

Public Document Pack



NOTICE OF MEETING

Meeting	Hampshire 2050, Corporate Services and Resources Select Committee
Date and Time	Thursday, 19th January, 2023 at 10.00 am
Place	Ashburton Hall, Elizabeth II Court, The Castle, Winchester
Enquiries to	members.services@hants.gov.uk

Carolyn Williamson FCPFA
Chief Executive
The Castle, Winchester SO23 8UJ

FILMING AND BROADCAST NOTIFICATION

This meeting may be recorded and broadcast live on the County Council's website and available for repeat viewing, it may also be recorded and filmed by the press and public. Filming or recording is only permitted in the meeting room whilst the meeting is taking place so must stop when the meeting is either adjourned or closed. Filming is not permitted elsewhere in the building at any time. Please see the Filming Protocol available on the County Council's website.

AGENDA

1. APOLOGIES FOR ABSENCE

To receive any apologies for absence.

2. DECLARATIONS OF INTEREST

All Members who believe they have a Disclosable Pecuniary Interest in any matter to be considered at the meeting must declare that interest and, having regard to Part 3 Paragraph 1.5 of the County Council's Members' Code of Conduct, leave the meeting while the matter is discussed, save for exercising any right to speak in accordance with Paragraph 1.6 of the Code. Furthermore all Members with a Personal Interest in a matter being considered at the meeting should consider, having regard to Part 5, Paragraph 4 of the Code, whether such interest should be declared, and having regard to Part 5, Paragraph 5 of the Code, consider whether it is appropriate to leave the meeting while the matter is discussed, save for exercising any right to speak in accordance with the Code.

3. MINUTES OF PREVIOUS MEETING

To confirm the minutes of the previous meeting. **To follow**

4. DEPUTATIONS

To receive any deputations notified under Standing Order 12.

5. CHAIRMAN'S ANNOUNCEMENTS

To receive any announcements the Chairman may wish to make.

6. 2023/24 REVENUE BUDGET FOR HAMPSHIRE 2050 DIRECTORATE
(Pages 3 - 16)

For the Select Committee to pre-scrutinise the proposed 2023/24 revenue budget for the Hampshire 2050 Directorate.

7. 2023/24 REVENUE BUDGET REPORT FOR CORPORATE SERVICES
(Pages 17 - 36)

For the Select Committee to pre-scrutinise the proposed 2023/24 revenue budget for Corporate Services.

8. SERVING HAMPSHIRE - 2022/23 HALF YEAR PERFORMANCE REPORT (Pages 37 - 76)

To consider a report on the County Council's performance against the Serving Hampshire Strategic Plan for 2021-2025.

9. WORK PROGRAMME (Pages 77 - 82)

To consider the Committee's forthcoming work programme.

ABOUT THIS AGENDA:

On request, this agenda can be provided in alternative versions (such as large print, Braille or audio) and in alternative languages.

ABOUT THIS MEETING:

The press and public are welcome to attend the public sessions of the meeting. If you have any particular requirements, for example if you require wheelchair access, please contact members.services@hants.gov.uk for assistance.

County Councillors attending as appointed members of this Committee or by virtue of Standing Order 18.5; or with the concurrence of the Chairman in connection with their duties as members of the Council or as a local County Councillor qualify for travelling expenses.

HAMPSHIRE COUNTY COUNCIL

Front Cover Report

Committee:	Hampshire 2050, Corporate Services and Resources Select Committee
Date:	19 January 2023
Title:	2023/24 Revenue Budget Report for Hampshire 2050 Directorate
Report From:	Assistant Chief Executive and Director of Hampshire 2050 and the Director of Corporate Operations

Contact name: Gary Westbrook
Anne Hibbert

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370 779 7883

Email: Gary.westbrook@hants.gov.uk
Anne.hibbert@hants.gov.uk

Purpose of this Report

1. The purpose of this report is to set out proposals for the 2023/24 budget for Hampshire 2050 Directorate in accordance with the Councils Medium Term Financial Strategy (MTFS) approved by the County Council in November 2021.
2. The Leader and Executive Member for Hampshire 2050 and Corporate Services is requested to approve the proposals for submission to Cabinet and County Council in February 2023.

Recommendations

That, in regard to the Hampshire 2050 Directorate revenue budget, the Select Committee either:

supports the recommendations being proposed to the Leader and Executive Member for Hampshire 2050 and Corporate Services

Or:

agrees any alternative recommendations to the Leader and Executive Member for Hampshire 2050 and Corporate Services, with regards to the proposals set out in the attached report.

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HAMPSHIRE COUNTY COUNCIL

Decision Report

Decision Maker:	Leader and Executive Member for Hampshire 2050 and Corporate Services
Date:	19 January 2023
Title:	2023/24 Revenue Budget Report for Hampshire 2050 Directorate
Report From:	Assistant Chief Executive and Director of Hampshire 2050 and the Director of Corporate Operations

Contact name: Gary Westbrook
Anne Hibbert

Tel: 01962 846484
370 779 7883

Email: Gary.westbrook@hants.gov.uk
Anne.hibbert@hants.gov.uk

Section A: Purpose of this Report

1. The purpose of this report is to set out proposals for the 2023/24 budget for the Hampshire 2050 Directorate in accordance with the Council's Medium Term Financial Strategy (MTFS) approved by the County Council in November 2021.

Section B: Recommendation(s)

To approve for submission to the Leader and the Cabinet:

2. The revised revenue budget for 2022/23 as set out in Appendix 1.
3. The summary revenue budget for 2023/24 as set out in Appendix 1

Section C: Executive Summary

4. This report provides the summary outputs of the detailed budget planning process undertaken by the Hampshire 2050 Directorate for 2023/24 and the revised budget for 2022/23. For the first time in many years, this process has been undertaken in a high inflationary environment, which presents particular challenges in balancing budget certainty for Directorates with levels of affordability for the Council. The budget for Hampshire 2050 therefore represents a prudent assessment of the funding level required to deliver services, with additional corporately held risk contingencies playing an important role to mitigate the impact of financial uncertainty on service delivery.

5. The Autumn Statement delivered by the chancellor on 17 November announced significant additional resources for local government through social care grants and greater Council tax flexibilities, in addition to the usual index linked increases in business rates income. This funding, including the opportunity to increase council tax, provides a partial solution to meeting the Council's budget shortfall. However, the cost pressures facing the County Council have worsened further over the current year, with extra funding required for children's social workers, Home to School Transport and growth in Younger Adults. Substantial budget gaps therefore remain across the MTFs, despite the announced increases in local government funding and SP23 savings factored into Directorate budgets in 2023/24.
6. The Council's new organisational structure, implemented from 1 January 2023, draws a clear distinction between our public facing service Directorates, place shaping activity, and organisation facing enabling functions. This structure places a key focus on the Council's priorities emerging from the Hampshire 2050 Commission of Inquiry, ensures that all enabling functions are centrally managed to facilitate maximum efficiency and effectiveness and ensures that services are delivered in the most coordinated and consistent way possible to maximise value for our residents. As detailed work on later phases of the restructure progresses it is likely that further, more minor changes to budgets may be required and this report therefore represents an interim position that will be fine-tuned during the period to 2023/24.
7. The anticipated delay to delivery of some aspects of the remaining Transformation to 2019 (Tt2019) and Transformation to 2021 (Tt2021) programmes has been factored into our financial planning, and one-off Directorate funding will be provided where required to bridge the forecast savings gap in 2023/24. As of September 2022, £32.2m of Tt2019 and Tt2021 savings have yet to be delivered across the Council, however expected early delivery of Savings Programme to 2023 (SP2023) savings totals £21.5m during the current year. Of the required £80m SP2023 savings, £71m are due to be achieved next year, and plans are in place to deliver the remaining savings by 2024/25. There are no savings outstanding for Hampshire 2050.
8. The report also provides an update on the financial position for the current year and the outturn forecast for the Directorate for 2022/23, is a budget under spend of £1.1m.
9. The proposed budget for 2023/24 analysed by function is shown in Appendix 1.
10. This report seeks approval for submission to the Leader and Cabinet of the revised budget for 2022/23 and detailed budget for 2023/24 for the Hampshire 2050 Directorate. The report has been prepared in consultation with the Executive Member and will be reviewed by the Hampshire 2050, Corporate Services and Resources Select Committee. It will be reported to the Leader and Cabinet on 7 February 2023 to make final recommendations to County Council on 23 February 2023.

Section D: Contextual Information

11. In July 2022, Cabinet received a report updating on the development of the next Medium Term Financial Strategy against a potential budget gap of £180m to £200m to 2025/26. This took account of the expected local government pay award, the impact of rising inflation on contract prices and anticipated regulatory changes, resulting in a significant increase on the £157m budget deficit reported to Cabinet in February 2022.
12. Since that time, the cost pressures facing the County Council have worsened further, with substantial extra funding required for children's social workers, Home to School Transport and growth in Younger Adults. These pressures have arisen due to a combination of sustained increases in demand following the pandemic, surging inflation and labour shortages in both in-house and contracted services. The financial crisis that has recently hit the country, with an extended recession being expected, has also worsened the longer term funding outlook for the sector; with no Fair Funding Review, no new two year deal for local government and the announcement in the Autumn Statement that government spending will grow by just 1% per year in real terms from 2025/26. This is significantly lower than the 9.4% increase provided to local government through the 2021 Spending Review.
13. However, the Government has acted to prioritise Social Care spending to 2025, with additional grant funding provided to support hospital discharges and to help meet the increasing costs of both adults and children's care packages. £1bn additional funding will be distributed through the Better Care Fund and existing Adults Social Care Discharge Fund, to be shared between local authorities and the NHS. A further £1.3bn will be distributed through the general Social Care Grant and is repurposed funding previously earmarked for implementation of the Adults Social Care charging reforms, which have been delayed until October 2025.
14. Councils will also be permitted to increase Council Tax by a maximum level of 2.99% plus a further 2% for the social care precept. The extended Council Tax flexibilities will remain in place until 2027/28 and could generate an additional £14m - £15m per year for the Council, or around £45m by 2025/26. Current levels of inflation also increase the index linked uplift which Councils receive on business rates income. The September 2022 CPI was 10.2% and if this was applied to our retained business rates and top up grant from the Government this would yield an extra £13m next year after allowing for the downturn in the economy.
15. Setting a budget in a high inflationary environment, which the council has not experienced for many years, presents particular challenges in balancing budget certainty for Directorates with levels of affordability for the Council, given the potential for the position to worsen or improve substantially throughout the year in line with changes in the economic picture. The budget for Hampshire 2050

therefore represents a prudent assessment of the funding level required to deliver services, with additional corporately held risk contingencies playing an important role to mitigate the impact of financial uncertainty on service delivery.

16. Directorate budgets have been adjusted to take account of SP23 savings, however substantial budget gaps remain across the MTFs, despite recently announced increases in local government funding. The Directorate will therefore continue to look to improve efficiency wherever possible, driving collaboration across the organisation and with our wider partners, maintaining a focus on process improvement including maximising the benefit of new technologies, and ensuring our operating models and governance arrangements are lean and responsive to the needs of our residents. This will put the Council in the strongest possible position as it looks to a successor savings programme to meet the substantial medium term challenge that the council faces.
17. Central to our focus on continual improvement is the Council's new organisational structure, which draws a clear distinction between our public facing service Directorates, place shaping activity, and organisation facing enabling functions. This structure places a key focus on the Council's priorities emerging from the Hampshire 2050 Commission of Inquiry, ensuring we can deliver a vision for the county which safeguards Hampshire's economy and future prosperity, quality of life, and protects and enhances the character and environment of Hampshire. This is, of course, alongside our fundamental role of ensuring we can continue to deliver services to our most vulnerable residents.
18. As well as delivering management efficiencies, the new structure will ensure that all enabling functions are centrally managed to facilitate maximum efficiency and effectiveness, as well as reducing duplication. Combining the public facing services delivered by the previous Culture, Communities and Business Services and Economy, Transport and Environment Departments within a new Universal Services Directorate, will ensure that services are delivered in the most coordinated and consistent way possible to maximise value for our residents.
19. The 2022/23 budget has been restated to reflect the revised structure and the 2023/24 budget has been prepared on the new basis. However, as detailed work on later phases of the restructure progresses it is likely that further changes to budgets may be required to ensure budget allocations accurately match the services and roles aligned to each Directorate. Any budget changes as a result of this further work will be contained within the overall organisational budget guidelines agreed by Cabinet in December 2022, accepting that total budgets for individual Directorates may vary within the overall control total agreed. The figures presented in Appendix 1 therefore represent an interim position that will be fine-tuned during the period to 2023/24.

Section E: Departmental Challenges and Priorities

20. The Hampshire 2050 Directorate commenced on 1 January 2023 following an organisational restructure that reflects a desire to focus on the place that is Hampshire and our ambitions for the County as described in our Hampshire 2050 Strategy. The Directorate comprises services that have transferred from former departments of the County Council including Economy, Transport and Environment (ETE); Culture, Communities and Business Services (CCBS) and Children's Services Departments. These services have been developing service plans and budgets for 2023/24 and future years in keeping with the County Council's priorities. They provide a strong starting point for the Directorate to review, refine and consolidate, where appropriate, the strategic plans and direction of travel for the Directorate.
21. The new directorate will be pivotal in shaping the strategic delivery of the 2050 vision and working in partnership both across the County Council and external partners to deliver place based ambitions and priorities. In particular this includes the development and delivery of the new Economic Strategy agreed by Cabinet in December 2022, including working effectively in partnership with business and public sector partners to deliver place based economic regeneration and growth priorities.

Section F: 2022/23 Revenue Budget

22. With the new organisational structure commencing on 1 January 2023, the 2022/23 budget has been restated to align to the new Directorates. This has been achieved by transferring existing budgets and corresponding actual income and expenditure for those functions and services that have transferred to another Directorate.
23. Enhanced financial resilience reporting, which looks not only at the regular financial reporting but also at potential pressures in the system and the achievement of savings being delivered through transformation, has continued throughout the year with periodic reports to the Corporate Management Team (CMT) and to Cabinet.
24. The anticipated outturn forecast for Hampshire 2050 Directorate for 2022/23 is a budget under spend of £1.1m. The majority of this saving relates to staffing vacancies pending recruitment and the early delivery of SP2023 savings. This saving will be transferred to the Cost of Change Reserve at year end and may be used to fund investment required to secure future savings and essential reinvestment into services to ensure they remain efficient and effective.
25. There are no outstanding savings targets for services transferred to the Hampshire 2050 Directorate.
26. The 2022/23 budget for functions transferred to the Hampshire 2050 Directorate has been updated throughout the year and the revised budget is

shown in Appendix 1. The revised budget shows an increase of £4.2m made up of:

- £3.783m drawn down from the funding agreed by Cabinet to support the Strategic Land Programme in 2022/23.
- £273,000 one-off increase relating to the remaining balance in the Leader's grant fund in 2021/22 that has been added to the 2022/23 fund.
- £162,000 funding for the inflationary pay award increase.
- £100,000 temporary funding from the Ukraine Support grant.
- A net reduction of £101,000 from transfers between departments.

Section G: Revenue Savings Proposals

27. Savings targets for 2023/24 were approved as part of the MTFs by the County Council in July 2020. Proposals to meet these targets have been developed through the SP2023 Programme and were approved by Executive Members, Cabinet and County Council in October and November 2021.
28. Services that have transferred to the Hampshire 2050 Directorate had savings targets of £442,000 and these have been delivered in full. Rigorous budget monitoring will continue during 2023/24, to ensure that the Directorate is able to stay within its cash limited budget as set out in this report.

Section H: 2023/24 Revenue Budget Other Expenditure

29. In addition to the cash limit, some Directorates have other budgets for business units, specific Government Grants and other services. Currently for Hampshire 2050, there are no other budgets outside the cash limit.

Section I: Budget Summary 2023/24

30. The budget update report presented to Cabinet on 13 December 2022 included provisional cash limit guidelines for each Directorate. The cash limit for Hampshire 2050 in that report was £10.9m, a £1.4m increase on the previous year. The increase comprises:
 - £1.996m drawn down from the funding agreed by Cabinet to support the Strategic Land Programme in 2023/24.
 - A reduction of £442,000 for SP2023 savings as set out above.
 - A total increase of £506,000 for pay and non-pay inflation.
 - A net reduction of £650,000 from transfers between directorates, mostly relating to internal restructures, that due to the corporate restructure are now cross directorate.

31. At that stage, the cash limit guidelines did not include the following items which have now been added (and will be included in the February budget report), reducing the cash limit to £10.8m:
- £126,000 adjustment to the pay inflation given, reflecting the reduction in employer National Insurance and pension contributions.
32. Appendix 1 sets out a summary of the proposed budgets for the functions covered by the Hampshire 2050 Directorate for 2023/24 and show that these are within the cash limit set out above. However, changes to some of these budgets are anticipated following detailed work on later phases of the organisational restructure. This will ensure budget allocations accurately match the services and roles aligned to each Directorate.
33. The gross expenditure and income for Hampshire 2050 are shown in the table below:

	2023/24	
	£'000	£'000
Cash Limited Expenditure	18,394	
Cash Limited Income	(7,579)	
Net Cash Limited Expenditure		10,815

Section L: Consultation, Equalities and Climate Change Impact

34. Consultation on the budget is undertaken every two years when the County Council considers savings to help balance the budget. All savings proposals put forward by the County Council has an Equality Impact Assessment published as part of the formal decision making papers and for some proposals stage 2 consultations are undertaken before a final decision is made by the relevant Executive Member.
35. This report deals with the revenue budget preparation for 2023/24 for the Hampshire 2050 Directorate. This takes account of the savings proposals agreed by the County Council in November 2021 including the Equality Impact Assessments prepared at that time. Any revised impacts and subsequent consultation that has been required have been reported to the relevant Executive Member as savings proposals have been further developed and implemented.
36. Hampshire County Council utilises two decision-making tools to assess the carbon emissions and resilience of its projects and decisions. These tools provide a clear, robust, and transparent way of assessing how projects, policies and initiatives contribute towards the County Council’s climate change targets of being carbon neutral and resilient to the impacts of a 2°C temperature rise by

2050. This process ensures that climate change considerations are built into everything the Authority does.

37. This report deals with the revenue budget preparation for 2023/24 for the Hampshire 2050 Directorate. Climate change impact assessments for individual services and projects will be undertaken as part of the approval to spend process. There are no further climate change impacts as part of this report which is concerned with revenue budget preparation for 2023/24 for the Hampshire 2050 Directorate.

REQUIRED CORPORATE AND LEGAL INFORMATION:

Links to the Strategic Plan

Hampshire maintains strong and sustainable economic growth and prosperity:	Yes / No
People in Hampshire live safe, healthy and independent lives:	Yes / No
People in Hampshire enjoy a rich and diverse environment:	Yes / No
People in Hampshire enjoy being part of strong, inclusive communities:	Yes / No

Other Significant Links

Links to previous Member decisions:	
<u>Title</u>	<u>Date</u>
Medium Term Financial Strategy Update and Savings Programme to 2023 Savings Proposals https://democracy.hants.gov.uk/ieListDocuments.aspx?CId=163&MId=7737	Cabinet – 12 October 2021 / County Council – 4 November 2021
Developing a Medium Term Financial Strategy https://democracy.hants.gov.uk/ieListDocuments.aspx?CId=163&MId=9942&Ver=4	Cabinet – 19 July 2022 / County Council – 29 September 2022
Budget Setting and Provisional Cash Limits 2023/24 Financial Update and Budget Setting and Provisional Cash Limits 2023/24 (hants.gov.uk)	Cabinet – 13 December 2022
Direct links to specific legislation or Government Directives	
<u>Title</u>	<u>Date</u>
Section 100 D - Local Government Act 1972 - background documents	
<p>The following documents discuss facts or matters on which this report, or an important part of it, is based and have been relied upon to a material extent in the preparation of this report. (NB: the list excludes published works and any documents which disclose exempt or confidential information as defined in the Act.)</p>	
<u>Document</u>	<u>Location</u>
None	

EQUALITIES IMPACT ASSESSMENT:

1. Equality Duty

The County Council has a duty under Section 149 of the Equality Act 2010 ('the Act') to have due regard in the exercise of its functions to the need to:

- Eliminate discrimination, harassment and victimisation and any other conduct prohibited by or under the Act with regard to the protected characteristics as set out in section 4 of the Act (age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation);
- Advance equality of opportunity between persons who share a relevant protected characteristic within section 149(7) of the Act (age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex and sexual orientation) and those who do not share it;
- Foster good relations between persons who share a relevant protected characteristic within section 149(7) of the Act (see above) and persons who do not share it.

Due regard in this context involves having due regard in particular to:

- The need to remove or minimise disadvantages suffered by persons sharing a relevant protected characteristic that are connected to that characteristic;
- Take steps to meet the needs of persons sharing a relevant protected characteristic that are different from the needs of persons who do not share it;
- Encourage persons sharing a relevant protected characteristic to participate in public life or in any other activity in which participation by such persons is disproportionately low.

2. Equalities Impact Assessment:

This report does not contain any new proposals for major service changes which may have an equalities impact. Proposals for budget and service changes which are part of the Savings Programme 2023 were considered in detail as part of the approval process carried out in Cabinet and County Council during October and November 2021 and full details of the Equalities Impact Assessments (EIAs) relating to those changes can be found in Appendices 4 to 8 in the November Council report linked below:

<https://democracy.hants.gov.uk/mgAi.aspx?ID=45388#mgDocuments>

For proposals where a Stage 2 consultation was required the EIAs are preliminary and will be updated and developed following this further consultation when the impact of the proposals can be better understood.

Budget Summary 2023/24 – Hampshire 2050

Service Activity	Original Budget 2022/23 £'000	Revised Budget 2022/23 £'000	Proposed Budget 2023/24 £'000
Climate Change & Environmental Strategy	528	317	318
Rural Broadband	130	179	5
Development Management, Minerals and Waste Policy	142	75	85
Economic Development	1,047	1,390	1,047
Integrated Transport	585	473	465
Spatial Planning	1,760	1,808	1,769
Skills and Participation ⁱ	0	0	0
Economy & Skills	4,192	4,242	3,689
CCBS Grants Fund	32	32	32
Energise Me (Sport) / The Spring Grants	116	116	116
Arts and Museums (including HCT grant)	2,326	2,326	2,326
Sports Bursaries	18	10	10
Leader's Grants	400	773	400
Culture & Communities	2,892	3,257	2,884
Corporate Estate	(180)	(180)	(177)
Development Account	(358)	(358)	(356)
Property Services	1,728	1,754	1,522
Feasibility	1,035	1,035	1,035
Strategic Land	0	3,783	1,996
Strategic Land Disposal of Sites	236	236	243
Manydown	(14)	(21)	(21)
Strategic Assets	2,447	6,249	4,242
Net Cash Limited Expenditure	9,531	13,748	10,815

ⁱ The budget for Skills and Participation is currently within the cash limit for Children's Services. A budget transfer will be determined to reflect the element transferring to the Hampshire 2050 Directorate.

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HAMPSHIRE COUNTY COUNCIL

Front Cover Report

Committee:	Hampshire 2050, Corporate Services and Resources Select Committee
Date:	19 January 2023
Title:	2023/24 Revenue Budget Report for Corporate Services
Report From:	Director of Corporate Operations and Director of People and Organisation

Contact names: Rob Carr – Chief Finance Officer and Director of Corporate Operations
Jac Broughton - Director of People and Organisation

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Jac.broughton@hants.gov.uk

Purpose of this Report

1. The purpose of this report is to set out proposals for the 2023/24 budget for Corporate Services in accordance with the Councils Medium Term Financial Strategy (MTFS) approved by the County Council in November 2021.
2. The Leader and Executive Member for Hampshire 2050 and Corporate Services is requested to approve the proposals for submission to Cabinet and County Council in February 2023.

Recommendations

That, in regard to the Corporate Services revenue budget, the Select Committee either:

supports the recommendations being proposed to the Leader and Executive Member for Hampshire 2050 and Corporate Services
Or:

agrees any alternative recommendations to the Leader and Executive Member for Hampshire 2050 and Corporate Services, with regards to the proposals set out in the attached report.

HAMPSHIRE COUNTY COUNCIL

Decision Report

Decision Maker:	Leader and Executive Member for Hampshire 2050 and Corporate Services
Date:	19 January 2023
Title:	2023/24 Revenue Budget Report for Corporate Services
Report From:	Director of Corporate Operations and Director of People and Organisation

Contact names: Rob Carr – Chief Finance Officer and Director of Corporate Operations

Jac Broughton - Director of People and Organisation

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07562 434912

Email: Rob.Carr@hants.gov.uk
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Section A: Purpose of this Report

1. The purpose of this report is to set out proposals for the 2023/24 budget for Corporate Services in accordance with the Councils Medium Term Financial Strategy (MTFS) approved by the County Council in November 2021. It also proposes a revised budget for Corporate Services for 2022/23.

Section B: Recommendation(s)

To approve for submission to the Leader and the Cabinet:

2. The revised revenue budget for 2022/23 as set out in Appendix 1.
3. The summary revenue budget for 2023/24 as set out in Appendix 1.

Section C: Executive Summary

4. This report provides the summary outputs of the detailed budget planning process undertaken by Corporate Services for 2023/24 and the revised budget for 2022/23. For the first time in many years, this process has been undertaken in a high inflationary environment, which presents particular challenges in balancing budget certainty for Directorates with levels of affordability for the Council. The budget for Corporate Services therefore represents a prudent assessment of the funding level required to deliver services, with additional

corporately held risk contingencies playing an important role to mitigate the impact of financial uncertainty on service delivery.

5. The Autumn Statement delivered by the chancellor on 17 November announced significant additional resources for local government through social care grants and greater Council tax flexibilities, in addition to the usual index linked increases in business rates income. This funding, including the opportunity to increase council tax, provides a partial solution to meeting the Council's budget shortfall. However, the cost pressures facing the County Council have worsened further over the current year, with extra funding required for children's social workers, Home to School Transport and growth in Younger Adults. Substantial budget gaps therefore remain across the MTFs, despite the announced increases in local government funding and SP23 savings factored into Directorate budgets in 2023/24.
6. The Council's new organisational structure, implemented from 1 January 2023, draws a clear distinction between our public facing service Directorates, place shaping activity, and organisation facing enabling functions. This structure places a key focus on the Council's priorities emerging from the Hampshire 2050 Commission of Inquiry, ensures that all enabling functions are centrally managed to facilitate maximum efficiency and effectiveness and ensures that services are delivered in the most coordinated and consistent way possible to maximise value for our residents. As detailed work on later phases of the restructure progresses it is likely that further, more minor changes to budgets may be required and this report therefore represents an interim position that will be fine-tuned during the period to 2023/24.
7. The anticipated delay to delivery of some aspects of the remaining Transformation to 2019 (Tt2019) and Transformation to 2021 (Tt2021) programmes has been factored into our financial planning, and one-off Directorate funding will be provided where required to bridge the forecast savings gap in 2023/24. As of September 2022, £32.2m of Tt2019 and Tt2021 savings have yet to be delivered across the Council, however expected early delivery of Savings Programme to 2023 (SP2023) savings totals £21.5m during the current year. Of the required £80m SP2023 savings, £71m are due to be achieved next year, and plans are in place to deliver the remaining savings by 2024/25. The report discusses the specific issues impacting delivery of the savings programmes for Corporate Services in Section H.
8. The report also provides an update on the business as usual financial position for the current year as at the end of October and the outturn forecast for the Directorate for 2022/23, is a budget saving of £4.6m.
9. The proposed budget for 2023/24 analysed by service is shown in Appendix 1.
10. This report seeks approval for submission to the Leader and Cabinet of the revised budget for 2022/23 and detailed service budgets for 2023/24 for Corporate Services. The report has been prepared in consultation with the Executive Member and will be reviewed by the Hampshire 2050, Corporate Services and Resources Select Committee. It will be reported to the Leader

and Cabinet on 7 February 2023 to make final recommendations to County Council on 23 February 2023.

Section D: Contextual Information

11. In July 2022, Cabinet received a report updating on the development of the next Medium Term Financial Strategy against a potential budget gap of £180m to £200m to 2025/26. This took account of the expected local government pay award, the impact of rising inflation on contract prices and anticipated regulatory changes, resulting in a significant increase on the £157m budget deficit reported to Cabinet in February 2022.
12. Since that time, the cost pressures facing the County Council have worsened further, with substantial extra funding required for children's social workers, Home to School Transport and growth in Younger Adults. These pressures have arisen due to a combination of sustained increases in demand following the pandemic, surging inflation and labour shortages in both in-house and contracted services. The financial crisis that has recently hit the country, with an extended recession being expected, has also worsened the longer term funding outlook for the sector; with no Fair Funding Review, no new two year deal for local government and the announcement in the Autumn Statement that government spending will grow by just 1% per year in real terms from 2025/26. This is significantly lower than the 9.4% increase provided to local government through the 2021 Spending Review.
13. However, the Government has acted to prioritise Social Care spending to 2025, with additional grant funding provided to support hospital discharges and to help meet the increasing costs of both adults and children's care packages. £1bn additional funding will be distributed through the Better Care Fund and existing Adults Social Care Discharge Fund, to be shared between local authorities and the NHS. A further £1.3bn will be distributed through the general Social Care Grant and is repurposed funding previously earmarked for implementation of the Adults Social Care charging reforms, which have been delayed until October 2025.
14. Councils will also be permitted to increase Council Tax by a maximum level of 2.99% plus a further 2% for the social care precept. The extended Council Tax flexibilities will remain in place until 2027/28 and could generate an additional £14m - £15m per year for the Council, or around £45m by 2025/26. Current levels of inflation also increase the index linked uplift which Councils receive on business rates income. The September 2022 CPI was 10.1% and if this was applied to our retained business rates and top up grant from the Government this would yield an extra £13m next year after allowing for the downturn in the economy.
15. Setting a budget in a high inflationary environment, which the council has not experienced for many years, presents particular challenges in balancing budget certainty for Directorates with levels of affordability for the Council, given the potential for the position to worsen or improve substantially throughout the year

in line with changes in the economic picture. The budget for Corporate Services therefore represents a prudent assessment of the funding level required to deliver services, with additional corporately held risk contingencies playing an important role to mitigate the impact of financial uncertainty on service delivery.

16. Directorate budgets have been adjusted to take account of SP23 savings, however substantial budget gaps remain across the MTFs, despite recently announced increases in local government funding. The Directorate will therefore continue to look to improve efficiency wherever possible, driving collaboration across the organisation and with our wider partners, maintaining a focus on process improvement including maximising the benefit of new technologies, and ensuring our operating models and governance arrangements are lean and responsive to the needs of our residents. This will put the Council in the strongest possible position as it looks to a successor savings programme to meet the substantial medium term challenge that the council faces.
17. Central to our focus on continual improvement is the Council's new organisational structure, which draws a clear distinction between our public facing service Directorates, place shaping activity, and organisation facing enabling functions. This structure places a key focus on the Council's priorities emerging from the Hampshire 2050 Commission of Inquiry, ensuring we can deliver a vision for the county which safeguards Hampshire's economy and future prosperity, quality of life, and protects and enhances the character and environment of Hampshire. This is, of course, alongside our fundamental role of ensuring we can continue to deliver services to our most vulnerable residents.
18. As well as delivering management efficiencies, the new structure will ensure that all enabling functions are centrally managed to facilitate maximum efficiency and effectiveness, as well as reducing duplication. Combining the public facing services delivered by the previous Culture, Communities and Business Services and Economy, Transport and Environment Departments within a new Universal Services Directorate, will ensure that services are delivered in the most coordinated and consistent way possible to maximise value for our residents.
19. The 2022/23 budget has been restated to reflect the revised structure and the 2023/24 budget has been prepared on the new basis. However, as detailed work on later phases of the restructure progresses it is likely that further, more minor changes to budgets may be required to ensure budget allocations accurately match the services and roles aligned to each Directorate. Any budget changes as a result of this further work will be contained within the overall organisational budget guidelines agreed by Cabinet in December 2022, accepting that total budgets for individual Directorates may vary within the overall control total agreed. The figures presented in Appendix 1 therefore represent an interim position that will be fine-tuned during the period to 2023/24.

20. Corporate Services has been developing its service plans and budgets for 2023/24 and future years in keeping with the County Council's priorities and the key issues, challenges and priorities for the Directorate are set out below.

Section E: Directorate Challenges and Priorities

Corporate Services Directorates

21. As part of the revised organisational structure, the former Human Resources, Organisational Design, Communications and Engagement department has been renamed Directorate of People and Organisation and incorporates the law and governance functions and also corporate risk, health and safety and emergency planning that had previously been part of Culture, Communities and Business Services.
22. There is no change to Corporate Operations.
23. The original 2022/23 budgets set out in Appendix 1 take account of the structural changes detailed above.

Corporate Operations

24. Corporate Operations includes the following services:
- Finance
 - Pensions, Investments and Borrowing
 - Integrated Business Centre (IBC) - providing transactional services such as payroll, payments to suppliers, and resourcing services including General Enquiries – providing General Enquiry telephone, web and email contact services on behalf of the County Council, Directorate contact is now embedded in each Directorate.
 - Information Technology
 - Strategic Procurement
 - Audit Services

In addition, the Director of Corporate Operations has oversight of some smaller corporate budgets including for example, the External Audit fee for the County Council.

25. The forecast outturn for 2022/23 for Corporate Operations confirms the successful delivery of its Savings Programme 2023 (SP23). The Directorate is expecting to achieve budget savings totalling £4.6m in 2022/23, of which £2.6m relate to early delivery of its SP2023 savings target. At least £0.8m of these savings will be reinvested in service delivery in-year, placing the Directorate in a strong position to deliver quality services to other Directorates within the

County Council and to the many partner organisations who receive services from the Directorate.

26. The budget for 2023/24 includes the removal of SP2023 savings totalling £3.6m, the majority of which are expected to be delivered by 1 April 2023, with a delay for some savings within IT and the IBC linked to the de-commissioning of the current social care system. The replacement systems to Swift have been delayed to ensure that the new systems are fit for purpose and operating correctly before transitioning across and the temporary loss of savings will be met by Corporate Services cost of change funding in the meantime.
27. Hampshire Pension Services continues to perform well providing pensions administration for six different pension funds covering local government, police and fire. The latest triennial valuation for the Hampshire Pension Fund saw it move into surplus for the first time, enabling employer contribution rates to remain stable for the next three years. Similarly, the Investments and Borrowing Team continue to provide Treasury Management services to a range of partner organisations, including Hertfordshire Police and Crime Commissioner who was added to the Partnership last year. This extended partnership working ensures cost effectiveness for all partners and has contributed to delivering the SP2023 target for Pensions, Investments and Borrowing.
28. Recruitment to vacant roles continues to present challenges for services across the whole Directorate which is driven by demand for the associated skillsets in the wider market and shortage of a suitably qualified workforce from which to draw upon. In line with the other Directorates, we continue to look at innovative ways of attracting new staff including 'growing our own' through apprenticeships and other training programmes and taking part in corporate initiatives to attract and retain our workforce.
29. The constantly changing world of IT brings both opportunities in terms of new technologies that can support more efficient ways of working and also threats with cyber security being one of the biggest risks for the County Council with new tactics constantly being employed by cyber criminals and high profile cases of ransomware crippling large organisations for months at a time. In December, Cabinet agreed additional funding of £760,000 to increase resilience in this area and to ensure that we try, as far as possible, to stay ahead of the curve in countering cyber-attacks.
30. The IBC, Strategic Procurement and Audit Services have set challenging targets to sustain and increase income generation to reduce their net service cost and deliver corresponding savings. This approach requires these services to actively seek appropriate opportunities to increase partnership working in addition to delivering business as usual support to the County Council. This has benefitted the Council and its partners through building a wide base of expertise and resources across multiple authorities, improving service efficiency and resilience.

People and Organisation

31. The People and Organisation Directorate comprises:

- Governance
- Emergency planning
- Legal services
- HR Operational services
- Health & Safety
- Communications & engagement
- Chief Executive's and Leader's offices

In addition, the Director of People and Organisation has oversight of some corporate budgets including Members expenses and Members devolved grants.

32. The forecast outturn for 2022/23 for People and Organisation confirms the successful delivery of its Savings Programme to 2023 (SP2023). A balanced position is forecast, including reinvestment of £0.9m relating to early delivery of the Directorate's SP2023 target. In addition, the Directorate is expecting to deliver further in-year savings during 2022/23, some of which will be one-off in nature (for example as a result of higher levels of turnover and vacancies than budgeted for), whilst other additional savings achieved through broader efficiency measures implemented, are intended to support delivery of the Directorate's future savings requirement as we look toward 2025. Accepting that the Medium Term Financial Forecast is set to create more challenging targets than ever before, achievements so far place the new People and Organisation Directorate in as strong a position as possible to contribute towards these.

33. In addition to their business-as-usual activity, the HR and Organisational Development (OD) services have continued to support the organisation in its implementation of a new Open Workplace Policy, enabling hybrid working to have been embedded throughout the organisation as deemed appropriate by individual services and with evidence from a staff survey to indicate that the new policy has been well received by staff and managers alike, with no impact on performance delivery. The Service also have continued to embed the organisation's Inclusion Strategy through progress of the 10 priority actions, which include 3 specifically focussed on the wellbeing of our workforce post the pandemic.

34. Our Leadership and Management Development programmes continue to be delivered and an in-depth review of our development materials, matched against an up-to-date understanding of our developmental needs, is making good progress and stands us in good stead for the future. Significantly, the Service have instigated, under the leadership of the Corporate Management Team, a Strategic Workforce Programme, reflecting the extremely challenging labour market situation that the nation finds itself in.

35. The Communications and Engagement Service continues to provide communication support to the organisation, enabling it to effectively communicate with residents and partners about the discharge of its democratic function, as well as the County Council's strategic priorities. During the past year, the Service has led on our contributions towards the County and Nation's mourning following the passing of Queen Elizabeth II and has successfully supported Proclamation ceremonies for King Charles III. The service also supports the development and promotion of policy agendas for the wider organisation, providing public consultation and engagement services, creative design and marketing services, behaviour change research and corporate performance monitoring.
36. Of specific note is the contribution to the County Council's SP23 phase 2 consultations to assist decision making, as well as support for a wide range of service priorities and corporate initiatives including creation of the Pan Hampshire County Deal prospectus, promotion of key Public Health themes to residents, and the recent Foster Care '*Open your door*' campaign. The Service have worked closely with the Leader and Cabinet to ensure that proactive messaging about the performance of the Council is accessible across the county to our residents and partners, as well as supporting with Media Training for Executive Members.
37. The forecast outturn for 2022/23 for Legal Services confirms the successful early delivery of its SP2023 Programme, and as a result Legal Services is forecasting an underspend of £330,000. This places it in a good position to consolidate its budget position post-2023 and prepare to meet the challenges of a successor savings programme. Governance has also delivered its SP2023 savings early and is forecasting a balanced position at year end.
38. Robust support around governance of the County Council remains a key priority. Opportunities to streamline processes and modernise systems have been implemented across the various aspects of governance. Legal Services continues to look to broaden its offer and seek to support a wider range of external customers. This will enable the net cost of the service to be steadily and sensibly reduced, whilst we retain the highest quality capacity and capability to meet the varied needs of the County Council.

Section F: 2022/23 Revenue Budget

39. Enhanced financial resilience reporting, which looks not only at the regular financial reporting but also at potential pressures in the system and the achievement of savings being delivered through transformation, has continued through periodic reports to the Corporate Management Team (CMT) and to Cabinet.
40. The anticipated business as usual outturn forecast for 2022/23 is a budget saving of £4.6m. The majority of this saving relates to staffing vacancies pending recruitment and the early delivery of SP2023 savings. This saving will be transferred to the Cost of Change Reserve at year end and may be used to

fund investment required to secure future savings and essential reinvestment into services to ensure they remain efficient and effective.

41. The budget for Corporate Services has been updated throughout the year and the revised budget is shown in Appendix 1. The revised budget shows an increase of £3.1m made up of:
- Permanent increase for 21/22 pay award +£1.238m
 - Approved reserve funding for the leadership management development programme +£0.185m.
 - Temporary increase to IT budget relating to corporate support for delivering Tt2021 savings programme +£1.051m
 - Increase to IT budget from IT reserves for HPSN3 project (temporary) and relating to SP23 savings +£0.609m
 - Net other adjustments +£0.017m

Section G: 2023/24 Revenue Budget Pressures and Initiatives

42. As reported to Cabinet in December, a number of budget pressures have arisen within the IT Service totalling an estimated £0.76m per year from 2023/24 onwards. Information Technology is a particularly complex area as it is constantly changing, new technologies (and threats) emerge, certain technologies get cheaper and some can be decommissioned altogether.
43. Reductions in the cost of technology over the past 10 years have been used to meet significant savings targets for the Directorate and have therefore not been available to offset the cost of new pressures or requirements. The approach has therefore been adopted to review these items on a periodic basis and to make incremental increases to the budget as required.
44. The additional funding agreed by Cabinet will support the following key areas:
- **Cyber Security** – By far one of the biggest threats that the County Council faces with new tactics constantly being employed by cyber criminals and high profile cases of ransomware crippling large organisations for months at a time. The County Council invested heavily in this area last year, but further enhancements are required to ‘stay ahead of the curve’ and increase our resilience where appropriate. New investment includes:
 - Replacing the security monitoring service for our data centres and expanding the scope of the service to more areas.
 - Increasing the number of filtering and security layers in the new Hampshire Public Services Network (HPSN3).
 - Replacing the current geo-blocking protection (limiting access from outside the European Economic Area) with an enhanced ‘Bot Protection’ service.

- Additional licensing for ‘Spear Phishing’ protection for Councillors, senior officers and key staff considered to be at risk of being targeted.
 - Increasing the number of sites having access to HPSN3 and upgrading the quality of some network lines to deal with increased activity post Covid.
 - Microsoft Licensing Costs – There is the potential for a 10% to 15% increase in this area for which some additional provision needs to be made.
45. Where costs are already known, these have been added to cash limits for next year, with other funding remaining in contingencies until it is drawn down once accurate costings are known.

Section H: Revenue Savings Proposals

46. Savings targets for 2023/24 were approved as part of the MTF5 by the County Council in July 2020. Proposals to meet these targets have been developed through the SP2023 Programme and were approved by Executive Members, Cabinet and County Council in October and November 2021.
47. It is now anticipated that full year savings of £4.251m will be achieved in 2023/24 against a target of £4.588m, with the temporary shortfall being met from the cost of change reserve. Savings of £0.3m associated with the decommissioning of the Swift social care case management system will be delayed due to slippage in both the Adults and Children’s social care system replacement programmes.
48. Rigorous monitoring of the delivery of the programme will continue during 2023/24, to ensure that the Directorate is able to stay within its cash limited budget as set out in this report.

Section I: Budget Summary 2023/24

49. The budget update report presented to Cabinet on 13 December 2022 included provisional cash limit guidelines for each Directorate. The cash limit for Corporate Operations in that report was £38.57m, a net decrease of £2.647m on the previous year. The cash limit for People and Organisation was £16.434m, a net increase of £3.541m. The movements in the cash limits comprised:
- An allocation for inflation on non-pay budgets and an allowance for the pay awards for 2021/22 and 2022/23.
 - Budget transfers between Directorates reflecting changes in management responsibility.
 - Corporately funded allocations previously agreed by Cabinet.
 - Use of Directorate cost of change reserves

- SP2023 savings of £4.588m
50. At that stage, the cash limit guidelines did not include the following items which have now been added (and will be included in the February budget report), reducing the cash limit for Corporate Operations to £37.949m and the cash limit for People and Organisation to £16.187m:
- Reduction in the employer contribution rate for National Insurance
 - Reduction in the pension contribution rate following the recent pension fund valuation
51. Appendix 1 sets out a summary of the proposed budgets for the service activities provided by Corporate Services for 2023/24 and show that these are within the cash limit set out above. A summary is shown in the table below:

	2023/24	
	£'000	£'000
Corporate Operations		
Cash Limited Expenditure	77,696	
Cash Limited Income	(39,747)	
Total Net Expenditure – Corporate Operations		37,949
People & Organisation		
Cash Limited Expenditure	25,338	
Cash Limited Income	(9,151)	
Total Net Expenditure – People & Organisation		16,187
Total Net Expenditure – Corporate Services		54,136

Section J: Consultation, Equalities and Climate Change Impact

52. Consultation on the budget is undertaken every two years when the County Council considers savings to help balance the budget. All savings proposals put forward by the County Council have an Equality Impact Assessment published as part of the formal decision making papers and for some proposals stage 2 consultations are undertaken before a final decision is made by the relevant Executive Member.
53. This report deals with the revenue budget preparation for 2023/24 for the Corporate Operations and People and Organisation Directorates. This takes account of the savings proposals agreed by the County Council in November 2021 including the Equality Impact Assessments prepared at that time. Any

revised impacts and subsequent consultation that has been required have been reported to the relevant Executive Member as savings proposals have been further developed and implemented.

54. Hampshire County Council utilises two decision-making tools to assess the carbon emissions and resilience of its projects and decisions. These tools provide a clear, robust, and transparent way of assessing how projects, policies and initiatives contribute towards the County Council's climate change targets of being carbon neutral and resilient to the impacts of a 2°C temperature rise by 2050. This process ensures that climate change considerations are built into everything the Authority does.
55. Climate change impact assessments for individual services and projects will be undertaken as part of the approval to spend process. There are no further climate change impacts as part of this report, which is concerned with revenue budget preparation for 2023/24 for the Corporate Operations and People and Organisation Directorates.

REQUIRED CORPORATE AND LEGAL INFORMATION:

Links to the Strategic Plan

Hampshire maintains strong and sustainable economic growth and prosperity:	Yes / No
People in Hampshire live safe, healthy and independent lives:	Yes / No
People in Hampshire enjoy a rich and diverse environment:	Yes / No
People in Hampshire enjoy being part of strong, inclusive communities:	Yes / No

Other Significant Links

Links to previous Member decisions:	
<u>Title</u>	<u>Date</u>
Savings Programme to 2023 – Revenue Savings Proposals (Executive Member for Policy and Resources) EMPR Budget Report - SP2023 - 20210928.pdf (hants.gov.uk)	28 September 2021
Medium Term Financial Strategy Update and Savings Programme to 2023 Savings Proposals https://democracy.hants.gov.uk/ieListDocuments.aspx?CId=163&MId=7737	Cabinet – 12 October 2021 / County Council – 4 November 2021
Developing a Medium Term Financial Strategy https://democracy.hants.gov.uk/ieListDocuments.aspx?CId=163&MId=9942&Ver=4	Cabinet – 19 July 2022 / County Council – 29 September 2022
Budget Setting and Provisional Cash Limits 2023/24 Financial Update and Budget Setting and Provisional Cash Limits 2023/24 (hants.gov.uk)	Cabinet – 13 December 2022
Direct links to specific legislation or Government Directives	
<u>Title</u>	<u>Date</u>
Section 100 D - Local Government Act 1972 - background documents	
The following documents discuss facts or matters on which this report, or an important part of it, is based and have been relied upon to a material extent in the preparation of this report. (NB: the list excludes published works and any documents which disclose exempt or confidential information as defined in the Act.)	
<u>Document</u>	<u>Location</u>

None

EQUALITIES IMPACT ASSESSMENT:

1. Equality Duty

The County Council has a duty under Section 149 of the Equality Act 2010 ('the Act') to have due regard in the exercise of its functions to the need to:

- Eliminate discrimination, harassment and victimisation and any other conduct prohibited by or under the Act with regard to the protected characteristics as set out in section 4 of the Act (age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation);
- Advance equality of opportunity between persons who share a relevant protected characteristic within section 149(7) of the Act (age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex and sexual orientation) and those who do not share it;
- Foster good relations between persons who share a relevant protected characteristic within section 149(7) of the Act (see above) and persons who do not share it.

Due regard in this context involves having due regard in particular to:

- The need to remove or minimise disadvantages suffered by persons sharing a relevant protected characteristic that are connected to that characteristic;
- Take steps to meet the needs of persons sharing a relevant protected characteristic that are different from the needs of persons who do not share it;
- Encourage persons sharing a relevant protected characteristic to participate in public life or in any other activity in which participation by such persons is disproportionately low.

2. Equalities Impact Assessment:

This report does not contain any new proposals for major service changes which may have an equalities impact. Proposals for budget and service changes which are part of the Savings Programme 2023 were considered in detail as part of the approval process carried out in Cabinet and County Council during October and November 2021 and full details of the Equalities Impact Assessments (EIAs) relating to those changes can be found in Appendices 4 to 8 in the November Council report linked below:

<https://democracy.hants.gov.uk/mgAi.aspx?ID=45388#mgDocuments>

For proposals where a Stage 2 consultation was required the EIAs are preliminary and will be updated and developed following this further consultation when the impact of the proposals can be better understood.

Budget Summary 2023/24 – Corporate Services

Service Activity	Original Budget ¹ 2022/23 £'000	Revised Budget 2022/23 £'000	Proposed Budget 2023/24 £'000
Corporate Operations			
Audit	797	841	812
Finance ³	7,091	7,020	6,833
Pensions, Investments & Borrowing	(377)	(210)	(23)
IBC ³	13,439	14,029	13,758
IT ³	30,928	34,190	31,684
Strategic Procurement ³	2,196	2,236	2,201
Shared Services Partnership Income ³	(16,789)	(17,512)	(17,759)
Corporate Operations – Other ⁴	417	417	443
Cost of change – Corporate Operations	-	(820)	-
Total Corporate Operations	37,702	40,191	37,949
Government Grants	-	(5)	-
Net Expenditure Corporate Operations	37,702	40,186	37,949

Service Activity	Original Budget ¹ 2022/23 £'000	Revised Budget 2022/23 £'000	Proposed Budget 2023/24 £'000
People & Organisation			
Governance	1,082	1,146	1,107
Emergency Planning ²	301	486	297
Legal Services	3,300	3,655	3,123
HR Operational Services ³	6,457	6,856	6,118
Health & Safety ²	770	789	740
Communications & Engagement	1,360	2,288	1,467
Chief Executive & Leaders Office	572	745	703
Members Support Costs	1,708	1,729	1,769
Members Devolved Budgets	624	624	624
People & Organisation – Other ⁵	234	234	239
Cost of Change – People & Organisation		(1,506)	
Total People & Organisation	16,408	17,046	16,187
Government Grants		(153)	
Net Expenditure People & Organisation	16,408	16,893	16,187
Net Expenditure Corporate Services	54,110	57,079	54,136

¹ The 2022/23 original budget has been restated to reflect Law & Governance and HR, OD and C&E in the new directorate of People and Organisation and the areas previously under Corporate Non-Departmental budgets within the directorates of Corporate Operations and People & Organisation.

² The 2022/23 original budget has been restated to reflect the inclusion of Health & Safety and Emergency Planning in People and Organisation.

³ The 2022/23 original budget has been restated to reflect centralisation of joint working income into Shared Services Partnership Income within Corporate Operations.

⁴ Corporate Operations Other includes Audit Fee, Contribution to Trading Units, Corporate & Democratic Representation and Other.

⁵ People & Organisation Other includes Subscriptions to LGA and corporate hospitality.

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HAMPSHIRE COUNTY COUNCIL

Cover Report

Decision Maker:	Hampshire 2050, Corporate Services and Resources Select Committee
Date:	19 January 2023
Title:	<i>Serving Hampshire – 2022/23 Half Year Performance Report</i>
Report From:	Director People and Organisation

Contact name: Stephanie Randall, Deputy Director People and Organisation

Tel: 0370 779 1776

Email: Stephanie.randall@hants.gov.uk

Purpose of this Report

1. The purpose of this item is for the Hampshire 2050, Corporate Services and Resources Select Committee to monitor performance against the *Serving Hampshire Strategic Plan for 2021-2025*. This fulfils the Committee's role to scrutinise 'how effectively is crosscutting/corporate policy developed, implemented and performance evaluated and improved' (as per the scrutiny responsibilities outlined in Part two of Chapter five of the Constitution).

Recommendation(s)

2. It is recommended that Hampshire 2050, Corporate Services and Resources Select Committee:
 - notes the County Council's performance for the first half of 2022/23;
 - notes progress towards delivering the County Council's Climate Change Strategy; and
 - notes progress to advance inclusion and diversity.

Contextual information

3. Cabinet is due to consider the attached report providing oversight of the County Council's performance during 2022/23 when it meets on 7 February 2023.
4. The Hampshire 2050, Corporate Services and Resources Select Committee is invited to consider the report, and whether to add any items to the Select Committee work programme as a result.

REQUIRED CORPORATE AND LEGAL INFORMATION:

Links to the Strategic Plan

Hampshire maintains strong and sustainable economic growth and prosperity:	YES
People in Hampshire live safe, healthy and independent lives:	YES
People in Hampshire enjoy a rich and diverse environment:	YES
People in Hampshire enjoy being part of strong, inclusive communities:	YES

Other Significant Links

Links to previous Member decisions:	
<u>Title</u>	<u>Date</u>
Serving Hampshire Strategic Plan 2021-2025 and Corporate Performance Management Framework	13 July 2021
Direct links to specific legislation or Government Directives	
<u>Title</u>	<u>Date</u>

Section 100 D - Local Government Act 1972 - background documents

The following documents discuss facts or matters on which this report, or an important part of it, is based and have been relied upon to a material extent in the preparation of this report. (NB: the list excludes published works and any documents which disclose exempt or confidential information as defined in the Act.)

<u>Document</u>	<u>Location</u>
None	

IMPACT ASSESSMENTS:

Equality Duty

The County Council has a duty under Section 149 of the Equality Act 2010 ('the Act') to have due regard in the exercise of its functions to the need to:

- Eliminate discrimination, harassment and victimisation and any other conduct prohibited under the Act;
- Advance equality of opportunity between persons who share a relevant protected characteristic (age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, gender and sexual orientation) and those who do not share it;
- Foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

Due regard in this context involves having due regard to:

- The need to remove or minimise disadvantages suffered by persons sharing a relevant characteristic connected to that characteristic;
- Take steps to meet the needs of persons sharing a relevant protected characteristic different from the needs of persons who do not share it;
- Encourage persons sharing a relevant protected characteristic to participate in public life or in any other activity in which participation by such persons is disproportionately low.

Equalities Impact Assessment:

The County Council has a programme of work in place to advance inclusion and diversity in line with its corporate Equality Objectives. This includes undertaking both internal and external assessment of its performance to identify areas of strength and for improvement. This report reviews past performance - the activities and services that are described were subject to appropriate equality impact assessment in accordance with this programme.

Climate Change Impact Assessment

Hampshire County Council utilises two decision-making tools to assess the carbon emissions and resilience impacts of its projects and decisions. These tools provide a clear, robust, and transparent way of assessing how projects, policies and initiatives contribute towards the County Council's climate change targets of being carbon neutral and resilient to the impacts of a 2°C temperature rise by 2050. This process ensures that climate change considerations are built into everything the Authority does.

The Carbon Mitigation Tool and/or Climate Change Adaptation Tool was not applicable to this report as it relates to performance against the County Council's overarching Strategic Plan rather than any specific interventions. It is expected that these tools will be applied to any relevant projects which support the delivery of the Strategic Plan outcomes.

HAMPSHIRE COUNTY COUNCIL

Report

Decision Maker	Cabinet
Date:	7 February 2023
Title:	<i>Serving Hampshire</i> – 2022/23 half year performance report
Report From:	Director People and Organisation

Contact name: Stephanie Randall, Deputy Director People and Organisation

Tel: 0370 779 1776 **Email:** Stephanie.randall@hants.gov.uk

Purpose of this Report

1. The purpose of this report is to provide Cabinet (in line with the Corporate Performance Management Framework):
 - strategic oversight of the County Council's performance during the first half of 2022/23 against the *Serving Hampshire* Strategic Plan for 2021-2025;
 - an outline of ongoing work and achievements to advance inclusion and diversity; and
 - a report on progress against the [Council's Climate Change Strategy and Action Plan 2020-2025](#).

Recommendation(s)

2. It is recommended that Cabinet:
 - notes the County Council's performance for the first half of 2022/23;
 - notes progress towards delivering the County Council's Climate Change Strategy; and
 - notes progress to advance inclusion and diversity.

Executive Summary

3. This report demonstrates that:

- During the first half of 2022/23, the County Council has continued to deliver against the objectives of the 2021-25 Serving Hampshire Strategic Plan. The majority of corporate performance measures have shown improvement during the year, with more than half meeting challenging targets set at the start of the year. This is despite the current inflationary situation increasing the costs of materials and resources, as well as staffing pressures, made worse by increased workforce demand in the local economy.
- The County Council has continued to advance inclusion and diversity within its workforce, with actions undertaken to deliver on the Council's Equality Objectives and to ensure that all colleagues have equal access to support and new working opportunities.
- The County Council has also continued to make progress towards its commitments for Hampshire to be carbon neutral by 2050, and to improve the County's resilience to manage a 2°C rise in temperature, with the 2021/22 annual report [recently published](#).

Contextual information

4. The Serving Hampshire Strategic Plan 2021-2025 and Corporate Performance Management Framework (PMF) were approved by Cabinet in July 2021. The PMF provides the governance structure for performance management and reporting to Cabinet, specifying that Cabinet receive bi-annual reports on the County Council's performance against the strategic priorities set out in the Serving Hampshire Strategic Plan.
5. The four strategic outcomes set out in the Serving Hampshire Strategic Plan are:
 - Hampshire maintains strong and resilient economic growth and prosperity;
 - People in Hampshire live safe, healthy and independent lives;
 - People in Hampshire enjoy a rich and diverse environment;
 - People in Hampshire enjoy being part of strong, inclusive, resilient communities.
6. To report progress against the Strategic Plan, departments are required to monitor service performance against a core set of measures which contribute toward achievement of these outcomes. Departments agree their performance targets for the year, and report progress against these each quarter. For each measure, a risk-based 'red, amber, green' rating is applied, informed by the most recent data and management information available.
7. The results of any recent external assessments are also submitted by departments. Full details are included in Appendix 1.

8. Summaries of the County Council's delivery of its Climate Change Strategy, and progress against the County Council's Inclusion, Diversity and Wellbeing work programme, also form part of the PMF. Progress on these themes is reported separately to Cabinet, the Executive Member for Hampshire 2050, Corporate Services and Resources and the Executive Member for Performance, Human Resources and Inclusion & Diversity. However, for completeness a brief update is included within this half year report.
9. The PMF also incorporates the reporting of progress made against the recommendations set out in the Hampshire 2050 Commission Report. The related 2021/22 Climate Change Annual Report was recently published, with a summary of key activities and outcomes presented in this report.
10. Performance information on children's and adults' safeguarding, major change programmes, including Savings Programme 2023 (SP23), and the County Council's financial strategy are reported separately to Cabinet, and are therefore not included within this report.

Overall performance

11. At the end of Q2 2022/23 19 of the 21 corporate performance measures (for which data was available) were reported by departments as being at low performance risk¹ and the remaining 2 as being at medium performance risk². No measures were identified as high risk³. Where measures were reported as medium performance risk, departments have confirmed that appropriate mitigating actions are being implemented by the relevant services. Progress against these actions is overseen by each of the department's internal performance governance arrangements.
12. Overarching risks mentioned at half year included:
 - pressures on services and the Hampshire economy as a result of the increased costs of materials and resources caused by inflation; and
 - staffing pressures which have intensified with increased workforce demand in the local economy, placing additional burdens on staff budgets as well as increased competition for suitable staff.

¹ Low performance risk indicates that there is no negative impact on the quality of the service, the public's and service users' confidence in the service, the service cost, or the service's adherence to statutory requirements

² Medium performance risk indicates that the level of performance reflects a level of risk to the service, however this is understood and, where necessary, plans are in place to address this

³ High performance risk would indicate where the level of performance represents a risk to the service, and where there are not currently plans to address this

13. This Performance Report also illustrates how the Council is delivering strong services through internal and external accreditations attained by the County Council's services in Appendix 1.
14. The following sections outline performance against each outcome in the Performance Management Framework. This information is supplemented by a longer list of performance highlights contained in Appendix 2.

Outcome One: Hampshire maintains strong and resilient economic growth and prosperity

15. The measures reporting against this outcome aim to ensure that Hampshire has the right conditions for economic growth to flourish. At half year, all had shown maintained or improved performance against baseline. Although the level of development contributions secured had not yet reached its annual target (as shown below) this is not unusual at half year and is not seen as a performance risk for the County Council.

Measure	Baseline	Target	Most recent data
Level of development contribution secured (total) - Corporate Infrastructure Group measure	£44m (2021/22) £0 (start of 2022/23)	£44m	£9.025m (Q2 2022/23)

16. Performance highlights against Outcome One at half year included:
- The completion of work on the Stubbington Bypass. This 3.5 mile road opened to traffic in May 2022, with the aim of reducing journey times and supporting regeneration on the Gosport Peninsula.
 - The County Council's £5.5 million replacement of a 114-year-old rail bridge on the A35 at Holmsley, New Forest.
 - Hampshire Futures, which provides career guidance and support to young people, being awarded the Department for Education's Matrix Quality Standard for a third time. The service's delivery of information, advice and guidance was described as 'exemplary,' and the service's objectivity, impartiality, client focus and aspirational nature was also praised.
 - The County Council reaching an agreement with one of its suppliers, Bidfood, to supply Community Pantry locations in Hampshire with surplus food to assist families struggling with the costs of groceries.

Outcome Two: People in Hampshire live safe, healthy, and independent lives

17. The measures against this outcome aim to enable all children and young people to have the best possible start in life and fulfil their potential and to help people to stay safe and well and look after their physical and mental health, whilst maintaining their independence.
18. All measures reporting against this outcome at half year had maintained or improved their performance since the start of the year.
19. Only one measure was reported as medium risk. The 'Percentage of clients who received a Reablement or Interim commissioned service from Adults' Health and Care following Hospital Discharge', at 76%, has not shown improvement since the start of 2022/23 (79%). Services have seen increasing demand from people needing support as they leave hospital, and service capacity has been strengthened to support this process with the aim of mitigating this ongoing risk.
20. Four measures have not yet delivered on their annual targets, as shown below, with the school placement measures narrowly missing their aspirational targets. All of these were rated as presenting a low performance risk to the County Council and have maintained performance at a similar level to their baselines.

Measure	Baseline	Target	Most recent data
HC3S School Meal Take Up at Primary Schools	52.2% (Q4 2021/22)	53.6%	49.2% (Q2 2022/23)
Proportion of parental preferences (1st, 2nd, or 3rd) for school admissions which have been successful for starting school (reception)	98.43% (2021)	100%	98.30% (Apr 2022)
Proportion of parental preferences (1st, 2nd, or 3rd) for school admissions which have been successful for infant to junior transfer (Year 3)	99.10% (2021)	100%	99.30% (Apr 2022)
Proportion of parental preferences (1st, 2nd, or 3rd) for school admissions which have been successful for transfer to secondary school (Year7)	97.65% (2021)	100%	98.06% (Apr 2022)

21. In the case of the measures relating to school places, the School Admissions Team uses insight available on expected future school admission places to ensure sufficiency during the year R, 3 and 7 admission rounds, whilst recognising the Local Authority's commitment to ensuring that, as far as possible, schools serve their local community. The stretch target is aspirational, helping to provide a focus on ensuring local school availability in the areas where Hampshire children live. Whilst the Admissions Team cannot dictate that parents and carers use their three preferences, name their catchment school or name realistic preferences, the service is consistently able to offer 97% of parents and carers a place at one of their preferred schools, demonstrating effective planning, sufficiency of school places for Hampshire residents, and effective service delivery, even if the aspirational target of 100% is not achieved.

22. Performance highlights against Outcome Two at half year included:

- Work on 50 Extra Care housing properties commencing in Wooldridge View, located in the Forest Pines area of New Milton.
- The County Council investing in projects to help people dependent on alcohol and drugs, by increasing the capacity of the Criminal Justice and Substance Misuse Teams, commissioning a new specialist Alcohol Team for community-based treatment, and continuing its support for the harm reduction team.
- 100 library staff, across 10 Hampshire libraries, receiving 'Safe at Home' training to enable them to provide guidance and conduct sensitive conversations with victims and survivors of domestic abuse. Library stock and IT resources in libraries were also updated to support victims of domestic abuse and direct them to other resources available to assist them. The project was nominated for a Police and Crime Commissioners Victim Services Award.
- The County Council launching its 'Keep Warm Keep Well' scheme to protect vulnerable people who are struggling with their day-to-day bills. The support available includes guidance on claiming free school meals and getting advice on managing finances, and also links to warm spaces in Hampshire open to residents who may struggle to pay heating bills over the winter.

Outcome Three: People in Hampshire enjoy a rich and diverse environment

23. Outcome Three encompasses measures that aim to sustainably protect, maintain, and enhance Hampshire’s natural and built environment. These had all shown improved performance since the start of 2022/23 and were reported as low performance risk. Only one measure, despite being reported as low risk and showing improved performance, had not yet met its target for 2022/23:

Measure	Baseline	Target	Most recent data
Number of visits to cultural venues (Libraries, Archives and the Great Hall) in last 12 months	2,043,017 (2021/22)	2,702,500	2,667,703 (Q2 2022/23)

24. Performance highlights against Outcome Three at half year included:

- Continued tree planting along the Hampshire highways network which is expected to introduce over 3,000 trees in 2022/23.
- All five of the County Council’s Country Parks being re-awarded Green Flag status for 2022, plus a new Green Flag being awarded to Wellesley Woodland.
- Completion of the Public Sector Decarbonisation Scheme, delivering solar energy collection, building insulation, and boiler conversions at hundreds of schools, care homes, libraries, outdoor centres, and other publicly owned buildings across Hampshire.
- Shortlisting of Micheldever’s highways materials recycling and reprocessing facility for Carbon Project of the Year in the 2022 Construction News Awards. It was praised for its approach to reducing the carbon cost of highways construction and maintenance.

25. Outcome Three also incorporates work towards securing carbon neutrality for Hampshire by 2050, ensuring a response to climate change is fully embedded in the County Council’s work.

26. The 2021/22 Climate Change Annual Report was presented to the [Executive Member for Climate Change and Sustainability in November 2022](#). The report set out the delivery of the County Council’s Climate Change Strategy between July 2021 and July 2022, with examples shown listed:

- Progress on ensuring corporate awareness and accountability on climate change, covering work that has been done on supporting staff within the County Council to use the new mandatory Decision Tools, the work of the Climate Change Board, and the delivery of Climate Change Action Plan.

This includes the Hampshire Solar Together Scheme, which has seen over 800 potential customers engage with the scheme, of which almost 160 have already had solar panels and/or batteries installed, and a further 550 have booked installations in the near future. This would deliver the equivalent of 4,000 tonnes of carbon savings over the 25 years' guaranteed lifetime of the devices. A new round of the scheme opened in August 2022 to build on the success of this project, which is cost neutral to the County Council.

- Activities undertaken as part of the County Council's 2022 Year of Climate Resilience to improve awareness amongst County Council employees, Hampshire, residents, and other stakeholders on the importance of resilience to climate change and the roles they could play. This included the introduction of a climate change adaptation tool for staff to assess the impact of climate change to be included with all decision reports via climate change impact assessments.
- Partnerships to support the Climate Change Strategy, which have continued to develop, with 20 organisations now making up the Expert Forum, which meets quarterly to guide the County Council's actions and to avoid duplication of other groups' activities. Engagement with local partnerships also takes place, including the Hampshire Climate Change Officers Group across Hampshire's district and unitary authorities, and the Public Sector Sustainable Development Group, with the aim of enabling behavioural change, investment in the Hampshire economy, and replicating best practice from the sector.
- Overall, the net county-wide carbon emissions estimates for Hampshire in 2019 were 6,482.93 ktCO₂. This includes -377.14 ktCO₂ accorded to sequestration through land use and represents a reduction of 40.88% since 2005 and 5.13% since 2017. The climate change team will continue to update the figures and include methane and nitrous oxide emissions in future baselines, using the latest data that is available from the Department for Business, Energy and Industrial Strategy (BEIS).
- Next steps include the development of an energy strategy to support long-term energy supply alongside delivering net-zero carbon emissions, retrofitting Hampshire sites to support carbon neutrality, and developing commercial opportunities available through green activities. 2023 will increase the focus of work to combat climate change on inequality, particularly as costs of living risk impacting the most vulnerable residents in Hampshire.

Outcome Four: People in Hampshire enjoy being part of strong, inclusive, resilient communities

27. Outcome Four promotes social equality, community resilience and development, with measures generally following a positive trajectory at the half year stage. However, the number of school places delivered in 2022/23 to date (273), suggests that the total for the year will be lower than in 2021/22

(1,870). Achievement of this measure is reliant on the completion of school refurbishments or new builds to meet defined need, and as such is not delivered at a consistent pace. The target set for 2022/23 (133 places) has already been achieved.

28. Performance highlights against Outcome Four at half year included:

- The County Council commemorating the Queen’s Platinum Jubilee across its services during the summer, by providing family-friendly events in the Council’s Country Parks and libraries, planting of a commemorative tree in Queen Elizabeth County Park, and holding a special Citizenship ceremony held in the Great Hall.
- In September, the County Council helping residents of Hampshire to pay their respects to the late Monarch by providing and overseeing public books of condolence at the Great Hall and the Council’s Winchester offices. This followed a sensitive communications plan that made the public aware of opportunities to pay their respects to the late Queen, and the publication of a short film outlining relevant activity during the mourning period.
- The co-ordination of the proclamation of King Charles III outside Winchester’s Great Hall, as well as live-streaming the event to allow those who could not attend to watch online.
- Providing extra support to Hampshire residents hosting Ukrainian guests as part of the Government’s ‘Homes for Ukraine’ Scheme, with an additional £200 per month for five months beyond the funding already provided by the Government.
- Receiving listed status for Hampshire’s Record Office in Winchester. The office was one of six landmark sites across the UK awarded listed status by the Department of Digital, Culture, Media and Sport to commemorate the Platinum Jubilee in 2022.

Delivering effective use of business resources

29. Of the three business-resource measures in the performance framework, two were rated as low performance risk, with one (Tt2019 and Tt2021 savings) rated as medium performance risk. This measure also has shown reduced performance and is not currently expected to be achieved fully during 2022/23.

Measure	Baseline	Target	Most recent data
Tt2019 and Tt2021 savings	£29.9m (2021/22)	£28.3m	£25.6m (Q2 2022/23)

30. Achievement of this measure has been delayed as Tt2021 savings in HCC Care totalling £1.2m are expected to be delivered a year later than forecast as a result of the implementation of a revised staffing structure taking longer than had originally been envisaged. Additionally, Tt2021 savings in the Younger and Older Adults Programmes totalling £1.5m are expected to be delayed due to increasing volumes of demand for domiciliary and residential and nursing care services, and deliberately delayed delivery of some elements of the Younger Adults savings programme. The savings will now be delivered in 2023/24, and the 2022/23 shortfall is expected to be met from early delivery of SP2023 savings.

31. These measures also monitor the proportion of County Council's working hours lost to sickness absence in the previous 12 months. The latest position reported indicates that there has been an improvement on the previous year (a reduction of 0.4%, to 3.6%), but that levels have not yet achieved the aspirational target of 3%. This is not considered a performance risk.

Measure	Baseline	Target	Most recent data
County Council's working hours lost to sickness absence in the previous 12 months	4.0% (2021/22)	3%	3.6% (Q2 2022/23)

32. Progress against the County Council's Equality Objectives is also tracked as part of the PMF. Key actions delivered in the first half of 2022/23 to improve inclusion at the County Council and deliver on these Council's Equality Objectives included:

- an update to the Flexible Working Policy to improve access to flexible working opportunities across the workforce, following feedback in from colleagues;
- the delivery of four Local Transport Authority (LTA) LGBT+ sessions, with feedback at the sessions suggesting that attendees' confidence discussing LGBT+ issues was improved by the events;
- a corporate commitment to the Menopause Workplace Pledge to ensure that employees affected by Menopause are able to access support with good awareness of the issue amongst the workforce;
- celebrating Black History Month in October with a 'Lets Talk About Race' session with an expert speaker on the topic of courageous conversations about Race and the practical approaches everyone can take to address racism, alongside other events to improve awareness of race issues; and
- several additional 'Let's Talk About' sessions which covered a range of LGBT+ and Gender related topics, supported by a podcast produced by the Apprenticeship Team and a "I am who I am" video to highlight lived

experiences amongst colleagues and the value of diversity in the workforce;

- raising awareness of our zero tolerance position on abuse through planned internal and external campaigns, helping to strengthen people's confidence and understanding of how to report incidents when these occur, working toward our commitment to ensure our diverse workforce is treated with dignity and respect;
- work is also underway to improve awareness of, and confidence to use, quantitative and qualitative Inclusion and Diversity data to inform how we plan for and identify the potential equality impacts of future changes we may make to the services we deliver.

Conclusions

33. This report and its supporting appendices demonstrate that the County Council's services have performed strongly over the first half of 2022/23, with most corporate performance measures showing improved or maintained performance, and no measures being rated as representing a high-performance risk to the County Council.
34. The County Council delivered this performance against a complex backdrop of ongoing and emerging challenges during the year, including the cost of living crisis which is impacting residents and public services through increased costs.
35. Some measures are not on course to meet their targets. Where this is the case, the reasons for this are understood and further work and regular monitoring are, where necessary, in place to help deliver these targets in the future.
36. The sources of internal and external validation listed in Appendix 1 demonstrate that the Council's services continue to adhere to national standards and are tracked by service managers to maintain the quality expected of them and the accreditations that they provide.
37. The County Council also continues to deliver against its strong commitment to inclusion, diversity, and wellbeing for its staff, with ongoing delivery of its Equality Objectives and actions undertaken to improve access to support and to new working opportunities.
38. The 2021/22 Climate Change Annual Progress Report demonstrates the work being undertaken to deliver the County Council's Climate Change Strategy,

with new workstreams building a focus on reducing inequality as costs of living rise, to help residents afford sustainable energy.

REQUIRED CORPORATE AND LEGAL INFORMATION:

Links to the Strategic Plan

Hampshire maintains strong and sustainable economic growth and prosperity:	YES
People in Hampshire live safe, healthy and independent lives:	YES
People in Hampshire enjoy a rich and diverse environment:	YES
People in Hampshire enjoy being part of strong, inclusive communities:	YES

Other Significant Links

Links to previous Member decisions:	
<u>Title</u> Serving Hampshire Strategic Plan 2021-2025 and Corporate Performance Management Framework	<u>Date</u> 13 July 2021
Direct links to specific legislation or Government Directives	
<u>Title</u>	<u>Date</u>

Section 100 D - Local Government Act 1972 - background documents	
<p>The following documents discuss facts or matters on which this report, or an important part of it, is based and have been relied upon to a material extent in the preparation of this report. (NB: the list excludes published works and any documents which disclose exempt or confidential information as defined in the Act.)</p>	
<u>Document</u>	<u>Location</u>
None	

EQUALITIES IMPACT ASSESSMENT:

1. Equality Duty

The County Council has a duty under Section 149 of the Equality Act 2010 ('the Act') to have due regard in the exercise of its functions to the need to:

- Eliminate discrimination, harassment and victimisation and any other conduct prohibited by or under the Act with regard to the protected characteristics as set out in section 4 of the Act (age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation);
- Advance equality of opportunity between persons who share a relevant protected characteristic within section 149(7) of the Act (age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex and sexual orientation) and those who do not share it;
- Foster good relations between persons who share a relevant protected characteristic within section 149(7) of the Act (see above) and persons who do not share it.

Due regard in this context involves having due regard in particular to:

- The need to remove or minimise disadvantages suffered by persons sharing a relevant protected characteristic that are connected to that characteristic;
- Take steps to meet the needs of persons sharing a relevant protected characteristic that are different from the needs of persons who do not share it;
- Encourage persons sharing a relevant protected characteristic to participate in public life or in any other activity in which participation by such persons is disproportionately low.

2. Equalities Impact Assessment:

The County Council has a programme of work in place to advance inclusion and diversity in line with its corporate Equality Objectives. This includes undertaking both internal and external assessment of its performance to identify areas of strength and for improvement. This report reviews past performance - the activities and services that are described were subject to appropriate equality impact assessment in accordance with this programme.

3. Climate Change Impact Assessment

Hampshire County Council utilises two decision-making tools to assess the carbon emissions and resilience impacts of its projects and decisions. These tools provide a clear, robust, and transparent way of assessing how projects, policies and initiatives contribute towards the County Council's climate change targets of being carbon neutral and resilient to the impacts of a 2°C temperature rise by 2050. This process ensures that climate change considerations are built into everything the Authority does.

The Carbon Mitigation Tool and/or Climate Change Adaptation Tool was not applicable to this report as it relates to performance against the County Council's overarching Strategic Plan

rather than any specific interventions. It is expected that these tools will be applied to any relevant projects which support the delivery of the Strategic Plan outcomes.

Appendix 1: Sources of internal and external validation

Assessment title	Area	External/internal	Latest judgement
Children's Services			
Inspection of Local Authority Children's Services	Full children's social care inspection	External – Ofsted	Hampshire was judged as <i>Outstanding</i> across all areas in June 2019.
Inspection of children's homes	Residential care homes inspection	External – Ofsted	Seven out of the 10 open children's homes have been inspected during the current 2022/23 Ofsted inspection cycle. One home remains temporarily closed. Four out of the seven homes inspected are currently graded Good.
Joint Targeted Area Inspection	Multi-agency response to identification of initial need and risk	External - Ofsted plus CQC and HMICFRS inspectorates	No judgement grade awarded, however the final letter was very positive with headlines being that vulnerable children benefit from highly effective multi-agency safeguarding children's partnerships. Hampshire was inspected in November 2021.
School Inspections	Inspections of schools	External – Ofsted	As of 31 August 2022, 93% of schools were judged to be Good or Outstanding by Ofsted.
Social care self-assessment	Self-evaluation is an integral element of inspection of the local authority children's services (ILACS) framework	Internal and external – shared with Ofsted prior to annual conversation with the Director of Children's Services	The 2021 Social Care Self-Assessment was sent to Ofsted ahead of the annual conversation which took place on 7 March 2022.

Assessment title	Area	External/internal	Latest judgement
Inspection of Hampshire youth offending services	YOT inspection	Her Majesty's Inspectorate of Probation	<p><i>Overall Good 2018.</i></p> <p><i>The inspectorate considered the arrangements for organisational delivery, the quality of court disposals, and out-of-court disposals work when making its judgement</i></p> <p>www.justiceinspectorates.gov.uk/hmiprobation/inspections/hampshireyos/</p> <p>This is a four-year inspection programme which has been extended because of Covid-19.</p>
Restorative Justice Council's Restorative Services Quality Mark	Youth Offending Team	External – Restorative Justice Council	Restorative Services Quality Mark awarded in April 2016 and applies until March 2023
Adults' Health and Care			
Adult Social Care Services Inspection	Inspection of in house provided residential and nursing homes	External – Care Quality Commission	21 in-house care providers are rated <i>Good</i> (including the four Community Response Teams that deliver reablement to clients at home)
Gold Standards Framework	Residential and nursing homes	External - National Gold Standards Framework (GSF) Centre in End of Life Care	<p>Four of the County Council's residential and nursing homes have maintained their Platinum accreditation with the Gold Standards Framework:</p> <ul style="list-style-type: none"> • Emsworth House • Fleming House • Malmesbury Lawn • Westholme

Economy, Transport and Environment			
UKAS Accreditation	County Highways Laboratory	External – UKAS (UK Accreditation Service)	Accreditation is to ensure compliance with Standard BS ISO/IEC 17025:2017. Audits are undertaken annually – accreditation was maintained following 2022 audit.
Culture, Communities and Business Services			
Operational Authorisation (Replaces the Permission for Commercial Operations)	Drone Service (Asbestos)	External – The Civil Aviation Authority	Permission granted from 16 th Sept 2022 until and including 16 th Sept 2023.
UKAS Accreditation	Hampshire Scientific and Asbestos Management services following an annual assessment	External – UKAS (UK Accreditation Service)	<p>UKAS provide accreditation that Hampshire's scientific testing and inspection activities are conducted to the standard set out in ISO 17020 and 17025 and comply with the Forensic Regulators Code of Practice.</p> <p>UKAS audit Hampshire Scientific Service annually for compliance and the last assessment was in May 2022 - accreditation was maintained</p>
Adventure Activities Licensing Services (AALS) Inspection	Hampshire Outdoor Centres	External – Adventure Activities Licensing Authority	<p>Calshot Activities Centre: Validation expires July 2023</p> <p>Argoed Lwyd Outdoor Education Centre: Validation expires 29/6/2023</p>

Learning Outside the Classroom (LOtC)	Hampshire Outdoor Centres	External - Council for Learning Outside the Classroom (CLOtC)	Calshot Activities Centre: Validation expires September 2023 Tile Barn Outdoor Centre: Validation expires Aug 2024 Runway's End Outdoor Centre. Expires Feb 2023
Adventuremark	Hampshire Outdoor Centres	External - Adventure Activity Industry Advisory Committee (AAIAC)	Calshot Activities Centre: Validation expires June 2023 Tile Barn Outdoor Centre: Validation expires Aug 2024 Runway's End Outdoor Centre. Expires Feb 2023
National Indoor Climbing Award Scheme (NICAS)	Hampshire Outdoor Centres	External - ABC Training Trust	Calshot Activities Centre: Validation expires at the end of August 2023
Royal Yachting Association (RYA) Recognised Training Centre	Hampshire Outdoor Centres	External - Royal Yachting Association (RYA)	Calshot Activities Centre – Recognised Training Centre – Validation Expires 31 st March 2023
Royal Yachting Association (RYA) Sailability accreditation	Hampshire Outdoor Centres	External - Royal Yachting Association (RYA)	Calshot Activities Centre – Recognised Training Centre – provide accessible shore-based facilities for sensory, physical or other disabilities Validation Expires 31 st March 2023
British Canoeing Quality Mark (BC)	Hampshire Outdoor Centres	External - British Canoeing	Calshot Activities Centre – Quality mark – expires December 2022

Green Flag Awards	Outdoor accreditation for a variety of areas	External - Keep Britain Tidy	Annual Awards for 2022 resulted in all 5 Country Parks receiving Green Flag awards and a new Green Flag went to Wellesley Woodland. Royal Victoria Country Park and Staunton Country Park have also been awarded the Green Heritage Award for 2022
Ease of Use Survey	Volunteer survey of the Rights of Way network	External	Audits a minimum of 5% of the network each year (2.5% twice a year, in May and November), based on a set methodology. The Ramblers have been provided with mobile devices and training to undertake 2022 survey in November and we are looking for increased pass rate in 2022 (> 65.5% pass against all criteria).
Sites of Special Scientific Interest (SSSIs)	Countryside sites in Hampshire, as part of UK wide assessment	External – Natural England	Natural England assesses the condition of SSSIs using Common Standards Monitoring (CSM) ¹ . One of the largest grassland sites in southern England owned by HCC and Natural England has recently been reassessed as in Favourable Condition from unfavourable recovering.
Animal and Plant Health Agency (APHA) checks	Inspect animal health and welfare	External - Animal and Plant Health Agency	Spot check countryside sites for animal health and welfare and plant disease
Food Hygiene Ratings	Countryside Country Park cafes	Environmental Health Officer	Current ratings: 5-star ratings at Manor Farm, Staunton Farm, Titchfield Haven, Royal Victoria, Lepe Country Parks and Queen Elizabeth Country Park

General Register Office (GRO) – Stock and Security Audit	Registration – provides assurance to the GRO Compliance and Performance Unit	External - General Register Office	Received positive high rating in 2016, The most recent GRO Stock and Security Audit was carried out on 10 th October 2022. Awaiting feedback
General Register Office (GRO) Annual Performance Report	Registration- provides assurance to the GRO on local performance against agreed KPIs and improvement plan	External - General Register Office	Last report – Aug 2022. Positive comments received regarding performance and development of service. Next report is due Aug 23.
Annual allergen audits	HC3S	Internal	Allergen audits are now completed internally. During the academic year, Sept 2021 to Aug 2022, 69 were completed with an average score of 91.2%.
Annual kitchen audits	HC3S internal audit covering various aspects of catering operation i.e. health and safety, training, finance	Internal	Healthy Kitchen Assessments (HKA's) are undertaken throughout the year and records are held of all those completed per academic year, Sept 2021 to Aug 2022. COVID-19 continued to impacted access to schools for 21/22 and 46 HKAs were completed. The average score was 91.1%.
Food Hygiene Rating	HC3S – all catering sites	Environmental Health Officers (EHO)	EHO visits each HC3S run kitchen approximately every 18 months. 105 sites were visited in 2021/22 with (93) 88% achieving the maximum rating of 5.

Institute of Road Transport Engineers (IRTE) Workshop and Technician Accreditation	Hampshire Transport Management	External – Logistics UK	HTM have an external accreditation and audit by Logistics UK every 3 years for the workshop and technicians to be IRTE accredited. All 5 workshops were audited and passed in 2021. This is due again by Easter 2024. The technicians are assessed on a rolling 3-year basis.
Compliance with the Port Marine Safety Code	River Hamble Harbour Authority	External - Maritime and Coastguard Agency	Certification of compliance with the Port Marine Safety Code. Compliance at 3 yearly intervals. Expires March 2024.
Compliance with Merchant Shipping (Oil Pollution Preparedness Response and Co-operation Convention Regulations 1998)	River Hamble Harbour Authority	External - Maritime and Coastguard Agency	Endorsement of Oil Spill Contingency Plan. Compliance with Merchant Shipping (Oil Pollution Preparedness Response and Co-operation Convention Regulations 1998). 5 yearly intervals. Expires August 2023.
Compliance with the Merchant Shipping and Fishing Vessels' (Port Waste Reception Facilities) Regulations 2003	River Hamble Harbour Authority	External - Maritime and Coastguard Agency	Endorsement of Port Waste Management Plan. Compliance with the Merchant Shipping and Fishing Vessels' (Port Waste Reception Facilities) regulations 2003. 3 yearly intervals. Expires September 2023. Inspection conducted 25 March 2022 – Compliant.
Management and retention of HCC paper records managed by the Records Management Services within CCBS	Corporate Records Management Service	Internal – Southern Internal Audit Partnership	Part of the internal Audit Plan for 2021/22. There was a reasonable (green) system of governance, risk management and control in place.
Corporate Services			

Disability Confident Employer	Corporate	External – HM Government Disability Confident scheme	Accreditation valid until October 2024.
2019 National Inclusion Standard	Corporate	External – Inclusive Employers	Participated in the 2019 Standard Assessment and awarded <i>Bronze</i> (September 2019) – accreditation remains valid
Accreditation to ISO20000 Service Management and ISO27001 Information Security for IT services	IT services.	External - British Standards Institute (BSI)	Audited on compliance in September 2020, which was awarded with no areas of non-conformity. This award is valid until September 2023.
Public Sector Internal Audit Standards	Audit services	External - Institute of Internal Auditors	Fully compliant – awarded September 2020 (valid 2020-2025)
Shared Services infrastructure and business processes have been independently accredited to ISAE3402	Shared Services	External – audit undertaken by Ernst and Young	ISAE3402 has been successfully achieved for 2022/23 based on the design and operating effectiveness of the control environment. This enables all partner organisations to get independent assurance comfort to an external accredited standard on the overall control environment.
Annual Payment Card Industry (PCI) Data Security Standard	Corporate	Internal audit	Self-assessment against an industry standard, but is subject to Independent Internal Security Assessor. Self-assessment successfully completed and accepted in October 2022.

Lexcel Accreditation for Legal Services	Legal Services	External – Law Society	Awarded by the Law Society to practices that are committed to Legal Excellence. Last assessed in December 2021, with an updated assessment planned for December 2022.
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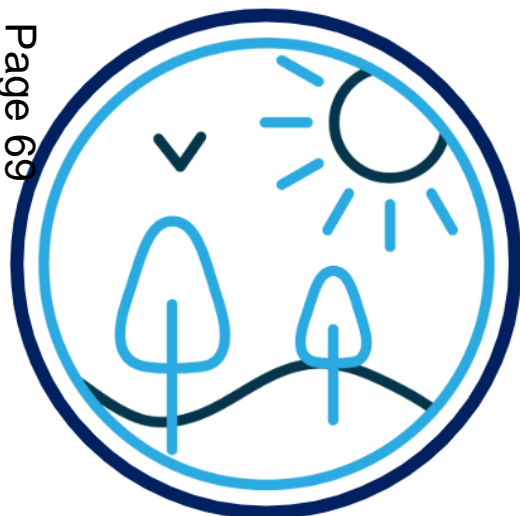
Appendix 2: 2021/22 key performance achievements

Serving Hampshire priority	Achievement
<p>Outcome one: Hampshire maintains strong and resilient economic growth and prosperity</p>	<p>Work on the Stubbington Bypass was completed, with the 3.5 mile road opened to traffic in May 2022. The Bypass is intended to reduce journey times and support regeneration on the Gosport Peninsula</p>
	<p>Hampshire Futures, which provides career guidance and support to young people, was awarded the Department for Education’s Matrix Quality Standard for a third time, describing the way information, advice and guidance is delivered as ‘exemplary,’ and praising the service’s objectivity, impartiality, client focus and aspirational nature</p>
	<p>The County Council has reached an agreement with one of its suppliers, Bidfood, to supply Community Pantry locations in Hampshire with surplus food to assist families struggling with the costs of groceries</p>
	<p>The County Council’s £5.5 million rail bridge replacement works on the A35 at Holmsley, in the New Forest, involving the demolition and replacement of the 114-year-old bridge on the A35 that runs over the C10, were completed in July 2022</p>
	<p>The County Council secured a £13.4 million award from the Department for Transport to complete maintenance of infrastructure along Redbridge Causeway, a transport link between the New Forest Waterside area, the City of Southampton and other local destinations</p>
<p>Outcome two: People in Hampshire live safe, healthy and independent lives</p>	<p>Work on 50 Extra Care housing properties has begun in Wooldridge View, located in the Forest Pines area of New Milton</p>
	<p>The County Council has launched its ‘Keep Warm Keep Well’ scheme to protect vulnerable people who are struggling with their day-to-day bills. The web page at https://www.hants.gov.uk/costofliving outlines the support available, with guidance on claiming free school meals and getting advice on managing finances, and also links to warm spaces in Hampshire open to residents who may struggle to pay heating bills over the winter.</p>

Serving Hampshire priority	Achievement
	<p>The County Council is investing an extra £802,715 into projects to help people dependent on alcohol and drugs, by increasing the capacity of the Criminal Justice and Substance Misuse Teams, commissioning a new specialist Alcohol Team for community-based treatment, and continuing its support for the harm reduction team.</p>
	<p>Hampshire County Council has awarded over £1.5million of funding to projects that aim to ensure more families escaping domestic abuse have a safe place to go. The support will enable the County Council to provide more help to victims of domestic abuse, and their children, in safe accommodation.</p>
	<p>100 library staff, across 10 Hampshire libraries, have received 'Safe at Home' training to enable them to provide guidance and conduct sensitive conversations with victims and survivors of domestic abuse. Library stock and IT resources in libraries have also been updated to support victims of domestic abuse and to direct them to other resources available to assist them. The project has been nominated for a Police and Crime Commissioners Victim Services Award</p>
<p>Outcome three: People in Hampshire enjoy a rich and diverse environment</p>	<p>Tree planting along the Hampshire highways network is continuing and is expected to deliver over 3,000 trees in 2022/23</p>
	<p>All five of the County Council's Country Parks have been re-awarded Green Flag status for 2022, and a new Green Flag was awarded to Wellesley Woodland</p>
	<p>Castle Bottom National Nature Reserve has reached 'Favourable' status in its Site of Special Scientific Interest (SSSI) assessment by government regulator Natural England, a level awarded when wildlife habitats are judged to be in excellent condition. The site is located in northeast Hampshire and is home to some of the country's rarest wildlife including Woodlarks, Nightjars, Dartford Warblers, Willow Warblers, Stonechats, Grayling Butterflies, Adders, Early March Orchid, Bog Asphodel, and Sundew.</p>
	<p>The Public Sector Decarbonisation Scheme has been completed, delivering solar energy collection, building insulation, and boiler conversions at hundreds of schools, care homes, libraries, outdoor centres, and other publicly-owned buildings across Hampshire.</p>

Serving Hampshire priority	Achievement
	<p>Micheldever's highways materials recycling and reprocessing facility was shortlisted for Carbon Project of the Year in the 2022 Construction News Awards, praised for its approach to reducing the carbon cost of highways construction and maintenance</p> <p>Barton Farm Primary Academy in Winchester has won a Royal Institute of British Architects South 2022 Award for Hampshire County Council's Property Services' team, which recognised the building's eco-credentials</p>
<p>Outcome four: People in Hampshire enjoy being part of strong, inclusive, resilient communities</p>	<p>The County Council commemorated the Queen's Platinum Jubilee across its services, including family-friendly events in the Council's Country Parks and libraries, the planting of a commemorative tree in Queen Elizabeth County Park, and a special Citizenship ceremony held in the Great Hall</p> <p>Protocols were followed by the Council, helping residents of Hampshire to pay their respects to the late Monarch through the co-ordination of the proclamation of King Charles III outside Winchester's Great Hall, Providing and overseeing public books of condolence at the Great Hall and the Council's Winchester offices, and following a sensitive communications plan that made the public aware of opportunities to pay their respects to the late Queen, the publication of a short film outlining relevant activity during the mourning period</p> <p>Grants totalling £131,509 have been awarded to community and voluntary organisations across Hampshire, to support their work helping vulnerable people to maintain their independence and reduce isolation, in the first half of 2022/23. These funds are part of the Authority's wider adult social care grant programme, designed to support the voluntary and community sector to provide services to enable adults' independence, preventing or delaying the need for formal support, and include support for:</p> <ul style="list-style-type: none"> • the Healthy Living Project in Rushmoor; • Havant and East Hants Mind; • Neighbourcare in Basingstoke and Deane; • SpeakEasy in Basingstoke and Deane; • Citizens Advice Fareham; and • Zion Projects in Eastleigh

Serving Hampshire priority	Achievement
	<p>Hampshire County Council is providing extra support to Hampshire residents hosting Ukrainian guests as part of the Government's Homes for Ukraine Scheme, with an additional £200 per month for five months beyond the funding already provided by the Government</p>
	<p>Wessex Sinfonietta was appointed the Resident Orchestra at Royal Victoria Chapel in Netley in June. The group will stage a programme of concerts at the site over 2022 and 2023, which started with performances of Mendelssohn and Elgar in July 2022, as part of a programme of events on offer at the Country Park, including exhibitions, outdoor theatre and family-friendly attractions, to boost visitor numbers</p>
	<p>Hampshire's Record Office in Winchester was one of six landmark sites across the UK awarded listed status by the Department of Digital, Culture, Media and Sport on the advice of Historic England to commemorate the Platinum Jubilee in 2022</p>
	<p>The County Council has been engaging with residents and stakeholders for their views on ways to support autistic people and those who care for them, as part of the development of the Hampshire Autism Strategy, to be published by the Hampshire Autism Partnership Board later in 2022/23</p>



Page 69

Serving Hampshire Strategic Plan Half Year Performance Report 2022/23

**Hampshire 2050, Corporate Services
and Resources Select Committee
January 2023**










The purpose of this report is to provide Hampshire 2050, Corporate Services and Resources Select Committee with strategic oversight of the County Council's performance during the first half of 2022/23 against the [Serving Hampshire Strategic Plan for 2021-2025](#), including work to advance inclusion and diversity and progress highlights against the [Council's Climate Change Strategy and Action Plan 2020-2025](#).

Overall performance against the Strategic Plan

- During the first half of 2022/23, the County Council has continued to deliver against the objectives of the 2021-25 Serving Hampshire Strategic Plan.
- The majority of corporate performance measures have shown improvement during the year, with more than half meeting challenging targets set at the start of the year.
- 19 of the 21 corporate performance measures (for which data was available at this point in the year) were reported by departments as being at low performance risk and the remaining 2 as being at medium performance risk. No measures were identified as high risk.
- This is despite the current inflationary situation increasing the costs of materials and resources, as well as staffing pressures, made worse by increased workforce demand in the local economy, placing additional burdens on staff budgets as well as increased competition for suitable staff.

Page 71

Performance measures which have not yet reached their annual target

-  Level of development contribution secured (total) - Corporate Infrastructure Group measure
-  Percentage of clients who received a Reablement or Interim commissioned service from Adults' Health and Care following Hospital Discharge'
-  HC3S School Meal Take Up at Primary Schools
-  Proportion of parental preferences (1st, 2nd, or 3rd) for school admissions which have been successful for starting school (reception)
-  Proportion of parental preferences (1st, 2nd, or 3rd) for school admissions which have been successful for infant to junior transfer (Year 3)
-  Proportion of parental preferences (1st, 2nd, or 3rd) for school admissions which have been successful for transfer to secondary school (Year7)
-  Number of visits to cultural venues (Libraries, Archives and the Great Hall) in last 12 months
-  Tt2019 and Tt2021 savings
-  County Council's working hours lost to sickness absence in the previous 12 months

This position is not unusual at half year and is not seen as a high performance risk for the County Council.

Outcome One: Hampshire maintains strong and resilient economic growth and prosperity



Page 73

The measures reporting against this outcome aim to ensure that Hampshire has the right conditions for economic growth to flourish.

At half year, all performance measures had shown maintained or improved performance against baseline.

Performance highlights at half year included:



Completion of work on the Stubbington Bypass.



The £5.5 million replacement of a 114-year-old rail bridge on the A35 at Holmsley, New Forest.



Hampshire Futures, which provides career guidance and support to young people, being awarded the Department for Education's Matrix Quality Standard for a third time.



The County Council reaching an agreement with Bidfood to supply Community Pantry locations in Hampshire with surplus food to assist families struggling with the costs of groceries.

Outcome Two: People in Hampshire live safe, healthy, and independent lives



Page 74

Work contributing to this outcome aims to enable all children and young people to have the best possible start in life and fulfil their potential and to help people to stay safe and well and look after their physical and mental health, whilst maintaining their independence

All relevant measures had maintained or improved their performance.

Performance highlights at half year included:



Commencement of work on 50 Extra Care housing properties in Wooldridge View, New Milton



Launch of the 'Keep Warm Keep Well' scheme to protect vulnerable people who are struggling with their day-to-day bills.



'Safe at Home' training for Library staff to enable them to provide guidance and conduct sensitive conversations around domestic abuse.



Increasing the capacity of the Criminal Justice and Substance Misuse Teams, commissioning a new specialist Alcohol Team for community-based treatment, and continuing its support for the harm reduction team.

Outcome Three: People in Hampshire enjoy a rich and diverse environment



Outcome Three encompasses priorities that aim to sustainably protect, maintain and enhance Hampshire's natural and built environment. These had all shown improved performance since the start of 2022/23.

It also incorporates work towards securing carbon neutrality for Hampshire by 2050, as reported in [2021/22 Climate Change Annual Report](#)

Page 75

Performance highlights at half year included:



All five of the County Council's Country Parks being re-awarded Green Flag status for 2022, plus a new Green Flag being awarded to Wellesley Woodland.



Continued tree planting along the Hampshire highways network which is expected to introduce over 3,000 trees in 2022/23.



Shortlisting of Micheldever's highways materials recycling and reprocessing facility for Carbon Project of the Year in the 2022 Construction News Awards.



Completion of the Public Sector Decarbonisation Scheme, delivering solar energy collection, building insulation, and boiler conversions at hundreds of schools, care homes, libraries, outdoor centres, and publicly owned buildings.

Outcome Four: People in Hampshire enjoy being part of strong, inclusive, resilient communities



Outcome Four promotes social equality, community resilience and development. Related measures were generally following a positive trajectory at the half year stage

The County Council has also continued to advance inclusion and diversity within its workforce, with actions undertaken to deliver on the Council's Equality Objectives and to ensure that all colleagues have equal access to support and to new working opportunities.

Page 76

Performance highlights at half year included:



Providing family-friendly events, tree planting and a special citizenship ceremony for the Platinum Jubilee.



The co-ordination and live-streaming of the proclamation of King Charles III outside Winchester's Great Hall



Receiving listed status for Hampshire's Record Office in Winchester



Providing £200 per month extra support to Hampshire residents hosting Ukrainian guests as part of the Government's 'Homes for Ukraine' Scheme

HAMPSHIRE COUNTY COUNCIL

Report

Committee:	Hampshire 2050, Corporate Services and Resources Select Committee
Date:	19 January 2023
Title:	Work Programme
Report From:	Director People and Organisation

Contact name: Louise Barker, Democratic and Members Services

Tel: 0370 779 1898 **Email:** louise.barker2@hants.gov.uk

Purpose of the Report

1. To consider the Committee's forthcoming work programme.

Recommendation

2. That the Committee agrees the Work Programme as attached and makes any amendments as necessary.

REQUIRED CORPORATE OR LEGAL INFORMATION:

Links to the Strategic Plan

Hampshire maintains strong and sustainable economic growth and prosperity:	yes
People in Hampshire live safe, healthy and independent lives:	yes
People in Hampshire enjoy a rich and diverse environment:	yes
People in Hampshire enjoy being part of strong, inclusive communities:	Yes

Section 100 D - Local Government Act 1972 - background documents

The following documents discuss facts or matters on which this report, or an important part of it, is based and have been relied upon to a material extent in the preparation of this report. (NB: the list excludes published works and any documents which disclose exempt or confidential information as defined in the Act.)

Document

Location

None

EQUALITIES IMPACT ASSESSMENT:

1. Equality Duty

The County Council has a duty under Section 149 of the Equality Act 2010 ('the Act') to have due regard in the exercise of its functions to the need to:

- Eliminate discrimination, harassment and victimisation and any other conduct prohibited by or under the Act with regard to the protected characteristics as set out in section 4 of the Act (age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation);
- Advance equality of opportunity between persons who share a relevant protected characteristic within section 149(7) of the Act (age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex and sexual orientation) and those who do not share it;
- Foster good relations between persons who share a relevant protected characteristic within section 149(7) of the Act (see above) and persons who do not share it.

Due regard in this context involves having due regard in particular to:

- The need to remove or minimise disadvantages suffered by persons sharing a relevant protected characteristic that are connected to that characteristic;
- Take steps to meet the needs of persons sharing a relevant protected characteristic that are different from the needs of persons who do not share it;
- Encourage persons sharing a relevant protected characteristic to participate in public life or in any other activity in which participation by such persons is disproportionately low.

2. Equalities Impact Assessment:

This is a scrutiny review document setting out the work programme of the Committee. It does not therefore make any proposals which will impact on groups with protected characteristics.

3. Climate Change Impact Assessment:

This is a scrutiny review document setting out the work programme of the Committee. It does therefore not make any proposals which will impact on climate change.

WORK PROGRAMME – HAMPSHIRE 2050, CORPORATE SERVICES AND RESOURCES SELECT COMMITTEE

Topic	Issue	Reason for inclusion	Status and Outcomes	19 Jan 2023	13 July 2023	25 Sept 2023	30 Nov 2023
Pre-scrutiny	Consideration of revenue budgets within Hampshire 2050 and Corporate Services	To pre-scrutinise the budget proposals, prior to approval by the Executive Member	Considered annually in advance of Council in February. Transformation savings pre-scrutiny alternate years at Sept meeting.	X			
Budget Monitoring		<p>(a) End of Year Financial Report considered at summer meeting, to see how the budget was managed for the year compared to plan.</p> <p>(b) Medium Term Financial Strategy – considered when appropriate to provide longer term financial context</p>					

Topic	Issue	Reason for inclusion	Status and Outcomes	19 Jan 2023	13 July 2023	25 Sept 2023	30 Nov 2023
Overview	Serving Hampshire - Performance	To monitor how performance is managed corporately and consider the performance information to support identification of areas to focus scrutiny.	Members requested to consider the performance report annually. Last received June 2022, next update expected summer 2023. Mid-year update due Jan 2023.	X	X		
Annual Item	Crime & Disorder Duty to review, scrutinise, and report on the decisions made, and actions taken by 'responsible authorities' under the Crime and Disorder Act.	This duty passed from the Safe & Healthy People Select Committee to this committee in May 2014	Annual update on work of Hampshire Community Safety Strategy Group plus particular focus topic: Child Exploitation - Nov 2018 Reducing Serious Violence - Nov 2019 County Lines – Nov 2021 Restorative justice – Nov 2022				X
Annual Item	Collation of Annual Report of Select Committees activity To support oversight of the scrutiny	The Constitution requires that this committee report to Full Council annually providing a summary of the activity of the select committees	Annual report to this meeting for submission to Full Council in Autumn		X		

Topic	Issue	Reason for inclusion	Status and Outcomes	19 Jan 2023	13 July 2023	25 Sept 2023	30 Nov 2023
	function, and the role of this committee to ensure scrutiny activity is having impact and being evaluated.						
Annual Review	Scrutiny Protocol		First considered in Nov 2022 - Cttee agreed to review on an annual basis				X
Overview	Climate Change Strategy	**only in respect of resources in the context of budget provision					
Overview	Local Enterprise Partnerships		Introductory presentation Nov 2018. Chief Executive of both LEPs gave a presentation to Nov 2020 meeting. Retain for future meeting.				