Term Liabilities | 22.1 | 17.7 | 13.8 | 10.7 | 7.5 | 4.0 | 1.3 | (0.0) | (0.0) | (0.0) |
| Gross Debt | 1,445.3 | 1,502.7 | 1,526.7 | 1,529.9 | 1,529.5 | 1,538.2 | 1,539.4 | 1,619.5 | 1,646.4 | 1,678.1 |

Prudential Indicator: Operational Boundary

The operational boundary is based on the Council's estimate of i.e., prudent, but not worst-case scenario for external debt. It links directly to the Council's estimates of capital expenditure, the capital financing requirement, and cash flow requirements, and is a key management tool for in-year monitoring. Other long-term liabilities comprise finance leases, Private Finance Initiative and other liabilities that are not borrowing but form part of the Council's debt.

Table B2 - Operational Boundary

| | 2023/24 | 2024/25 | 2025/26 | 2026/27 | 2027/28 | 2028/29 | 2029/30 | 2030/31 | 2031/32 | 2032/33 |
|-----------------------------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|
| | £m | £m | £m | £m | £m | £m | £m | £m | £m | £m |
| Debt Required | 1,423.2 | 1,485.0 | 1,512.9 | 1,519.2 | 1,522.0 | 1,534.2 | 1,538.0 | 1,619.5 | 1,646.4 | 1,678.1 |
| Other Long-Term Liabilities | 22.1 | 17.7 | 13.8 | 10.7 | 7.5 | 4.0 | 1.3 | (0.0) | (0.0) | (0.0) |
| Total Operational Boundary | 1,445.3 | 1,502.7 | 1,526.7 | 1,529.9 | 1,529.5 | 1,538.2 | 1,539.4 | 1,619.5 | 1,646.4 | 1,678.1 |

Prudential Indicator: Affordable Borrowing / Authorised Limit

A further key prudential indicator represents a control on the maximum level of borrowing. This represents a limit beyond which external debt is prohibited, and this limit needs to be set or revised by the full Council. It reflects the level of external debt which, while not desired, could be afforded in the short term, but is not sustainable in the longer term.

Table B3 - Affordable Borrowing / Authorised Limit

| | 2023/24 | 2024/25 | 2025/26 | 2026/27 | 2027/28 | 2028/29 | 2029/30 | 2030/31 | 2031/32 | 2032/33 |
|-------------------------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|
| | £m | £m | £m | £m | £m | £m | £m | £m | £m | £m |
| Operational Boundary | 1,445.3 | 1,502.7 | 1,526.7 | 1,529.9 | 1,529.5 | 1,538.2 | 1,539.4 | 1,619.5 | 1,646.4 | 1,678.1 |
| Headroom | 200 | 200 | 200 | 200 | 200 | 200 | 200 | 200 | 200 | 200 |
| Total Authorised Limit | 1,645.3 | 1,702.7 | 1,726.7 | 1,729.9 | 1,729.5 | 1,738.2 | 1,739.4 | 1,819.5 | 1,846.4 | 1,878.1 |

Prudential Indicator – Ratio of Financing Costs to Net Revenue Stream

This indicator identifies the trend in the cost of capital (borrowing and other long-term obligation costs net of investment income) against the net revenue stream and the gross revenue budget for the General Fund and the Housing Revenue Account, respectively. It also exemplifies the element of housing rental that relates to financing costs, this calculation is notional and assumes all other things are equal.

Table B4 - Ratio of Financing Costs to Net Revenue Stream

| Estimated Ratio of Financing Costs to: | 2023/24 | 2024/25 | 2025/26 | 2026/27 | 2027/28 | 2028/29 | 2029/30 | 2030/31 | 2031/32 | 2032/33 |
|--|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| General Fund Net Revenue Stream | 12.4% | 12.5% | 14.8% | 15.4% | 15.8% | 15.3% | 14.9% | 13.9% | 14.1% | 13.6% |
| Housing Revenue Account Gross Revenue Budget | 20.4% | 22.6% | 21.9% | 21.3% | 21.2% | 20.9% | 20.8% | 23.3% | 24.1% | 24.8% |

Appendix C

Annual Minimum Revenue Provision Statement (With effect from 1 April 2023)

- 1) When the Council finances capital expenditure by debt, it must put aside resources to repay that debt in later years. The amount charged to the revenue budget for the repayment of debt is known as Minimum Revenue Provision (MRP), although there has been no statutory minimum since 2008. The Local Government Act 2003 requires the Council to have regard to the Ministry for Housing, Communities and Local Government's Guidance on Minimum Revenue Provision (the MHCLG Guidance) most recently issued in 2018.
- 2) The broad aim of the MHCLG Guidance is to ensure that capital expenditure is financed over a period that is either reasonably commensurate with that over which the capital expenditure provides benefits, or, in the case of borrowing supported by Government Revenue Support Grant, reasonably commensurate with the period implicit in the determination of that grant.
- 3) The MHCLG Guidance requires the Council to approve an Annual MRP Statement each year and recommends a number of options for calculating a prudent amount of MRP. The following statement incorporates options recommended in the Guidance as well as locally determined prudent methods.
- 4) The approaches are therefore as follows, with effect from 1 April 2023 will be:
 - a) the principle that the determination of a prudent amount of MRP for any given year will take account of payments made in previous years, and an assessment of whether those payments exceed what the current policy would require in terms of prudence;
 - b) For capital expenditure incurred before 1 April 2008, and for capital expenditure incurred from 1 April 2008 to 31 March 2011, and which is Supported Capital Expenditure (SCE), MRP will be calculated at 2% on a straight-line basis.
 - c) For unsupported borrowing incurred from 1 April 2008 onwards, MRP is calculated based on amortising the amount borrowed over the estimated lives of the assets acquired (or the enhancement made) as a result of the related expenditure using the annuity repayment method in accordance with MHCLG Statutory guidance. A discount rate of 3.50% is used in the annuity calculation.
 - d) MRP on purchases of freehold land will be charged over 50 years. MRP on expenditure not related to fixed assets but which has been capitalised by regulation or direction will be charged over 20 years.

- e) For assets acquired by leases or the Private Finance Initiative MRP will be determined as being equal to the element of the rent or charge that goes to write down the balance sheet liability.
- f) Where former operating leases have been brought onto the balance sheet due to the adoption of the IFRS 16 Leases accounting standard, and the asset values have been adjusted for accruals, prepayments, premiums and/or incentives, then the annual MRP charges will be adjusted so that the total charge to revenue remains unaffected by the new standard.
- g) For capital expenditure loans to third parties that are repaid in annual or more frequent instalments of principal, the Council will make nil MRP, but will instead apply the capital receipts arising from principal repayments to reduce the capital financing requirement instead. In years where there is no principal repayment, MRP will be charged in accordance with the MRP policy for the assets funded by the loan, including where appropriate, delaying MRP until the year after the assets become operational. While this is not one of the options in the MHCLG Guidance, it is thought to be a prudent approach since it ensures that the capital expenditure incurred on the loan is fully funded over the life of the assets.
- h) While no MRP is required to be charged in respect of assets held within the Housing Revenue Account, the Council may provide for a voluntary MRP charge so that all schemes undertaken are viable (i.e., repay all their debt over an appropriate period) and so that the HRA maintains borrowing capacity for future years.
- i) Capital expenditure financed from borrowing incurred during one financial year will not be subject to an MRP charge until the asset moves into operation, except where the Section 151 officer deems it appropriate to charge it an earlier date.
- j) Assets acquired with the intention of onward sale, which will not be used in the delivery of services, will not attract MRP. Capital receipts generated by sale of the asset will be set aside to repay debt that was used to initially acquire the asset in full. Where the debt cannot be extinguished as a result of a shortfall in the capital receipt an MRP charge will be made in accordance with this policy.
- k) Land that has been acquired and held for regeneration purposes, and which has been financed by borrowing, will be charged MRP upon the asset becoming operational. Where the land is being used for non-regeneration purposes, for example leased out, MRP is chargeable annually. Whether MRP is charged on regeneration assets having meanwhile use will be determined by the S151 Officer on a case-by-case basis.
- l) Capital receipts from the sale of developed land will be used to repay the debt incurred to finance the associated capital expenditure. Where the timing of the capital receipt is unknown, an MRP charge will be made from an identified

revenue budget. A voluntary MRP charge may also be applied where opportunities persist in order to accelerate debt extinguishment.

- m) No MRP charge is made where a capital receipt is available to apply to repay debt as long as the capital receipt is equal to or greater than the intended MRP payment.
- n) Unless a specific justification for another MRP rate is given, an annuity basis (rate of 3.5%) shall be used.
- o) From 1 April 2023 onwards, asset lives for MRP charges will be charged on the following basis, except for schemes in which the asset is already in operation:
 - i) ICT equipment - 5 years
 - ii) Vehicles - 10 years
 - iii) Highways & Transport Assets - 25 years
 - iv) Parks & Landscape - 25 years
 - v) Investment Assets - 40 years unless a business can be made that there is a residual value that means a longer asset life is possible
 - vi) School buildings and community assets - 40 years unless a business case for a specific asset justifies a different lifespan
 - vii) Housing Assets - 50 years
 - viii) Land – 50 years
 - ix) Leased Assets on the basis of the lease asset unless the above categories have a smaller asset life
 - x) All capital expenditure schemes less than £50k will be charged immediately to revenue
- p) Capital expenditure incurred during 2023/24 will not be subject to an MRP charge until 2024/25 or later.

Minimum Revenue Provision (MRP) – Estimation for 2023/24

- 5) This policy will take effect from 2023/24. Government Guidance requires that an annual statement on the Council's policy for its MRP should be submitted to Council for approval before the start of the financial year to which the provision will relate but that changes during the year are permitted if approved by full Council. Based on the Council's latest estimate of its Capital Financing Requirement on 31st March 2023, the MRP for 2023/24 is estimated as follows:

Table C1- MRP for 2023/24

| | Est. CFR 31 March 2023 | Est. MRP 2023/24 |
|--|-----------------------------------|-----------------------------|
| | £m | £m |
| General Fund | | |
| Capital expenditure before 1 April 2008 and Supported capital expenditure from 1 April 2008 to 31 Mar 2011 | 136.0 | 2.8 |
| Voluntary MRP | 0.0 | 0.0 |
| Unsupported capital expenditure after 31 Mar 2008 | 355.6 | 16.4 |
| Unsupported capital expenditure after 31 Mar 2008- Meridian Water | 397.1 | 0.4 |
| Unsupported capital expenditure after 31 Mar 2008- Joyce & Snells (GF) | 0.0 | 0.0 |
| | | |
| Total General Fund Excluding PFI, including company loan repayments | 888.6 | 19.6 |
| | | |
| PFI Liability Repayments | 26.3 | 4.2 |
| Loans to Council owned companies (met by loan repayments from the companies) | 170.9 | 0.9 |
| Total General Fund | 1,085.9 | 24.8 |
| HRA | 306.2 | 0.0 |
| | | |
| Total | 1,392.0 | 24.8 |

Table C3 – MRP for 2023/24 and Beyond

| | 2023/24 | 2024/25 | 2025/26 | 2026/27 | 2027/28 | 2028/29 - 2032/33 | Future Years | Total MRP & Similar Charges |
|--|-------------|-------------|-------------|-------------|-------------|----------------------|-----------------|--------------------------------------|
| | Forecast | Forecast | Forecast | Forecast | Forecast | Forecast | Forecast | |
| | £m | £m | £m | £m | £m | £m | £m | |
| Historical Supported Borrowing | 2.8 | 2.8 | 2.8 | 2.8 | 2.8 | 14.2 | 107.7 | 136.0 |
| Historical Supported Borrowing (TFR to earmarked Reserve) | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| Total Historical Supported Borrowing | 2.8 | 2.8 | 2.8 | 2.8 | 2.8 | 14.2 | 107.7 | 136.0 |
| Unsupported Borrowing | 16.4 | 17.0 | 20.3 | 22.7 | 23.6 | 99.2 | 361.2 | 560.4 |
| General Fund MRP (Ex PFI) | 19.2 | 19.8 | 23.1 | 25.6 | 26.4 | 113.3 | 468.9 | 696.4 |
| HRA | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| Meridian Water | 0.4 | 0.4 | 0.4 | 0.4 | 0.5 | 2.6 | 31.9 | 36.6 |
| Company's Equity | 0.1 | 0.1 | 0.1 | 0.1 | 0.1 | 0.3 | 4.4 | 4.9 |
| Total MRP Excluding PFI and Company Loans | 19.7 | 20.3 | 23.6 | 26.1 | 26.9 | 116.2 | 505.1 | 737.9 |
| PFI Repayment | 4.2 | 4.4 | 3.8 | 3.1 | 3.2 | 7.5 | 0.0 | 26.3 |
| Company Loan Repayments | 0.9 | 1.6 | 1.9 | 3.1 | 3.5 | 20.3 | 267.7 | 299.0 |
| Total MRP Including PFI & Company Loan Repayments | 24.9 | 26.4 | 29.3 | 32.2 | 33.7 | 143.9 | 772.8 | 1,063.2 |

Appendix D**Investment Strategy Report 2023/24****Introduction**

1. A Local Authority could invest its money for three broad purposes:
 - (I) because it has surplus cash as a result of its day-to-day activities, for example when income is received in advance of expenditure (known as treasury management investments),
 - (II) to support local public services by lending to or buying shares in other organisations (service investments), and
 - (III) to earn investment income (known as commercial investments where this is the main purpose).
2. This investment strategy report meets the requirements of statutory guidance issued by the government in January 2018 and focuses on the second and third of these categories.

Treasury Management Investments

3. The Authority typically receives its income in cash (e.g., from taxes and grants) before it pays for its expenditure in cash (e.g., through payroll and invoices). It also holds reserves for future expenditure and collects local taxes on behalf of other local authorities and central government. These activities, plus the timing of borrowing decisions, lead to a cash surplus which is invested in accordance with guidance from the Chartered Institute of Public Finance and Accountancy. The balance of treasury management investments is expected to fluctuate between £10m and £100m during the 2023/24 financial year.
4. Contribution: The contribution that these investments make to the objectives of the Authority is to support effective treasury management activities such as cashflow management.
5. Further details: Full details of the Authority's policies and its plan for 2023/24 for treasury management investments are covered in the main report.

Service Investments: Loans & Shares

6. **Contribution:** The Council lends money to two of its own companies to support local public services and stimulate local economic growth. Each company, Lee Valley Heat Network Limited (LVHN – also known as Energetik); and Housing Gateway Limited (HGL), is 100% owned by the Council (parent body). All companies have been consistently consolidated into the group accounts. These companies were set up to meet the Council's strategic objectives as an authority.

7. The Council has committed to lend money to HGL and Energetik. In the case of HGL the Council has committed to lend money at interest rates equal to the Council's own cost of borrowing, PWLB rates, which is below the market rates.
8. HGL, the Council's largest company, was established in 2014 to acquire and manage properties and provide long-term affordable lets in the challenging local housing market. These homes are let to residents in need of temporary accommodation, resulting in savings to the Council's revenue budget. HGL is funded by loans and £5m of equity from the Council. As at 31st December 2022 total loans outstanding with HGL were £127.1m.
9. Energetik was established in August 2015 to provide low carbon energy from waste to Enfield residents, through developing, owning, and operating a series of community energy networks across Enfield. Investment in Energetik allows the Council to commit to the climate change agenda through investment in connections to low carbon energy such as the Energetik heat network. The company has successfully attracted grants and low-cost loans to support infrastructure into the borough.
10. The company is funded through a combination of Council loans and equity investment, with £94m approved to date, of which £77m is to be funded through Council borrowing and £17.6m external grants. External grants have been invested as equity in the company. As at 31st December, total loans advanced was £32.8m and total loans outstanding were £32.1m
11. **Security:** The main risk when making service loans is that the borrower will be unable to repay the principal lent or the interest due. The risk of investing in shares is that they fall in value meaning that the initial outlay may not be recovered. In order to limit this risk, and ensure that total exposure to service loans and shares remain proportionate to the size of the Authority, upper limits on the outstanding loans to each category of borrower have been set as follows:

Table E1- Service Investments: loans & shares balance

| Counterparty | 31.3.2022 actual | | | 2023/24 |
|-------------------------------|------------------|---|------------------------|----------------|
| | Balance | Loss allowance (accounting purpose only) | Net figure in accounts | Approved Limit |
| | £m | £m | £m | £m |
| Energetik Loans | 15.2 | (5.9) | 9.3 | 17.6 |
| Energetik Equity* | 17.8 | (0.7) | 17.1 | 0 |
| Housing Gateway Limit Loans | 127.4 | 0 | 127.4 | 11.2 |
| Housing Gateway Limit Equity* | 5.0 | (0.1) | 4.9 | 0 |
| TOTAL | 165.4 | (6.7) | 158.7 | 28.8 |

12. Accounting standards require the Authority to set aside loss allowance for loans, reflecting a statistical likelihood of non-payment. The figures for loans in the Authority's statement of accounts are shown net of this loss allowance. However, the Authority does not expect any losses from loans to either company. Appropriate credit control arrangements are in place to recover overdue repayments. Energetik is reviewing its business plan to demonstrate that it remains able to repay existing and future loans.

13. The equity investment has been accounted for by the Council purchasing shares in each Company valued at £1 per share. Equity investment is non repayable unless the Company or shares are sold.

14. Approved limit sets out the maximum value of new loans to be advanced in 2023/24 to support the Company's capital programme.

15. In addition to lending to existing wholly owned Companies, the Council may consider the following

- Lending to Joint ventures (JVs), Associates and Similar entities: The Council can invest in such organisations where there is minimal risk. Moreover, there are instances when the Council is de facto required to invest or to deliver an alternative scheme
- Lending to Companies or Charities, which are not wholly owned: The Council may lend to local Charities, which deliver services supporting the Medium-Term Financial Plan, but it must regularly confirm that the principal on the loans are protected. Similarly, the Council can loan to companies, but the standard is that the loans must be on a commercial basis and that the Council has confidence in the nature that principal will be protected. The

Council may make small loans to organisations that are at a higher risk to support the local economy, possibly in relation to a complex regeneration scheme, but such loans, regardless of the amount, will require a delegated approval report, signed off by the Leader or the Cabinet Member responsible for Finance.

- **Working Capital Facilities:** These are explicitly not capital expenditure because they exist to manage cashflows, nor intended to be of a long-term nature. The Council can loan on a commercial basis to other organisations and the approval process is via the Section 151 Officer, who depending on the size of the loan may choose to request additional approval from the relevant Cabinet member. Regular reviews of cashflow of any entities receiving such a loan are a requirement, taking place no less than on a quarterly basis. It is anticipated that the majority of such facilities would take in relation to wholly owned companies or JVs, and that they would be on a commercial basis. However, where they are not on commercial terms, additional approval from the relevant Cabinet member, depending on the size of the loan, should be sought. One key aspect that must be considered in relation to working capital is that the cashflow review is not just for the demonstration of the financial health of the borrower and ability to repay (plus interest), but to ensure that the loan is not being used for capital purposes and is solely due to the timing of cashflows. The latter requires a different governance process as noted within the financial regulations.
- **New Local Council Companies:** All borrowing to companies owned by the London Borough of Enfield will require a formal on-lending agreement.
- **Lending to Schools with the HSBC Banking Scheme:** Where LA schools with an HSBC bank account are in a structural overdraft position then the Council will provide a credit facility to ensure the school(s) remain in a credit position. Interest will be charged at 0.5% above the prevailing bank rate.

16. Risk assessment: The Authority assesses the risk of loss before entering into and whilst holding service loans by:

- Undertaking due diligence of each counterparty through the evaluation of business plans and cash flow forecasts. Due diligence will be undertaken internally by Finance Officers and/ or by an independently appointed advisor.
- To be able to demonstrate the ability to repay both interest and principal over the agreed repayment scheduled.
- Where possible the Council will secure the loan on the company's assets
- Use of credit ratings where applicable and past financial performance assessment
- Wholly owning the company or having a sizeable share in the company

- Ensuring the council has first right of call on assets in the event of default
- Obtaining assurance that there is sound governance and controls in place within the companies referred to above
- On lending agreements and loan agreements governing the terms of the loans advanced.
- Strong governance structures and reporting lines
- Use of external advisors for accounting; legal (including State Aid) and technical advice
- Determination of an exit strategy

17. Non-specified Investments: Shares are the only investment type that the Authority has identified that meets the definition of a non-specified investment in the government guidance. The limits above on share investments are therefore also the Authority's upper limits on non-specified investments. The Authority has not adopted any procedures for determining further categories of non-specified investment since none are likely to meet the definition.

Commercial Investments: Property

18. The Council does not, at present or in the near future, invest in commercial and residential property for the purpose of making a profit.

Loan Commitments and Financial Guarantees

19. Although not strictly counted as investments, since no money has exchanged hands yet, loan commitments and financial guarantees carry similar risks to the Authority and are included here for completeness.

20. The Council does not have exposure to any financial guarantees.

21. The Authority has contractually committed to make up to a further £44m of loans to Energetik to enable the Company to complete the respective heat network. The works and loan advance are part of the Authority's ten-year capital programme. The loans are financed by Central Government repayable funding as well as the Council's own match funding in the form of a PWLB loan (to be secured).

Investment Indicators

22. The Authority has set the following quantitative indicators to allow elected members and the public to assess the Authority's total risk exposure as a result of its investment decisions.

23. Total risk exposure: The first indicator shows the Authority's total exposure to potential investment losses. This includes amounts the Authority is contractually committed to lend but have yet to be drawn down and guarantees the Authority has issued over third-party loans.

Table E2- Total investment exposure

| Total investment exposure | 31.03.2022 Actual | 31.03.2023 Forecast | 31.03.2024 Forecast |
|--|------------------------------|--------------------------------|--------------------------------|
| | £m | £m | £m |
| Treasury management investments (Target) | 95.6 | 35.0 | 35.0 |
| Service investments: Energetik Loans | 15.2 | 34.0 | 51.3 |
| Service investments: HGL Loans | 127.4 | 136.9 | 147.3 |
| Service investments: Energetik Shares | 17.8 | 17.8 | 17.8 |
| Service investments: HGL Shares | 5.0 | 5.0 | 5.0 |
| Commercial investments: Property | 0 | 0 | 0 |
| TOTAL INVESTMENTS | 261.0 | 228.7 | 256.5 |
| Commitments to lend – Energetik (Loans) | 61.1 | 42.1 | 24.6 |
| Commitments to lend – HGL (Loans) | 100.7 | 90.5 | 79.3 |
| Guarantees issued on loans | 0 | 0 | 0 |
| TOTAL EXPOSURE | 422.9 | 361.3 | 360.3 |

24. How investments are funded: Government guidance is that these indicators should include how investments are funded. Since the Authority does not normally associate particular assets with particular liabilities, this guidance is difficult to comply with. However, the following investments could be described as being funded by borrowing. The remainder of the Authority's investments are funded by usable reserves and income received in advance of expenditure.

Table E3- Investments funded by borrowing

| | 31.03.2022 Actual | 31.03.2023 Forecast | 31.03.2024 Forecast |
|--------------------------------------|------------------------------|--------------------------------|--------------------------------|
| | £m | £m | £m |
| Service investments: Energetik Loans | 15.2 | 34.0 | 51.3 |
| Service investments: HGL Loans | 127.4 | 136.9 | 147.3 |

| | | | |
|--|--------------|--------------|--------------|
| Service investments: HGL Shares | 5.0 | 5.0 | 5.0 |
| TOTAL INVESTMENTS FUNDED BY BORROWING | 147.6 | 175.9 | 203.6 |

25. Rate of return received: This indicator shows the investment income received less the associated costs, including the cost of borrowing where appropriate, as a proportion of the sum initially invested. Note that due to the complex local government accounting framework, not all recorded gains and losses affect the revenue account in the year they are incurred.

Table E4- Investments net rate of return

| | 2021/22 Actual | 2022/23 Forecast | 2023/24 Forecast | Explanation |
|---------------------------------------|---------------------------|-----------------------------|-----------------------------|---|
| Treasury management investments | 0.02% | 2.25% | 4.00% | Council currently invests in Money Market Funds that earn the Bank of England Bank Rate |
| Service investments: Energetik Loans | 1.4% | 1.7% | 1.6% | Calculated by determining the loan costs incurred by the Council and recovered from Energetik as a proportion of loan balance outstanding at year end. |
| Service investments: HGL Loans | 0% | 0% | 0% | Lent at costs to HGL. Benefit to the Council is in the form of reduction in revenue costs associated with temporary housing |
| Service investments: Energetik Shares | 0% | 0% | 0% | Funded via government grant which has been passed onto Energetik in the form of equity investment. |
| Service investments: HGL Shares | -2.6% | -2.6% | -2.6% | No specific loan used to fund the equity investment; Council pool rate shown for the year equity investment was made. No dividends received from the Company to date or planned for the near future, therefore negative rate of return shown. |

This page is intentionally left blank