



Executive Committee

Mon 21 Feb
2022
6.30 pm

Council Chamber,
Redditch Town Hall

REDDITCH BOROUGH COUNCIL

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**If you have any queries on this Agenda please contact
Jess Bayley-Hill**

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GUIDANCE ON FACE-TO-FACE MEETINGS

Due to the current Covid-19 pandemic Redditch Borough Council will be applying social distancing arrangements for holding face-to-face meetings.

Please note that this is a public meeting and is open to the public to attend

If you have any questions regarding the agenda or attached papers, please do not hesitate to contact the officer named above.

GUIDANCE FOR ELECTED MEMBERS ATTENDING MEETINGS IN PERSON

In advance of the Committee meeting, Members are strongly encouraged to take a lateral flow test on the day of the meeting, which can be obtained from the NHS website. Should the test be positive for Covid-19 then the Member must not attend the Committee meeting, should provide their apologies to the Democratic Services team and should self-isolate in accordance with national rules.

Members and officers must wear face masks during the Executive Committee meeting, unless exempt. Face masks should only be removed temporarily if the Councillor or officer is speaking or if s/he requires a sip of water and should be reapplied as soon as possible. As Councillors may remove their masks from time to time during the meeting, seating will be placed two metres apart, in line with social distancing measures to protect meeting participants.

Hand sanitiser will be provided for Members to use throughout the meeting.

The meeting venue will be fully ventilated and Members and officers may need to consider wearing appropriate clothing in order to remain comfortable during proceedings.

PUBLIC ATTENDANCE

Members of the public are able to attend the meeting in person if they wish to do so. However, due to social distancing requirements to ensure the safety of participants during the Covid-19 pandemic, there will be limited capacity and members of the public will be allowed access on a first come, first served basis. Members of the public in attendance are strongly encouraged to wear face masks, to use the hand sanitiser that will be provided and will be required to sit in a socially distance manner at the meetings. It should be noted that members of the public who choose to attend in person do so at their own risk.

In line with Government guidelines, any member of the public who has received a positive result in a Covid-19 test on the day of a meeting must not attend in person and must self-

isolate in accordance with the national rules.

Notes:

Although this is a public meeting, there are circumstances when Council might have to move into closed session to consider exempt or confidential information. For agenda items that are exempt, the public are excluded.

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Monday, 21st February, 2022

6.30 pm

Council Chamber Town Hall

Agenda

Membership:

Cllrs:

Matthew Dormer
(Chair)
Gemma Monaco
(Vice-Chair)
Joanne Beecham
Aled Evans
Peter Fleming

Anthony Lovell
Nyear Nazir
Mike Rouse
Craig Warhurst

1. Apologies

2. Declarations of Interest

To invite Councillors to declare any Disclosable Pecuniary Interests and / or Other Disclosable Interests they may have in items on the agenda, and to confirm the nature of those interests.

3. Leader's Announcements

4. Minutes (Pages 1 - 6)

5. Pay Policy Statement 2022/23 (Pages 7 - 18)

6. 2022/23 Budget and Medium Term Financial Plan 2022/23 to 2024/25 (including Capital Programme) (Pages 19 - 54)

7. Council Tax Resolutions 2022/23 (to follow)

8. Minutes / Referrals - Overview and Scrutiny Committee, Executive Panels etc.

To receive and consider any outstanding minutes or referrals from the Overview and Scrutiny Committee, Executive Panels etc. since the last meeting of the Executive Committee, other than as detailed in the items above.

9. Advisory Panels - update report

Members are invited to provide verbal updates, if any, in respect of the following bodies:

- a) Climate Change Cross-Party Working Group – Chair, Councillor Anthony Lovell;
- b) Constitutional Review Working Panel – Chair, Councillor Matthew Dormer;
- c) Corporate Parenting Board – Council Representative, Councillor Nyear Nazir;
- d) Member Support Steering Group – Chair, Councillor Matthew Dormer; and
- e) Planning Advisory Panel – Chair, Councillor Matthew Dormer.

10. To consider any urgent business, details of which have been notified to the Head of Legal, Democratic and Property Services prior to the commencement of the meeting and which the Chair, by reason of special circumstances, considers to be of so urgent a nature that it cannot wait until the next meeting

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Executive Committee

Tuesday, 8th February,
2022

MINUTES

Present:

Councillor Matthew Dormer (Chair), and Councillors Joanne Beecham, Aled Evans, Peter Fleming, Anthony Lovell, Nyear Nazir and Mike Rouse

Also Present:

Councillor Ann Isherwood

Officers:

Matthew Bough, Kevin Dicks, Claire Felton, Sue Hanley and James Howse

Principal Democratic Services Officer:

Jess Bayley-Hill

68. APOLOGIES

Apologies for absence were received on behalf of Councillors Gemma Monaco and Craig Warhurst.

69. DECLARATIONS OF INTEREST

There were no declarations of interest.

70. LEADER'S ANNOUNCEMENTS

The Leader announced that at a meeting of the Overview and Scrutiny Committee held on Thursday 3rd February 2022, Members had pre-scrutinised the Sustainable Warmth Funding report at Minute Item No. 72 on the Executive Committee's agenda. At the end of the debate, the Committee endorsed the recommendations in the report. An extract from the minutes of that meeting had been published for the Executive Committee's consideration in a supplementary pack for the meeting. Members were urged to refer to the minute extract from the Overview and Scrutiny Committee as part of the debate on that item.

The Executive Committee was also informed that the Budget Scrutiny Working Group had met the previous evening to pre-scrutinise the draft 2022/23 Budget and Medium Term Financial

Chair

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Plan 2022/23 to 2024/25, at Minute Item No. 73 on the agenda. The group did not make any recommendations on the subject so there were no recommendations from the group for the Executive Committee's consideration at the meeting.

71. MINUTES

RESOLVED that

the minutes of the meeting of the Executive Committee held on Tuesday 11th January 2022 be approved as a true and correct record and signed by the Chair.

72. SUSTAINABLE WARMTH FUNDING

The Housing Development and Enabling Manager presented a report on the subject of Sustainable Warmth Funding.

In opening the presentation of the report, Officers explained that the document contained a few typographical errors. An incorrect meeting date had been recorded. The report also stated that the deadline to accept the allocation would be 28th February 2021 when in fact the deadline would be 28th February 2022. Clarification was also provided that the maximum Home Upgrade Grants (HUGs) that could be claimed varied in accordance with the level of Energy Performance Certificate (EPC) rating, from £10,000 up to £25,000.

The Council had received a Sustainable Warmth Funding allocation of £357,500. The funding could be used to invest in homes with EPC ratings D to G, with poor energy efficiency. The funding consisted of HUGs, for properties not connected to the mains gas and Local Authority Delivery (LAD) grants, for properties that were connected to the mains gas. In order for households to be eligible to benefit from this grant funding, they needed to have a household income below £30,000 or to be social housing tenants. The Council was aiming to recruit a new member of staff to project manage the distribution of the funding as the authority lacked capacity to do this within existing resources.

The Midlands Energy Hub was co-ordinating the Sustainable Warmth Funding scheme in the Midlands. Act On Energy had been recruited by the Hub to promote the scheme and ensure that the correct funding was provided to the most appropriate households.

Following the presentation of the report, the Portfolio Holder for Climate Change proposed the recommendations and in doing so welcomed the funding and explained that it would help to assist vulnerable households struggling with fuel poverty. Members were advised that the Overview and Scrutiny Committee had pre-

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scrutinised the report at a meeting held on Thursday 3rd February 2022 and the Committee was thanked for supporting the proposals detailed in the report.

During consideration of this item, it was noted that the wording of the second recommendation should be amended to state “following consultation” rather than “in consultation”. Officers confirmed that this amendment would be reflected in the version of the report that would be published in the agenda for the Council meeting on Monday 21st February 2022.

RECOMMENDED that

- 1) the Capital and Revenue Budgets (Housing and General Fund) be increased to receive Redditch Borough Council’s Sustainable Warmth scheme allocation of £357,500; and**
- 2) delegated authority be granted to the Head of Community and Housing Services and Head of Environmental and Housing Property Services following consultation with Portfolio Holders for Housing and Climate Change to administer the funding received in line with the grant conditions.**

73. DRAFT 2022/23 BUDGET AND MEDIUM TERM FINANCIAL PLAN - REPORT AND UPDATE

The Executive Director of Resources presented the draft 2022/23 Budget and Medium Term Financial Plan 2022/23 to 2024/25 for Members’ consideration. The content of the report focused on many areas that had been discussed at recent meetings of the Executive Committee and had been scrutinised in detail at a meeting of the Budget Scrutiny Working Group held on Monday 7th February 2022.

The budget was being developed in a challenging financial context for the Council. This was also occurring at a time of unprecedented levels of uncertainty regarding local government finances moving forward. A new structure had been adopted for the report, designed to improve clarity and transparency, in line with the agreed Member engagement policy for the budget setting process.

The report detailed the anticipated levels of Council balances over the following three years. The anticipated level of balances in 2022/23 and 2023/24 had improved slightly, compared to forecasts made in February 2021. However, there remained a need for significant work to be undertaken as without action, balances would

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fall below the minimum level of £1.5 million considered necessary for the authority to remain sustainable.

There were a number of key factors that had been taken into account when determining the draft content of the budget. Officers had considered the impact that Covid had had on income to date and had attempted to anticipate the likely impact on demand for services moving forward. In addition, there were other pressures, such as inflation, which would potentially impact on costs of service delivery as well as on staffing costs, through increases to wages. Information had also been included in the report about proposed areas of savings that could be achieved as well as the potential to increase income in certain areas.

Following the presentation of the report, the Portfolio Holder for Finance and Enabling welcomed the figures detailed in the report. He commended the Budget Scrutiny Working Group for their hard work in scrutinising the budget and commented that this helped to ensure that there was transparency and a detailed understanding of the budget amongst many Members. Concerns were raised that no members of the public were present to observe the Executive Committee's discussions about the budget, however, there would be further opportunities to observe when the final budget was considered later in the month.

Members were asked to note that action would need to start in respect of preparing the 2023/24 budget as soon as the 2022/23 budget had been approved by Council. Given the financial challenges for the Council, it was likely that difficult decisions would need to be made. In order to do this, Members needed to review the value added by Council expenditure in relation to both service delivery and other areas that impacted on the community, such as the implications for residents' health and wellbeing. Any ideas that either Officers or Members brought forward in respect of the budget would need to be underpinned by detailed business cases.

In concluding the debate in respect of this matter, the Leader commented that the Executive Committee was considering the content of the draft 2022/23 Budget and Medium Term Financial Plan 2022/23 to 2024/25. The final report would be considered at the following meeting of the Executive Committee directly before Council, on Monday 21st February 2022. In this context, Members agreed that, subject to any amendments in the final report, they would be minded to approve the recommendations detailed in the report.

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RESOLVED that

the report be noted and it be noted that, subject to any amendments detailed in the final 2022/23 Budget and Medium Term Financial Plan 2022/23 to 2024/25, the proposals detailed in the report be endorsed.

74. OVERVIEW AND SCRUTINY COMMITTEE

The Leader confirmed that no recommendations had been made at the meeting of the Overview and Scrutiny Committee held on Thursday 6th January 2022.

RESOLVED that

the minutes of the meeting of the Overview and Scrutiny Committee held on Thursday 6th January 2022 be noted.

75. MINUTES / REFERRALS - OVERVIEW AND SCRUTINY COMMITTEE, EXECUTIVE PANELS ETC.

There were no referrals from the Overview and Scrutiny Committee or Executive Advisory Panels for consideration on this occasion.

76. ADVISORY PANELS - UPDATE REPORT

The following updates were provided in respect of the work of the Executive Advisory Panels and other groups:

- a) Climate Change Cross Party Working Group – Chair, Councillor Anthony Lovell

Councillor Lovell explained that a meeting of the Climate Change Cross Party Working Group had taken place in January 2022. During the meeting, Members had discussed the new heating system at Redditch Town Hall and the potential for solar panels to be installed at the Enfield Industrial Estate. Members had also been advised that electric charging points for vehicles would be going out to tender shortly.

At the following meeting of the group, Members were due to consider the Council's vehicle fleet and the options available in terms of decarbonisation.

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- b) Constitutional Review Working Party – Chair, Councillor Matthew Dormer

Councillor Dormer advised that a meeting of the Constitutional Review Working Party was scheduled to take place on Thursday 3rd March 2022.

- c) Corporate Parenting Board – Council Representative, Councillor Nyear Nazir

Councillor Nazir confirmed that there was no update from the Corporate Parenting Board on this occasion.

- d) Member Support Steering Group – Chair, Councillor Matthew Dormer

The Executive Committee was advised that a meeting of the Member Support Steering Group was due to take place on Tuesday 15th February 2022.

- e) Planning Advisory Panel – Chair, Councillor Matthew Dormer

Councillor Dormer confirmed that there were no meetings of the Planning Advisory Panel due to take place.

The Meeting commenced at 6.30 pm
and closed at 6.54 pm

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21 February

Pay Policy Statement

Relevant Portfolio Holder	Councillor Rouse
Portfolio Holder Consulted	Yes
Relevant Head of Service	Deb Poole, Head of Transformation and Organisational Development
Report Author	Job Title: B Talbot Contact email:becky.talbot@bromsgroveandredditch.gov.uk Contact Tel: 01527 64252
Wards Affected	Na
Ward Councillor(s) consulted	Na
Relevant Strategic Purpose(s)	An Effective and Sustainable Council
Non-Key Decision	
If you have any questions about this report, please contact the report author in advance of the meeting.	

1. RECOMMENDATIONS

The Executive Committee RECOMMEND that:-

- 1) Recommendation 1;
the Pay Policy as detailed in Appendix 1 to the report be approved.**

2. BACKGROUND

The Localism Act requires English and Welsh local authorities to produce a Pay Policy statement ('the statement'). The Act requires the statement to be approved by Full Council and to be adopted by 31st March each year for the subsequent financial year. The Pay Policy Statement for the Council is included at Appendix 1.

The Statement must set out policies relating to-

- (a) The remuneration of its chief officers,
- (b) The remuneration of its lowest-paid employees, and
- (c) The relationship between-
 - (i) The remuneration of its chief officers, and
 - (ii) The remuneration of its employees who are not chief officers.

The provisions within the Localism Act bring together the strands of increasing accountability, transparency and fairness in the setting of local pay.

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3. FINANCIAL IMPLICATIONS

- 3.1 All financial implications have already been included as part of the budget setting process and posts are fully budgeted for.

The information provided is based on the current pay structure and is subject to any national pay award for 2021/22 being agreed

4. LEGAL IMPLICATIONS

5. STRATEGIC PURPOSES - IMPLICATIONS

Relevant Strategic Purpose

- 5.1 An Effective and Sustainable Council

Climate Change Implications

- 5.2 There are no implications in relation to this report

6. OTHER IMPLICATIONS

Equalities and Diversity Implications

- 6.1. There are no implications in relation to this report

Operational Implications

- 6.2 There are no implications in relation to this report

7. RISK MANAGEMENT

- 7.1 There are no implications in relation to this report

8. APPENDICES and BACKGROUND PAPERS

Appendix 1 – Pay Policy Statement

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9. REPORT SIGN OFF

Department	Name and Job Title	Date
Portfolio Holder	Councillor Rouse	02/02/2022
Lead Director / Head of Service	Deb Poole	02/02/2022
Financial Services	James Howse	02/02/2022

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REDDITCH BOROUGH COUNCIL PAY POLICY STATEMENT

Introduction and Purpose

1. Under section 112 of the Local Government Act 1972, the Council has the “power to appoint officers on such reasonable terms and conditions as authority thinks fit”. This pay policy statement sets out the Council’s approach to pay policy in accordance with the requirements of Section 38 of the Localism Act 2011. It shall apply for the financial year 2021/22 and each subsequent financial year, until amended. The information provided is based on a proposed model that is still subject to approval and consultation.
2. The purpose of the statement is to provide transparency with regard to the Council’s approach to setting the pay of its employees by identifying;
 - a. the methods by which salaries of all employees are determined;
 - b. the detail and level of remuneration of its most senior staff i.e. ‘chief officers’, as defined by the relevant legislation;
 - c. the Committee(s) responsible for ensuring the provisions set out in this statement are applied consistently throughout the Council and for recommending any amendments to the full Council
3. Once approved by the full Council, this policy statement will come into immediate effect and will be subject to review on a minimum of an annual basis, in accordance with the relevant legislation prevailing at that time.

Legislative Framework

4. In determining the pay and remuneration of all of its employees, the Council will comply with all relevant employment legislation. This includes 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. With regard to the equal pay requirements contained within 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. These directly relate salaries to the requirements, demands and responsibilities of the role.

Pay Structure

5. The Council’s pay and grading structure comprises grades 1 – 11. These are followed by grades for Managers 1 - 2, Head of Service 1, Head of Service 2, Head of Service 3, Executive Director, Deputy Chief Executive and then Chief Executive; all of which arose following the introduction of shared services with Bromsgrove District Council.
6. Within each grade there are a number of salary / pay points. Up to and including grade 11 scale, at spinal column point 43, the Council uses the nationally negotiated pay spine. Salary points above this are locally determined. The Council’s Pay structure is set out below.

Grade	Spinal Column Points		Nationally determined rates	
			Minimum £	Maximum £
1	1	2	17,842	18,198
2	2	5	18,198	19,312
3	5	9	19,312	20,903
4	9	14	20,903	23,080
5	14	19	23,080	25,481
6	19	24	25,481	28,672
7	25	30	29,577	33,782
8	30	34	33,782	37,890
9	34	37	37,890	40,876
10	37	40	40,876	43,857
11	40	43	43,857	46,845
Manager 1	Hay evaluated	43%	57,284	59,618
Manager 2	Hay evaluated	45%	59,597	62,066
Head of Service 1	Hay evaluated	51%	68,128	70,910
Head of Service 2	Hay evaluated	61%	81,754	85,091
Head Of Service 3	Hay evaluated	68%	91,208	94,546
Executive Director	Hay evaluated	74%	98,994	102,888
Deputy Chief Executive	Hay evaluated	80%	N/A	111,230
Chief Executive	Hay evaluated	100%	N/A	139,038

7. All Council posts are allocated to a grade within this pay structure, based on the application of a Job Evaluation process. Posts at Managers and above are evaluated by an external assessor using the Hay Job Evaluation scheme. Where posts are introduced as part of a shared service, and where these posts are identified as being potentially too 'large' and 'complex' for this majority scheme, they will be double tested under the Hay scheme, and where appropriate, will be taken into the Hay scheme to

identify levels of pay. This scheme identifies the salary for these posts based on a percentage of Chief Executive Salary (for ease of presentation these are shown to the nearest whole % in the table above). Posts below this level (which are the majority of employees) are evaluated under the “Gauge” Job Evaluation process..

8. In common with the majority of authorities the Council is committed to the Local Government Employers national pay bargaining framework in respect of the national pay spine and annual cost of living increases negotiated with the trade unions.
9. All other pay related allowances are the subject of either nationally or locally negotiated rates, having been determined from time to time in accordance with collective bargaining machinery and/or as determined by Council policy. In determining its grading structure and setting remuneration levels for all posts, the Council takes account of the need to ensure value for money in respect of the use of public expenditure, balanced against the need to recruit and retain employees who are able to meet the requirements of providing high quality services to the community; delivered effectively and efficiently and at all times those services are required.
10. New appointments will normally be made at the minimum of the relevant grade, although this can be varied where necessary to secure the best candidate. From time to time it may be necessary to take account of the external pay market in order to attract and retain employees with particular experience, skills and capacity. Where necessary, the Council will ensure the requirement for such is objectively justified by reference to clear and transparent evidence of relevant market comparators, using appropriate data sources available from within and outside the local government sector.
11. For staff not on the highest point within the salary scale there is a system of annual progression to the next point on the band.

Senior Management Remuneration

12. For the purposes of this statement, senior management means ‘chief officers’ as defined within S43 of the Localism Act. The posts falling within the statutory definition are set out below, with details of their basic salary as at 1st April 2021 (assuming no inflationary increase for these posts).
13. Redditch Borough council is managed by a senior management team who manage shared services across both Redditch Borough and Bromsgrove District Councils. All of the posts listed below have been job evaluated on this basis, with the salary costs for these posts split equally between both Councils.

Title	% of Chief executive salary	Pay range (minimum) £	Pay range (maximum) £	Incremental points	Cost to Bromsgrove District Council
Chief Executive	100%	133,586	139,038	3	50%
Deputy Chief Executive	80%	109,017	111,230	3	50%
Executive Director of Finance and Resources. (Also S151 Officer)	74%	98,994	102,888	3	50%
Head of Worcestershire Regulatory Services	68%	91,208	94,546	3	<i>This is a shared post across 6 district Authorities</i>
Head of Finance and Customer services	61%	81,754	85,091	3	50%
Head of Planning, Regeneration and Leisure Services	61%	81,754	85,091	3	50%
Head of Transformation, Organisational Development and Digital Services	61%	81,754	85,091	3	50%
Head of Legal, Democratic and Property Services	61%	81,754	85,091	3	50%

Head of Environmental and Housing Property Services	61%	81,754	85,091	3	50%
Head of Community and Housing Services	61%	81,754	85,091	3	50%

Recruitment of Chief Officers

14. The Council's policy and procedures with regard to recruitment of chief officers is set out within the Officer Employment Procedure Rules as set out in the Council's Constitution. When recruiting to all posts the Council will take full and proper account of its own equal opportunities, recruitment and redeployment Policies. The determination of the remuneration to be offered to any newly appointed chief officer will be in accordance with the pay structure and relevant policies in place at the time of recruitment. Where the Council is Property unable to recruit to a post at the designated grade, it will consider the use of temporary market forces supplements in accordance with its relevant policies.
15. Where the Council remains unable to recruit chief officers under a contract of service, or there is a need for interim support to provide cover for a vacant substantive chief officer post, the Council will, where necessary, consider and utilise engaging individuals under 'contracts for service'. These will be sourced through a relevant procurement process ensuring the council is able to demonstrate the maximum value for money benefits from competition in securing the relevant service. The Council does not currently have any Chief Officers under such arrangements.

Performance-Related Pay and Bonuses – Chief Officers

16. The Council does not apply any bonuses or performance related pay to its chief officers. Any progression through the incremental scale of the relevant grade is subject to satisfactory performance which is assessed on an annual basis.

Additions to Salary of Chief Officers (applicable to all staff)

17. In addition to the basic salary for the post, all staff may be eligible for other payments under the Council's existing policies. Some of these payments are chargeable to UK Income Tax and do not solely constitute reimbursement of expenses incurred in the fulfilment of duties. The list below shows some of the kinds of payments made.
- reimbursement of mileage. At the time of preparation of this statement, the Council pays an allowance of 45p per mile for all staff, with additional or alternative payments for carrying passengers or using a bicycle;
 - professional fees. The Council pays for or reimburses the cost of one practicing certificate fee or membership of a professional organisation provided it is relevant to the post that an employee occupies within the Council.
 - long service awards. The Council pays staff an additional amount if they have completed 25 years of service.

- d. honoraria, in accordance with the Council's policy on salary and grading. Generally, these may be paid only where a member of staff has performed a role at a higher grade;
- e. fees for returning officer and other electoral duties, such as acting as a presiding officer of a polling station. These are fees which are identified and paid separately for local government elections, elections to the UK Parliament and EU Parliament and other electoral processes such as referenda;
- f. pay protection – where a member of staff is placed in a new post and the grade is below that of their previous post, for example as a result of a restructuring, pay protection at the level of their previous post is paid for the first 12 months. In exceptional circumstance pay protection can be applied for greater than 12 months with the prior approval of the Chief Executive.
- g. market forces supplements in addition to basic salary where identified and paid separately;
- h. salary supplements or additional payments for undertaking additional responsibilities such as shared service provision with another local authority or in respect of joint bodies, where identified and paid separately;
- i. attendance allowances.

Payments on Termination

- 18. The Council's approach to discretionary payments on termination of employment of chief officers prior to reaching normal retirement age is set out within its policy statement in accordance with Regulations 5 and 6 of the Local Government (Early Termination of Employment) (Discretionary Compensation) Regulations 2006 and Regulations 12 and 13 of the Local Government Pension Scheme (Benefits, Membership and Contribution) Regulations 2007.
- 19. Any other payments falling outside the provisions or the relevant periods of contractual notice shall be subject to a formal decision made by the full Council or relevant elected members, committee or panel of elected members with delegated authority to approve such payments.
- 20. Redundancy payments are based upon an employee's actual weekly salary and, in accordance with the Employee Relations Act 1996, will be up to 30 weeks, depending upon length of service and age.

Publication

- 21. Upon approval by the full Council, this statement will be published on the Council's website. In addition, for posts where the full time equivalent salary is at least £50,000, the Council's Annual Statement of Accounts will include a note on Officers Remuneration setting out the total amount of:
 - a. Salary, fees or allowances paid to or receivable by the person in the current and previous year;
 - b. Any bonuses so paid or receivable by the person in the current and previous year;
 - c. Any sums payable by way of expenses allowance that are chargeable to UK income tax;
 - d. Any compensation for loss of employment and any other payments connected with termination;
 - e. Any benefits received that do not fall within the above.

Lowest Paid Employees

22. The Council's definition of lowest paid employees is persons employed under a contract of employment with the Council on full time (37 hours) equivalent salaries in accordance with the minimum spinal column point currently in use within the Council's grading structure. As at 1st April 2021 this is £17,842 per annum.
23. The Council also employs apprentices (or other such categories of workers) who are not included within the definition of 'lowest paid employees' (as they are employed under a special form of employment contract; which is a contract for training rather than actual employment).
24. The relationship between the rate of pay for the lowest paid and chief officers is determined by the processes used for determining pay and grading structures as set out earlier in this policy statement.
25. The statutory guidance under the Localism Act recommends the use of pay multiples as a means of measuring the relationship between pay rates across the workforce and that of senior managers, as included within the Hutton 'Review of Fair Pay in the Public Sector' (2010). The Hutton report was asked by Government to explore the case for a fixed limit on dispersion of pay through a requirement that no public sector manager can earn more than 20 times the lowest paid person in the organisation. The report concluded that "it would not be fair or wise for the Government to impose a single maximum pay multiple across the public sector". The Council accepts the view that the relationship to median earnings is a more relevant measure and the Government's Code of Recommended Practice on Data Transparency recommends the publication of the ratio between highest paid salary and the median average salary of the whole of the authority's workforce.
26. As part of its overall and ongoing monitoring of alignment with external pay markets, both within and outside the sector, the Council will use available benchmark information as appropriate.

Accountability and Decision Making

28. In accordance with the Constitution of the Council, the Council is responsible for setting the policy relating to the recruitment, pay, terms and conditions and severance arrangements for employees of the Council. Decisions about individual employees are delegated to the Chief Executive.
29. The Appointments Committee is responsible for recommending to Council matters relating to the appointment of the Head of Paid Service (Chief Executive), Monitoring Officer, Section 151 Officer and Chief Officers as defined in the Local Authorities (Standing Orders) Regulations 2001 (as amended);
30. For the Head of Paid Service, Monitoring Officer and the Chief Finance Officer, the Statutory Officers Disciplinary Action Panel considers and decides on matters relating to disciplinary action.

Executive Committee

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**THE COUNCIL'S 2022/23 BUDGET AND MEDIUM TERM FINANCIAL PLAN
FOR 2022/23 TO 2024/25**

Relevant Portfolio Holder	Councillor Mike Rouse
Portfolio Holder Consulted	Yes
Relevant Head of Service	Chris Forrester
Report Author	Name: Chris Forrester Job Title: Head of Service email: chris.forrester@bromsgroveandredditch.gov.uk
Wards Affected	N/A
Ward Councillor(s) consulted	N/A
Relevant Strategic Purpose(s)	All
Non-Key Decision	
If you have any questions about this report, please contact the report author in advance of the meeting.	

1. RECOMMENDATIONS

1.1 The Executive Committee RECOMMEND that Full Council approve: -

- 1) the overall net general fund revenue budgets (as set out in Section 4.9) of:**

2022/23: £10.520m
2023/24: £10.289m
2024/25: £10.428m

- 2) the unavoidable costs as attached at Appendix 1:**

2022/23: £0.427m
2023/24: £0.140m
2024/25: £0.134m

- 3) the Revenue Bids as attached at Appendix 2:**

2022/23: £0.191m
2023/24: £0.150m
2024/25: £0.128m

- 4) the Identified Savings as attached at Appendix 3:**

2022/23: £0.305m
2023/24: £0.327m
2024/25: £0.327m

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- 5) an increase of the Council Tax per Band D equivalent of £5 for 2022/23.
- 6) the transfer from General Fund Balances of £0.282m for 2022/23.
- 7) the planned reallocation of £0.238m from Earmarked reserves to General Fund Balances as set out at Appendix 5.
- 8) the General Fund capital programme as at Appendix 4 of:
 - 2022/23: £4.257m
 - 2023/24: £2.407m
 - 2024/25: £1.930m
- 9) the Housing Revenue Account Budget at Appendix 6 of:
 - 2022/23: £25.390m
 - 2023/24: £25.074m
 - 2024/25: £25.545m
- 10) the Housing Revenue Account Capital Programme at Appendix 7 of:
 - 2022/23: £14.180m
 - 2023/24: £12.580m
 - 2024/25: £12.580m

1.2 And that the Executive Committee ask the Council to note

- 1) the 2020/21 Capital Outturn as reported at Appendix 9.
- 2) The Chief Financial Officer (CFO) Opinion on Estimates and Reserve Levels as reported in Appendix 8.

2. BACKGROUND

Purpose

- 2.1 The purpose of this report is to set the Council's (General Fund) Revenue and Capital Budget for 2022/23, as well as the Medium-Term Financial Plan (MTFP) for the period 2022/23 to 2024/25. Also, to set the Housing Revenue Account Budget (Capital and Revenue) for 2022/23.
- 2.2 The Council's Medium Term Financial Plan (MTFP) provides the framework within which the revenue and capital spending decisions can be made.

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2.3 The Strategic Purposes that drive the financial considerations are:

- Run and grow successful business
- Finding somewhere to live
- Aspiration, work & financial independence
- Living independent, active & healthy lives
- Communities which are safe, well maintained & green

2.4 This report includes recommendations to Council to enable a balanced budget to be set for 2022/23 and the proposed Council Tax for 2022/23. The recommendations will then be presented to Council on 21st February 2022 together with the resolutions once we have received all the precepting bodies Council Tax calculations.

Financial Context

2.5 The Council faces a challenging financial context having:

- i) previously received a statutory recommendation from its external auditors under section 24 of the Local Audit and Accountability Act 2014 in relation to its financial position (noting that due to the positive steps taken by the Council this recommendation has not been re-issued by the external auditor in the past year);
- ii) identified (but still needs to deliver) significant savings over the medium term;
- iii) reserve balances (General and HRA) only marginally above minimum levels; and
- iv) high levels of planning uncertainty with regards to the levels of available funding in coming years

2.6 The Council therefore needs to continue to carefully consider how it prioritises resources and balances budgets in a sustainable and affordable way, as part of this (and future) budget round(s).

2.7 Members and officers have therefore reviewed the services provided by the Council over the last 6 months to consider the levels of funding available to the Council and identified where potential savings can be made or additional income generated.

2.8 The Budget Scrutiny working group as established by the Overview and Scrutiny Committee has met on a regular basis to review budget related issues (including reports on underlying risks, pressures and uncertainties as well as income matters and fees and charges opportunities).

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Unprecedented Levels of Uncertainty

- 2.9 It should be noted that the future of the system of local government finance remains uncertain. The government has committed to re-assess the baseline need for spend in each local authority (through its 'Fair Funding review'). This has been pushed back (again) to 2023/24 at the earliest - but is still expected to happen. This review will have a significant impact on the government's calculation of the Settlement Funding Assessment for (and therefore the amount of funding available to) this council - and remains therefore a significant risk.
- 2.10 It also remains uncertain as to what the Government's plans are with regards to the system of business rates - including the share of business rates retained locally.
- 2.11 A one-year provisional Local Government Finance Settlement was announced on 16th December 2021 and has been incorporated into this report. It remains unclear as to when Government will announce more funding certainty through a multi-year financial settlement for Local Government.
- 2.12 Furthermore, the short, medium and long term impact of the Covid- 19 pandemic and UK's exit from the European Union (on residents, the economy and the state of national and local government finance) remains uncertain.
- 2.13 Taken together therefore (the outcome of the fair funding review, the future of business rates and the local government financial settlement, COVID-19, Brexit and the state of the local and national economy) represents a challenging context within which to set the budget and MTFP - one characterised by an unprecedented level of uncertainty.

3. FINANCIAL IMPLICATIONS

- 3.1 In order to clearly explain the basis of the Budget proposals this report (which sets out all financial implications) will be structured as follows:

4) General Fund Revenue

i. The Prior Year MTFP 2021/22 – 2023/24

This section which will summarise the previous Council approved MTFP as a reminder of the previously approved starting point.

ii. Updated Forecast Outturn Position for 2021/22

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This section will update the starting revenue position for 21/22 and therefore update the opening balances for 22/23.

iii. The 22/23 Budget and (updated) MTFP for the period 22/23 – 24/25

This section will set out the updated Budget and MTFP forecast for approval.

iv. The Updated MTFP and General Fund Forecasts

This section will summarise the impact of the updated 22/23 Budget and MTFP forecast on the Council's General Fund balance position over the medium term.

v. Reconciling the current updated MTFP to the Feb 2021 Approved MTFP

This section will analyse and explain the movements from the previous approved Budget and MTFP to the updated 22/23 Budget and MTFP.

vi. Council Tax increase

vii. Covid General Grant

This section summarises the position on general Covid grant funding received by the Council.

viii. Reallocation of Earmarked Reserves to General Fund

This section sets out those reserves previously earmarked for specific purposes that can be release back to the General Fund Reserve.

5) Collection Fund and Precepts

6) Housing Revenue Account

7) Capital Programme

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4. GENERAL FUND REVENUE

The Prior Year MTFP 2021/22 – 2023/24 (approved February 2021)

- 4.1 The Council's MTFP is updated annually and was previously approved for the three year period 2021/22 to 2024/25 by full Council in February 2021.
- 4.2 The following table sets out what, at that point (Feb 2021) the MTFP forecast in terms of annual budget deficits and opening and closing general fund balances.

Table 1: The Prior Year MTFP and General Fund Balance Forecasts

General Fund	21/22	22/23	23/24
	£000's	£000's	£000's
Opening Balance	1,831	1,875	1,613
Annual (Deficit) / Surplus	44	-261	-761
Closing Balance	1,875	1,613	852

- 4.3 Table 1 shows that the previously (Feb 2021) approved MTFP predicted a surplus of £44k in 2021/22. The Council was expected to move to an in-year deficit position of £0.261 million in 2022/23 and £0.761 million in 2023/24.
- 4.4 Annual deficits require the Council to utilise its General Reserve balances. As at February 2021, the MTFP, based on the annual deficits forecast above, showed that the Council's General Fund Balances would reduce from £1.831 million a 1st April 2021 to £0.852 million at 31st March 2024.

Updated Forecast Outturn Position for 2021/22

- 4.5 Since the previous MTFP in February 2021, the final outturn position for 2020/21 allowed General Fund reserves of £2.2m to be carried forward as at 1 April 2021. This actual position represented a £0.374 million increase on the value assumed when the MTFP was approved in Feb 2021.
- 4.6 The outturn position for this current year (2021/22) is forecast to break even against budget (of a £0.044m surplus as approved by Council back in February 2021) after allocation of Covid Grant (but before any transfers from Earmarked Reserves).

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The 22/23 Budget and (updated) MTFP for the period 22/23 – 24/25

- 4.7 The MTFP has been updated for the period 2022/23 to 2024/25 to model the impact of changes in assumptions, budgetary pressures, reductions in funding and savings.
- 4.8 The 22/23 Budget and updated MTFP is summarised (in terms of its annual revenue and general fund forecasts) for the period 2022/23 to 2024/25 in the table below:
- 4.9 The proposed budget is summarised in the table below

Table 2: The Updated MTFP and Annual Revenue Budgets

	2022-23 £000	2023-24 £000	2024-25 £000
Departmental base budget	10,064	10,051	10,132
Incremental Progression	144	275	361
Unavoidable Pressures	427	140	134
Revenue Bids/Revenue impact of capital bids	191	150	128
Savings and Additional income	-305	-327	-327
Changes in Specific Grant/Funding Movements	0	0	0
Net Revenue Budget Requirement	10,520	10,289	10,428
FINANCING			
Reserve release	-100	0	0
Lower Tier Services Grant	-100	0	0
Business Rates Net Position	-2,985	-2,985	-2,985
Council Tax	-6,747	-6,941	-7,031
Collection Fund Deficit (Council Tax)	-180	0	
New Homes Bonus	-330	0	
Investment Income	-673	-673	-673
MRP (Principal)	959	1,098	1,046
Interest payable	218	220	218
Discount on advanced pension payment	-301	-60	-170
Funding Total	-10,238	-9,341	-9,595
General Balances	2022-23 £000	2023-24 £000	2024-25 £000
Estimated opening balances 22/23 (projected)	2,292	2,010	1,061
Contribution (from) / to General Balances	-282	-949	-833
Closing Balances	2,010	1,061	228

Explanatory Notes re Table 2

- 1) All Service Teams / Departments have a base budget which includes staff budgets.
- 2) Staff budgets are subject to incremental progression as staff become more experienced within graded posts.
- 3) A number of budget pressures that have been deemed “unavoidable” and are further analysed in this report.

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- 4) *Budget setting includes a 'bidding process' for additional resources – set out below.*
- 5) *Budget setting includes the identification of savings and income – set out below.*
- 6) *Specific grant funding, where confirmed, is set against services as appropriate.*
- 7) *Financing includes an element of planned reserve usage.*
- 8) *The Council receives a 'Lower Tier' grant from Central Government.*
- 9) *The Council retains an element of its business rates receipts to fund services.*
- 10) *The Council retains its own element of council tax bills (it collects for all precepting authorities). The budget includes an increase of £5 (band D) - the maximum allowable without a referendum.*
- 11) *A element of Collection Fund surplus / deficit impacts on the Council General Fund.*
- 12) *New Homes Bonus has been confirmed by Central Government.*
- 13) *The Council earns interest on investment balances.*
- 14) *Minimum Revenue Provision costs reflect capital borrowing / repayment costs.*
- 15) *Borrowing costs based on forecast interest rates.*
- 16) *The Council has benefitted financially from paying some of its Pension commitments calculated at the last Actuarial Review in one lump sum (to Worcestershire Local Government Pension Fund).*

- 4.10 The above table sets out how the Council's expenditure profile will be met by a combination of external funding and use of reserves over the period.
- 4.11 The table also shows that the General Reserve Balance is forecast to remain above minimum levels (currently set at £1.5m) until partway through the 23/24 financial year.

Analysis of key changes to the MTFP – Forecast General Fund Balances

- 4.12 The following table sets out how the draft MTFP (as summarised in Section 4.9) compares to the previous MTFP in terms of forecast closing general fund balances:
- 4.13 Table 3: The Updated (versus Previous) MTFP and General Fund Forecasts

General Fund Closing Balance	21/22 £000's	22/23 £000's	23/24 £000's	24/25 £000's
Previous	1,875	1,613	852	N/A
Updated	2,292	2,010	1,061	228

Note: It should be noted that the analysis in Table 3 excludes the £0.238 million or Earmarked Reserves provisionally identified for release back to the General Fund Reserve at the end of the current 21/22 year within Appendix 5.

- 4.14 Table 3 above shows that the 2021/22 General Fund closing position is now forecast to be improved (£2.292 million as opposed to £1.875 million) than that forecast when the budget was approved in Feb 2021. This is due to a more favourable outturn for 2020/21 than anticipated at

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February 2021 (when the budget was set). Reasons for this include lower than anticipated borrowing costs and some Covid related savings particularly on premises costs.

- 4.15 The table demonstrates that the updated MTFP forecasts a General Fund Balance of £2.01 million at the end of 2022/23 which remains above minimum set levels of £1.5 million.
- 4.16 Table 3 also shows that the General Fund is now forecast to total £1.061 million at the end of 2023/24 (compared to £0.852 million in the previous MTFP) falling below minimum adequate levels (which have been set at £1.5 million) during that year. Savings, increased income levels, additional government resources or a favourable Fair Funding Review will therefore be necessary to ensure above minimum levels of reserves over the medium term. Further action is therefore needed as a matter of urgency.

Reconciling the current updated MTFP to the Feb 2021 Approved MTFP

- 4.17 Changes need to be made to the Council's budget and MTFP to keep them up to date and robust. In order to make these changes as transparent as possible these changes have been summarised in Table 4 below.
- 4.18 Table 4: Reconciliation of Previous and Updated MTFP - Adjustments made to the Annual Budget Forecasts

	22/23	23/24
	£000s	£000s
Previous Forecast Deficit	261	761
+ Corrections and Assumption changes	135	225
+ Pressures	427	140
+ Funding impact	-436	0
+ Resource Planning and Prioritisation (RPP)	-105	-177
= Updated Forecast Surplus / Deficit	282	949

- 4.19 The above summary shows that the annual budget deficits (before appropriation of General Fund Balances or General Covid Grant) are now forecast at £282k for 2022/23 (previously £0.261m), and £949k for 23/24 (previously £0.761m).
- 4.20 In order to better explain what is driving these changes in budget forecasts, this summary is further explained and analysed below:

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Corrections and Assumption changes (£135k in 22/23)

- 4.21 All budgets include estimates and assumptions. Eg. Inflation and interest rates, Government grants, council tax base and collection rates. These are updated annually.
- 4.22 One of the outcomes of budgetary control, closedown and setting procedures is also the identification of inaccuracies. There are a large number of such amendments which are individually usually small. The larger factors to the overall changes here include:
- Inflation. One of the pressures to the budget is general inflation on utility costs along with additional costs in relation to pay. The costs relating to pay inflation are above that initially anticipated. The original budget included a 1% pay award however the best estimate is now 2% which adds an additional pressure of circa £80k pa. Other pressures have been contained within budgets where possible.
 - MRP, interest costs and investment income budgets lines have all been reviewed and reduced compared to prior year forecasts. These changes are due to a review of the capital programme to reflect more accurately planned spend. This reduces significantly MRP and borrowing costs – but also investment income (which has also been revised to take account of the short-term focus on delivering the Towns Fund rather than alternative strategic investments). The overall net impact is therefore minimal.

Pressures

- 4.23 Expenditure (and income) budgets required to deliver previously approved strategies and plans are subject to a multitude of market forces, sector issues, demographics and other matters.
- **Unavoidable Costs (£427k in 22/23).** When proposing the budget officers have also identified a number of budget pressures that have been deemed “unavoidable”. These unavoidable pressures include the ongoing effects of pressures identified during 2021/22 together with any issues that have been raised as fundamental to maintaining service provision as part of the budget process. In addition, income shortfalls that cannot be managed by improved marketing or price increases have been addressed during the budget planning.
 - Unavoidable pressures include a £319k pressure specifically relating to Rubicon Leisure. This is the best and latest estimate (based on meetings with senior Rubicon management) of the impact of Covid-19 on footfall and therefore the financial position of Rubicon (and therefore our management fee). While this is considerably lower than

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annual additional cost estimated this time last year (of up to circa £1.2m additional), it remains a pressure that will only be covered by remaining Covid General Fund grant funding in the short term.

Resource Planning and Prioritisation (RPP):

4.24 RPP is the outcome of the steps taken to identify options to do things differently and more efficiently, to identify savings but also required areas of investment. It is the culmination of a 'check and challenge' process with regards to the Council's budgets, led by the Corporate Management Team and presented to Cabinet (and ultimately full Council). It is a critical element of the Council operating within available resources.

- **Bids (£190k in 22/23).** In addition to the unavoidable pressure's revenue bids have been identified and included at Appendix 2. Bids relate to new funding requests made by officers to improve service delivery or to realise future efficiencies. Revenue 'bids' included in these budget proposals include developments relating to ICT (re maintaining core digital and cyber security related infrastructure) and supporting greater agile work. Work is also planned in relation to lower carbon emissions which requires investment. Additional capacity is also required for Business Improvement activity.
- **Identified Savings/additional income (£304k in 22/23).** A number of savings have been identified which are set out in Appendix 3. These relate to a variety of areas and relate to delivering efficiencies (eg cutting paper and print costs and reduced insurance costs), additional income (eg bulky waste and lifeline), and investigating and implementing alternative arrangements (eg cash payments alternatives).

Funding Impact (£436k in 22/23)

4.25 The main factors to the changes related to funding include:

- **Lower Tier Services Grant (£0.1m).** The finance settlement in December announced we are due to receive a Lower Tier Services Grant for £0.1million in 2022/23 not previously budgeted for. This grant is intended to compensate those local authorities whose core spending power did not increase in the finance settlement.
- **New Homes Bonus (NHB) (£0.121m).** The amount of NHB for 2022/23 has been confirmed as £0.3 million which is £121k more than anticipated in the MTFP. This is due to the Government funding an additional year of New Homes Bonus.

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- The Councils share of the **Collection Fund surplus is £182k** which was not budgeted for previously.

Council Tax Increase

- 4.26 As part of the Financial Settlement the Council can increase Council Tax by up to 2% or £5 whichever is higher without the need for a referendum. These budget proposals include £5 increase for 2022/23 (Band D). The Council Tax relating to the Councils services will rise for Band D from £249.15 to £254.15. This is unchanged from the previous approved MTFP.

Covid General Grant

- 4.29 In recognition of this negative impact on the Council's resources (and particularly for councils reduced income levels achievable for car parks and Leisure), the Council was awarded £1.952 million of General Covid-19 Grant across a number of tranches received in 2020/21 and the early part of 2021/22.
- 4.30 After allocating this funds against Covid related pressures in 20/21 some £1.077m of this grant was carried forward to the current financial year (ie 21/22). It is forecast that £292k of this General Covid Grant will be carried forward at 31/3/2022 (after funding the negative impact on 21/22 Budgets). This will be available (alongside General Fund balances) to mitigate pressures on budgets – at least in the short term.
- 4.31 It must however be emphasised that this funding is not expected to be a recurring income stream to the Council. Further work must therefore be done to reduce the gap between spend and income on a sustainable and ongoing basis.

Reallocation of Earmarked Reserves to General Fund

- 4.32 A review has been undertaken of reserves previously earmarked for specific purposes. This has identified £0.238 million that can provisionally be released back to the General Fund Reserve. See Appendix 5.

5. COLLECTION FUND AND PRECEPTS

- 5.1 The anticipated collection fund surplus of £1.455m (prior year £478k), will be distributed amongst the major preceptors using the prescribed formulae. The Councils share of the surplus as a one-off sum is £182k (prior year £63k).
- 5.2 The precepts from Worcestershire County Council, Hereford and Worcester Fire Authority and the West Mercia Police and Crime

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Commissioner are due to set their precepts in the week commencing 8th February. This will enable the Council to set the Council Tax on 21st February 2022. The precepting bodies Council Tax requirements will be included in the formal resolutions which will be presented to Executive and Council on 21st February.

6. HOUSING REVENUE ACCOUNT

- 6.1 The Housing Revenue Account is a ring-fenced account holding transactions relating to Council dwellings. It is a separate account within the General Fund but receives income from Council rents.
- 6.2 For the four financial years up to and including 2019/20 there has been a national requirement to reduce rents by 1% per annum and this has put severe pressure on the housing revenue account. From 2020/21 rents were able to increase by the consumer price index plus 1%. The rent increase for 2021/22 was approved by the Executive on 11th January 2022.
- 6.3 Appendix 6 provides a summary of the Housing Revenue Account including the latest forecast for 2021/22. It is estimated we will be in a surplus position for the next three years and therefore returning to earmarked reserves which will enable the HRA to fulfil its forecasted acquisitions and developments.
- 6.4 Appendix 7 provides the HRA Capital Programme.

7 CAPITAL PROGRAMME

- 7.1 The (Non HRA) Capital Programme has also been updated including proposed new bids required to deliver services to the community. These are included in the proposed Capital Programme at Appendix 4. The borrowing costs have been factored into the revenue budget for the financial plan. It should be noted that a housekeeping review of the Capital Programme has been recently undertaken in order to challenge the deliverability (and timing) of some schemes which has resulted in some rationalisation.

8. LEGAL IMPLICATIONS

- 8.1 As part of the budget and the Council Tax approval process, the Council is required by the Local Government Finance Act 1992 to make specific calculations and decisions in approving a balanced budget for the following financial year and setting the Council Tax Level. These will be included in the resolutions and presented to Executive and Council on 21st February 2022.

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- 8.2 The Council has a legal obligation to set a balanced budget (s32 of the Local Government Finance Act 1992). The amount of the budget requirement must be sufficient to meet the Council's budget commitments and ensure a balanced budget. The 2022/23 budget requirement must leave the Council with adequate financial reserves.
- 8.3 A lawful Council Tax is required to be made on or before 11 March 2022.
- 8.4 Section 25 of the Local Government Act 2003 requires the Chief Financial Officer (CFO) to report to the Council the robustness of estimates included in the budget and the adequacy of the reserves when it is making the statutory calculations required to determine its Council Tax or precept.

9. STRATEGIC PURPOSES - IMPLICATIONS

Relevant Strategic Purpose

- 9.1 The Strategic purposes are included in the Council's corporate plan and guides the Council's approach to budget making ensuring we focus on the issues and what are most important for the borough and our communities. Delivering against all our Strategic Purposes is therefore integrated within our MTFP.

Climate Change Implications

- 9.2 No direct implications identified.

10. OTHER IMPLICATIONS

Equalities and Diversity Implications

- 10.1 No direct implications identified.

Operational Implications

- 10.2 The MTFP will enable services to be maintained.

11. RISK MANAGEMENT

- 11.1 The risks posed by the challenging financial context and the unprecedented levels of uncertainty (re the outcome of the fair funding review, the future of business rates and the local government financial settlement, COVID-19, Brexit and the state of the local and national economy) with regard to the budget have been set out within Section 2 as background to this report.
- 11.2 Risks prevalent in this area also include:

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- Reductions in government funding leading to a reduction in the level of services delivered to the public
 - Reductions in business rates income as a result of appeals or reduction in the rateable value leading to a lower level of income for the Council.
 - Identification of sufficient and ongoing revenue savings to deliver a balanced budget.
 - Allocation of sufficient resources to meet the needs of service delivery and the Councils priorities.
 - Maintain adequate revenue and capital balances as identified in the MTFP to ensure financial stability.
- 11.3 This budget (and the processes underpinning it including the check and challenge of the Resource Planning and Prioritisation and 'bidding' processes, revisiting all budget assumptions and the identification of income and savings) provides a framework for managing and mitigating this risk.
- 11.4 In addition, Section 25 of the Local Government Act 2003 requires the Chief Financial Officer (CFO) to report to the Council the robustness of estimates included in the budget and the adequacy of the reserves when it is making the statutory calculations required to determine its Council Tax or precept. This is set out in full within Appendix 8.

12. APPENDICES and BACKGROUND PAPERS

Appendix 1 - Unavoidable costs
Appendix 2 - Revenue Bids
Appendix 3 - Identified savings
Appendix 4 - Proposed Capital programme
Appendix 5 - Earmarked Reserves
Appendix 6 - Housing Revenue Account Budget 2021/22 and MTFP to 2023/24
Appendix 7 - Housing Revenue Account Capital Programme 2021/22 to 2023/24
Appendix 8 - Chief Financial Officer (CFO) Opinion on the Estimate Process and Reserve Levels.
Appendix 9 – Capital Outturn Position

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13. REPORT SIGN OFF

Department	Name and Job Title	Date
Portfolio Holder	Councillor Mike Rouse	February 2022
Lead Director / Head of Service	James Howse, Exec Director of Resources (S151 Officer)	February 2022
Financial Services	Chris Forrester, Head of Finance and Customer Services	February 2022
Legal Services	Claire Felton	February 2022

UNAVOIDABLE PRESSURES - RBC

Appendix 1

Department	Strategic Purpose	Description of Pressure	2022-23 £'000	2023-24 £'000	2024-25 £'000	2025-26 £'000	Comments
Business Improvement	Enabling the Authority	Addition of one Business Improvement Advisor funded by HRA	40	40	40	40	24/25 and 25/26 to be funded from savings made from Advisors & service outcomes
Building Control	Communities which are safe well maintained and green	New dangerous structures budget line	1	1	1	1	Subsequent years TBC subject to annual %age share calculation
Development Control	Communities which are safe well maintained and green	Overspend on advertising and publicity	1	0	0	0	
ICT	Enabling the Authority	Idox Uniform Application (Extension of contract)	4	4	4	4	Required to extend the existing contract for another 5 years.
ICT	Enabling the Authority	Orb Intranet Upgrade and migrate to Hybrid Cloud	5	0	0	0	Required to update our Intranet Site (The Orb) onto a supported version and enable cyber security of the software.
ICT	Enabling the Authority	Power Bi	3	0	0	0	This is to provide additional licenses required for the Corporate Dashboard
Reg Client	Communities which are safe, well maintained and green	Additional WRS Hosting Charges	6	6	6	6	Additional WRS Hosting Charges - Agreed at WRS Board Nov 21 Y:\2022-23 Financial Year\TB Workings\Reg Client\Published WRS Board Minutes 18th Nov 2021.pdf
Democratic Services	Enabling the Authority	Member Remuneration - recommendation from Independent Remuneration Panel	27	27	27	27	1. The increase is twofold: Firstly to correct a budgetary error. The budget was increased in 2021/22 to cover allowances in that year but not subsequent years. This represents £14,099 of the pressure. Secondly this is, as stated, a recommendation from the IRP (plus secondary SRAs that the Council uses) which Council must pay regard to. 2. Council may decide on a different amount, if this is the case it will be fed into the budget in due course.
Bereavement Services	Communities which are safe, well maintained and green	Cremator Reline on both machines	0	50	50	0	Each cremator needs a full reline every five years at a cost of circa 50k
Environmental Services	Communities which are Safe, Well Maintained and Green	Agency budget - covid & Other Sickness affecting front line staff	5	0	0	0	
Leisure - Events	Living independent, active & healthy lives	Additional funding required for Morton Stanley Music festival	15	10	5	0	
Housing - home support private sector	Finding somewhere to live	Income no longer to be received due to service no longer offered	2	2	2	2	old service now obsolete and not offered.
Rubicon Client Services	Living independent, active & healthy lives	Support for Rubicon Leisure Company	319	0	0	0	
TOTAL			427	140	135	80	

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Agenda Item 6

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NEW REVENUE BIDS - RBC

Appendix 2

Department	Strategic Purpose	Description of revenue bid	2022-23 £'000	2023-24 £'000	2024-25 £'000	2025-26 £'000
ICT	Enabling the Authority	Internet & Customer Portal	59	29	29	29
ICT	Enabling the Authority	Members 2nd ICT Support Person	21	21	0	0
ICT	Enabling the Authority	Cyber Security Post	21	21	21	21
Property Services	Building Maintenance	Rubicon leisure , RBC funding responsibility	78	78	78	78
Environmental Services	Communities which are safe, well maintained and green	We are currently looking to procure the services of a consultant who could offer us the detailed advice needed to gradually change our fleet to Low Carbon emmision vehicles.	12	0	0	0
TOTAL			190	149	128	128

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SAVINGS & ADDITIONAL INCOME - RBC

Appendix 3

Department	Strategic Purpose	Description of saving	2022-23 £'000	2023-24 £'000	2024-25 £'000	2025-26 £'000
Business Transformation	Enabling of the Authority	Addition of one Business Improvement Advisor funded by HRA	-40	-40	-40	-40
Corporate Administration / Central Post Opening	Enabling of the Authority	Non recruitment to vacancy post	-30	-30	-31	-31
Corporate Administration / Central Post Opening	Enabling of the Authority	Non recruitment to vacancy post	-3	-3	-3	-3
Corporate Administration / Central Post Opening	Enabling of the Authority	Non recruitment to vacancy post	-6	-6	-6	-6
Corporate Administration / Central Post Opening	Enabling of the Authority	Non recruitment to vacancy post	19	19	20	20
Grants	Enabling the Authority	Salary saving on Grants Officer post by reducing hours in RBC.	-4	-4	-4	-4
Environmental Services	Communities which are Safe, Well Maintained and Green	Savings on Agency salary	-15	-15	-15	-15
Bereavement Services	Communities which are Safe, Well Maintained and Green	Additional Income from cremations	-18	0	0	0
Environmental Services	Communities which are Safe, Well Maintained and Green	Savings from vacant post	-27	-27	-27	-27
Environmental Services	Communities which are Safe, Well Maintained and Green	Bulky waste income	-10	-10	-10	-10
Democratic Services	Enabling the Authority	Services restructure	-5	-5	-5	-5
Democratic Services	Enabling the Authority	Services restructure - shared services recharge	3	3	3	3
Lifeline	Living independent, active & healthy lives	Future income generation options	-20	-20	-20	-20
Customer Services	Enabling the Authority	Alternative cash payments	0	-40	-40	-40
Financial services	Enabling of the Authority	Life insurance scheme saving	-35	-35	-35	-35
Corporate Administration / Central Post Opening	Enabling of the Authority	Reduction in consumables eg paper and reduction of MFDs in print contract	-14	-14	-14	-14

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Agenda Item 6

Department	Strategic Purpose	Description of saving	2022-23 £'000	2023-24 £'000	2024-25 £'000	2025-26 £'000
Business Development - Business	Run and grow successful business	Service redelivery	-100	-100	-100	-100
TOTAL			-304	-326	-326	-327

Description	Department	Strategic purpose	2022/23 Total £	2023/24 Total £	2024/25 Total £
Cisco Network Update	Business Transformation and Organsational Development	Enabling the Authority	53,561	5,463	0
Server Replacement Est(Exact known Q2 2022)	Business Transformation and Organsational Development	Enabling the Authority	83,250	2,000	177,500
Laptop Refresh	Business Transformation and Organsational Development	Enabling the Authority	5,000	25,000	150,000
Home Repairs Assistance	Community & Housing GF Services	Living independent, active & healthy lives	40,000	40,000	40,000
Disabled Facilities Grant	Community & Housing GF Services	Living independent, active & healthy lives	839,000	839,000	839,000
HMO Grants	Community & Housing GF Services	Living independent, active & healthy lives	25,000	25,000	25,000
Energy & Efficiency Installs.	Community & Housing GF Services	Living independent, active & healthy lives	110,000	0	0
New Digital Service	Community & Housing GF Services	Living independent, active & healthy lives	50,502	50,502	0
Improved Parking Scheme (includes locality funding)	Environmental Services	Living independent, active & healthy lives	400,000	0	0
Vehicle replacement	Environmental Services	Communities which are safe, well maintained and green	1,504,000	1,195,000	698,000
purchase a new ride on Scag Tiger Cat mower to support The Strategic Routes and Core Team	Environmental Services	Communities which are safe, well maintained and green	16,000	0	0
Wheelie Bin purchase	Environmental Services	Communities which are safe, well maintained and green	85,000	0	0
Car Park Maintenance	Environmental Services	Communities which are safe, well maintained & green	25,000	0	0
Ipsley Church Lane Cemetery	Environmental Services	Communities which are safe, well maintained and green	195,000	125,000	0
Provide the Crossgate Depot site with a new and Compliant Deisel Fuel installation	Environmental Services	Communities which are safe, well maintained and green	56,000	0	0
Public Building	Finance & Customer Services	Run & Grow a successful business	250,000	0	0
GF Asbestos	Finance & Customer Services	Run and grow a successful business	40,000	0	0
Fire compartmentation works in Corporate buildings	Legal, Democratic and Property Services	Enabling the Authority	120,000	100,000	0
Widen access road to Arrow Valley Country park	Planning, Regeneration & Leisure Services	Communities which are safe, well maintained and green	25,000	0	0
Forge Mill and Bordelsey Open Space Improvements	Planning, Regeneration & Leisure Services	Communities which are safe , well maintained and green	18,684	0	0
Arrow Valley Entrance Improvements 18/10149 Aldi/Lidle	Planning, Regeneration & Leisure Services	Communities which are safe , well maintained and green	10,000	0	0
MUGA at Greenlands Sports Pitches. 2018/169/FUL Land off Green Lane	Planning, Regeneration & Leisure Services	Living Independent, active and Healthy Lives and Communities which are safe , well maintained and green	137,649	0	0
Play Area I(£26,777.32) and POS (£6055.22) mprovements at Birchfield Road,/Headleass Cross Rec Ground. 2014/311/FUL	Planning, Regeneration & Leisure Services	Living Independent, active and Healthy Lives and Communities which are safe , well maintained and green	32,833	0	0
Play Area (£26,079.84) and POS (£5,191.82) improvements at Batchley and Brockhill Park. 2014/210/FUL	Planning, Regeneration & Leisure Services	Living Independent, active and Healthy Lives and Communities which are safe , well maintained and green	32,379	0	0
Play Area improvements at Birchfield Road,/Headless Cross Rec Ground. 17/00737/FUL	Planning, Regeneration & Leisure Services	Living Independent, active and Healthy Lives and Communities which are safe , well maintained and green	7,575	0	0
Play area (£34,583.39), Open space (£12,001.36) and Sport (£8,516) improvements at Mayfields Park. 11/019/FUL	Planning, Regeneration & Leisure Services	Living Independent, active and Healthy Lives and Communities which are safe , well maintained and green	55,101	0	0
Play Area and POS improvements at Winyates. 2016/290/FUL	Planning, Regeneration & Leisure Services	Living Independent, active and Healthy Lives and Communities which are safe , well maintained and green	40,449	0	0
Total current Capital programme			4,256,982	2,406,965	1,929,500

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Description	Balance b/fwd 1/4/2020	C/fwd 31/3/2021	Planned use for 2021/22 Budget	Estimated closing balance 2021/22	Proposed release of reserves from RPP exercise	Planned use for 2022/23 Budget	Comment
GF Earmarked Reserves	£'000	£'000	£'000	£'000	£'000	£'000	
Community Development	(66)	(74)	2	(72)	18	0	To support the costs associated with community projects
Community Safety	(302)	(232)	0	(232)	0	0	External grant funding to be released over a number of years on Community Safety Projects ongoing
Corporate Services	(150)	(159)	0	(159)	0	0	Funding to support potential costs of future service reviews.
Customer Services	0	(93)	0	(93)	0	0	Funding to support potential costs of future service reviews.
Economic Growth Development	(330)	(330)	200	(130)	0	0	To fund the Economic Development opportunities across the Borough
Electoral Services	(44)	(49)	0	(49)	25	0	To support the delivery of individual electoral registration and to set aside a reserve for potential refunds to government
Environmental Services	0	(29)	0	(29)	0	0	To support the costs of the Environmental Services Vehicles
Equipment Replacement	(48)	(26)	0	(26)	26	0	ICT equipment reserve
Financial Services	(132)	(1,285)	150	(1,135)	0	100	Brexit reserve along with a transformational growth reserve and also funds to support the new enterprise system. The balance of the general Covid reserve received in 20-21 also within this figure.
Corporate Financing	(1,997)	(2,833)	350	(2,483)	0	0	The reserve has been created to offset the loss on Business rates collection and appeals in 2019/20.
Housing Benefits Implementation	(269)	(269)	0	(269)	140	0	Specific welfare reform grant received
Housing Support	(746)	(978)	0	(978)	0	0	Government Specific Grant - annual funding
Land charges	(9)	(9)	0	(9)	9	0	To fund potential litigation in relation to Land Charges
Land Drainage	(129)	(129)	0	(129)	0	0	To support costs associated with health and safety issues within the environment
Parks and Open spaces	(8)	(58)	0	(58)	8	0	To fund a review of the local allotments.
Planning	(669)	(520)	0	(520)	0	0	Custom build grant to provide support to the council towards expenditure lawfully incurred in relation to the provision and maintenance of a self-build register. Along with grants for One Public estates, Business Improvement district grant and Town deals grant.
Property	0	(221)	0	(221)	0	0	To fund the costs of repairs and maintenance costs for future years due to closure of sites due to the pandemic
Sports Development	(68)	(51)	0	(51)	0	0	Ringfenced grants for a number of sports development activities to improve Health and Wellbeing in the Borough
Town Centre	(2)	(7)	0	(7)	0	0	To support improvements in the Town Centre High Street
Warmer Homes	(12)	(16)	0	(16)	12	0	To support the costs associated with community projects (repair)
Totals	(4,981)	(7,368)	702	(6,666)	238	100	
HRA Capital Reserve							
Capital Reserve-HRA	(15,259)	(15,259)	0	0	0		Reserve to enable the debt repayment on HRA, and future repairs and maintenance along with support for the Housing Growth Programme.
Totals	(15,259)	(15,259)	0	0	0	0	

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Housing Revenue Account (HRA) 2021/22 to 2025/26

	2021/22 Budget £'000	2021/22 Revised budget £'000	2021/22 Forecast Outturn £'000	2022/23 Budget £'000	2023/24 Budget £'000	2024/25 Budget £'000	2025/26 Budget £'000
INCOME							
Dwelling Rents	23,494	23,494	23,219	24,025	24,420	24,836	25,258
Non-Dwelling Rents	545	545	545	556	567	578	590
Tenants' Charges for Services & Facilities	677	677	678	692	705	719	734
Contributions towards Expenditure	45	45	82	46	47	48	49
Total Income	24,760	24,760	24,524	25,318	25,740	26,181	26,631
EXPENDITURE							
Repairs & Maintenance	6,044	6,044	5,791	6,545	6,097	6,153	6,197
Supervision & Management	8,232	8,232	7,869	8,219	8,260	8,479	8,521
Rent, Rates, Taxes & Other Charges	208	208	85	264	273	282	291
Provision for Bad Debts	186	186	186	190	193	196	200
Depreciation & Impairment of Fixed Assets	5,845	5,845	5,983	5,993	6,072	6,256	6,339
Interest Payable & Debt Management Costs	4,179	4,179	4,179	4,179	4,179	4,179	4,179
Total Expenditure	24,694	24,694	24,093	25,390	25,074	25,545	25,726
Net Operating Expenditure	-66	-66	-431	72	-666	-636	-904
Interest Receivable	-30	-30	-4	-3	-3	-3	-2
Transfer to/(from) general reserves	0	0		0	0	0	0
Transfer to/(from) Earmarked Reserves	96	96	435	0	669	639	907
(Surplus)/Deficit on Services	-0	-0	0	69	0	0	0
HOUSING REVENUE ACCOUNT BALANCE							
Forecast Balance as at beginning of year	2,465	2,465	2,465	2,465	2,396	2,396	2,396
Surplus/(deficit) for year	-0	-0	0	-69	-0	-0	-0
Forecast Balance as at end of year	2,465	2,465	2,465	2,396	2,396	2,396	2,396

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HRA Capital Programme and Financing 2021/22 to 2025/26

	Outturn 2021/22	2022/23	2023/24	2024/25
	£	£	£	£
Major Repairs Reserve				
Capital - Internal Refurbishment	675,000	2,000,000	1,000,000	1,000,000
Capital - Fire Precautions	650,000	2,000,000	1,000,000	1,000,000
Capital - Boiler Replacements	850,000	850,000	850,000	850,000
Capital - Smoke detection upgrades		590,000	590,000	590,000
Capital Major Void Works	600,000	600,000	600,000	600,000
Capital - Electrical Rewires	600,000	300,000	300,000	300,000
Capital - Asbestos Management	550,000	290,000	290,000	290,000
Capital - Energy Efficiency		500,000	500,000	500,000
Capital - Door Entry Upgrades	72,000	500,000	500,000	500,000
Capital - Fire Alarm Upgrades		300,000	300,000	300,000
Capital - High Trees Project		500,000	500,000	500,000
Capital - Window replacement	20,000	100,000	100,000	100,000
Capital - Roofing replacement	50,000	150,000	150,000	150,000
Capital - Disrepair Cases		75,000	75,000	75,000
Capital -Structural Repairs	180,000	25,000	25,000	25,000
Capital - Balcony Replacements		50,000	50,000	50,000
Capital - Salaries	440,000	350,000	350,000	350,000
	4,687,000	9,180,000	7,180,000	7,180,000
Capital Receipts				
Capital - Stock Condition Survey	0	0	0	0
Capital - New Housing System	320,000	200,000	0	0
Capital - Excellent Estates	605,000	550,000	550,000	550,000
Capital - Bin Stores	750,000	150,000	150,000	150,000
Capital - disabled adaptations	100,000	500,000	500,000	500,000
	1,775,000	1,400,000	1,200,000	1,200,000
Acquisitions/Development	886,000	3,600,000	4,200,000	4,200,000
	7,348,000	14,180,000	12,580,000	12,580,000
Financed by				
Major Repairs Reserve	4,687,000	9,180,000	7,180,000	7,180,000
Capital Receipts	1,775,000	1,400,000	1,200,000	1,200,000
Capital Receipts earmarked for acquisition	265,800	1,440,000	1,680,000	1,680,000
HRA Capital Reserve	620,200	2,160,000	2,520,000	2,520,000
	7,348,000	14,180,000	12,580,000	12,580,000

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Appendix 8: Section 25: Report of the CFO - Robustness of the Estimates

In line with Section 25 of the Local Government Act 2003, this report of the Chief Financial Officer (CFO) sets out the robustness of estimates included in the budget and the adequacy of the Council's reserves.

The Chief Financial Officer's opinion is that the estimates are robust.

Relevant budget holders are responsible for individual budgets and their preparation. All estimates are then scrutinised by Financial Services staff and the Corporate Management Team prior to submission to Members.

All budget assumptions have been reviewed and reconsidered – including those related to inflation, business rate growth and interest rates.

The Council's revenue and capital budgets are 'joined up', both for next year's budget and for the longer term. This means that the full cost of the proposed Capital Programme is reflected in the revenue estimates. Both revenue and capital budgets include the funding needs of the Council.

There are however a number of risks and uncertainties as set out below.

The main risks in the 2021/22 budget relate to:

- General levels of uncertainty regarding the outcome of the fair funding review, the future of business rates and the local government financial settlement, COVID-19, Brexit and the state of the local and national economy. This has been mitigated by prudent business rate growth assumptions and by close monitoring of the Covid Grant account.
- The delivery of income and managing the impact of savings proposed. Mitigating actions are in place within departmental to ensure managers are aware of budgeted savings.
- Business Rate Income – whilst this is essentially part of Central Government funding, the actual income received will vary depending on actual Business Rates growth. It is difficult to precisely predict this growth. It is also difficult to predict the level of appeals by ratepayers against their rating assessments. That said, prudent assumptions in this area have been applied.
- Central Government Funding – the MTFP shows income from NHB continuing in 2022/23, however the longer term future of this income stream remains unclear.

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- Costs associated with the delivery of the Council's Towns Fund programme. The Council holds some risk on this programme – including the cost of overruns. As the Accountable Body close monitoring will take place to manage effective delivery (to time and to budgeted cost).
- General inflationary pressures – particularly in relation to pay costs and utility bills. This budget therefore includes significant additional pressures for these matters.
- The impact of Covid and Leisure Services. The Council's management fee in relation to Rubicon Leisure will be impacted by Covid-19 and its ongoing impact on that area of business. This will continue to be mitigated through working closely with Rubicon Leisure to oversee its progress, operations and cost.
- The impact of Covid on the capacity of management to deliver change, efficiencies and associated savings. This continued to be a watching brief. Budget proposals include an investment in Business Improvement capacity and an 'Invest to Save' Earmarked Reserve.

Adequacy of Reserves

Budget and MFTP proposals forecast the level of General Fund balances to remain above minimum set levels of £1.5m in 2022/23 and the majority of 2023/24 (with flexibility identified to reallocate earmarked reserves as set out in the budget report) and Housing Revenue Account balances to remain over minimum set levels of £0.6m over the medium term.

The reserves position, alongside the General Covid Grant account, will allow the Council to be robust and make coordinated plans to address the deficit position.

Taking account of the above, and the level of risk within the budget, the Chief Finance Officer judges that reserves are at an appropriate level throughout the period of the MFTP. This will be subject to ongoing review.

That said, further work must be undertaken to ensure that expenditure levels are sustainable and matched by income over the medium to long term. Plans are therefore in place to continue to review budgets and identify further savings opportunities.

The Chief Financial Officer's opinion is that the estimates are robust.

Report by: James Howse, Executive Director of Resources (Chief Financial Officer / Section 151 Officer)

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RBC Capital Programme 2020-21 March

Appendix 9

Description	Department	NEW Strategic Purpose	Revised Budget April - March 21 £	Actual spend 2020-21 £	Variance 2020- 21 £	Previously approved slippage to 2021	Revised & additional slippage into 21- 22 £
Home Repairs Assistance	Community & Housing GF Services	Living independent, active & healthy lives	87,662	0	-87,662	0	87,662
Small Area Improvements	Community & Housing GF Services	Communities which are safe, well maintained & green	40,000	0	-40,000	0	40,000
Upgrade hardwired lifeline schemes	Community & Housing GF Services	Living independent, active & healthy lives	13,417	16,431	3,014	0	0
Disabled Facilities Grant	Community & Housing GF Services	Living independent, active & healthy lives	400,000	463,980	63,980	1,156,847	1,092,867
HMO Grants	Community & Housing GF Services	Living independent, active & healthy lives	0	5,900	5,900	29,515	23,615
Energy & Efficiency Installs	Community & Housing GF Services	Living independent, active & healthy lives	40,000	36,329	-3,671	50,065	53,736
Camera Replacement Programme	Community & Housing GF Services	Living independent, active & healthy lives	65,424	75,774	10,350	0	0
New Digital Service	Community & Housing GF Services	Communities which are safe, well maintained & green	60,000	34,380	-25,620	26,450	52,070
Improvement Holly trees childrens centre	Community & Housing GF Services	Living independent, active & healthy lives	15,000	0	-15,000	0	15,000
Greener Homes	community & Housing GF Services	Living independent, active & healthy lives	150,000	0	-150,000	0	150,000
Improved Parking Scheme	Environmental Services	Communities which are safe, well maintained & green	61,048	35,566	-25,482	20,000	45,482
Green Lane Studley	Environmental Services	Communities which are safe, well maintained & green	0	2,445	2,445	200,000	155,809
Vehicle replacment	Environmental Services	Communities which are safe, well maintained & green	866,081	530,276	-335,805	0	335,805
Locality Capital Projects	Environmental Services	Communities which are safe, well maintained & green	93,660	135,406	41,746	0	0
Wheelie Bin purchase	Environmental Services	Communities which are safe, well maintained & green	123,749	95,586	-28,163	0	28,163
Replacing 3 fuel pumps and upgrading tank monitoring equipment	Environmental Services	Communities which are safe, well maintained & green	0	0	0	25,000	25,000
Vehicle Lift Within Workshop	Environmental Services	Communities which are safe, well maintained & green	25,000	0	-25,000	0	25,000
Car Park Maintenance	Environmental Services	Communities which are safe, well maintained & green	30,475	29,192	-1,283	0	30,475
Fleet Management Computer System	Environmental Services	Enabling the Authority	0	0	0	16,600	16,600
Environmental Services Computer System	Environmental Services	Enabling the Authority	0	0	0	157,200	157,200
Locality project - Garage condition surv	Environmental Services	Communities which are safe, well maintained & green	100,000	0	-100,000	0	100,000
Locality project - landscape improvement	Environmental Services	Communities which are safe, well maintained & green	23,175	15,666	-7,509	1,825	9,334
Gf Asbestos	Financial & Customer Services	Communities which are safe, well maintained & green	30,000	22,846	-7,154	10,000	17,154
New finance system	Financial & Customer Services	Enabling the Authority	218,108	373,103	154,995	0	0
Regeneration Fund	Financial & Customer Services	Communities which are safe, well maintained & green	2,870,606	3,870,606	1,000,000	2,354,670	1,354,670
Public Building	Financial & Customer Services	Run and grow a successful business	426,308	214,264	-212,044	0	212,044
Salix Project	Legal & Democratic	Enabling the Authority	250,000	0	-250,000		250,000
Arrow Valley Country Park - Play, Open Space and Sports Improvements.	Planning, Regeneration & Leisure Services	Communities which are safe, well maintained & green	350,000	341,731	-8,269	6,000	14,269
S106 Regrading Pitches Terry'S Field	Planning, Regeneration & Leisure Services	Communities which are safe, well maintained & green	29,000	0	-29,000	9,000	38,000

S106 Health and Fitness Facilities	Planning, Regeneration & Leisure Services	Communities which are safe, well maintained & green	29,000	0	-29,000	0	29,000
Play / Sports Feckenham Cricket Ground	Planning, Regeneration & Leisure Services	Communities which are safe, well maintained & green	2,736	0	-2,736	0	2,736
Improvements at Business Centres	Planning, Regeneration & Leisure Services	Run and grow a successful business	0	-6,386	-6,386	73,614	73,614
Improvement to Morton Stanley -Play Area for toddler and junior play	Planning, Regeneration & Leisure Services	Communities which are safe, well maintained & green	0	43,863	43,863	79,686	35,823
Improvement to Morton Stanley Open Space	Planning, Regeneration & Leisure Services	Communities which are safe, well maintained & green	0	0	0	25,633	25,633
Improvement to Sports Pitches infrastructure in Morton Stanley Park	Planning, Regeneration & Leisure Services	Communities which are safe, well maintained & green	0	900	900	98,535	97,635
Improvement to original Pump Track at AVCP	Planning, Regeneration & Leisure Services	Communities which are safe, well maintained & green	0	0	0	60,606	60,606
Improvement of 'Green Parking' at Arrow Valley South	Planning, Regeneration & Leisure Services	Communities which are safe, well maintained & green	17,271	0	-17,271	0	17,271
Hedgerow Mitigation measures by restoration and hedge laying with associated fencing and gates at AVP SHM and AVP North	Planning, Regeneration & Leisure Services	Communities which are safe, well maintained & green	0	0	0	21,500	21,500
Grassland Mitigation measures- recreating and monitoring grassland habitats in MS and AVCP	Planning, Regeneration & Leisure Services	Communities which are safe, well maintained & green	0	0	0	146,590	146,590
Pitch or sports facilities improvements at the Abbey Stadium	Planning, Regeneration & Leisure Services	Communities which are safe, well maintained & green	17,419	0	-17,419	0	17,419
POS/Play Improvements to Forge Mill (24,528 POS and 26,700 Play) and Bordesley Abbey Visitor Centre. PI	Planning, Regeneration & Leisure Services	Communities which are safe, well maintained & green	51,248	0	-51,248	0	51,248
Removal of 5 weirs through Arrow Valley Park	Planning, Regeneration & Leisure Services	Communities which are safe, well maintained & green	0	0	0	437,000	437,000
Morton Stanley Play, Sport and Open Space Improvements (General)	Planning, Regeneration & Leisure Services	Communities which are safe, well maintained & green	35,000	0	-35,000	298,403	333,403
Open space improvements - North Moons moat	Planning, Regeneration & Leisure Services	Communities which are safe, well maintained & green	0	0	0	3,000	3,000
Café and Infrastructure Morton Stanley Park	Planning, Regeneration & Leisure Services	Communities which are safe, well maintained & green	10,000	0	-10,000	100,000	110,000
Redditch Town Centre public realm improvements - phase 2	Planning, Regeneration & Leisure Services	Communities which are safe, well maintained & green	32,000	0	-32,000	0	32,000
Digital Screens	Planning, Regeneration & Leisure Services	Communities which are safe, well maintained & green	15,000	0	-15,000	0	15,000
Passing bay at main access AVCP	Planning, Regeneration & Leisure Services	Communities which are safe, well maintained & green	6,000	0	-6,000	0	6,000
Resurfacing of pathway at AVCP	Planning, Regeneration & Leisure Services	Communities which are safe, well maintained & green	19,500	0	-19,500	0	19,500
			6,603,887	6,337,859	-266,028	5,407,739	5,864,933

Notes:

* The new enterprise system had an increase in budget over that presented above funded from the flexible use of capital receipts. This was approved as part of the treasury strategy and so the difference is funded from this approval.

*It should be noted that due to timing issues, some additional capital spend within the approved medium term capital programme has fallen within 20/21 as opposed to 21/22.

*£1m of Regeneration Fund Capital spend was brought forward to 2020/21 in order to meet the conditions of a grant regarding £1m of accelerated grant funding