

COUNCIL MEETING

Wednesday, 15th March, 2017
at 2.00 pm

Council Chamber - Civic Centre

This meeting is open to the public

Members of the Council

The Mayor – Chair

The Sheriff – Vice-chair

Leader of the Council

Members of the Council (See overleaf)

Contacts

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WARD	COUNCILLOR	WARD	COUNCILLOR
Bargate	Bogle Noon Dr Paffey	Millbrook	Denness Furnell Taggart
Bassett	L Harris Hannides B Harris	Peartree	Houghton Keogh Lewzey
Bevois	Barnes-Andrews Burke Rayment	Portswood	Claisse O'Neill Savage
Bitterne	Jordan Letts Murphy	Redbridge	McEwing Pope Whitbread
Bitterne Park	Fuller Inglis White	Shirley	Chaloner Coombs Kaur
Coxford	Morrell D Thomas T Thomas	Sholing	J Baillie Hecks Wilkinson
Freemantle	Moulton Parnell Shields	Swaythling	Mintoff Painton Vassiliou
Harefield	P Baillie Fitzhenry Laurent	Woolston	Mrs Blatchford Hammond Payne

PUBLIC INFORMATION

Role of the Council

The Council comprises all 48 Councillors. The Council normally meets six times a year including the annual meeting, at which the Mayor and the Council Leader are elected and committees and sub-committees are appointed, and the budget meeting, at which the Council Tax is set for the following year.

The Council approves the policy framework, which is a series of plans and strategies recommended by the Executive, which set out the key policies and programmes for the main services provided by the Council. It receives a summary report of decisions made by the Executive, and reports on specific issues raised by the Overview and Scrutiny Management Committee. The Council also considers questions and motions submitted by Council Members on matters for which the Council has a responsibility or which affect the City.

PUBLIC INVOLVEMENT

Questions:- People who live or work in the City may ask questions of the Mayor, Chairs of Committees and Members of the Executive. (See the Council's Constitution ref Part 4 Council Procedure Rules 10.8)

Petitions:- At a meeting of the Council any Member or member of the public may present a petition which is submitted in accordance with the Council's scheme for handling petitions. Petitions containing more than 1,500 signatures (qualifying) will be debated at a Council meeting. (See the Council's Constitution ref Part 4 Council Procedure Rules 10.1)

Representations:- At the discretion of the Mayor, members of the public may address the Council on any report included on the agenda in which they have a relevant interest. Any member of the public wishing to address the meeting should advise the Democratic Support Officer (DSO) whose contact details are on the front sheet of the agenda.

Deputations:- A deputation of up to three people can apply to address the Council. A deputation may include the presentation of a petition. (See the Council's Constitution ref Part 4 Council Procedure Rules 10.7)

MEETING INFORMATION

Use of Social Media:- The Council supports the video or audio recording of meetings open to the public, for either live or subsequent broadcast. However, if, in the Chair's opinion, a person filming or recording a meeting or taking photographs is interrupting proceedings or causing a disturbance, under the Council's Standing Orders the person can be ordered to stop their activity, or to leave the meeting. By entering the meeting room you are consenting to being recorded and to the use of those images and recordings for broadcasting and or/training purposes. The meeting may be recorded by the press or members of the public.

Any person or organisation filming, recording or broadcasting any meeting of the Council is responsible for any claims or other liability resulting from them doing so.

Details of the Council's Guidance on the recording of meetings is available on the Council's website.

Mobile Telephones – Please switch your mobile telephones to silent whilst in the meeting.

Southampton City Council's Priorities:

- Jobs for local people
- Prevention and early intervention
- Protecting vulnerable people
- Affordable housing
- Services for all
- City pride
- A sustainable Council

Access – Access is available for disabled people. Please contact the Council Administrator who will help to make any necessary arrangements

Smoking policy – The Council operates a no-smoking policy in all civic buildings

Fire Procedure – In the event of a fire or other emergency, a continuous alarm will sound and you will be advised by Council officers what action to take.

Proposed dates of meetings (Municipal year 2016/17)	
2016	2017
20 July	15 February (Budget)
21 September	15 March
16 November	17 May (AGM)

CONDUCT OF MEETING

FUNCTIONS OF THE COUNCIL

The functions of the Council are set out in Article 4 of Part 2 of the Constitution

RULES OF PROCEDURE

The meeting is governed by the Council Procedure Rules as set out in Part 4 of the Constitution.

BUSINESS TO BE DISCUSSED

Only those items listed on the attached agenda may be considered at this meeting.

QUORUM

The minimum number of appointed Members required to be in attendance to hold the meeting is 16.

DISCLOSURE OF INTERESTS

Members are required to disclose, in accordance with the Members' Code of Conduct, **both** the existence **and** nature of any "Disclosable Pecuniary Interest" or "Other Interest" they may have in relation to matters for consideration on this Agenda.

DISCLOSABLE PECUNIARY INTERESTS

A Member must regard himself or herself as having a Disclosable Pecuniary Interest in any matter that they or their spouse, partner, a person they are living with as husband or wife, or a person with whom they are living as if they were a civil partner in relation to:

- (i) Any employment, office, trade, profession or vocation carried on for profit or gain.
- (ii) Sponsorship: Any payment or provision of any other financial benefit (other than from Southampton City Council) made or provided within the relevant period in respect of any expense incurred by you in carrying out duties as a member, or towards your election expenses. This includes any payment or financial benefit from a trade union within the meaning of the Trade Union and Labour Relations (Consolidation) Act 1992.
- (iii) Any contract which is made between you / your spouse etc (or a body in which the you / your spouse etc has a beneficial interest) and Southampton City Council under which goods or services are to be provided or works are to be executed, and which has not been fully discharged.
- (iv) Any beneficial interest in land which is within the area of Southampton.
- (v) Any license (held alone or jointly with others) to occupy land in the area of Southampton for a month or longer.
- (vi) Any tenancy where (to your knowledge) the landlord is Southampton City Council and the tenant is a body in which you / your spouse etc has a beneficial interests.
- (vii) Any beneficial interest in securities of a body where that body (to your knowledge) has a place of business or land in the area of Southampton, and either:
 - a) the total nominal value of the securities exceeds £25,000 or one hundredth of the total issued share capital of that body, or
 - b) if the share capital of that body is of more than one class, the total nominal value of the shares of any one class in which you / your spouse etc has a beneficial interest that exceeds one hundredth of the total issued share capital of that class.

Other Interests

A Member must regard himself or herself as having an, 'Other Interest' in any membership of, or occupation of a position of general control or management in:

Any body to which they have been appointed or nominated by Southampton City Council

Any public authority or body exercising functions of a public nature

Any body directed to charitable purposes

Any body whose principal purpose includes the influence of public opinion or policy

Principles of Decision Making

All decisions of the Council will be made in accordance with the following principles:-

- proportionality (i.e. the action must be proportionate to the desired outcome);
- due consultation and the taking of professional advice from officers;
- respect for human rights;
- a presumption in favour of openness, accountability and transparency;
- setting out what options have been considered;
- setting out reasons for the decision; and
- clarity of aims and desired outcomes.

In exercising discretion, the decision maker must:

- understand the law that regulates the decision making power and gives effect to it. The decision-maker must direct itself properly in law;
- take into account all relevant matters (those matters which the law requires the authority as a matter of legal obligation to take into account);
- leave out of account irrelevant considerations;
- act for a proper purpose, exercising its powers for the public good;
- not reach a decision which no authority acting reasonably could reach, (also known as the "rationality" or "taking leave of your senses" principle);
- comply with the rule that local government finance is to be conducted on an annual basis. Save to the extent authorised by Parliament, 'live now, pay later' and forward funding are unlawful; and
- act with procedural propriety in accordance with the rules of fairness.

Service Director, Legal and Governance
Richard Ivory
Civic Centre, Southampton, SO14 7LY

Tuesday, 7 March 2017

TO: ALL MEMBERS OF THE SOUTHAMPTON CITY COUNCIL

You are hereby summoned to attend a meeting of the COUNCIL to be held on WEDNESDAY, 15TH MARCH, 2017 in the COUNCIL CHAMBER CIVIC CENTRE at 2:00pm when the following business is proposed to be transacted:-

1 APOLOGIES

To receive any apologies.

2 MINUTES (Pages 1 - 22)

To authorise the signing of the minutes of the Special Council Meeting held on 16th November 2016 and the Council Meetings held on 16th November 2016 and 15th February 2017, attached.

3 ANNOUNCEMENTS FROM THE MAYOR AND LEADER

Matters especially brought forward by the Mayor and the Leader.

4 DEPUTATIONS, PETITIONS AND PUBLIC QUESTIONS

To receive any requests for Deputations, Presentation of Petitions or Public Questions.

5 EXECUTIVE BUSINESS REPORT (Pages 23 - 32)

Report of the Leader of the Council detailing the business undertaken across the Council since 16th November 2016.

6 MOTIONS

(a) Councillor Moulton to move:

Council believes that Guildhall Square was not designed to be a skateboard park and recognises that use by skateboarders over time has caused damaged to the benches and that some visitors to the square, particularly the elderly, can find the presence of skateboarders to be a concern.

Council agrees that Guildhall Square and Northern Above Bar were developed with the aim of appealing to a broad range of age groups and with the new art centre due to open shortly that now is the time encourage skateboarders to move to a more suitable location.

Council resolves to enter into a dialogue with skateboarders, to discuss with them what alternative facilities would encourage them to relocate and to work up plans to either produce a new facility in the city centre or to upgrade / amend the existing facility in Hoglands Park. Council resolves to fund any work via the use of developer contributions where possible.

(b) Councillor Moulton to move:

Council resolves to make Southampton the most attractive place in the UK for the use of Ultra Low Emission Vehicles. Council recognises the enormous contribution that electric or zero emission vehicles can provide to Southampton's air quality problem and therefore will look at best practice in other towns and cities, with a view to introducing both local incentives for electric car use and to significantly improving availability of charging points. Amongst other initiatives Council agrees to allow electric cars to use bus lanes, to have free city centre and district centre parking, to scrap residents' parking charges for electric vehicles and Itchen bridge tolls. Council also agrees to review planning policies to introduce requirements for rapid charge electric vehicle charging points for suitable new developments, such as petrol stations, supermarkets etc.

(c) Councillor Shields to move:

The City Council recognises that the world faces an environmental crisis resulting from man-made climate change for which we all have a responsibility.

The City Council wants to set ambitious targets for making Southampton 100% clean by 2040 in line with the commitments made by the UK government and several other national governments at the 2015 Paris World Leaders' Summit.

The City Council therefore commits to a shift to 100% clean energy by 2040, building on our existing targets in the Council's 2011 Low Carbon City Strategy to reduce City-wide CO2 emissions by 2020 and in line with our commitments as a signatory to the European Covenant of Mayors for Climate Change and Energy in 2012.

7 QUESTIONS FROM MEMBERS TO THE CHAIRS OF COMMITTEES OR THE MAYOR

To consider any question of which notice has been given under Council Procedure Rule 11.2.

8 APPOINTMENTS TO COMMITTEES, SUB-COMMITTEES AND OTHER BODIES

To deal with any appointments to Committees, Sub-Committees or other bodies as required.

9 PAY POLICY 2017-2018 (Pages 33 - 48)

Report of the Chief Executive concerning the Annual Pay Policy Statement for 2017-2018, attached.

10 APPOINTMENT OF RETURNING OFFICER AND ELECTORAL REGISTRATION OFFICER (Pages 49 - 52)

Report of the Chief Executive seeking Council approval to appoint the Returning Officer and Electoral Registration Officer, attached.

11 SAFE CITY STRATEGY 2017-2020 (Pages 53 - 60)

To consider the report of the Cabinet Member for Environment and Transport seeking approval for an updated and amended Safe City Strategy (2017-2020), attached.

12 HEALTH AND WELLBEING STRATEGY 2017 - 2025 (Pages 61 - 70)

Report of the Cabinet Member for Health and Sustainable Living seeking the approval of the Health and Wellbeing Strategy 2017 - 2025, attached.

NOTE: There will be prayers by Reverend Roy Hemmings in the Mayor's Reception Room at 1.45 pm for Members of the Council and Officers who wish to attend.



Richard Ivory
Service Director, Legal and Governance

Minutes of Council Meetings:

- 16th November, 2016, Special Meeting
- 16th November, 2016
- 15th February, 2017

SOUTHAMPTON CITY COUNCIL

MINUTES OF THE SPECIAL COUNCIL MEETING HELD ON
16 NOVEMBER 2016

Present:

The Mayor, Councillor McEwing
The Sheriff, Councillor L Harris
Councillors P Baillie, J Baillie, Barnes-Andrews, Mrs Blatchford, Bogle, Burke, Chaloner, Claisse, Coombs, Denness, Fitzhenry, Fuller, Furnell, Hammond, Hannides, B Harris, Hecks, Houghton, Inglis, Jordan, Kaur, Keogh, Laurent, Letts, Lewzey, Mintoff, Morrell, Moulton, Murphy, Noon, O'Neill, Dr Paffey, Painton, Parnell, Payne, Pope, Rayment, Savage, Shields, Taggart, D Thomas, T Thomas, Vassiliou, Whitbread, White and Wilkinson

56. HONORARY FREEDOM OF THE CITY

Councillor McEwing moved and Councillor L Harris seconded:

(i) that in pursuance of the provisions of Section 249(5) of the Local Government Act 1972, the Honorary Freedom of the City be conferred on Francis Benali, in recognition of his fund raising achievements for charitable causes; and

(ii) that suitable scrolls and caskets be commissioned for this purpose.

UPON BEING PUT TO THE VOTE THE MOTION WAS DECLARED UNANIMOUSLY CARRIED.

RESOLVED that the motion as submitted be adopted.

SOUTHAMPTON CITY COUNCIL

MINUTES OF THE COUNCIL MEETING HELD ON
16 NOVEMBER 2016

Present:

The Mayor, Councillor McEwing
The Sheriff, Councillor L Harris
Councillors P Baillie, J Baillie, Barnes-Andrews, Mrs Blatchford, Bogle, Burke, Chaloner, Claisse, Coombs, Denness, Fitzhenry, Fuller, Furnell, Hammond, Hannides, B Harris, Hecks, Houghton, Inglis, Jordan, Kaur, Keogh, Laurent, Letts, Lewzey, Mintoff, Morrell, Moulton, Murphy, Noon, O'Neill, Dr Paffey, Painton, Parnell, Payne, Pope, Rayment, Savage, Shields, Taggart, D Thomas, T Thomas, Vassiliou, Whitbread, White and Wilkinson

57. MINUTES

RESOLVED that the minutes of the Council meeting held on 21st September 2016 and the Extra Ordinary Council Meeting held on 19th October 2016 be approved and signed as a correct record.

58. ANNOUNCEMENTS FROM THE MAYOR AND LEADER

- (i) The Mayor announced that Southampton City Council had won an award for Creative Use of Citizen Engagement at the GovDelivery's 2016 Digital Strategy and Impact Awards for the work undertaken on the Department of Communities Local Government's Statutory Notice Pilot Project;
- (ii) The Mayor announced that this was the last Council meeting before the departure of Mark Heath, Interim Chief Operations Officer and Sharon Gilbert from the Mayor's Office, both of whom had given the Council their unstinting commitment, loyalty and hard work over many years. Tributes were made to both employees from Members across political parties;
- (iii) Members stood in a minutes silence in memory of the death of Ex-Councillor Jean Roost who served as Bitterne Ward Councillor from 1979-1992;
- (iv) The Mayor reminded Members that SVS would no longer be running the Annual Toy Appeal. SCRATCH would be accepting donated new toys which the Mayor's Office would be acting as a drop off point for and would arrange for the delivery of presents to SCRATCH.
- (v) The Mayor announced that the Mayor's Ball would be taking place on 28th April 2017;
- (vi) The Mayor announced there would be a Burns Supper on 25th January 2017;
- (vii) The Mayor announced that she had attended Bikers Night on 27th October 2016
- (viii) The Mayor congratulated Councillors Hammond and Paffey for taking part in the Sleep Out Charities night which took place on 11th November 2016;
- (ix) The Mayor announced that the ABP Marathon would take place on 23rd April 2017; and

- (x) The Mayor announced that she had taken part in the Christmas Lights Switch On which had taken place on 12th November 2016.

59. DEPUTATIONS, PETITIONS AND PUBLIC QUESTIONS

The Council received and noted a deputation from Maggie Longley and Sal Robinson representing the Solent Women against State Pension Inequality.

60. EXECUTIVE BUSINESS

The report of the Leader of the Council was submitted setting out the details of the business undertaken by the Executive.

The Leader and the Cabinet made statements and responded to questions.

The following questions were submitted in accordance with Council Procedure Rule 11.1.

1. Household Waste Recycling Centre

Question from Councillor Fitzhenry to Councillor Rayment

In light of Hampshire County Council's recent announcement of its position on the HWRC opening times will she be reversing her proposals to reduce our open hours?

Answer

In the light of Hampshire County Council's (HCC's) recent announcement of its position on opening times for its Household Waste and Recycling Centres (HWRC's), I will be recommending to Cabinet on 20th December 2016 that we also delay reducing opening hours at the City Depot HWRC. Changes agreed to come in from 1st January 2017 (subject to Cabinet approval) will therefore be delayed until 1st October 2017 when the situation will be reviewed.

2. Multi Storey Car Parks

Question from Councillor Fitzhenry to Councillor Rayment

Can the Cabinet Member advise what is being done to improve the state of our multi storey car parks?

Answer

I am aware of the problems associated with rough sleepers gaining access to our car parks and we are working hard to tackle this.

The car parks are patrolled daily by Civil Enforcement Officers with the first inspections starting at 7am. Rough sleepers are moved on if possible. If they refuse to leave then a notice is served giving them the necessary 48 hours to leave after which their belongings are removed with Police assistance. Any associated cleaning and/or removal of needles is reported to the cleaning team. Communal areas of each of the multi-story car parks are washed down regularly.

More regular security patrols and cleaning of communal areas are being put in place. Investment in our car parks to repaint and link signage to the “Legible City” branding is being considered to promote them as the gateway to the city.

3. Dropped Curb Installation

Question from Councillor Houghton to Councillor Rayment

The cost of dropped curb installation in Hampshire (HCC) is cheaper than in Southampton under Balfour Beatty. As such would you be prepared to enter into discussions with Balfour Beatty to look at their pricing to ensure it is closer to the costs of our near neighbours and provides the best value for money for the people of Southampton?

Answer

It is generally accepted that dropped crossings are cheaper in Hampshire for reasons outlined below. Despite this, it can be confirmed that SCC officers will renew their audit of BBLP’s pricing structure to ensure best value is maintained. It is also emphasised that Southampton residents are entitled to appoint their own accredited contractor to carry out such works.

Hampshire’s website gives dropped crossing prices that ‘do not include any of the works for moving street furniture, utility apparatus or any other costs’. There are also known to be ‘supplementary licence fees’ being payable for a Temporary Road Opening Licence - this is similar to the process that Southampton have adopted with Balfour Beatty’s – Hampshire confirmed this to amount to £173. Hampshire also advertise a design and supervision fee of £175 and a non-refundable application fee of £75 (which is not, together with site visits, charged at all in Southampton).

A typical dropped crossing in Hampshire is shown to cost approx. £1,203. Balfour Beatty additionally factor-in an average number of utility apparatus moves (as part of Southampton’s published average figure of £1,600 Inc. VAT), reflecting the more costly / congested city sites, as opposed to the many out-of-town locations in Hampshire.

4. Personal Budgets

Question from Councillor White to Councillor Payne

Can the Cabinet Member indicate how likely the acceptance of Personal Budgets will increase as the cost of care to the individual in the majority of cases is higher than that calculated by SCC.

Answer

The Council is committed to increasing the proportion of people who receive their personal budget as a direct payment. Current performance is 17.3% and there are targets to increase this to 22.6% by April 2017 and to 39% by March 2020.

Direct payments enable people to have flexibility and freedom of choice, ensuring the care that they receive is person-centred.

When home care is needed, the average rate that the Council pays to commission this from one of its framework care providers is used to calculate the personal budget. If a direct payment is used to buy this care privately, then this is sometimes, but not always, more expensive.

If the Council is able to increase the volume of adult social care service users with direct payments, economies of scale mean that providers should be able to reduce the cost of home care services purchased via direct payments accordingly. The Council will proactively negotiate with key providers on behalf of service users to assure this.

The main reason for taking a personal budget as a direct payment is to enable individuals to employ their own personal assistant, which brings much greater control and flexibility than using a care provider, and is cheaper. Work is underway to increase the pool of personal assistants in Southampton.

Direct payments can also be used to buy other services that help people to lead a full life in a way that more precisely meets their needs. The Council is piloting the use of an online service that will make this easier and has established a taskforce to work with partners to make sure the right advice, support and systems are in place.

5. Data Standards

Councillor White to Councillor Payne

Can the Cabinet Member give details a how the data used by Social Care particularly Safeguarding will be improved to such a standard that will enable the Safeguarding Board to produce a report based on fact rather than best estimations.

Answer

Significant improvements have been delivered in terms of social care reporting during 2016. In January 2016, the Children's and Adults data teams were moved into the central Strategy Unit and restructured. Since that time, work has been undertaken with operational services and partners to define reporting requirements, agree common data definitions and produce a standardised set of reports for Boards and managers.

This has included a review of the arrangements for accurately recording and tracking adults' safeguarding alerts and statutory enquires and other data that are monitored by the Local Safeguarding Adults Board (LSAB).

In April 2016, the recording system PARIS delivered new changes to bring the system in line with the Care Act 2014. This followed extensive development over the previous six months. The PARIS team worked closely with the service to ensure the system was compliant. New user guidance was prepared by the service and this was rolled out in parallel with the system changes and training.

This work has been overseen by the Monitoring and Evaluation Group of the LSAB, which collates data from a number of agencies involved with safeguarding adults, including the Council, police and the NHS. An Improvement Plan was agreed by the LSAB, which is on track to be completed by December 2016. This has included an analyst working alongside a Safeguarding Coordinator.

The Data Team and Monitoring and Evaluation Group will continue to quality assure the safeguarding data provided by the Council and other agencies and these will be drilled down to identify the data that are most needed to ensure the LSAB's focus is in the right place.

6. Pedestrianisation of Guildhall Square

Councillor Fitzhenry to Councillor Letts

When will the Pedestrianisation of Guildhall Square be complete?

Answer

We are keen to provide an improved environment for Guildhall Square, one of the City's premier public realm spaces. Improvements will be delivered in a phased approach, but will include:

- Providing adequate protection for street furniture
- Limiting vehicle access from West Marlands Road
- Manging vehicle over run onto granite surfaces in Above Bar Street in the short term
- Working with partners to restrict vehicle movements on Above Bar Street in the longer term

7. Alternative Weekly Collection

Councillor Fitzhenry to Councillor Rayment

When will AWC be introduced in 2017?

Answer

Subject to consultation and approval as part of the budget setting process it is hoped that Alternate Weekly Collections (AWC) could be introduced during quarter two of 2017. It is proposed that implementation will be phased from that

date, starting with houses in the first place and followed by flats on a gradual basis.

61. MOTIONS

(a) Women Against State Pension Inequality

Councillor T Thomas moved and Councillor Morrell seconded:

Southampton City Council welcomes the opportunity, in response to a request to their ward councillors from Southampton members of Solent WASPI, the local branch of Women Against State Pension Inequality, to support their call upon the Government to make fair transitional state pension arrangements for all women born on or after 6th April 1951, who have unfairly borne the burden of the increase to the State Pension Age with lack of appropriate notification.

Hundreds and possibly thousands of Southampton women, and hundreds of thousands nationally, had significant pension changes imposed on them by the Pensions Acts of 1995 and 2011 with little or no personal notification of the changes. Some women had only two years notice of a six-year increase to their state pension age.

Many women born in the 1950's are now living in hardship. Retirement plans have been shattered with devastating consequences. Many of these women are already out of the labour market, caring for elderly relatives, providing childcare for grandchildren, or suffer discrimination in the workplace so struggle to find employment.

Council therefore instructs the Leader to write to the Secretary of State for Work and Pensions accordingly.

UPON BEING PUT TO THE VOTE THE MOTION WAS DECLARED CARRIED

RESOLVED that the motion be approved.

(b) Central Government Proposal to Reduce Funding for Community Pharmacies

Councillor Noon moved and Councillor Bogle seconded:

This Council greatly values and appreciates the important contribution of primary care to the City's health and wellbeing. An essential part of the primary care system is provided by community pharmacies. This Council is alarmed, therefore, at plans by central government to drastically reduce funding for community pharmacy in 2016/17 (a 12% cut) and subsequent years.

Council, therefore, urges the Health & Wellbeing Board to seek assurances from Government Ministers that no community pharmacies in Southampton will be placed at risk of closure as a result of the national strategy and to work in partnership with the Hampshire & Isle of Wight Local Pharmaceutical Committee and the City's GPs to vigorously protect and promote the City's valuable primary care services.

Amendment moved by Councillor White and Councillor J Baillie seconded:

First paragraph, third line, delete “This Council is alarmed, therefore, at plans by central government to drastically reduce funding for community pharmacy in 2016/17 (a 12% cut) and subsequent years.”

And replace with: “This Council is concerned by plans from central government to reduce funding for community pharmacies by 4% in 2016/17, then rising to a total reduction of 7.5% from April 2017.”

Second paragraph, first line, delete “therefore,” and delete “seek assurances from Government Ministers that no” and replace with “write to the Minister with responsibility for Pharmacy matters and call upon him to reconsider the imminent funding changes to”

Second paragraph, second line, delete “in Southampton will be placed at risk of closure as a result of the national strategy and to work in partnership with the Hampshire & Isle of Wight Local Pharmaceutical Committee and the City’s GPs to vigorously protect and promote the City’s valuable primary care services.”

And replace with: “and to work in close cooperation with both national and local community pharmacy representative organisations and to consider a revised strategy which would see the development of a series of clinical pharmacy services, such as those supporting patients with long term conditions, alongside the development of the role of community pharmacy in self-care and illness prevention, which would lead to savings in acute hospitals.”

Add new third paragraph: “Further, Council expresses its concern at the planned £30,000 cut in Council Public Health funding for Emergency Contraception, which would see the community pharmacy emergency contraception service in Southampton threatened and urges the Executive to rethink this proposal.”

Amended motion to read:

This Council greatly values and appreciates the important contribution of primary care to the City’s health and wellbeing. An essential part of the primary care system is provided by community pharmacies.

This Council is concerned by plans from central government to reduce funding for community pharmacies by 4% in 2016/17, then rising to a total reduction of 7.5% from April 2017.

Council urges the Health & Wellbeing Board to write to the Minister with responsibility for Pharmacy Matters and call upon him to reconsider the imminent funding changes to community pharmacies and to work in close cooperation with both national and local community pharmacy representative organisations and to consider a revised strategy which would see the development of a series of clinical pharmacy services, such as those supporting patients with long term conditions, alongside the development of the role of community pharmacy in self-care and illness prevention, which would lead to savings in acute hospitals.

Further, Council expresses its concern at the planned £30,000 cut in Council Public Health funding for Emergency Contraception, which would see the community pharmacy emergency contraception service in Southampton threatened and urges the Executive to rethink this proposal.

UPON BEING PUT TO THE VOTE THE AMENDMENT IN THE NAME OF COUNCILLOR WHITE WAS DECLARED LOST.

UPON BEING PUT TO THE VOTE THE MOTION WAS DECLARED CARRIED.

RESOLVED that the motion be approved.

NOTE: Councillor P Baillie declared a Disclosable Pecuniary Interest and left the meeting. Councillor J Baillie declared a Personal Interest and remained in the meeting and took part.

(c) Brexit Negotiations

Councillor Keogh moved and Councillor Furnell seconded

This Council believes that a key principle underpinning the Brexit negotiations and agreement should be the achievement and maintenance of a strong and stable national economy because this supports the growth and development of local economies such as Southampton, ensuring our residents have the best outcomes in terms of employment opportunities, disposable incomes and access to reliable public services. It will intrinsically affect major employers in the City such as the University Hospital Southampton NHS Trust, our two Universities and ABP.

This Council asks that the Leader of the Council write to the Secretary of State for Exiting the European Union requesting that he sets out the economic tests that will underpin our Brexit negotiations and agreement.

Amendment moved by Councillor Moulton and seconded by Councillor Hannides.

Second paragraph, second line, delete: "requesting that he sets out the economic tests that will underpin our Brexit negotiations and agreement."

Replace with: "expressing Council's view that the democratic decision of the British people in the June referendum should be respected by the Government and Parliament, that Government should trigger Article 50 of the Lisbon Treaty by the Spring of 2017, signalling the start of the process of withdrawing from the EU, that government seeks to get the best possible post EU deal for the country and Southampton and that Parliament should not seek to frustrate efforts by the Government to achieve this or to bind its hands in that negotiation."

Add new third paragraph: "Further, Council notes the concerns that have been raised by ABP in relation to EU Port Services Regulations, which it has argued will undermine investment in UK ports and urges the Government to ensure that this is given proper consideration in its negotiations with the EU."

Amended motion to read:

This Council believes that a key principle underpinning the Brexit negotiations and agreement should be the achievement and maintenance of a strong and stable national economy because this supports the growth and development of local economies such as Southampton, ensuring our residents have the best outcomes in terms of employment opportunities, disposable incomes and access to reliable public services. It will intrinsically affect major employers in the City such as the University Hospital Southampton NHS Trust, our two Universities and ABP.

This Council asks that the Leader of the Council write to the Secretary of State for Exiting the European Union expressing Council's view that the democratic decision of the British people in the June referendum should be respected by the Government and Parliament, that Government should trigger Article 50 of the Lisbon Treaty by the Spring of 2017, signalling the start of the process of withdrawing from the EU, that government seeks to get the best possible post EU deal for the country and Southampton and that Parliament should not seek to frustrate efforts by the Government to achieve this or to bind its hands in that negotiation.

Further, Council notes the concerns that have been raised by ABP in relation to EU Port Services Regulations, which it has argued will undermine investment in UK ports and urges the Government to ensure that this is given proper consideration in its negotiations with the EU.

UPON BEING PUT TO THE VOTE THE AMENDMENT IN THE NAME OF COUNCILLOR MOULTON WAS DECLARED LOST.

UPON BEING PUT TO THE VOTE THE MOTION WAS DECLARED CARRIED.

RESOLVED that the motion be approved.

(d) State of City

Councillor Fitzhenry moved and Councillor Fuller seconded

Council calls on the Executive to quickly implement an action plan to address the falling standards of our City's appearance and reinvigorate the energy to deliver our City's long term ambitions to be the cultural and economic powerhouse on the south coast.

Continually residents, visitors and businesses are complaining about the appalling state of our city centre car parks, the lack of enforcement and growing problem of begging, the dreadful state of our broken pavements and the filthy state of our streets, green spaces and parks.

Council urges the Executive to take action now to ensure our ambitions as a City are supported by real commitment of this Authority.

UPON BEING PUT TO THE VOTE THE MOTION WAS DECLARED LOST.

RESOLVED that the motion be rejected.

(e) Council approach to Customer Services

Councillor Moulton moved and Councillor Fitzhenry seconded

Full Council expresses its concern about the way the City Council is making it extremely difficult for residents of Southampton to get in contact. Council regrets the fact that the current approach seeks to force rather than encourage residents to use online services and that inadequate provision is made for those without computer skills or for those who have queries which do not fit the prescriptive online processes. Full Council calls on the Executive to urgently review its approach to customer services and to ensure that the needs of all Southampton residents are catered for.

Amendment moved by Councillor Hammond and seconded by Councillor Payne.

First line – delete “expresses its concern” and replace with “recognises the concern” delete “the City Council is making it extremely” and replace with “it is felt by some it has become”

Second line – insert after “to get in contact”, “with the City Council”

Second Line – Delete “Council regrets the fact that the current approach seeks to force rather than encourage residents to use online services and that inadequate provision is made for those without computer skills or for those who have queries which do not fit the prescriptive online processes”

Replace with “Council accepts that although no existing contact channels have been switched off, a number of residents have struggled with the new IVR system when using the telephone”.

Sixth line – after “urgently” delete “review its approach to customer services” and replace with “conduct a full review on telephone customer interaction”.

Amended motion to read:

Full Council recognises the concern about the way it is felt by some, that it has become difficult for residents of Southampton to get in contact with the City Council. Council accepts that although no existing contact channels have been switched off, a number of residents have struggled with the new IVR system when using the telephone. Full Council calls on the Executive to urgently conduct a full review on telephone customer interaction and to ensure that the needs of all Southampton residents are catered for.

UPON BEING PUT TO THE VOTE THE AMENDMENT IN THE NAME OF COUNCILLOR HAMMOND WAS CARRIED.

RESOLVED that the amended motion be approved.

62. QUESTIONS FROM MEMBERS TO THE CHAIRS OF COMMITTEES OR THE MAYOR

1. Online Planning Applications

Councillor Moulton to Councillor Denness, Chair of Planning and Rights of Way Panel.

Is it right that in order to comment on a planning application online, residents must give their address details, potentially exposing them to abuse, harassment or intrusion?

Answer

It is correct that if making a comment on a planning application then name and address is required. The Development Management Procedure order requires that a local planning authority must, in determining an application for planning permission, take into account any representations made 'provided they are made by any person who they are satisfied is such an owner, tenant, occupier or infrastructure manager'. This means that to be able to take representations into account we need to be satisfied that it is from an appropriate source and we need the address to be able to do that.

Furthermore, under the provisions of the Local Government (Access to Information Act) 1985, any written comments that are submitted (including by post) will be made available online, via public access, for inspection and copying by the public. By submitting such comments people are consenting for their name and address being placed in the public domain.

However, we do state, that if someone has an overriding legal reason why their address should remain confidential we ask them to contact the planning office for advice in good time prior to submitting their comments in accordance with the relevant deadline. If there are cases where abuse, harassment or intrusion is likely then this will be taken into account. Also there can be advantages from positive dialogue between objectors and developers, as developers may amend their schemes to take account of specific concerns raised by neighbours.

63. APPOINTMENTS TO COMMITTEES, SUB-COMMITTEES AND OTHER BODIES

It was reminded that Councillor Hecks had been appointed as the outside body representative for the Learning and Disability Partnership at Annual Council in May 2016 and not Cllr Parnell and that distribution lists be amended accordingly.

64. REVISION TO THE CONSTITUTION - PARTNERSHIPS CODE

The report of the Leader was submitted seeking approval to a revision of the Constitution relating to a revised Partnership Code.

RESOLVED

- (i) that the revised Partnership Code as detailed in Appendix 1 of the report be approved; and
- (ii) that the Service Director: Legal and Governance be authorised to finalise the arrangements as approved by Full Council and make any further consequential or minor changes arising from the decision of Council.

65. REVISION TO THE CONSTITUTION - QUESTIONS AT COUNCIL

The report of the Leader was submitted seeking approval to a revision of the Constitution relating to Questions at Council.

RESOLVED

- (i) That no minor issues be raised unless they have first been addressed to the appropriate officer, followed by the relevant Cabinet Member if the response was unsatisfactory and then only to Full Council if the Cabinet Member's response remains unsatisfactory, notwithstanding that if a question relates to a major project or significant policy concern then a question to Full Council directly was appropriate;
- (ii) That the deadline for submission of questions to Full Council be extended by 5 working days earlier than the current submission deadline;
- (iii) That an annual review of the revised process be undertaken with the exploration of other options with Group Leaders for streamlining the process including moving questions to the end of the agenda; and
- (iv) That Council revise the Council procedure Rules (paragraph 11) in the Constitution as appropriate.

66. LOCAL APPOINTMENT OF EXTERNAL AUDITORS

The report of the Cabinet Member for Finance was submitted seeking approval for the Appointment of Local External Auditors.

RESOLVED that the Public Sector Audit Appointments (PSAA) invitation to "opt in" to the sector led option for the appointment of external auditors for five financial years commencing 1st April 2018 be accepted.

67. TREASURY MANAGEMENT STRATEGY AND REVIEW OF PRUDENTIAL LIMITS
MID YEAR REPORT 2016/17

The report of the Cabinet Member for Finance was submitted seeking approval of the Treasury Management Strategy and Prudential Limits Midyear Review 2016.

RESOLVED

- (i) that the current and forecast position with regards to these indicators be noted and any changes approved;
- (ii) that the continued proactive approach to treasury management had led to reductions in borrowing costs and safeguarded investment income during the year be noted;
- (iii) that authority continued to be delegated to the Chief Financial Officer, following consultation with the Cabinet Member for Finance to approve any changes to the prudential indicators or borrowing limits that would aid good treasury management and any amendments reported as part of quarterly financial and performance monitoring and revisions to this strategy; and
- (iv) that the increase in the investment limit for both unspecified investments and for counterparties as detailed in paragraph 30 of the report be approved.

68. OVERVIEW AND SCRUTINY - SUMMARY OF CALL IN ACTIVITY

It was noted that there had been no call-ins since the last report was submitted to Council.

SOUTHAMPTON CITY COUNCIL

MINUTES OF THE COUNCIL MEETING HELD ON
15 FEBRUARY 2017

Present:

The Mayor, Councillor McEwing
The Sheriff, Councillor L Harris
Councillors P Baillie, J Baillie, Barnes-Andrews, Mrs Blatchford, Bogle, Burke, Chaloner, Claisse, Coombs, Denness, Fitzhenry, Fuller, Furnell, Hammond, Hannides, B Harris, Hecks (except items 71-73), Houghton, Inglis, Jordan, Kaur, Keogh, Laurent, Letts, Lewzey, Mintoff, Morrell, Moulton, Murphy, Noon, O'Neill, Dr Paffey, Painton, Parnell, Payne, Pope, Rayment, Savage, Shields, Taggart, D Thomas, T Thomas, Vassiliou, Whitbread, White and Wilkinson

69. ANNOUNCEMENTS FROM THE MAYOR AND LEADER

- (i) The Mayor announced that it was Mrs Lucia Welch Foster's 90th Birthday. Mrs Foster moved from Liverpool to Southampton in 1903 where she became the first female Councillor, Mayor and Alderman;
- (ii) The Mayor announced that she would be attending the SS Mendi naval wreath laying ceremony on 20th February, 2017 commemorating the sinking of the ship off the Isle of Wight in 1917; and
- (iii) Members stood in a minutes silence in memory of former Mayor Jack Candy. Mr Candy serviced as Mayor of Southampton in 1986. The Mayor paid tribute to his dedication and commitment to serving the City for many years as a Councillor.

70. DEPUTATIONS, PETITIONS AND PUBLIC QUESTIONS

- (i) The Council received and noted a deputation from Denise Wyatt concerning the Budget;
- (ii) The Council received and noted a deputation from Nick Chaffey concerning how cuts can be averted and a campaign to restore government to meet the needs of Southampton people; and
- (iii) The Council received and noted a deputation from Springwell Catholic Primary School concerning funding for a classroom at Springhill Catholic Primary School.

71. COUNCIL TAX SETTING AND RELATED MATTERS

(a) The Revised Medium Term Financial Strategy 2017/18 to 2020/21 Including the General Fun Revenue Budget

(b) The General Fund and Housing Revenue Account Capital Programme 2016/17 to 2021/22

The reports of the Cabinet Member for Finance were submitted seeking approval to the Revised Medium Term Financial Strategy 2017/18 to 2020/21, and the General Fund and Housing Revenue Account Capital Programme for 2016/17 - 2021/22 and outlining the main issues that needed to be addressed in considering the Cabinet's budget and Council Tax proposals. The recommendations therein as amended by Executive Budget Resolution 2017/18 to comprise the Executive's budget proposals were moved by Councillor Chaloner and seconded by Councillor Letts (a copy of the amended Executive Budget resolution as circulated at the meeting attached as Appendix 1 to these minutes).

In addition, the Executive approved the following further amendment:

- £30k for Portswood Primary School to go towards the costs of converting their Junior Library into a teaching area, including the purchase of furniture and IT equipment.

The Council agreed to suspend Council Procedure Rules 14.2, 14.4, 14.5, 14.6, 14.7, 14.8, 14.9 and 16.2:-

- (i) to enable the above items to be considered together;
- (ii) to enable any amendments to be proposed, seconded and considered at the same time;
- (iii) to enable any amendment to be re-introduced later into the meeting; and
- (iv) to revise the time allowed for speakers as follows:-
 - Movers of motions - 20 minutes
 - Seconders - 10 minutes
 - Other Speakers - 4 minutes
 - Right of Reply (Executive only) – 10 minutes

With the consent of the Mayor, Honorary Alderman Vinson addressed the meeting.

Amendment moved by Councillor Moulton and seconded by Councillor Hannides:

"Add to the Education and Children's Social Care Capital Programme for 2017/18 the following additions to be funded from Council Resources:

- £350K for an additional classroom for Springhill Catholic Primary School to accommodate an additional bulge class.
- £30K for the former Civil Service Sports Ground for benches, signage, bins and fencing."

UPON BEING PUT TO THE VOTE THE AMENDMENT WAS DECLARED LOST

UPON BEING PUT TO THE VOTE THE EXECUTIVE'S BUDGET PROPOSALS AS AMENDED WERE DECLARED CARRIED

RESOLVED that the Revised Medium Term Financial Strategy 2017/18 to 2020/21 including the General Fund and Housing Revenue Account Capital Programmes 2016/17 to 2021/22, as amended by the Executive Budget Resolution 2017/18 (Appendix 1 to these minutes) and the further amendment detailed above, be adopted.

NOTE: All Members of the Council declared a pecuniary interest in the above matter, as payers and setters of Council Tax, and remained in the meeting during the consideration of the matter.

NOTE – FOR THE AMENDMENT: Councillors J Baillie, P Baillie, Claisse, Fitzhenry, Fuller, Hannides, B. Harris, L. Harris, Houghton, Inglis, Laurent, Moulton, O'Neill, Painton, Parnell, Pope, Vassiliou, White and Wilkinson.

NOTE – AGAINST THE AMENDMENT: Councillors Barnes-Andrews, Mrs Blatchford, Bogle, Burke, Chaloner, Coombs, Denness, Furnell, Hammond, Jordan, Kaur, Keogh, Letts, Lewzey, McEwing, Mintoff, Murphy, Noon, Paffey, Payne, Rayment, Savage, Shields, Taggart and Whitbread.

ABSTAINED – Councillors Morrell, D Thomas and T Thomas.

NOTE – FOR THE SUBSTANTIVE MOTION: Councillors Barnes-Andrews, Mrs Blatchford, Bogle, Burke, Chaloner, Coombs, Denness, Furnell, Hammond, Jordan, Kaur, Keogh, Letts, Lewzey, McEwing, Mintoff, Murphy, Noon, Paffey, Payne, Rayment, Savage, Shields, Taggart and Whitbread.

NOTE – AGAINST THE SUBSTANTIVE MOTION: Councillors J Baillie, P Baillie, Claisse, Fitzhenry, Fuller, Hannides, B. Harris, L. Harris, Houghton, Inglis, Laurent, Morrell, Moulton, O'Neill, Painton, Parnell, Pope, D Thomas, T Thomas, Vassiliou, White and Wilkinson.

72. HOUSING REVENUE ACCOUNT BUDGET REPORT AND BUSINESS PLAN

The report of the Cabinet Member for Housing and Adult Care was submitted seeking approval for the Housing Revenue Account budget proposals and long term business plan.

RESOLVED:

- (i) To thank the Tenant Resources Group for their input to the capital and revenue budget setting process and to note their endorsement of the recommendations set out in this report and also the broad support for the proposals received at the Tenants' Winter Conference;
- (ii) To approve that, from 1 April 2017, a standard decrease should be applied to all dwelling rents of 1.0%, as set out in paragraph 18 of this report, equivalent to an average decrease of £0.86 per week in the current average weekly dwelling rent figure of £86.20;
- (iii) To note the following weekly service charges from 1 April 2017 based on a full cost recovery approach:
 - Digital TV £0.42 (unchanged from 2016/17)
 - Concierge monitoring £1.20 (unchanged from 2016/17)
 - Tower Block Warden £4.97 (unchanged from 2016/17)
 - Cleaning service in walk-up blocks £0.63 (unchanged from 2016/17)

- (iv) To note the weekly service charges for supported accommodation from 1 April 2017:
 - Call Monitoring Charge - £1.25 (unchanged from 2016/17)
 - Careline Silver - £3.00 (unchanged from 2016/17)
 - Careline Gold - £4.25 (unchanged from 2016/17)
- (v) To note that the charges to Council tenants for garages and parking spaces for 2017/18 will increase by 1% in line with CPI as at September 2016.
- (vi) To approve the Housing Revenue Account Revenue Estimates as set out in the attached Appendix 1.
- (vii) To approve the 30 year Business Plans for revenue and capital expenditure set out in Appendices 2 and 3 respectively.
- (viii) To note the HRA Business Plan - Planning Assumptions, as set out in Appendix 4.
- (ix) To note that rental income and service charge payments will continue to be paid by tenants over a 48 week period.

73. PRUDENTIAL LIMITS AND TREASURY MANAGEMENT STRATEGY 2017/18 TO 2020/21

The report of the Service Director Finance and Commercialisation was submitted detailing the context within which the Council's treasury management activity operates and setting out a proposed strategy for 2017/18 to 2020/21.

RESOLVED:

- (i) To approve the Council's Treasury Management (TM) Strategy and Prudential Indicators for 2017/18, 2018/19 and 2019/20, as detailed within the report;
- (ii) To approve the 2016 Minimum Revenue Provision (MRP) Statement as detailed in paragraphs 76 to 84 and to delegate authority to the Chief Financial Officer (CFO) to approve any changes necessary that aid good financial management whilst maintaining a prudent approach;
- (iii) To approve the Annual Investment Strategy as detailed in paragraphs 40 to 58; and
- (iv) To note that at the time of writing this report the recommendations in the Capital update report, submitted to Council on the 15 February 2017, had not been approved. The indicators in the report were based on the assumption that they were approved; and
- (v) To continue to delegate authority to the Chief Financial Officer (CFO) to approve any changes to the Prudential Indicators or borrowing limits that will aid good treasury management. For example, agreeing an increase in the percentage for variable rate borrowing to take advantage of the depressed market for short term rates. Any amendments will be reported as part of quarterly financial and performance monitoring and in revisions to the TM Strategy.

DECISION-MAKER:		COUNCIL	
SUBJECT:		EXECUTIVE BUSINESS REPORT	
DATE OF DECISION:		15 MARCH 2017	
REPORT OF:		LEADER OF THE COUNCIL	
<u>CONTACT DETAILS</u>			
AUTHOR:	Name:	Felicity Ridgway, Service Lead– Policy, Partnerships and Strategic Planning	Tel: 023 8083 3310
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STATEMENT OF CONFIDENTIALITY			
None			
BRIEF SUMMARY			
This report outlines the executive business conducted since the last Executive Business Report to Council on 16 November 2016.			
RECOMMENDATIONS:			
	(i)	That the report be noted.	
REASONS FOR REPORT RECOMMENDATIONS			
1.	This report is presented in accordance with Part 4 of the Council’s Constitution.		
ALTERNATIVE OPTIONS CONSIDERED AND REJECTED			
2.	Not applicable		
DETAIL (Including consultation carried out)			
3.	I am pleased that on 15 February 2017, Full Council approved the first ever medium term budget, with clear proposals for closing the gap in 2017/18 and 2018/19. In finalising our budget proposals, we considered the consultation feedback and have responded to many of the concerns expressed. I would like to place on record my Administration’s gratitude to the Chief Executive, her management team and staff across the council who have worked extremely hard to achieve this.		
4.	It is a pleasure to announce that the council has been shortlisted in three categories for the 2017 Local Government Chronicle Awards. These awards celebrate best practice and innovation within the local government sector. I would like to congratulate everyone who has been nominated for the awards which are for the following categories:		

	<ul style="list-style-type: none"> • Digital Council of the Year • Driving Growth Award – Economic Development and Skills • Rising Star Award – Customer Insight, James Marshall
5.	I would like to congratulate the Employment Support Team who have recently been awarded the Matrix Standard Accreditation, which is a unique quality standard for organisations to assess and measure their advice and support services. The team was able to demonstrate that they met the high standards required in leadership and management, resource, service delivery and continuous quality improvement. The team was commended, through inspection feedback, for their passion, commitment and design of services.
6.	Congratulations to Andy Hunter, a Family Engagement Worker based at Church View, on receiving the Restorative Service Quality Mark (RSQM) at the Restorative Justice Council. Restorative Justice focuses on the rehabilitation of offenders through reconciliation with victims and the wider community. The RSQM is an external award which assesses the service's performance against six standards and recognises the hard work and safe, high-quality practice of the service to which it is awarded.
	STRONG AND SUSTAINABLE ECONOMIC GROWTH
7.	The opening of Westquay South was on Thursday 16 February 2017, and was attended by several hundred people. This hugely important project has been the culmination of many years' work from across a wide range of organisations and people. The council has played a critical role in this project and this was acknowledged at the opening ceremony.
8.	The first phase of the Westquay South leisure development opened in early December, with a wide range of restaurants. Its opening was marked with the launch of 'Luminate Southampton', a spectacular light show with a parade through the city's streets and a light projection onto the city walls in the scheme's new plaza. The remaining restaurants and Hollywood Bowl opened through December and the Showcase Cinema de Lux, the most digitally advanced cinema in Europe, arrived in February 2017. This exciting development is expected to bring in both residents and visitors, providing a high-quality leisure experience. Plans for a second and third phase, which could include a residential tower, hotel, restaurants and parking spaces, are being considered.
9.	I am delighted to be able to confirm that a new development that will transform the area around the Bargate has been agreed by members on Southampton City Council Planning Committee on 10 January 2017. The Bargate Centre will be demolished and replaced a new pedestrianised "terraced garden street" and a range of new accommodation, including 152 apartments, accommodation for 451 students, 80,000 square feet of shops and 147 parking spaces. It is anticipated that the development will create 700 jobs during the construction phase and 280 jobs when the scheme is complete, and will generate in excess of £5M of expenditure in the local economy.
10.	The development of the brownfield Chapel Riverside site has taken another step forward with the submission of plans by Inland Homes. The plans propose 400 new homes, marine based employment and improved public access to the waterfront. The plans also include 300m of river flood defences and a new underground surface water storage tank for Southern Water.

11.	The transformation of the former fruit and vegetable market is continuing apace. The development will comprise 84 one and 195 two-bedroom apartments across three blocks and nearly 900 square metres of flexible commercial space. Development of the first block has already started and is progressing well. The basement of the second block is also now finished. This provision of much-needed housing and commercial space is a positive step for the city.
12.	I am delighted that the pre-employment training support from the council's Economic Development and Skills team is continuing to be successful. In recent months 45 people who were long-term unemployed have gained jobs with Lidl, while seven gained employment elsewhere. A further 139 individuals gained vocational qualifications in warehousing. These outcomes were achieved through excellent partnership working. This demonstrates the success of our commitment to ensure that every major development in the city has its own Employment and Skills Plan, enabling local residents to benefit from training and job opportunities within the city.
13.	Further to the Apprenticeship Scrutiny Inquiry, the council has been undertaking activities to increase young people's awareness and inspiration to take up apprenticeship opportunities in the city, as well as advice and support for employers to offer apprenticeships. In addition, during National Apprenticeship Week (6 March 2017) this year, staff from Economic Development visited small businesses in Southampton to promote apprenticeships. Apprenticeship branded cupcakes were distributed along with information about taking on apprentices; these visits were followed up a few days later with information about the apprenticeship reforms including Trailblazers, a group of employers who work together to design new apprenticeship standards for occupations within their sectors, and an introduction to local training providers. We are delighted to have seen a 16% increase in new apprenticeship starts compared to the same time last year as a result of similar activities.
CHILDREN AND YOUNG PEOPLE GET A GOOD START IN LIFE	
14.	At the meeting on 20 December 2016, Cabinet agreed to award providers to the South Central Framework agreement for Independent Fostering Agency placements. This followed the completion of a procurement process led by Southampton City Council on behalf of a sub-regional consortia comprising fourteen local authorities. The new contract provides more cost-effective and high-quality care which is responsive to the needs of individual children. This will lead to more positive outcomes for a wide range of children across the age range from birth to 18 year olds, including children needing more specialist care.
15.	<p>At the January 2017 meeting, Cabinet approved the Children and Young People's Strategy 2017-2020, which is a city-wide partnership vision to help children and young people get a good start in life. The strategy focuses on four key outcomes:</p> <ul style="list-style-type: none"> • Children and young people in Southampton are safe and secure • Children and young people in Southampton achieve and aspire • Children and young people in Southampton live healthy and happy lives

	<ul style="list-style-type: none"> • Children and young people in Southampton are resilient and engaged
16.	<p>At the same meeting, Cabinet also agreed the development and delivery of a fully integrated model through integrated provider arrangements and pooled budgets. This integrated prevention and early help offer for children aged 0-19 years and their families will be a cost-effective approach to deliver improved health, wellbeing and educational outcomes for children. The integrated offer will particularly focus on reducing inequalities in the following areas:</p> <ul style="list-style-type: none"> • Improved engagement with education and learning from early childhood onwards • Improved health and wellbeing • More young people moving on successfully to employment and training • More parents/carers in employment or activities that promote employability
17.	<p>In early February, Ofsted (Office for Standards in Education, Children’s Services and Skills) and the CQC (Care Quality Commission) came, at short notice, to inspect and review the services the Council and our partners provide for children and young people with special educational needs and disabilities. While we await the findings and feedback of the Inspection team, I would like to thank staff across the council, councillors, and NHS colleagues involved who did their utmost to ensure we were as prepared as possible, and also thank you to the Early Years settings, schools, parents, and young people who engaged with the inspection team. Everyone worked together to show the improvement journey we are on in ensuring children and young people with SEND get the best start in life.</p>
18.	<p>Congratulations to Southampton Music Hub for being commended in the Music Education Council Awards 2016 for its “broad community-based approach”, its work with families and disadvantaged young people and its use of technology to improve both musical and social skills. I am pleased to note that music hubs have been guaranteed funding until 2020.</p>
19.	<p>The annual Rock Challenge competition is underway. It is now in its 21st year and runs over six performance days and continues to prove popular, with 50 schools taking part this year, including a partner school from Le Havre and a number of schools for students with additional needs. Over 3,000 students have taken part as performers, stage and lighting crew, hair, make-up and costume, and the high quality of all the performances has been impressive. Audience attendance has surpassed 5,000 people over the six performances, including a number of Councillors who have supported the event. Congratulations to all who have taken part and showcased the wealth of talent amongst young people in our city’s schools and our region.</p>
	<p>PEOPLE IN SOUTHAMPTON LIVE SAFE, HEALTHY, INDEPENDENT LIVES</p>
20.	<p>A number of Southampton City Council teams, including Adult Social Care, the Integrated Commissioning Unit and their partners at the Solent NHS Trust and the University Hospital Trust, have been recognised the hard work undertaken by a range of teams, in delivering a sustained improvement in reducing discharge delays by Fiona Dalton, the Chief Executive at University Hospital Southampton Trust. At a time when discharge delays are a significant problem in many areas, this reflects the hard work and commitment of Southampton’s teams, and I am would like to take this opportunity to thank</p>

	them.
21.	I am pleased to confirm that Southampton's Shared Lives Scheme has received an overall rating of 'good' following a recent inspection from the Care Quality Commission. The Shared Lives Scheme gives vulnerable adults and young people the opportunity to live more independent lives in a domestic setting whilst being cared for by the family with whom they live. The focus is to give the individuals, who may have learning difficulties or mental health conditions, robust support within a family setting to help them develop skills which will enable them to more on into greater independence.
22.	I am also delighted to announce that our latest supported housing scheme, Erskine Court, has now opened. Erskine Court is a 54 flat complex and has an on-site café, run by City Catering, to provide a place where both residents and the local community can meet up. There is also a community room onsite to encourage greater integration between the two communities. Residents were delighted with the facilities.
23.	Work to transform the balconies at Castle House has now finished. The attractive new panels and hand rails are maintenance free, meaning they will stay looking fresh for longer, and will not need any upkeep. Over £400,000 has been invested into Castle House and other improvements include a fresh coat of paint for the tower block and extensive redecoration in communal areas. Tenant satisfaction with the improvements has been good.
24.	I am grateful to Trading Standards Officers, Southampton Port Health Authority and Legal Services, who worked together to successfully seize 10 tonnes of dried leaf powder which is believed to have been destined for the psychoactive substance market in the UK.
	SOUTHAMPTON IS AN ATTRACTIVE AND MODERN CITY WHERE PEOPLE ARE PROUD TO LIVE AND WORK
25.	I am delighted to announce that our flagship arts centre Studio 144, which is yet to be opened, has been shortlisted for best Local Authority Arts Initiative 'Hearts for the Arts' prize run by the national arts advocacy organisation National Campaign for the Arts. The award was created to celebrate councils which have overcome financial hurdles to "ensure the arts stay at the centre of community life". It is an accolade which demonstrates our firm commitment to promoting and supporting the arts across the city.
26.	I am pleased to be able to confirm that a new festival will take place in the city this coming year on 27 May 2017 at Riverside Park. Riverfest will celebrate the River Itchen with a free day of performance, music, art and science. Funded by the National Lottery, it will have a strong environmental theme and will also feature children's activities, workshops, talks and local bands and artists.
27.	Many more people will be encouraged to cycle or walk to work following an investment from the government worth £2.294M to Southampton and Hampshire in a joint bid. The finding will target those looking to get back into work, recognising the potential barriers of transport and its related costs. They will benefit from discounted bus travel and bike loans. The funding will also support local projects over three years from 2017 to 2020 and will deliver: <ul style="list-style-type: none"> • More safety and awareness training for cyclists • Extra secure cycle storage

	<ul style="list-style-type: none"> • Bike repair and maintenance courses • Road safety measures • Mapping information for pedestrians • Real time bus information through smart phone apps or information at bus stops • Increased focus on car sharing clubs
28.	<p>It was agreed by Cabinet in December 2016 to transfer the running of Kingsland Community Centre to the West Itchen Community Trust (WICT), working in partnership with Kingsland Residents and Community Association (KRCA). WICT are recognised as having appropriate business and community experience, a sound business plan and a good understanding of local community needs, with a commitment to develop programmes to meet those needs. The group has a proven track record of attracting inward investment and has committed to protecting and supporting the development of existing early years' use. Approval of this proposal was part of the ongoing implementation of the Community Asset Transfer Strategy and ensures that there is continued provision of a local community centre in this area which delivers efficiencies for the Council.</p>
29.	<p>The British Art Show 8 saw a 67% like-for-like increase in visitors at Southampton City Art Gallery compared to the same period for 2015/16, totalling 11,939 visitors. Across both host venues (Southampton Art Gallery and John Hansard Gallery) there was an average increase in visitor numbers of 50%, like for like. British Art Show 8 received widespread, favourable coverage in the local and art press, highlighting the city's rich cultural diversity. Three new exhibitions, showcasing the city's collection, opened at Southampton Art Gallery on Thursday 16 February 2017. The private view event was attended by around 300 people. One of the exhibitions has been curated by a private gallery in London, Jonathan Clark Fine Art, who have also generously produced 1,000 exhibition catalogues for the Council.</p>
30.	<p>The Southampton Christmas Festival took place on the Above Bar precinct between Saturday 12 November and Friday 23 December 2016, although due to public demand, the main bar area and German sausage grill remained open until Christmas Eve. Once again it featured a traditional German market, with over 40 stalls offering authentic, hand-made Christmas gifts and traditional German food, from bratwurst to gingerbread hearts. This was accompanied by the Flying Santa, who provided two shows a day. Once again, this proved to be a popular attraction; a People's Panel survey revealed that 17% of all respondents came into the city centre specifically to visit the festival and 66% of those surveyed rated the Flying Santa show as either 'excellent' or 'good'.</p>
31.	<p>Southampton has continued to offer a wide range of interesting, family-friendly events to both residents and visitors, many of which have had a festive theme. Many events were led, facilitated or supported by the council's Events Team and since November 2016 have included:</p> <ul style="list-style-type: none"> • Decathlon Running Event: 20 November – 600 participants were at the first ever 5k run on Southampton Common • Reclaim the Night: 26 November – a protest march attracting approximately 100 people around the city centre organised by

	<p>Southampton University Feminist Society targeting gender-based violence and street harassment</p> <ul style="list-style-type: none"> • Southampton 10k: 27 November – There were timed runs and the 10k race which attracted almost 200 people • Santa Fun Run: 27 November – participants donned their best Christmas outfits to take part, in aid of Naomi House • Coca-Cola Christmas Truck: 30 November – More than 8,000 people visited Guildhall Square and took the opportunity to take a selfie with the popular Coca-Cola Christmas truck • Illuminate Southampton: 8-18 December – The new Westquay Esplanade opened in spectacular style with an art installation involving projections on the city’s old walls which illustrated Southampton’s rich and varied history • Bikes at the Bargate: 1 January – hundreds of local motorbike enthusiasts gathered around the iconic Bargate to celebrate the New Year • Chinese New Year: 14,21,29 January and 11 February 2017 – Celebrations arranged by the Southampton Chinese Association attracted hundreds who enjoyed traditional Chinese music and dancing • Festival of Light: 10-19 February – a popular LED installation at WestQuay Esplanade featured amazing light and fire displays
	MODERN, SUSTAINABLE COUNCIL
32.	<p>At their December 2016 meeting, Cabinet agreed to set up a Local Authority Trading Company (LATCo) for the management, delivery and commercialisation of the following Council services:</p> <ul style="list-style-type: none"> • Street Cleansing and Waste Management and Collection • Housing Operations and Management and Parks and Open Spaces • Car Park Operations, Facilities Management and Itchen Bridge Operations • Transport
33.	<p>This development will enable the ongoing transformation of a range of in-scope council services and help to create a commercial capacity which can, where appropriate and in the public interest, profitably trade these services with a range of partners, including other councils, other public sector organisations and, where relevant, residents of the city. Any profit made by the LATCo from external trading would either be reinvested or returned to the council. This will, in turn, support the council in achieving its aim of developing an efficient, cost-effective service whilst continuing to grow the local economy, bringing investment into the city and increasing employment opportunities for local people.</p>
34.	<p>At our last Council meeting, on 15 February 2017, we adopted the new Medium Term Financial Strategy (MTFS) for 2017/18-2020/21, alongside budget proposals for the next four years. These set out our approach to closing the budget gap and ensuring we can deliver a balanced budget. Over the last five years, the council has made £92.4M in savings, and the new MTFS and budget proposals set out how we will make a further £42.3M in</p>

	savings by 2021. Our Medium Term Financial Strategy provides us with a financial framework within which financial stability can be achieved and sustained in the medium term to deliver our priorities, enabling us to plan more effectively for the future.
35.	In setting the new MTFS and budget this year, we have changed our approach to budgeting. Rather than making cuts every year, we have sought to implement a four-year budget based on our priorities – this is known as Outcome-Based Planning and Budgeting. This approach was undertaken with joint strategic working between Finance and Strategy so that there is a genuine alignment between resource allocation and outcomes so that decisions are increasingly based on evidence. This has allowed us to plan more strategically the services we deliver over the medium-term, enabling us to develop plans which make the most difference to residents, customers and businesses. We have then been able to allocate resources directly to where they are needed and identify areas where we are able to make savings.
RESOURCE IMPLICATIONS	
<u>Capital/Revenue</u>	
36.	N/A
<u>Property/Other</u>	
37.	N/A
LEGAL IMPLICATIONS	
<u>Statutory power to undertake proposals in the report:</u>	
38.	As defined in the report appropriate to each decision
<u>Other Legal Implications:</u>	
POLICY FRAMEWORK IMPLICATIONS	
39.	The report outlines activity supporting the delivery of the Council Strategy 2016-2020.

KEY DECISION?	No
WARDS/COMMUNITIES AFFECTED:	All
<u>SUPPORTING DOCUMENTATION</u>	
Appendices	
	None
Documents In Members' Rooms	
	None
Equality Impact Assessment	
Do the implications/subject of the report require an Equality Impact	No

Assessment (EIA) to be carried out?		
Privacy Impact Assessment		
Do the implications/subject of the report require a Privacy Impact Assessment (PIA) to be carried out.		No
Other Background Documents Equality Impact Assessment and Other Background documents available for inspection at:		
Title of Background Paper(s)	Relevant Paragraph of the Access to Information Procedure Rules / Schedule 12A allowing document to be Exempt/Confidential (if applicable)	
	None	

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DECISION-MAKER:	COUNCIL		
SUBJECT:	PAY POLICY 2017-2018		
DATE OF DECISION:	15 MARCH 2017		
REPORT OF:	CHIEF EXECUTIVE		
<u>CONTACT DETAILS</u>			
AUTHOR:	Name:	Suki Sitaram	Tel: 023 8083 2060
	E-mail:	Suki.sitaram@southampton.gov.uk	
	Name:	Dawn Baxendale	Tel: 023 8083 2371
	E-mail:	Dawn.baxendale@southampton.gov.uk	
STATEMENT OF CONFIDENTIALITY			
None.			
BRIEF SUMMARY			
<p>The purpose of this report is to approve the council's Pay Policy Statement for 2017-2018 in accordance with the requirement under Section 38 (1) of the Localism Act 2011. The proposals affect all employees of the council (including schools based support staff) with the exception of: teachers; support staff in Voluntary Aided (VA)/Trust and Academy schools; Modern Apprentices (separate pay framework); staff who work for the Council but do not have council contracts of employment and/or terms and conditions (e.g. NHS staff in the Integrated Commissioning Unit, some Public Health staff who transferred under COSOP (Transfer of Undertakings (TUPE) equivalent) and have retained NHS terms and conditions).</p>			
RECOMMENDATIONS:			
	(i)	To approve the Pay Policy statement for 2017-2018.	
	(ii)	To note the implementation of the Living Wage Foundation increase as the minimum hourly rate for NJC evaluated posts from 1 st April 2017.	
	(iii)	To note the cost of living award (year 2 of the national pay award agreed for 2016 and 2017).	
REASONS FOR REPORT RECOMMENDATIONS			
1.	The council is required to approve its Pay Policy Statement ("Pay Statement") in accordance with the Localism Act 2011 ("Localism Act") prior to the commencement of each financial year. The Act requires the Pay Policy Statement to cover a range of disparate aspects of remuneration policy. By setting out clearly how the council is spending public money, the statement supports the Council Strategy and its aim to be a modern, sustainable organisation with the appropriate frameworks and governance to effectively manage pay and remuneration for all employees.		
2.	This Pay Policy Statement sets out Southampton City Council's pay policies relating to its workforce (excluding schools) for the financial year 2017-2018, including the remuneration of its Chief Officers, lowest paid employees and the relationship between its Chief Officers and that of its employees who are not Chief Officers.		

ALTERNATIVE OPTIONS CONSIDERED AND REJECTED	
3.	No alternative options were considered as approval of an annual Pay Policy Statement is a statutory requirement.
DETAIL (Including consultation carried out)	
	Introduction
4.	The Localism Act 2011 (the Act) reflects a requirement for improved transparency over both senior council officers' pay and that of the lowest paid employees. To support this, the Act requires councils to publish an annual Pay Policy Statement. This covers Chief Officers (both Statutory and Non-Statutory Chief Officers and Deputy Chief Officers) as well as comparison of policies on remunerating Chief Officers and other employees, and to set out our policy on the lowest paid. The Act does not apply to local authority schools. In the interests of clarity and transparency it is important for local authorities to use the opportunity to set out their overall rewards strategy for the whole workforce.
5.	The Act requires councils to include the following in their Pay Policy Statement <ul style="list-style-type: none"> • policy on the level and elements of remuneration for Chief Officers • policy on the remuneration of its lowest-paid employees (together with a definition of "lowest-paid employees" and reasons for adopting that definition) • policy on the relationship between the remuneration of Chief Officers and other officers • policy on other specific aspects of Chief Officers' remuneration: remuneration on recruitment, increases and additions to remuneration, use of performance-related pay and bonuses, termination payments, and transparency.
6.	The Act defines remuneration widely, to include not just pay but also charges, fees, allowances, benefits in kind, increases in/enhancements of pension entitlements, and termination payments. The Pay Policy Statement: <ul style="list-style-type: none"> • must be approved formally by the council meeting itself • must be approved by the end of March each year • must be published on the authority's website (and in any other way the authority chooses) • must be complied with when the authority sets the terms and conditions for a chief officer • can be amended in-year.
	Changes in legislation and national policies
7.	There are a number of pieces of forthcoming legislation which are in the process of consultation and once confirmed will need to be considered by the council in a revised Pay Policy Statement. They include: <ul style="list-style-type: none"> • A proposed cap of £95,000 on termination payments to employees. It is anticipated that the government will implement the Repayment of Public Sector Exit Payment Regulations during 2017. The Regulations will introduce new measures to cap exit payments and also allow public sector exit payments to be recouped where high earning individuals are re-employed within the public sector within 12 months. Final details have yet to be published, however, the council will ensure that appropriate

	<p>policies and procedures are introduced to advise employees of the recovery rules and to take action to recover exit payments where the Regulations require it.</p> <ul style="list-style-type: none"> Proposals for public sector employees earning over £80,000 to repay in full, or in part, their termination payments if they are re-employed within the public sector within 12 months following the date of their termination From April 2017, where a public sector body engages an off-payroll worker through their own limited company, that body (or the recruiting agency if the public sector body engages through one) will become responsible for determining whether the rules should apply, and for paying the right tax.
8.	<p>The Council Strategy and the Workforce Strategy were approved in September 2016 and the Medium Term Financial Strategy was approved in February 2017. In addition considerable work is has been completed and more work is underway to implement the operating model agreed in February 2015 through phased restructures of the organisation. In light of this strategic context and the proposed national changes the proposal is to present to Cabinet and Full Council an in year revision of the Pay Policy Statement for consideration later in the year.</p>
	<p>Definitions</p>
9.	<p>For the purpose of the council’s Pay Statement the following definitions apply:</p> <ul style="list-style-type: none"> “Pay” in addition to base salary includes charges, fees, allowances, benefits in kind, increases in/enhancements to pension entitlements and termination payments. “Chief Officers” refers to roles graded at CO5 and above; this includes Statutory Chief Officers roles, members of the Council Management Team and some Service Lead roles with responsibilities at Chief Officer level.
10.	<p>Following completion of Phases 1 and 2 restructures Statutory Chief Officers roles are:</p> <ul style="list-style-type: none"> Chief Executive, as Head of Paid Service Service Director – Finance and Commercialisation (Chief Financial Officer, as Section 151 Officer) Service Director – Legal & Governance (Monitoring Officer) Service Director – Children & Families (DCS) Director Adult Social Care (DASS) Joint Director of Public Health (covering Southampton and Portsmouth City Councils)
11.	<p>Non Statutory Chief Officer roles included within the Council’s Management Team are:</p> <ul style="list-style-type: none"> Chief Strategy Officer Chief Operations Officer Service Director - Transactions & Universal Services Service Director - Growth Service Director – Business Operations Service Director – Intelligence, Insight and Communications Service Director – Human Resources and Organisational Development
12.	<p>The Service Director, Strategic Integrated Commissioning is a joint post created across 2 organisations – the City Council and the Southampton City</p>

	Clinical Commissioning Group (CCG). This post holder is part of the Council's Management Team and has management responsibility for the Director Adult Social Care (DASS) role on an interim basis until the discussions on further integration with health conclude an agreed way forward. This post holder is not a City Council employee and hence the Pay Policy Statement does not cover this role.															
13.	<p>Deputy Chief Officers roles are defined as those roles that report directly to/or are accountable to a statutory or non-statutory Chief Officer in respect of all or most of their duties. In the main they are Service Lead roles graded at a Chief Officer grade.</p> <ul style="list-style-type: none"> • “Lowest paid employees” refers to those employees paid within Grade 1 of the council's mainstream pay structure. This definition has been adopted because Grade 1 is the lowest grade on the Council's mainstream pay structure and these posts have been as assessed through the NJC Job Evaluation Scheme as having the least amount of complexity and responsibility. • “Employee who is not a Chief Officer” refers to all employees who are not covered under the “Chief Officer” group above. This includes the “lowest paid employees” i.e. employees on Grade 1 and all other employees up to Grade 13. 															
	Relationship between remuneration of "Chief Officers" and "employees who are not Chief Officers"															
14.	<p>This relates to the ratio of the council's highest paid employee (falling within the definition of “Chief Officers”) and the median average earnings across the whole workforce as a pay multiple. By definition, the council's highest paid employee is the Chief Executive. The median Full Time Equivalent (FTE) salary has been calculated on all taxable earnings for the financial year 2016 - 2017, which includes basic salary and any contractual allowances/payments. The median salary was calculated in February 2017 using pay data for all permanently employed staff and taking account of the confirmed pay award for April 2017. The ratio of the council's highest paid employee and the median average earnings across the whole workforce is showing a favourable position for the year April 2017 onwards.</p> <table border="1"> <thead> <tr> <th></th> <th>April 2017 (£)</th> <th>April 2016 (£)</th> </tr> </thead> <tbody> <tr> <td>Highest paid employee</td> <td>176, 087</td> <td>174,344</td> </tr> <tr> <td>Median FTE salary</td> <td>27,668</td> <td>25,440</td> </tr> <tr> <td>Ratio</td> <td>6.36:1</td> <td>6.85:1</td> </tr> <tr> <td></td> <td></td> <td></td> </tr> </tbody> </table>		April 2017 (£)	April 2016 (£)	Highest paid employee	176, 087	174,344	Median FTE salary	27,668	25,440	Ratio	6.36:1	6.85:1			
	April 2017 (£)	April 2016 (£)														
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Ratio	6.36:1	6.85:1														
	Pay Framework and remuneration levels															
	<u>General approach</u>															
15.	The pay structure and pay scales have been designed to enable the council to recruit and retain suitably qualified employees at all levels within an acceptable financial framework so that the council can achieve the priority outcomes detailed in the Council Strategy 2017-2020. With a diverse workforce the council recognises that the Pay Policy Statement needs to retain sufficient flexibility to respond in an agile and effective manner to a															

	<p>variety of circumstances that can arise and may necessitate the use of market supplements or other such mechanisms for individual categories of posts or business needs where appropriate. The decision to apply a market premium will be approved by the Senior Leadership Team (comprising the Chief Executive, Chief Strategy Officer and Chief Operations Officer) based on advice from the Service Director, HR and Organisational Development and any approved premium will be subject to an annual review.</p>
	<p><u>Responsibility for decisions on pay structures</u></p>
16.	<p>It is essential for good governance that decisions on pay are made in a transparent, fair and accountable manner. The council's locally determined pay structures are based on the outcome of recognised job evaluation schemes (Hay and National Joint Council - NJC). This is in line with the national requirement for all Local Authorities to review their pay and grading frameworks to ensure fair and consistent practice for different groups of workers with the same employer and to comply with employment legislation as well as the economic climate locally.</p>
17.	<p>The current mainstream pay structure was implemented in June 2015 under the Pay & Allowances Framework collective agreement. The pay structure for Chief Officers and Service Leads (Deputy Chief Officers) is determined separately and pay rates are allocated through the Hay Job Evaluation process. The transformation and implementation of the revised operating model has seen an overall reduction in Chief Officer roles from 2014/15 to 2016/17. The pay levels reflect the nationally agreed pay award for 1st April 2017 onwards (2 year award made for 2016/17 and 2017/18).</p>
18.	<p>It is recognised that the current job evaluation process needs a review as it is cumbersome, takes a huge amount of resources across the council and is not fit for purpose. Work has therefore commenced on a comprehensive review of the job evaluation process with the aim of introducing an agreed and more appropriate, job family framework, in line with the approach introduced by some other councils.</p>
	<p><u>Pay scales and grading framework</u></p>
19.	<p>All employees below the level of Chief Executive, Chief Officers and some Service Leads (Deputy Chief Officers) are within the council's main NJC Pay Scale (with the exception of teachers).</p>
20.	<p>The council's main pay scale consists of 62 pay spine points (Spinal Column Points; SCPs) within 13 grades with grade 1 being the lowest and grade 13 the highest. Each employee will be on one of the 13 grades based on their job evaluated role. Each grade contains several spinal column points (SCP) to allow for incremental advancement within the grade. In line with the approved Pay & Allowances Framework (June 2015) each grade in the main pay scale has been reduced in length (a maximum of 8 SCP with effect from 1 June 2015). To further reduce or eliminate grade overlap, one more scale point was removed from the bottom of grades 5 to 13 in April 2016 and the same again will apply in April 2017, to leave a maximum of 6 SCP in each grade.</p> <p>The council is committed to ensuring that all employees receive a rate of pay at least equal to the Living Wage (in line with the Living Wage Foundation review and recommendations). Therefore the council currently applies an additional payment to employees in roles on the lowest SCP which fall below</p>

	the Living Wage. The impact of this commitment is the ongoing effect of increasing annual salaries for the council's lowest paid employees. All our main scale posts are therefore paid within the range £16,302 (Living Wage Foundation supplement which covers Grades 1, 2 and part of Grade 3; SCP 6-11) to £60,004 per year (SCP 62).
21.	The pay grades of the Chief Executive and Chief Officers reflect similar principles as the main SCC pay structure. From 1 st April 2016 the full range of pay points on the Senior Management Grade (SMG) Pay Rate were applied and this has seen the re-introduction of pay points at 70-73 (CO5) and pay points 103 - 104 (CO1A) to provide a more differentiated approach to roles in line with the council's new operating model at senior levels and the inherent requirement for increased spans of control and responsibility across services.
22.	Details of the Chief Officer pay scales (Appendix 1) and the council's mainstream pay structure (Appendix 2) are attached to this report and will be published on the council's website, reflecting the position with effect from 1 st April 2017.
23.	Pay awards are considered annually for all employees but are subject to restrictions imposed nationally by the Government and/or negotiated locally. The outcome of national consultations by the Local Government Association in negotiation with the Trade Unions in relation to the settlement of the annual pay award is normally applied. If there is an occasion where to do so would distort the local pay structures, alternative proposals are developed, discussed with the trade unions and brought to Members for formal approval. A two year deal pay award was confirmed for the period April 2016 - March 2017; April 2017- March 2018; reflecting a 1% increase in pay and allowances.
	<u>Remuneration – levels and other pay elements</u>
24.	Details of Chief Officer and Deputy Chief Officer remuneration are published on the Council's website. They are all paid within the council's pay structures as follows: <ul style="list-style-type: none"> • Chief Executive, as Head of Paid Service will be paid a salary within the grade range £148,272 to £176,087. • Statutory and Non-Statutory Chief Officers and Service Leads (Deputy Chief Officers) will be paid a salary within the grade range £62,377 to £143,258 according to evaluation of each role under the Hay scheme (CO5 to CO1A).
	<u>Bonuses and Performance related pay</u>
25.	The council's Pay and Allowances Framework does not have a provision for bonus payments or performance related pay awards to any level of employee. There is, however, provision to award an honorarium or an accelerated increment to recognise a situation where an employee performs duties outside the scope of their post over an extended period or where there are short term additional duties and responsibilities. All such payments/increments are subject to approval by the relevant Service Director following consultation with the HR and OD team.

	<u>Other pay elements: charges, fees or allowances</u>
26.	The pay structure for Chief Officers takes account of the clearly defined additional responsibilities in respect of the Section 151 and Monitoring Officer roles. The council's Returning Officer for elections and the Deputy Returning Officers receive a fee payable according to a scale of costs, charges and expenses set by the Hampshire and Isle of Wight Election Fees Working Party and allowed under the Local Government Act 1972. This fee is for the performance of election duties in respect of local (Council) elections. (The scale is published on the council's website.)
27.	Allowances or other payments, for example, linked to irregular or unsocial hours working, standby, etc. are paid, as appropriate, to employees who are paid below the Chief Officer pay grade. This will be in connection with their role or the pattern of hours they work in accordance with the council's standard framework (Appendix 3) and national collective agreements.
28.	The council recognises that some employees incur necessary expenditure in carrying out their responsibilities, for example travel, parking and subsistence costs. Reimbursement for reasonable expenses incurred on council business are paid in accordance with the council's collective agreement and List of Rates and any subsequent amendments to these as published.
	<u>Benefits in kind</u>
29.	The council is aware of the requirement to demonstrate that employees are paid fairly and in supporting this key principle removed all benefits in kind from its Pay and Reward structure and introduced a standard Allowance framework in June 2015.
	<u>Pension</u>
30.	All employees, as a result of their employment, are eligible to join the Local Government Pension Scheme (LGPS). There will be no increases or enhancement to pension entitlements. There are no increases or enhances to the scheme for those Public Health employees who come under the NHS Pension Scheme.
	<u>Severance payments</u>
31.	The council publishes its policy on discretionary payments on early termination of employment and flexible retirement as well as publishing its policy on increasing an employee's total pension membership and on awarding additional pension. These policies cover all levels of employee and are applied in support of efficient organisational change and transformation linked to the need for efficiencies and expenditure reduction.
	<u>New starters joining the council</u>
32.	Employees new to the council will normally be appointed to the first point of the salary scale for their grade. Where the candidate's current employment package would make the first point of the salary scale unattractive (and can be demonstrated by the applicant in relation to current earnings) or where the employee already operates at a level commensurate with a higher salary, a different starting salary point within the grade may be considered by the recruiting manager. The candidate's level of skill and experience should be consistent with that of other employees in a similar position on the salary scale within the grade.

	<u>Re-employing former local government and other public sector employees</u>
33.	It is important for the council to retain the flexibility to respond to unforeseen/exceptional circumstances as regards re-employing former local government and other public sector employees. If the council were to re-employ a previous local government/public sector employee who had received a redundancy or severance package on leaving, or who was in receipt of a pension covered by the Redundancy payments (Continuity of Employment in Local Government Modification order 1999, known as the Modification Order) (with the same or another authority) then the council's policy is to ensure that the rules of the Modification Order and the anticipated Repayment of Public Sector Exit Payment Regulations are applied. In addition the council will ensure that an open and fair selection process has taken place before any appointment is confirmed. The same principle would be applied to such a person if they were to be engaged by the council on a "contract for services" basis. This policy area will be reviewed in light of the changes in forthcoming legislation.
	<u>Use of consultants, contractors and interim or temporary staff</u>
34.	The council always seeks to fulfil its obligation to secure value for money in the employment of its own staff and those who carry our work on its behalf. Employees will be employed directly by the council in most circumstances; where particular circumstances deem it necessary, people may be employed through external agencies or the Temporary Employment Agency (TEA). When this situation arises the council will give detailed consideration to the benefit of doing so and will ensure value for money is achieved. Where any use of consultants is considered for specific expertise or short term project work any such arrangements will require prior approval by the Chief Strategy Officer or Chief Operations Officer in consultation with the Service Director, HR and OD, Service Director, Legal and Governance and the Chief Financial Officer, in line with the internal "Use of Consultants" policy (to be published Spring 2017) and with due regard to HMRC requirements and IR35 rules.
RESOURCE IMPLICATIONS	
<u>Capital/Revenue</u>	
35.	In February the council set a two year budget based on the above principles, with staffing costs accounting for 30% of the council's expenditure. There must be adequate funding and budgetary provision in place prior to arrangements being made regarding the following: <ul style="list-style-type: none"> • market supplements; • appointing above the lowest spinal column point; • paying a honorarium; • appointing temporary staff; and • appointing consultants. <p>The information regarding the actual management team salaries and pay bandings is also published within the Statement of Accounts each year. (MC)</p>
<u>Property/Other</u>	
36.	None.

LEGAL IMPLICATIONS	
<u>Statutory power to undertake proposals in the report:</u>	
37.	The publication of an annual Pay Policy is required under the Localism Act 2011.
<u>Other Legal Implications:</u>	
38.	None.
POLICY FRAMEWORK IMPLICATIONS	
39.	The Pay Policy Statement helps the council achieve the objectives in the Council Strategy 2017-2020 and the Workforce Strategy.
40.	The Council's duty under section 149 of the Equality Act 2010 is to have due regard to the matters set out in relation to equalities when considering and making decisions. The Pay Policy Statement is designed to bring fairness and equality to the application of pay and remuneration within the Council. For example, commitment to ensure that all employees receive a rate of pay at least equal to the Living Wage (in line with the Living Wage Foundation review and recommendations).
KEY DECISION?	No
WARDS/COMMUNITIES AFFECTED:	none
<u>SUPPORTING DOCUMENTATION</u>	
Appendices	
1..	SMG Pay Rates: Chief Officer Pay Structure
2.	SCC Main Pay scale (with Living Wage adjustment)
3.	SCC Allowance Framework
Documents In Members' Rooms	
1.	None.
Equality Impact Assessment	
Do the implications/subject of the report require an Equality and Safety Impact Assessments (ESIA) to be carried out?	No
Privacy Impact Assessment	
Do the implications/subject of the report require a Privacy Impact Assessment (PIA) to be carried out.	No
Other Background Documents	
Equality Impact Assessment and Other Background documents available for inspection at:	
Title of Background Paper(s)	Relevant Paragraph of the Access to Information Procedure Rules / Schedule 12A allowing document to be Exempt/Confidential (if applicable)
1.	None

Chief Officer Pay Structure 2017

S.C.P.	Salary April 2017 £	Grades
70	62,377	CO5
71	63,888	CO5
72	65,428	CO5
73	67,014	CO5
74	68,636	CO4APR08
75	70,298	CO4APR08
76	72,002	CO4APR08
77	73,739	CO4APR08
78	75,522	CO4APR08 CO3APR08
79	77,351	CO3APR08
80	79,224	CO3APR08
81	81,138	CO2.5APR08 CO3APR08
82	83,105	CO2.5APR08 CO3APR08
83	85,118	CO2.5APR08
84	87,175	CO2.5APR08
85	89,282	CO2.5APR08 CO2.3APR08
86	91,448	CO2.3APR08
87	93,657	CO2.3APR08
88	95,925	CO2.3APR08
89	98,242	CO2.3APR08
90	100,625	
91	103,059	CO2.1APR08
92	103,487	CO2.1APR08
93	105,983	CO2.1APR08
94	108,551	CO2.1APR08
95	111,175	CO2.1APR08
96	113,870	
97	116,601	
98	119,399	CO1.2
99	122,267	CO1.2
100	125,739	CO1.2
101	129,209	CO1.2
102	133,341	CO1.1
103	138,414	CO1.1
104	143,258	CO1.1
105	148,272	CHIEF
106	153,459	CHIEF
107	158,836	CHIEF
108	164,391	CHIEF
109	170,139	CHIEF
110	176,087	CHIEF

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Agenda Item 9

SCC Pay Scale with effect from 1 April 2017

Appendix 2

Annual Living Wage Payment £	Annual Salary April 2017 £	Monthly £	37 Hourly £	S.C.P.	GRADES		
1,036.51	15,266	1,358.54	8.4500	6	1		
935.51	15,367	1,358.54	8.4500	7	1		
804.51	15,498	1,358.54	8.4500	8		2	
675.51	15,627	1,358.54	8.4500	9		2	
437.51	15,865	1,358.54	8.4500	10			3
236.51	16,066	1,358.54	8.4500	11			3
	16,382	1,365.17	8.4912	12			3
	16,750	1,395.83	8.6819	13			3
	17,040	1,420.00	8.8323	14			4
	17,329	1,444.08	8.9821	15			4
	17,678	1,473.17	9.1630	16	5		4
	18,031	1,502.58	9.3459	17	5		4
	18,334	1,527.83	9.5030	18	5		
	19,008	1,584.00	9.8523	19	5		
	19,694	1,641.17	10.2079	20	5	6	
	20,403	1,700.25	10.5754	21	5	6	
	20,924	1,743.67	10.8454	22		6	
	21,530	1,794.17	11.1595	23		6	
	22,226	1,852.17	11.5203	24		6	
	22,658	1,888.17	11.7442	25		6	
	23,398	1,949.83	12.1278	26			7
	24,174	2,014.50	12.5300	27			7
	24,964	2,080.33	12.9395	28			7
	25,951	2,162.58	13.4511	29			7
	26,822	2,235.17	13.9025	30			7
	27,668	2,305.67	14.3410	31			7
	28,485	2,373.75	14.7645	32			8
	29,323	2,443.58	15.1988	33			8
	30,153	2,512.75	15.6291	34			8
	30,785	2,565.42	15.9566	35			8
	31,601	2,633.42	16.3796	36	9		8
	32,486	2,707.17	16.8383	37	9		
	33,437	2,786.42	17.3312	38	9		
	34,538	2,878.17	17.9019	39	9		
	35,444	2,953.67	18.3715	40	9		
	36,379	3,031.58	18.8561	41	9	10	
	37,306	3,108.83	19.3366	42		10	
	38,237	3,186.42	19.8192	43		10	
	39,177	3,264.75	20.3064	44		10	
	40,057	3,338.08	20.7625	45		10	
	41,025	3,418.75	21.2643	46		10	
	41,967	3,497.25	21.7526	47			
	42,899	3,574.92	22.2356	48			11
	43,821	3,651.75	22.7135	49			11
	44,689	3,724.08	23.1634	50			11
	45,617	3,801.42	23.6444	51			11
	46,551	3,879.25	24.1286	52			11
	47,480	3,956.67	24.6101	53			11
	48,418	4,034.83	25.0963	54			12
	50,134	4,177.83	25.9857	55			12
	51,564	4,297.00	26.7269	56			12
	52,799	4,399.92	27.3670	57	13		12
	54,086	4,507.17	28.0341	58	13		
	55,383	4,615.25	28.7064	59	13		
	56,884	4,740.33	29.4844	60	13		
	58,422	4,868.50	30.2816	61	13		
	60,004	5,000.33	31.1016	62	13		

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SOUTHAMPTON CITY COUNCIL

Standard Hours

The **standard week** is based on **37 hours** Monday to Friday; Existing contractual hours will be retained and any changes to these will be subject to consultation with the recognised trade unions with a view to reaching agreement; where **existing contractual hours are over 37 the additional hours will be paid at plain time (Mon-Fri)** and overtime enhancements will be paid once contractual hours have been achieved.

Weekend Working as part of normal working week (Except Irregular Hours Working which carry separate enhancement)

Time and a half for hours worked on Saturday / Sunday as part of normal working week

Additional/Overtime Hours Payments:

Any approved hours worked beyond standard 37 hour week (or above the contractual hours where these are currently set at more than 37) for posts at or below Grade 7

Time and a half OR time and a half off in lieu

Note: approved overtime hours in areas of irregular hours working **will** include the enhanced rate of pay for the post; overtime to be managed and monitored;

Overtime payments for posts above Grade 7 will be a plain time only unless the hours are at the weekend where all approved hours are paid at time and half OR time and a half off in lieu

Public and Extra Statutory Holiday*

All public holidays -(apply to all – inc. irregular hours areas)

Those required to work: Normal pay for the day + plain time for all hours worked within normal hours + (at a later date) time off with pay: half day (where hours worked are less than half normal working day); full day (where hours worked are more than half normal hours worked on that day)

Final Framework V3 09022017

Rotating Irregular Hours Working (Contractual Service hours include evenings / nights/weekends –enhancement is for all hours all days including weekends) Time bands: 1830 to midnight; 12.01am to 0730
Note: Public / Extra Statutory Holiday are paid at rate shown* and will include enhancement

1. Postholder works an agreed and rotating pattern of hours over the week(s); and **contractual** hours include time **BEFORE 0730 AND** after 1830; hours vary week to week as part of a planned rota;
15% enhancement added to basic salary covers all days including weekends

2. Postholder works an agreed and rotating pattern of hours over the week(s); and **contractual** hours include time **BEFORE 0730 OR** after 1830; hours vary week to week as part of a planned rota;
10% enhancement added to basic salary covers all days including weekends

Fixed Unsocial Hours and/or Night Workers
Public / Extra Statutory Holiday paid at rate shown* and will include enhancement*

Postholder works an agreed fixed and regular pattern of hours over a week and 30% or more of the **contractual** hours fall **EITHER** before 0730 OR after 1830:

6% enhancement for all hours worked on **weekdays** (Mon- Fri)

Hours worked Saturday / Sunday paid at time and half (weekend working forms part of normal working week)

Apprentices

Not covered by this framework: will remain on existing terms and conditions in line with National Red Book Agreement

Tool Allowance

Will be paid as monthly allowance, by trade, in line with Red Book rates, for designated posts.

ALLOWANCES PAPER: **NOTE: If allowances are not shown on this framework they will no longer be valid / paid**

Any new / additional allowances will be subject to approval from the Service Director HR and OD before being included in the standard framework

Standby & Callout

Standby payment
 Monday – Friday £13.58
 Saturday £15.70
 Sunday/Bank Holiday £20.90
 (Weekly: £104.50 where week excludes Bank Hol)
Stand-by Allowance for Social Workers/ Managers £27.90 per night pro rata per 24 hours (Green Book) includes first hour of any calls after which additional hours can be claimed subject to management authorisation, monitoring and approval and in line with the additional hours/ overtime framework

Call out – for out of hours, emergency issues or areas requiring duty of care / making safe.
In service areas where attendance on site is not required and the “call-out” can be achieved by telephone from a remote location the stand-by payment *only* will apply.
The qualifying period is a minimum of 1 hour per call out – at the rate of time and a half and payments are then calculated for each additional 30 minute period the call out requires.
 In addition to the Standby flat fee “Call out” payments will be paid at **the rate/grade of the post.**
 Travel element includes to site and back home.

General Notes

NOTES:
Call-out and Stand-by is voluntary for all staff; rotas must be approved in advance by the line manager.

Irregular and additional hours’ payments will only be paid with management approval and/or as part of the approved contractual requirements of the post.

No additional hours payments will be made to employees on Chief Officer grades unless agreed in advance in exceptional circumstances.

Standby and Call out rates will apply to Emergency Planning rota / affected posts;

Stand-by payments are subject to increase in line with national pay awards / agreements.

Call out payments for Bank Holiday hours will be paid at the Bank Holiday rate; i.e. time and half for the call out minimum hour + plain time for actual hours worked + time off with pay at later date for hours worked

Mileage Rates

Category	Engine Size	Rate per mile
All car users HMRC rates	All	1-10000 miles 45 pence
		10,000+ miles 25 pence
Motorcycles HMRC rates	All	24 pence
Bicycles HMRC rates	N/A	20 pence

Mileage rates will only be changed as when they are reviewed by the HMRC

Car User

Contractual Car User: monthly allowance of £40 plus non-contributory car park pass; mileage will be paid at HMRC rates;
 Casual Car User: mileage at HMRC rate; Car parking – open scheme for all other posts

First Aid/ Fire Marshall Allowance

A standard Allowance of £137.80 per annum (First Aid) and £137.80 (Fire Marshall) will be paid to qualified and in-date, trained volunteers, **where there is an agreed and approved business need.** This allowance **is not paid** to employees whose job requires them to be First Aid or Fire Marshall trained as this is taken into account in the evaluation of the post.

Emergency Planning: Duty Volunteer Allowance

A standard Allowance of £137.80 per annum (paid as monthly sum) will be paid to in-date, trained volunteers. Volunteers will be on the duty rota. In addition to the flat allowance fee “Call out/duty” payments will be paid at **the normal hourly rate for the emergency planning duty post as / when volunteer role is required.**

ALLOWANCES PAPER: NOTE: If allowances are not shown on this framework they will no longer be valid / paid
 Any new / additional allowances will be subject to approval from the Service Director HR and OD before being included in the standard framework

DECISION-MAKER:	COUNCIL		
SUBJECT:	APPOINTMENT OF RETURNING OFFICER AND ELECTORAL REGISTRATION OFFICER		
DATE OF DECISION:	17 MARCH 2017		
REPORT OF:	CHIEF EXECUTIVE		
<u>CONTACT DETAILS</u>			
AUTHOR:	Name:	Richard Ivory	Tel: 023 8083 2794
	E-mail:	Richard.ivory@southampton.gov.uk	
Director	Name:	Dawn Baxendale	Tel: 023 8083 4428
	E-mail:	Dawn.baxendale@southampton.gov.uk	
STATEMENT OF CONFIDENTIALITY			
None			
BRIEF SUMMARY			
Following the completion of the senior management restructure undertaken by the Chief Executive under delegated powers it is necessary to confirm the Returning Officer and Electoral Registration Officer arrangements.			
RECOMMENDATIONS:			
	(i)	To note the actions taken by the Chief Executive in December 2016 under delegated powers that Mark Heath be appointed in a personal capacity as the Returning Officer for local elections and the Electoral Registration Officer in the City and the Acting Returning Officer for UK Parliamentary Elections and European Elections from 1 st January 2017.	
REASONS FOR REPORT RECOMMENDATIONS			
1.	Following the recent senior management restructure undertaken by the Chief Executive under delegated powers the Council is required to have in place appropriate statutory officers.		
ALTERNATIVE OPTIONS CONSIDERED AND REJECTED			
2.	This report follows the senior management restructure proposals previously agreed by Council. Accordingly, no other options have been considered.		
DETAIL (Including consultation carried out)			
3.	Continuity in the position of Returning Officer is considered necessary in the short to medium term This role was held by Mark Heath, formerly Interim Chief Operating Officer (Customer Experience) until 31 st December 2016. As no ordinary Council fell in December after consultation with the Leader of the Council the Chief Executive acted under delegated powers (2.1.3 in the Officer Scheme of Delegation) and appointed Mark Heath in a personal capacity to continue as the Acting Returning Officer for UK Parliamentary Elections, Returning Officer for local elections and the Electoral Registration Officer following his redundancy. The terms of the appointment are such that this arrangement can be reviewed at any time should the Council wish to do so.		

4.	Operational arrangements for the Elections team remain with the Service Director: Legal and Governance.
5.	Under the terms of the Constitution this decision is required to be reported to Council for noting.
RESOURCE IMPLICATIONS	
<u>Capital/Revenue</u>	
6.	None
RESOURCE IMPLICATIONS	
<u>Capital/Revenue</u>	
7.	None. All expenditure is within ring fenced budgets.
<u>Property/Other</u>	
8.	None
LEGAL IMPLICATIONS	
<u>Statutory power to undertake proposals in the report:</u>	
9.	Section 5 Local Government and Housing Act 1989 (as amended), Sections 8 and 35 Representation of the People Act 1983.
<u>Other Legal Implications:</u>	
10.	None.
POLICY FRAMEWORK IMPLICATIONS	
11.	None.
KEY DECISION?	Yes /No
WARDS/COMMUNITIES AFFECTED:	None

<u>SUPPORTING DOCUMENTATION</u>		
Appendices		
1.	None.	
Documents In Members' Rooms		
1.	None.	
Equality Impact Assessment		
Do the implications/subject of the report require an Equality Impact Assessment (EIA) to be carried out.		Yes /No
Privacy Impact Assessment		
Do the implications/subject of the report require a Privacy Impact Assessment (PIA) to be carried out.		Yes /No
Other Background Documents		
Equality Impact Assessment and Other Background documents available for inspection at:		
Title of Background Paper(s)	Relevant Paragraph of the Access to Information Procedure Rules / Schedule 12A allowing document to be Exempt/Confidential (if applicable)	
1.	None	

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DECISION-MAKER:	COUNCIL		
SUBJECT:	SAFE CITY STRATEGY 2017-2020		
DATE OF DECISION:	15 MARCH 2017		
REPORT OF:	CABINET MEMBER FOR ENVIRONMENT AND TRANSPORT		
<u>CONTACT DETAILS</u>			
AUTHOR:	Name:	Felicity Ridgway: Service Lead – Policy, Partnerships and Strategic Planning	Tel: 023 8083 3310
	E-mail:	felicity.ridgway@southampton.gov.uk	
Director	Name:	Emma Lewis: Service Director – Intelligence, Insight and Communications	Tel: 023 8083 7984
	E-mail:	emma.lewis@southampton.gov.uk	
STATEMENT OF CONFIDENTIALITY			
NOT APPLICABLE			
BRIEF SUMMARY			
<p>It is a legislative requirement for the Safe City Partnership to undertake a Community Safety Needs Assessment each year. The 2015/16 Safe City Strategic Assessment was published in December 2016, and the findings have been used to inform the proposed update of the Safe City Strategy.</p> <p>The current Southampton Safe City Strategy covers the period 2014 to 2017. As part of the annual review of the strategy and following the publication of the Strategic Needs Assessment, the Safe City Partnership have drafted the revised strategy covering the period 2017-2020. Updates will be made following the publication of the annual strategic assessments.</p>			
RECOMMENDATIONS:			
	(i)	To approve the Safe City Strategy 2017-2020	
REASONS FOR REPORT RECOMMENDATIONS			
1.	To ensure that the Safe City Strategy reflects the latest challenges and opportunities for the city, informed by the Safe City Strategic Assessment. The strategy provide a clear vision to make Southampton a safer city for residents and visitors.		
ALTERNATIVE OPTIONS CONSIDERED AND REJECTED			
2.	No alternative option was considered as it is important for partners to update the Safe City Strategy in light of the recommendations of the annual statutory strategic assessment, the results of which were published in December 2016.		

DETAIL (Including consultation carried out)	
	Background
3.	The Community Safety Strategic Assessment 2016 identified Hampshire Constabulary recorded a 19% increase in 2015/16. However, the rise in reported crime is largely driven by crime data integrity improvements by Hampshire Constabulary following an HMIC audit in 2014. This is the first full year of the new recording practices and hence, this latest increase is not unexpected.
4.	Similar proportionate increases have taken place in Portsmouth (22%) and Hampshire (20%) confirming that this is likely due to an overall change of reporting across Hampshire Constabulary. The rise in recorded crime has not led to a commensurate rise in calls for service and resident perceptions are that crime levels remain similar to two years ago. However, Southampton continues to have the highest overall crime rate amongst our statistical neighbours at 111 crimes per 1,000 population (compared to the national average 67 per 1,000 population).
5.	Southampton recorded a higher numbers of crimes in 2015/16 than the national average at 111 crimes per 1,000 population, compared to a national average of 67 per 1,000 population. There were also increases across a number of recorded crime types: <ul style="list-style-type: none"> • 12% increase in non-domestic burglary (including high value commercial breaks ins) • 22% increase in alcohol related violent crime • 25% increase in reported serious sexual offences • 15% increase in violent crime • 53% increase in reported domestic violence and abuse crimes
6.	However, the 2015/16 Strategic Need's Assessment also showed some reductions in Southampton, including a 29% reduction in drug offences, a 15% reduction in anti-social behaviour and a 48% reduction in first time entrants into the youth justice system.
7.	Whilst reported crime levels have increased across the majority of crime types due to the changes in recording practices, most people feel safe in their local area. In the City Survey 2016 91% of residents said that they feel safe during the day, and although this falls to 62% at night it is an improvement on 2015, when 85% felt safe during the day and 52% at night.
	Strategy update
8.	The Safe City Strategy 2017-2020 focuses on four priorities: <i>Reduce crime and anti-social behaviour</i> Most people feel safe in Southampton, but recorded crime rates in the city have increased in 2015/16. The Safe City Partnership wants to build on the successful activity taking place across the city to reduce crime and keep people safe. Partners will work together to address crime and anti-social behaviour, reduce reoffending, and contribute towards making Southampton a vibrant and attractive city where people feel safe.

9.	<p><i>Reduce the harm caused by drugs and alcohol</i></p> <p>The effects of drugs and alcohol can reduce inhibitions, leaving people vulnerable to becoming either a victim or perpetrator of antisocial behaviour, violence, and other crime, as well as having negative impacts on their health. Alcohol remains a key contributing factor in violent crimes and sexual offences. Drug related violence rose by nearly 13% in 2015/16, although drug offences have fallen. By helping individuals to make better choices their own health will be improved and levels of crime will be reduced.</p>
10.	<p><i>Protecting vulnerable people</i></p> <p>We want to protect vulnerable people to help improve their quality of life, and prevent the growth of criminal behaviour that targets vulnerable people. This includes supporting victims of domestic violence and abuse and vulnerable victims*. 28.5% offences were identified as involving a vulnerable victim in 2015/16.</p>
11.	<p><i>Reduce youth crime</i></p> <p>Reducing youth crime in Southampton will positively impact on everyone living and working in the city. There will be less victims of crime and better outcomes for young people who have previously been involved in criminal activity. The Youth Offending Service has been successful in reducing the number of young offenders dramatically (from 200 in 2012/13 to 102 in 2014/15), and continuing this trend remains a priority.</p>
12.	<p>The actions in the Safe City Strategy have been revised and updated, based on the recommendations of the Safe City Strategic Assessment and the activity and performance of the partnership. The new strategy will run from 2017 to 2020 with annual updates in line with the publication of the strategic assessment. The Safe City Partnership will be responsible for holding partners to account, and partners will be responsible for driving improvements and providing updates and performance data for actions they are responsible for.</p>
13.	<p>The Safe City Strategy will contribute to achieving towards community safety outcomes in Southampton including:</p> <ul style="list-style-type: none"> • Southampton Connect City Strategy (2015-2025) – priority “Healthier and safer communities”. • Southampton City Council Strategy (2016-2020) – “People in Southampton live safe, healthy, independent lives” and “Southampton is a modern and attractive city where people are proud to live and work”.
14.	<p>The strategy will be supported by a number of other strategies and plans including the Youth Justice Strategy (to be updated later in 2017), the Alcohol Strategy, the Drugs Strategy and the Domestic and Sexual Abuse Strategy (in development).</p>
RESOURCE IMPLICATIONS	
<u>Capital/Revenue</u>	
15.	None
<u>Property/Other</u>	
16.	None





LEGAL IMPLICATIONS		
<u>Statutory power to undertake proposals in the report:</u>		
17.	The Police and Justice Act 2006 and the Crime and Disorder Act 1998, Part iii section 40.	
<u>Other Legal Implications:</u>		
18.	None	
POLICY FRAMEWORK IMPLICATIONS		
	The Safe City Strategy is a requirement of the Policy Framework (Constitution Articles 4.0): <ul style="list-style-type: none"> • Crime & Disorder Reduction Strategy (S.5 and 6 Crime and Disorder Act 1998) 	
KEY DECISION?	No	
WARDS/COMMUNITIES AFFECTED:	All wards	
<u>SUPPORTING DOCUMENTATION</u>		
Appendices		
1.	Safe City Strategy 2017-2020	
2.	Equality Impact Assessment	
Documents In Members' Rooms		
1.	None	
Equality Impact Assessment		
Do the implications/subject of the report require an Equality Impact Assessment (EIA) to be carried out.		Yes
Privacy Impact Assessment		
Do the implications/subject of the report require a Privacy Impact Assessment (PIA) to be carried out.		No
Other Background Documents		
Equality Impact Assessment and Other Background documents available for inspection at:		
Title of Background Paper(s)		Relevant Paragraph of the Access to Information Procedure Rules / Schedule 12A allowing document to be Exempt/Confidential (if applicable)
1.	The Strategic Needs Assessment	http://www.publichealth.southampton.gov.uk/healthintelligence/jsna/community-safety.aspx .

Southampton Safe City Strategy | 2017-2020

Southampton is a safe city...we are working to make it a safer city





Southampton is a vibrant and diverse city, where 91% of our residents feel safe. The Safe City Partnership is a group of organisations working together to ensure that Southampton remains a safe city to live, work, learn, invest and visit. Partners work together to deliver prevention and early help services that can help prevent crime, support victims, and tackle crime and anti-social behaviour in the city. The Partnership has identified four main priorities for keeping Southampton safe over a three year period. These are reviewed and updated every year to make sure the priorities are based on the latest crime data and intelligence included in the annual Southampton Safe City Strategic Assessment.

Our priorities Why is this important?

 <p>Reduce crime, reoffending and anti-social behaviour</p>	<p>Most people feel safe in Southampton, but recorded crime rates in the city have increased in 2015/16. The Safe City Partnership wants to build on the successful activity taking place across the city to reduce crime and keep people safe. Partners will work together to address crime and anti-social behaviour, reduce reoffending, and contribute towards making Southampton a vibrant and attractive city where people feel safe.</p>
 <p>Reduce the harm caused by drugs and alcohol</p>	<p>The effects of drugs and alcohol can reduce inhibitions, leaving people vulnerable to becoming either a victim or perpetrator of antisocial behaviour, violence, and other crime, as well as having negative impacts on their health. Alcohol remains a key contributing factor in violent crimes and sexual offences. Drug related violence rose by nearly 13% in 2015/16, although drug offences have fallen. By helping individuals to make better choices their own health will be improved and levels of crime will be reduced.</p>
 <p>Protecting Vulnerable People</p>	<p>We want to protect vulnerable people to help improve their quality of life, and prevent the growth of criminal behaviour that targets vulnerable people. This includes supporting victims of domestic violence and abuse and vulnerable victims*. 28.5% offences were identified as involving a vulnerable victim in 2015/16.</p>
 <p>Reduce Youth Crime</p>	<p>Reducing youth crime in Southampton will positively impact on everyone living and working in the city. There will be less victims of crime and better outcomes for young people who have previously been involved in criminal activity. The Youth Offending Service has been successful in reducing the number of young offenders dramatically (from 200 in 2012/13 to 102 in 2014/15), and continuing this trend remains a priority.</p>

*A vulnerable victim is defined as anyone who is (a) under 18 years of age at the time of the offence, or (b) likely to have the quality of their evidence affected by mental disorders, significant impairments of intelligence and social function or physical disability or disorder.

Some of our successes in 2016/17

<p>60% ↘</p> <p>Targeted work by Hampshire Constabulary resulted in a 60% reduction in burglaries from multi-occupancy student premises.</p>  <p>The Safe City Partnership and Health and Wellbeing Board worked with partners from private, social and voluntary sectors to develop a multi-agency strategy to minimise the effects of excessive alcohol consumption in the city.</p>	<p>#</p> <p>Partners worked together to celebrate the city's diversity and encourage the public to report hate crimes/incidents #wearesoton.</p>  <p>The Home Office's Peer Review on Ending Youth Gang Violence highlighted a number of strengths in relation to youth offending in Southampton.</p>  <p>Southampton Youth Offending Service was the first service in Hampshire to attain the Restorative Service Quality Mark.</p>	<p>48%</p> <p>The Joint Decision Making Panel is helping to divert young people from the criminal justice system, and the number of first time entrants into the youth justice system has fallen by 48%.</p> <p>PSPO</p> <p>After a supportive public consultation result, Public Space Protection Orders were implemented in 5 areas of Southampton. These orders give Hampshire Constabulary powers to restrict street drinking and begging.</p>	<p>43,000 hours</p> <p>Over 43,000 hours of work have been undertaken in Southampton by people sentenced to Unpaid Work by the courts.</p>  <p>Hundreds of residents supported the Southampton White Ribbon 2016 campaign against violence against women and girls, and the campaign gained widespread media coverage.</p>
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A Further look at crime in Southampton 2015/16 data

Southampton saw some improvements in 2015/16:

29%	15%	48%
reduction in drug offences	reduction in anti-social behaviour	reduction in first time entrants into the youth justice system

However, there are still some areas of challenge:

111	12%	15%	26%
crimes per 1,000 population recorded in Southampton, which is higher than the national average of 67 per 1,000 population.	increase in non-domestic burglary (including high value commercial breaks ins)	increase in violent crime	average reoffending rate of 26% compared to national average of 24.7%
25%	22%	53%	58%
increase in reported serious sexual offences	increase in alcohol related violent crime	increase in reported domestic violence crimes	offenders committing 2 or more offences are responsible for over 58% of crime in the city

2015/16 crime statistics for Southampton

19% ↗

Recorded crime in Southampton increased by 19% in 2015/16. However, the rise in reported crime is largely driven by crime data integrity improvements by Hampshire Constabulary following an HMIC audit in 2014, and is not necessarily reflective of a true rise in crime in the city.

2 YEARS ⬅

Similar proportionate increases were seen across Hampshire in the period, and the rise in recorded crime has not led to a rise in calls for service and resident perceptions crime levels remains similar to two years ago.

What do residents say*?




- Most people feel safe in their local area during the day (91%) but this figure falls to 62% at night – this is an improvement on 2015, when 85% felt safe during the day and 52% at night
- 26% of residents felt people dealing or using drugs is a problem in Southampton, compared to 39% in 2015
- 41% thought litter and rubbish is a problem in Southampton, compared to 61% in 2015
- 29% thought people being drunk or rowdy in public places is a problem in Southampton, compared to 45% in 2015
- 26% of residents said street begging is a problem in the city, compared to 23% in 2015

*Southampton City Survey 2016

How we are going to make Southampton safer?

This strategy is supported by a number of other strategies and plans, including:



Priorities	Key actions	Lead Agency	Lead Partnership	How we will measure success in March 2020?
 Reduce crime, reoffending and anti-social behaviour	Continue to improve communication to help people understand what they need to do to keep themselves safe and encourage reporting focusing on deprived and hard to reach communities/areas.	ALL	Safe City Partnership	Percentage of people in the city who feel safe in their local areas during the day and night.
	Continue to engage with the public to identify and respond to issues specific to each neighbourhood area that most significantly impact communities (crime and anti-social behaviour).	Hampshire Constabulary	Safe City Partnership	Recorded anti-social behaviour rate.
	Develop prevention, intelligence and enforcement plans to tackle emerging crime patterns.	Hampshire Constabulary	Safe City Partnership	Most Similar Group position in relation to crime rates.
	Work with communities to give victims of hate crime the confidence to report incidents, and ensure this crime data is monitored to identify trends.	Hampshire Constabulary	Safe City Partnership	Recorded hate crime rates.
	Reduce reoffending by improving outcomes for offenders through access to substance misuse rehabilitation, employment training and education opportunities.	National Probation/Community Rehabilitation Company	Safe City Partnership	Reoffending rate.
	Delivery of the action plan to address begging in streets and carparks through the working group, in order to disrupt and reduce begging activity and address related anti-social behaviour.	Street Begging Working Group	Safe City Partnership	Number of people street begging.
 Reduce the harm caused by drugs and alcohol	Work with the Health and Wellbeing Board to deliver actions in the Alcohol Strategy to reduce alcohol-related crime, disorder and violence in the city.	All	Health and Wellbeing Board	Recorded alcohol related violent crime rate. (Actions on Alcohol Strategy)
	Develop and implement a new drugs strategy for the city focusing on community safety issues.	Hampshire Constabulary	Safe City Partnership	Recorded drug offences. (Actions on Drugs Strategy)
	Ensure the new single pathway for drug and alcohol treatment services is effective at helping users to successfully complete their treatment and break the cycle of addiction.	Integrated Commissioning unit	Commissioning Partnership Board	Increase the proportion of users who successfully complete their treatment and do not re-present to the service within 6 months.
	Maintain operations to safeguard vulnerable people against drugs activity.	Hampshire Constabulary	Safe City Partnership	Recorded number of people safeguarded via Operation Fortify.
 Protecting vulnerable people	Implement and monitor the Domestic Violence and Abuse Strategy 2017-2020.	Southampton City Council	Multi-Agency Domestic and Sexual Violence Group	Percentage of repeat victims of domestic abuse returning to a Multi-Agency Risk Assessment conference. (MARAC figures.)
	Implement and monitor the Domestic Abuse Improvement Plan, focused on prevention, early intervention, education and enforcement to address the serious sexual offences across the city.	Hampshire Constabulary	Serious Sexual Offences Reduction Group	Recorded number of current serious sexual offences.
	Ensure there are appropriate referral routes in place to programmes for perpetrators of domestic violence and abuse.	National Probation Service/Community Rehabilitation Company	Safe City Partnership	Number of identified perpetrators of domestic abuse engaged in and completing programmes or interventions.
	Encourage increased reporting and sharing of local intelligence related to Modern Day Slavery, Female Genital Mutilation, those Missing Exploited or Trafficked, Domestic Violence and Abuse to better understand the extent of these crimes and increase learning regarding intervention outcomes.	Hampshire Constabulary	Safe City Partnership	Recorded number of Missing Exploited or Trafficked cases. Number of Domestic Violence and Abuse cases.
	Enhance support to identified vulnerable people through health and safety community projects (A Better Me and Safe and Well).	Hampshire Fire and Rescue Service	Safe City Partnership	Number of people supported by HFRS projects.
	Continue to support the counter extremism and Prevent agenda and maintain routes for safeguarding people at risk of radicalisation.	Southampton City Council	Prevent Action Group	Number of completed actions in the Prevent Action Plan.
	Implement the multiagency Domestic and Sexual Abuse Strategy 2017-2020, including establishing an integrated Multi Agency Risk Assessment Conference (MARAC) and-Multi Agency Safeguarding Hub (MASH) model to improve partnership risk assessment and response for high risk Domestic Abuse.	Southampton City Council	Safe City Partnership	Number of street homeless individuals.
 Reduce youth crime	Work collaboratively with partners to ensure that there are strong pathways of support for young offenders and their families with a multiple and complex needs.	Youth Offending Service	Youth Offending Board	Recorded youth offending rate.
	Promoting a restorative approach by with working with partners and schools to deliver prevention and early help support, and achieve our ambition of becoming a restorative city.	Youth Offending Service	Youth Offending Board	Number of first time entrants.
	Continue differed sentence pilot to reduce the number of children entering custody.	Youth Offending Service	Youth Offending Board	Custodial rates.
	Target resources at the most high risk and high need young offenders in the city.	Youth Offending Service	Youth Offending Board	Recorded reoffending rates.



Equality and Safety Impact Assessment

Appendix 2

The **public sector Equality Duty** (Section 149 of the Equality Act) requires public bodies to have due regard to the need to eliminate discrimination, advance equality of opportunity, and foster good relations between different people carrying out their activities.

The Equality Duty supports good decision making – it encourages public bodies to be more efficient and effective by understanding how different people will be affected by their activities, so that their policies and services are appropriate and accessible to all and meet different people’s needs. The Council’s Equality and Safety Impact Assessment (ESIA) includes an assessment of the community safety impact assessment to comply with section 17 of the Crime and Disorder Act and will enable the council to better understand the potential impact of the budget proposals and consider mitigating action.

<p>Name or Brief Description of Proposal</p>	<p>It is proposed that a Safe City Partnership Strategy for Southampton is adopted as a level one strategy for Southampton City Council. The strategy is a key strategic partnership document and sets out how the Safe City Partnership will work together to ensure that Southampton remains a safe city to live, work, learn and visit.</p>
<p>Brief Service Profile (including number of customers)</p>	<p>It is a legislative requirement for the Safe City Partnership to undertake a Community Safety Needs Assessment each year. The 2015/16 Safe City Strategic Assessment was published in December 2016, and the findings have been used to inform the Safe City Strategy 2017-2020.</p> <p>The Safe City Partnership brings together statutory partners and others to address crime and community safety issues in the city. Partners include:</p> <ul style="list-style-type: none"> • Southampton City Council • Hampshire Constabulary • Hampshire Fire and Rescue Service • National Probation Service • Community Rehabilitation Company • Southampton Voluntary Services. <p>Customers include all residents, businesses and visitors to Southampton.</p>
<p>Summary of Impact and Issues</p>	<p>The strategy provides a high level overview of key actions that the partnership are undertaking or planning to implement in order to make Southampton safer. The strategy has been developed with, and will be delivered by, a number of different partners across the city and will</p>

	aim to benefit all who live, work and visit Southampton. The strategy sets out a high level vision which will drive activity in individual organisations.
Potential Positive Impacts	The strategy aims to increase effectiveness of efforts to minimise crime and drivers of crime in the city, protect vulnerable people and reduce youth offending in the city.
Responsible Service Manager	Felicity Ridgway
Date	03.03.2017

Approved by Senior Manager	Emma Lewis
Signature	Emma Lewis
Date	03.03.2017

Potential Impact

Impact Assessment	Details of Impact	Possible Solutions & Mitigating Actions
Age	No identified negative impacts.	N/A
Disability	No identified negative impacts.	N/A
Gender Reassignment	No identified negative impacts.	N/A
Marriage and Civil Partnership	No identified negative impacts.	N/A
Pregnancy and Maternity	No identified negative impacts.	N/A
Race	No identified negative impacts.	N/A
Religion or Belief	No identified negative impacts.	N/A
Sex	No identified negative impacts.	N/A
Sexual Orientation	No identified negative impacts.	N/A
Community Safety	No identified negative impacts.	N/A
Poverty	No identified negative impacts.	N/A
Other Significant Impacts	No identified negative impacts.	N/A

DECISION-MAKER:	COUNCIL		
SUBJECT:	HEALTH AND WELLBEING STRATEGY 2017-2025		
DATE OF DECISION:	15 MARCH 2017		
REPORT OF:	CABINET MEMBER FOR HEALTH AND SUSTAINABLE LIVING		
<u>CONTACT DETAILS</u>			
AUTHOR:	Name:	Dr Debbie Chase Consultant in Public Health	Tel: 023 8083 3694
	E-mail:	Debbie.Chase@southampton.gov.uk	
Director	Name:	Dr Jason Horsley Director of Public Health	Tel: 023 8083 3818
	E-mail:	Jason.Horsley@southampton.gov.uk	
STATEMENT OF CONFIDENTIALITY			
None.			
BRIEF SUMMARY			
<p>Health and wellbeing is important to everyone in Southampton, whether they live, work or learn in the city. The Joint Health and Wellbeing Strategy for Southampton sets out the strategic vision for improving the health and reducing health inequalities in the city. The strategy aligns with the City Strategy 2015-2025 with its vision to make Southampton a 'city of opportunity where everyone thrives', and directly supports the priority 'healthier and safer communities'. It also aligns with the Council Strategy 2016-2020, in particular with the outcome 'people in Southampton live safe, healthy, independent lives', and with the CCG Two Year Operational Plan (2017-19).</p>			
<p>Southampton's current Health and Wellbeing Strategy was published in March 2013 and the refreshed strategy will run from 2017 to 2025. It sets out a vision for Southampton to have a culture and environment which promotes and supports health and wellbeing for all. It includes the outcomes to achieve over the next eight years and is based on evidence from the Joint Strategic Needs Assessment. The strategy will be supported by a number of more detailed strategies and action plans.</p>			
RECOMMENDATIONS:			
	(i)	To approve the Health and Wellbeing Strategy 2017-2025.	
REASONS FOR REPORT RECOMMENDATIONS			
1.	Local Authorities and Clinical Commissioning Groups (CCGs) have equal and joint statutory duties to prepare a Health and Wellbeing Strategy that sets out how they plan to work together with local partners to meet health and care needs identified in the Joint Strategic Needs Assessment (JSNA).		
2.	This strategy sets out a vision for improving health and wellbeing for all and reducing health inequalities in Southampton, as well as how partners across the city can work together to achieve these outcomes.		

ALTERNATIVE OPTIONS CONSIDERED AND REJECTED	
3.	The Health and Wellbeing Strategy is a statutory requirement; therefore, no alternative option has been considered.
DETAIL (Including consultation carried out)	
	Background
4.	Southampton is a thriving city with enormous growth potential, however health outcomes are poorer than in other areas in the south east and the city's characteristics relating to poverty and deprivation present challenges. For instance, the under 75 mortality rate from all cardiovascular diseases has remained high whilst the England average has reduced. The suicide rate is also twice that of the England average, increasing since 2009-11, and smoking prevalence and alcohol related problems in adults are also higher than England average.
5.	Southampton's population demographic is relatively young compared with the England average. Children in the city have high levels of physical inactivity and obesity and tooth decay is also much higher than the England average. Children and young people have identified mental health as a key issue.
6.	Lifestyle choices, socio-economic status and level of deprivation aside, there are environmental factors that significantly contribute to poor health in Southampton. For example, exposure to air pollution increases the risk of deaths from cardiovascular and respiratory conditions and is a significant health issue for Southampton, with 6.2% of deaths attributable to long term exposure to air pollution in 2010.
7.	Action is required to create a culture and environment that supports people to make healthy choices for themselves, their families and communities; stay well and independent and manage their own health and wellbeing; and access care which is joined up and tailored to meet the needs of the individual when they need it. The draft health and Wellbeing Strategy sets out a vision for partners across the city to work together to address these challenges and improve health and wellbeing outcomes for residents.
	Developing the Strategy
8.	The draft Health and Wellbeing Strategy has been developed using evidence of population need described in the Joint Strategic Needs Assessment (JSNA), and engagement with residents and stakeholders to gain an understanding of their views on health and wellbeing.
9.	Engagement for the proposed strategy took place throughout March and April 2016, with over 900 residents participating in a survey on health outcomes. The majority of residents (70%) assessed their health as being good or very good. Mobility problems, cancer, mood/contentment and money were highlighted by residents as their greatest health and wellbeing concerns for the future.
10.	In addition, an early draft of the Health and Wellbeing Strategy was published in May 2016 in order to invite public and professional input. In total, 161 people responded. Engagement exercises and discussion sessions were also held with Healthwatch, People's Panel members (two events), and parents

	and carers using services at SureStart Children’s Centres. The results of this engagement were fed back to Southampton City Council, the Clinical Commissioning Group and the Health and Wellbeing Board, and the results have been used to inform the proposed strategy.
	Outcomes and themes
11.	Southampton’s previous strategy set out 64 actions to improve health in Southampton under three themes: (1) Building resilience and using preventative measures to achieve better health and wellbeing, (2) best start in life and (3) living and ageing well. In the final review of progress against these actions in 2015/16, 95% of commitments had been achieved or were underway.
12.	The proposed Health and Wellbeing Strategy has a vision that, over the next eight years, Southampton has a culture and environment that promotes and supports health and wellbeing for all. The ambition is to significantly improve health and wellbeing outcomes and reduce health inequalities in Southampton by 2025.
13.	The strategy comprises four themes: <ul style="list-style-type: none"> • People in Southampton live active, safe and independent lives and manage their own health and wellbeing. • Inequalities in health outcomes are reduced. • Southampton is a healthy place to live and work with strong, active communities. • People in Southampton have improved health experiences as a result of high quality, integrated services.
14.	Progress in delivering this eight year strategy will be assessed periodically. Measures are described within the strategy and most are included within the national Public Health Outcomes Framework.
15.	The Health and Wellbeing Strategy is a Level 1 Strategy within the Council’s Strategy framework and sits within a framework of other strategies and plans across the local health and care system. These set out the actions required to achieve long term goals. Progress against these plans will be reported to the Southampton Health and Wellbeing Board on a regular basis and longer term outcomes will be monitored through the Joint Strategic Needs Assessment.
16.	The strategic intent set out in the draft strategy aligns with: <ul style="list-style-type: none"> • Southampton Connect’s City Strategy priorities (2015-2025), particularly the priority “Healthier and safer communities”. • Southampton City Council Strategy priorities (2016-2020) in the Council Strategy, particularly the outcome “People in Southampton live safe, healthy, independent lives”. • Southampton City Clinical Commissioning Group five year strategic plan (2014-2019), and Two Year Operational Plan (2017-2019).
RESOURCE IMPLICATIONS	
<u>Capital/Revenue</u>	
17.	There are no resource or financial implications at this stage as the implementation of this strategy will be within agreed budgets. The strategy will

	inform commissioning of health and care services.
<u>Property/Other</u>	
18.	None.
LEGAL IMPLICATIONS	
<u>Statutory power to undertake proposals in the report:</u>	
19.	Local Authorities and Clinical Commissioning Groups (CCGs) have equal and joint statutory duties to prepare a Health and Wellbeing Strategy under powers outlined in the Local Government and Public Involvement in Health Act 2007 section 116A (as amended by the Health and Social Care Act 2012 section 193).
<u>Other Legal Implications:</u>	
20.	None.
POLICY FRAMEWORK IMPLICATIONS	
21.	The proposed Health and Wellbeing Strategy (2017-2025) is listed as a core strategy in Southampton City Council's Policy Framework Part 2 Articles 4.01. The delivery of the Health and Wellbeing Strategy also contributes to the priorities and outcomes set out in the Southampton City Strategy 2015-2025 and the Southampton City Council Strategy 2017-2020.
KEY DECISION?	No
WARDS/COMMUNITIES AFFECTED:	All Wards.
<u>SUPPORTING DOCUMENTATION</u>	
Appendices	
1.	Health and Wellbeing Strategy 2017-2025
2.	Equality Impact Assessment
Documents In Members' Rooms	
1.	Health and Wellbeing Strategy Background Document
Equality Impact Assessment	
Do the implications/subject of the report require an Equality Impact Assessment (EIA) to be carried out.	Yes
Privacy Impact Assessment	
Do the implications/subject of the report require a Privacy Impact Assessment (PIA) to be carried out.	No
Other Background Documents	
Equality Impact Assessment and Other Background documents available for inspection at:	
Title of Background Paper(s)	Relevant Paragraph of the Access to

	Information Procedure Rules / Schedule 12A allowing document to be Exempt/Confidential (if applicable)
1.	None

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Draft Health and Wellbeing Strategy 2017-2025

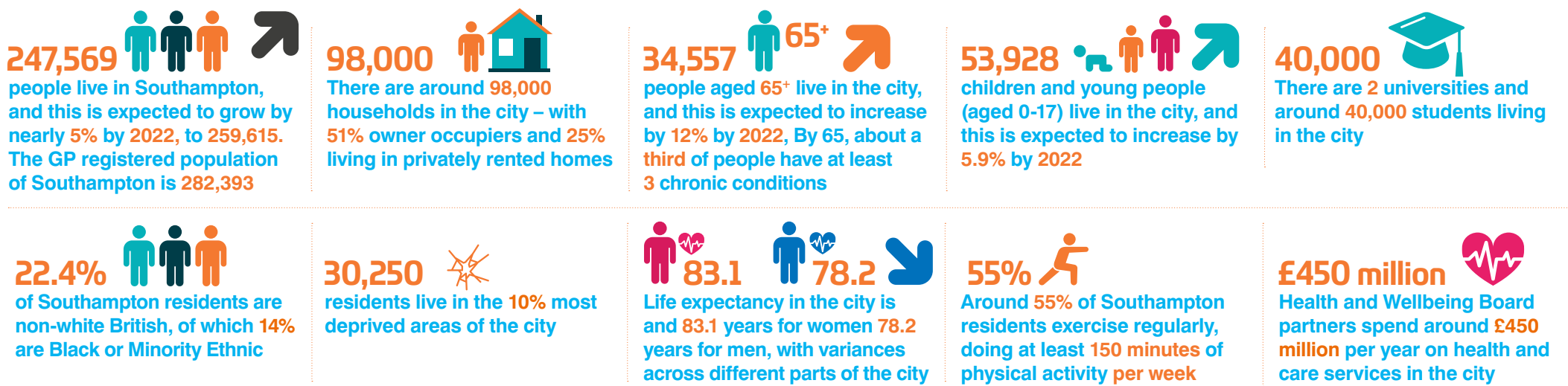
Our vision is that Southampton has a culture and environment that promotes and supports health and wellbeing for all. Our ambition is to significantly improve health and wellbeing outcomes and reduce citywide health inequalities in Southampton by 2025.

This Strategy sets out the outcomes that Southampton Health and Wellbeing Board wants to achieve over the next eight years. These outcomes will be achieved by working with partners across the city, and with Southampton's residents and diverse communities.

Southampton's Health and Wellbeing Board is a statutory partnership and a committee of the Council which brings together the city's health and social care commissioners, including Southampton City Clinical Commissioning Group, Southampton City Council and NHS England. The Board has oversight of health and wellbeing in the city. Its role is to develop joint priorities for local commissioning to ensure delivery of the right outcomes, and to provide advice, assistance or other support to improve the health and wellbeing of the city's diverse communities.

The Health and Wellbeing Board is committed to working together with the people of Southampton to improve the health and wellbeing of residents, with an equal focus on physical and mental health. At a time of increasing demand on services and pressures on funding, it is even more important to make sure the city is a healthy place by supporting people to take responsibility for their health, and that services are delivered as efficiently as possible, targeting them towards those people who need the most help.

i Key facts about Southampton



@ What do we want to achieve and why is this important?

People in Southampton live active, safe and independent lives and manage their own health and wellbeing

We want to support more people to choose active and healthy lifestyles, to improve their physical and mental health. When people take responsibility for their own health and the health of their children through positive lifestyle changes, this improves their wellbeing, prevents ill health and helps them to stay independent in their own homes and communities for longer.

Southampton is a healthy place to live and work with strong, active communities

Being healthy and well for a lifetime involves much more than good health and social care services. Many different things impact on health and wellbeing, like housing, jobs, leisure, sport and access to open spaces, education, health services and transport. We want Southampton to be a healthy place, with healthy workplaces and communities which are strong and resourceful, making best use of their community assets.

Inequalities in health outcomes are reduced

Health and wellbeing outcomes are very different for men, women and different communities in Southampton, and there are significant health inequalities in our city. We want to improve the health and wellbeing of all residents and reduce inequalities so that everyone, and especially vulnerable children and adults, has increased opportunities and a better quality of life.

People in Southampton have improved health experiences as a result of high quality, integrated services

We want to make sure people get high quality support when and where they need it. This means making sure services are designed around the needs of people, and that residents are involved in the design and delivery of services to improve their experiences of integrated services. We want to focus on prevention and early help, and deliver services that are accessible and coordinated so that people receive joined up, seamless care. Integrating services across health and social care also means that all health and wellbeing partners can work more effectively and efficiently together, so that resources and assets are used where they are needed most.

Our challenges

- Health inequalities are a big challenge in the city. Men in the least deprived areas live 8 years longer than in the most deprived; for women the difference is 4.7 years.
- 6,050 people are claiming health related employment benefits (ESA and Incapacity Benefit) – 3.5% of the working population. 22.7% of children under 16 in Southampton live in poverty – higher than the England average of 18.6% – and this is linked to poor health outcomes.
- Southampton children and young people are more likely to be admitted to hospital for mental health conditions than the national average.
- Children in the city have high levels of obesity, poor dental health and admission to hospital for injuries.
- The city has high numbers of Looked After Children in comparison to many other cities.
- Although life expectancy is increasing, as people are living longer more of them are living with complex needs.
- 20.4% of people in Southampton smoke (16.9% in England). The rate is significantly higher in the most deprived areas.
- Almost two thirds (62.6%) of adults in Southampton are classified overweight or obese.
- The rate of deaths relating to drug poisoning is 5.1 per 100,000 population (2013-2015), higher than the England average of 3.9 per 100,000.
- Alcohol specific hospital admissions have increased significantly since 2010 and in 2014/15 there were 1,060 admissions.
- There is growing evidence of the impact of social isolation and loneliness on health.
- Although Southampton has significantly reduced the rates of teenage conceptions from 47.4 per 1,000 teenagers (aged 15-17) in 2011 to 29.0 in 2014, it remains above the England average.
- Nearly 10,000 households are estimated to experience fuel poverty in Southampton.
- Air pollution is a significant health issue for Southampton, with 6.2% of deaths attributable to air pollution in 2010. Long term exposure to air pollution increases the risk of deaths from cardiovascular and respiratory conditions.

What do residents say?

-  The majority of residents (70%) self-assessed their health as being good or very good.
-  Mobility problems, cancer, mood/contentment and money are their greatest health and wellbeing concerns for the future.
-  Residents are already doing things to be healthier such as not smoking, eating healthily and limiting alcohol consumption.
-  Fewer residents told us that they make use of helplines and websites, talk to friends and family about their concerns or attend health checks / screenings.
-  Some of the things residents said they could do to be more healthy include:
 - Having a better work life balance and going to more social venues
 - Doing more volunteering
 - De-stressing regularly and getting better sleep
 - Being able to exercise more

(Research undertaken 2016, 900 respondents)



People in Southampton live active, safe and independent lives and manage their own health and wellbeing

- Encourage and promote healthier lifestyle choices and behaviour, with a focus on smoking, alcohol / substance misuse, healthy weigh, and physical activity including walking and cycling more.
- Encourage and promote healthy relationships and wellbeing of individuals of all ages, carers and families, particularly for those at risk of harm and the most vulnerable groups through increasing early help and support.
- Support people to be more independent in their own home and through access to their local community, making best use of digital tools including Telecare.
- Ensure that information and advice is coordinated and accessible.
- Prioritise and promote mental health and wellbeing as being equally important as physical health.
- Increase access to appropriate mental health services as early as possible and when they are needed.
- Make every contact count by ensuring all agencies are able to identify individual needs and respond /refer to services as appropriate.
- Promote access to immunisation and population screening programmes.



Inequalities in health outcomes are reduced

- Reduce the health inequalities gap between the most deprived and least deprived neighbourhoods in the city using the evidence of what works in the Marmot review of Health Inequalities.
- Take action to improve men's health to reduce the difference between male and female life expectancy through community based initiatives to deliver behaviour change.
- Reduce inequalities in early childhood development by ensuring good provision of maternity services, childcare, parenting and early years support.
- Work with schools to improve healthy lifestyle choices and mental wellbeing and reduce the harm caused by adolescent risk taking.
- Target access to advice and navigation to services to those who are most at risk and in need, to improve their health outcomes.
- Ensure that health inequalities are taken into account in policy development, commissioning and service delivery.
- Provide support to help people access and sustain quality jobs, targeting those who are long term unemployed or with families.



Southampton is a healthy place to live and work with strong, active communities

- Support development of community networks, making best use of digital technology, community assets and open spaces.
- Improve housing standards and reduce illness and avoidable deaths related to fuel poverty.
- Develop an understanding of, and response to, social isolation and loneliness in the city.
- Work with city planners to ensure health is reflected in policy making and delivery.
- Deliver a cleaner environment through a clean air zone with vehicle access restrictions to the city.
- Work with employers and employees to improve workplace wellbeing through healthier work places.



People in Southampton have improved health experiences as a result of high quality, integrated services

- Improve health outcomes for residents, at a lower cost, through integration and joint working across all health and council services.
- Prioritise investment in and embed a prevention and early intervention approach to health and wellbeing across the city.
- Deliver a common approach to planning care tailored to the needs of the individual or family.
- Deliver the right care, at the right time, in the right place by working as locally as possible and shifting the balance of care out of hospital to community providers.
- Maximise opportunities for prevention and early intervention through making every contact with services count.

How will we measure success?

The Public Health Outcomes Framework is a comprehensive list of desired outcomes and indicators that help measure how well public health and wellbeing is being improved and protected in an area. The Health and Wellbeing Board will focus on a selection of these indicators that a) require the most improvement and b) will best indicate progress towards the outcomes in this strategy.

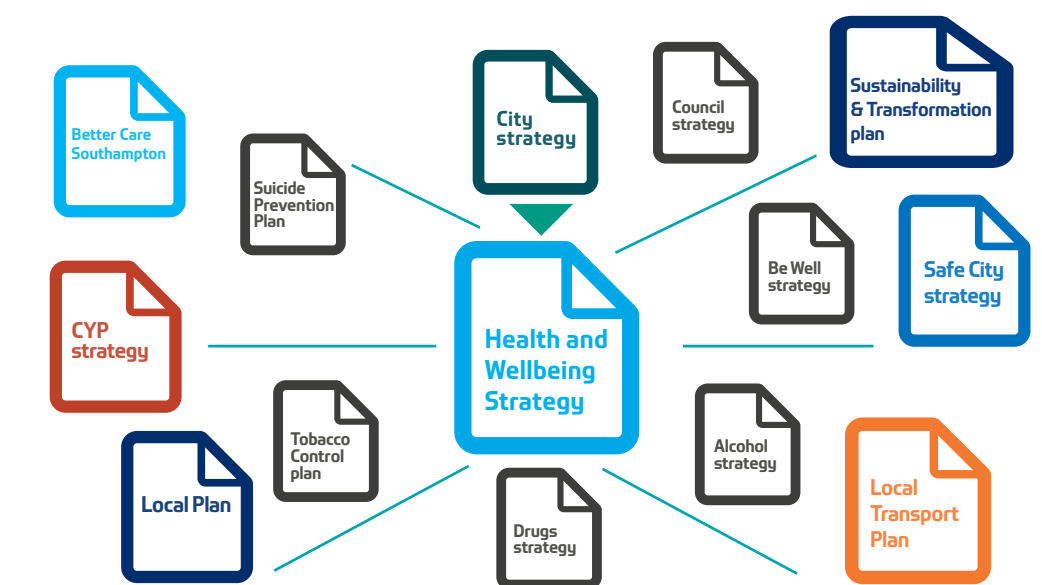
Priority area	Measure		
Overarching	Life expectancy at birth	Life expectancy at 65 years	Healthy Life Expectancy at birth
	Under 75 years mortality rate from cardiovascular disease	Under 75 years mortality rate from respiratory disease	Mortality rate from causes considered preventable
Children & Young People/ Early years	Smoking status at time of delivery	Breastfeeding prevalence at 6-8 weeks after birth	Child excess weight in 4-5 and 10-11 year olds
	Population vaccination coverage – MMR for one dose (2 years old)	Looked after children rate	School readiness
	Children in low income families (under 16s)	Hospital admissions caused by unintentional and deliberate injuries (0-14 years)	Under 18 years conception rate
Adults	Smoking prevalence in adults	Suicide rate	Depression recorded prevalence
	Injuries due to falls in people aged 65 years and over	HIV late diagnosis	Under 75 years mortality rate for liver disease considered preventable
	TB incidence (3 year average)		
Healthy settings	Fraction of mortality attributable to particulate air pollution	Percentage of people aged 16-64 years in employment	Excess winter deaths index

The full Public Health Outcomes Framework can be found at www.phoutcomes.info

Our principles

- 1 Promote prevention and early help**
- 2 Consider health in all policies**
- 3 Work with residents and communities to:**
 - Jointly plan, design and deliver services
 - Develop resilience
 - Make it easier for people to make healthy choices.
- 4 Deliver services that:**
 - Are designed with residents
 - Are proportionate to the level of need
 - Are accessible to vulnerable groups
 - Are personalised, safe, effective and value for money
 - Give equal priority to physical and mental health.

The Health and Wellbeing Strategy is supported by a number of city wide strategies and action plans





Equality and Safety Impact Assessment

Appendix 2

The **public sector Equality Duty** (Section 149 of the Equality Act) requires public bodies to have due regard to the need to eliminate discrimination, advance equality of opportunity, and foster good relations between different people carrying out their activities.

The Equality Duty supports good decision making – it encourages public bodies to be more efficient and effective by understanding how different people will be affected by their activities, so that their policies and services are appropriate and accessible to all and meet different people’s needs. The Council’s Equality and Safety Impact Assessment (ESIA) includes an assessment of the community safety impact assessment to comply with section 17 of the Crime and Disorder Act and will enable the council to better understand the potential impact of the budget proposals and consider mitigating action.

<p>Name or Brief Description of Proposal</p>	<p>It is proposed that a Health and Wellbeing Strategy for Southampton is adopted as a level one strategy for Southampton City Council. The strategy is a key strategic partnership document and sets out how the Health and Wellbeing Board will work together to ensure that Southampton has a culture and environment that promotes and supports health and wellbeing for all.</p>
<p>Brief Service Profile (including number of customers)</p>	<p>247,569 people live in Southampton, and this is expected to grow by nearly 5% by 2022, to 259,615. Health and Wellbeing Board partners spend around £450 million per year on health and care services in the city.</p> <p>The partnership brings together the city’s Health and Social Care commissioners, including Southampton City Clinical Commissioning Group, Southampton City Council and NHS England to undertake activities to significantly improve health & wellbeing outcomes and reduce citywide health inequalities in Southampton by 2025.</p> <p>The Southampton Health and Wellbeing Board are committed to working together with the people of Southampton to improve the health and wellbeing of residents.</p>
<p>Summary of Impact and Issues</p>	<p>The strategy provides a high level overview of key actions that the partnership are undertaking or planning to implement. The strategy has been developed with, and will be delivered by, a number of different partners across the city and will aim to benefit all who live, work and learn in Southampton.</p>

	The strategy does not propose specific changes to services already delivered.
Potential Positive Impacts	The strategy aims to increase the effectiveness of efforts to reduce health inequalities, promote community and individual responsibility to improve health and provide high quality integrated services.
Responsible Service Manager	Felicity Ridgway
Date	03.03.2017

Approved by Senior Manager	Emma Lewis
Signature	Emma Lewis
Date	03.03.2017

Potential Impact

Impact Assessment	Details of Impact	Possible Solutions & Mitigating Actions
Age	No identified negative impacts.	N/A
Disability	No identified negative impacts.	N/A
Gender Reassignment	No identified negative impacts.	N/A
Marriage and Civil Partnership	No identified negative impacts.	N/A
Pregnancy and Maternity	No identified negative impacts.	N/A
Race	No identified negative impacts.	N/A
Religion or Belief	No identified negative impacts.	N/A
Sex	No identified negative impacts.	N/A
Sexual Orientation	No identified negative impacts.	N/A
Community Safety	No identified negative impacts.	N/A
Poverty	No identified negative impacts.	N/A
Other Significant Impacts	No identified negative impacts.	N/A