

# COUNCIL MEETING

Wednesday, 17th March, 2021  
at 2.00 pm

Virtual Meeting

A link to this meeting will be available on Southampton City Council's website at least 24hrs before the meeting

## **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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<b>WARD</b>	<b>COUNCILLOR</b>	<b>WARD</b>	<b>COUNCILLOR</b>
<b>Bargate</b>	Bogle Noon Dr Paffey	<b>Millbrook</b>	G Galton S Galton Taggart
<b>Bassett</b>	Hannides B Harris L Harris	<b>Peartree</b>	Bell Houghton Keogh
<b>Bevois</b>	Barnes-Andrews Kataria Rayment	<b>Portswood</b>	Cooper Mitchell Savage
<b>Bitterne</b>	Murphy Prior Streets	<b>Redbridge</b>	McEwing Spicer Whitbread
<b>Bitterne Park</b>	Fuller Harwood White	<b>Shirley</b>	Chaloner Coombs Kaur
<b>Coxford</b>	Professor Margetts Renyard T Thomas	<b>Sholing</b>	J Baillie Guthrie Vaughan
<b>Freemantle</b>	Leggett Shields Windle	<b>Swaythling</b>	Bunday Fielker Mintoff
<b>Harefield</b>	P Baillie Fitzhenry Laurent	<b>Woolston</b>	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: Corporate Plan 2020-2025 sets out the four key outcomes:

- Communities, culture & homes - Celebrating the diversity of cultures within Southampton; enhancing our cultural and historical offer and using these to help transform our communities.
- Green City - Providing a sustainable, clean, healthy and safe environment for everyone. Nurturing green spaces and embracing our waterfront.
- Place shaping - Delivering a city for future generations. Using data, insight and vision to meet the current and future needs of the city.
- Wellbeing - Start well, live well, age well, die well; working with other partners and other services to make sure that customers get the right help at the right time

**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	
2020	2021
15 July	24 February (Budget)
16 September	17 March
18 November	19 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.

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

Tuesday, 9 March 2021

**TO: ALL MEMBERS OF THE SOUTHAMPTON CITY COUNCIL**

You are hereby summoned to attend a meeting of the COUNCIL to be held on WEDNESDAY, 17TH MARCH, 2021 virtually via Microsoft Teams at 2:00pm when the following business is proposed to be transacted:-

**1 APOLOGIES**

To receive any apologies.

**2 MINUTES**

To authorise the signing of the minutes of the Council Meetings held on 18<sup>th</sup> November 2020 and 24<sup>th</sup> February 2021, 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 1 - 10)**

Report of the Leader of the Council outlining business undertaken by the Executive since November 2020.

**6 MOTIONS**

(a) Proposed by Councillor Bunday

This Council supports opportunities for our young people and urges the Secretary of State for Education to lobby the Treasury to restore the per student FE funding back to the 2010 level and to ensure the current apprenticeship system is fit for purpose and offers our young people the greatest number of apprenticeships and of the highest quality. This Council will send a letter signed by all Members and the City's three MP's to demonstrate their support for this motion.

(b) Proposed by Councillor Shields

This Council notes with alarm how the number of people in Southampton claiming Universal Credit has more than doubled over the past year. The prospect of further increases in the number of people in the City forced to claim out of work benefits when

temporary measures introduced by Government to mitigate against coronavirus come to an end in the autumn are truly frightening.

This Council applauds the invaluable role played by local civic society in responding to challenges presented by the pandemic not least with respect to the mushrooming of mutual aid organisations to co-ordinate action at a local neighbourhood level in tackling poverty.

This Council therefore commits to:

1. developing a whole City approach to tackling poverty and deprivation at a local neighbourhood level taking as a key start point the recommendations of the City's Fairness Commission
2. maintaining financial and other support for local voluntary, community and social enterprise sector organisations in campaigning against and taking practical measures to mitigate the impact of poverty
3. lobbying Government via the LGA and others to ensure that temporary measures taken to uplift Universal Credit levels during the coronavirus pandemic are made permanent until such time as the welfare system is reviewed.

(c) Proposed by Councillor Guthrie

Southampton is a city with a rich maritime past, one that is marked by grand, striking events involving a range of historical figures. Around Southampton, monuments, memorials and statues tell the story of a city that has become woven into the fabric of world history, and it is a story that continues to be written.

This Council recognises that it has a responsibility to be true and proper custodians of the city's past, to allow all Southampton residents and more to enjoy and discover the city's roots and the journey it has undertaken throughout history.

Therefore, this Council commits to never arbitrarily extract or displace any monument, memorial or statue and to subject the decision for the permanent removal of any historical item categorised as such to the residents of Southampton through local referenda. By involving residents in these decisions, this Council will ensure protection for Southampton's legacy is strengthened by direct democratic consent and consolidated under the rule of law.

## **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 2021 - 2022** (Pages 11 - 24)

Report of the Chief Executive detailing the Pay Policy 2021 – 2022.

**10 EXCLUSION OF THE PRESS AND PUBLIC - EXEMPT PAPERS INCLUDED IN THE FOLLOWING ITEM**

To move that in accordance with the Council's Constitution, specifically the Access to Information Procedure Rules contained within the Constitution, the press and public be excluded from the meeting in respect of any consideration of the exempt appendix to the following Item.

The appendix is considered to be exempt from general publication based on Category 3 of paragraph 10.4 of the Council's Access to Information Procedure Rules. It is not in the public interest to disclose this information as the appendix contains commercially sensitive information in relation to Southampton's UK City of Culture Bid. It would prejudice Southampton 2025 Trust's ability (on behalf of Southampton) to fairly and competitively bid to become UK City of Culture 2025 if this information were to be in the public domain at this time.

**11 BID TO BE UK CITY OF CULTURE: FUTURE COUNCIL SUPPORT (Pages 25 - 38)**

Report of the Cabinet Member for Culture and Homes seeking approval to progress the bid to be the UK City of Culture 2025.



Richard Ivory  
Service Director – Legal and Business Operations



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## SOUTHAMPTON CITY COUNCIL

### MINUTES OF THE COUNCIL MEETING HELD ON 18 NOVEMBER 2020

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#### Present:

The Mayor, Councillor Mrs Blatchford  
The Sheriff, Councillor Houghton  
Councillors P Baillie, Barnes-Andrews, J Baillie, Bell, Bogle, Bunday,  
Chaloner, Coombs, Cooper, Fielker, Fitzhenry, Fuller, G Galton, S Galton,  
Guthrie, Hammond, Hannides, B Harris, L Harris, Harwood, Kataria, Kaur,  
Keogh, Laurent, Leggett, Professor Margetts, McEwing, Mintoff, Mitchell,  
Noon, Dr Paffey, Payne, Prior, Rayment, Renyard, Savage, Shields, Spicer,  
Streets, T Thomas, Vaughan, Whitbread, White and Windle

#### 37. APOLOGIES

It was noted that apologies had been received from Councillors Murphy and Taggart.

#### 38. MINUTES

**RESOLVED:** that the minutes of the Meeting held on 16<sup>th</sup> September 2020 be approved and signed as a correct record.

#### 39. ANNOUNCEMENTS FROM THE MAYOR AND LEADER

(i) Southampton Solent University Journalist Students  
Councillors noted that there were a number of 1st and 2nd Year journalist students from Southampton Solent University who had joined the meeting via the live link. Councillors noted that students studying this course had been welcomed into the public gallery on numerous occasions previously as part of their studies and were welcomed to today's virtual meeting.

(ii) MOD Gold Award Armed Forces Covenant

Councillors, it gives me great pleasure to share with you that Southampton City Council was announced amongst the most supportive organisations for Britain's Armed Forces, by receiving The Employer Recognition Scheme Gold Award, the highest award achievable for an organisation.

To win a Gold Award, organisations must demonstrate that they provide extra paid days leave for Reservists and have supportive HR policies in place for Veterans, Reserves, Cadet Force Adult Volunteers and Spouses and Partners of those serving in the Armed Forces.

They also advocate the benefits of supporting those within the Armed Forces community encouraging others to sign the Armed Forces Covenant and to engage in the Employer Recognition Scheme.

I would like to invite Cllr McEwing to say a few words as our Armed Forces Champion.

(iii) Memorial Commemorations

2020 has seen several anniversaries connected with past conflicts, we have remembered those who have laid down their lives for the freedoms we cherish at our Cenotaph. May the memory of their sacrifice and bravery remain with us always.

Families are also impacted by conflict, this year marked 80 years since the bombing of the Art Gallery where 14 school girls died. The anniversary sadly at the beginning of this lockdown, but a Town Sergeant laid a wreath at the memorial art work.

We also remember all through the year the contribution of surviving veterans from all conflicts and service.

October marked the arrival of the SS Corfu the first of 28 ships to return 22,000 Far East Prisoners of War and Civilian internees.

This morning I laid a wreath at the Repatriation Memorial in Town Quay Park where on this day in 1945 both the Queen Mary and Principessa Giovanna docked in Southampton.

I also laid a wreath on behalf of a surviving veteran Bob Hucklesby who arrived on the Principessa Giovanna 75 years ago today.

These commemorative anniversaries have been marked by myself and the Sheriff and I would like to record our thanks to members of the Communications Team, Craig Lintott, Clare Blay and especially Rachel Griffin, who have recorded the events for social media and other forms of publicity to enable people to feel included.

(iv) Mayor's Charities

All charities are finding it difficult to raise funds this year. As we're not in the Council Chamber there's no penalty infringements caused by mobile phones benefitting the Mayoral charity. I am particularly grateful to Councillors Keogh, Payne and Savage who set off on their bicycles for my two charities No Limits and the Southampton Children's Play Association.

Councillor Keogh would you like to update Council?

(v) Last Meeting 2020/Carol Service

Councillors, our next Full Council meeting is the Budget Council Tax setting on 24th February 2021, this is therefore the last Council Meeting of 2020:-

With the situation we find ourselves in I will not be hosting a carol service or mince pie devouring get together this year. Whatever transpires from the impact of the Coronavirus I hope that Members and Officers are able to enjoy the festive period. I thank all those who have been working to keep Southampton safe especially those who have assisted our residents in need this year. We all look forward to a safer 2021.

40. DEPUTATIONS, PETITIONS AND PUBLIC QUESTIONS

The Council received and note the following deputations:-

- (i) Mr S Glyde – Road Safety Measures, Sholing Road
- (ii) Debbie Tann, CEO of Hampshire & Isle of Wight Wildlife Trust – Ecological Emergency
- (iii) Mary Wallbank – Humanist Representation on SACRE

41. EXECUTIVE BUSINESS REPORT

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. Reduction in income

Question from Councillor Hannides to Councillor Hammond

In view of the anticipated reduction in income from business rates, council tax and fees, what measures are the Executive taking to mitigate this and what action is being taken to support local businesses, boost the local economy and save local jobs?

Answer

A range of different actions had been put in place to help and safeguard jobs and take account of issues around the budget process. The Council recognises its unique role and would do its best to support recovery and build sustainable growth in the City. Engagement work had been taken place and a Leaders task force set-up with industry specific round table held, the first being the hospitality sector with more to come. There was also a wider support programme with the Local Enterprise Partnership (LEP) and Department for Work and Pensions (DWP) and the Solent Apprenticeship hub and kick starter programmes in place. Work was also taking place with both Further Education and Higher Education Partners in the City with a range of investment to safeguard and provide strategic direction around particular themes.

2. Southampton Airport Expansion

Question from Councillor Fitzhenry to Councillor Hammond

Can the Leader outline the Cabinets political position on the Southampton Airport Expansion proposal?

Answer

The accountable decision maker for the Southampton Airport Expansion was Eastleigh Borough Council. I have set out concerns at the start of the year prior to its submission to the City Council Planning and Rights of Way Panel (PRoW). Whilst there had been some good progress against some of the concerns from the airport, there are still issues which require further work. It would be for a forthcoming PRoW to consider the item and form the consultation response to Eastleigh Borough Council.

### 3. Bedford Place

Councillor Fitzhenry to Councillor Leggett

Will the Cabinet member outline his criteria for the re-opening of Bedford Place?

Answer

Any decision made by the Council on the future of the temporary Bedford Place road closure will need to take into account the general approach set out in the Green Transport Recovery Plan Monitoring & Evaluation Framework and in partnership with Go!Southampton.

All schemes will need to consider the changes in the Covid-19 pandemic restrictions and the need to maintain social distancing and the support needed to safely reopen the economy. The Bedford Place scheme in particular will need to support the hospitality and other businesses once this current lockdown is eased and we continue to work in partnership with Go!Southampton to ensure we consider the views of all business and hope for some good trading over the festive period.

The monitoring and evaluation of the Bedford Place scheme will consider qualitative data from representations made on the scheme through the Temporary TRO consultation, online platforms (e.g. CommonPlace), pre-scheme and forthcoming business surveys conducted by Go!Southampton, take up of additional space for outdoors dining, views of partners and stakeholders including Go! Southampton, Councillors, emergency services, Schools, residents and transport operators (e.g. taxi and deliveries).

A range of quantitative data will also be used, including traffic movements & speeds, cycle & pedestrian movements, parking/loading and disabled access etc.

The above criteria will be analysed carefully and objectively and reported back to the Head of Service the Cabinet Member for consideration and in line with the Monitoring and Evaluation framework. As has already occurred with the Bedford Place scheme, adjustments and enhancements will be made and decided in the context of the data and wider context of the Covid-19 pandemic.

### 4. Cost of Bassett Avenue temporary road measures

Councillor S Galton to Councillor Leggett

It has now been 2 months since I asked for the breakdown of costs related to the Bassett Avenue road measures in September's meeting. I have yet to receive an answer from yourself or officers. Can you provide this information yet:

The total cost of the Bassett Avenue temporary road measures (related to cycle lane re-provision) between the Winchester Road roundabout and the Chilworth Roundabout.

The breakdown of this total cost to include a breakdown of the costs of:

- The initial cone only scheme
- The removal of the cones and the painting of lines
- The cost of removing the lines and restoring the road to its original condition

Answer

Balfour Beatty Living Places carried out the works to install the temporary pop up cycle lanes along Bassett Avenue and The Avenue as one complete scheme, so it is not possible to provide a breakdown of costs as per the question.

What can be provided is as follows for the entire length of Bassett Avenue and The Avenue:

Balfour Beatty have advised a cost to install temporary pop up cycle lanes on Bassett Avenue and The Avenue as £115,429.68

Since the initial installation costs have been £7,919.13 which include maintenance and alterations to the scheme including the linemarking of the remaining section of Bassett Avenue.

The cost of removal for the section of Bassett Avenue has been £26,936.48.

#### 5. Blue Badge Parking Charges

Councillor S Galton to Councillor Leggett

The Executive have chosen now to introduce new blue badge parking charges, using the justification of ensuring a turnover of vehicles and citing the Government's decision to expand the blue badge scheme.

Officers have confirmed to me that this decision was progressed before the decision of the new national restrictions and it was made and justified prior to Covid-19 pandemic.

As such, will the Leader agree to postpone any of these new charges or trials, until we can fully assess the impact of Covid-19 on our City and District centres.

In considering your response I would urge you to consider the following points:

- In the cabinet report it states the decision is in the interests of all users. Given the challenges those living with a disability face, and the excess of parking choice and capacity across our City – is it not the right thing to do to support our most vulnerable by not introducing new taxes?

- We have only seen a 20% increase in blue badge holders since the Government rightly expanded the criteria; and many of our car parks are currently operating at between 50-60% capacity; reflecting the significant drop in footfall due to Covid-19.
- Officers have always stated this isn't about raising revenue – at a time we don't have a capacity issue in our car parks why carry on with these proposals, unless you want to raise more revenue from blue badge holders?
- The purple pound may actually prove crucial in reviving and changing how our City and District centres survive and adapt to the post COvid-19 world – if this isn't about revenue raising there can be no argument against re-thinking your plans, in light of the much changed situation we are now in.

Answer

The Council is seeking to ensure that all car park users (which includes other Blue Badge Holders) have a reasonable chance of accessing a parking space in car parks, which by virtue of being close to retail and/or employment areas, usually experience high demand. This is the underlying reason for the use of Pay and Display which ensures that spaces are not dominated by any one user for a sustained period.

We are providing Blue Badge Holders with one free hour for every paid hour at these sites to allow for additional time needed. Blue Badge Holders will also not be required to pay during the evening period.

The Council consulted widely on the proposal in September 2019 and this included engaging with Spectrum, our disabled access consultee. We also carried out bench marking against 16 other Local Authorities who currently have Blue Badge Holder charging in place to look at the measures they have implemented.

While the circumstances of this year have mitigated some of the demand issues, it is anticipated that the demand for parking spaces in these car parks, will return to high levels of use once patterns of behaviour have returned to normal.

The Council currently has in the region of 9800 Blue Badge Holders and we noted a 20% increase in the number of applications following the introduction of the government changes to the scheme that expanded the criteria. Which I am sure you will agree, would be a substantial additional number of Blue Badge holders that we want to be able to support with access to parking in those areas with high demand, which this proposal will support.

## 42. MOTIONS

(a) Councillor Fitzhenry moved and Councillor Fuller seconded.

This Council calls on the Labour Executive to suspend all parking charges across our city centre and district centre car parks until spring 2021, to help protect local jobs and to support our cities businesses, key workers and residents.

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

**RESOLVED:** that the motion be rejected.

(b) Councillor Fitzhenry moved and Councillor Hannides seconded.

A successful city needs visible and accountable political leadership, as such this Council regrets the lack of political leadership from the current Executive.

Council calls on the current Labour Executive to start taking proper accountability for its decision making and the impacts of its decisions, especially now at a time when people in our City and our staff need strong and accountable political leadership and support.

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

**RESOLVED:** that the motion be rejected.

(c) Councillor Margetts moved and Councillor Fielker seconded.

“The Southampton City Council calls on the UK government to join with us to end holiday hunger. We call on the government to commit to fully fund holiday food provision for every child on free school meals in Southampton for the next three years. Further, we call on the government to support the development of a longer-term plan to ensure that every child in Southampton is food secure.

We call on the government to develop and fund a long-term approach so that all children are well fed throughout the year, including during school holidays.

We welcome the recent u-turn by the government to fund holiday food provision. We regret that this decision came after the recent October half term holiday, that put our children at risk of hunger. During the recent half term break in October Southampton City Council, together with local community groups, restaurants and other groups, stepped up to ensure every child on free school meals in the city had access to food during the holiday. The people of Southampton showed that they will not stand by while children go hungry, but this ad hoc approach is not a sustainable way to ensure food security for all our children.

Now is the time to address long term food insecurity in Southampton. Over 9000 children now depend on free school meals, and family use of food banks has been rising sharply over recent years. This will only get worse as the effects of Covid-19 on job losses and loss of family income increase. Food security is a fundamental human right, no child should go to bed hungry. This is bad for them in the short and long term and our children deserve the best possible start in life.

Amendment moved by Councillor J Baillie and Councillor Prior seconded.

First Paragraph, first line after “Council” **delete** “calls on the UK government to join with us to end holiday hunger. We call on the government to commit to fully fund holiday food provision for every child on free school meals in Southampton for the next three years. Further” and **replace with** “joins with the UK government to do all we can to ensure no child need go hungry. We welcome

the government's huge uplift to Universal Credit to support those families in most need during the pandemic along with the unprecedented decision to create a voucher scheme throughout the summer for Free School Meal children”.

Third Paragraph, first line after “recent” **delete** “u-turn by the government to fund holiday food provision. We regret that this decision came after the recent October half term holiday, that put our children at risk of hunger” and **replace with** “decision by the government to increase the funding for holiday food provision. We are pleased that the extra funding for local authorities allows them to get food to those in need without burdening schools already under great pressure.”

Third Paragraph, seventh line after “hungry” **delete** “but this ad hoc approach is not a sustainable way to ensure food security for all our children”.

Fourth Paragraph, second line sentence after “children” **delete** “now depend on” and **replace with** “are eligible for”

Amended Motion to read:

“The Southampton City Council joins with the UK government to do all we can to ensure no child need go hungry. We welcome the government's huge uplift to Universal Credit to support those families in most need during the pandemic along with the unprecedented decision to create a voucher scheme throughout the summer for Free School Meal children. We call on the government to support the development of a longer-term plan to ensure that every child in Southampton is food secure.

We call on the government to develop and fund a long-term approach so that all families have the support they need to ensure children are well fed throughout the year, including during school holidays.

We welcome the recent decision by the government to increase the funding for holiday food provision. We are pleased that the extra funding for local authorities allows them to get food to those in need without burdening schools already under great pressure. During the recent half term break in October Southampton City Council, together with local community groups, restaurants and other groups, stepped up to ensure every child on free school meals in the city had access to food during the holiday. The people of Southampton showed that they will not stand by while children go hungry.

Now is the time to address long term food insecurity in Southampton. Over 9000 children are eligible for free school meals, and family use of food banks has been rising sharply over recent years. This will only get worse as the effects of Covid-19 on job losses and loss of family income increase. Food security is a fundamental human right, no child should go to bed hungry. This is bad for them in the short and long term and our children deserve the best possible start in life.”

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



UPON BEING PUT TO THE VOTE THE MOTION IN THE NAME OF COUNCILLOR MARGETTS WAS DECLARED CARRIED.

**RESOLVED:** that the motion be approved.

(d) Motion in the name of Councillor Keogh was withdrawn.

(e) Councillor Hammond moved and Councillor Rayment seconded.

This Council recognises that the democratic process is sacrosanct, and elections held in Southampton must be free, fair and easy to participate in.

The upcoming local election (May 2021) will be like no other. Set during the worst global pandemic in nearly 100 years, it will require changes to proceed safely. Council believes that our residents must be able to safely participate in our local democracy.

Although we recognise that there are different ways to vote, the most convenient way is to register for a postal vote and vote at home. Whilst we do publicise this option, it is not widely known that Postal Voting is available to anyone who requests it and take-up is currently 15% of the electorate.

Council resolves that it enhances its publicity around postal voting and continues its work with the Electoral Commission on the national campaign to raise awareness.

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

**RESOLVED:** that the motion be approved.

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

It was noted that no requests for Questions from Members to the Chairs of Committees or the Mayor had been received.

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

There was a requirement for a Joint Health Overview and Scrutiny Committee to be established to consider the “Modernising our Hospitals and Health Services Programme” being led by Hampshire Hospitals NHS Foundation Trust and the Hampshire and Isle of Wight Partnership of CCGs.

The Joint Committee with Hampshire County Council would be made up of eight members with one representative being appointed from Southampton City Council. This reflected the impact of the decision on Hampshire compared to Southampton and

was in line with the feedback from the Southampton City Council Health Overview Scrutiny Panel.

This was a Council appointment and in accordance with agreement from the Leader and Opposition Leader advised that Councillor Professor Margetts would be appointed to represent Southampton City Council.

#### 45. TEMPORARY STAFF CONTRACT

Report of the Cabinet Member for Customer and Organisation seeking approval for the procurement of a new contract for the supply of temporary agency staff.

**RESOLVED:** that subject to approval of Cabinet recommendations (i) - (iii) in the report, the revised contract arrangements for the supply of temporary staff, based on existing spend had incurred a cost averaging around £9.5m per annum based on current demand and use. This was for a maximum period of four years, three years initially, with an option to extend to a fourth year, be approved.

#### 46. IT INVESTMENT PLAN

Report of the Cabinet Member for Customer and Organisation detailing the proposed IT Strategy and associated Investment Plan.

**RESOLVED:**

- (i) That the identified IT Investment Plan for inclusion in future budgets be approved.  
For the capital programme this meant an extra £8.530m as follows:
  - (a) the addition of £7.343M to the Customer and Organisation programme funded by Council Resources and approval to spend this sum in years 2021/22 to 2024/25 as detailed in paragraph 24 and
  - (b) the addition of £1.187M to the HRA programme funded by Council Resources and approval to spend this sum in years 2021/22 to 2023/25 as detailed in paragraph 24.
- (ii) That the IT Investment Plan approval was sought for a General Fund revenue budget allocation of £4.108M as indicated in paragraph 25 over the period 2021/22 to 2024/25 which would be built into the Council's Medium-Term Financial Strategy be supported;
- (iii) That the themes identified as the basis of an updated IT Strategy, with delivery supported by the identified investment plans be agreed;
- (iv) That subject to contract review, the ongoing contract for support and maintenance of software to support the Revenues and Benefits service. The overall spend of the contract was expected to be in the region of £1.2m over 6

years, 2 years initially with options to extend be approved. Costs were covered in existing budgets; and

- (v) That authority be delegated to the Executive Director Business Services and Head of IT, following consultation with the Executive Director Finance and Commercialisation and the Cabinet Member for Customer and Organisation plus the Cabinet Member for Finance and Income Generation, to vary the programme subject to changing requirements and new technologies in future years, within the existing and agreed resource allocation.

#### 47. STATEMENT OF LICENCING POLICY

Report of the Cabinet Member for Stronger Communities seeking approval of the Statement of Licensing Policy.

##### **RESOLVED:**

- (i) That the Southampton Statement of Licencing Policy 2021 – 2026 be approved and adopted; and
- (ii) That that the cessation of the Late-Night Levy be approved.

#### 48. SACRE CHANGES TO MEMBERSHIP PROPOSAL AND REVIEW

Report of the Cabinet Member for Adult Social Care seeking approval of recommended changes from SACRE to its Constitution.

##### **RESOLVED:**

- (i) That the National Union of Teachers (NUT) and the Association of teachers and lecturers (ATL) be removed as members and replaced with an NEU (National Education Union) representative;
- (ii) That The Voice be removed as a member organisation; and
- (iii) That the Council supports the decision of SACRE to not add South Hampshire Humanists as a full member of Group A within the Constitution but supported their membership as it currently stood as a co-opted member until such time as national legislation or guidance permitted their inclusion within Group A.

#### 49. SOUTHAMPTON COVID SALIVA TESTING PROGRAMME

Report of the Chief Executive detailing progress of the pilot phases of the saliva testing programme and the planned expansion of the programme.

##### **RESOLVED:**

- (i) That the progress of the pilot phases of the saliva testing programme and the planned expansion of the programme to provide increased capacity in early 2021 be noted; and

- (ii) That Southampton City Council should be a 'partner' in this wider programme offering the civic leadership and public service human resources to support its success be approved.

50. OVERVIEW AND SCRUTINY: ANNUAL REPORT 2019/20

The report of the Chair of the Overview and Scrutiny Management Committee detailing the Overview and Scrutiny Management Committee Annual Report 2019/20 in accordance with the Council's Constitution was noted.

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SOUTHAMPTON CITY COUNCIL

MINUTES OF THE COUNCIL MEETING HELD ON  
24 FEBRUARY 2021

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Present:

The Mayor, Councillor Mrs Blatchford  
The Sheriff, Councillor Houghton  
Councillors P Baillie, Barnes-Andrews, J Baillie, Bell, Bogle, Bunday,  
Chaloner, Coombs, Cooper, Fielker, Fitzhenry, Fuller, G Galton, S Galton,  
Guthrie, Hammond, Hannides, B Harris, L Harris, Harwood, Kataria, Kaur,  
Keogh, Laurent, Leggett, Professor Margetts, McEwing, Mintoff, Mitchell,  
Murphy, Noon, Dr Paffey, Payne, Prior, Rayment, Renyard, Savage,  
Shields, Spicer, Streets, Taggart, T Thomas, Vaughan, Whitbread, White  
and Windle

51. APOLOGIES

It was noted that apologies had been received from Councillor Murphy.

52. ANNOUNCEMENTS FROM THE MAYOR AND LEADER

- (i) The Mayor announced the death of former City Councillor, Mayor (2004) and Honorary Alderman Denny Harryman on 3<sup>rd</sup> February. Denny Harryman was first elected to the Harefield Ward in 1999, Redbridge in 2002 and 2004. He had been living at Oaktree Lodge Care Home with his wife who died last year. As a mark of respect Council observed a minute's silence.
- (ii) The Mayor also announced that the Mayor's Chaplain John Attenborough The Mission to Seafarers Port Chaplain who received the Thomas Grey Memorial Trust Silver Medal Award from the Marine Society and Merchant Navy Welfare Board recognition of this exceptional deeds of merit. John has been making a difference to the lives of seafarers who visit Southampton port from all over the world for the past 26 years but exceptionally so during the pandemic for example by getting medications to crew members and providing practical and emotional support with so many unable to return home.
- (iii) The Leader announced the recent appointment of Dr. Debbie Chase, Director of Public Health.
- (iv) The Leader thanked communities in the Shirley area of the City who came forward to take part in surge testing last week.

53. DEPUTATIONS, PETITIONS AND PUBLIC QUESTIONS

It was noted that no requests for deputations, petitions or public questions had been received.

54. AMENDMENT TO THE CONTRACT PROCEDURE RULES - FEBRUARY 2021

Report of the Service Director, Legal and Governance seeking approval to amend the Contract Procedures Rules and the Officer Scheme of Delegation to ensure the Constitution reflects recent changes to legislation.

**RESOLVED** to approve the proposed amendments to the CPRs and OSD as set out in the report.

55. EXCLUSION OF THE PRESS AND PUBLIC - EXEMPT PAPERS INCLUDED IN THE FOLLOWING ITEM

**RESOLVED** that in accordance with the Council's Constitution, specifically the Access to Information Procedure Rules contained within the Constitution, the press and public be excluded from the meeting in respect of any consideration of the exempt appendix 5 to the following item.

Appendix 5 is exempt from publication by virtue of category 3 of rule 10.4 of the Council's Access to Information Procedure Rules i.e. information relating to the financial or business affairs of any particular person. It is not in the public interest to disclose this information due to an ongoing commercial dispute which is subject to a protected alternative dispute resolution procedure. If the information was disclosed then the Council's financial position would be available to other parties to the dispute and prejudice the Council's ability to achieve best value.

56. THE REVENUE BUDGET 2021/22, MEDIUM TERM FINANCIAL FORECAST 2021/22 TO 2024/25 AND CAPITAL PROGRAMME 2020/21 TO 2025/26

Report of the Cabinet Member for Finance and Income Generation detailing the Revenue Budget for 2021/22 and the Medium Term Financial Forecast (MTFF) for the period 2021/22 to 2024/25. It provides detail to inform Council in setting Council Tax and rents for 2021/22. The report also details the General Fund and Housing Revenue Account (HRA) Capital Strategy and Programme for the period 2020/21 to 2025/26.

The Council agreed to suspend Council Procedure Rules 14.2, 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

Amendment moved by Councillor Hannides and seconded by Councillor Fitzhenry, attached as Appendix 1 to these minutes.

UPON BEING PUT TO THE VOTE THE AMENDMENT WAS DECLARED LOST

NOTE – FOR THE AMENDMENT: Councillors J Baillie, P Baillie, Bell, Fuller, Fitzhenry, G Galton, S Galton, Guthrie, Hannides, B. Harris, L. Harris, Harwood, Houghton, Laurent, Prior, Streets, Vaughan and White.

NOTE – AGAINST THE AMENDMENT: Councillors Barnes-Andrews, Mrs Blatchford, Bogle, Bunday, Chaloner, Coombs, Cooper, Fielker, Hammond, Kataria, Kaur, Keogh, Leggett, Margetts, McEwing, Mintoff, Mitchell, Noon, Paffey, Payne, Renyard, Rayment, Savage, Shields, Spicer, Taggart, Thomas, Whitbread and Windle.

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

**RESOLVED** that Council:

### **General Fund**

- i) Notes the general budget consultation process that was followed as detailed in paragraphs 34 to 39.
- ii) Notes that the budget consultation feedback has been taken into consideration by the Cabinet and has informed their final budget proposals. Further details are contained within the Members Room document 3.
- iii) Notes the Equality and Safety Impact Assessment process that was followed as set out in paragraphs 40 to 43. The updated ESIA's and Cumulative Impact Assessment are available documents in the Members Room, documents 1 and 2.
- iv) Note the forecast outturn position for 2020/21 as set out in paragraphs 29 to 32 of Appendix 1.
- v) Approves the revised Medium Term Financial Forecast (MTFF) for the period 2021/22 to 2024/25 attached as Annex 1.1.
- vi) Approves the 2021/22 General Fund Revenue Budget as detailed in Annex 1.1(a) of the MTFF at Annex 1.1.
- vii) Notes that the Executive's budget proposals are based on the assumptions detailed within the MTFF and that this includes an increase in the Adult Social Care precept of 3.00% and an increase in the general council tax of 1.99%, allowable under general powers to increase council tax without a referendum.
- viii) Approves additional general fund pressures totalling £36.81M in 2021/22 as detailed in paragraph 50 of Appendix 1.
- ix) Approves savings proposals totalling £10.68M that are included in the 2021/22 General Fund Revenue Budget, with £7.14M in 2022/23, as detailed in paragraphs 53 to 56 of Appendix 1.
- x) To note proposals for the use of the Local Council Tax Support Grant will be brought forward during 2021/22, as detailed in paragraph 75 of Appendix 1.
- xi) To delegate authority to the Executive Director for Finance, Commercialisation & S151 Officer, following consultation with the Cabinet Member for Finance and Income Generation, to do anything necessary to give effect to the proposals contained in this report.

- xii) Sets the Band D Council Tax for Southampton City Council at £1,644.39 for 2021/22, a Net Budget Requirement of £173.85M and the Council Tax Requirement for 2020/21 at £105.88M as per Annex 1.2.
- xiii) Notes the estimates of precepts on the council tax collection fund for 2021/22 as set out in Annex 1.3.
- xiv) Agrees that the following amounts be now calculated by the Council for the financial year 2021/22 in accordance with Section 31 and Sections 34 to 36 of the Local Government Finance Act 1992; and  
Determines in accordance with Section 52ZB of the Act that the Council's relevant basic amount of Council Tax for 2021/22 is not excessive in accordance with principles approved by the Secretary of State under Section 52ZC of the Act.
  - (a) £512,018,229 (Being the aggregate of the amounts which the Council estimates for the items set out in Section 31A(2) of the Act).
  - (b) £406,137,601 (Being the aggregate of the amounts which the Council estimates for the items set out in Section 31A(3) of the Act).
  - (c) £105,880,628 (Being the amount by which the aggregate at (a) above exceeds the aggregate at (b) above, calculated by the Council in accordance with Section 31A(4) of the Act as its Council Tax requirement for the year). (Item R in the formula in Section 31B(1) of the Act).
  - (d) £1,644.39 (Being the amount at (c) above (Item R), all divided by the tax base of 64,389 (Item T), calculated by the Council, in accordance with Section 31B(1) of the Act, as the basic amount of its Council Tax for the year).

### **General Fund Capital Programme**

- xv) Approves the revised General Fund Capital Programme, which totals £466.43M (as detailed in paragraphs 4 to 6 of Appendix 2) and the associated use of resources.
- xvi) Approves additions of £6.52M which has been added to the General Fund programme requiring approval to spend, by Cabinet/Council subject to the relevant financial limits. These additions are detailed in paragraphs 14 to 23 of Appendix 2 and Annex 2.1.
- xvii) Approves the request to spend £2.50M as part of the SEND work as detailed in paragraph 11 of Appendix 2 and Annex 2.1.
- xviii) Approves the removal of schemes from the capital programme totalling £201.79M as set out in paragraphs 8 and 10 of Appendix 2 and detailed in Annex 2.1.
- xix) Approves the acceptance of government grant funding of £1.68M from the Department of Business, Energy & Industrial Strategy under the Public Sector Decarbonisation Scheme awarded following a bid made by the Green City & Place portfolio as detailed in paragraph 12 of Appendix 2.
- xx) Notes that the capital programme remains fully funded up to 2025/26 based on the latest forecast of available resources although the forecast can be subject to change; most notably with regard to the value and timing of anticipated capital receipts and the use of prudent assumptions of future Government Grants to be received.
- xxi) Approves the Council's capital strategy detailed in Annex 2.3.



- xxii) Approves the Council's MRP strategy detailed in Annex 2.3(a).
- xxiii) Approves the Council's investment strategy detailed in Annex 2.3(b).

#### **Housing Revenue Account**

- xxiv) Approves that, from 1st April 2021, an average rent increase be applied to dwelling rents of 1.33%, as set out in paragraph 9 of Appendix 3, equivalent to an average increase of £1.14 per week in the current average weekly dwelling rent figure of £85.67.
- xxv) Approves an increase in weekly service charges of 1.5% as detailed in paragraphs 10 and 11 of Appendix 3 from 1st April 2021 (including supported accommodation).
- xxvi) Approves the Housing Revenue Account Revenue Estimates as set out in Appendix 3.
- xxvii) Approves the 40 year Business Plans for revenue and capital expenditure set out in Annexes 3.1 and 3.2 of Appendix 3 respectively, that based on current assumptions are sustainable and maintain a minimum HRA balance of £2.0M in every financial year.
- xxviii) Approves the increase in heating charges as detailed in paragraph 12 of Appendix 3 and Annex 3.3.
- xxix) Approves the revised Housing Revenue Account (HRA) Capital Programme, which totals £376.51M (as detailed in paragraph 22 & 32 of Appendix 3) and the associated use of resources.
- xxx) Approves the addition of £164.34M to the HRA Capital Programme and the request for approval to spend £164.34M as detailed in paragraph 31 of Appendix 3.

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 SUBSTANTIVE MOTION: Councillors Barnes-Andrews, Mrs Blatchford, Bogle, Bunday, Chaloner, Coombs, Cooper, Fielker, Hammond, Kataria, Kaur, Keogh, Leggett, Margetts, McEwing, Mintoff, Mitchell, Noon, Paffey, Payne, Renyard, Rayment, Savage, Shields, Spicer, Taggart, Thomas, Whitbread and Windle.

NOTE – ABSTAINED THE SUBSTANTIVE MOTION: Councillors J Baillie, P Baillie, Bell, Fuller, Fitzhenry, G Galton, S Galton, Guthrie, Hannides, B. Harris, L. Harris, Harwood, Houghton, Laurent, Prior, Streets, Vaughan and White.

## APPENDIX 1

### CONSERVATIVE GROUP BUDGET AMENDMENT GENERAL FUND MTFF 2021/22 to 2022/23

That the Budget proposals be amended as follows:

#### 1) GENERAL FUND CAPITAL:

DESCRIPTION	2021/22 £M	2022/23 £M
<b>NEW SCHEMES:</b>		
Highways investment (extra £1m for pavements, road and potholes. Years 2021/22 & 2022/23)	1.00	1.00
Extra investment Golf course & Sports centre	0.20	-
<b>Total new schemes:</b>	<b>1.20</b>	<b>1.00</b>
To be funded by:		
Borrowing	<b>(1.20)</b>	<b>(1.00)</b>

That the Treasury management indicators be amended accordingly

#### 2) GENERAL FUND REVENUE SPEND:

DESCRIPTION	2021/22 £M	2022/23 £M
<b>NEW SCHEMES:</b>		
Extra cleaning – city centre, districts & open spaces	0.30	0.30
Estates Regeneration Fund (to help tackle anti-social behaviour, provide grants to support Youth Clubs & other facilities/projects to improve the community culture & quality of life for residents)	0.50	-
<b>Total new schemes:</b>	<b>0.80</b>	<b>0.30</b>
<b>REDUCTIONS IN INCOME:</b>		
0% council tax 2022/23		2.11
Abolish evening off street parking fees	0.34	0.34
Abolish evening on street parking fees (funded by parking reserve)	0.50	0.50
<b>Total reductions in income:</b>	<b>0.84</b>	<b>2.95</b>
<b>Capital Financing costs</b>	<b>0.05</b>	<b>0.10</b>
<b>TOTAL IMPACT:</b>	<b>1.69</b>	<b>3.35</b>
To be funded by:		

Further procurement savings	(0.10)	
Shared service/outsourced savings	(0.10)	
Draw from unallocated reserves	(0.99)	
Draw from On Street parking Reserve	(0.50)	(0.50)
<b>Total funding identified</b>	<b>(1.69)</b>	<b>(0.50)</b>
<b>NET IMPACT ON BUDGET</b>	<b>0.00</b>	<b>2.85</b>

Notes: (i) the on-street parking reserve would reduce to a balance of £0.84M by end of 2022/23 as part of the funding of these proposals (ii) estimated unallocated reserves would reduce to around £34.6M by the end of the Medium Term Financial Forecast period (31/03/2025) as part of the funding for these proposals.

Revised total budget deficit for 2022/23 would be £25.37M (an increase of £2.85M).

### 3) HOUSING REVENUE ACCOUNT CAPITAL:

DESCRIPTION	2021/22 £M	2022/23 £M
<b>NEW SCHEMES:</b>		
1,000 New parking spaces in City Estates (on HRA land)	2.00	2.00
<b>Total new schemes:</b>	<b>2.00</b>	<b>2.00</b>
<b>To be funded by:</b>		
<b>Borrowing</b>	<b>(2.00)</b>	<b>(2.00)</b>
Additional capital financing costs to be borne	0.09	0.18

#### COMMENTARY OF S151 OFFICER:

I have been consulted on the proposed amendments and have the following advice.

- Some proposals are not without risk but are not so fragile that they cannot be incorporated within the overall risk profile of the budgets
- The future financial targets to balance the budget are not so unreasonable that they can be ruled out on a medium term view
- The proposals in 2021/22 provide for a balanced budget

I thereby certify that this is valid budget amendment.

**SIGNED: John Harrison**

**S151 Officer**

**DATE: 22 FEBRUARY 2020**

**CONSERVATIVE BUDGET AMENDMENT 2021/22**

#### General Fund

- Notes the general budget consultation process that was followed as detailed in paragraphs 34 to 39.

- ii. Notes that the budget consultation feedback has been taken into consideration by the Cabinet and has informed their final budget proposals. Further details are contained within the Members Room document 3.
- iii. Notes the Equality and Safety Impact Assessment process that was followed as set out in paragraphs 40 to 43. The updated ESIA's and Cumulative Impact Assessment are available documents in the Members Room, documents 1 and 2.
- iv. Note the forecast outturn position for 2020/21 as set out in paragraphs 29 to 32 of Appendix 1.
- v. Approves the revised Medium Term Financial Forecast (MTFF) for the period 2021/22 to 2024/25 attached as Annex 1.1.
- vi. Approves the 2021/22 General Fund Revenue Budget as detailed in Annex 1.1(a) of the MTFF at Annex 1.1.
- vii. Notes that the Executive's budget proposals are based on the assumptions detailed within the MTFF and that this includes an increase in the Adult Social Care precept of 3.00% and an increase in the general council tax of 1.99%, allowable under general powers to increase council tax without a referendum.
- viii. Approves additional general fund pressures totalling £38.50M in 2021/22 as detailed in paragraph 50 of Appendix 1.
- ix. Approves savings proposals totalling £10.88M that are included in the 2021/22 General Fund Revenue Budget, with £7.14M in 2022/23, as detailed in paragraphs 53 to 56 of Appendix 1.
- x. To note proposals for the use of the Local Council Tax Support Grant will be brought forward during 2021/22, as detailed in paragraph 75 of Appendix 1.
- xi. To delegate authority to the Executive Director for Finance, Commercialisation & S151 Officer, following consultation with the Cabinet Member for Finance and Income Generation, to do anything necessary to give effect to the proposals contained in this report.
- xii. Sets the Band D Council Tax for Southampton City Council at £1,644.39 for 2021/22, a Net Budget Requirement of £173.85M and the Council Tax Requirement for 2020/21 at £105.88M as per Annex 1.2.
- xiii. Notes the estimates of precepts on the council tax collection fund for 2021/22 as set out in Annex 1.3.

- xiv. Agrees that the following amounts be now calculated by the Council for the financial year 2021/22 in accordance with Section 31 and Sections 34 to 36 of the Local Government Finance Act 1992; and

Determines in accordance with Section 52ZB of the Act that the Council's relevant basic amount of Council Tax for 2021/22 is not excessive in accordance with principles approved by the Secretary of State under Section 52ZC of the Act.

- (a) **£511,178,229** (Being the aggregate of the amounts which the Council estimates for the items set out in Section 31A(2) of the Act).
- (b) **£405,297,601** (Being the aggregate of the amounts which the Council estimates for the items set out in Section 31A(3) of the Act).
- (c) **£105,880,628** (Being the amount by which the aggregate at (a) above exceeds the aggregate at (b) above, calculated by the Council in accordance with Section 31A(4) of the Act as its Council Tax requirement for the year). (Item R in the formula in Section 31B(1) of the Act).
- (d) **£1,644.39** (Being the amount at (c) above (Item R), all divided by the tax base of 64,389 (Item T), calculated by the Council, in accordance with Section 31B(1) of the Act, as the basic amount of its Council Tax for the year).

### **General Fund Capital Programme**

- xv. Approves the revised General Fund Capital Programme, which totals £468.63M) (as detailed in paragraphs 4 to 6 of Appendix 2) and the associated use of resources.
- xvi. Approves additions of £8.72M which has been added to the General Fund programme requiring approval to spend, by Cabinet/Council subject to the relevant financial limits. These additions are detailed in paragraphs 14 to 23 of Appendix 2 and Annex 2.1.
- xvii. Approves the request to spend £2.50M as part of the SEND work as detailed in paragraph 11 of Appendix 2 and Annex 2.1.
- xviii. Approves the removal of schemes from the capital programme totalling £201.79M as set out in paragraphs 8 and 10 of Appendix 2 and detailed in Annex 2.1.
- xix. Approves the acceptance of government grant funding of £1.68M from the Department of Business, Energy & Industrial Strategy under the Public Sector Decarbonisation Scheme awarded following a bid made by the Green City & Place portfolio as detailed in paragraph 12 of Appendix 2.
- xx. Notes that the capital programme remains fully funded up to 2025/26 based on the latest forecast of available resources although the forecast can be subject to change; most notably with regard to the value and timing of anticipated capital receipts and the use of prudent assumptions of future Government Grants to be received.

- xxi. Approves the Council's capital strategy detailed in Annex 2.3.
- xxii. Approves the Council's MRP strategy detailed in Annex 2.3(a).
- xxiii. Approves the Council's investment strategy detailed in Annex 2.3(b).

#### **Housing Revenue Account (HRA)**

- xxiv. Approves that, from 1<sup>st</sup> April 2021, an average rent increase be applied to dwelling rents of 1.33%, as set out in paragraph 9 of Appendix 3, equivalent to an average increase of £1.14 per week in the current average weekly dwelling rent figure of £85.67.
- xxv. Approves an increase in weekly service charges of 1.5% as detailed in paragraphs 10 and 11 of Appendix 3 from 1<sup>st</sup> April 2021 (including supported accommodation).
- xxvi. Approves the Housing Revenue Account Revenue Estimates as set out in Appendix 3.
- xxvii. Approves the 40 year Business Plans for revenue and capital expenditure set out in Annexes 3.1 and 3.2 of Appendix 3 respectively, that based on current assumptions are sustainable and maintain a minimum HRA balance of £2.0M in every financial year.
- xxviii. Approves the increase in heating charges as detailed in paragraph 12 of Appendix 3 and Annex 3.3.
- xxix. Approves the revised Housing Revenue Account (HRA) Capital Programme, which totals £380.51M (as detailed in paragraph 22 & 32 of Appendix 3) and the associated use of resources.
- xxx. Approves the addition of £168.34M to the HRA Capital Programme and the request for approval to spend £168.34M as detailed in paragraph 31 of Appendix 3.

<b>DECISION-MAKER:</b>	COUNCIL		
<b>SUBJECT:</b>	EXECUTIVE BUSINESS REPORT		
<b>DATE OF DECISION:</b>	17 March 2021		
<b>REPORT OF:</b>	LEADER OF THE COUNCIL		
<b><u>CONTACT DETAILS</u></b>			
<b>Author</b>	<b>Name:</b>	Felicity Ridgway Policy Manager	Tel: 023 8083 3310
	<b>E-mail:</b>	felicity.ridgway@southampton.gov.uk	
<b>Director</b>	<b>Name:</b>	Mike Harris Deputy Chief Executive	Tel: 023 8083 2882
	<b>E-mail:</b>	mike.harris@southampton.gov.uk	

<b>STATEMENT OF CONFIDENTIALITY</b>	
None.	
<b>BRIEF SUMMARY</b>	
This report outlines the Executive Business conducted since the last Executive Business Report to Full Council on 04 November 2020.	
<b>RECOMMENDATIONS:</b>	
(i)	That the report be noted.
<b>REASONS FOR REPORT RECOMMENDATIONS</b>	
1.	This report is presented in accordance with Part 4 of the Council's Constitution.
<b>ALTERNATIVE OPTIONS CONSIDERED AND REJECTED</b>	
2.	Not applicable.
<b>DETAIL (Including consultation carried out)</b>	
3.	My last Executive Business report was made to this Council in November 2020. This report outlines the activity of the Executive and activities to progress the priorities set out in the Council's Corporate Plan 2020-2025 since November 2020.
<b>Communities, culture and homes</b>	
4.	We experienced a different Christmas this year and although it may seem a long time ago, I want to start by thanking the people of Southampton for continuing to follow precautions and keep each other safe at this difficult time. Despite the challenges of Covid-19, our annual Christmas Toy Appeal received an astonishing 21,661 donated toys – more than double the amount of toys donated last year. This record number of toys was distributed to local children over the Christmas period by council staff.
5.	In the absence of the Christmas Market, the Events Team created sparkle and illumination in the city centre, working collaboratively with GO! Southampton to install festive lights spanning from Bedford Place, along the Cultural Quarter

	and the QE2 mile. This year included not one, but three Christmas trees located in Guildhall Square, Bargate Monument and Bedford Place. The Events Team also co-ordinated festive lighting in the six district shopping centres of Bitterne, Bitterne Triangle, Lordshill, Shirley, Portswood, and Woolston.
6.	A very successful Tenants Winter Housing Conference was held in December 2020, held digitally via Zoom with around 50 attendees. Successfully chaired by Executive Director Mary D'Arcy alongside Cllr Kaur, the conference consulted on next year's rent increase and updated attendees on the exciting new Asset Management Plan and work in tenancy fraud. The conference was not the usual format, but it was informative and well received by attendees.
7.	Contactless payments were introduced at the Itchen Bridge at the end of November 2020 - this has been a long-awaited modernisation making it quicker and easier for drivers to cross the bridge.
8.	Towards the end of last year the council was awarded £154K of government funding to support local authority Covid-19 compliance and enforcement activity. Following a competitive tender process Southampton City Council appointed a local company, Synergy Security, to deliver a Covid-19 Marshals programme across the city. Since the beginning of December 2020 our Covid Marshals patrol the city seven days a week, engaging with members of the public to encourage compliance, and supporting local businesses to help keep everyone safe. Across the team, our Marshals speak 38 different languages, have been able to engage with our diverse communities and are an invaluable source of information as our 'eyes and ears on the ground'.
9.	Our Covid-19 Community Champions have been profiled in the local media, with tenant reps supporting the value of the network on BBC South Today. The network has grown to more than 400 strong with a Young Champions scheme under development with Life Lab and schools. At least 17,500 shielded residents have been contacted via various means including by letter, text and direct phone call, with the Customer Services team maintaining the Covid Residents Helpline which has successfully connected the most vulnerable to support.
10.	This year we will all be taking part in the national census and our libraries have been successful in winning a contract to offer local residents digital support to complete their online census forms. The project runs from March to July 2021 and local people will be able to get support in filling out their online forms by appointment.
11.	The Office of the Police and Crime Commissioner (OPCC) for Hampshire, supported by Southampton City Council, recently made a successful bid to the Safer Streets Fund to tack crime in Southampton's central parks and their immediate surrounds. The successful bid identified 13 objectives supported by 21 items of work, based on data and community consultation. These include the renovation of buildings in Hoglands Park, physical access control to delivery areas for shops, improved lighting, excessive vegetation control to improve vision, and improvements to CCTV in the area. These works are due to be completed by the end of March 2021. In addition to this important investment, the Southampton Violence Reduction Unit has been awarded continued funding for 2021/22 by the Home Office, to continue their work with children and young people and help make Southampton a safer city.



12.	I led work to install a memorial plaque to Charles James Fox in Mayfield Park at the request of a local resident, to commemorate the life of the 18th century anti-slavery campaigner, MP, and former British foreign secretary.
13.	Well done to Aidan Cooper and Becky Davies, two of our colleagues who were recently awarded Solent Mind's External Partner Award for their work on the council's Plants for People Project. The project helps encourage people to get involved in gardening - particularly those who are vulnerable - and has been running for three years in four locations. The project helped many of our residents to get through lockdown, particularly those who live in flats.
	<b>Green City</b>
14.	Our City Services teams have been working with volunteers and partners on our wildflower meadow planting programme, which is ahead of schedule. Wildflower meadows have been sown at a number of locations, including the Millbrook roundabout, Daisy Dip play area, Hoglands Park and Riverside Park. A landscaped wildflower meadow is also in progress at Chapel Road.
15.	A total of 142 solar compactor bins have now been installed across the city. These bins, installed in targeted areas to tackle the issue of litter in the city, are enclosed units containing sensors which activate a compactor mechanism to crush the waste when needed, maximising capacity and minimising the number of collections that need to be made. The bins also currently display anti-littering campaign artwork, and are available for advertisers to secure, providing a valuable income stream for the council.
16.	In December we introduced two new electric vehicles for use by our City Telecare Services Responding Team when doing emergency home visits. The City Telecare Service offers 24 hour help to over 6,300 city residents (and almost 2,700 Portsmouth residents), providing security and peace of mind whilst at home. In 2020, the Responding Team attended over 6,000 emergency calls. The new electric Nissan Leaf electric vehicles are part of the council's commitment to tackling climate change and are at the centre of the Green City agenda which is outlined in the Green City Plan published March 2020.
17.	In February the council took delivery of the first of four all-electric eSwingo compact sweeper vehicles from Aebi Schmidt UK. Charge points have been installed at council depots, supplied by charging specialist JoJu Solar, which is a major supplier under the Central Southern Regional Framework agreement for EV charging infrastructure. The zero-emission eSwingos will contribute to the council's sustainable energy and carbon reduction objectives including helping us to deliver our pledge that all our corporate assets will have a net zero carbon footprint, and 90% of our fleet will be zero-emission by 2030.
	<b>Place Shaping</b>
18.	I announced the establishment of a new Business Task Force (BTF) at Full Council in July 2020, to facilitate business input into the development of council policy. To date, the BTF has met on three occasions, and has had input into the development of the Economic & Green Growth Strategy which is being presented to Cabinet in March 2021.
19.	The Economic & Green Growth Strategy sets out the aspirations of the city's economy to 2030, with a focus on four interrelated themes: supporting people

	in employment, supporting business growth, sustainable place shaping, and placing the city on the international stage. A consultation was launched on 9 December 2020 and ended in January 2021. A total of 453 responses were received, including responses from local residents, businesses and third sector organisations with 65% of respondents telling us that the new strategy will have a positive impact on their businesses or the wider community.
20.	Following a decision in February Cabinet, we announced that management of the Southampton Golf Course will return to the council on 1 April 2021. The council will release Southampton Golf Course operators Mytime Active from their contract from 31 March 2021, with the change of management taking place by mutual agreement. It is anticipated that all current Mytime Active staff members who solely or mainly work at the Southampton course will transfer in their roles over to the employment of the council. The migration process for existing golfers should also be seamless. We are excited to be able to use this opportunity to maximise everything that the municipal golf course has to offer and work on longer-term plans.
21.	Southampton City Council has been awarded £1.25m from the Department for Transport's Active Travel Fund for cycling and walking schemes across the city. These will be implemented from Spring following engagement and consultation with people living, working and using the routes.
22.	The £360K scheme at the junction of Thornhill Park Road and Hinkler Road was completed on time and on budget. This provides new traffic signals and technology with better crossings for people walking and a link to Kootenay Avenue.
23.	Cabinet has agreed to enter into a partnership with University Hospitals Southampton NHS Trust to develop a Park & Ride for Southampton, initially for weekend operation into the city centre. This trial will be funded by the £57M Transforming Cities Fund programme and will have upgraded junctions, bus shelters and facilities.
24.	Following a series of co-design workshops, the council is undertaking work to create a greener, safer and healthier neighbourhood in the St Denys area with an Active Travel Zone (ATZ). This is the second phase of the St Denys ATZ scheme, and works began on 11 January, continuing over a 14-week period.
25.	The site of 103 new homes on 'Starboard Way' (named by Fairisle Junior School) continues to progress, with electrical infrastructure to be installed in February 2021. First units are anticipated to be handed over in June 2021.
26.	We have now confirmed the details of our £18.5m project to overhaul public transport and public spaces in the city centre. Part of the Transforming Cities programme, our proposals focus on transforming gateways into the city centre and creating a greener, more inviting environment. Proposals include the conversion of New Road to promote ties between the city's parks, the cultural quarter and the high street, improvements to Civic Centre Place to make it more pedestrian friendly, and a new multi-modal interchange on the south side of Southampton Central Station.
27.	Southampton City Council has entered into a new partnership with the Department of Work and Pensions (DWP) that aligns national programmes and initiatives with our local needs. We are the first unitary council to enter into this kind of partnership agreement with DWP, with the aim to support unemployed Southampton residents with the skills and experiences they

	need to secure good quality jobs and in doing so, help our businesses to grow.
28.	We are already working with DWP in the roll out of Kickstart - an employment initiative to support young people on Universal Credit, which sees them in fully paid, six-month placements to boost their skills and job prospects. We have also been successful in securing funds from DWP to establish a Young Adults Learning and Employment Hub - an important service to support young people on benefits into the world of work. More plans are being developed with DWP, which we will share in the future.
	<b>Wellbeing – Adults &amp; Health</b>
29.	It continues to be a busy and challenging time for our Adult and Children’s Social Care teams, and our Integrated Commissioning Unit (ICU). Colleagues have been working hard to identify social care frontline staff for the vaccination rollout, alongside a number of important projects to support vulnerable adults in the city. These include delivering £25K winter pressure funding for SO: Lets Connect project to support digitally excluded individuals with identified mental health needs, working with Southampton Voluntary Services (SVS) who have been appointed to provide the coordination of Dementia Friendly Southampton, and working with our Public Health colleagues, in securing additional resources to support sex workers.
30.	Southampton’s new Young Adults Employment Hub was launched on February 19, delivering an innovative approach to supporting young adults whose job prospects have been hit hard by the pandemic. The hub is delivered in partnership by Southampton City Council, the Department for Work and Pensions (DWP), and No Limits, and offers a one-stop-shop advice centre on a range of issues such as housing, benefits, health, and wellbeing.
31.	Southampton City Council has received £587K funding from the Ministry of Housing, Communities, and Local Government (MHCLG) to support local delivery of services that are required as part of the new statutory duties contained within the Domestic Abuse Bill. In addition, MHCLG has funded capacity to support a local needs assessment to gauge the council’s readiness for the Bill. This work coincides with preparations to start the retendering of local Domestic Abuse Services, which will be informed by the requirements of the bill.
32.	From 8 March, we will launch a symptom-free Community Testing Programme targeted at workers that need to leave home to attend work. The key objectives of the programme are to reduce community transmission of Covid-19 by identifying asymptomatic carriage within the Southampton population, ensuring positive cases and their close contacts isolate to avoid passing the virus onto others, and to inform surveillance by contributing to a more accurate picture of incidence, prevalence and trends of Covid-19 in the Southampton population.
33.	Following a successful pilot phase, Southampton Test and Trace service has moved into its production phase covering the whole city and will be in place until June 2021. The key objectives of the local service are to prevent the spread of Covid-19 infection in the city, increasing the proportion of Southampton residents and their close contacts, which are successfully contacted when they have tested positive, and protecting vulnerable residents by providing support to self-isolate through the community support hub. Case numbers as at 25 February 2021 were a total of 1,287 cases received, 665

	successfully followed up and contacted and case completed. The service is funded from the Contain Outbreak Management Fund – since October 2020, Southampton have been awarded £3.6m funding allocation from DHSC to target key interventions to help manage outbreaks, reduce the spread of coronavirus and support local public health.
34.	We also undertook a successful surge testing programme in the SO15 5 area of the city in February. Working in partnership with NHS Test and Trace and DHSC, we asked all adults over the age of 16 in SO15 5 to take a Covid-19 test. As part of this, a Mobile Testing Unit (MTU) was set up, and home test kits were delivered to around 1,700 targeted properties. In total, the council and our partners in DHSC were responsible for the successful delivery of 1,511 tests at the MTU and 2,479 home tests.
35.	On 8 February we held another successful Outbreak Engagement Board. The Board is responsible for strategic oversight of health protection regarding Covid-19 in Southampton, and includes a Q&A session that is open to members of the public. We have received positive feedback from members of the public, including positive feedback on the opportunity to engage in Q&A sessions with local experts, and on the quality of the local leadership through the pandemic.
	<b>Wellbeing – Children &amp; Learning</b>
36.	Since the start of the latest lockdown in January 2021 schools have remained open, and face-to-face education provision has been available for eligible pupils including the children of critical workers and vulnerable children, as well as access for staff to ensure they can deliver learning and check-in with families safely. Now that all pupils are starting to return to schools and colleges, the close collaboration between education leaders, Public Health officers and Education teams will continue to ensure that all the benefits of being back at school can be enjoyed at the same time as remaining as safe and healthy an environment as possible.
37.	The Southampton Music Service has been focussing on diversity and inclusion during the past three months and has developed and successfully achieved funding from various external sources to drive this work forward. The service has also been working to support the City of Culture programme through helping to develop schools' recovery curriculums.
38.	The Phoenix @ Pause Southampton launched as an 18 month pilot last September. The project works with women who have had their children removed permanently from their care to help reduce repeat removals of children and reduce infant entries to care. In the first few months of operation we have had a fantastic response from the women approached and involved in this pilot.

39.	<p>To help us to continue to support children and young people across the city at this difficult time, we are focusing on the continued personal development of our workforce. We have created a Children and Learning Services Academy to deliver our learning and development programme for all staff. The Academy will launch in May 2021 and its core purpose is to:</p> <ul style="list-style-type: none"> <li>• Ensure there are high quality learning and development opportunities that will attract and retain proud, competent and motivated practitioners.</li> <li>• Ensure there is a robust induction, mandatory and core training programme, including the Assessed and Supported Year in Employment (ASYE) programme for newly qualified social workers.</li> <li>• Sustain a learning culture through regular staff conferences, Practice Weeks and Practice Hub bulletins and access to multi-agency training.</li> <li>• Support career progression pathways for staff, including routes into social work for differently qualified staff and apprenticeships.</li> <li>• Promote evidence-based practice, including Research in Practice literature and events.</li> <li>• Support staff to develop and maintain professional practice standards linked to regulatory bodies.</li> <li>• Build adaptive and systemic leadership skills and capacity across all services, for children and their families, to lead our journey to outstanding.</li> <li>• Develop group and individual reflective supervision and learning opportunities, alongside interventions to support the emotional wellbeing and resilience of staff.</li> </ul>
40.	<p>Southampton City Council's Education Welfare Service has agreed a new process with Hampshire Constabulary to support home visits for children who may be of concern to schools, not open to social care, and that schools have been unable to contact through the usual absence procedures. Education Welfare Officers will offer advice and risk assessments to schools, as well as attempt contact. Schools have already begun successfully using this process to re-engage with parents and carers.</p>
	<p><b>Successful, sustainable business</b></p>
41.	<p>The 2021/22 budget, including the council tax, medium term financial forecast and capital programme was agreed by Full Council in February, detailing the financial uncertainty around COVID-19 and its economic effects, which will continue to impact on the costs and funding of the Council into 2021/22. The financial challenge facing the council, with a forecast budget shortfall of £22.5M for the 2022/23 financial year.</p>
42.	<p>National Apprenticeship Week 2021 (08/02 – 14/02) was a huge success with over 30 members of staff attending the virtual drop in to find out more about development opportunities, over 7,000 views of our Apprentice Twitter Takeover posts, 16 former apprentices attending the graduation event hosted by the Chief and Deputy Chief Executive, a highly successful Murder Mystery event and our apprentices were even asked to be interviewed for both the Solent University newspaper and BBC Radio Solent.</p>
43.	<p>On 1 March Fareham Borough Council's Executive on agreed to extend the successful Legal Services Partnership that has been in place since 2011. Since the shared service started it has gone from strength to strength, won national awards including National Legal Team of the year and brought in a not insubstantial income to the council given the size of the service provided</p>

	along with added resilience to both councils. The members and Chief Executive Officer were extremely complimentary about the team’s high standards, cost effectiveness, professional knowledge, “can do” proactive approach and its leadership. It remains a highly respected service.
<b>RESOURCE IMPLICATIONS</b>	
<b><u>Capital/Revenue</u></b>	
	None.
<b><u>Property/Other</u></b>	
	None.
<b>LEGAL IMPLICATIONS</b>	
<b><u>Statutory power to undertake proposals in the report:</u></b>	
	As defined in the report appropriate to each section.
<b><u>Other Legal Implications:</u></b>	
	None.
<b>RISK MANAGEMENT IMPLICATIONS</b>	
	None.
<b>POLICY FRAMEWORK IMPLICATIONS</b>	
	None.

<b>KEY DECISION?</b>	No
<b>WARDS/COMMUNITIES AFFECTED:</b>	All
<b><u>SUPPORTING DOCUMENTATION</u></b>	
<b>Appendices</b>	
1.	None

**Documents In Members’ Rooms**

1.	None
<b>Equality Impact Assessment</b>	
<b>Do the implications/subject of the report require an Equality and Safety Impact Assessment (ESIA) to be carried out.</b>	No
<b>Data Protection Impact Assessment</b>	
<b>Do the implications/subject of the report require a Data Protection Impact Assessment (DPIA) to be carried out.</b>	No
<b>Other Background Documents</b>	
<b>Other Background documents available for inspection at:</b>	
<b>Title of Background Paper(s)</b>	<b>Relevant Paragraph of the Access to Information Procedure Rules / Schedule 12A allowing document to be Exempt/Confidential (if applicable)</b>

1.	None.	
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<b>DECISION-MAKER:</b>	COUNCIL		
<b>SUBJECT:</b>	Pay Policy 2021 - 2022		
<b>DATE OF DECISION:</b>	17 <sup>th</sup> March 2021		
<b>REPORT OF:</b>	Chief Executive		
<b><u>CONTACT DETAILS</u></b>			
<b>AUTHOR:</b>		<b>Head of HR and OD</b>	Tel: 023 8083 2378
	<b>E-mail:</b>	<a href="mailto:Janet.king@southampton.gov.uk">Janet.king@southampton.gov.uk</a>	
<b>Chief Executive</b>	<b>Name:</b>	<b>Sandy Hopkins, Chief Executive</b>	Tel: 023 8083 2966
	<b>E-mail:</b>	<a href="mailto:Sandy.hopkins@southampton.gov.uk">Sandy.hopkins@southampton.gov.uk</a>	

<b>STATEMENT OF CONFIDENTIALITY</b>	
None	
<b>BRIEF SUMMARY</b>	
<p>The purpose of this report is to approve the Pay Policy for 2021-2022. The proposals reflect proposed national agreements and affect all staff of the council with the exception of: Teachers and support staff in Voluntary Aided (VA)/Trust schools; Modern Apprentices (separate pay framework); Non council staff who work for the council (NHS, including Public Health staff who transferred under COSOP (Transfer of Undertakings (TUPE) equivalent) and have retained NHS pay.</p>	
<b>RECOMMENDATIONS:</b>	
(i)	To approve the Pay Policy statement for 2021-2022.
(ii)	To note the continued implementation of the Living Wage Foundation increase as the minimum hourly rate for NJC evaluated posts from 1 <sup>st</sup> April 2021.
(iii)	To note that negotiations for a cost of living award for 2021 as part of the pay agreement for NJC evaluated roles and Chief Officer and Chief Executive pay are ongoing and that implementation of this, once agreed, is delegated to the Service Director HR and OD to be applied for 2021-2022. Budget proposals for 2021-2022 include an indicative uplift of 0.5% across all pay points.
<b>REASONS FOR REPORT RECOMMENDATIONS</b>	
1.	<p><b>Purpose</b></p> <p>This Pay Policy Statement ("Pay Statement") is provided in accordance with the Localism Act 2011 ("Localism Act") and is updated prior to the commencement of each subsequent financial year.</p>
2.	<p><b>Scope</b></p> <p>This Pay Policy Statement sets out Southampton City Council's pay policies relating to its workforce (excluding the groups noted above) for the financial year 2021-2022, including the remuneration of its Chief Officers, lowest paid staff and the relationship between its Chief Officers and the staff who are not Chief Officers.</p>

	<p>The Localism Act 2011 (the Act) reflects a requirement for transparency over both senior council officers’ pay and that of the lowest paid staff. To support this, the Act requires councils to publish an annual Pay Policy Statement covering Chief Officers (both Statutory and Non-Statutory Chief Officers and Deputy Chief Officers), a comparison of policies on remunerating Chief Officers and other staff and 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 reward strategy for the whole workforce.</p> <p>The Act requires councils to include the following in their Pay Policy Statement:</p> <ul style="list-style-type: none"> <li>• the level and elements of remuneration for Chief Officers;</li> <li>• the remuneration of its lowest-paid employees (together with definition of “lowest-paid employees” and reasons for adopting that definition);</li> <li>• policy on the relationship between the remuneration of Chief Officers and other officers;</li> <li>• policy on other specific aspects of Chief Officers’ remuneration;</li> <li>• remuneration on recruitment, increases and additions to remuneration;</li> <li>• use of performance-related pay and bonuses, termination payments, and transparency.</li> </ul> <p>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.</p> <p>The Pay Policy Statement can be amended in-year but must be:</p> <ul style="list-style-type: none"> <li>• approved formally by the Council meeting itself;</li> <li>• approved by the end of March each year;</li> <li>• published on the authority’s website (and in any other way the authority chooses);</li> <li>• complied with when the authority sets terms and conditions for Chief Officers.</li> </ul>
3.	<p><b>Context</b></p> <p>The Pay Policy also reflects the collective national agreements for NJC evaluated roles and Chief Officer and Chief Executive pay. Implementation of this Pay Policy is in accordance with the Revenue Budgets approved for 2021/2022.</p>
4.	<p><b>Changes in legislation and national policies</b></p> <p>The intended legislation to implement a cap (£95,000) on termination payments to staff has been revoked (February 2021) and requires no further action at this time.</p> <p>The council’s gender pay reporting requirements are published on the council’s website as part of the Transparency Code as per the requirement from 2018 onwards.</p> <p>The current pay gap shows that women’s hourly rate is:</p> <ul style="list-style-type: none"> <li>• 3% lower (mean)</li> <li>• 3% lower (median)</li> </ul> <p>The Council’s mean and median gender pay gap is significantly lower than the UK national average, which is estimated at 15.5% based on data from the Office of National Statistics (ONS).</p>

	<p>Whilst the council does have a much lower gender pay gap than the national average, we recognise that a small gender pay gap does still exist due to the nature of our workforce profile and the job roles that men and women are employed to do.</p> <p>Whilst we have higher female representation in all our pay quartiles, we have a larger proportion of women in our lower pay quartiles, which explains our mean and median gender pay gap of 3% and 3% respectively. Within our lower pay quartiles, most of these roles are part time, therefore these tend to be more likely to be held by women. 32% of our workforce are Part Time of which 87% are female and 13% male. (It is estimated that 77% of part time workers in the UK are women).</p> <p>The Council has significant female representation in our upper pay quartiles, demonstrating that we have a good gender balance amongst our most senior roles. At the time of publication, our Chief Executive is female and 57% of our current Executive Management Team are women.</p>
5.	<p><b>Definitions</b></p> <p>For the purpose of this Pay Statement the following definitions apply:</p> <ul style="list-style-type: none"> <li>• “Pay” in addition to base salary includes charges, fees, allowances, benefits in kind, increases in/enhancements to pension entitlements and termination payments.</li> <li>• “Chief Officers” refers to the following roles within the Council: <ul style="list-style-type: none"> <li><i>Statutory Chief Officer roles are:</i> <ol style="list-style-type: none"> <li>a) Chief Executive, as Head of Paid Service</li> <li>b) Service Director – Legal &amp; Business Operations (Monitoring Officer)</li> <li>c) Executive Director – Wellbeing Children &amp; Learning (DCS)</li> <li>d) Executive Director Wellbeing Health and Adults (DASS)</li> <li>e) Executive Director – Finance and Commercialisation (Chief Financial Officer, as Section 151 Officer)</li> <li>f) Director of Public Health</li> </ol> </li> <li><i>Non Statutory Chief Officer roles are</i> <ol style="list-style-type: none"> <li>a) Executive Director Business Services (Deputy Chief Executive)</li> <li>b) Executive Director Place</li> <li>c) Executive Director Communities, Culture and Homes</li> <li>d) Service Director – Human Resources and Organisational Development</li> <li>e) Service Director – Business Development</li> <li>f) Service Director Children’s Services</li> </ol> </li> </ul> </li> <li>• The wider leadership team also includes Chief Officers that report directly to/or are accountable to a statutory or non-statutory Chief Officer in respect of all or most of their duties. These are Divisional Heads of Service graded at a Chief Officer grade.</li> <li>• “Lowest paid employees” refers to those staff 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 the posts have been assessed through the NJC Job Evaluation Scheme as having the least amount of complexity and responsibility.</li> </ul>

	<ul style="list-style-type: none"> <li>• “Employee who is not a Chief Officer” refers to all employees who are not covered under the “Chief Officer” pay scale group above. This includes the “lowest paid employees” i.e. employees on Grade 1 and all other staff up to and including Grade 13.</li> </ul>															
6.	<p><b>Relationship between remuneration of "Chief Officers" and "employees who are not Chief Officers"</b></p> <p>This relates to the ratio of the Council’s definition of “Chief Officers” and the median average earnings across the whole workforce as a pay multiple. The Council's highest paid employee is the Chief Executive (Head of Paid Service). The median Full Time Equivalent (FTE) salary has been calculated on all taxable earnings for the financial year 2020-2021, which includes basic salary and any contractual allowances/payments. The median salary and ratio for 2021 is calculated using pay data for all permanently employed staff. The 2021/22 budget has an allocation of 0.5% uplift across all pay points to reflect the low interest rates prevalent over the last year. The ratio of the Council’s highest paid employee and the median average earnings across the whole workforce is published for comparison with the April 2020 position.</p> <table border="1" data-bbox="331 869 1423 1335"> <thead> <tr> <th></th> <th>April 2020 (£)</th> <th>April 2021 (£)*</th> </tr> </thead> <tbody> <tr> <td><b>Highest paid employee</b></td> <td>181,880</td> <td>189,180</td> </tr> <tr> <td><b>Median FTE salary</b></td> <td>30,931</td> <td>31,085</td> </tr> <tr> <td><b>Ratio</b></td> <td>5.88 : 1</td> <td>6.08 : 1</td> </tr> <tr> <td></td> <td></td> <td>*2021 pay award not yet confirmed – 0.5% <b>indicative budget figure included, at top of each grade.</b></td> </tr> </tbody> </table>		April 2020 (£)	April 2021 (£)*	<b>Highest paid employee</b>	181,880	189,180	<b>Median FTE salary</b>	30,931	31,085	<b>Ratio</b>	5.88 : 1	6.08 : 1			*2021 pay award not yet confirmed – 0.5% <b>indicative budget figure included, at top of each grade.</b>
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7.	<p><b>Pay Framework and remuneration levels – general</b></p> <p>The pay structure and pay scales have been designed to enable the council to recruit and retain suitably qualified staff at all levels to meet the outcomes detailed in the Council Strategy and associated outcome plans within an affordable financial framework. With a diverse workforce the council recognises that the Pay Policy needs to retain enough flexibility to cope with a variety of circumstances that can arise and may necessitate the use of market supplements or other such mechanisms for individual categories of posts where appropriate. The decision to apply a market premium will be approved by the Chief Executive and the Organisational Design Board based on advice from the Service Director HR and OD. Any approved premium will be subject to an annual review.</p>															
8.	<p><b>Responsibility for decisions on pay structures</b></p> <p>It is essential for good governance that decisions on pay are made in an open 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>															

	<p>The current mainstream pay structure was implemented from June 2015 under the Pay &amp; Allowances Framework collective agreement. The pay structure for Chief Officers and Service Leads on CO Grades (Deputy Chief Officers) is determined separately and pay rates are assessed through the Hay job evaluation process.</p> <p>The Service Director HR and OD has the delegated authority to amend the pay levels to reflect the nationally agreed pay award for 2021.</p>
9.	<p><b>Pay scales and grading framework</b></p> <p>All staff below the level of Chief Executive, Chief Officers and some Heads of Service are within the main council Pay Scale (except for teachers).</p> <p>The main council pay scale consists of 56 pay spine points (SCP) within 13 grades with grade 1 being the lowest and grade 13 the highest. All staff 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. The 2019 compression of spinal column points was in line with the national pay agreement to be implemented by the council within budget and without affecting the top of any current grade or number of overall grades within the pay scale. All main scale posts are paid within the range £17,842 (Foundation Living Wage (FLW) 2019/2020) to £64,145 per year (2020 figures and subject to 2021/22 national pay agreement). 2021/2022 pay range will reflect the 2021 FLW figure (minimum hourly rate of £9.50) and the nationally agreed pay award once this is confirmed and will be effective from 1<sup>st</sup> April 2021.</p>
10.	<p>The council has committed to ensuring that all staff receive a rate of pay at least equal to a Living Wage (in line with the Living Wage Foundation review and recommendations) and applies an additional payment to staff on any hourly pay rate which falls below the Foundation Living Wage. This has had the on-going effect of increasing annual salaries for the lowest paid council staff.</p>
11.	<p>Details of the Chief Officer pay scales (<b>Appendix 1</b>) and the council's mainstream pay structure (<b>Appendix 2</b>) are appended to this Statement, are published on the council's website and reflect the position with effect from 1<sup>st</sup> April 2021 (Note; these charts are pre any confirmed pay award).</p>
12.	<p>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 as per the recommendation for 2021-2022. If there is an occasion where to apply nationally agreed pay awards would distort the local pay structures, alternative proposals are developed, discussed with the trade unions and brought to Elected Councillors for formal approval.</p>
13.	<p><b>Remuneration – level and element</b></p> <p>“Chief Officers” are identified at 3 above. They are all paid within the council's pay structures as follows (2020-2021 figures as 2021 pay award yet to be confirmed):</p> <ol style="list-style-type: none"> <li>a. Chief Executive, as Head of Paid Service will be paid a salary within the grade range £158,504 to £188,239. (2020/21 pay level)</li> </ol>

	<p>b. Statutory and Non-Statutory Chief Officers/Managers of the council's 700 services (deputy chief officers) will be paid a salary within the grade range £66,683 to £153,144 (2020/21 pay levels) according to post rating under the Hay scheme (CO5 to CO1A). Details of Chief Officer and Heads of Service remuneration are published on the council's website.</p>
14.	<p><b>Bonuses and Performance related pay</b> There is no provision for bonus payments or performance related pay awards to any level of employee. There is, however, an honorarium provision for an agreed sum or an accelerated increment which may be awarded where an employee performs duties outside the scope of their post over an extended period or where there are agreed, short term additional duties and responsibilities. All such payments/increments are subject to approval by an Executive Director and must be within existing budget provision.</p>
15.	<p><b>Other pay elements</b> The pay structure for Chief Officers takes account of the clearly defined additional statutory responsibilities in respect of the Section 151 and Monitoring Officer roles.</p>
16.	<p><b>Charges, fees or allowances</b> Allowances or other payments, for example linked to irregular or unsocial hours working, standby, first aid / fire responsibilities etc. are paid, as appropriate, to staff below Chief Officer pay grade in connection with their role or the pattern of hours they work and in accordance with the council's standard framework (<b>Appendix 3</b>) and national collective agreements. The attached framework will be revised and republished once any confirmed pay award for 2021/22 is agreed.</p>
<b>ALTERNATIVE OPTIONS CONSIDERED AND REJECTED</b>	
	N/A
<b>DETAIL (Including consultation carried out)</b>	
	N/A
<b>RESOURCE IMPLICATIONS</b>	
<b><u>Capital/Revenue</u></b>	
	The implementation of the Pay Policy is in accordance with the council's Revenue Budgets approved for 2021/22.
<b><u>Property/Other</u></b>	
	N/A
<b>LEGAL IMPLICATIONS</b>	
<b><u>Statutory power to undertake proposals in the report:</u></b>	
	Localism Act 2011
<b><u>Other Legal Implications:</u></b>	
	N/A
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<b>RISK MANAGEMENT IMPLICATIONS</b>	
	None
<b>POLICY FRAMEWORK IMPLICATIONS</b>	
	None

<b>KEY DECISION?</b>	<b>No</b>
<b>WARDS/COMMUNITIES AFFECTED:</b>	None
<u>SUPPORTING DOCUMENTATION</u>	
<b>Appendices</b>	
1.	Chief Officer Pay scales
2.	Main pay scales Grades 1-13
3.	Allowances Framework

**Documents In Members' Rooms**

1.	None
2.	

**Equality Impact Assessment**

<b>Do the implications/subject of the report require an Equality and Safety Impact Assessment (ESIA) to be carried out.</b>	<b>No</b>
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**Data Protection Impact Assessment**

<b>Do the implications/subject of the report require a Data Protection Impact Assessment (DPIA) to be carried out.</b>	<b>No</b>
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**Other Background Documents**

**Other Background documents available for inspection at:**

	<b>Title of Background Paper(s)</b>	<b>Relevant Paragraph of the Access to Information Procedure Rules / Schedule 12A allowing document to be Exempt/Confidential (if applicable)</b>
1.		
2.		

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### Chief officer pay scales - April 2020

Grades	Grades	SCP	Hourly rate	Annual salary*
CO5		70	£34.56	£66,683
CO5		71	£35.40	£68,297
CO5		72	£36.25	£69,944
CO5		73	£37.13	£71,638
CO4APR0		74	£38.03	£73,373
CO4APR0		75	£38.95	£75,149
CO4APR0		76	£39.90	£76,971
CO4APR0		77	£40.86	£78,828
CO4APR0	CO3APR08	78	£41.85	£80,734
	CO3APR08	79	£42.86	£82,689
	CO3APR08	80	£43.90	£84,691
CO2.5APR08	CO3APR08	81	£44.96	£86,737
CO2.5APR08	CO3APR08	82	£46.05	£88,840
CO2.5APR08		83	£47.16	£90,991
CO2.5APR08		84	£48.30	£93,191
CO2.5APR08	CO2.3APR08	85	£49.47	£95,443
	CO2.3APR08	86	£50.67	£97,759
	CO2.3APR08	87	£51.90	£100,121
	CO2.3APR08	88	£53.15	£102,546
	CO2.3APR08	89	£54.44	£105,022
		90	£55.76	£107,570
CO2.1APR08		91	£57.10	£110,171
CO2.1APR09		92	£57.34	£110,629
CO2.1APR10		93	£58.72	£113,297
CO2.1APR11		94	£60.15	£116,042
CO2.1APR12		95	£61.60	£118,848
		96	£63.09	£121,728
		97	£64.61	£124,648
CO1.2		98	£66.16	£127,639
CO1.2		99	£67.75	£130,704
CO1.2		100	£69.67	£134,417
CO1.2		101	£71.59	£138,126
CO1.1		102	£73.88	£142,543
CO1.1		103	£76.69	£147,966
CO1.1		104	£79.38	£153,144
CHIEF		105	£82.16	£158,504
CHIEF		106	£85.03	£164,050
CHIEF		107	£88.01	£169,797
CHIEF		108	£91.09	£175,735
CHIEF		109	£94.27	£181,881
CHIEF		110	£97.57	£188,239

\*rounded to the nearest £ (in this document - not in your pay)

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### Southampton City Council



### Pay scales - April 2020

Grade	SCP	Hourly rate	Annual salary*
1	1	£9.25	£17,842
2	2	£9.43	£18,198
3	3	£9.62	£18,562
3	4	£9.81	£18,933
4	5	£10.01	£19,312
4	6	£10.28	£19,841
5	7	£10.41	£20,092
5	8	£10.71	£20,655
5	9	£10.91	£21,053
5	10	£11.05	£21,322
5	11	£11.31	£21,811
6	12	£11.59	£22,368
6	13	£11.73	£22,627
6	14	£11.96	£23,080
6	15	£12.32	£23,760
6	16	£12.45	£24,012
6	17	£12.69	£24,491
Not in use	18	£12.95	£24,982
7	19	£13.21	£25,481
7	20	£13.47	£25,991
7	21	£13.74	£26,511
7	22	£14.02	£27,041
7	23	£14.38	£27,741
7	24	£14.86	£28,672
7	25	£15.33	£29,577
8	26	£15.78	£30,451
8	27	£16.25	£31,346
8	28	£16.71	£32,234
8	29	£17.06	£32,910
8	30	£17.51	£33,782
9	31	£18.00	£34,728
9	32	£18.53	£35,745
9	33	£19.14	£36,922
9	34	£19.64	£37,890
9	35	£20.16	£38,890
10	36	£20.67	£39,880
10	37	£21.19	£40,876
10	38	£21.71	£41,881
10	39	£22.20	£42,821
10	40	£22.73	£43,857
11	41	£23.25	£44,863
11	42	£23.77	£45,859
11	43	£24.28	£46,845
11	44	£24.76	£47,773
11	45	£25.28	£48,765
11	12	£25.79	£49,764
11	12	£26.31	£50,756
12	48	£26.83	£51,759
12	49	£27.78	£53,593
12	50	£28.57	£55,122
12	13	£29.26	£56,443
13	52	£29.97	£57,818
13	53	£30.69	£59,205
13	54	£31.52	£60,810
13	55	£32.37	£62,454
13	56	£33.25	£64,145

\*rounded to the nearest £ (in this document - not in your pay)

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# Southampton City Council

Human resources and organisational development

## Allowances framework 2020

**Go to**

[Standard](#) | [Overtime](#) | [Unsocial](#) | [Bank holidays](#) | [Shift](#) | [Tool](#) | [Standby/callout](#) | [Car](#) | [First aid and wellbeing](#) | [Fire marshal](#) | [Emergency](#) | [Mileage](#)

### Standard hours

Standard week	<b>37 hours Monday to Friday</b>	When you have worked your contractual hours, you are paid overtime. If your contract hours are over 37, these hours are paid at plain time.
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### Weekend hours

Saturday and Sunday	<b>Time and a half (1.5)</b>	Where your weekend hours are a part of your normal working week. Not including irregular hours.
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### Overtime / additional hours: hours worked over standard week (37 hour)

Grades 1 – 7	<b>1.5 OR 1.5 in lieu</b>	- your overtime / additional hours must have approval - if you work in areas working irregular hours, your overtime includes the enhanced rate of pay for the post.
Grades 8 - 13	<b>Plain time</b> (except at weekends)	
Chief officers	<b>Unavailable</b> (unless agreed in advance in exceptional circumstances)	

### Bank holidays

If you are required to work a bank holiday you get:	Your usual contractual pay
	Plus – plain time for your hours worked
	Plus – time off in lieu (to take later)

### Shift (irregular) hours

You need to meet the following conditions for shift (Irregular) hours:	The service operates contractual hours including evenings, nights and weekends
	Time bands: 6:30-12pm (midnight) or 12.01-7:30am
	Enhancement is paid for all hours and all days, including weekends
15% enhancement	10% enhancement
You work a pattern of hours over the week and contract hours include time before 7:30am <b>and</b> after 6:30pm	You work a pattern of hours over the week or contractual hours include time before 7:30am <b>or</b> after 6:30pm
Your hours vary week to week as part of your rota	Your hours vary week to week as part of your rota

### Fixed unsocial hours / night workers

If you work fixed and regular hours over the week and 30% or more of your contract hours are before 7:30am <b>or</b> after 6:30pm		
Monday – Friday	<b>6% enhancement per hour</b>	
Saturday and Sunday	<b>1.5 per hour</b>	Weekend working is a part of your normal working week

## Standby and callout

Standby payment		Stand-by allowance for social workers/managers	
Monday – Friday	<b>£14.41</b>	Nightly (pro rata per 24 hours)	<b>£29.83</b>
Saturday	<b>£16.76</b>	Includes first hour of any calls	
Sunday/Bank Holiday	<b>£21.91</b>		
Weekly (excluding bank holidays)	<b>£111.72</b>		

### Call out – for out of hours, emergency issues or areas requiring duty of care

In service areas where attendance on site is not required and the “call-out” can be done by telephone from home, 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 includes to site and back home.

Call-out and stand-by is voluntary for all staff and your hours need approval by your line manager, in advance.

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

If you work call-out hours on a bank holiday, you get the usual [bank holiday pay](#)

## More allowances

### Car user

Contractual car user:	<b>£40</b> – monthly allowance (and non-contributory car pass)	Mileage at HMRC <a href="#">rates</a>
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### First aid | Fire-marshal | Wellbeing champion | Mental health first aider

Standard Allowance - **£144.43 a year**

If your job needs you to be first aid or fire marshal trained, you do not get the allowance. It forms part of your job evaluation.

### Emergency planning: duty volunteer allowance

Standard Allowance - **£144.43 a year**

Volunteers - qualified (in date), trained, with approved business need.

Volunteers will be on the duty rota. Emergency planning duty posts get an extra 'call-out duty' payment at the normal hourly rate, on top of the flat allowance rate.

### Tool allowance

Selected posts paid allowance and allowance. See your red book for the rates.

### Mileage rates – (HMRC rates)

Car	<b>45p</b>
Car (over 10,000 miles)	<b>25p</b>
Motorcycles	<b>24p</b>
Bicycles	<b>20p</b>

<b>DECISION-MAKER:</b>	COUNCIL
<b>SUBJECT:</b>	BID TO BE UK CITY OF CULTURE: FUTURE COUNCIL SUPPORT
<b>DATE OF DECISION:</b>	17 MARCH 2021
<b>REPORT OF:</b>	COUNCILLOR KAUR CABINET MEMBER FOR CULTURE AND HOMES

<b><u>CONTACT DETAILS</u></b>			
<b>Executive Director</b>	<b>Title</b>	Communities, Culture and Homes	
	<b>Name:</b>	Mary D’Arcy	Tel: 023 80834611
	<b>E-mail:</b>	Mary.D’Arcy@southampton.gov.uk	
<b>Author:</b>	<b>Title</b>	Project Manager	
	<b>Name:</b>	Tom Tyler	Tel: 023 80832695
	<b>E-mail:</b>	Tom.Tyler@Southampton.gov.uk	

**STATEMENT OF CONFIDENTIALITY**

Appendix 1 of this document is confidential under the Constitution, Access to Information Procedure Rules, section 10.4, category 3 Information relating to the financial or business affairs of any particular person (including the Authority holding that information). It is not in the public interest to disclose this information as the appendix contains commercially sensitive information in relation to Southampton’s UK City of Culture Bid. It would prejudice Southampton 2025 Trust’s ability (on behalf of Southampton) to fairly and competitively bid to become UK City of Culture 2025 if this information were to be in the public domain at this time.

**BRIEF SUMMARY**

At the Southampton City Council (the Council) Annual General Meeting in May 2019, a joint motion was carried to support and progress a UK City of Culture 2025 bid (‘the bid’) for Southampton.

Members agreed that Southampton should invest in bidding to be the UK City of Culture in a meaningful way, given the long term economic benefits; opportunities for young people; regional, national and international profile raising for the City as well as helping to address the social needs of our city, using culture as a catalyst to bring the City together and drive change. Since this agreement, the impact of the coronavirus pandemic has been felt by all, making this investment even more timely, as becoming the UK City of Culture 2025, would also be an important element in Southampton’s recovery from the Covid19 pandemic.

Throughout 2017, the value of tourism to the city of Hull, as a result of being awarded UK City of Culture status was £300M, with over 6 million visits to the city. One in four businesses within the city employed new staff and more than 800 new jobs were created in the cultural and visitor economy sector leading up to the year itself. During

Hull's year of being the UK City of Culture in 2017, 9 out of 10 residents engaged with at least one cultural event and over 56,000 school children took part in activities, with 34% reporting improvements in their self-esteem.

The Southampton 2025 Trust is responsible for delivery of the bid on behalf of the city and any winning bid's; programming, marketing and communications, fundraising, community engagement and legacy for Southampton's UK City of Culture 2025. The Trust (in its current form) was established in early 2020 by founding partners Southampton City Council, University of Southampton, Solent University Southampton and GO! Southampton.

In addition to the resources directly provided by Southampton City Council, the development of the bid is supported by significant dedicated resources provided by the bid partners, GO! Southampton, Solent University and University of Southampton, as well as the resources of many business, creative and third sector partners across the City.

As the primary partner to Southampton's bid to be UK City of Culture in 2025, the Council is asked to make a financial commitment to the delivery of the UK City of Culture programme and associated activity in the event that the bid is successful, clearly underlining the support already in place for the bidding process. Demonstrating its ongoing commitment to supporting the bid's development and submission.

Based on the experience of previous UK City of Culture processes, it is anticipated, that the Council will be asked to enter into a memorandum of understanding (MOU) with the Department of Digital, Culture, Media and Sports (DCMS) on behalf of the city. This MOU would have the Council commit to acting as a guarantor for delivery of the programme and other contractual arrangements made by the Trust with Sponsors and other funding bodies. This is in line with the commitments made by previous winning city's such as Hull and Coventry.

The leadership and financial commitment from the Council will demonstrate the continued value and support the Council has, for the development and submission of a successful bid. This will in turn strengthen the Bid and enable the team to cite the Council and other partners as examples to lever further investment from a wide range of organisations, agencies and individuals.

Both the funding requested within this paper and the requirement for the Council to act as guarantor will only be triggered if Southampton wins the UK City of Culture 2025 title.

**RECOMMENDATIONS:**

	(i)	To approve a one-off drawdown of reserves for 22/23 financial year and then the inclusion of the UK City of Culture funding into the medium-term financial plan as per appendix 1 of this report, should Southampton be awarded the title of UK City of Culture for 2025.
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	(ii)	To approve the Council acting as guarantor for the UK City of Culture 2025 programme, should Southampton be awarded the title of UK City of Culture for 2025.
	(iii)	To grant the Executive Director for Community, Culture & Homes the delegated authority to award a grant to Southampton 2025 Trust up to the value of the requested funds in appendix 1, over the period April 2022 – March 2027 (subject to Council Budget process) only if Southampton is successful in its bid to become UK City of Culture 2025 and subject to consultation with the Cabinet Member for Culture and Homes.

### REASONS FOR REPORT RECOMMENDATIONS

1	The UK City of Culture competitions in 2013 and 2017 have evidenced the significant tangible and intangible social, economic and environmental impact that winning this accolade can have on cities, through the prism of Culture and as an agent for investment and change. The recent City Survey showed that 82% of respondents supported Southampton's bid to become UK City of Culture.
2	Throughout 2017, the value of tourism to the city of Hull as a result of being awarded UK City of Culture status was £300M, with over 6 million visits to the city. 1 in 4 businesses within the city employed new staff and more than 800 new jobs were created in the cultural and visitor economy sector leading up to the year itself. During Hull's year of UK City of Culture in 2017, 9 out of 10 residents engaged with at least one cultural event and over 56,000 school children took part in activities, with 34% reporting improvements in their self-esteem.
3	<p>As the primary partner of UK City of Culture 2025 bid the Council is asked to make a financial commitment to the UK City of Culture process to demonstrate its ongoing commitment to supporting the bid's development and submission. The leadership and financial commitment from the Council will demonstrate the value and support it has given to the bid. This will strengthen the Bid and enable the team to cite the Council and other partners as examples to lever further investment from a wide range of organisations, agencies and individuals.</p> <p>Should Southampton win the title of UK City of Culture, provision of funds from the Council and through fundraising would place the city in a strong position to bid for match funding grants by organisations such as Arts Council England and Heritage Lottery Fund, in the past both organisations have held ringfenced funding for the winning city.</p>
4	The details behind the proposed funding model can be found in appendix 1.

### ALTERNATIVE OPTIONS CONSIDERED AND REJECTED

5	<b>No financial Contribution from the council</b> – This option is not recommended as it would significantly damage the potential for the city to win the competition. This option would be seen as a lack of commitment to the process and would damage the potential for securing funding from other sources.
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6	<b>Lower financial contribution</b> – This option is not recommended as it is anticipated that a lower financial contribution would be damaging to the bid application and would not be seen as favourable during the judging process, showing a lack of ambition to win the title.
7	<b>Higher financial contribution</b> – This option is not recommended. While a higher contribution than that which has been requested is possible, it was determined that this was not justified. A higher contribution could be used positively, but the model to develop the funding request focused on using comparator data to develop an evidence-based request and the justification for a higher contribution was not considered to be viable.
8	<b>Delay the decision on funding until post the Award of the Title</b> – The Council could defer its decision on providing funding until post the award to the winning location. However this option is not recommended as it would significantly damage the potential for the city to win the competition. This option would be seen as a lack of commitment to the process, provide no underwriting of the bid programme (a requirement of the bid) and would damage the potential for the city to win the competition. Other competitors with confirmed Local Authority funding would be placed in a stronger position than Southampton within the bid process.
<b>DETAIL (Including consultation carried out)</b>	
9	<p>At the Southampton City Council (the Council) Annual General Meeting in May 2019, a joint motion was carried to support and progress a UK City of Culture 2025 bid ('the bid') for Southampton. It was agreed that Southampton should bid for UK City of Culture in a meaningful way, due to the economic benefits it can bring; opportunities for young people; putting Southampton on the map and its ability to help address the social needs of our city. The UK City of Culture process will also be an important element of the city's post Covid recovery.</p> <p>The bid team has formed over the past 12 months, building on the preparatory and restructuring work Council colleagues and city partners (Southampton City Council, University of Southampton, Solent University Southampton, GO! Southampton) undertook in order to create the conditions for a successful and collaborative bid, through the ongoing work of the Southampton 2025 Trust and its partners. The team is led by Bid Director Claire Whitaker OBE.</p> <p>Following the Council joint motion on submitting a UK City of Culture 2025 bid, a budget was put in place during the 20/21 financial year to support the initial development of the bid. Ongoing funding for the development of a comprehensive and winning bid was included in the Council budget for the 21/22 financial year, considered at the 24th February 2021 Council meeting.</p> <p>In addition to the resources directly provided by Southampton City Council, the development of the bid is supported by significant dedicated resources provided by the city partners, GO! Southampton, Solent University and University of Southampton, as well as the resources of many business, creative and third sector partners across the City. These commitments and the work completed to date, demonstrate the depth of commitment and passion</p>

	that is being galvanised by Southampton’s ambition to become UK City of Culture in 2025, and the legacy benefits that it brings.
10	<p>To date the bid team have undertaken significant consultation activity and received a large number of survey responses from the city and wider region. This has included stakeholder engagement sessions with: Artists, Cultural and Creative Sectors, Businesses, Residents, Councillors, statutory partners and key institutions in the city. Most importantly, the consultation continues to focus on reaching residents from across the City, encouraging participation from underrepresented groups to ensure that many city-wide voices are heard and contribute towards shaping Southampton’s bid. The outcomes of the consultation activity are in the process of final analysis and have been added to the extensive baselining research already undertaken by colleagues at the University of Southampton and the Council.</p> <p>Using the data gathered to date, the themes for Southampton’s bid are developing and will inform the programme of activity for 2025. This information is critical to shaping the bid application which will be submitted when the new process has been announced (likely to be early 2022, but this is yet to be confirmed).</p> <p>The work being undertaken is driven by a passion to meet the Council’s and the City’s ambitions to become Greener, Healthier and Fairer, and improve outcomes for residents, businesses and visitors to the City for many years to come by delivering a comprehensive bid.</p> <p>The ability to deliver social and economic change have been documented by previous UK City of Culture title holders and with legacy planning as a consideration through all stages of planning, there is the ability to embed these changes for the long term.</p>
11	<p><b>Social impact for previous winners</b></p> <p>During the 2013 Derry-Londonderry UK City of Culture, 91% of local residents rated the value of UK City of Culture as 7/10 and 83% of the most deprived parts of the city attended a UK City of Culture event.</p> <p>During 2017 Hull built on the experiences of Liverpool (European City of Culture) and Derry-Londonderry. During Hull’s year of culture 9/10 residents engaged with at least one cultural activity. 100+ schools engaged in the “No Limits” learning programme which taught teachers how to use culture and creativity within their lessons to inspire, engage and innovate how students engaged with their studies. Throughout Hull’s year of culture 56,000 young people took part in activities with 34% reporting improvements in self-esteem.</p>
12	<p><b>Economic impact for previous winners</b></p> <p>Derry-Londonderry reported a financial impact of £500M, with over 1M people visiting the city during its year of culture, with 40 new businesses opening in the city during this period.</p>

	<p>Hull reported a total of £300M+ value of tourism during 2017 with over 6M visits to the city. Since being awarded the 2017 title for UK City of Culture in 2013, over 800 new jobs were created in the cultural and visitor economy sector. Hotel occupancy in the city increased by +10.5% and 1 in 4 businesses employed new staff in 2017.</p>
13	<p><b>Legacy potential</b></p> <p>While benefits during the year of culture itself are important, so are the long-term changes that come from winning the competition. Previous winners such as Hull and Derry-Londonderry have not managed to leverage the competition to deliver the longer term change possible. The legacy element of the competition is a vital part of any bid and this is reflected in the financial contribution requested for 2026, which will be used to embed the legacy programme of the 2025 UK City of Culture year.</p>
14	<p>As part of the City's bid to be the UK City of Culture 2025, there will be an expectation that there is commitment from the City to host and deliver a programme of events to build capacity throughout the Cultural sector in the years leading up to 2025; a year of City wide cultural activities in 2025 and a final 'legacy year' that will cement the outputs of our programme in 2026. Whilst the bid is expected to be supported by commercial and other agreements that will enable this work to take place, there is an expectation that key anchor institutions within the City will commit resource to support the bid delivery during this period.</p> <p>Southampton City Council is in the process of reviewing all existing and planned programmes of work including; infrastructure, place shaping and engagement activities to identify how they do or could work alongside and with UK City of Culture in 2025. Should the city be successful in the bid to become 2025 UK City of Culture, the Council will be responsible for the city's readiness, including: infrastructure, Destination Management Plan, liaison with statutory services and Culture and Heritage strategy. The Council will also review any other relevant policies and strategies to ensure that they are aligned to the successful delivery of the City of Culture Programme, with any proposed changes to local policy identified as part of this review following appropriate governance procedures.</p> <p>Southampton 2025 Trust is responsible for delivery of the bid and any winning bid's programming, marketing and communications, fundraising, Community Engagement and legacy for Southampton's UK City of Culture 2025.</p> <p>The financial responsibility for the Trust's activities as a business and charity, lie with the Chair and Trustees. However, it is anticipated based on the experience of previous UK City of Culture processes, that the Council will be asked to enter into a memorandum of understanding (MOU) with the Department of Digital, Culture, Media and Sports (DCMS) on behalf of the city. This MOU would have the council commit to acting as a guarantor for delivery of the programme and other contractual arrangements made by the Trust with Sponsors and other funding bodies. Cllr Satvir Kaur (Cabinet Member for Culture and Homes) is a Trustee of Southampton 2025 Trust providing oversight on behalf of Southampton City Council. Quarterly reporting on the</p>

	<p>bid's development and financial position is provided to the Trust, to the Director for Communities Culture and Homes and the lead Cabinet Member.</p> <p>This paper will summarise the requested funding to be allocated in the Medium-Term Financial Strategy for the remainder of UK City of Culture process by the Council, should Southampton win the competition.</p>
<b>RESOURCE IMPLICATIONS</b>	
<b><u>Capital/Revenue</u></b>	
15	All financial implications are considered in appendix 1.
<b><u>Property/Other</u></b>	
16	N/A
<b>LEGAL IMPLICATIONS</b>	
<b><u>Statutory power to undertake proposals in the report:</u></b>	
17	Subject to certain restrictions, none of which apply here, Section 1 of the Localism Act 2011 gives the Council a general power of competence to do anything that individuals may do, including making financial contributions to activities which contribute to the wellbeing or benefit of its community and residents.
<b><u>Other Legal Implications:</u></b>	
18	None
<b>RISK MANAGEMENT IMPLICATIONS</b>	
19	<p>A Risk Register is in place which identifies the key risks, together with the associated actions and mitigations, in respect of the development and delivery of the bid. The risk register has been developed by the bid team and is reviewed on a bi-monthly basis by the bid team or as required. The key risks are summarised below and in Appendix 1.</p> <p>An identified risk is that Southampton does not win the UK City of Culture competition. In relation to this report (including the requested funding and guarantor request), this risk is low as the funding and guarantor status would be subject to the city winning the bid only. In regard to the bid itself a requirement of the bid process is the development of a plan in the event that the City is not successful to ensure that the City capitalises on the bidding process and still reaps benefits from this process. Options for this will be developed in the coming months.</p> <p>A significant risk aligned with this paper, is that the Council does not commit to the required funds and/or does not agree to act as guarantor to the bid. This would be seen as a lack of commitment to the process, provide no underwriting of the bid programme (a requirement of the bid) and would damage the potential for the city to win the competition. Other competitors with confirmed Local Authority funding would be placed in a stronger position than Southampton within the bid process. The mitigating action for this risk is the</p>

	completion of this paper to highlight the importance of this commitment by the City Council in the bid process.
<b>POLICY FRAMEWORK IMPLICATIONS</b>	
20	<p>A successful City of Culture Bid will deliver positive impacts for the city in line with the Policy Framework, as set out at Article 4.01 of the Council's Constitution.</p> <p>The Bid will support the delivery of the Health and Wellbeing Strategy outcomes:</p> <ul style="list-style-type: none"> <li>• Inequalities in health outcomes are reduced – helping reduce inequalities through access to culture</li> <li>• Southampton is a healthy place to live and work with strong, active communities – the Bid will bring communities together as part of the citywide activity</li> </ul> <p>It will support the achievement of the following aspects of the Transport Vision in the Local Transport Strategy 2040 'Connected Southampton':</p> <ul style="list-style-type: none"> <li>• Improving the attractiveness of public spaces and streets to support growth, improve health and wellbeing and enable sustainable growth;</li> <li>• Tackling inequalities through improving accessibility and by designing transport improvements so that they meet the needs of everyone in society and that everyone can get around more safely and easily;</li> </ul>
21	A successful Bid will also support the delivery of the Council Corporate Plan 2020 – 2025, and its commitment to delivering a greener, fairer and healthier city. The Bid will support the focus on communities, culture and homes, including the commitment to developing a cultural city.

<b>KEY DECISION?</b>	<b>Yes</b>
<b>WARDS/COMMUNITIES AFFECTED:</b>	All wards
<u>SUPPORTING DOCUMENTATION</u>	
<b>Appendices</b>	
1	Financial modelling and funding request
<b>Documents In Members' Rooms</b>	
	None
<b>Equality Impact Assessment</b>	
<b>Do the implications/subject of the report require an Equality and Safety Impact Assessment (ESIA) to be carried out.</b>	<b>Yes/No</b>
<b>Data Protection Impact Assessment</b>	
<b>Do the implications/subject of the report require a Data Protection Impact Assessment (DPIA) to be carried out.</b>	<b>Yes/No</b>

<b>Other Background Documents</b>		
<b>Other Background documents available for inspection at:</b>		
	<b>Title of Background Paper(s)</b>	<b>Relevant Paragraph of the Access to Information Procedure Rules / Schedule 12A allowing document to be Exempt/Confidential (if applicable)</b>
29		
30		

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