


London Borough of Hammersmith & Fulham COUNCIL 24 February 2016		
REVENUE BUDGET AND COUNCIL TAX LEVELS 2016/17		
Report of the Leader of the Council - Councillor Stephen Cowan		
Open Report		
Classification: For Decision Key Decision: Yes		
Wards Affected: All		
Accountable Director: Hitesh Jolapara, Strategic Finance Director		
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1. EXECUTIVE SUMMARY

1.1. The 2016/17 revenue budget proposals are set out regarding:

- Council tax levels
- Savings and growth proposals
- Changes to fees and charges
- Budget risks, reserves and balances
- Equalities Impact Assessments

2. RECOMMENDATIONS

- 2.1 A freeze in the Hammersmith & Fulham element of the council tax charge
- 2.2 Not apply the “social care precept” levy. This means H&F residents will pay council tax at 3.3% below the level modelled (2% social care precept and 1.3% for council tax) by the Government for the coming year.
- 2.3 Council tax be set for 2016/17 for each category of dwelling, as calculated in accordance with Sections 31A to 49B of the Localism Act 2011, as outlined below and in full in Appendix A:
- (a) *The element of council tax charged for Hammersmith & Fulham Council will be £727.81 per Band D property in 2016/17.*
 - (b) *The element of council tax charged by the Greater London Authority will be £276.00 per Band D property in 2016/17*
 - (c) *Social Care Precept set at nil*
 - (d) *The overall Council Tax to be set at £1,003.81 per Band D property in 2016/17.*

Category of Dwelling	A	B	C	D	E	F	G	H
Ratio	6/9 £	7/9 £	8/9 £	1 £	11/9 £	13/9 £	15/9 £	18/9 £
A) H&F	485.21	566.07	646.94	727.81	889.55	1,051.28	1,213.02	1,455.62
b) GLA	184.00	214.67	245.33	276.00	337.33	398.67	460.00	552.00
c) Total	669.21	780.74	892.27	1,003.81	1,226.88	1,449.95	1,673.02	2,007.62

- 2.4 The Council's own total net expenditure budget for 2016/17 is set at £153.507m.
- 2.5 Fees and charges are approved as set out in paragraph 6.1
- 2.6 The budget projections, made by the Strategic Finance Director to 2019/20, be noted.
- 2.6 The statement made by the Strategic Finance Director under Section 25 of the Local Government Act 2003 regarding the adequacy of reserves and robustness of estimates be noted (section 14).
- 2.7 The Strategic Finance Director be authorised to collect and recover National Non-Domestic Rate and Council Tax in accordance with the Local Government Finance Act 1988 (as amended), the Local Government Finance Act 1992 and the Council Schemes of Delegation.

- 2.8 That all Directors be required to report on their projected financial position compared to their revenue estimates in accordance with the Corporate Revenue Monitoring Report timetable.
- 2.9 Directors be authorised to implement their service spending plans for 2016/17 in accordance with the recommendations within this report and the Council's Standing Orders, Financial Regulations and relevant Schemes of Delegation.
- 2.10 Members' attention is drawn to S106 of the Local Government Finance Act 1992 which requires any Member, who is two months or more in arrears on their Council Tax, to declare their position and not to vote on any issue that could affect the calculation of the budget or Council Tax.

3. REASONS FOR DECISION

- 3.1 The Council is obliged to set a balanced budget and council tax charge in accordance with the Local Government Finance Act 1992.

4. BUDGET OVERVIEW

- 4.1 **A freeze in the Hammersmith and Fulham element of council tax is recommended.** This includes not levying a 2% 'social care precept' as suggested by Central Government. This will provide a balanced budget whilst not increasing the burden on local taxpayers.
- 4.2 The council tax freeze has been delivered despite unprecedented government funding cuts. From 2010/11 to 2015/16 government funding has reduced by £66m. The 2016/17 funding reduction is £8.2m. In addition, the Government has imposed £3.4m of unfunded new burdens on the Council for 2016/17. Funding is forecast to reduce by a further £25m from 2017/18 to 2019/20. A fuller explanation of the funding forecast and spending power calculation is set out in Appendix I.
- 4.3 The budget focuses on protecting front-line services and value for money. Growth of **£6.3m** has been provided to meet statutory obligations, demographic and service pressures and key local priorities. Savings of **£15.4m** are put forward to balance the 2016/17 budget.
- 4.4 The budget proposals mean that H&F residents will pay council tax at 3.3% below the level modelled (2% social care precept and 1.3% for council tax) by the Government for the coming year.

5. THE COUNCIL TAX REQUIREMENT

- 5.1 The Band D council tax charge is calculated by dividing the council tax requirement by the council tax base¹. The 2016/17 council tax requirement

¹ The council tax requirement is the expenditure that is to be funded from council tax. The council tax base is the income that will be generated from a council tax charge of £1.

is **£53.9m** and is summarised in Table 1. The medium-term forecast, to 2019/20 is set out in Appendix B.

Table 1: The Council Tax Requirement	£'000s
Base gross budget rolled forward from 2015/16	167,400
Plus/Minus:	
New Burdens	894
Inflation (section 6)	2,300
Growth (section 6)	6,341
Contingency	1,801
Savings and additional income (section 7)	(15,402)
Contribution to efficiency projects to meet budget gap in future years (section 14)	4,000
Gross Budget Requirement	167,334
Specific un-ring-fenced grants (section 8)	(11,827)
Use of developer contributions (section 8)	(2,000)
Net Budget Requirement for 2016/17	153,507
Less :	
Revenue Support Grant (section 8)	(38,453)
Locally retained business rates (section 8)	(60,029)
One off Collection Fund Surplus	(1,137)
2016/17 Council Tax Requirement	53,888

6. INFLATION AND GROWTH

Inflation

6.1 The following provision is made for inflation:

- **Price inflation** is provided for when there is a contract in place.
- **Pay inflation** of 1% is provided for in line with Government recommendations for public sector pay awards.
- **Fees and charges**
 - Adult Social Care, Children's Services, Adult Learning and Skills, Libraries and Housing charges frozen. Meals on Wheels charges to reduce by 33%.

- A standard uplift of 1.1% based on the August Retail Price index for some fees in Environmental Services. All parking charges are frozen.
- In future, commercial services that are charged on a for-profit basis, will be reviewed on an ongoing basis in response to market conditions and varied up and down as appropriate, with appropriate authorisations according to the Council constitution.

Current proposed exceptions to the standard 1.1% increase are set out in Appendix F.

Growth

- 6.2 Growth is provided through the budget process as necessary. This is detailed in Appendix C and summarised in Table 2.

Table 2: 2016/17 Growth Proposals

	£'000s
Adult Social Care	1,475
Children's Services	3,164
Environmental Services	269
Corporate Services	228
Council Wide	1,140
Libraries	65
Total Growth	6,341

- 6.3 The reasons why growth has been provided are set out in Table 3.

Table 3: Reasons for 2016/17 Budget Growth

	£'000s
Government related	3,351
Other public bodies	678
Increase in demand/demographic growth	486
Council Priority	1,425
Budget pressure	208
Existing budget pressures funded by virements from budget underspends	193
Total Growth	6,341

7. SAVINGS AND INCOME GENERATION

7.1 Savings of **£15.4m** are required to balance the 2016/17 budget. In bringing forward proposals to meet this challenge the Council has:

- Protected front-line services.
- Focused on asset rationalisation to reduce accommodation costs and deliver debt reduction savings.
- Sought to deliver the best possible service at the lowest possible cost. Effective budget management is essential.
- Considered if benefits can be obtained from commercialisation and competition.
- Recognised that cross-cutting action is necessary. A number of council-wide transformation portfolios have continued to deliver savings, such as Business Intelligence.
- Taken forward working collaboratively with others. Shared solutions will be taken forward as and when appropriate.
- Made best use of the NHS funding for social care and public health.
- Given consideration to the public sector equality duty ('PSED')

7.2 The saving proposals are detailed in Appendix C with the 2016/17 position summarised in Table 4.

Table 4: 2016/17 Savings Proposals

Department	Savings £'000s
Adult Social Care	5,321
Children's Services	3,227
Environmental Services	2,799
Libraries and Archives	20
Corporate Services	3,175
Housing	265
Council Wide Savings	1,050
Total All savings	15,857
Less savings accounted for in the grant/resource forecast ²	(455)
Total Net Savings	15,402

7.3 The saving proposals are categorised by savings area in Table 5 below.

² The council has undertaken business intelligence projects that have generated extra grant and council tax income of £0.455m. These are shown within the resource forecast.

Table 5 – 2016/17 Savings Proposals by Savings Area

Savings Area	£'000s
Business Intelligence	624
Debt reduction and restructuring	1,050
Estate rationalisation	510
Income	1,919
Outside investment secured (i.e. Section 106, NHS)	1,792
Prevention	2,560
Procurement / Commissioning	3,181
Service rationalisation	346
Service reconfiguration	2,944
Shared services	171
Staffing / Productivity	760
Grand Total	15,857
Less savings accounted for in the grant/resource forecast	(455)
Total Net Savings	15,402

8. EXTERNAL, DEVELOPER AND BUSINESS RATES FUNDING

- 8.1 The Government funding receivable is detailed in Appendix E. On a like-for like-basis 2016/17 funding is £8.2m (14% in cash terms) less than in 2015/16.
- 8.2 30% of business rates income is retained locally whilst 50% is paid to the Government and 20% to the Greater London Authority. The key elements of the business rates retention system, for Hammersmith and Fulham, are set out in Appendix H.
- 8.3 Hammersmith and Fulham has previously been disadvantaged by the business rates retention scheme due to the impact of Appeals. In 2016/17 the Hammersmith and Fulham share is broadly in line with what is assumed within the system.
- 8.4 Appeals are outside the Council's control and remain a risk to the future year forecast.
- 8.5 Property developments over recent years have placed increased pressure on council services.
- 8.6 Section 106 agreements containing planning obligations are entered into between developers and the Council as the Local Planning Authority. The use of such obligations is controlled by legislation, including regulation 122 of the Community Infrastructure Regulations 2010 which requires planning obligations to be:

- Necessary to make the development acceptable in planning terms;
- Directly related to the development; and
- Fairly and reasonably related in scale and kind to the development.

8.7 The Council has entered into a significant number of s106 agreements. It currently holds £39.3m of funds from those agreements and further receipts are expected as and when approved developments proceed. Whilst S106 funds can only lawfully be applied in accordance with the terms of each specific agreement, as approved by the Planning Applications Committee, some approved funds are identified fairly generally as being for expenditure on as yet unspecified “Social and Physical Infrastructure” or “Environmental Improvements” (although the agreements identify the types of projects/items the funds can be used for).

8.8 Provided the Council respects the obligation to maintain a reasonable relationship with the developments and complies with the specific terms of each of the s106 agreements giving rise to the funds, the Council has a degree of flexibility and discretion as to how it spends some of these funds. Of the total funds currently held by the Council, £9m is uncommitted, with more secured for future years as developments proceed. As is usual in these circumstances many areas of Council activity that have faced increased demand following new developments offer a good fit with the purposes of some of the uncommitted s106 funds which can therefore be lawfully used to finance such activities. It is therefore proposed to use £2m of uncommitted funding to support relevant spend within the Council in 2016/17.

HAMMERMITH AND FULHAM’S COUNCIL TAX REQUIREMENT

9.1 Council on 27 January formally agreed a Tax Base of 74,041 equivalent Band D properties for 2016/17. Therefore the Council's element of the Council Tax can be calculated as follows:

$\frac{\text{Total Council Tax Requirement}}{\text{Tax Base}} = \frac{\text{£53.888m}}{74,041} = \text{£727.81}$
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9.2 This represents a freeze in the LBHF element of the council tax charge.

10. PRECEPTOR’S COUNCIL TAX REQUIREMENTS (SUBJECT TO CONFIRMATION)

10.1 The Greater London Authority's precept of £20.435m is also funded from Council Tax. The following table analyses the total amount to be funded and the resulting overall Band D Council Tax level.

<u>Preceptors Budget Requirement</u>	=	<u>£20.435m</u>	=	£276.00
Tax Base		74,041		

10.2 This represents a 6.4% cut from the 2015/16 level. Much of this reduction is due to the end of the Olympic precept.

11. OVERALL COUNCIL TAX REQUIREMENTS 2016/17

11.1 It is proposed to freeze Hammersmith and Fulham’s element of the Council Tax in 2016/17. This will provide a balanced budget with £14m - £20m in General Fund balances (see section 14). The overall amount to be funded from the Council Tax is calculated as follows:

Table 5 – Overall 2016/17 Council Tax Requirement

London Borough of Hammersmith & Fulham	£000s 53,888
Greater London Authority	20,435
Total Requirement for Council Tax	74,323

11.2 In accordance with the Local Government Finance Act 1992, the Council is required to calculate and approve a council tax requirement for its own budgetary purposes (section 9) and then add the separate Council Tax requirements for each of the preceptors (section 10). The requisite calculation is set out in Appendix A.

11.3 The Council must then set the overall Council Tax for the Borough. These calculations have to be carried out for each of the valuation bands A to H, and are set out in the recommendations at the front of the report. The amount per Band D equivalent property is calculated as follows:

<u>Total Council Tax Requirement</u>	=	<u>£ 74.323m</u>	=	£1,003.81
Tax Base		74,041		

12. CONSULTATION WITH NON DOMESTIC RATEPAYERS

12.1 In accordance with the Local Government Finance Act 1992, the Council is required to consult with Non Domestic Ratepayers on the budget

proposals. The consultation can have no effect on the Business Rate, which is set by the Government.

- 12.2 As with previous years, we have discharged this responsibility by writing to the twenty largest payers and the local Chamber of Commerce together with a copy of this report.

13. COMMENTS OF THE POLICY AND ACCOUNTABILITY (PAC) COMMITTEES

- 13.1 As part of the consultation process each department's budget proposals have been reviewed by a relevant PAC.

14. COMMENTS OF THE STRATEGIC FINANCE DIRECTOR

The Robustness of the Budget Estimates

- 14.1 Under Section 25 of the Local Government Act 2003, the Strategic Finance Director is required to include, in the budget report, his view of the robustness of the 2016/17 estimates.

- 14.2 Budget estimates are exactly that, estimates of spending and income at a point in time. This statement about the robustness of estimates cannot give a guaranteed assurance about the budget, but gives Members reasonable assurances that the budget has been based on the best available information and assumptions. For the reasons set out below the Strategic Finance Director is satisfied with the accuracy and robustness of the estimates included in this report :

- The budget proposals have been developed following guidance from the Strategic Finance Director and have been through a robust process of development and challenge.
- Contract inflation is provided for.
- Adequate allowance has been made for pension costs.
- Service managers have made reasonable assumptions about growth pressures.
- Mechanisms are in place to monitor sensitive areas of expenditure and the delivery of savings.
- Key risks have been identified and considered.
- Prudent assumptions have been made about interest rates and the budget proposals are joined up with the requirements of the prudential code and Treasury Management Strategy.
- The revenue effects of the capital programme have been reflected in the budget.
- The recommendations regarding fees and charges are in line with the assumptions in the budget.

- The provision for redundancy is reasonable to meet future restructuring and downsizing.
- The use of budget monitoring in 2015/16 in order to re-align budgets where required.
- A review via the Council Business Board of proposed savings and their achievability.
- A Member review and challenge of each department's proposals for the budget.
- The establishment of appropriate management and monitoring arrangements for the delivery of transformation programmes.
- A prudent approach has been adopted on the local share of income receivable through the business rates retention scheme.

Risk, Revenue Balances and Earmarked Reserves

- 14.3 Under Section 25 of the Local Government Act 2003, the Strategic Finance Director is required to include, in budget reports, his view of the adequacy of the balances and reserves the budget provides for. The level of balances is examined each year along with the level of reserves in light of the risks facing the Authority in the medium term.

General Fund Balances

- 14.4 The Council's general balance stood at £19m as at 1 April 2015 and it is currently projected that this will not reduce in the current financial year. This will leave general balances at just over 11% of the 2016/17 budget requirement.
- 14.5 The Council's budget requirement for 2016/17 is £167.4m. Within a budget of this magnitude there are inevitably areas of risk and uncertainty particularly within the current challenging financial environment. The key financial risks that currently face the Council have been identified and quantified. They are set out in Appendix D and amount to £10.2m.
- 14.6 Given the on-going scale of change in local government funding, the Strategic Finance Director considers that a wider than normal range needs to be specified for the optimal level of balances. He is therefore recommending that reserves need to be maintained within the range £14m - £20m. The optimal level is projected to be broadly met over the next 3 years and is, in the Strategic Finance Director's view, sufficient to allow for the risks identified and to support effective medium term financial planning.

Earmarked Reserves

- 14.7 The Council holds a number of one-off earmarked reserves to deal with anticipated risks and liabilities, and to allow for future investment in priority areas. Reviews are undertaken of the need for, and the adequacy of, each earmarked reserve as part of the budget process and again when the accounts are closed.

- 14.8 The Council is undertaking a number of major efficiency and other transformation programmes, the up-front and transition costs of which are being funded by reserves. These include the transition from the current IT contract in order to make at least £4.7 million annual savings, the consolidation of office estate in the Town Hall, the redesign of adult social care, giving residents control over council housing and mitigating the poor service provided by the outsourced managed services programme.
- 14.9 An additional contribution to reserves for efficiency projects of £4.0m is proposed as part of the budget proposals so that the Council can continue to plan for these challenges over the next few years.

Council Tax Setting

- 14.10 As part of the Localism Act 2011, the Government replaced the power to cap excessive budgets and Council Tax increases with compulsory referenda on Council Tax increases above limits it sets. For 2016/17 local authorities “will be required to seek the approval of their local electorate in a referendum if, compared with 2015/16, they set an increase in the relevant basic amount of council tax that is 2% or higher”. No such referendum will be required by this Council.
- 14.11 In addition the Government has given power to authorities to charge a 2% social care precept, increasing by 2% each year. Revenue from these precepts are included in Government projections for LBHF’s spending power in future years. However, the Council wishes to avoid having to apply this tax to residents.

Prior Year Collection Fund Surplus

- 14.12 The Local Government and Finance Act 1988 requires that all council tax and non-domestic rates income is paid into a Collection Fund, along with payments out regarding the Greater London Authority precept, the business rates retention scheme and a contribution towards a Council’s own General Fund. As at the close of 2014/15, due to the receipt of higher than expected income, the Collection Fund was in surplus by £1.6m. The Hammersmith and Fulham share of this surplus is £1.137m and this is included within the 2016/17 budget proposals. The balance of £0.463m is payable to the Greater London Authority.
- 14.13 Implications verified by: Andrew Lord – Head of Strategic Planning and Monitoring

15. LEGAL IMPLICATIONS

- 15.1 The Council is obliged to set the council tax and a balanced budget for the forthcoming financial year in accordance with the provisions set out in the body of the report.
- 15.2 In addition to the statutory provisions the Council must also comply with general public law requirements and in particular it must take into account all relevant matters, ignore irrelevant matters and act reasonably and for the public good when setting the Council Tax and budget.
- 15.3 The recommendations contained in the report have been prepared in line with these requirements.
- 15.4 Section 25 of the Local Government Act 2003, which came into force on 18 November 2003, requires the Strategic Finance Director to report on the robustness of the estimates made for the purposes of budget calculations and the adequacy of the proposed financial reserves. The Council must take these matters into account when making decisions about the budget calculations.
- 15.5 A public authority must, in the exercise of its functions, comply with the requirements of the Equality Act 2010 and in particular section 149 (the Public Sector Equality Duty). Members need to consider this duty in relation to the present proposals. In addition, where specific budget proposals have a potential equalities impact these are considered and assessed by the relevant service as part of the final decision-making and implementation processes and changes made where appropriate.
- 15.6 The protected characteristics to which the Public Sector Equality Duty ("PSED") applies are age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race/ethnic/national origin, sexual orientation, religion or belief and sex.
- 15.7 The PSED is set out in section 149 of the Equality Act 2010 ("the Act") and provides (so far as relevant) as follows:
- (1) A public authority must, in the exercise of its functions, have due regard to the need to:
- (a) eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under this Act;
- (b) advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;
- (c) foster good relations between persons who share a relevant protected characteristic and persons who do not share it.
- (3) Having due regard to the need to advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it involves having due regard, in particular, to the need to:
- (a) remove or minimise disadvantages suffered by persons who share a relevant protected characteristic that are connected to that characteristic;

(b) take steps to meet the needs of persons who share a relevant protected characteristic that are different from the needs of persons who do not share it;

(c) encourage persons who share a relevant protected characteristic to participate in public life or in any other activity in which participation by such persons is disproportionately low.

(4) The steps involved in meeting the needs of disabled persons that are different from the needs of persons who are not disabled include, in particular, steps to take account of disabled persons' disabilities.

(5) Having due regard to the need to foster good relations between persons who share a relevant protected characteristic and persons who do not share it involves having due regard, in particular, to the need to—

(a) tackle prejudice, and

(b) promote understanding.

(6) Compliance with the duties in this section may involve treating some persons more favourably than others; but that is not to be taken as permitting conduct that would otherwise be prohibited by or under this Act.

15.8 Case law has established the following principles relevant to compliance with the PSED which Council will need to consider:

(i) The PSED is an integral and important part of the mechanisms for ensuring the fulfilment of the aims of anti-discrimination legislation.

(ii) The duty to have "due regard" to the various identified "needs" in the relevant sections does not impose a duty to achieve results. It is a duty to have "due regard" to the "need" to achieve the identified goals.

(iii) Due regard is regard that is appropriate in all the circumstances, including the importance of the area of life of people affected by the decision and such countervailing factors as are relevant to the function that the decision-maker is performing.

(iv) Although the weight to be given to equality issues and countervailing factors is for the decision-maker, it is for the Court to determine whether "due regard" has been given. This will include the court assessing for itself whether in the circumstances appropriate weight has been given by the authority to those "needs" and not simply deciding whether the authority's decision is a rational or reasonable one.

(v) The duty to have "due regard" to disability equality is particularly important where the decision will have a direct impact on disabled people. The same goes for other protected groups where they will be particularly and directly affected by a decision.

(vi) The PSED does not impose a duty on public authorities to carry out a formal equalities impact assessment in all cases when carrying out their functions, but where a significant part of the lives of any protected group will be directly affected by a decision, a formal equalities impact assessment ("EIA") is likely to be required by the courts as part of the duty to have 'due regard'.

(vii) The duty to have 'due regard' involves considering not only whether taking the particular decision would unlawfully discriminate against particular protected groups, but also whether the decision itself will be compatible with the equality duty, i.e. whether it will eliminate discrimination, promote equality of opportunity and foster good relations. Consideration must also be given to whether, if the decision is made to go ahead, it will be possible to mitigate any adverse impact on any particular protected group, or to take steps to promote equality of opportunity by, for e.g., treating a particular affected group more favourably.

(viii) The duty is non-delegable and must be fulfilled by the Council and members personally.

(ix) The Council must ensure that it is properly informed before taking a decision.

(x) Council officials must be rigorous in both enquiring and reporting to the Council on equalities issues to assist Council and members to fulfil that duty.

(xi) The duty must be exercised in substance, with rigour, and with an open mind. It is not a question of "ticking boxes".

(xii) The duty is a continuing one and equalities issues must be kept under review.

15.9 All these matters will be considered by service departments as part of the final decision-making and implementation processes, but must also be considered by the Council when taking its decision.

15.10 To assist the Council in fulfilling its PSED, the Equality Impact Analysis ('EIA') that has been carried out in respect of the proposed budget, including the proposed Council Tax reduction, is attached to this report in Appendix G. This will need to be read and taken into account by the Council, together with the requirements of the PSED itself set out above, in reaching a decision on the recommendations in the report.

15.11 The EIA addresses the broad issue of the proposed freeze in Council Tax and identifies the areas of the budget which may have particular equality implications. It also identifies areas that are likely to require further detailed consideration prior to implementation during the financial year and which may, as a result, be subject to change. The courts have found that this is a legitimate approach.

15.12 Implications verified by: Tasnim Shawkat – Director of Law Hammersmith and Fulham (020 8753 2700)

16. EQUALITY IMPLICATIONS

16.1 Published with this report is an Equality Impact Analysis ('EIA'). The EIA assesses the impacts on equality of the main items in the budget proposed to Full Council as well as the decision to freeze Council Tax. The full EIA is attached, in Appendix G.

LOCAL GOVERNMENT ACT 2000 - LIST OF BACKGROUND PAPERS

None.

LIST OF APPENDICES :

Appendix A – The Requisite Council Tax Calculations for Hammersmith and Fulham

Appendix B – Medium Term Financial Forecast

Appendix C – Growth and Savings Proposals

Appendix D - Budget Risks

Appendix E – Government Grant Funding

Appendix F – Fees and Charges – exceptions to standard 1.1% increase.

Appendix G – Draft Equalities Impact Assessment

Appendix H – The Business Rates Retention Scheme for Hammersmith and Fulham

Appendix I – Reduction in Spending Power

APPENDIX A

The Requisite Calculations for Hammersmith & Fulham

(as set out in Section 31A to 49B in the Localism Act 2011)

		<u>£'s</u>
(a)	Being the aggregate of the amounts which the Council estimates for the items set out in section 31A (2) (a) to (f) of the Act.	642,773,316
(b)	Being the aggregate of the amounts which the Council estimates for the items set out in Section 31A (3) (a) to (d) of the Act.	(568,450,220)
(c)	Being the aggregate difference of (a) and (b) above calculated by the Council in accordance with Section 31A (4) of the Act, as its council tax requirement for the year.	74,323,096
(d)	Being the amount calculated by the council as the council tax base for 2016/17 and formerly agreed by council on the 27h January 2016.	74,041
(e)	Being the amount at (c) divided by the amount at (d) above, calculated by the Council in accordance with Section 31B of the Act as the Basic amount of council tax (Band D) for the year.	1,003.81
(f)	Hammersmith and Fulham proportion of the Basic amount of its Council Tax (Band D)	727.81

(g) Valuation Bands – Hammersmith & Fulham Council:

Band A				Band B				Band C				Band D			
485.21				566.07				646.94				727.81			
Band E				Band F				Band G				Band H			
889.55				1,051.28				1,213.02				1,455.62			

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

(h) Valuation Bands – Greater London Authority

That it be noted that for the year 2016/17 the following amounts in precepts issued to the Council in respect of the Greater London Authority, its functional and predecessor bodies, in accordance with Section 40 of the Local Government Finance Act 1992, for each of the categories of dwellings shown below:

Band A	Band B	Band C	Band D
184.00	214.67	245.33	276.00
Band E	Band F	Band G	Band H
337.33	398.67	460.00	552.00

(i) That having calculated the aggregate in each case of the amounts at (g) and (h) above, the Council, in accordance with Section 30 (2) of the Local Government Finance Act 1992, hereby sets the following amounts of Council Tax for the year 2016/17 for each of the categories of dwellings shown below:

Band A	Band B	Band C	Band D
669.21	780.74	892.27	1,003.81
Band E	Band F	Band G	Band H
1,226.88	1,449.95	1,673.02	2,007.62

Medium Term Budget Requirement

Appendix B

	Year 1 2016/17 £'000	Year 2 2017/18 £'000	Year 3 2018/19 £'000	Year 4 2019/20 £'000
Net General Fund Base Budget	166,103	166,103	166,103	166,103
Non-domestic rates tariff payment to Government	2,961	3,019	3,108	3,207
One off budget adjustments	(1,664)	(1,701)	(1,701)	(1,701)
Net General Fund Base Budget	167,400	167,421	167,510	167,609
Contract and Income Inflation	2,300	4,800	7,300	9,800
New Burdens from Government	894	894	894	894
Growth	6,341	13,402	13,592	13,802
(General Contingency (pay). (1% per annum)	800	1,650	2,500	3,350
Savings (1)	(15,402)	(32,657)	(44,687)	(53,979)
Contribution to Reserves	4,000	0	0	0
Current headroom / contribution to reserves	1,001	2,201	3,401	4,601
Gross Budget Requirements	167,334	157,711	150,510	146,077
Less:				
Developer Contributions	(2,000)	(2,000)	(2,000)	(2,000)
New Homes Bonus Grant and Other Revenue Grants	(11,827)	(10,664)	(7,362)	(6,882)
Revenue Grants	(13,827)	(12,664)	(9,362)	(8,882)
Net Budget Requirement	153,507	145,047	141,148	137,195
Resources				
Revenue Support Grant	38,453	29,499	23,427	17,131
Council Resources	113,917	115,548	117,721	120,064
Collection fund surplus /(deficit)	1,137			
Gross Resources	153,507	145,047	141,148	137,195
Budget Gap	0	0	0	0
(1) In addition efficiencies of £445k has been built in to the Council Tax Base relating to Single Person Discount (£205k) and additional new homes bonus and reduction in empty dwellings (£250k)				

Service	Description	Budget Change			
		2016-17 Budget Change (£000's)	2017-18 Budget Change Cumulative (£000's)	2018-19 Budget Change Cumulative (£000's)	2019-20 Budget Change Cumulative (£000's)
Integrated Care	Prevention strategy with the aim to reduce costs by investing in assistive technology	(275)	(619)	(619)	(619)
Integrated Care and Strategic Commissioning & Enterprise	Reviewing of care pathways	(748)	(1,327)	(1,327)	(1,327)
Integrated Care	Customer Journey operations alignment	(1,333)	(1,333)	(1,333)	(1,333)
Strategic Commissioning & Enterprise	Supporting People/Reprocuring of contracts	(190)	(190)	(190)	(190)
Integrated Care	In Borough / At home support for younger adults through Learning Difficulties Supported Accommodation	(89)	(89)	(89)	(89)
Whole Systems	Delivering on outcomes based commissioning and accountable care through whole systems approach with health	(200)	(750)	(750)	(750)
Integrated Care	Improve outcomes and reduce dependency amongst customers through better joint services with the NHS.	(965)	(965)	(965)	(965)
Integrated Care	Parkview review of costs	(77)	(77)	(77)	(77)
Integrated Care	Review all high cost/high needs placements for continuing health funding.	(600)	(600)	(600)	(600)
Integrated Care	Review of direct payment packages through a case file approach.	(152)	(152)	(152)	(152)
Integrated Care	Review of Supporting People Balances	(200)	(200)	(200)	(200)
Integrated Care	Public Finance Initiative contractual savings resulting from the renegotiation of the contract.	(492)	(492)	(492)	(492)
Savings Total		(5,321)	(6,794)	(6,794)	(6,794)
Integrated Care	Increase direct payments rates in line with improved home care contracts	600	600	600	600
Adult Social Care	Demand and pressures on home care contracts	849	849	849	849
Adult Social Care	Nubian Life Support	26	26	26	26
Growth Total		1,475	1,475	1,475	1,475
Integrated Care	Independent Living Fund new burden responsibility	894	894	894	894
New Burdens Requirement		894	894	894	894

Service	Description	Budget Change			
		2016-17 Budget Change (£000's)	2017-18 Budget Change Cumulative (£000's)	2018-19 Budget Change Cumulative (£000's)	2019-20 Budget Change Cumulative (£000's)
Family Services - Child Protection and Children in Need	Preventing families from needing the high cost in care service through the Focus on Practice programme of systemic intervention and developing an intensive support service for families that will reduce risk to children without removing them	(629)	(946)	(1,445)	(1,445)
Family Services - Looked After and Leaving Care	Achieving permanent care for children (through avoiding the need for care, return home project, and throughput into permanent families) and thereby reducing the number of looked after children numbers. Reduction in looked after children numbers will result in savings in staffing numbers and placement costs while retaining the same level of service.	(1,656)	(2,027)	(2,169)	(2,169)
Education	School Standards - increase buyback income to part fund lead advisers and provide additional Dedicated Schools Grant to support statutory duties	(55)	(103)	(148)	(148)
Education	Education Data Team – buyback charges investment in education officer	(16)	(31)	(45)	(45)
Education	Educational Achievement - Restructure secondary support to GCSE	(77)	(146)	(210)	(210)
Education	Reduced contract spend	(10)	(10)	(10)	(10)
Education	Special Education Needs (SEN) and Educational Psychology Services - Increase contribution from Dedicated Schools Grant and buyback charges to support SEN functions	(300)	(313)	(456)	(456)
Commissioning	Renegotiation of contract for guidance and advice	(44)	(83)	(119)	(119)
Commissioning	Reorganisation of commissioning team	(260)	(313)	(363)	(363)
Finance and Resources	Staffing and Contracts	(180)	(221)	(318)	(318)
Savings Total		(3,227)	(4,193)	(5,283)	(5,283)
Family Services - Leaving Care	Southwark Judgement	205	205	205	205
Family Services - Leaving Care	21+ increase in education	516	516	516	516
Family Services - Leaving Care	Staying Put	477	477	477	477
Family Services - Leaving Care	Staying Put (Consequential Costs)	120	120	120	120
Family Services - Leaving Care	Impact of Secure Remand on Leaving Care	250	250	250	250
Family Services - Leaving Care	Unaccompanied Asylum Seeking Children	371	371	371	371
Family Services - Looked After Children	Increasing Special Guardianship Order arrangements	220	220	220	220
Family Services - Post Permanency	Impact of Tower Hamlets judgement on reward payments for kinship carers	297	297	297	297
Family Services - Staffing and Other	Looked After Children & Leaving Care Team	115	115	115	115
Family Services - Staffing and Other	Delayed start to Assessment Contract	98	98	98	98
Family Services - Staffing and Other	Youth Justice Board Grant Reduction - No reduction in Statutory Duty	95	95	95	95
Education	Passenger Transport Review	400	400	400	400
Growth Total		3,164	3,164	3,164	3,164

Service	Description	Budget Change			
		2016-17 Budget Change (£000's)	2017-18 Budget Change Cumulative (£000's)	2018-19 Budget Change Cumulative (£000's)	2019-20 Budget Change Cumulative (£000's)
Building and Property Management	Improved contract arrangements for facilities management	(117)	(200)	(200)	(200)
Building and Property Management	Increased income from H&F owned properties	(35)	(35)	(35)	(35)
Building and Property Management	Carbon Reduction Allowances - end of legal requirement for council to pay for carbon allowances (this is a saving in the purchase of allowances only and does not entail any changes to the Council's efforts to reduce actual carbon emissions)	(110)	(110)	(110)	(110)
Building and Property Management	Improvement in rental income from better management of commercial properties.	(51)	(94)	(94)	(94)
Building and Property Management	Reorganisation of Building and Property Management	(110)	(110)	(110)	(110)
Transforming Business	Accommodation Savings	(245)	(245)	(245)	(245)
Environmental Health	Improved enforcement of Houses in Multiple Occupation licensing requirements	(38)	(75)	(75)	(75)
Planning	Increase recovery of costs of legal advice from developers	(20)	(20)	(20)	(20)
Planning	Increased income from developers' applications	(100)	(100)	(100)	(100)
Transport and Highways	Savings through the roll out of Light Emitting Diode Lighting across the borough	(155)	(243)	(162)	(162)
Transport and Highways	Sponsorship of Highways and maintenance assets.	(10)	(10)	(10)	(10)
Housing Options, Skills & Economic Development	Review income generation opportunities through offering new Adult Learning & Skills classes	(140)	(140)	(140)	(140)
Cleaner, Greener and Cultural Services	Additional Filming, Hall Lettings and Events income	(42)	(127)	(157)	(157)
Cleaner, Greener and Cultural Services	Reduction in the cost of waste disposal resulting from the sale of fly ash	(65)	(470)	(484)	(484)
Other Commercial Services	Increase commercial waste income through greater market share	(100)	(100)	(100)	(100)
Other Commercial Services	Increase markets income through increased number of stalls	(22)	(22)	(22)	(22)
Other Commercial Services	Review Business Improvement Team	(10)	(10)	(10)	(10)
Safer Neighbourhoods	Extend Registrar opening hours to generate additional income	(20)	(92)	(92)	(92)
Departmental Management Team	Reduction in senior management spend	(80)	(80)	(80)	(80)
Parking	Full year impact of Metric contract price reduction	(60)	(60)	(60)	(60)
Parking	Recognition of historic parking variances	(1,000)	(1,000)	(1,000)	(1,000)
Parking	Savings from the Parking office shared service and Information Technology system.	(269)	(239)	(239)	(239)
Savings Total		(2,799)	(3,582)	(3,544)	(3,544)
Environmental Health	Statutory licensing fee increases no longer happening	31	40	40	40
Transport and Highways	Wi Fi Concession Revenue Share	128	110	40	40
Leisure	Increase in leisure facilities available to residents	110	110	110	110
Growth Total		269	260	190	190

Service	Description	Budget Change			
		2016-17 Budget Change (£000's)	2017-18 Budget Change Cumulative (£000's)	2018-19 Budget Change Cumulative (£000's)	2019-20 Budget Change Cumulative (£000's)
Housing Options	Savings in Temporary Accommodation	(265)	(265)	(265)	(265)
Savings Total		(265)	(265)	(265)	(265)
Growth Total		0	0	0	0

Service	Description of Budget Change	Budget Change			
		2016-17 Budget Change (£000's)	2017-18 Budget Change Cumulative (£000's)	2018-19 Budget Change Cumulative (£000's)	2019-20 Budget Change Cumulative (£000's)
Libraries & Archives	Additional income from commercialisation of library spaces eg coffee carts	(10)	(10)	(10)	(10)
Libraries & Archives	Use of libraries for weddings, conferences and events outside opening hours	(10)	(10)	(10)	(10)
Savings Total		(20)	(20)	(20)	(20)
Libraries & Archives	Increase in rent on archives storage at Lilla Huset	65	65	65	65
Growth Total		65	65	65	65

Service	Description	Budget Change			
		2016-17 Budget Change (£000's)	2017-18 Budget Change Cumulative (£000's)	2018-19 Budget Change Cumulative (£000's)	2019-20 Budget Change Cumulative (£000's)
Delivery and Value	Third Sector Investment from Public Health	(350)	(350)	(350)	(350)
Delivery and Value	Hammerprint - contract (equipment) savings	(10)	(10)	(10)	(10)
Corporate Human Resources	Reduction in contribution to the redundancy reserve	(200)	(200)	(200)	(200)
Corporate Human Resources	Human Resources team efficiencies and volume reduction	(150)	(150)	(150)	(150)
Executive Services	Business Board Contingency	(250)	(250)	(250)	(250)
Finance	Reduction in senior management costs	(40)	(40)	(40)	(40)
Finance	External Audit Fee	(80)	(80)	(80)	(80)
Finance	Review of Trainee Programme - charge to RBKC / WCC / HRA	(50)	(50)	(50)	(50)
Finance	Insurance	(50)	(50)	(50)	(50)
Hammersmith & Fulham Direct	Review of subsidy/overpayment recovery assumptions	(200)	(200)	(200)	(200)
Innovation and Change Management	Income - Commercialisation	(50)	(50)	(50)	(50)
Innovation and Change Management	Business Intelligence - Freedom Pass review	(169)	(169)	(169)	(169)
Procurement & Information Technology Strategy	New contract arrangements	(1,000)	(4,700)	(4,700)	(4,700)
Legal and Electoral Services	Restructure of Legal Services Team	(121)	(121)	(121)	(121)
Savings Total		(2,720)	(6,420)	(6,420)	(6,420)
Innovation and Change Management	Business Intelligence - Additional New Homes Bonus Grant/ Council Tax - reduction in empty homes	(250)	(470)	(470)	(470)
Innovation and Change Management	Business Intelligence - Reduction in the numbers claiming Single Person Discount	(205)	(205)	(205)	(205)
Savings Shown Within Gross Resources		(455)	(675)	(675)	(675)
Total Corporate Services Savings		(3,175)	(7,095)	(7,095)	(7,095)
H&F Direct	Investment in H&F Direct	150	150	150	150
H&F Direct	Concessionary Fares Growth	78	328	578	828
Growth Total		228	478	728	978

Service	Description	Budget Change			
		2016-17 Budget Change (£000's)	2017-18 Budget Change Cumulative (£000's)	2018-19 Budget Change Cumulative (£000's)	2019-20 Budget Change Cumulative (£000's)
Capital Debt Reduction	Debt Reduction	(550)	(800)	(1,050)	(1,050)
Corporate Finance	Increase in investment income	(500)	(1,000)	(1,500)	(1,500)
Other	Further productivity and other efficiencies from new ways of working	0	(9,583)	(19,810)	(29,102)
Savings Total		(1,050)	(11,383)	(22,360)	(31,652)
Corporate Finance	Pensions Act Reform - Loss of National Insurance Rebate	1,140	1,140	1,140	1,140
Other	Growth identified for further years spending pressures	0	3,820	3,830	3,830
Growth Total		1,140	4,960	4,970	4,970

Adult Social Care Budget Risks

Appendix D

Division	Short Description of Risk	2016/17 Value (£000's)	2017/18 Value (£000's)	2018/19 Value (£000's)	2019/20 Value (£000's)
Adult Social Care					
Integrated Care	Demand pressures on Adult Social Care services would continue to increase as the population gets older. We continue to experience increases in numbers during this financial year.	546	1,150	1,849	1,849
Integrated Care	National Living Wage for Social Care Costs	300	300	300	300
Integrated Care	Investment from health through the Better Care Fund has been agreed for 2015/16 only. There is uncertainty over future years funding.	2,000	2,000	2,000	2,000
Integrated Care	Changes to the Independent Living Fund (ILF) with potential shortfall in funding not passported to ASC	-	894	894	894
Adult Social Care Total		2,846	4,344	5,043	5,043

Children's Services Budget Risks**Appendix D**

Division	Short Description of Risk	2016/17 Value (£000's)	2017/18 Value (£000's)	2018/19 Value (£000's)	2019/20 Value (£000's)
Children's Services					
Social Care	Kinship Fees related to the Tower Hamlets Judgement	174	174	174	174
Social Care	Unfunded Unaccompanied Asylum Seeking Children 18+ not meeting Staying Put criteria	100	100	100	100
Social Care	18+ Children With Disabilities not meeting adult funding criteria	80	80	80	80
Social Care	Passenger Transport - higher than anticipated usage	50	50	50	50
Children's Services Total		404	404	404	404

Environmental Services Budget Risks

Appendix D

Division	Short Description of Risk	2016/17 Value (£000's)	2017/18 Value (£000's)	2018/19 Value (£000's)	2019/20 Value (£000's)
Environmental Services					
Parking	Recognition of existing parking variances	500	500	500	500
Building and Property Management	Total Facilities Management (TFM) savings	500	500	500	500
Planning	Risk of a lack of income generation opportunities in the Adult Learning & Skills Service	140	140	140	140
Waste Disposal	Increased waste disposal spend arising from volume of waste and inflation	200	200	200	200
Waste Collection	Termination of Estates Garchey waste collection agreement	20	20	20	20
Leisure	Phoenix fitness centre and Janet Adegoke swimming pool centre management	279	89	11	-
Commercial Income Risk	Risk that commercial income targets are not met in full	200	200	200	200
Transport workshop	Income pressure if Passenger Transport service does not transfer back in house	100	100	100	100
Cemeteries	Uncontrollable downward trend in income likely to continue	60	60	60	60
Coroner	Increased risk of terror attacks abroad	100	100	100	100
People Portfolio	Shortfall in the People Portfolio savings target	249	249	249	249
Environmental Services Total		2,348	2,158	2,080	2,069

Housing Department Budget Risks

Appendix D

Division	Short Description of Risk	2016/17 Value (£000's)	2017/18 Value (£000's)	2018/19 Value (£000's)	2019/20 Value (£000's)
Housing Dept					
Temporary Accommodation	Impact of the benefit cap and direct payments on bad debt charges	388	1,113	2,292	2,440
Temporary Accommodation	Welfare reform - potential impact on Bed & Breakfast costs	328	486	643	801
Temporary Accommodation	Welfare reform: potential impact of changes to Local Housing Allowances on bad debt charges	-	408	421	434
Temporary Accommodation	Greater than expected increase in Private Sector Leasing / Bed and Breakfast costs	659	1,180	1,721	2,283
Temporary Accommodation	Increase in number of homelessness acceptances	304	706	1,329	1,772
Housing Dept Total Risks		1,679	3,893	6,406	7,730

Corporate Services Budget Risks**Appendix D**

Division	Short Description of Risk	2016/17 Value (£000's)	2017/18 Value (£000's)	2018/19 Value (£000's)	2019/20 Value (£000's)
Corporate Services					
Finance	Local Council Tax Support Scheme (impact of government welfare changes)	500	500	500	500
Corporate Services Total		500	500	500	500

Centrally Managed Budgets Risks**Appendix D**

Division	Short Description of Risk	2016/17 Value (£000's)	2017/18 Value (£000's)	2018/19 Value (£000's)	2019/20 Value (£000's)
Centrally Managed Budgets					
Centrally Managed Budgets	Asset Disposal Programme - delays in disposals	60	60	60	60
Centrally Managed Budgets	Contract Inflation - Above expectation	900	900	900	900
Centrally Managed Budgets	Pay inflation - 1% above expectation	1,000	2,000	3,000	4,000
Centrally Managed Budgets	Shortfall in Investment Income - no increase in interest rates	500	1,000	1,500	2,000
Centrally Managed Budgets	Pensions Auto Enrolment Oct 2017	-	2,380	2,380	2,380
Centrally Managed Budgets	Introduction of Apprenticeship Levy from 2017/18	-	400	400	400
Centrally Managed Budgets Total		2,460	6,740	8,240	9,740

Provisional Local Government Finance Settlement					
Government Resources Summary					
	2015/16	2016/17	2017/18	2018/19	2019/20
	£'000	£'000	£'000	£'000	£'000
RSG	47,791	38,453	29,499	23,427	17,131
New Homes Bonus and Other Revenue Grant	9,829	10,932	10,664	7,362	6,882
Total on a Like for Like Basis	57,620	49,385	40,163	30,789	24,013
Cash Reduction		-8,235	-17,457	-26,831	-33,607
Percentage Reduction		-14%	-30%	-47%	-58%
New Homes Bonus and Other Revenue Grants					
	2015/16	2016/17	2017/18	2018/19	2019/20
	£'000	£'000	£'000	£'000	£'000
Flood Defence Grant	115	0	0	0	0
Housing Benefit Administration Grant	1,415	1,285	1,221	1,160	1,102
Localised Council Tax Support Administration Grant	336	319	303	288	274
Local Reform & Community Voices	124	0	0	0	0
Council Tax Support New Budens Grant	52	0	0	0	0
Care Act - NEW duties	840	0	0	0	0
Reallocated New Homes Bonus Grant	183	0	0	0	0
2014/15 Council Tax Freeze Grant	609	0	0	0	0
2015/16 Council Tax Freeze Grant	618	0	0	0	0
New council tax freeze grant					
Education Support Grant	1,432	1,232	1,000	800	600
Specific Revenue Grants	5,724	2,836	2,524	2,248	1,975
New Homes Bonus Grant	4,105	8,096	8,140	5,114	4,907
Total Revenue and New Homes Bonus Grant on a Like for Like Basis	9,829	10,932	10,664	7,362	6,882
Funding for New Burdens					
Independent Living Fund		895			
Total Including New Burdens	9,829	11,827	10,664	7,362	6,882
Specific Grants allocated within Departmental Budgets					
Better Care	13,148				
Better Care Increase			831	4,425	7,515
Public Health	23,433	22,903	22,338		
Dedicated Schools Grant	131,775	132,354			

Fee Description	2015/16 Charge (£)	2016/17 Charge (£)	Proposed Variation (%)	Total Estimated Income Stream for 2016/17	Comment/Explanation
1. Meals Service					
Meals service charges - 33% reduction.	£3.00	£2.00	↓ -33.0%	£47,000	The current gross unit cost of providing meals is £7.04. A proposed reduction of 33% in the service user contributions would result in net subsidy of £5.04 per meal.
1. Careline Alarm Gold Service (Pendant) - Emergency Response & Monitoring Service					
Provided to Private Homeowners and Private tenants	£22.89	£22.89	→ 0.0%	£45,900	
Provided to Housing Association (RSL) tenants	£17.02	£17.02	→ 0.0%	£17,100	
Provided to Council Tenants (Non Sheltered)	£3.94	£3.94	→ 0.0%	£11,100	
Provided to Council Tenants (Sheltered)	£2.19	£2.19	→ 0.0%	£4,100	
Provided to SSD Referred Clients (Paid by SSD)	£1.55	£1.55	→ 0.0%	£2,000	
2. Careline Alarm Silver Service (Pendant) - Monitoring Service only					
Provided to Private Homeowners and Private tenants	£15.94	£15.94	→ 0.0%	£15,600	
Provided to Housing Association (RSL) tenants	£10.19	£10.19	→ 0.0%	£3,000	
Provided to Council Tenants (Non Sheltered)	£2.35	£2.35	→ 0.0%	£2,700	
3. Careline Alarm Gold Service (Pull cord) - Emergency Response & Monitoring Service					
(A) Provided to Registered Social Landlord Sheltered Accommodations (RSL Financed)	£1.56	£1.56	→ 0.0%	£22,900	

Fee Description	2015/16 Charge (£)	2016/17 Charge (£)	Proposed Uplift (%)	Total Estimated Income Stream for 2016/17	Reason for uplift
School Meal Fees					
School Meals- Primary (Pupils)	£1.80	£1.80	→ 0.0%	£3,858,135	All children's services fees are frozen
School Meals- Secondary (Pupils)	£1.90	£1.90	→ 0.0%		
School Meals- Primary (Adults)	£3.15	£3.15	→ 0.0%		
School Meals- Secondary (Adults)	£3.15	£3.15	→ 0.0%		
Professional Development Centre					
Education Staff				£127,200	All children's services fees are frozen
Meeting Room	£80.00	£80.00	→ 0.0%		
Boardroom	£165.00	£165.00	→ 0.0%		
Training Suite	£195.00	£195.00	→ 0.0%		
Conference Room	£245.00	£245.00	→ 0.0%		
LBHF EX EDU					
Meeting Room	£110.00	£110.00	→ 0.0%		
Boardroom	£220.00	£220.00	→ 0.0%		
Training Suite	£245.00	£245.00	→ 0.0%		
Conference Room	£300.00	£300.00	→ 0.0%		
External Users					
Meeting Room	£100.00	£100.00	→ 0.0%		
Boardroom	£250.00	£250.00	→ 0.0%		
Training Suite	£375.00	£375.00	→ 0.0%		
Conference Room	£400.00	£400.00	→ 0.0%		

Environmental Services Fees & Charges Exceptions

Appendix F

Service	Fee Description	2015-16 Fee (£)	2016-17 Fee (£)	% Increase	Comment/Explanation
Land Charge fees	Full search (Non NLIS)	264.00	264.00	0.00%	We are dealing with a conflict between two different pieces of Legislation nationally and the Council has taken the view that these charges should be frozen.
Land Charge fees	Full search (NLIS)	225.00	225.00	0.00%	
Land Charge fees	Part II enquiries	14.00	14.00	0.00%	
Land Charge fees	Additional enquiries	24.00	24.00	0.00%	
Land Charge fees	Additional parcels	24.00	24.00	0.00%	
Environmental Quality	Demolition Notice S80 Building Act (VAT not included)	150.00	150.00	0.00%	These fees are benchmarked against similar fees charged by other local authorities and no increase proposed
Environmental Searches for Contaminated Land Enquiries	Residential Property	55.30	55.30	0.00%	
Environmental Searches for Contaminated Land Enquiries	Commercial Property	111.00	111.00	0.00%	
Resident Parking Permits	Individual's first permit (6mths)	71.00	71.00	0.00%	No increases proposed for parking fees
Resident Parking Permits	Individual's second permit (6mths)	266.00	266.00	0.00%	
Resident Parking Permits	Individual's first permit (Yearly)	119.00	119.00	0.00%	
Resident Parking Permits	Individual's second permit (Yearly)	509.00	509.00	0.00%	
Resident Parking Permits	Discounted permit charges (Green vehicles)	60.00	60.00	0.00%	
Business Parking Permits	Business first permit (6mths)	475.00	475.00	0.00%	No increases proposed for parking fees
Business Parking Permits	Business second permit (6mths)	753.00	753.00	0.00%	
Business Parking Permits	Business first permit (Yearly)	810.00	810.00	0.00%	
Business Parking Permits	Business second permit (Yearly)	1,341.00	1,341.00	0.00%	
Doctors Parking Permits	Doctors	125.00	125.00	0.00%	No increases proposed for parking fees
Parking Pay and Display	Charge per hour	2.20	2.20	0.00%	No increases proposed for parking
Parking Pay and Display	Zone A	2.80	2.80	0.00%	
Parking Pay and Display	Zone A - Visitor's	1.80	1.80	0.00%	
Parking Bay Suspensions	1-5 Days	40.00	40.00	0.00%	No increases proposed for parking fees
Parking Bay Suspensions	6-42 Days	60.00	60.00	0.00%	
Parking Bay Suspensions	43 days +	80.00	80.00	0.00%	
Scrap Metal Dealers Site	Minor Variation	26.00	26.20	0.77%	These fees have variations from the 1.1% inflationary increase, due to the rounding to the nearest ten pence.
Scrap Metal Collectors Licences	Replacement	10.00	10.10	1.00%	
Pest Control	Fleas	83.33	84.20	1.04%	
Pest Control	Wasps	50.00	50.50	1.00%	
Pest Control	Missed or cancelled appointment	24.00	24.20	0.83%	
Trading Standards	Linear measures not exceeding 3m for each scale.	22.00	22.20	0.91%	
Trading Standards	Capacity measures not exceeding 1 qt. (imperial) or 1 litre (metric).	22.00	22.20	0.91%	
Miscellaneous Charges	Officer Time - Hourly Charge	77.00	77.80	1.04%	
Miscellaneous Charges	Late Payment Charge	51.00	51.50	0.98%	
Reception Services	Copy of TPO	14.00	14.10	0.71%	
Reception Services	Copy of legal agreements	24.00	24.20	0.83%	
Copying Charges for various documents	AO	6.75	6.80	0.74%	
Copying Charges for various documents	A1	5.60	5.60	0.00%	
Copying Charges for various documents	A3	2.25	2.25	0.00%	
Copying Charges for various documents	A4	1.15	1.15	0.00%	
Copying Charges for various documents	Decision Notice	5.60	5.60	0.00%	
Copying Charges for Planning Documents	Decision Notice	15.00	15.10	0.67%	
Copying Charges for Planning Documents	TPO	15.00	15.10	0.67%	
Copying Charges for Planning Documents	Sect 106	25.00	25.20	0.80%	
Copying Charges for Planning Documents	Article 4	15.00	15.10	0.67%	
Copying Charges for Planning Documents	Enforcement Notice	15.00	15.10	0.67%	

Environmental Services Fees & Charges Exceptions

Appendix F

Service	Fee Description	2015-16 Fee (£)	2016-17 Fee (£)	% Increase	Comment/Explanation
Copying Charges for Planning Documents	Plans				
Copying Charges for Planning Documents	AO	11.00	11.10	0.91%	
Copying Charges for Planning Documents	A1	8.50	8.50	0.00%	
Copying Charges for Planning Documents	A3	5.25	5.30	0.95%	
Copying Charges for Planning Documents	A4	2.75	2.75	0.00%	
Highways Fees	Canopy fee renewal	68.00	68.70	1.03%	
Highways Fees	Skip & Builders' Materials Licences	68.00	68.70	1.03%	
Highways Fees	- Each additional month	59.00	59.60	1.02%	
Highways Fees	Portaloos	67.00	67.70	1.04%	
Community Safety	Motorcycle recovery - individual	50.00	50.00	0.00%	
Neighbourhood Wardens	Neighbourhood Warden Patrols (per hour)	100.00	100.00	0.00%	Current price is reasonable
Anti Social Behaviour	Anti Social Behaviour investigations - casework (per hour)	100.00	100.00	0.00%	
Anti Social Behaviour	Pin hole camera hire - charge per day	10.00	10.00	0.00%	
Anti Social Behaviour	Pin hole camera with briefcase hire - charge per day	25.00	25.00	0.00%	
Anti Social Behaviour	Lipstick camera hire - charge per day	10.00	10.00	0.00%	
Anti Social Behaviour	Lipstick camera with briefcase hire - charge per day	25.00	25.00	0.00%	
Anti Social Behaviour	Door viewer camera hire - charge per day	10.00	10.00	0.00%	
Anti Social Behaviour	Door viewer camera with briefcase hire - charge per day	25.00	25.00	0.00%	
Anti Social Behaviour	Large zoom camera hire - charge per day	15.00	15.00	0.00%	
Anti Social Behaviour	Large zoom camera with briefcase hire - charge per day	25.00	25.00	0.00%	Current price is competitive
Anti Social Behaviour	Polecam hire - charge per day	50.00	50.00	0.00%	
Anti Social Behaviour	Door viewer camera (housed) hire - charge per day	15.00	15.00	0.00%	
Anti Social Behaviour	Metal hide with camera hire - charge per day	25.00	25.00	0.00%	
Anti Social Behaviour	Notice board camera hire - charge per day	25.00	25.00	0.00%	
Anti Social Behaviour	Fire sign camera hire - charge per day	25.00	25.00	0.00%	
Anti Social Behaviour	Motion sensor camera hire - charge per day	20.00	20.00	0.00%	
Anti Social Behaviour	Briefcase camera plus audio hire - charge per day	50.00	50.00	0.00%	
Anti Social Behaviour	Camera equipped vehicle hire - charge per day	50.00	50.00	0.00%	
Transport	Parts	Cost + 10.5%	Cost + 10.5%	0.00%	
Transport	Fuel - Diesel / Petrol / LPG	Cost + 8.5 to 10.5%	Cost + 8.5 to 10.5%	0.00%	
Transport	Ad Hoc Vehicle Hire	Cost + 10.5%	Cost + 10.5%	0.00%	
Transport	Management and Administration Charge	Total Cost (excluding Fuel and NSEs) + 10.5%	Total Cost (excluding Fuel and NSEs) + 10.5%	0.00%	Current price is competitive
Transport	Labour Rate per hour (prices starting at)	from £45	from £45	0.00%	
Leisure in Parks	Football grass pitch hire - 9-A-Side Size Pitch	53.00	53.50	0.94%	
Leisure in Parks	Cricket pitch hire - Per Pitch Per Game - Weekend (Inclusive of Nets)	128.00	129.00	0.78%	
Leisure in Parks	Cricket pitch hire - Per Pitch Per Game - Weekday	97.00	98.00	1.03%	
Leisure in Parks	Cricket pitch hire - Per Pitch Per Game - Weekday (Inclusive of Nets)	107.00	108.00	0.93%	
Leisure in Parks	Cricket pitch hire - Per Pitch Per Game - Bank Holiday	122.50	123.00	0.41%	
Leisure in Parks	Cricket pitch hire - Per Pitch Per Game - Bank Holiday (Inclusive of Nets)	133.00	133.00	0.00%	
Leisure in Parks	Tennis - Pay & Play Per Hour - Youth (U18)	3.50	3.50	0.00%	
Leisure in Parks	Tennis - Pre-Booked Per Hour - School	3.50	3.50	0.00%	
Leisure in Parks	Netball - Per Court Per Hour - Floodlit	30.70	31.00	0.98%	
Leisure in Parks	Netball - Per Court Per Hour - In Borough State Schools - Daytime	17.40	17.50	0.57%	
Leisure in Parks	Netball - Per Court Per Hour - In Borough State Schools - Floodlit	22.50	22.50	0.00%	
Leisure in Parks	Netball - Per Court Per Hour - Out of Borough & Private Schools - Floodlit	27.50	27.50	0.00%	
Leisure in Parks	Community Room Hire - Adult - per person per round	2.00	2.00	0.00%	

Environmental Services Fees & Charges Exceptions

Appendix F

Service	Fee Description	2015-16 Fee (£)	2016-17 Fee (£)	% Increase	Comment/Explanation
Leisure in Parks	Community Room Hire - OAP/Youth - per person per round	1.00	1.00	0.00%	Mostly inflationary uplifts only, rounded down to sensible denominations
Leisure in Parks	Community Room Hire - Locker rent	10.00	10.00	0.00%	
Leisure in Parks	Hurlingham Park - Training Area Per Hour	40.70	41.00	0.74%	
Leisure in Parks	Hurlingham Park - Training Area Per Hour - In Borough State Schools	40.70	41.00	0.74%	
Leisure in Parks	Linford Christie Stadium - Adult 6 months (member)	50.00	50.50	1.00%	
Leisure in Parks	Linford Christie Stadium - Adult (Member)	4.00	4.00	0.00%	
Leisure in Parks	Linford Christie Stadium - Adult (Non Member)	5.00	5.00	0.00%	
Leisure in Parks	Linford Christie Stadium - *Concessionary (12 months only) (member)	2.00	2.00	0.00%	
Leisure in Parks	Linford Christie Stadium - *Concessionary (12 months only) (Non Member)	3.00	3.00	0.00%	
Leisure in Parks	Linford Christie Stadium - Lifestyle Plus Member	0.50	0.50	0.00%	
Leisure in Parks	Linford Christie Stadium - Adult spectator/ entrance fee (events)	2.00	2.00	0.00%	
Leisure in Parks	Linford Christie Stadium - Use of shower facilities / changing facilities	2.00	2.00	0.00%	
Leisure in Parks	Linford Christie Stadium - Running Track Hire - Training Per Hour - In Borough State Schools	30.70	31.00	0.98%	
Leisure in Parks	Linford Christie Stadium - Running Track Hire - Sports Day up to 3 hrs - In Borough State Schools	163.80	165.50	1.04%	
Leisure in Parks	Linford Christie Stadium - Running Track Hire - TVH contract rate - standard training	3,000.00	3,030.00	1.00%	
Leisure in Parks	11-A-Side All-Weather Pitch - Per Pitch Per Hour - In Borough State Schools	49.00	49.50	1.02%	
Leisure in Parks	11-A-Side All-Weather Pitch - Per Pitch Per Hour - Contract Adult - Special Price for QPR / Chelsea FC / Chiswick Hockey	53.00	53.50	0.94%	
Leisure in Parks	5-A-Side All-Weather Pitch - Per Pitch Per Hour - Out of Borough & Private Schools	32.70	33.00	0.92%	
Household Bulky Waste Collections	Up to 10 items of unwanted household furniture, electrical items/appliances or similar items	24.85	24.30	-2.21%	Price freeze and reduction to encourage greater service take up by households
Household Bulky Waste Collections	Further items charged per additional sack	2.70	2.70	0.00%	
Household Bulky Waste Collections	Further items charged per additional item	5.20	5.25	0.96%	
Household Bulky Waste Collections	Household Fencing Waste - First 5 panels	31.50	31.50	0.00%	
Household Bulky Waste Collections	Household Fencing Waste - Additional panels	5.20	5.25	0.96%	
Street Scene Enforcement	Fixed Penalty Notices	£40-£300	£40-£300	0.00%	Set in accordance with Defra/ Home Office guidance and various statutes
Hammersmith Town Hall Lettings	Assembly Hall - Bank Holiday Mondays, New Years Eve Supplement	Charge + 15%	Charge + 15%	0.00%	Current price is competitive
Hammersmith Town Hall Lettings	Assembly Hall - New Years Eve falling on a Sunday	Charge + 15%	Charge + 15%	0.00%	
Filming/Photography	Location Fee - Schools	25% passing on fee	25% passing on fee	0.00%	Current price is competitive
Filming/Photography	Location Fee - Fulham Palace	25% passing on fee	25% passing on fee	0.00%	
Filming/Photography	Location Fee - Community Centres	25% passing on fee	25% passing on fee	0.00%	
Registration Of Births, Deaths & Marriages	Civil Marriage/Civil Partnership - Register Office, Hammersmith Town Hall - Monday - Thursday	46.00	46.00	0.00%	
Registration Of Births, Deaths & Marriages	Civil Marriage/Civil Partnership - Mayor's Parlour, Hammersmith Town Hall (Register Office) - Saturday	348.00	350.00	0.57%	
Registration Of Births, Deaths & Marriages	Civil Marriage/Civil Partnership - Approved Venues - Mon - Thur	348.00	350.00	0.57%	
Registration Of Births, Deaths & Marriages	Civil Marriage/Civil Partnership - Approved Venues - Fri	434.00	400.00	-7.83%	
Registration Of Births, Deaths & Marriages	Civil Marriage/Civil Partnership - Approved Venues - Sun/Bank Holidays	563.00	550.00	-2.31%	
Registration Of Births, Deaths & Marriages	Naming Ceremonies / Vow Renewals - Friday (Approved Venues)	430.00	400.00	-6.98%	

Environmental Services Fees & Charges Exceptions

Appendix F

Service	Fee Description	2015-16 Fee (£)	2016-17 Fee (£)	% Increase	Comment/Explanation
Registration Of Births, Deaths & Marriages	Naming Ceremonies / Vow Renewals - Sun/Bank Holidays (Approved Venues)	559.00	550.00	-1.61%	Charges set in accordance with the market and to remain competitive. Some fees are statutory
Registration Of Births, Deaths & Marriages	Fee for attendance at places of worship	86.00	86.00	0.00%	
Registration Of Births, Deaths & Marriages	Copy certificate at time of registration	4.00	4.00	0.00%	
Registration Of Births, Deaths & Marriages	Copy certificate in current register	7.00	7.00	0.00%	
Registration Of Births, Deaths & Marriages	Copy certificate from historical records	10.00	10.00	0.00%	
Registration Of Births, Deaths & Marriages	Nationality Checking Service - Adult (Weekday)	50.00	50.00	0.00%	
Registration Of Births, Deaths & Marriages	Nationality Checking Service - Minor (Weekday)	30.00	30.00	0.00%	
Registration Of Births, Deaths & Marriages	Nationality Checking Service - Adult (Saturday)	60.00	60.00	0.00%	
Registration Of Births, Deaths & Marriages	Nationality Checking Service - Minor (Saturday)	40.00	40.00	0.00%	
Registration Of Births, Deaths & Marriages	Citizenship Ceremony fees - Individual citizenship ceremony weekday	100.00	100.00	0.00%	
Registration Of Births, Deaths & Marriages	Citizenship Ceremony fees - Individual citizenship ceremony - Saturday	125.00	125.00	0.00%	
Registration Of Births, Deaths & Marriages	Citizenship Ceremony fees - Group Ceremony Fees - Sat	50.00	50.00	0.00%	
Registration Of Births, Deaths & Marriages	Settlement Checking - Adult	80.00	80.00	0.00%	
Registration Of Births, Deaths & Marriages	Settlement Checking - Dependent	25.00	25.00	0.00%	
Street Trading Charges	1 day per week (Standard Stall)	20.90	21.10	0.96%	
Street Trading Charges	1 day per week (Extended)	30.30	30.60	0.99%	
Street Trading Charges	2 days per week (Extended)	42.80	43.20	0.93%	
Street Trading Charges	3 days per week (Standard)	43.85	44.30	1.03%	
Street Trading Charges	3 days per week (Extended)	62.65	63.30	1.04%	
Street Trading Charges	4 days per week (Standard)	55.35	55.90	0.99%	
Specialist Street Markets	Temporary licence for casual trader - Mon-Thurs (Standard) - per day	20.85	21.00	0.72%	Inflationary uplift only, rounded down to sensible denominations
Specialist Street Markets	Temporary licence for casual trader - Mon-Thurs (Extended) - per day	30.30	30.60	0.99%	
Specialist Street Markets	Temporary licence for casual trader - Fri/Sat (Standard) - per day	31.30	31.60	0.96%	
Specialist Street Markets	Temporary licence for casual trader - Fri/Sat (Extended) - per day	40.70	41.10	0.98%	
Specialist Street Markets	Temporary licence for casual trader - Standard Application Fee for each Site for 1 Distributor (A Site is a Street) for up to 1 Year	300.00	303.00	1.00%	
Specialist Street Markets	Additional Distributor Badge	50.00	50.50	1.00%	
Specialist Street Markets	Additional Zone	50.00	50.50	1.00%	
Specialist Street Markets	Replacement Badge	50.00	50.50	1.00%	
Specialist Street Markets	Licence variation	25.00	25.20	0.80%	
Commercial Waste	Bagged waste and recycling - Minimum Charge	25.60	25.80	0.78%	Inflationary uplift only, rounded down to sensible denomination
Commercial Waste	Annual Duty of Care Certificate for casual Pay As You Throw customers	30.00	30.00	0.00%	Set to cover administrative cost only, which has not increased
Commercial Waste	Annual Duty of Care Certificate for contract customers	30.00	30.00	0.00%	
Commercial Waste	Revisions to Duty of Care Certificates	25.00	25.00	0.00%	
Cemetery Charges	All costs relating to residents' children up to 16 years of age	Nil	Nil	0.00%	The interment cost for residents' children up to 16 years of age are waived.

Fee Description	2015/16 Charge (£)	2016/17 Charge (£)	Proposed Variation (%)	Total Estimated Income Stream for 2016/17	Comment/Explanation
Adult Education					
Adult Education Class Full Fee per hour Band B	£2.27	£2.27	→ 0.0%	£690,500 (2015/16 Estimates)	Charge Frozen
Adult Education Class Full Fee per hour Band C	£3.46	£3.46	→ 0.0%		
Adult Education Class Full Fee per hour Band E	£5.94	£5.94	→ 0.0%		
Adult Education Class Full Fee per hour Band F	£11.52	£11.52	→ 0.0%		
Private Sector Leasing					
Private Sector Leasing Water Charges	Varies	Varies	Subject to water company increase, expected in January 2016	Nil	The charge is determined by the annual increase set by the water companies.
Private Sector Leasing Rent (average per week)	£298.04 as at 1st September 2014	£295.85 as at 1st September 2015	n/a	£11.5m (2016/17 Estimates, based on 780 units with 4% void at the weekly rent of £295.85)	Since April 2012, the PSL rent threshold has been based on the January 2011 Local Housing Allowance (LHA). The LHA varies according to changes in market rents, the location of the property and its bedroom size. The threshold formula is 90% of LHA plus £40 and subject to a cap of £500 on Inner London and Outer South West London Broad Rental Market Areas (BRMA) and a cap of £375 on other BRMAs.
Bed and Breakfast Temporary Accommodation					
B & B Rent Single/Family (Average per week)	£213.49 as at 1st September 2014	£228.43 as at 1st September 2015	n/a	£1.5m (2016/17 Estimates, based on 130 tenants at a weekly rent of £228.43)	Since April 2012, the B&B rent threshold has been based on the January 2011 Local Housing Allowance (LHA). The LHA varies according to changes in market rents, the location of the property and its bedroom size. This fee is the LHA threshold for one bedroom properties.
B & B Amenity Charges - Single Adult	£10.45	£10.45	→ 0.0%	£71,400 (2016/17 Estimates, based on 130 tenants)	
B & B Amenity Charges - Two Adults	£13.36	£13.36	→ 0.0%		
B & B Amenity Charges - Single Adult & Children	£11.02	£11.02	→ 0.0%		
B & B Amenity Charges - Two Adults and Children	£13.92	£13.92	→ 0.0%		
B & B Amenity Charges - Three Adults and Children	£16.93	£16.93	→ 0.0%		
B & B Amenity Charges - Four Adults and Children	£19.72	£19.72	→ 0.0%		
B & B Amenity Charges - any additional adult	£2.89	£2.89	→ 0.0%		

Libraries Fees & Charges Exceptions

Appendix F

Fee Description	2015/16 Charge (£)	2016/17 Charge (£)	Proposed Variation (%)	Total Estimated Income Stream for 2016/17	Reason For Variation Not At Standard Rate
A4 black and white - self service	£0.10	£0.10	→ 0.0%	£9,800	The charges have been frozen to encourage public use.
A3 black and white - self service	£0.20	£0.20	→ 0.0%		
A4 black and white - assisted service	£0.20	£0.20	→ 0.0%		
A4 colour - self service	£0.80	£0.80	→ 0.0%		
A3 colour - self service	£1.50	£1.50	→ 0.0%		
A4 colour - assisted	£1.50	£1.50	→ 0.0%		
A3 colour - assisted	£2.00	£2.00	→ 0.0%		
Community Resources (Ext)	various	various	→ 0.0%	£7,800	Community groups (Voluntary groups in H&F only, registered charities & residents' associations only) During library hours: £17.50 per hour Outside library hours: £55 per hour Other groups During library hours: £35 per hour Outside library hours: £110 per hour
Miscellaneous Sales	various	various	→ 0.0%	£4,300	Misc Sales
Internet Income	£0.50	£0.50	→ 0.0%	£31,700	Library members: first half-hour per day - free, each subsequent half-hour - 50p Non members for every half hour: 50p Children under 16: Free 3 hour block-booking: £2.00
Library Fines	various	various	→ 0.0%	£50,200	10p per day (16 to 17 year olds) 25p per day per item for books, CDs and spoken word formats 75p per day for DVDs & Boxed Sets 25p per day per Learning Pack / Language Course
Lost / Damaged Charges	various	various	→ 0.0%	£2,400	Replacement Cards etc
Video / DVD Hire Income	various	various	→ 0.0%	£35,700	Single DVD £1.50 per loan and renewal Box Set £3.50 per loan and renewal Language Packs £2.50 per three week loan and renewal
Hall Lets / Room Hire	per hour	per hour	→ 0.0%	£15,000	Letting income
Property Rent	Annual	Annual	→ 0.0%	£10,000	Fulham
Sale Items - guide prices - No VAT Charged - Withdrawn items	per hour	per hour	→ 0.0%	£3,600	Withdrawn library items

Equality Impact Analysis (EIA) of main Budget proposals for 2016/2017

1. Overview and Summary

The Council is obliged to set a balanced budget and Council Tax charge in accordance with the Local Government Finance Act 1992. The purpose of this EIA is to assess the main items in the budget that will be proposed to Full Council on 24th February 2016.

The revenue part of the budget is found at Section D of this EIA.

For 2016/2017, a balanced budget is proposed, based on various growth areas, efficiency savings, fees and reserves. On the basis of that budget, the Council proposes to freeze Council Tax. Further information is set out in the accompanying Report.

A public authority must, in the exercise of its functions, comply with the requirements of the Equality Act 2010 and in particular section 149 (the Public Sector Equality Duty). This EIA is intended to assist the Council in fulfilling its public sector equality duty ("PSED"). It assesses, so far as is possible on the information currently available, the equality impact of the budget, including the proposal to freeze Council Tax. The requirements of the PSED and case law principles are explained in the Legal Implications section of the report to Full Council. The Equality Implications section of that report is informed by this analysis.

2. Methodology

The analysis looks, first, at the impact of freezing Council Tax and, secondly, at the budget on which that decision is based. It is not, however, feasible or appropriate to carry out detailed EIAs of all the individual proposed policy decisions on which the budget is based at this stage. Detailed EIAs will be carried out of policy decisions that have particular relevance to the protected groups prior to any final decision being taken to implement those policy decisions. This will happen throughout 2016/17 as part of the Council's decision-making process, and changes will be made where appropriate.

The aim in this document is to identify the elements of the budget that may have a particular adverse or a particular positive impact on any protected group so that these can be taken into account by the Council when taking a final decision on the budget and the level of Council Tax. Generally, it is not possible at this stage, and prior to any detailed EIA, to identify measures that will mitigate the adverse effects of any particular policy decision, although where this is possible mitigating measures are identified at the appropriate point in this document.

3. Analysis of the impact of Council Tax remaining at current level

As part of the budget setting process in 2015/16 a detailed analysis of the equality impacts of a 1% reduction in council tax was carried out. For 2016/17 it is proposed that council tax remains at its current level which means that there is no new impact resulting from the setting of council tax for this budgetary year, either positive or negative.

The government initiative in the Autumn statement to allow local authorities to raise council tax by 2% (with the proviso that the extra funds generated be ring-fenced for spending on social care) ("the social care precept") means that the Council needs to assess the impact of not taking this option. Were the Council to take this option it would mean that the Council would have £1.07m additional income ring-fenced for spending on adult social care (ASC).

Users of ASC services comprise customers with physical support, learning disability and mental health needs and their carers. Based on the latest population data (please see Appendix 1), 20% of the Borough population have a long term health condition or disability and 9% of the population are above 65.

Data from SALT returns shows 35% of those receiving long term services at end of March 2015 were in the 18-64 age range and 65% were over 65. For short term services the figures are 17% in the 18-64 age range and 83% were over 65. The combined figures were 27% in the 18-64 age range and 73% were over 65. It is not possible to compare this to the 9% in the overall population (2011 Census) aged over 65 as that figure includes children.

69% of carers assessed by the Council are women carers (whereas only 51.3% of the population as a whole is female), so carers are disproportionately more likely to be female. For ASC residential and nursing placements and for community based services, 33% of customers are from Black, Asian, mixed or other ethnicity groups, 65% of customers are White and 2% remain unclassified. This is based on published information in the Short and Long term Care return. In contrast, data from the 2011 Census indicates that the proportion of Black, Asian, mixed or other ethnicity groups in the Borough population as a whole is 32% so these groups are marginally over-represented among service users. Given that the provision of ASC services in general promotes equality of opportunity for these groups, a decision not to use the social care precept is potentially a decision to forego a chance to promote equality of opportunity for these groups and/or a decision not to avoid a negative impact on these groups.

However, the equality impact analysis of the currently proposed ASC budget, later in this document, shows that the savings that it is proposed to make from the social care services budget are not themselves likely to have any significant adverse impact on any individual service user or carer and the council will continue to meet its statutory duties on the basis of the current

budget. The additional £1.07 million which could be raised through the social care precept is not therefore necessary to address any significant adverse impact of the present ASC budget since no such impact has been identified. ASC's proposed budget also incorporates a growth of £1.475m, details of which are set out in paragraph 4.1.8 of this EIA. That growth, which is assessed below to have positive impacts, is achievable without the need to use the social care precept.

An additional £1.07m income could, though, be used for: (i) providing further additional discretionary ASC services; and/or (ii) meeting any non-anticipated ASC budget pressures, eg if demand for social care services is greater than expected in any area. Of those, option (i) would be capable of contributing further to the promotion of equality of opportunity for some users of ASC services and their carers. Option (ii) might also have such an effect, though if there were a shortfall in the Council's provision of services to meet its statutory duties, the Council would in any event find that money from reserves if there were insufficient money in the social care budget.

The Council must give due weight to these impacts when determining council tax and the budget for 2016/17. The Council will need to balance the impact of not using the social care precept against the wider benefits of not raising council tax or implementing the social care precept this year.

In considering this decision, the Council will also need to take into account what the equalities impact would be of introducing the social care precept of 2%. A detailed equality impact analysis of the effect of reducing council tax was undertaken for the purposes of last year's Budget. It is possible to draw on that analysis in order to consider the potential impact of introducing the social care precept, which would essentially produce the inverse picture to last year's reduction. In other words:

- those who are eligible for full Local Council Tax Support ("LCTS") would not be affected;
- those who are not eligible for LCTS would bear the bulk of the increase (likely to amount to £14.56 per year for a Band D Council Tax payer);
- those who are eligible for partial LCTS would bear a smaller increase.

Appendix 2 provides details of LCTS claimant data. In terms of equality impact, the group that will be most significantly affected by any increase in council tax and/or the introduction of the social care precept will be those with low incomes that are just above the threshold for LCTS or who qualify for partial LCTS for whom the increase will represent a larger proportion of their disposable income. No specific data is held for this group, but the profile is likely to be similar to that of those who are eligible for LCTS. Of the 16,634 LCTS claimants, approximately 68-70% are female (significantly higher than the proportion of females in the borough population as a whole, which was 51.3% according to the 2011 Census. Pensioners are also disproportionately represented (35.10% of LCTS claimants, but only 9% of Borough residents). Based on ONS data on low income groups, it is also likely that disabled residents, ethnic minority groups, women on maternity leave, single parents

(who are normally women) and families with young children will be disproportionately represented in the affected group. Any children present in such households may be indirectly affected by the decrease in household income. Further, in line with social trends, there is likely to be a group of pensioners who are asset rich but cash poor who occupy some of the more expensive properties in the borough and will thus be subject to a greater negative financial impact as a proportion of their disposable income. For example, a 2% increase on a property banded at G would result in an increase of £34.10pa.

As such, introducing the social care precept by 2% would likely have a disproportionate negative impact on pensioners, women, the disabled, ethnic minority groups and (indirectly) on children. The Council will need to weigh this negative impact against the potential positive impact of raising an additional £1.07m ring-fenced income for ASC services.

4. Analysis of overall impact of the proposed Budget

4.1. Adult Social Care (ASC)

4.1.1. Efficiencies, Savings, Growth and Fees and Charges

The 2016/17 efficiencies proposals are detailed in this report. They are grouped into transformation projects, procurement and contract efficiencies, reconfiguration of services, investment from Health and other efficiencies.

Any efficiencies with a potential equalities impact on staff will be considered as part of the staffing establishment reorganisations. Other items are to do with more efficient ways of delivering services to the customers and carers and those are detailed below.

Also included in this report is new growth and proposed fees and charges.

Detailed EIAs will be carried out at the time the proposals are in development when the impact can be fully assessed.

4.1.2. Transformation Portfolio Projects

The strategic plan for Adult Social Care over the coming years is to improve frontline services and deliver on major service transformation programs. This will be done through:

	H&F 2016/17 Savings
Customer Journey Operations Alignment	£1.333m
Prevention strategy with the aim to reduce costs by investing in assistive technology	£0.275m

4.1.2.1. Customer Journey Operations Alignment £1.333m

The aim of the measure is to design and implement a single ASC operating model and organisation structure which will include a core service offer to meet local service requirements. This is likely to have a positive impact for the customer as it would:

- improve the customer and carer experience, streamline processes and make the best use of the operations staff.
- enable the Council to deliver a better quality of service to customers and carers by reducing bureaucracy.
- put the customers and carers in charge of their information that goes through the system and improve integration with social care workers when the information required is always readily available. There is now a people first website where customers and social work practice can obtain information and advice which would help in the assessment of services.
- Streamline the access of services and align the hospital discharge process.

Organisational models of alternative ASC Operations structures are under management review, prior to assembly of a business case for presentation in January 2016. This will include a full EIA impact assessment.

4.1.3. Prevention strategy with the aim to reduce costs by investing in assistive technology £0.275m

This would have a positive impact for customers as it requires investment in assistive technology. This proposal is based on increasing the number of people using tele care thereby enabling them to stay at home for longer, while also reducing the cost of home care services. 19.9% of the borough population have long term health needs or disability and this would be a positive benefit to them.

This project is at the stage of a case audit seeking to verify the current impact of the project with a view to testing that the operational and customer benefits are being delivered and are linked to a whole systems approach.

4.1.4. Procurement and Contract Efficiencies

	H&F2016/17 Savings
Reviewing of Care Pathways	£0.748m
Supporting People reprocurring of Contracts	£0.190m
Public Finance Initiative contractual savings resulting from the renegotiation of the contract.	£0.492m

4.1.4.1. Reviewing of Care Pathways £0.748m

The aim of the contract efficiency savings is to reduce the cost of the Adult Social Care services currently commissioned through external providers. This may also benefit customers by increasing service efficiency. The process will involve:

- Benchmarking against the market to ensure contracts represent the best value for money and are competitively priced.
- Renegotiating contract terms and re-procuring services where necessary to secure the best value and minimise concentration of risk.
- Reducing the number of contracts to ensure these can be effectively managed within available contract management resources.
- Harmonising contract management processes and systems.

4.1.4.2. Supporting People re-procuring of Contracts £0.190m

This proposal is centred around the re-procurement of homelessness contracts which is likely to have a positive impact on customers as aspects of this measure will involve re-procuring to ensure that a more efficient service is being provided. Such decisions are subject to the usual decision-making process which may include carrying out an Equality Impact Analysis at which stage the impact can be fully assessed.

4.1.4.3. Review Private Finance Initiative contractual savings resulting from the renegotiation of the contract £0.492m

This nursing home placements and extra care sheltered PFI long term contract has been renegotiated with the provider leading to full-year savings. This settlement resulted in significant one-off savings for the Council and for Health. The Council saved (£1.66m) which was reflected in the outturn figures in 2014/15. This is likely to have a neutral effect for customers as a result of the savings as there will be no change in service provision.

4.1.5. Reconfiguration of Services.

	H&F2016/17 Savings
In Borough / At home support for younger adults through Learning Disability Supported Accommodation	£0.089m
Review of all high cost and high needs placements for continuing Health funding and review of Direct Payment Packages through a case file approach	£0.752m

4.1.5.1. In Borough / At home support for younger adults through Learning Disability Supported Accommodation £0.089m

This will have a positive impact for Adult Social Care customers as these changes aim to meet the projected increase in demand for services by people with Learning Disabilities in the borough through the remodelling existing accommodation services. High quality specialist housing provision in the borough to meet current and future complex health, social care and physical needs is in short supply.

The department is working with housing to deliver re-modelled in-borough housing and support options for customers. The Council's aim is to provide access to a range of quality local housing provision avoiding the need for out-of-borough expensive residential care provision. Thus the intention is to be in a position to provide more accommodation at lower cost, hence the positive impact on customers despite the savings being made.

4.1.5.2. Review of all high cost and high needs placements for continuing Health funding and review of Direct Payment Packages through a case file approach £0.752m

The proposal is to review high cost placement and care packages with a view, where appropriate, to referring individuals to NHS continuing health care for funding, thus potentially reducing the Council's expenditure, but not negatively affecting the individuals who would continue to receive the same services (or alternative services appropriate to their needs), but funded by the NHS rather than the Council. This is a review of high cost and direct care packages to ensure assessed needs are being met and services are tailored to the requirements of the customers. Impact on customers should therefore be neutral or positive where (as a result of the review) services are changed to ensure more timely and appropriate interventions and a more integrated and co-ordinated approach to care services.

4.1.6. Investment from Health.

	H&F 2016/17 Savings
Improve Outcomes and reduce dependency amongst customers through better joint services with the NHS	£0.965m
Delivering on outcomes based Commissioning and accountable care through Whole Systems approach with Health	£0.200m

4.1.6.1. Improve Outcomes and reduce dependency amongst residents through better joint services with NHS £0.965m

This item relates to money being received by the Council from the NHS to benefit health and social care outcomes. This will have a positive impact in

protecting front line services for all care groups who require a care package. 5% of the Borough population are above 65 with a further 4% above 75+ with ever increasing care needs.

4.1.6.2. Delivering on outcomes based Commissioning and accountable care through Whole Systems approach with Health £0.200m

The proposal is to integrate care and to work increasingly with health care colleagues and having a joint commissioning programme of services. The aim is for this to have a positive impact on the customer through joint services for all care groups who require a care package. 5% of the Borough population are over 65 with a further 4% above 75+ with ever increasing health and social care needs.

4.1.7. Other Efficiencies.

	H&F 2016/17 Savings
Review of Supporting People Balances	£0.200m
Parkview review of costs	£0.077m

4.1.7.1. Review of Supporting People (SP) Balances £0.200m

The proposal is to fund supporting people services from the SP reserve and will have no impact on customers.

4.1.7.2. Parkview review of costs £0.077m

The proposal is to fund the remaining net revenue budget of £0.77m from S106 funding leaving no general fund contribution and has no impact on customers.

4.1.8. Growth

4.1.8.1. Increase in demand for Home care services, Direct payment services and Independent Living Fund: £2.370m.

4.1.8.1.1. Increase in demand

Similar to the previous year, there are increasing pressures on the Home Care Packages and Direct Payments budgets as part of the out of hospital strategy, to support customers at home and avoid hospital admission or to enable early discharge. This has led to an increase in home care costs above that which would have normally occurred. There is a net projected overspend of £0.732m in 2015/16.

The department jointly with the CCG have commissioned a piece of work to understand the pressures on the health system and what is causing the

overspend in Home Care. There will be additional cost pressures on the Home Care budget with the tendering of the new Home Care contracts from 2016/17 - both from an increase in prices to improve quality and a potential increase in demand. For 2016/17 this will be funded from the ASC reserve and from 2017/18, a new growth bid has been proposed.

4.1.8.2. Direct Payment

Due to the introduction of the new Home Care contracts, which are outcome based, decisions need to be made regarding changing the Direct Payment rate for Home Care, to reflect the new higher contract rate in line with the London living wage to be paid to providers or to adopt an alternative method for calculating the Home Care direct payments rates. The DP rates could be calculated according to the Resource Allocation System (RAS) which would allocate resources based on what it costs the Council to provide and purchase services to meet the varying needs of our customers determined through the care assessment. A proposed growth allocation of £0.600m has been allowed in the budget process.

These will all be of high relevance to disabled people and will support the participation of disabled people in public life and help to advance equality of opportunity between disabled and non-disabled people. This proposal is thus likely to have a positive impact as there will be additional funding to meet the increase in the demand and needs of these customers and carers.

4.1.8.3. Independent Living Fund new Burden

LBHF took responsibility for the payment of Independent Living Fund (ILF) to 48 customers on 1st July 2015. The un-ringfenced grant determination issued by the Department of Communities and Local Government confirmed funding for LBHF of £671,292, which covers the ILF payments of the 48 ILF customers for the period 1st July 2015 to 31st March 2016. We anticipate a full-year revenue grant in 2016/17 of £895,000 and we are awaiting the final details from DCLG.

These customers have had annual reviews of their Adult Social Care needs by social workers. Subject to final confirmation, funding is now available for 2016/17 which should alleviate concerns and provide a positive impact on maintaining support and employment opportunities for these disabled customers.

4.1.9. Fees & Charges

4.1.9.1. Meals on Wheels: Proposed Price Reduction.

LBHF provides a meal service for customers of the borough under the Care Act and charges customers a flat rate contribution towards the service.

Meals services are provided to customers by the contractor Sodexho Ltd. There is a part of a contract framework agreement with Sodexho Ltd and Hammersmith and Fulham Council is the lead authority. The contract commenced on 8th April 2013 and covers a five year period.

Reducing the price is expected to have a positive impact on the 122 current service users as it will improve their financial position and wellbeing.

4.1.9.2. Careline : Proposed Price Freeze

If there is no change on the careline charge from the 2015/16 price, this will be a positive impact as it will improve the financial position of customers in real terms.

4.2. Children's Services (CHS)

Key Protected Characteristics: Children with Disability, Maternity and Pregnancy, Age, Race, Religion, Gender

4.2.1. Growth Proposals (£3.164m)

The Council is seeking to continue to protect the most vulnerable members of the community in the face of increased financial burdens following legislative and case law changes. This will be achieved through the targeted allocation of resources to support homeless teenagers; assist children in care to stay with their foster families and enhance their education outcomes; support children leaving care and their foster families; support vulnerable refugees, unaccompanied asylum seekers and others with no recourse to public funds and ensure young people have the best support available from the Youth Offending Service. Investments in these measures are anticipated to have positive impacts on children and young people, including those in protected groups.

Particular consideration is given to the needs of our children with disabilities and their families as they seek to access our special school provision through the development of supported care and transport arrangements.

4.2.2. Saving Proposals

The Council has emphasised the need to improve services in the development of the savings proposals required by the reduction in Central Government funding for local authorities. Where individual items relate to staffing efficiencies, re-procurements or other major programmes, appropriate procedures will be applied to ensure equality impact assessments are considered. Detailed EIAs will be carried out as necessary when the proposals are in development so that the equality impacts can be fully assessed.

4.2.3. Family Services

Key Protected Characteristics: Disability, Age, Race, Religion, Gender

Family Services are developing an innovative approach to its support of families in need through the Focus on Practice Initiative that will see social workers providing more intensive support to families. When the Focus on Practice initiative was approved by Cabinet in November 2014, consideration was given to an equalities impact assessment and it was determined that an assessment was not required as the initiative would not have an impact on protected groups.

Family Services aims to deliver savings by achieving more effective permanent care solutions for children (through avoiding the need for care, return home project, and improvements in the process by which children move into permanent placements). This will reduce the number of looked after children and are a continuation of existing policies and indicatives. Part of the improvement will be achieved by increasing the number of in-house carers and proactively monitoring the implementation of children's plans to avoid delay and costly court proceedings. Therefore a positive equality impact is anticipated.

Staffing numbers would only be changed if Family Services are successful in achieving permanent care for children and therefore reducing the number of Looked After Children. Any such staff reorganisation would require a separate EIA.

4.2.4. Education and Schools

Key Protected Characteristics: Disability, Age, Race, Religion, Gender

Revise how lead adviser, data and educational psychology support is provided to schools.

These revisions will not lead to a significant change in the services provided but review how the services are funded (i.e. through Dedicated Schools Grant or buy-back from schools). Therefore no equalities impact upon service users is anticipated.

Reduce discretionary support to schools.

The withdrawal of the funding will not mean that these intervention programmes will cease. The additional resourcing has helped to establish the programmes and schools will continue to prioritise this work as part of their raising achievement plans. The Local Authority will also continue to offer advice in this area and make sure that schools make use of the best practice in raising achievement. Accordingly the equality impact should be neutral.

4.2.5. Commissioning

Key Protected Characteristics: Disability, Age, Race, Religion, Gender, Maternity and Pregnancy

Renegotiation of Information, Advice and Guidance contract includes direct award of existing contract from April 2016 at a reduced cost. Any Equalities Impacts will be assessed in negotiating the revised specification of the 2016/17 service.

Reduction in Joint Health Commissioning in respect of service now being delivered by the CCG in different way. There will be no change to the service provided.

Staffing - Reduction in Commissioning staff budgets Significant reorganisation of Children's Commissioning Directorate although with no negative anticipated impact upon frontline services. Proposals will be subject to staff consultation and the EIA will include the workforce profile to identify if any particular groups are disproportionately affected.

4.2.6. Finance and resources

Key Protected Characteristics: Disability, Age, Race, Gender, Maternity and Pregnancy

Staffing - Ahead of the consultation of staff affected by the reorganisation, it was assessed that the proposals would not have any significant implications for equalities within the workforce. There is no anticipated impact on frontline services

4.3. Environmental Services (ES)

The majority of the savings proposed are concerned with back office staff, accommodation, IT, renegotiation of contracts and recognising existing variances. As such there are no adverse equality implications for any particular user groups with protected characteristics. Where there are staff changes leading to savings, Equality Impact Assessments are carried out as part of the reorganisation process.

The proposal to improve enforcement of HMO licenses in the private rented sector seeks to target poor housing that is below a standard considered to be safe or fit for habitation as defined under the Housing Act 2004. Such housing is often inhabited by persons and families who are on low incomes and potentially vulnerable. Accordingly, this proposal should have a positive impact on those on low incomes. This typically includes a higher proportion of

ethnic minorities and single parent families (usually women) and therefore the proposal should have a positive equality impact.

Budget growth has been included to address existing budget pressures and as such does not involve any new actions. There are, therefore, no associated equalities implications.

4.4. Corporate Services (CS)

The majority of proposed savings are concerned with back office staff and functions. As such they will have no equalities impact on front line service users. Where there are staff changes leading to savings, EIAs will be carried out. However, some of the proposals are to do with more efficient ways of delivering services to the public and these are set out below.

4.4.1. Business Intelligence: £624k

A range of business intelligence projects are in progress that seek to validate discounts offered, payments made and grants claimed by the council.

The forecast benefit is £624k. By improving the validation process there will be a direct positive effect on all adults in the borough who pay Council Tax (regardless of age, race, sex, disability, etc). Funding will be generated that supports front line services.

4.4.2. Alternative Funding of Third Sector Investment: £350k

A net saving on the overall grants budget will be delivered through the identification of alternative funding. The Council's grant expenditure includes women's groups, BME groups, and groups for disabled residents. Overall funding, including other contributions, will increase and is therefore likely to have a positive impact and promote equality of opportunity for these groups.

4.4.3. Other Savings

There are a number of potential reorganisations in CS, and these are informed by EIAs as and when they occur. These are also savings from more effective procurement and other initiatives. The other savings are listed below:

- Savings from new contract arrangements £1,010k
- Reduction in reserves and contingencies £450k
- Review of subsidy/overpayment recovery assumptions £200k
- Review of Finance and Legal & Electoral Services £211k
- A reduction in the cost of managed services and other efficiencies for Human Resources £150k
- Reduction in external audit fee and insurance cost £130k
- Commercialisation of the Innovation and Change Management Division £50k

The savings given above are unlikely to have an impact on residents or service users, and represent better ways of providing services to frontline departments while ensuring that resources are allocated where they need to be. There are therefore unlikely to be any equalities impacts on service users.

4.5. Housing Services (HS)

4.5.1. Efficiency Savings

4.5.1.1. Hand back of Housing Association Leasing Scheme at Hamlet Gardens: £265k

This efficiency relates to a reduction in temporary accommodation procurement costs associated with the Council's Housing Associations Leasing Scheme following the hand back to the landlord of a scheme at Hamlet Gardens. The reduction in costs relates primarily to rent loss payments following the expiry of the lease at Hamlet Gardens. The effect on clients transferred from their accommodation at Hamlet Gardens is expected to be positive or neutral as the Council will maintain its on-going duty to provide accommodation to all households.

Alternative accommodation will be provided and in some cases, the households will be offered permanent accommodation in line with the Council's Scheme of Allocation and prioritisation process. Where alternative temporary accommodation is provided, consideration will be given to place all households within the borough in the first instance. However, as a result of challenges in securing suitable, affordable temporary accommodation in the borough, accommodation outside of the borough may be offered. All placements will be made in line with the Council's Temporary Accommodation Placement Policy. Where support is required, referrals will be made to the Council's Floating Support provision as a move outside of the borough may make it difficult to sustain existing support networks. Where temporary accommodation is provided, the family will remain on the housing register and will receive an offer of permanent accommodation in due course. This efficiency has already been partially achieved during 2015/16. Overall, this efficiency is expected to have a broadly neutral impact on service users and thus not to have any significant equalities impact.

4.6. Libraries

4.6.1. Growth

There is a requirement for up to £65k for rental for Lilla Huset where the LBHF archive collections are held. This has previously been a peppercorn rent which is coming to the end of its term in 2016/17. Alternatives have been considered, but the most cost-effective option is to continue at the Lilla Huset facility. This may be partly funded by a drawdown of earmarked reserves of £38k in 2016/17. There is no predicted equalities impact.

4.6.2. Savings

There may be opportunities to increase income from utilisation of spaces for commercial activities, events and ceremonies. This is a modest proposal to generate £20k from further use, making more of attractive heritage buildings such as Fulham and Hammersmith libraries. There is a potential positive equalities impact through providing greater access for civil partnership ceremonies.

4.6.3. Fees & Charges

It is proposed that there are no increases to fees within Libraries. There is a trend of declining income from traditional sources such as hire of DVDs and overdue charges due to channel shift by customers and increasing such charges may deter lower income library users who rely more on these formats. There is no predicted equalities impact.

5. Conclusion on impact of the budget

5.1. Adult Social Care

The department has demonstrated that it is aware of its responsibility to assess, plan and monitor the impacts of the proposed changes from an equalities impact perspective. The overall assessment it has reached for the budget-setting process is that it can achieve its planned efficiencies and savings without any significant negative equalities impact on individuals or groups who have protected characteristics and concludes that the planned initiatives will have broadly positive impacts across the protected characteristics by providing better, more efficient service provision.

At this point in the budget-setting process the department has not identified any significant negative equalities impact risks that cannot be mitigated, but the service will carry out full EIA assessments on specific initiatives in line with the decision-making and governance processes before final decisions on proposals are taken.

5.2. Children's Services

The ambition to deliver savings by achieving more effective permanent care solutions will need to be closely monitored on an on-going basis with continuing consideration given to equality impacts. Achieving more effective permanent care solutions will have a positive equality impact.

There are no predicted negative impacts arising from changes proposed for schools.

All changes involving changes to job roles and reorganisations will be subject to consultation and EIA at the appropriate point in time.

5.3. Environment Services

The department has not identified any equalities risk arising from its budget proposals.

5.4. Corporate Services

The majority of proposed departmental savings are concerned with back office staff and functions. As such they will have no equalities impact on front line service users.

Alternative funding proposals for 3rd Sector organisations is predicted to result in positive equalities impact on individuals and groups with protected characteristics.

5.5. Housing Services

The department has not identified any equalities risks resulting from its internal budget proposals.

5.6. Libraries

The department has not identified any negative equalities impact and has proposed a potential positive equalities impact through providing greater access for civil partnership ceremonies.

5.7. Conclusion

Overall, the predicted equalities impact of the collective budget proposals is neutral..

Ultimately if, on further analysis, it is decided that any particular proposed policy would have an unreasonable detrimental impact on any protected group, H&F could, if it is considered appropriate, use reserves or virements to subsidise those services in 2016/17.

There are no fees and charges increases that are relevant to equality.

In some cases, detailed EIAs will be required before the full nature of any impact can be assessed, or mitigating measures identified.

Population Data

The data in this Annex is from the Borough Profile 2010, from the Census 2001, from the Census 2011 F, or, where information for H&F is not available, from other sources which are given below. The most up to date is given in each case and used in the analysis above.

Data

- Tables of data from the Office of National Statistics (ONS) Crown Copyright Reserved [from Nomis on 6 December 2013]
- Live Births by Usual Area of Residence: ONS 2012 (e.g. for pregnancy and maternity) Crown Copyright Reserved [from Nomis on 6 December 2013]
- H&F Framework-i
- Kairos in Soho, *London's LGBT Voluntary Sector Infrastructure Project, 2007*

**Table 4: Age
(QS103EW, ONS)**

Age	#	%
0-4	11,900	6.5
5-10	10,172	5.6
11-16	9,019	4.9
17-24	22,184	12.2
25-39	65,211	35.7
40-49	25,083	13.7
50-64	22,511	12.3
65-74	9,102	5.0
75+	7,311	4.0

**Table 5: Age and disability
Adults not in employment and dependent children and persons with long-term health problems or disability for all (KS106EW, ONS)**

Household Composition	2011	
	number	%
count of Household; All households	80,590	100.0
No adults in employment in household	21,192	26.3
No adults in employment in household: With dependent children	3,897	4.8
No adults in employment in household: No dependent children	17,295	21.5
Dependent children in household: All ages	18,479	22.9
Dependent children in household: Age 0 to 4	9,083	11.3
One person in household with a long-term health problem	15,999	19.9

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or disability		
One person in household with a long-term health problem or disability: With dependent children	2,809	3.5
One person in household with a long-term health problem or disability: No dependent children	13,190	16.4

Table 6: Disability (Framework-i)

Rate of physical disability registrations for H&F:	38.7 registrations per 1000 people
Rate of physical disability registrations for Wormholt & White City:	56.6 registrations per 1000 people (the highest)
Rate of blind/visual impairment registrations for H&F:	6.2 registrations per 1000 people
Rate of blind/visual impairment registrations for Ravenscourt Park:	14.1 registrations per 1000 people (the highest)
Rate of deaf/hard of hearing registrations for H&F:	2.0 registrations per 1000 people
Rate of deaf/hard of hearing registrations for Shepherds Bush Green:	4.0 registrations per 1000 people (the highest)

Table 7: Sex

Usual resident population (KS101EW, ONS)

Variable	2011	
	number	%
All usual residents	182,493	100.0
Males	88,914	48.7
Females	93,579	51.3

Table 8: Race

Ethnic group (KS201EW, ONS)

Ethnic Group	2011	
	number	%
All usual residents	182,493	100.0
White	124,222	68.1
White: English/Welsh/Scottish/Northern Irish/British	81,989	44.9
White: Irish	6,321	3.5
White: Gypsy or Irish Traveller	217	0.1
White: Other White	35,695	19.6
Mixed/multiple ethnic groups	10,044	5.5
Mixed/multiple ethnic groups: White and Black Caribbean	2,769	1.5
Mixed/multiple ethnic groups: White and Black African	1,495	0.8
Mixed/multiple ethnic groups: White and Asian	2,649	1.5
Mixed/multiple ethnic groups: Other Mixed	3,131	1.7
Asian/Asian British	16,635	9.1

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Asian/Asian British: Indian	3,451	1.9
Asian/Asian British: Pakistani	1,612	0.9
Asian/Asian British: Bangladeshi	1,056	0.6
Asian/Asian British: Chinese	3,140	1.7
Asian/Asian British: Other Asian	7,376	4.0
Black/African/Caribbean/Black British	21,505	11.8
Black/African/Caribbean/Black British: African	10,552	5.8
Black/African/Caribbean/Black British: Caribbean	7,111	3.9
Black/African/Caribbean/Black British: Other Black	3,842	2.1
Other ethnic group	10,087	5.5
Other ethnic group: Arab	5,228	2.9
Other ethnic group: Any other ethnic group	4,859	2.7

**Table 9: Religion and Belief (including non-belief)
Religion (KS209EW, ONS)**

Religion	2011	
	number	%
All categories: Religion	182,493	100.0
Has religion	123,667	67.8
Christian	98,808	54.1
Buddhist	2,060	1.1
Hindu	2,097	1.1
Jewish	1,161	0.6
Muslim	18,242	10.0
Sikh	442	0.2
Other religion	857	0.5
No religion	43,487	23.8
Religion not stated	15,339	8.4

**Table 10: Pregnancy and maternity
Live births (numbers and rates): age of mother and administrative area
of usual residence, England and Wales, 2012 (ONS 2012)**

Age of mother at birth								
All ages	Under 18	Under 20	20-24	25-29	30-34	35-39	40-44	45+
2,646	15	45	238	491	970	689	200	13

Age of mother at birth								
All Ages	Under 18	Under 20	20-24	25-29	30-34	35-39	40-44	45+
52.5	6.7	12.3	31.1	37.6	88.6	84.1	29.0	2.2

**Table 11: Marriage and Civil Partnership
Marital and civil partnership status (KS103EW, ONS)**

Marital Status	2011
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	number	%
All usual residents aged 16+	152,863	100.0
Single (never married or never registered a same-sex civil partnership)	85,433	55.9
Married	45,248	29.6
In a registered same-sex civil partnership	743	0.5
Separated (but still legally married or still legally in a same-sex civil partnership)	4,425	2.9
Divorced or formerly in a same-sex civil partnership which is now legally dissolved	11,386	7.4
Widowed or surviving partner from a same-sex civil partnership	5,628	3.7

Table 12: Living arrangements (QS108EW, ONS)

Living Arrangement	2011	
All categories: Living arrangements	151,028	
Living in a couple: Total	60,569	40.1
Living in a couple: Married	40,917	27.1
Living in a couple: Cohabiting (opposite-sex)	17,046	11.3
Living in a couple: In a registered same-sex civil partnership or cohabiting (same-sex)	2,606	1.7
Not living in a couple: Total	90,459	59.9
Not living in a couple: Single (never married or never registered a same-sex civil partnership)	68,170	45.1
Not living in a couple: Married or in a registered same-sex civil partnership	3,820	2.5
Not living in a couple: Separated (but still legally married or still legally in a same-sex civil partnership)	3,698	2.4
Not living in a couple: Divorced or formerly in a same-sex civil partnership which is now legally dissolved	9,517	6.3
Not living in a couple: Widowed or surviving partner from a same-sex civil partnership	5,254	3.5

Information set 13: Gender Reassignment and Lesbian, Gay, Bisexual and Heterosexual People

'In 2005, the Department for Trade and Industry published a figure of 6% as the percentage of LGBT people in the general population... the number of LGBT people in London is thought to be anywhere between 6% and 10% of the total population, increased by disproportionate levels of migration.'

The 2011 census recorded 17,046 people (or 11.3% of couples), aged 16 and over, living as same sex couples in Hammersmith and Fulham. The same census recorded 2,606 (or 1.7% of couples) as a registered same-sex civil partnership or cohabiting (same-sex) . Data on heterosexuality as such is also not collated although given the estimated numbers of LBGT people, it appears that the majority of the population is heterosexual. Data on transgendered or transitioning people was not available.

LCTS Claimant Data

Table 1: Composition of LCTS claimants in LBHF

	Households			Weekly Payment		
	Full	Partial	Total	Full	Partial	Total
Pensioners	4,289	1,544	5,833	67,516	17,214	84,730
	74%	26%	100%			
Non Pensioners	8,454	2,297	11,521	130,243	23,382	153,625
	79%	21%	100%			
Households with Children	3,086	1,201	4,287	51,935	12,869	64,804
	72%	28%	100%			
Households with Disabled Adult	3,107	129	3,236	47,638	1,500	49,138
	92%	8%	100%			
Households with Children & Disabled Adult	474	43	517	8,787	507	9,294
	92%	8%	100%			
Households without Children & Disabled Adult	6,155	2,163	8,318	92,251	22,110	114,361
	74%	26%	100%			
Overall Totals	12,741	3,841	16,584	197,759	40,596	238,355

Table 2: Council Tax bands of LCTS claimants

	A	B	C	D	E	F	G	H	Totals
Pensioners	324	804	1603	1649	852	380	218	3	5833
Working Age	865	1367	2775	3410	1598	536	193	7	10751
	1189	2171	4378	5059	2450	916	411	10	16584
	7%	13%	26%	31%	15%	6%	2%	0%	7%

APPENDIX G

Table 3: the composition of LCTS claimants by pensioner and non-pensioner claims where households have a disabled adult and the disability premium has been awarded, by male and female only, and by couple.

Total number of claims	16,552			
Total number of pensioner claims (includes households with a disabled adult where the disability premium has been awarded)	5,839	Number of female only claimants = 3,203 or 54.86%	Number of male only claimants = 1863 or 31.91%	Number of claiming couples = 773 or 13.24%
Total number of non-pensioner claims (includes households with a disabled adult where the disability premium has been awarded)	10,795	Number of female only claimants = 5,943 or 55.05%	Number of male only claimants = 3,218 or 29.79%	Number of claiming couples = 1,636 or 15.16%
Households with a disabled adult (where the disability premium has been awarded) as a standalone group of the total number of claims	3,347	Number of female only claimants = 1,668 or 49.84%	Number of male only claimants = 1356 or 40.51%	Number of claiming couples = 319 or 9.53%

Council Tax Exemptions (that apply and that do not apply)

Further information can be found on our website and a summary of exemptions is given here:

Council tax - exemptions

Exemptions and empty property discounts

Some properties are exempt from council tax. The different classes of exemption are listed below.

Properties occupied by:

- [full time students](#) (they must complete an [application form](#) and return it to us with a council tax certificate from their place of study);
- severely mentally impaired people;
- a foreign diplomat who would normally have to pay council tax;
- people who are under 18;
- members of a visiting force who would normally have to pay council tax; or
- elderly or disabled relatives of a family who live in the main property, in certain annexes and self-contained accommodation.

Unoccupied properties that:

- are owned by a charity, are exempt for up to six months;
- are left empty by someone who has moved to receive care in a hospital or home elsewhere;
- are left empty by someone who has gone into prison;
- are left empty by someone who has moved so they can care for someone else;
- are waiting for probate to be granted, and for six months after probate is granted;
- have been repossessed;
- are the responsibility of a bankrupt's trustee;
- are waiting for a minister of religion to move in;
- are left empty by a student whose term-time address is elsewhere;
- are empty because it is against the law to live there, including from 1st April 2007 where a planning condition prevents occupation;
- form part of another property and may not be let separately.

A pitch or mooring that doesn't have a caravan or boat on it is also exempt.

Note: Those who feel they are entitled to an exemption are encouraged to contact the Council and information on how to do that is in the following link:
http://www.lbhf.gov.uk/Directory/Advice_and_Benefits/Council_tax/Exemptions/35774_Council_Tax_Exemptions.asp?LGNTF=13

Council tax discounts and exemptions that no longer apply from 1st April 2013

Some discounts / exemptions no longer apply

From 1st April 2013 the following discounts and exemptions previously granted under statutory regulations will no longer apply to properties in Hammersmith & Fulham:

- **Class A exemption** (previously for 12 months), for empty property requiring or undergoing major structural repair works or alterations to make them habitable
- **Class C exemption** (previously for 6 months), for empty unfurnished property
- **10% discount** - (previously for an unlimited period), for second homes or long term empty property.

Information can be found

here: http://www.lbhf.gov.uk/Directory/Advice_and_Benefits/Council_tax/Exemptions/179569_Council_tax_discounts_and_exemptions_that_no_longer_apply_from_1st_April_2013.asp

The Business Rates Retention Scheme for Hammersmith and Fulham

		LBHF Figure for 2016/17 £'000
Step 1	Notification from the government of the Settlement Funding Assessment (SFA). This combines formula funding (effectively what formula grant would have been had it continued) and a number of rolled in grants.	95,062
Step 2	Split of the SFA between Revenue Support Grant (40%) and a Business Rates Funding Baseline (60%). The % split is the same for all authorities.	
	- Revenue Support Grant payable by the government - Business Rates Funding Baseline	38,453 56,609
Step 3	Agreement of the localised element of non-domestic rates. This is the amount of business rates income that LBHF actually expects to collect in 2016/17.	59,512
Step 4.	Payment of a tariff to the government. For LBHF because what the government expects this authority to collect in business rates (step 3) exceeds the funding identified through the SFA (step 2) a tariff is payable to the government. The tariff is a charge to the revenue budget. Most authorities receive a top-up rather than pay a tariff.	2,961
Step 5	Other adjustments – Impact of small business rate relief and discretionary reliefs	517 ¹
Step 6	Less allowance for the cost of collection	556
Step 7	Locally Retained Business rates (Step 3 less step 4 add step 5 less step 6)	56,512
Step 8	The difference between what LBHF expects to retain in 2016/17 (step 7) and the government target (step 2)	(97)

¹ The total business rates identified in the budget report includes this £517k.

Spending Power Reduction

The 2016/17 Local Government Finance Settlement

1. The Local Government Finance Settlement was released on February 8th. The key Hammersmith and Fulham figures are summarised in Table 1 and Table 2.

Table 1 – Un-ring-fenced Government Funding

	2015/16	2016/17
Confirmed Allocations	£'000s	£'000s
Revenue Support Grant	47,791	38,453
New Homes Bonus Grant	4,105	8,096
Other Un-ring-fenced Grants	5,724	2,836
Total	57,620	49,385
Grant fall - cash		-8,235
Grant fall – cash terms %		-14.3%
Grants for New Burdens		
Independent Living Fund		895

- 2 The settlement includes £895,000 for the transfer to local government of the funding for the Independent Living Fund. This is required to meet existing expenditure commitments.

Table 2 - Ring-fenced Funding Allocations

	2015/16	2016/17
	£000s	£'000s
Dedicated Schools Grant	131,775	132,534
Public Health Grant	20,855	tbc
Pooled NHS and LA Better Care Fund	13,148	tbc

- 3 The government place restrictions on how both Dedicated Schools Grant and Public Health Grant are used. The NHS and local authorities must agree locally, through Health and Wellbeing Boards, how Better Care Funds are spent. For now it is not assumed that any of this funding will be available to support the MTFS – it will replace existing health funding or be a new burden. This assumption will continue to be reviewed.

2016/17 Spending Power

- 4 As part of the settlement announcement the government state their view of the cut in local authority spending power. As well as government funding this

includes their assumption on what local authorities will collect through council tax and business rates. The figures are set out in Table 3. The Hammersmith and Fulham cut is greater than the national average. In part this is because a low proportion of Hammersmith and Fulham funding comes from council tax.

Table 3 – Government Spending Power Calculation.

	2015/16	2016/17
LBHF	-4.5%	-3.1%
London Average	-3.2%	-3.0%
National	-2.0%	-2.8%

5. The Government spending power calculation is questionable:
 - It takes no account of inflation or demographic pressures.
 - It assumes that authorities that have social care responsibilities will levy a 2% social care precept. Hammersmith and Fulham will not make this levy.
 - It assumes that authorities will increase council tax in line with inflation (1.3%). Hammersmith and Fulham has a council tax freeze.
 - Government assumptions on business rates income take no account of the impact of business rates appeals.
 - It does not take account of additional unfunded government burdens placed on local authorities

- 6 Taking account of the above factors the local spending power reduction for Hammersmith and Fulham is estimated at 7%.