



## Report of the Section 151 Officer

Cabinet – 15 February 2024

### Revenue Budget 2024/25

<b>Purpose:</b>	This report sets out the current position with regard to the Revenue Budget for 2024/25 for consideration by Cabinet.
<b>Policy Framework:</b>	Medium Term Financial Plan and Budget Strategy
<b>Consultation:</b>	Cabinet Members, Legal, Access to Services & Corporate Management Team
<b>Recommendation(s):</b>	It is recommended that Cabinet:  1) Considers the outcome of the formal consultation exercise and agrees any changes to the Budget Proposals in Appendix D, together with the position regarding delegated budgets as set out in Sections 4.15 and 4.17 of this report.  2) Notes the current Total Funding Requirement identified in Section 4.6 of this report and, in line with the potential actions identified in Sections 9 and 10 of this report, agree a course of action to achieve a balanced Revenue Budget for 2024/25. In addition to a review of current savings proposals Cabinet will need to: - Review and approve the Reserve transfers recommended in this report - Agree a level of Council Tax for 2024/25 to be recommended to Council  3) Subject to these changes, recommends to Council for approval: a) A Revenue Budget for 2024/25; b) A Budget Requirement and Council Tax levy for 2024/25.
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## 1. Introduction and Background

### 1.1. This report details:

- Financial monitoring 2023/24
- The Local Government Finance Settlement 2024/25
- Budget Forecast 2024/25
- Specific Savings Proposals
- Outcome of Budget Consultation
- Staffing Implications
- Reserves and Contingency Fund requirements
- The Budget Requirement and Council Tax 2024/25
- Summary of funding proposals
- Risks and uncertainties

### 1.2. The financial assessment in relation to 2025/26 – 2027/28 is contained in the **Medium Term Financial Plan 2025/26 – 2027/28** elsewhere on this agenda.

### 1.3. This report builds upon and needs to be read in conjunction with :

- The budget strategy agreed by Council on 22<sup>nd</sup> October 2013 – **‘Sustainable Swansea: Fit for the Future’**.
- The report to Cabinet on 29<sup>th</sup> July 2014 – **‘Sustainable Swansea: Fit for the Future: Delivery Programme’**.
- The update report on **Sustainable Swansea – Fit for the Future** as approved by Cabinet on 16<sup>th</sup> July 2015.
- The report to Cabinet on 15<sup>th</sup> October 2020 – **‘From Recovery to Transformation’** detailing the “Swansea – Achieving Better Together, Transformation Strategy & Programme Framework 2022 – 2026”
- The report to Cabinet on 17<sup>th</sup> November 2022 – **‘Transformation Goals and Strategy’** detailing the Council’s transformation strategy, vision and goals for 2022 – 2027.
- The report to Cabinet on 20<sup>th</sup> April 2023 – **‘Successful and Sustainable Swansea Corporate Transformation Plan’** detailing the Council’s corporate transformation plan.
- The report to Cabinet on 12<sup>th</sup> January 2024 – **Budget Proposals 2024/25 – 2027/28** setting out the Council’s proposals for consultation.

### 1.4. The report sets out the latest budget estimates and invites Cabinet to consider any comments and feedback received as a result of the budget consultation. Cabinet are asked to consider any changes to the draft Budget proposals and proposed Council Tax level, prior to recommending the budget to Council. The report also includes an Integrated Impact Assessment statement so that Cabinet can be aware of the key issues before finalising budget proposals.

### 1.5. 2021/22 marked the first full year of required full compliance with the CIPFA Financial Management Code. The code was taken into consideration during the 2021 Senior Management Review and the resulting restructure ensuring compliance with the code has been in place for several years.

- 1.6. **Whilst rightly emphasising what is proposed being removed in savings for transparency, at just under £25 million, it must equally be borne in mind that approximately £50 million is being added, making a net £25 million being added. Net service budgets are increasing even though substantial savings need to be found.**

## **2. Financial Monitoring 2023/24**

- 2.1. Cabinet will see a report for consideration elsewhere on this agenda on the estimated Revenue Outturn for 2023/24. It is projected that the Council will outturn at an underlying directorate overspend position of £1.507m, which is an improved position compared to the forecast overspend at quarter 2.
- 2.2. The overspend is primarily in respect of pressures in the care sector, home to school transport and waste management.
- 2.3. In addition, to be prudent it is the S151 Officer's view that there is a need to create an equal pay provision at an estimated value of £15m. This is as a result of carrying out a review following well documented reports in the national press.
- 2.4. The contingency fund will be used to fund a list of approved items, leaving a balance of £2.574m to contribute to the creation of the provision, together with the residual balance on the inflation provision of £3.649m.
- 2.5. Any underspends on capital charges (at least a further £7.0m) will also be used to fund the creation of the equal pay provision, a one-off deviation from the strategy previously agreed by Council, to contribute to the capital equalisation reserve.
- 2.6. Nevertheless the overall position remains overspent by a residual £3.284m (on top of over £25m planned one off draws from reserves, predominantly for the Economic Recovery Fund and energy costs, and a separate expected £10m draw from schools reserves) and this residual overspend must be fully addressed by spending officers before outturn to prevent destabilisation and undermining of the starting position in relation to 2024/25 budget.

## **3. The Local Government Finance Settlement 2024/25**

- 3.1. The Minister for Finance and Local Government announced the provisional Revenue and Capital Settlement for 2024/25 on 20<sup>th</sup> December 2023 and the final settlement is expected, subject to confirmation, to be announced on 28<sup>th</sup> February 2024.
- 3.2. At the time of writing this report the Welsh Government had not announced the final settlement, however the Minister for Finance and Local Government stated in the provisional settlement that there was no intention to make significant changes to either the methodology or the data underpinning the settlement.

There are a few reasons why the settlement figure may change:

- Like last year there may be a change to fire service funding,
- There is a recently announced £25m Barnett consequential for Wales as a result of a £600m urgent top up to local government funding proposed in England.
- There will be a national 5% increase in Teachers Pension costs from 2024/25, it is expected that the funding to cover this will flow from the UK Government to the Welsh Government as a Barnett consequential and then to schools. It is unknown when this will happen, it could be in the final settlement or as a specific grant, and it may arrive in March 2024.
- Some specific grants could still change (the Welsh Government has already announced potential change to the Homelessness grants announced in the provisional settlement)

The Welsh Government has announced a revision to the Capital Settlement due to an anomaly impacting the distribution. This has resulted in a minor amendment to the Capital Settlement for Swansea (an increase of a further £0.031m). Whilst there are minor amendments to the Revenue Settlement as a result of this, Swansea is unaffected as to the nearest thousand there is no change.

Any other changes such as any new responsibilities transferred into the Revenue Support Grant will simply be passported to Services as usual. **If any more material announcements are made over elements regarding taxation policy (business rates, council tax, VAT, employers taxes etc.) or expectations for, or funding for helping with council tax levels, or indeed overall funding support to councils, this may need to be revisited at Council, which will be operationally and procedurally difficult given likely March timings of both Welsh Government and UK Government final budgets and our own Council budget setting of 6<sup>th</sup> March.**

- 3.3. For the purposes of this report there is assumed to be no change to the provisional settlement figure.
- 3.4. In respect of Schools and Social Services, although the provisional settlement does make it clear that the cost pressures in social care and schools are definitively recognised by the Welsh Government, there is no formal protection or funding guarantee and the block grant increase actually falls far short of the assumed need to spend in both those blocks within the settlement so any decision over funding is a local one to be made by Cabinet and ultimately by Council, having any due regard to any budget consultation responses received.
- 3.5. In revising the Medium Term Financial Plan and setting the Budget for 2024/25, it is essential that the Council adheres to the strategic goals in the latest transformation strategy *Transformation Strategy 2022 and Beyond*. The Council made clear through *Sustainable Swansea* that the need to transform services, reduce or divert demand through prevention and to look for alternative models of delivery, including community action, is required for our

future sustainability and to improve outcomes for citizens and this needs to be reinforced and strengthened under the new *Successful and Sustainable Swansea – Transformation Plan* as approved by Cabinet in April 2023.

- 3.6. **The longer-term financial pressures and level of risk that we continue to face make the need to implement these changes ever more urgent. The modest increase in Aggregate External Finance for next year should be seen as a further opportunity to maintain investment in the Council's priorities and preventative action in particular, and embracing wider scale transformational change, as part of the recovery plan, not to slow down the pace of change or the level of required savings in the medium term, given the outlook and levels of future settlements are forecast to materially deteriorate.**

#### 4. **Budget Forecast 2024/25**

##### ***Overview***

- 4.1. The budget proposals for 2024/25 as submitted for consultation on 12<sup>th</sup> January 2024 highlighted pressures of £51.132m, resulting in a savings requirement of £24.924m once the provisional increase on Welsh Government Aggregate External Finance (AEF) of £15.308m was taken into account, together with estimated Council Tax rises of £10.900m.
- 4.2. The announcement of the final settlement will mean that the overall funding deficit forecast for 2024/25 will inevitably, but hopefully marginally, change.
- 4.3. In addition, the opportunity has arisen to review all aspects of the budget pressures and risks so far identified with a view to updating the forecast using the latest up to date assumptions.
- 4.4. The options for funding the deficit that is identified remain as:
- Savings on current service net expenditure (through a combination of expenditure reduction and additional income generation)
  - Increases in Council Tax levels (but weighing need for tax revenue sustainability with affordability for residents)
  - Use of Reserves and Balances more generally (not advised as simply not sustainable).

##### ***Forecast Funding Requirement 2024/25***

- 4.5. The revised funding requirement previously identified in paragraph 4.1 above can now be updated and summarised in Table 1(a) below.
- 4.6. The items highlighted in ***bold italic*** in the table have changed since the budget proposals report in January 2023. These are discussed later in the report, and have resulted in a slight change to the Net Funding Requirement.

**Table 1(a) – Projected Pressures 2024/25**

	<b>Budget 2024/25 £'000</b>
Future cost of pay award	
- LG Staff	11,152
- Teachers	8,900
Impact of Teachers' Pay Award	
- 2022/23 1.5% Consolidated	1,900
- 2023/24 1.5% above budgeted	1,900
National Living Wage – pay bill	1,200
National Living Wage – contracts	3,000
Increase in Pension Costs	0
Increase in Teachers' Pension Costs	0
<b><i>Change to Inflation Provision</i></b>	<b>-1,984</b>
Remove use of Reserves to partially fund Energy Prices (short term)	9,100
Capital Charges – New scheme aspirations	0
Capital Charges – Temporary use of underspend	-2,040
Use of Capital Equalisation Reserve	-1,350
Use of Other Reserves	-7,029
<b><i>Contingency</i></b>	<b>-2,527</b>
Rebase ICT Cloud costs	500
Demographic & Service pressures	3,000
<b><i>Mid and West Wales Fire Authority Levy (independently decided by the Fire Authority)</i></b>	<b>1,208</b>
<b><i>Other Levies (Swansea Bay Port Health Authority and The Corporate Joint Committee)</i></b>	<b>-26</b>
<b><i>Council Tax Support Scheme</i></b>	<b>2,200</b>
MTFP Service pressures accepted	458
<b><i>New service pressures accepted</i></b>	<b>12,774</b>
<b><i>Partially reinstate 2023/2024 deferred savings</i></b>	<b>717</b>
Temporary One-off Additional Funding for Schools	7,029
Social Care extra money for Adult Services	2,500
Passed through AEF to Services	0
<b>Total Funding Requirement</b>	<b>52,582</b>
Savings Requirement	-24,924
<b>Net Funding Requirement</b>	<b>27,658</b>
Aggregate External Finance increase	15,308
<b><i>Council Tax increase (including tax base changes)</i></b>	<b>12,350</b>
<b>Total Resource Investment</b>	<b>27,658</b>

## ***Inflation***

- 4.7. The 2023/24 Revenue Budget provided a corporate provision of £20.330m for general inflation (£4.330m), energy inflation (£15.000m) and the cost of the Apprenticeship Levy (£1.000m). It is expected that the full £1.000m will be required for the Apprenticeship Levy, the latest estimate on general and energy inflation indicates that £15.681m will be required and the remainder of the provision will be retained to contribute to the new equal pay provision, if necessary.

UK inflation has fallen each month from February 2023 to November 2023, and although it increased again in December, this was a marginal increase. Forecasters expect inflation to fall further in 2024, however it will still be higher than four years ago, meaning there is still need for a sizeable central inflation provision, albeit lower than last year. Energy prices are expected to fall towards the end of 2024 but are expected to remain high initially.

After transfers to services and additional provision for expected Home to School Transport inflation, the remaining balance on the inflation provision will be reduced by £1.984m, meaning £9.089m will be available for general and energy inflation and £1.1m will be available for the Apprenticeship Levy in 2024/25. In addition to this national minimum wage contract increases (£3m) have been provided for within service budgets.

- 4.8. In the November 2015 Autumn Statement, the Chancellor first announced significant increases in the National Minimum wage. Whilst the actual increases will vary year to year there will be continued pressures. The rise anticipated for 2024/25 could affect direct employee costs. There is some uncertainty around the impact as the 2024/25 pay award is as yet unknown, however the latest estimate has been included above. It will also impact directly on wage costs of external contractors particularly in respect of contracted services within Social Services. It should also be noted that the local government finance settlement this year again places an expectation on local government to move to become an always better than living wage employer in own right and with targeted parts of contracted social care in the first instance. The pay policy will be considered at Council in March and those likely policy decisions on future national minimum pay levels to come, relative to general inflationary pay increases provided for, are already fully afforded within the overall budget envelope proposed. For the avoidance of doubt the pay policy proposals and decision to come will not likely need to be otherwise constrained by the budgetary position provided for.

Irrespective of increases in minimum wage, there is likely to be pressure from contracted areas in both Social Services care generally and Transport Services for elements of cost increases. These will need to be funded from the inflation provision allocated to both services as the need arises.

- 4.9. In his Autumn Statement presented to Parliament in November 2023, the Chancellor of the Exchequer made no reference to public sector pay and given the falling (but still high) levels of general inflation it can reasonably be

expected that pay rises will slow over the next 4 years. 5% has been provided for in 2024/25.

- 4.10. The Apprenticeship Levy is still held centrally on the general provision for inflation line as it is currently a cost that is in effect a corporate tax. This makes the total central provision for inflation just under £10.2m, although £1.1m of this is already fully committed for that levy.
- 4.11. As detailed below, it is assumed that any provision for increases in School pay budgets will be met directly from Schools' delegated budgets.

### ***Schools Prioritisation***

- 4.12. It remains the case that the forward financial plans for the Council will continue to show year on year savings requirements which are likely to be significant and sustained. Given the scale of savings required, it is inevitable that it will be impossible to exempt schools' budgets fully from longer term real terms cuts.
- 4.13. Budget movements can be viewed in two ways:
- Cash increases or reductions in levels of funding provided to Schools,
  - Real terms changes in Schools funding, taking into account known spending needs.
- 4.14. For 2024/25 there continues to be no Ministerial funding commitment to schools, although the provisional settlement does make it clear that the cost pressures in schools are specifically recognised by the Welsh Government and were a material factor in the overall settlement. It is intended to provide funding for various service pressures as a local priority for Cabinet.
- 4.15. The net result of these proposals is an increase in the cash settlement to Schools of just over £12m (6.4%) for 2024/25, which is considerably more favourable than the 3.66% increase in this Council's funding from Welsh Government. This has been possible due to use of reserves, meaning the bulk of this increase is temporary, for one year only.
- 4.16. This year the Welsh Government has amalgamated several pre-16 grants (eg Pupil Development Grant) into the new Local Authority Education Grant (LEAG). Overall, the grant available in 2024/25 has decreased marginally, however the effect of this on individual schools is not yet known. Post-16 funding has remained the same.
- 4.17. Table 1 (b) below sets out the effective impact of the core funding increase against expected funding pressures for Schools.



**Table 1 (b) – Impact on Schools Delegated Budgets**

Item	£'000	£'000
<i>Cash position</i>		
<b>Gross core delegated base budget 2023/24</b>		<b>189,670</b>
Increase for pay award - all staff	8,900	
Increase for shortfall in 2022/23 and 2023/24 pay awards – all staff	3,800	
Transfers previously agreed	128	
Total Pressures added		12,828
Schools contribution to reduced resources		-12,207
<b>Core delegated base budget 2024/25</b>		<b>190,291</b>
One-off temporary funding for 2024/25		7,029
<b>Total delegated base budget 2024/25</b>		<b>197,320</b>
Funding available for Energy costs		4,500
<b>Total available for Schools 2024/25</b>		<b>201,820</b>
		+6.4%

***NB: The expected uplift for teachers pension costs will be advised separately as soon as received and is currently excluded from the core budget as it is most likely to be a specific grant in 2024/25, given lateness of timing, is not currently known with sufficient certainty to anticipate as income and merely neutralises (on average) a cost to be passed on from government.***

The above cash increase substantially covers most, but not all, of the known pressures for Schools, with energy costs continuing to be underpinned in 2024/25, and continues to support the enhancement of mainstream provision within schools as part of the existing education budget strategy.

There are no further delegated funding changes expected for 2024/25 and so the total school budget set out in Appendix H has increased by £12.150m for 2024/25 or 6.4% in respect of schools core funding.

It remains the case, however, that substantial elements of Schools Funding (c£17m) are now being delivered via specific Grant (Local Authority Education Grant) which results in a substantial annual risk to overall School's funding which is not in the control of this Council.

### ***Social Care Protection***

- 4.18. Similarly to Schools, the Welsh Government overall Revenue Settlement for 2024/25 no longer includes a protection or prioritisation of funding for social care. Although the settlement does make it clear that elements of Social Care pressures (pay) are recognised in the settlement.

Overall the cash budget proposed for social services (including poverty & prevention) increases by around 8.9% or £14.0m.

### ***Capital Financing Charges***

- 4.19. There is a base line decrease of £2.04m compared to the 2023/24 approved budget recognising the fact that capital financing charges have been underspending in recent years due to the allocation of internal funds, and slippage on the capital programme. This underspend is forecast to continue into 2024/25 and so the budget has been reduced temporarily.
- 4.20. In line with the Treasury Management Strategy, a significant element of the Capital Financing Requirement has been met by the allocation of internal funds (internal borrowing). This is highly dependent on cash-flows of the Council and minimises capital costs to the Council whilst appraising the opportunities to externalise funding. That approach was vindicated by the historically low-cost borrowing secured by the S151 Officer in 2018/19 and 2021/22, which represents the cheapest borrowing ever secured by the Authority. In hindsight this strategy was well timed noting the effect of the post COVID-19 inflationary environment, we now find ourselves in with financing costs more than doubling in the interim.
- 4.21. The current market and inflationary environment, makes funding the capital programme even more challenging, alongside the more stringent PWLB guidance outlining what PWLB can and cannot be used for. The most economically / operationally advantageous form of borrowing shall be determined by the Section 151 Officer as cashflow and opportunities dictate, and could also include the following alternative sources of capital:
- Local authorities
  - Financial institutions
  - Municipal Bonds Agency

Furthermore, the authority has outlined a range of ambitious and challenging investment plans and opportunities in the shape of local choices to spend more on capital, the 21<sup>st</sup> Century Schools/Sustainable Communities for Learning programme, the continuing City Region Deal costs, City Centre redevelopment, and new housing plans, which are set out in the reports on Capital elsewhere on this agenda.

- 4.22. Whilst the short-term costs have been built into annual budgets to date, and forecast general fund capital borrowing requirements have been de-risked, as outlined above with PWLB borrowing, there remains a longer term requirement to anticipate additional capital financing costs because of the

scale of indicative future commitments. The authority continues to materially benefit from change to MRP policy which was approved by Council in December 2018.

- 4.23. The S151 officer has carefully considered the impact of the many variables and unknowns inherent in the funding of the presented capital programme (e.g. Brexit impact, volatility of markets, inflation, timing of City deal funding, variability of direct capital grant funding, impact of MRP review on equalising principal repayments in later years) and has sought to mitigate the impact of the funding of the capital programme on the revenue account with the establishment of the capital equalisation reserve. The utilisation of the reserve recognises the future obligations arising out of the committed capital programme whilst prudently mitigating that impact on the revenue account by adopting professional judgement in reserving appropriately at this time in the capital equalisation reserve, which has due regard to the Well-being of Future Generations.

#### ***Fire Authority, Corporate Joint Committee and Port Health Authority Levies***

- 4.24. Since the 12<sup>th</sup> January 2024 Cabinet report we have been notified of the overall change in the Fire Authority Levy. This figure reflects an overall average 7.1% increase in the levy. We will need to await the final notification, which will include changes expected due to the relative allocation across each levied Authority.
- 4.25. There has been a decrease in the Swansea Bay Port Health Authority Levy of 5.6%, the levy for 2024/25 has been set at £83,478 for Swansea.
- 4.26. There has also been a decrease in the relatively new Corporate Joint Committee levy of 10%, the levy for 2024/25 has been set at £191,188 for Swansea.

#### ***Council Tax Reduction Scheme***

- 4.27. The Authority received a baseline adjustment to its Revenue Support Grant of £18.883m for 2014/15 which has been notionally included as part of all future settlements. The effect of this is that any future increases in Council tax levels would have to be discounted by any potential increases in Council Tax Support costs. Where appropriate the yield will also have to take account of any increase in Council Tax Support Costs arising from increases in the Council Tax applied by the South Wales Police Commissioner.

The effects of funding additional Council tax support have been taken into account when calculating the funding in respect of the overall budget shortfall highlighted in Table 1(a) in paragraph 4.6 of this report. This has been set at £2.2m for 2024/25.

### ***Discretionary Rate Relief***

- 4.28. The Authority is responsible for funding an element of any discretionary rate relief awarded to local businesses. No increase to this budget has been anticipated for 2024/25.

### ***Service Pressures and Additional Investment***

- 4.29. It can be seen from Table 1(a) above that there is a continued investment in pressures identified and approved as part of the budget process last year. In addition to this there have been a number of new pressures and new investment opportunities identified as part of this year's budget process. The funding of these items has been possible partly because there has been an increase in the settlement from the Welsh Government and partly through efficiencies (savings) made elsewhere within the Authority. Since the January 2024 report these pressures have been revised and the final list is shown in part 2 of Appendix D.
- 4.30. At the council meeting on 2<sup>nd</sup> March 2023 the decision was taken to defer savings to the value of £901k for one year. The savings have been reviewed in full and it has been concluded that savings totalling £184k can remain and will be progressed in 2024/25, but £717k will need to be reinstated. These are summarised in Appendix D.

## **5. Specific Savings Proposals: Update**

- 5.1. As a strategy for determining its budget proposals, the Authority has, since 2013, used the principles embedded within '*Sustainable Swansea: Fit for the Future*' as a means of setting Council priorities, transforming services and addressing current and future deficits.

In November 2022 Cabinet approved a new transformation strategy – *Transformation Strategy 2022 and Beyond*. Under the banner of Successful and Sustainable Swansea Cabinet approved the current transformation programme in April 2023. The original plan contains seven service specific and five cross-cutting programmes and going forward budget savings will be linked to these programmes where they form part of the transformation for those services.

- 5.2. Savings have been allocated to the 12 transformation programmes as per the following table, not all programmes involve savings, and not all savings are part of transformation programme, some will be implemented just through 'business as usual'. The savings appendix (Appendix D) details the individual savings, the summary is:

**Table 2 – Savings per Transformation Programme**

<b>Transformation Programme</b>	<b>Savings 2024/25 £'000</b>
Child and Family Services Transformation	100
Digital Transformation Programme	49
Regeneration Programme	25
Transforming Adult Services	1,845
Transforming Additional Learning Needs	606
Right Schools in Right Places	7
More Homes Programme <b>and</b> Right Schools in Right Places	700
Business as Usual	9,385
<b>Total Savings as per Appendix D</b>	<b>12,717</b>
Schools contribution to reduced resources	<b>12,207</b>
<b>Total Savings Requirement</b>	<b>24,924</b>

\*Schools savings and pressures fall entirely to the delegated budgets and are shown separately as these are decisions for schools to take

- 5.3. The strategy as adopted underpinned the decision taken at the Council's Cabinet on 12<sup>th</sup> January 2024 to recommend specific savings proposals totalling £24.924m in 2024/25 for consultation. Cabinet now needs to consider whether or not to make any changes to these proposals in light of the outcome of the consultation.
- 5.4. Details around the currently assumed proposals for Council Tax levels are shown in Section 9 of this report.
- 5.5. Details around use of the Council's Reserves, contingency and inflation provisions are shown in Section 8 of this report.

## **6. Outcome of Budget Consultation Process**

### **Budget Consultation Results**

- 6.1. The annual budget consultation ran from 12<sup>th</sup> January 2024 to 11<sup>th</sup> February 2024. A summary of interim consultation results is attached at Appendix E.
- 6.2. The IIA process has been running continually through the budget process. The IIA report is attached as Appendix F. Cabinet will be kept updated on any potential issues that may arise as part of the budget implementation process.
- 6.3. Cabinet and Council will need to consider the response to consultation and the IIA report and demonstrate how we are taking account of the feedback.
- 6.4. Finally, Cabinet is asked to note that, as part of the budget consultation process an account of the consultation responses will be placed on the Council's website.

## Changes Proposed to the Budget in this Report

- 6.5. Following consultation, Cabinet will now need to consider further whether it is minded to make any further recommendations to Council on its final proposals for the 2024/25 budget.

### 7. Staffing Implications

#### *Background*

- 7.1. The Cabinet Report of 12<sup>th</sup> January 2024 set out the latest estimate (**work on this is continuing and the number is likely to change**) of the impact of the current proposals on total staffing numbers for 2024/25, these are shown in **Table 3** (shown as Full Time Equivalents (FTEs))

**Table 3 – Potential Impact of Savings Proposals on FTEs 2024/25**

<b>Potential Headcount Reduction (including vacant posts, redundancies and volunteers for ER/VR)</b>	<b>Headcount Number</b>
Finance	3
Corporate Services	8
Place	5
Education (excluding schools)	6
Social Services	6
<b>Total</b>	<b>28</b>
<b>Indicative schools figure</b>	<b>FTEs</b>
Schools	TBC

- 7.2. The Council will remain committed to continue to work closely with Trade Unions to minimise the number of compulsory redundancies.
- 7.3. Trade Unions will be consulted on budgetary proposals and the S188 letter was issued on 12<sup>th</sup> January 2024. Consultation formally commenced on 12<sup>th</sup> January and will last for a minimum of 30 days.
- 7.4. It should be noted that consultation will be undertaken on a rolling basis outside the normal budget cycle, as the outcomes from commissioning and other reviews are presented to Cabinet. Consequently, in some Service Areas, it was not possible at the time of the formal meetings with the Trade Unions to give details of the precise impact on staff and the figures quoted were, therefore, overall estimates. Future meetings with Trade Unions will be used to provide more detail when this becomes available as future options are agreed.
- 7.5. A reduction in posts in 2024/25 will be unavoidable, given that the Council spends just over 50% of its overall budget on employees (significantly more in some Service Areas) and the national pay award remains unknown whilst

inflation remains high and will have to be funded from the Council's own resources.

7.6. As achieved and evidenced in previous years, and continuing the Council's current policy, every effort will be made to minimise compulsory redundancies. Management action includes:

- *Tight management of vacancies so that we manage the deletion of posts via natural wastage over time,*
- *The use of fixed term appointments where a post needs to be covered,*
- *Stopping the use of agency staff unless a clear business case can be made,*
- *Redeployment and retraining wherever possible,*
- *Further encouragement of staff to consider ER/VR options, including bumped redundancies,*
- *Encouraging staff to work flexibly e.g. reduce hours or job share,*
- *Flexible retirement.*

7.7. The groups of staff likely to be most at risk (no options can be ruled out at this stage) are those affected by service savings in Corporate Services, Education and Social Services.

### ***Issues***

7.8. Consultation will take place with the Trade Unions as required and any issues raised will be considered.

Based on current information it is anticipated that there will some changes to the staffing figures as a result of:

- ERVR applications
- Not filling vacant posts
- Flexible Working requests, i.e. reduced hours
- Flexible Retirement
- Redeployment
- Bumped redundancies
- Residual very limited risk of compulsory redundancies but work to mitigate this to the absolute minimum continues.

These figures will be updated on an ongoing basis.

7.9. HR & OD are constantly working with redeployees to secure them alternative positions. Employees at risk, i.e. those who have not been served notice, can also be considered for redeployment, where applicable.

In addition, all posts are placed on the list of posts for employees at risk in the first instance. Director and CMT approval is required in order for the posts to be advertised either on the Vacancy Bulletin or externally.

## ***Consultation Period and Notice Periods***

- 7.10. In the event of organisational change that impacts on employees, the formal consultation period will last for a minimum of 30 days; although formal consultation meetings with staff and Trade Unions will continue as and when necessary.

Assuming that Council approves the budget, it will be after this date that the workforce implications of the budget can be implemented.

After any redundancy selection process has been completed, displaced staff will then be served with their contractual notice that could range from a 4 week period up to 12 weeks, which depends on the employee's length of service. As indicated above there is no expectation at this stage that the budget in itself should cause any material compulsory redundancies.

## **8. Reserves and Contingency Fund Requirement**

### ***Background***

- 8.1. It is a requirement of the Local Government Finance Act 1992 that authorities have regard to the level of reserves when calculating their Budget Requirement. Whilst there is no prescribed statutory minimum level of reserves, account should be taken of the strategic, operational and financial risks facing the Council.
- 8.2. In assessing the adequacy of reserves account needs to be taken of the following general factors:
- treatment of inflation and interest rates,
  - level and timing of capital receipts,
  - treatment of demand led pressures,
  - expected performance against challenging budget requirements,
  - treatment of planned efficiency savings / productivity gains,
  - financial risks inherent in major capital developments and funding,
  - the availability of reserves, government grants and other funds,
  - general financial climate to which the authority is subject.
- 8.3. The Section 151 Officer continues, as set out below, to view General Reserves as already being at the absolute minimum safe level. Furthermore, as the revenue budget continues to grow, the relative value and thus acceptability to the Section 151 Officer of the already low absolute level of General Reserves diminishes further, albeit mitigated to some extent by the level of earmarked reserves. Any consideration on use of reserves to fund the 2024/25 Revenue Budget is dependent on the level of confidence in predicting 2023/24 Revenue Outturn and the overall draw from those reserves. At present it remains the case therefore that there should ordinarily be no planned use of general reserves for any future budgets and indeed an expectation of the Section 151 Officer that longer term, General Reserves will need to be bolstered to maintain their relative value when compared to the overall growth in budgets and risks and uncertainties faced.



Setting the level of reserves is just one of several related decisions in the formulation of the Medium Term Financial Strategy i.e. it is more than a short term decision.

- 8.4. In considering reserve levels Members should have specific regard to:-
- The report of the Section 151 Officer to Council on 7<sup>th</sup> December 2023 'Review of Revenue Reserves'
  - The guidance issued by Welsh Government and circulated to all Members advising on methods that might be employed when reviewing the overall reserves of the Council.

### ***General Reserves***

- 8.5. The General Reserve amounted to £10.000m at 1st April 2023.
- 8.6. The Revenue Budget for 2023/24 approved by Council on 2<sup>nd</sup> March 2023 assumed no transfer from General Reserves and there is no movement in the General Reserve currently expected during 2023/24, although any final determination on the use of reserves will depend on the outturn position for 2023/24.
- 8.7. In the opinion of the S151 Officer the level of the General Reserve is currently at the very minimum recommended level and as such there is no assumed transfer from the reserve to support the 2023/24 budget.

Therefore, the level of General Fund balances estimated at 31<sup>st</sup> March 2025 would be £10.000m.

**Longer term the Section 151 Officer expects there to be a need to increase General Reserves to maintain their relative and proportionate value as revenue budgets and risks and uncertainties grow significantly.**

### ***Contingency Fund***

- 8.8. The 3<sup>rd</sup> quarter financial monitoring report details several forecast uses of the Contingency Fund in 2023/24. At this time, it is anticipated that the original £6.118m 2023/24 budgeted contribution will be expended and/or used to fund the Council's final outturn position, including a contribution to the creation of a new equal pay provision. Given the overall position as forecast in the 3<sup>rd</sup> quarter budget monitoring report for 2023/24 considered elsewhere on this agenda, the forecast Fund balance as at 31<sup>st</sup> March 2024 is subject to final confirmation on outturn, but is currently expected to be nil.
- 8.9. In assessing the value of the Contingency Fund requirement in 2024/25, the following potential requirements are relevant:
- The risks and issues detailed in Section 11 below.
  - The need to provide a substantial potential source of finance for repeated potential overspending in services given past performance, bearing in mind the Council has now likely exhausted all other Earmarked Reserves.

- The continuing uncertainty for Public Finances as set out in the Cabinet report on 12<sup>th</sup> January and summarised in the MTFP report elsewhere on the agenda.
  - The expectation that any emerging additional inflationary pressures beyond the large already budgeted items (National Living Wage, pay awards and energy costs) should be a lower risk to the contingency fund in 2024/25.
- 8.10. Bearing the above in mind, together with the proposals in respect of funding current year service pressures within the 2024/25 base budget, and the reduced risk of repeating overspending from 2023/24 it is now recommended that the contribution to the base budget Contingency Fund in respect of 2024/25 is reduced by £2.550m to £3.568m depending upon any further budget decisions Cabinet is also minded to recommend. Again, this is considered the absolute minimum range necessary to be maintained in light of the likely risks and issues facing this Council.
- 8.11. Past experience has shown that whilst it is extant Council policy that any reduction in specific grant should be met from an equal reduction in service expenditure, there is often a lag between loss of grant and reduction in costs/change in service levels.

It is also clear that in respect of some specific grants any reduction in associated expenditure may have a detrimental effect in meeting service targets with a consequential increase in future financial penalties.

There are no remaining reserves specifically to protect against grant losses so any reductions will fall firstly to the Service department to manage or if significant will have to be considered for funding from the Contingency Fund.

### ***Earmarked Reserves***

- 8.12. The Council retains earmarked reserves for specific purposes. The reasons for holding these reserves are documented and are subject to ongoing review and scrutiny. The forecast transfers to and from reserves are summarised in Appendix C. There are continuing material draws, as planned, from the time limited reserves for Social Services and Place.
- 8.13. On 7<sup>th</sup> December 2023 Council received and approved a report detailing a formal review and re-allocation of Earmarked Revenue Reserves. This report recommended re-allocating the Restructure Reserve as a Transformation Reserve as Cabinet agreed in April 2023 to fund the Workforce and OD Transformation Reserve from here.
- 8.14. From the usual list of specific grants announced by the Welsh Government for 2024/25 it appears that where there are reductions or freezes to grants these will have a significant impact on Swansea as a freeze will mean substantial real-terms cuts. These grant offers are still emerging, so the position is being monitored closely, it is likely there will be further staff impact and timing delays

may need to be funded from reserves, should they be too substantial for services to cover.

### ***Review of Insurance Fund***

- 8.15. Following a review of the insurance fund, the level of the sums set aside to provide for future claims which are not known or only partly known at this time are thought to be adequate. Such claims can be very significant and can relate to past periods going back many years. So other than those draws agreed in the March 2023 report to Cabinet for Highways Infrastructure Assets, there will be no further draws from the insurance fund in the short term.

### ***Adequacy of Reserves***

- 8.16. Whilst the proposed use of Earmarked Reserves in 2024/25 funds one off and some recurring expenditure, taking into account the level of General and Earmarked Reserves which would be available should there be an overriding financial requirement, and the arrangements in place to monitor and manage financial risk in 2024/25 and future years, I am satisfied that the proposed management of reserves in 2024/25 will result in a forecast level of General Reserves, Earmarked Reserves and Provisions which may be considered adequate, subject to the potential financial implications of the risks described in Section 11 below and the final budget proposals recommended by Cabinet to Council.
- 8.17. Given the considerable risks and uncertainties facing the Council in 2024/25 and future years, it remains my advice as the officer designated with responsibility for the overall finances of the Council that the above represents reasonable prudent financial management having due regard to service pressures and funding constraints. Nevertheless, increasingly the risks associated with the budget, especially any non-deliverability in practice of planned savings remains very pronounced. This is especially important when viewed in the context of draws from General Reserves in 2017/18 and Earmarked Reserves in 2018/19, which cannot be repeated. Put simply and bluntly both those routes are now all but fully exhausted going forward and Council will have to consider some or all of the following in future years:
- Service reductions,
  - Reductions in future capital aspirations,
  - Further council tax increases each year,
  - Some short term draws from the earmarked reserves set up to manage budgets through to 2028/29, but with an explicit acceptance and understanding that these are one off mitigations only to enable longer term adjustment to the highly likely tighter public sector funding environment.

## **9. Budget Requirement and Council Tax 2024/25**

- 9.1. The Council's recommended requirement is set out in Appendix A. The City and County of Swansea Requirement of £587.610m will be financed partly by Revenue Support Grant of £345.346m and Non-Domestic Rates of £88.244m.

In light of ongoing uncertainties over the final RSG, final levies, specific grants, the continuation or otherwise of emergency economic support schemes, potentially unfunded excess costs of future pay awards and the long term capital spending aspirations set out in the Medium Term Financial Plan, the S151 Officer continues to be of the opinion that council tax for 2024/25 could prudently sit within a range of 3.00% to 7.00%, balancing affordability and the cost of living crisis today with the attendant growing risks and uncertainties of tomorrow and having due regard to the wellbeing of future generations.

Based on the report to Cabinet on 12<sup>th</sup> January 2024, and in line with assumptions contained in the Welsh Government's spending assessment for Swansea, a Council Tax rise of 5% would have generated a sum of £10.900m including assumptions on the council tax base. This is a band 'D' charge of £1,626.49.

Following consultation, it is proposed that Council Tax is increased by 5.99%, this sits within the range considered prudent by the S151 Officer and is based on requiring 4.99% for costs directly controlled by the Council, plus 1% to cover the expected increase in the Fire Authority Levy. This will generate a sum of £12.350m, a band D charge of £1,641.95.

This remains provisional pending the final local government finance settlement which is expected on 28<sup>th</sup> February (subject to confirmation) and it is envisaged that as long as there are no material changes at final settlement that this can be contained within the margins of error in the assumptions and estimates already used in this report and accommodated by adjusting contingency. Council will be advised of the final settlement figure before making a final determination on budget and Council Tax and any implications it may have to take into account.

- 9.2. Including Community Councils, the total requirement, after taking account of proposals in respect of reserve transfers and currently assumed savings, is £589.816m.
- 9.3. The above proposals are based on an indicative Council Tax rise which is within the range of planning assumptions of the Medium Term Financial Plan.

## **10. Summary of Funding 2024/25**

- 10.1. The implications of Sections 4, 5, 6, 7 and 8 above, together with the assumed 5.99% rise in Council Tax identified in Section 9 above, results in a forecast additional funding of £52.582m in 2024/25 as detailed in Table 4:

**Table 4 – Budget Proposals 2024/25**

	<b>£'000</b>
Savings Requirement as per Table 1(a)	24,924
Net effect of Council tax base increase and proposed charges	12,350
Aggregate External Finance increase	15,308
<hr/> <b>Overall resourcing</b>	<hr/> <b>52,582</b>

- 10.2. Cabinet is asked to consider whether, as a result of the consultation exercise, it wishes to make any further changes to the budget savings proposals for 2024/25 and, if so, any other consequential changes that may need to be addressed. The wholly expected and fully built in increase in AEF should be seen as an opportunity to maintain targeted investment into the Council's priorities and preventative action in particular, not to slow down the pace of change or the level of required savings.

## **11. Assessment of Risks and Uncertainties**

- 11.1. As in previous years, there are a number of potential costs which have been considered in the context of the budget proposals. In particular :-

### ***(a) Implications of Specific 2023/24 Overspends***

The 3<sup>rd</sup> quarter financial monitoring report, discussed elsewhere on this agenda, highlights a number of service overspends, predominantly driven by pressures in social care, home to school transport and waste management. It is anticipated that sufficient funding has been built into the base budget for 2024/25 to mitigate the pressures. For any items over and above this, then adjustment via the Contingency Fund will have to be made for any items that are seen to re-occur.

### ***(b) Unavoidable Spending Requirements***

All services will need to meet a range of additional / new pressures in 2024/25. These include the implications of new legislation; demographic changes; final completion of the single status appeals process; and other requirements including heightened inflationary risks in pay and prices in all areas. Whilst reasonable provision has been made for these costs, there is a risk that some items will result in overspends. In particular it has previously been the case that the cost of pay protection arising out of single status implementation can be funded centrally, going forward any and all costs that arise as a result of the appeals process will have to be met from within specific existing Directorate budgets.

### ***(c) Savings***

It is essential in terms of the financial challenges facing the Council beyond 2024/25 that further savings proposals are continuously developed as part of the *Successful and Sustainable Swansea* programme, and are **implemented**

**over and above those proposed within this budget to provide some future headroom.** This will be a continuation of plans already underway and specifically include existing and the next waves of reviews which **must be rapidly turning recovery plans and assumptions into delivered reality, otherwise service savings will fail to be delivered and net spending pressure return to service budgets for which immediate corrective action will be required.**

The 2024/25 budget includes savings targets which must be fully achieved. **It is a fundamental requirement of the Council's financial procedure rules that Responsible Officers are required to manage expenditure within approved budgets of the Council and to that extent it is essential, should specific proposed budget savings be delayed or postponed, that alternative savings are fully achieved in year to meet approved Directorate Budgets.**

Given the nature and scale of the savings challenge during 2024/25, and more importantly further beyond, there will be continued monitoring and tracking of progress in achieving budget savings which will be reported to Corporate Management Team, Transformation Board and Cabinet through our usual performance and budget monitoring processes.

As noted above, further proposals will be brought to Cabinet during the year as necessary.

#### ***(d) Inflation***

Where there have been specific announcements around minimum wage increases an estimate has been included around the potential additional costs that may fall to the Council from external contractors. Budgets for Energy costs have been transferred to services (Place and Schools), and as headline inflation has fallen considerably from this time last year a small reduction to the remaining provision has been made. Inflation still remains high and is still a concern for the Council.

#### ***(e) Care Home Fees***

Budget provision has been made for the 2024 contract settlement with care home providers. However, it is likely that fees will need to be further monitored given that the Council has to undertake an annual review of payments to care home providers which must be robust and evidenced – see specific provision for inflation above.

#### ***(f) Specific Grants***

In the increasingly likely event that the level of specific grants awarded for 2024/25 is less than that for 2023/24, it is essential that Directorates take action to manage such reductions within the proposed spending limits – i.e. there is no ongoing corporate provision for meeting such shortfalls. There is a clear expectation that expenditure will be cut to match the level of grant.

It is, however, acknowledged based on past experience that where specific grants are reduced there may be a time lag between reduction in funding and the Council's ability to reduce costs. It is equally clear that in some areas currently funded by specific grant the Council will, for operational or service reasons, wish to maintain expenditure. Any future bids for funding to cover loss of specific grants will have to be made against the already pressured contingency fund.

#### ***(g) Equal Pay Back Payments***

The bulk of equal pay claims both in number and value have now been fully settled. However, legislation is such that further claims cannot be precluded although the introduction of the compliant pay and grading structure from 1<sup>st</sup> April 2014 will significantly lessen risk in this area over time.

Following widespread reporting of financial pressures especially in England, a review of equal pay claims is being carried out (in line with all other councils). Whilst it is early to definitively say a provision is needed, or for how much, this Council has prudently set aside a fully funded provision for equal pay during 2023/24.

#### ***(h) Implementation of Single Status***

Whilst the Council implemented a compliant pay and grading structure from 1<sup>st</sup> April 2014, there has been a continuing small number of appeals against grades awarded. Where these appeals have been successful, it will lead to additional costs over and above the grade initially allocated including incremental costs over a period of up to five years, of which 2018/19 represented the last year and effectively this risk has now materially dropped out since 2019/20 but a minor residual one remains.

#### ***(i) Council Tax Reduction Scheme***

Provision has been made for the estimated costs which are now linked directly to any proposed increases in Council Tax Levels.

#### ***(j) COVID-19 and COVID-19 Grants***

Whilst Services are now operating business as usual there is still an ongoing impact from Covid for example where income levels have not recovered fully. There is no longer any form of grant funding available for Covid, and so any losses will need to be funded from within existing budgets initially and from the Contingency Fund otherwise.

#### ***(k) Capital Financing Charges***

There is a risk that the funding ask (in respect especially of additional unsupported borrowing) highlighted in the Capital Budget report elsewhere on

the agenda will result in additional charges over and above the agreed budget provision.

The report on the Capital Programme for 2024/25 – 2028/29 elsewhere on this agenda highlights specific actions that need to be taken to mitigate against future increases in revenue costs linked to increases in unsupported borrowing and further externalisation of current debt. The risks of course are heavily mitigated by having externalised all anticipated medium term traditional capital borrowing requirements for the General Fund.

In additional mitigation, there was a report to Council on 20<sup>th</sup> December 2018 in respect of the formal review of the Minimum Revenue Provision. This has the benefit of reducing capital financing charges in the short to medium term, albeit at the expense of increases in the medium to longer term, before once again reducing in the very long term. These shorter-term fluctuations have been built into the budget for 2023/24 and beyond but appropriate use of the Capital Equalisation Reserve smooths future cost pressures.

The low interest rate and bond yield environment has resulted in historically low interest rates available from the PWLB in the past few years, which the Authority has previously already taken advantage of in funding its capital financing requirement. Although the PWLB have removed the 1% penalty premium on new local authority borrowing (subject to certain criteria), the overall material increases in interest rates over the past year means consideration will also need to be given to sourcing funding at cheaper rates from the following:

- Local authorities
- Financial institutions
- Municipal Bonds Agency
- Deferral of borrowing and material drawdowns of own cash backed reserves, especially the Capital Equalisation Reserve, in the mean time

The degree which any of these options proves cheaper than PWLB Certainty Rate is still evolving at the time of writing but the Section 151 Officer is delegated to identify the most economically advantageous funding and timing option.

11.2. The above risks are both substantial and potentially significant in value. Therefore during 2024/25 specific actions are being put in place which will involve:-

- Monthly monitoring of specific savings targets against an agreed implementation timetable in order to identify any slippage and appropriate and equivalent compensating budget savings through the existing performance and finance management process.
- Ensuring compliance with the Council's Financial Procedure Rules, which require Responsible Officers to manage budgets within the limits set by Council.
- The impact of any changes to specific grant funding streams.



## 12. Integrated Impact Assessment Implications

- 12.1. The Council is subject to the Equality Act (Public Sector Equality Duty and the socio-economic duty), the Well-being of Future Generations (Wales) Act 2015 and the Welsh Language (Wales) Measure, and must in the exercise of their functions, have due regard to the need to:
- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Acts.
  - Advance equality of opportunity between people who share a protected characteristic and those who do not.
  - Foster good relations between people who share a protected characteristic and those who do not.
  - Deliver better outcomes for those people who experience socio-economic disadvantage
  - Consider opportunities for people to use the Welsh language
  - Treat the Welsh language no less favourably than English.
  - Ensure that the needs of the present are met without compromising the ability of future generations to meet their own needs.
- 12.2. The Well-being of Future Generations (Wales) Act 2015 mandates that public bodies in Wales must carry out sustainable development. Sustainable development means the process of improving the economic, social, environmental and cultural well-being of Wales by taking action, in accordance with the sustainable development principle, aimed at achieving the 'well-being goals'.
- 12.3. Our Integrated Impact Assessment (IIA) process ensures we have paid due regard to the above. It also takes into account other key issues and priorities, such as poverty and social exclusion, community cohesion, carers, the United Nations Convention on the Rights of the Child (UNCRC) and Welsh language.
- 12.4. We know from previous years that, due to the scale of budget reductions, those with protected characteristics are likely to be affected. In assessing the impact of the budget proposals, we continue to attempt to ensure that any effect is not disproportionate and that we continue to focus on mitigation wherever possible. In this context the following should be noted:
- Where IIAs show potential significant impact with no possible mitigation, these proposals will be referred for further consideration,
  - for those IIAs where potential significant impact has been identified and mitigation has been possible, the associated action plans will be monitored and reviewed,
  - the outcomes of engagement will inform IIAs,
  - this is an ongoing process and as noted this statement and many IIAs will remain open for varying periods of time,
  - there is a focus on the council doing things differently in order to further deliver services that are flexible, citizen-centred, meet individual needs and are sustainable for the future.

12.5. The council continues to deliver a wide range of services for all the citizens of Swansea. Many of these are of particular benefit to the areas covered by our IIA process, e.g. the protected characteristics defined within the Equality Act 2010.

12.6. As highlighted in Appendix F, the council is committed to protecting the vital frontline services that matter most to the people of Swansea, tackling poverty and looking after the most vulnerable in our communities. The council will continue to do everything it can to meet this challenging commitment given the financial constraints it faces. However, services may be provided in a different way in line with the 'Successful and Sustainable Swansea Corporate Transformation Plan'.

### **13. The Medium Term Financial Plan (MTFP) 2025/26 – 2027/28**

13.1. Many of the issues identified in this report have implications for future years. The MTFP report elsewhere on the agenda includes an assessment of likely shortfalls in future years and outline proposals for achieving savings.

### **14. Legal Implications**

14.1. The Authority is under a duty to make arrangements for the proper administration of its financial affairs. Failure to do so will be a breach of that duty.

**Background papers:** None

#### **Appendices:**

Appendix 'A' Revenue Budget Summary 2024/25

Appendix 'B' Net Directorate Budget Proposals

Appendix 'C' Earmarked Reserves

Appendix 'D' Specific Savings Proposals and Service Investment

Appendix 'E' Summary of Consultation Responses

Appendix 'F' Integrated Impact Assessment Statement

Appendix 'G' Response of the Schools' Budget Forum

Appendix 'H' Directorate Budgets

<b>REVENUE BUDGET SUMMARY 2024/25</b>		<b>APPENDIX A</b>	
<b><i>DIRECTORATE</i></b>	<b>ORIGINAL BUDGET 2023/24 £'000</b>		<b>ORIGINAL BUDGET 2024/25 £'000</b>
CORPORATE SERVICES	21,440		22,642
FINANCE (Including COUNCIL TAX REDUCTION SCHEME)	33,738		35,088
SOCIAL SERVICES (Including POVERTY AND PREVENTION)	156,975		171,001
EDUCATION	24,807		25,249
EDUCATION - DELEGATED TO SCHOOLS PLACE	189,670 62,681		201,820 73,680
			0
<b><i>NET DIRECTORATE EXPENDITURE</i></b>	<b>489,311</b>		<b>529,480</b>
SPECIFIC PROVISION FOR INFLATION / APPRENTICESHIP LEVY	20,330		10,189
<b><i>OTHER ITEMS</i></b>			
<b>LEVIES</b>			
SWANSEA BAY PORT HEALTH AUTHORITY	89		84
CORPORATE JOINT COMMITTEE	212		191
<b>CONTRIBUTIONS</b>			
MID & WEST WALES COMBINED FIRE AUTHORITY	17,122		18,330
<b><i>CAPITAL FINANCING CHARGES</i></b>			
PRINCIPAL REPAYMENTS	15,574		15,574
NET INTEREST CHARGES	23,360		21,320
<b><i>NET REVENUE EXPENDITURE</i></b>	<b>565,998</b>		<b>595,168</b>
<b><i>MOVEMENT IN RESERVES</i></b>			
GENERAL RESERVES	0		0
EARMARKED RESERVES	-6,464		-7,976
<b><i>TOTAL BUDGET REQUIREMENT</i></b>	<b>559,534</b>		<b>587,192</b>
DISCRETIONARY RATE RELIEF	418		418
<b><i>TOTAL CITY AND COUNTY OF SWANSEA REQUIREMENT</i></b>	<b>559,952</b>		<b>587,610</b>
COMMUNITY COUNCIL PRECEPTS	1,829		2,206
<b><i>TOTAL REQUIREMENT</i></b>	<b>561,781</b>		<b>589,816</b>
<b><i>FINANCING OF TOTAL REQUIREMENT</i></b>			
REVENUE SUPPORT GRANT	339,280		345,346
NATIONAL NON-DOMESTIC RATES	79,002		88,244
COUNCIL TAX - CITY AND COUNTY OF SWANSEA	141,670		154,020
COUNCIL TAX - COMMUNITY COUNCILS	1,829		2,206
<b><i>TOTAL FINANCING</i></b>	<b>561,781</b>		<b>589,816</b>
<b><i>COUNCIL TAX BASE for the City and County of Swansea</i></b>	<b>91,454</b>		<b>93,803</b>
<b><i>COUNCIL TAX AT BAND 'D' (£) for the City and County of Swansea</i></b>	<b>1,549.08</b>		<b>1,641.95</b>
<b><i>GENERAL RESERVES</i></b>			
AT 1 APRIL	10,000		10,000
AT 31 MARCH	10,000		10,000

REVENUE BUDGET 2024/25							
NET DIRECTORATE BUDGET PROPOSALS							
	Corporate Services	Finance (Including Council Tax Reduction Scheme)	Social Services (Including Poverty and Prevention)	Education	Education - Delegated to Schools	Place	Total
	£000	£000	£000	£000	£000	£000	£000
<b>Original estimate 2023/24</b>	<b>21,440</b>	<b>33,738</b>	<b>156,975</b>	<b>24,807</b>	<b>189,670</b>	<b>62,681</b>	<b>489,311</b>
Directorate Transfers	0	0	0	0	0	0	0
<b>Original estimates following transfers</b>	<b>21,440</b>	<b>33,738</b>	<b>156,975</b>	<b>24,807</b>	<b>189,670</b>	<b>62,681</b>	<b>489,311</b>
Transfer to (+) / from (-) reserves 2023/24	0	0	-2,700	53	0	-835	<b>-3,482</b>
<b>Original estimate 2023/24 excluding reserves</b>	<b>21,440</b>	<b>33,738</b>	<b>154,275</b>	<b>24,860</b>	<b>189,670</b>	<b>61,846</b>	<b>485,829</b>
Transfers for specific items 2023/24	0	0	0	0	0	0	0
Baseline adjustments 2023/24	-124	0	1,050	984	0	90	2,000
<b>Adjusted service budgets 2023/24</b>	<b>21,316</b>	<b>33,738</b>	<b>155,325</b>	<b>25,844</b>	<b>189,670</b>	<b>61,936</b>	<b>487,829</b>
Baseline adjustments 2024/25	70	0	106	-160	128	4,417	4,561
Spending Needs	1,161	2,430	14,230	747	11,529	3,427	33,524
Pay inflation provision	992	550	4,685	1,060	12,700	4,965	24,952
Savings:							
Specific proposals	-897	-1,630	-6,045	-2,189	-12,207	-1,956	-24,924
<b>Original estimate 2024/25 excluding reserves</b>	<b>22,642</b>	<b>35,088</b>	<b>168,301</b>	<b>25,302</b>	<b>201,820</b>	<b>72,789</b>	<b>525,942</b>
Transfer to (-) / from (+) reserves 2024/25	0	0	2,700	-53	0	891	<b>3,538</b>
<b>Net Directorate budgets 2024/25</b>	<b>22,642</b>	<b>35,088</b>	<b>171,001</b>	<b>25,249</b>	<b>201,820</b>	<b>73,680</b>	<b>529,480</b>

APPENDIX B

## REVENUE BUDGET 2024/25

### EARMARKED RESERVES

	Balance 31/03/23 £000	2023/24 £000	Balance 31/03/24 £000	2024/25 £000	Balance 31/03/25 £000
<b>DIRECTORATE RESERVES</b>					
Equalisation reserves	-23,386	0	-23,386	1,350	-22,036
Commuted sums	-8,025	253	-7,772	130	-7,642
Repair & renewal funds	-2,311	-200	-2,511	-235	-2,746
Profit share	-1,694	-66	-1,760	-66	-1,826
Service reserves	-38,681	6,055	-32,627	10,225	-22,402
<b>TOTAL DIRECTORATE RESERVES</b>	<b>-74,096</b>	<b>6,042</b>	<b>-68,055</b>	<b>11,404</b>	<b>-56,651</b>
<b>CORPORATE RESERVES</b>					
Contingency Fund	0	-4,764	-4,764	-3,591	-8,355
Insurance	-20,427	0	-20,427	0	-20,427
Job Evaluation earmarked	0	0	0	0	0
Transformation/Efficiency	-33,823	19,390	-14,433	144	-14,289
<b>TOTAL CORPORATE RESERVES</b>	<b>-54,251</b>	<b>14,627</b>	<b>-39,624</b>	<b>-3,448</b>	<b>-43,071</b>
<b>UNUSABLE/TECHNICAL RESERVES</b>	<b>-2,815</b>	<b>19</b>	<b>-2,795</b>	<b>19</b>	<b>-2,776</b>
<b>SCHOOLS DELEGATED RESERVES*</b>	<b>-20,155</b>	<b>0</b>	<b>-20,155</b>	<b>0</b>	<b>-20,155</b>
<b>TOTAL RESERVES</b>	<b>-151,317</b>	<b>20,688</b>	<b>-130,629</b>	<b>7,976</b>	<b>-122,653</b>

\* There is no updated information available for schools for 2023/24 or 2024/25. However reserve use is expected to be substantial during both 2023/24 and 2024/25 (up to £10m)

In addition to the above, there will be draws from both the Capital Equalisation Reserve and the Insurance Reserve to fund Highways Capital works (up to £5m over 2 years)

Again in addition to the above, there could be further draws from the Capital Equalisation Reserve for future potential capital acquisitions

The Quarter 3 Monitoring Report highlights the possibility of an overspend in the region of £3m - £4m, this could be a further draw if not resolved

## Part 1 – Savings Proposals

Director	Head of Service Budget	Description	Savings 2024/25 £'000	Transformation Project
Corporate Services	Communication Service	Restructure Corporate Marketing	62	Business as Usual
Corporate Services	Communications Service	Standardise official driver employment terms	17	Business as Usual
Corporate Services	Communications Service	Restructure corporate support services (Delete 0.5 vacant post)	22	Business as Usual
Corporate Services	Communications Service	Restructure corporate support services (Delivery Unit))	60	Business as Usual
Corporate Services	Communications Service	Restructure corporate support services (Policy & Development Support)	62	Business as Usual
Corporate Services	Digital and Customer Services	Remove surplus training budget	15	Business as Usual
Corporate Services	Digital and Customer Services	Mobile Phone saving	16	Digital Transformation Programme
Corporate Services	Digital and Customer Services	Licences saving	33	Digital Transformation Programme
Corporate Services	Digital and Customer Services	No renewal of RecordPoint Licences Contract	48	Business as Usual
Corporate Services	Digital and Customer Services	Restructure digital project management team	55	Business as Usual
Corporate Services	Digital and Customer Services	Contracts saving	290	Business as Usual
Corporate Services	Director	Non-staff spend savings (different ways of working)	39	Business as Usual
Corporate Services	Director	Reduce expenditure on senior management as part of review	45	Business as Usual
Corporate Services	HR & Service Centre	Pay inflation increase to Schools WOD SLA	25	Business as Usual
Corporate Services	Legal Democratic Services & Business Intelligence	Pay inflation increase to Legal SLA	7	Business as Usual
Corporate Services	Legal Democratic Services & Business Intelligence	Restructure corporate support services (Cabinet)	36	Business as Usual

Director	Head of Service Budget	Description	Savings 2024/25 £'000	Transformation Project
Corporate Services	Legal, Democratic Services & Business Intelligence	Removal of surplus budget from Welsh Translation Unit budget	65	Business as Usual
		<b>Corporate Services Total</b>	<b>897</b>	
Education	Non-Delegated	Increase rent for caretakers' houses	1	Business as Usual
Education	Non-delegated	Cost recovery of project officers for capital schemes	7	Right Schools in Right Places
Education	Non-delegated	Reduced staff hours in Management Systems Team	10	Business as Usual
Education	Non-delegated	Review of broadband contract for schools	15	Business as Usual
Education	Non-delegated	Reduce cost centre for historical pensions	20	Business as Usual
Education	Non-delegated	Business support review	21	Business as Usual
Education	Non-Delegated	Review of ALN transport - minibus pilot	25	Transforming Additional Learning Needs
Education	Non-delegated	Rationalisation of post-16 transport, reflecting reduced demand	30	Business as Usual
Education	Non-delegated	Offset salary costs in School Improvement Team	32	Business as Usual
Education	Non-delegated	New online payments provider for school meals	35	Business as Usual
Education	Non-delegated	Delete absence management officer post from structure	48	Business as Usual
Education	Non-delegated	Independent and out of county school contracts	50	Business as Usual
Education	Non-Delegated	Better targeting of Education otherwise than at school (EOTAS) spending following full implementation of new model of provision	150	Transforming Additional Learning Needs
Education	Non-Delegated	Enhance in County provision reducing out of county costs	431	Transforming Additional Learning Needs
Education	Non-Delegated	Continuing review and rationalisation of the directorate.	600	Business as Usual
Education	Non-Delegated	Increase charge to clerk school governing body meetings	1	Business as Usual
Education	Non-Delegated	Increase charge to schools for Home Tuition	5	Business as Usual
Education	Non-Delegated	ALN equipment for schools	25	Business as Usual

Director	Head of Service Budget	Description	Savings 2024/25 £'000	Transformation Project
Education	Non-Delegated	Transfer Health and safety budget and hold provision corporately	74	Business as Usual
Education	Non-Delegated	Increase Cleaning SLA charges for schools	100	Business as Usual
Education	Non-Delegated	Transfer Schools at Risk budget and hold provision corporately	109	Business as Usual
Education	Non-Delegated	Increase charges for Catering service and SLA for schools	400	Business as Usual
		<b>Education (Non-Delegated) Total</b>	<b>2,189</b>	
Finance	CTRS	Further CTRs savings on top up to another 10%	40	Business as Usual
Finance	CTRS	Rebase Council Tax Reduction Scheme	1,400	Business as Usual
Finance	Directorate	Miscellaneous budget reductions/efficiencies	97	Business as Usual
Finance	Revenues and Benefits	Accelerate agreed Revs and Benefits changes	93	Business as Usual
		<b>Finance Total</b>	<b>1,630</b>	
Place	Building Services	Additional income generation through significantly increased work programme	700	More Homes Programme and Right Schools in Right Places
Place	Cultural Services (Foreshore income generation)	Increase fees and income targets in line with inflation	10	Business as Usual
Place	Cultural Services (Leisure)	Resume 'bid' payment reductions for Leisure partner	300	Business as Usual
Place	Cultural Services (Libraries)	Reduce the Library staffing budget to reflect current staff turnover	179	Business as Usual
Place	Cultural Services (special events)	Do not progress the additional proposed new Christmas Light show event as now established at Margam park.	60	Business as Usual
Place	Directorate	Review Place management structure on completion of Council JE scheme review	60	Business as Usual
Place	Highways & Transport	Increase charges and income from Marina and Knab Rock In line with inflation	20	Business as Usual
Place	Highways & Transport	Increase street works and licencing fees annually in line with inflation	25	Business as Usual
Place	Highways & Transport	Review Parking Services Team	25	Business as Usual
Place	Highways & Transport	Additional Energy saving from implementing LED lamps from extra investment	30	Business as Usual



Director	Head of Service Budget	Description	Savings 2024/25 £'000	Transformation Project
Place	Highways & Transport	Operate an Additional Parking Enforcement camera car	43	Business as Usual
Place	Highways & Transport	Activate bus lane and other moving traffic offences camera enforcement at Junctions to assist in reducing traffic congestion and commuter delays	150	Business as Usual
Place	Housing & Public Health	Increase in Fee Income for Animal Licensing (food safety)	5	Business as Usual
Place	Housing & Public Health	Increase Food Safety and Trading Standards Fees by 15%	5	Business as Usual
Place	Housing & Public Health	Increase pest control fees to 15% for schools' contract and general pest control	5	Business as Usual
Place	Housing & Public Health	Review Public Health Service	6	Business as Usual
Place	Housing & Public Health	Reduction in number of air quality monitoring sites across Swansea & associated maintenance/servicing of equipment from end-of-life system	10	Business as Usual
Place	Housing & Public Health	Remove surplus security budget for cemeteries and crematory	11	Business as Usual
Place	Housing & Public Health	Increase in Fees for next 4 years Building Control (in accordance with Land Authority Building Charges Regulations 2010)	24	Business as Usual
Place	Housing & Public Health	Increase fees for registrars over the next 4 years by 5% annually.	32	Business as Usual
Place	Housing & Public Health	Increase fees for burials and Cremations over the next 4 years by 5% annually.	137	Business as Usual
Place	Planning	Increase Land Charges Income	5	Business as Usual
Place	Planning	Increase Planning Fee Income	25	Regeneration Programme
Place	Planning	Revise Swansea Market Rent Charges	50	Business as Usual
Place	Planning and Regeneration	Review Nature Conservation, Regeneration, Economic Development, & Planning sections	39	Business as Usual
		<b>Place (Total)</b>	<b>1,956</b>	
Social Services	Adult Integrated Services for Older People	Through contract efficiencies review the council payments and contributions for third party top up fees in residential care settings where alternatives care homes are available	50	Transforming Adult Services

Director	Head of Service Budget	Description	Savings 2024/25 £'000	Transformation Project
Social Services	Adult Integrated Services for Older People	Further remodelling in line with delivery of WG policy for a Healthier Wales and the rebalancing policy commitment. Ensuring appropriate levels of investment from WG and Health Board. Ensure S33 arrangement for intermediate care has equitable contributions. For Year 1 of the s saving target this is about reviewing workforce skills mix of the Council therapy teams to support focus of admission avoidance and ensuring appropriate levels of care. This will underpin best use of in-house capacity.	750	Transforming Adult Services
Social Services	Adult Services & Integrated Services for Older People	Continue progress to a different mix of delivery	350	Transforming Adult Services
Social Services	Adult Services (Both Areas)	Reduce discretionary spend, where appropriate e.g. taxi, supplies and services.	50	Business as Usual
Social Services	Adult Services, Prevention and Tackling Poverty	Increase fees for some Life Long Learning courses	45	Transforming Adult Services
Social Services	Adult Services, Prevention and Tackling Poverty	Change current model of extra care services and recommission a different operating model to achieve efficiencies and better outcomes for individuals	150	Transforming Adult Services
Social Services	Adult Services, Prevention and Tackling Poverty	Work though Complex Needs high-cost placements and establish a collaborative approach with Health for funding these packages of care to achieve a reduction in the overall costs of these packages due to more efficient and effective working with health in terms of new guidance around continuing health care cases	500	Transforming Adult Services
Social Services	Child & Family Services	Target financial support offered to care leavers in line with statutory duties, to ensure avoidable accommodation costs and discretionary spend is minimised, so that it is fair and equitable and in in line with core and grant spend in this area	50	Child and Family Services Transformation

Director	Head of Service Budget	Description	Savings 2024/25 £'000	Transformation Project
Social Services	Child & Family Services	Reduce the number of 16 - 17 years olds who become homelessness by re-modelling provision as a preventative service to understand move on plan for young people and to make sure all family options have been explored before placing in supported accommodation in line with core and grant spend in this area	50	Child and Family Services Transformation
Social Services	Child & Family Services	Reduce discretionary spend, where appropriate e.g. S17, taxi, supplies and services	100	Business as Usual
Social Services	Directorate	Fund non-statutory services to the minimum they require to successfully draw down grant funding (Training, Capital, Early Years)	300	Business as Usual
Social Services	Directorate	Ensure all back office processes are as business efficient as possible, which will reducing overall staffing costs through natural vacancies	300	Business as Usual
Social Services	Directorate	Review senior management structure	350	Business as Usual
Social Services	Directorate	Increase last years re-introduced vacancy provision	1,000	Business as Usual
Social Services	Directorate	Apply an uplift to areas of commissioned care services across Adult and Child & Family Services to enable providers to pay RLW and cover inflationary pressures	2,000	Business as Usual
		<b>Social Services Total</b>	<b>6,045</b>	
		<b>Grand Total</b>	<b>12,717</b>	

## Part 2 – Service Pressures and Investment

Director	Head of Service	Original Description	2024/25 £'000
Corporate Services	Communications Service	Policy Support Officer in the SDU	32
Corporate Services	Digital and Customer Services	Complaint staff salary cost increase from JE regrading	3
Corporate Services	Digital and Customer Services	Social Services Complaints investigators	23

Corporate Services	Digital and Customer Services	Safeguarding complaints	45
<b>Director</b>	<b>Head of Service</b>	<b>Original Description</b>	<b>2024/25 £'000</b>
Corporate Services	Digital and Customer Services	Shortfall in ICT Schools SLA Income budget	50
Corporate Services	HR & Service Centre	New Grade 5 post in Recruitment Team	34
Corporate Services	HR & Service Centre	Shortfall in HR SLA Income	37
Corporate Services	HR & Service Centre	Card Transaction Fees	170
Corporate Services	Legal Democratic Services & Business Intelligence	New PDF contract cost	5
Corporate Services	Legal Democratic Services & Business Intelligence	Changes to Pathology service delivered by local health board	15
Corporate Services	Legal Democratic Services & Business Intelligence	Modern Gov move to cloud	20
Corporate Services	Legal Democratic Services & Business Intelligence	Regrade 1 x Grade 7 Translator post to Grade 9 and create 1 x 0.5 FTE Grade 6 Office Manager for Welsh Translation Unit	30
Corporate Services	Legal Democratic Services & Business Intelligence	Creation of new Grade 10 Cabinet Office Manager post	62
Corporate Services	Legal Democratic Services & Business Intelligence	Increase to Councillors costs due to IRPW Report	101
		<b>Corporate Services Total</b>	<b>627</b>
Education	Non-Delegated	Regional School Improvement Service Charges	43
Education	Non-Delegated	Increased claims from Facilities Time Policy	50
Education	Non-Delegated	Catering - shortfall between universal free school meal grant and actual costs	204
Education	Non-Delegated	STF teaching assisant increase	450
		<b>Education Total</b>	<b>747</b>
Finance	Directorate	ISA 315 versus ISA 260 auditing duties - material increase in base external audit costs and further 6.4% fee proposed	100
Finance	Directorate	Invest in core finance staff for resilience/capacity (CX and S151 officer advice)	130
		<b>Finance Total</b>	<b>230</b>
Place	Highways & Transportation	Parking Offer / Income (Highways)	2,040

Place	Highways & Transportation	Drainage Team (temporary funding for 4 years)	350
<b>Director</b>	<b>Head of Service</b>	<b>Original Description</b>	<b>2024/25 £'000</b>
Place	Housing & Public Health	Poor Income Recovery Housing and Public Health (Cems)	104
Place	Housing & Public Health	Homelessness costs to comply with WG Policy	500
Place	Planning & Regeneration	Swansea Market	100
		<b>Place Total</b>	<b>3,094</b>
Social Services	Adult Services	Various Adult Services pressures including loss of income (grants), staff costs, inflationary contract costs and ongoing additional COVID-19 costs	50
Social Services	Child & Family Services	Various Child and Family Services pressures including loss of income (grants), staff costs, inflationary contract costs and ongoing additional COVID-19 costs	100
Social Services	Directorate	Social Care Pressures	1,000
Social Services	Directorate	Extra Directorate Pressures in addition to what is included above with 5% CPI added for coming years	4,580
		<b>Social Services Total</b>	<b>5,730</b>
Corporate	Inflation	Increased Home to School Transport Costs	2,804
		<b>Grand Total</b>	<b>13,232</b>

### Reinstatement of Deferred Savings 2023/24

<b>Director</b>	<b>Head of Service</b>	<b>Original Description</b>	<b>2024/25 £'000</b>
Corporate Services	Various	To replace savings deferred as decided by Council on 2nd March 2023	34
Place	Various	To replace savings deferred as decided by Council on 2nd March 2023	683
		<b>Total Deferred Savings</b>	<b>717</b>

## Interim Budget Consultation Results 2024

### 1. Residents Survey

A resident's survey was carried out in October to help us understand how people feel about our performance and to ensure that our future planning and priority setting aligns with what is needed. In total 1205 people took part in the residents' survey. Results from the survey gave us some initial indications about people's perceptions of issues and council services, and a steer on areas that people feel are important to them.

We asked respondents how the Council should prioritise areas in terms of financial investment, time and resources. Health and Social Care was ranked the highest priority, followed closely by Education. This supports our principle that Social Services and Education should remain the Council's priority in terms of future spend. In addition there was also a significant number of comments made in relation to the city centre, regeneration and place based activities which aligns to the current wellbeing objectives. The results of the resident's survey have been used to inform the annual budget process.

### 2. Budget Consultation

Consultation on the specific budget proposals ran from 12<sup>th</sup> January 2024 to 11<sup>th</sup> February 2024. A survey was produced detailing the council's budget proposals, giving people the opportunity to provide their feedback. In total 386 people took part in the general budget consultation survey. **(Please note the survey is still ongoing at the time of writing this report and results are interim as of 5<sup>th</sup> February)**

The consultation was available online at [www.swansea.gov.uk/budgetsurvey](http://www.swansea.gov.uk/budgetsurvey)

512 visits to our Budget Consultation webpages. The link on Staffnet went straight to the main budget page.

#### Communication and Social Media (up to 5<sup>th</sup> February)

The consultation was promoted across Swansea within the press and social media.

This resulted in:

- Two releases resulting in seven media mentions in print and online
- Seven social media mentions, seen by 10.4k on social media and 8.1kk via the council's online weekly newsletter.

#### Budget Consultation Summary Results (full results Appendix 1)

The survey provided the opportunity for people to have their say on:

- Future funding of services
- Council Fees and Charges
- Social Care budget principles
- Budget Report

#### Future funding of services

**80%** Would you prefer for the Council to deliver services in a different way, rather than lose them?

**55%** Would you be prepared to accept a higher increase in Council to fund services rather than lose them?

**53%** Would accept Council Tax increase in line with inflation levels.

Respondents were asked: If there was money available, in which areas would you like to see the Council invest in?

Areas which were selected the most are outlined below:

- 62% Care for Older People and Disabled Adults
- 59% Street/Road Repairs
- 52% Keeping Children Safe
- 48% Tackling Poverty
- 46% Housing and Homelessness
- 42% School Improvements
- 42% Parks & Green Spaces
- 42% Transport services/ Bus station

### **Council Fees and Charges**

- 77% Agree with the proposed principle to increase our fees and charges in line with inflation rises.
- 43% Agree with the proposed principle to increase our fees and charges to recover all costs of providing our services.

### **Social Care Budget Principles**

Respondents were asked a series of questions around the budget principles for Social Care Agree with the principles:

- 87% Maximise income (client, grant and recharge) and business efficiency,
- 92% Minimise management cost/ overheads,
- 90% Implement most cost-effective workforce mix,
- 85% Implement most cost-effective models of care at both a service level and for individual recipients of care,
- 91% Prioritise delivery of a safe statutory offer,
- 89% Minimise cuts to prevention/early help where there will be obvious increased recourse to more expensive statutory provision,
- 88% Delivery of grant funded services must be contained within the grant envelope.

### **Budget Report**

Due to the nature of this year's budget, there were no specific budget proposals which required public consultation at this time. Comments on the overall budget report were sought, to date 107 comments have been received.

Text comments provided in the survey have been presented in full to Cabinet members for consideration.

### **Choose your preferred language**

#### **Dewiswch eich dewis iaith**

385 (99.7%) English

1 (0.3%) Cymraeg

If you require this survey in an alternative format e.g. large print please email [consultation@swansea.gov.uk](mailto:consultation@swansea.gov.uk) or tel 01792 636732

#### **Are you ...**

267 (69.2%) A member of the public

7 (1.8%)

A third sector organisation/partner organisation (please specify)





39 (10.4%)	Making the Council more commercial	134 (35.6%)	Children's Play / Youth Services
195 (51.9%)	Keeping Children Safe	102 (27.1%)	Developing Swansea City Centre
159 (42.3%)	School improvements	103 (27.4%)	Refuse Collection
138 (36.7%)	Additional Learning needs	111 (29.5%)	Recycling services
139 (37.0%)	Education services	118 (31.4%)	Street cleaning
73 (19.4%)	Adult learning	159 (42.3%)	Parks & Green Spaces
222 (59.0%)	Street/Road Repairs	103 (27.4%)	Sports, Leisure & Cultural Facilities
43 (11.4%)	Traffic Management	157 (41.8%)	Transport services/ Bus station
54 (14.4%)	Car Parking	24 (6.4%)	Other (write in)
59 (100.0%)			

## Council Fees and Charges

As a Council we charge for a number of services that we provide. This allows us to use the income from these services to provide them and allows us to recover the cost of providing services to help us fund other services we provide. The cost of living crisis has brought unprecedented challenges for households across the country. Swansea Council has been affected in the same way. The effects of higher energy bills has added an extra £15 million to our costs. On top of this inflation has remained high which means the cost of everything we buy and use has increased during the year. At the same time, the UK Government has agreed national pay rises for Council and school staff without providing funding for them. To ensure that we can continue to provide our services we need to review how much we charge for them.

It is proposed that as a Council we continue to adopt the principle of increasing our charges in line with increased inflation costs or to ensure we recover all cost of providing our services.

### Do you agree or disagree with the proposed principles:

	Strongly Agree	Tend to Agree	Tend to Disagree	Strongly Disagree
Increase our fees and charges in line with inflation rises	67 (18.0%)	220 (59.0%)	50 (13.4%)	36 (9.7%)
Increase our fees and charges to recover all costs of providing our services	32 (9.0%)	117 (32.8%)	119 (33.3%)	89 (24.9%)

### Are there any comments you would like to make about the proposed principles around increasing fees and charges

97 (100.0%)

## Social Care

The cost of social care continues to accelerate, however the funding from Welsh Government available to meet the demands and rising costs is not sufficient to keep pace and therefore we have established a set of budget principles to apply for us to meet this challenge now and in future years which are:

- Maximise income (client, grant and recharge) and business efficiency
- Minimise management cost/ overheads
- Implement most cost-effective workforce mix
- Implement most cost-effective models of care at both a service level and for individual recipients of care
- Prioritise delivery of a safe statutory offer
- Minimise cuts to prevention/ early help where there will be obvious increased recourse to more expensive statutory provision
- Delivery of grant funded services must be contained within grant envelope

By applying these budget principles it will help us manage spend going forward.

### Do you agree or disagree with our budget principles for Social Care?

	<b>Strongly Agree</b>	<b>Tend to Agree</b>	<b>Tend to Disagree</b>	<b>Strongly Disagree</b>
Maximise income (client, grant and recharge) and business efficiency	129 (36.0%)	184 (51.4%)	33 (9.2%)	12 (3.4%)
Minimise management cost/ overheads	201 (54.9%)	134 (36.6%)	22 (6.0%)	9 (2.5%)
Implement most cost-effective workforce mix	157 (43.6%)	167 (46.4%)	32 (8.9%)	4 (1.1%)
Implement most cost-effective models of care at both a service level and for individual recipients of care	137 (38.2%)	168 (46.8%)	45 (12.5%)	9 (2.5%)
Prioritise delivery of a safe statutory offer	145 (41.4%)	175 (50.0%)	23 (6.6%)	7 (2.0%)
Minimise cuts to prevention/ early help where there will be obvious increased recourse to more expensive statutory provision	202 (56.7%)	116 (32.6%)	31 (8.7%)	7 (2.0%)
Delivery of grant funded services must be contained within grant envelope	117 (33.6%)	190 (54.6%)	33 (9.5%)	8 (2.3%)

### Is there anything else we could be doing to differently to manage spend in Social Care?

105 (100.0%)

## Views on our budget

If you have any comments about the budget proposals or anything else contained in the Cabinet budget report please write in here:

107 (100.0%)

### Welsh Language Impact:

Do you have any concerns or evidence to suggest that the Council is treating/using the Welsh language less favourably than English in relation to its proposed budget for 2024/25?

164 (100.0%)

If yes, please give details and state how the budget suggested will affect opportunities to use the Welsh language in your view?

22 (100.0%)

What changes could be made in order to have a more positive effect on the Welsh language?

81 (100.0%)

## About You: Finding out who has taken part

In accordance with Data Protection law, any information requested on the following questions is held in the strictest confidence for data analysis purposes only. For further information about how Swansea Council uses your personal data, please see our corporate privacy notice on our website [www.swansea.gov.uk/privacynotice](http://www.swansea.gov.uk/privacynotice).

### Are you...?

109 (29.2%)	Male	4 (1.1%)	Prefer to self-describe (write in)
223 (59.8%)	Female	37 (9.9%)	Prefer not to say

3 (100.0%)

### Is your gender you identify with the same as that which you were assigned at birth?

328 (89.1%)	Yes	39 (10.6%)	Prefer not to say
1 (0.3%)	No		

### How old are you ...

0 (0.0%)	Under 16	78 (20.7%)	56 - 65
6 (1.6%)	16 - 25	59 (15.7%)	66 - 75
32 (8.5%)	26 - 35	20 (5.3%)	76 - 85
68 (18.1%)	36 - 45	3 (0.8%)	Over 85
72 (19.1%)	46 - 55	38 (10.1%)	Prefer not to say

### How would you describe your national identity?

#### Please mark all that apply

181 (48.1%)	British	2 (0.5%)	Other British (please write in at end)
187 (49.7%)	Welsh	6 (1.6%)	Non British (please write in at end)
16 (4.3%)	English	0 (0.0%)	Refugee/Asylum Seeker (please write in current/last nationality at end)
7 (1.9%)	Irish	30 (8.0%)	Prefer not to say
2 (0.5%)	Scottish		

### Write in here

8 (100.0%)

**To what 'ethnic' group do you consider**

310 (83.8%)	White - Welsh, English, Scottish, Northern Irish or British	1 (0.3%)	Asian or Asian British - Pakistani
5 (1.4%)	White - Irish	0 (0.0%)	Asian or Asian British - Bangladeshi
0 (0.0%)	White - Gypsy or Irish Traveller	1 (0.3%)	Asian or Asian British - Chinese
0 (0.0%)	White - Roma	1 (0.3%)	Any other Asian background (please write in at end)
6 (1.6%)	Any other White background (please write in at end)	0 (0.0%)	Black or Black British - Caribbean
1 (0.3%)	Mixed - White & Black Caribbean	1 (0.3%)	Black or Black British - African
2 (0.5%)	Mixed - White & Black African	0 (0.0%)	Any other Black background (please write in at end)
1 (0.3%)	Mixed - White & Asian	0 (0.0%)	Arab
1 (0.3%)	Any other Mixed background (please write in at end)	2 (0.5%)	Other ethnic group ( please write in at end)
1 (0.3%)	Asian or Asian British - Indian	37 (10.0%)	Prefer not to say

**Write in here**

6 (100.0%)

**What is your religion?****Please mark one box or write in**

158 (43.1%)	No religion	0 (0.0%)	Muslim
159 (43.3%)	Christian (all denominations)	1 (0.3%)	Sikh
2 (0.5%)	Buddhist	4 (1.1%)	Other
0 (0.0%)	Hindu	43 (11.7%)	Prefer not to say
0 (0.0%)	Jewish		

**Any other religion or philosophical belief (please write in)**

6 (100.0%)

**What is your sexual orientation**

7 (1.9%)	Bisexual	53 (14.8%)	Prefer not to say
15 (4.2%)	Gay/ Lesbian	6 (1.7%)	Other
278 (77.4%)	Heterosexual		

**Please write in**

8 (100.0%)

**Can you understand, speak, read or write Welsh?****Please mark all that apply**

58 (15.8%)	Understand spoken Welsh	61 (16.6%)	Learning Welsh
31 (8.4%)	Speak Welsh	200 (54.3%)	None of these
37 (10.1%)	Read Welsh	47 (12.8%)	Prefer not to say
20 (5.4%)	Write Welsh		

**Which languages do you use from day to day?****Please mark all that apply**

339 (92.1%)	English	5 (1.4%)	Other (write in)
26 (7.1%)	Welsh	29 (7.9%)	Prefer not to say

**Please write in**

13 (100.0%)

**Do you have any physical or mental conditions or illnesses lasting or expecting to last 12 months or more?**

94 (25.5%)	Yes	42 (11.4%)	Prefer not to say
233 (63.1%)	No		

**Do any of your conditions or illnesses reduce your ability to carry out day-today activities?**

64 (17.7%)	Yes	48 (13.3%)	Prefer not to say
250 (69.1%)	No		

**Thank you for your participation**

## Integrated Impact Assessment (IIA) Statement for Swansea Council's Budget 2024/25

### 1. Introduction

This statement provides an overall view of the budget IIA process for the Council, along with any specific relevant details for 2024/25.

The budget is set for the council's operation which covers a wide range of services delivered to the citizens of Swansea. This includes both providing and commissioning of services from other organisations and agencies. We, like other local authorities, will be facing a reduction in budgets every year for the foreseeable future. We also need to manage increased expectation and demand for services and financial pressures in a number of areas across the Council.

The council has faced unprecedented financial pressures over the last few years due to government budget reductions, increased demand for services and extra costs such as vehicle fuel inflation and social care. We think our funding from Welsh Government, whilst moderately positive this year, will not increase our immediate real terms spending power, nor is it likely to increase significantly in future years. This means we will continue to have less to spend in real terms at a time when demand for services like social care is rising. The result of this is a need to find savings of £24.9m in 2024/25 and roughly £55m savings over the next four years.

Change is already taking place and over the last few years the council has cut costs by being more efficient and more effective in what we do. But this is not enough to meet the scale of cuts and ensure council services are sustainable and fit for the future. Clearly, the sheer amount of savings required means that difficult decisions and potential impacts are inevitable. However, we continue to focus on mitigating any adverse impacts via our IIA process as well as officer expertise.

During 2023, the authority updated and replaced the 'Swansea – Achieving Better Together' transformation strategy and programme framework with the latest 'Successful and Sustainable Swansea Corporate Transformation Plan' as a means of setting Council priorities, transforming services and addressing current and future deficits.

The Council has adopted a number of Budget Principles that underpin the budget strategy:

<i>Everything is included</i>	<i>Increased income</i>
<i>Engagement</i>	<i>Different models of delivery</i>
<i>We will have less money</i>	<i>Supporting those at risk</i>
<i>Demonstrating efficiency</i>	<i>Evidence base</i>
<i>Cutting Red Tape</i>	<i>Sustainable outcomes/prevention</i>
<i>Full cost recovery</i>	<i>Personal Responsibility</i>

All Services must apply and be consistent with these Budget Principles. All Services are also required to address these Principles as part of business planning and developing savings proposals.

In terms of equality, the council is committed to protecting the vital frontline services that matter most to the people of Swansea, tackling poverty and looking after the most vulnerable in our communities. This will continue, although services may be delivered in different ways in future.

## **2. The Integrated Impact Assessment (IIA) process**

The council has had an EIA process in place for a number of years which was reviewed in 2021 and replaced with Integrated Impact Assessments (IIA). The process covers:

- The nine protected characteristics covered by the Equality Act 2010
- The Public Sector Equality Duty for Wales
- Well-being of Future Generations Act (Wales) 2015
- Consultation and engagement
- Poverty and social exclusion
- Welsh language
- United Nations Convention on the Rights of the Child (UNCRC)
- Carers
- Community cohesion
- Human rights principles.

In order to apply the IIA process, officers follow these steps:

- An initial screening exercise (to identify whether a full IIA report is necessary)
- Completion of a full IIA report (where required)
- Quality assurance and feedback
- Sign off at Head of Service level
- Publication on the Council's website alongside the relevant report
- Review.

Officers have access to dedicated departmental support from members of the Access to Services Team who co-ordinate the quality assurance of IIAs whilst also offering advice and guidance.

The process does not change for specific budget proposals. All year 1 proposals have completed an IIA screening form and these have been provided to Cabinet for consideration.

## **3. Assessing impact**

Due to both the nature of the proposals being considered and the regulatory framework around IIAs, many now take a number of months to reach a conclusion. The budget planning process operates over a 3-year period, with many proposals being considered, designed and altered prior to implementation over this time period.

Officers are always advised to undertake the initial screening as early as they can, with (if required) a full IIA report then opened as soon as possible. This is then completed as proposals are worked through and means that we are now working on budget IIAs throughout the year.

As a result, the assessment of impact is not a one-off exercise – it is a continuing process.

To ensure an ongoing rigorous process, the following elements are of note:

- Where officers have concerns and/or queries, meetings are held with the Access to Services Team to look at both the proposal and the IIA
- IIA reports are often added to over a period of time, e.g. following consultation and engagement activities, following changes to the detail of proposals
- Quality assurance is carried out by officers with expertise in the areas of equality, Welsh language, poverty and the UNCRC
- Where a proposal has potential adverse impacts, officers utilise the IIA process to focus on mitigation
- Where a proposal has potential adverse impacts that cannot be mitigated, the IIA is referred to senior managers for attention and consideration.

In addition, with a number of both commissioning and other reviews underway across the organisation, the total or overall impact of the proposed budget is difficult to fully assess at any point of implementation, particularly with the IIA process being a continuing feature as proposals are further developed.

Therefore, we will continue to publish each IIA report with the relevant corporate report at: <http://democracy.swansea.gov.uk/ieDocHome.aspx?bcr=1&LLL=0?Lang=eng>

#### 4. Consultation and engagement

Whilst there is a specific regulation around engagement (contained within the Public Sector Equality Duty for Wales), our 'Swansea – Achieving Better Together' strategy contains a substantial emphasis on consultation and engagement too.

Corporate budget consultation takes place on the proposed budget as a whole, and when needed, a wide variety of specific proposals. Others specific proposals are consulted on using service-specific groups and/or activities if required.

Corporately, the consultation results are reported separately via the budget reports themselves.

#### 5. Local information

The Council delivers services to all the citizens of the City & County of Swansea. The overall population profile from the latest population estimates (mid-2022) and 2021 Census is as follows:

- Within an overall population of **241,300**, the gender split of the **City & County of Swansea** is **50.5% Female** (121,800 people) and **49.5% Male** (119,500 people).
- Children and young people **aged 0-25 years** represent **31.2%** of the population, or **75,300** people.
- **Over 50s** represent **39.8%** of the population (96,100 people), of which around **49,700** are over 65 (20.6% of the total population).
- In 2021, **8.6%** of the total population of Swansea (around **20,400** people) came from an ethnic minority background. In terms of religion, **11,300** people (**4.7%** of the population) belonged to non-Christian faiths with 47.3% (112,700 people) having no religion.
- **22.4% (53,500 people)** were disabled under the Equality Act in 2021. **6.3%** of those aged 16+ (**12,500 people**) were economically inactive due to long term sickness or disability.
- There were **26,000** Welsh speakers in Swansea in 2021, or **11.2%** of the population aged 3+. **42,500** people (18.3%) had one or more skills in Welsh.



Further information about Swansea's population can be found at [www.swansea.gov.uk/keyfacts](http://www.swansea.gov.uk/keyfacts)

Officers consider the particular service users or groups affected when applying the IIA process.

## **6. Staffing**

The Cabinet report in February 2024 referred to 28 posts at risk throughout the Authority, not including any impact in schools. Heads of Service have been provided with the same advice as in previous years that where post is at risk consideration should be given as to whether there is any potential adverse impact and to follow the IIA process. Unions to minimise the number of compulsory redundancies in the future.

The groups of staff likely to be most at risk (no options can be ruled out at this stage) are those affected by service savings in Corporate Services, Finance and Education.

Consultation will take place with the Trade Unions as required and any issues raised will be considered.

Based on current information it is anticipated that there will be some changes to the staffing figures as a result of:

- ERVR applications,
- Not filling vacant posts,
- Flexible Working requests, i.e. reduced hours,
- Flexible Retirement,
- Redeployment,
- Bumped redundancies,
- Residual very limited risk of compulsory redundancies but work to mitigate this to the absolute minimum continues.

These figures will be updated on an ongoing basis.

HR & OD are constantly working with redeployees to secure them alternative positions. Employees at risk, i.e. those who have not been served notice, can also be considered for redeployment.

In addition, all posts are placed on the list of posts for employees at risk in the first instance. Director and CMT approval is required in order for the posts to be advertised either on the Vacancy Bulletin or externally.

## **7. Publication Arrangements**

All IIA reports will be published as they are finalised. As mentioned earlier in this statement, due to the nature of many of the proposals this is likely to take time as assessment of impact continues to be undertaken as proposals are further developed.

## **8. Conclusion**

We know from previous years that, due to the scale of budget reductions, those with protected characteristics are likely to be affected. In assessing the impact of the budget proposals, we continue to attempt to ensure that any effect is not disproportionate and that

we continue to focus on mitigation wherever possible. In this context the following should be noted:

- where IIAs show potential significant impact with no possible mitigation, these proposals will be referred for further consideration,
- for those IIAs where potential significant impact has been identified and mitigation has been possible, the associated action plans will be monitored and reviewed,
- the outcomes of engagement will inform IIAs,
- this is an ongoing process and as noted this statement and many IIAs will remain open for varying periods of time,
- there is a focus on the council doing things differently in order to further deliver services that are flexible, people-centered, meet individual needs and are sustainable for the future.

The council continues to deliver a wide range of services for all the citizens of Swansea. Many of these are of particular benefit to the areas covered by our IIA process, e.g. the protected characteristics defined within the Equality Act 2010.

As highlighted earlier in this statement, the council is committed to protecting the vital frontline services that matter most to the people of Swansea, tackling poverty and looking after the most vulnerable in our communities. The council will continue to do everything it can to meet this challenging commitment given the financial constraints it faces. However, services may be provided in a different way in line with the 'Successful and Sustainable Swansea Corporate Transformation Plan'.



**Ysgol Pen-Y-Bryn**  
 Head Teacher - Mr Gethin Sutton  
 Primary and Secondary Campus - Glasbury Road, Morriston, Swansea SA6 7PA  
 Post 16 Campus - Heol Frank, Penlan, Swansea, SA5 7AH  
 Telephone: 01792 799064 Email: pen-y-bryn.school@swansea-edunet.gov.uk



Councillor Rob Stewart  
 City and County of Swansea  
 Civic Centre  
 Oystermouth Road  
 Swansea  
 SA1 3SN

29.01.2024

Dear Councillor Stewart,

### **School Budget Forum Response to Budget Consultation**

As always, the School Budget Forum has sought to support the discussions that have already been held and which will be held over the coming weeks. **As a statutory consultative body, the Forum expects that the points made will be carefully considered as part of any forthcoming corporate discussion of future revenue and capital budgets.** The School Budget Forum represents a considerable body of statutory provision meeting the needs of a great many pupils, families, schools and communities within Swansea.

The School Budget Forum recognises the scale of the continuing financial challenges facing the Council. Nevertheless, it has a responsibility to seek to ensure that the full implications of any budget proposals on schools and the wider education service are properly recognised by the Council before any decisions are taken.

We would suggest that the Council should take a very positive view of the outcomes achieved by schools in Swansea against the backdrop of the continuing challenges that have resulted from the global health crisis and national 'cost of living' concerns. Whilst recognising the challenges facing the council, learners' entitlement, experience and outcomes should not be jeopardised by forthcoming Council budget decisions.

Swansea schools do not fare well financially. As has been noted in previous years, the Council can do nothing about the fact that the settlement it receives from the Welsh Government is relatively poor, ranking it around 17/18<sup>th</sup> out of the 22 local authorities. We appreciate the £6M of additional funding the council used in 2023-24, from its reserves to support schools with rising energy costs through a utilities grant, and whilst accepting the method by which this support was delivered would inevitably affect the education quantum and its budgeted expenditure per pupil. We did not, however envisage that the resultant impact would see our budgeted expenditure per pupil fall to our lowest ranking of 21<sup>st</sup> of the 22 local authorities in 2023-24 (Source: Welsh Government Statistical Bulletin 6 July 2023 SB 26/2023).

The Forum is appreciative of the council's continuing relative prioritisation of education spending and we are thankful that you have directed the whole of the future schools replacement ICT reserves to help avoid immediate crisis in 2024-25. It is also appropriate to note the near certain impact this will have on both our budgeted expenditure per pupil and net revenue increase in 2024-25. When the Welsh Government Statistical Bulletin for said year is released this summer that will likely see our budgeted expenditure per pupil ranking rise to its highest ever position and our net revenue increase to be well above the national average. Whilst we appreciate this funding boost, we must point out the genuine concern that we are simply deferring a

looming funding crisis towards an inevitable cliff edge in 2025-26 and that we will inevitably, also have to rebalance the money drawn from the future schools ICT replacement reserve.

Our schools' reserves dropped by 30% in 2022-23, are expected to drop a further 50% in 2023-24 and we face the likelihood of them being fully exhausted in 2024-25.

It would be remiss of the Forum not to point out the continuing impact of the global pandemic (much of which may not be fully visible for years to come), elevated energy costs, inflationary pressures and the resultant cost of living crisis.

We are not yet funded for the further 5% uplift in teachers pensions costs. We seek urgent clarity and transparency on assured funding coming through to our schools but fully accept you are yourself entirely waiting on a delayed UK Government decision and subsequent Welsh Government action.

The immediate and future impact on schools and education in Swansea are:

- Our ability to deliver reform agenda (Curriculum for Wales, ALN, Community Focussed Schools, UFSM, Mitigating the impact of poverty) at school and local authority level
- Pupils struggling to maintain their place in school - low attendance, rise in exclusions, with need for more expensive provision
- Supporting the needs of learners post-pandemic requiring greater support staffing and nurture/ care provision
- Insufficient ALN revenue funding
- Fewer staff in central education teams at a time when schools need more support for vulnerable learners
- Challenges in recruitment and retention
- Individual school reserves in rapid decline
- Reserves being used to maintain safe environments
- Not enough money to deliver statutory education services
- Uncertainty about the future

The Forum recognises the positive work undertaken by the School Finance Group and the School Funding and Information Team (SFIT) in revising school funding formulas enabling SFIT to more swiftly calculate indicative school budgets.

The Forum views positively the Council's stated aims of relative prioritisation of the delegated schools budget and welcomes the proposals made by the Leader in his presentation to headteachers in December. Furthermore the Forum appreciates the transparency and clarity of budgetary information the Forum receives from the Director of Finance & S151 Officer.

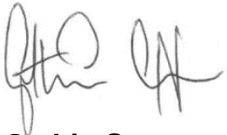
The Forum shares the council's belief that we must together keep up the pressure on both governments and continue to press for both fairer and better funding for education. This needs to be in two parts; firstly, the UK government needs to ensure Welsh Government is fairly funded; secondly, Welsh Government needs to address the inequity of funding for local government and secure a fairer funding model for education. **We value your commitment to writing joint submissions to both UK and Welsh governments to reiterate our concerns.**

Future funding settlements must fully fund the significant areas of unavoidable cost pressures facing education services, as indeed must any future Welsh Government Budget. Decisions made by the UK or Welsh Governments that result in additional cost pressures for schools, must be wholly funded and maintained in base budget settlements. These would include teacher and other pay awards (including increases in the national minimum wage), teacher pension cost increases, changes to free school meal entitlement, revised ALN legislation against a context of already spiralling expectations of support for pupils with additional learning needs, as well as the impact of more general demographic trends. There also needs to be a more appropriate balance between the base education funding available through the revenue support grant and the increasing range of specific grants, many of which arrive late in the financial year, and all of which have their own terms and conditions. The percentage of education and schools' funding that grants currently represent is too high. However well-intentioned, such funding is inevitably time-limited, often inappropriately, with specific terms and conditions for use, and inevitably short-term focused. This method of providing funding is uncertain, inefficient and does not enable effective financial planning in the

medium or longer term. Without equitable and adequate base funding for core statutory education provision, it is also potentially ineffective.

**We share the council's commitment to fight for a better deal for education and welcome the assurance to continue to prioritise education within the council's budget and pass on all new monies made available for schools or education by either government.**

Yours sincerely



**Gethin Sutton**

Chair of Swansea Budget Forum



**Believe it! Achieve it!**

## Revenue Budget 2024/2025

**Corporate Services**

	ORIGINAL BUDGET 2023/2024 £	ORIGINAL BUDGET 2024/2025 £
<b>Corporate Services Directorate</b>		
Director of Corporate Services	191,800	480,200
	<b>191,800</b>	<b>480,200</b>
<b>Chief Legal Officer</b>		
Coroners	790,900	807,300
Democratic Services	3,259,400	3,460,700
Information Governance Unit	171,400	156,000
Legal Services	2,516,300	2,668,800
Overview & Scrutiny Unit	182,700	221,000
Welsh Translation Unit	286,600	201,000
	<b>7,207,300</b>	<b>7,514,800</b>
<b>Head of Digital &amp; Customer Services</b>		
Customer Services & Complaints	1,038,300	1,165,700
Digital Services	7,050,600	7,170,000
	<b>8,088,900</b>	<b>8,335,700</b>
<b>Head of Communications &amp; Marketing</b>		
Access to Services	118,600	121,900
Human Rights	47,100	49,000
Communications	458,700	471,000
Corporate Management Team Support	322,400	286,300
Corporate Marketing	267,800	201,900
Design & Print	-76,300	-59,900
Health & Safety	1,193,500	1,340,600
Strategic Delivery Unit	667,800	585,800
	<b>2,999,600</b>	<b>2,996,600</b>
<b>Head of Human Resources &amp; Service Centre</b>		
Human Resources & Organisational Development	776,300	805,200
Service Centre	2,176,100	2,509,800
	<b>2,952,400</b>	<b>3,315,000</b>
<b>Total Corporate Services</b>	<b>21,440,000</b>	<b>22,642,300</b>

# Revenue Budget 2024/2025

## Finance

	<b>ORIGINAL BUDGET 2023/2024 £</b>	<b>ORIGINAL BUDGET 2024/2025 £</b>
<b>Deputy Section 151 Officer</b>		
Audit	739,000	752,700
Finance DMT	972,200	1,089,600
Accountancy	1,412,400	1,459,500
Pensions	98,200	139,800
Treasury & Technical	583,000	603,500
	<b>3,804,800</b>	<b>4,045,100</b>
<b>Head of Revenues &amp; Benefits</b>		
Revenues	949,000	1,055,700
Benefits	3,711,800	3,930,900
Council Tax Reduction Scheme	24,512,000	25,272,000
	<b>29,172,800</b>	<b>30,258,600</b>
<b>Head of Commercial Services</b>		
Commercial Team & Procurement	760,400	784,000
	<b>760,400</b>	<b>784,000</b>
<b>Total Finance</b>	<b>33,738,000</b>	<b>35,087,700</b>

# Revenue Budget 2024/2025

## Social Services

	ORIGINAL BUDGET 2023/2024 £	ORIGINAL BUDGET 2024/2025 £
<b>Adult Services, Prevention &amp; Tackling Poverty</b>		
Commissioned Third Sector Services	695,800	768,800
Internal Staffing & Services - Assessment Care Planning	4,024,009	4,436,700
Internal Staffing & Services - Direct Service Provision	13,299,296	14,568,200
Internal Staffing & Services - Other	3,858,656	4,483,200
LD Commissioned Care	16,822,099	17,047,400
LD Direct Payments	2,138,205	2,392,800
LD Dom Care	0	268,200
LD External Residential Care	3,278,300	4,530,300
MH Direct Payments	178,752	192,900
MH Dom Care	0	364,200
MH External Residential Care	3,008,800	5,191,500
Tackling Poverty Service	1,027,092	1,052,500
	<b>48,331,009</b>	<b>55,296,700</b>
<b>Child &amp; Family Services</b>		
Adolescent & Young People's Services	2,825,979	2,906,800
Adoption Services	1,689,583	1,733,000
Care & Support Services	5,478,023	5,756,400
Commissioned Services - Gower Activity Centres	152,550	165,500
Commissioning & Care Services	4,414,908	4,521,900
Commissioning & Care Services (Fostering)	8,386,362	8,963,100
Commissioning & Care Services (Independent Placements)	9,878,000	11,098,000
Direct Payments	2,352,753	2,378,400
Domestic Abuse	538,434	567,400
Early Help & Single Point of Contact	3,684,907	4,159,900
Family Support Services	2,514,852	2,661,700
In-house Residential Care	967,190	988,400
Internal Staffing & Services	5,339,799	5,281,200
Therapy	752,776	762,300
	<b>48,976,116</b>	<b>51,944,000</b>
<b>Grants, Commissioning &amp; Partnerships</b>		
Commissioned Services	1,158,000	1,158,000
Internal Staffing & Services	2,341,568	2,430,700
	<b>3,499,568</b>	<b>3,588,700</b>



# Revenue Budget 2024/2025

## Social Services

	<b>ORIGINAL BUDGET 2023/2024 £</b>	<b>ORIGINAL BUDGET 2024/2025 £</b>
<b>Integrated Services for Older People</b>		
Carers Direct Payments	111,719	119,800
Internal Staffing & Services - Assessment Care Planning	4,470,414	4,637,500
Internal Staffing & Services - Homecare	5,827,487	5,793,700
Internal Staffing & Services - Other	2,289,632	1,730,000
OP Direct Payments	1,084,799	1,233,500
OP External Dom Care	10,452,387	11,357,400
OP External Residential Care	19,665,999	22,868,500
PD Supported Living	0	1,273,600
Transformation	234,388	246,000
YA Direct Payments	1,631,109	1,778,300
YA External Dom Care	1,595,648	405,800
YA External Residential Care	2,231,300	2,005,100
	<b>49,594,882</b>	<b>53,449,200</b>
<b>Resources Hub</b>		
Internal Staffing & Services	6,573,425	6,722,400
	<b>6,573,425</b>	<b>6,722,400</b>
<b>Total Social Services</b>	<b>156,975,000</b>	<b>171,001,000</b>

# Revenue Budget 2024/2025

## Education

	<b>ORIGINAL BUDGET 2023/2024 £</b>	<b>ORIGINAL BUDGET 2024/2025 £</b>
<b>Delegated Schools</b>		
Energy Inflation	0	4,500,000
School Cost Centres	189,670,000	197,320,000
	<b>189,670,000</b>	<b>201,820,000</b>
<b>Director of Education</b>		
Management & Admin Effectiveness	163,500	163,300
Schools At Risk	109,000	0
	<b>272,500</b>	<b>163,300</b>
<b>Head of Achievement &amp; Partnership Service</b>		
Broadband & Cloud Technology	274,900	259,900
Education Improvement Service	963,700	959,550
Ethnic Minority Achievement Unit	0	0
Learning Portal Team	41,400	53,300
Management Systems Unit	251,400	253,600
Stakeholder Engagement Unit	421,400	407,400
Swansea Music Service	0	0
Welsh Service	0	0
	<b>1,952,800</b>	<b>1,933,750</b>
<b>Head of Vulnerable Learner Service</b>		
Additional Learning Needs & Inclusion Team	0	0
Behaviour, Learning Support & EOTAS	5,590,400	5,327,700
HLSS - Head of Learner Support Service	115,400	115,400
PST - Pupil Support Team	1,470,300	1,534,900
Psychology Service	717,900	745,800
Recoupment/Out of County	761,000	711,000
SEN Statementing & Support	5,698,900	4,846,800
STF Additional Hours	1,092,300	1,542,300
	<b>15,446,200</b>	<b>14,823,900</b>

# Revenue Budget 2024/2025

## Education

	<b>ORIGINAL BUDGET 2023/2024 £</b>	<b>ORIGINAL BUDGET 2024/2025 £</b>
<b>Head of Education Planning &amp; Resources</b>		
Additional School Support	78,100	78,100
Capital Planning & Delivery Unit	386,600	400,000
Cleaning Services	254,900	84,050
Continuing Education & Pensions	409,300	404,900
Education Improvement Grant for Schools	714,000	714,000
Empty Properties	17,900	17,800
Funding & Information Unit	164,600	164,260
Health & Safety	84,500	0
Management & Admin - Planning & Resources	104,200	100,000
Non Delegated - Pensions, Insurance & Public Duties	9,751,450	9,954,190
Post 16 Funding	-5,920,420	-6,513,420
Pupil Deprivation Grant	-9,598,030	-9,217,030
School Meals	1,840,300	1,600,100
Transport	8,848,100	10,541,100
	<b>7,135,500</b>	<b>8,328,050</b>
<b>Total Education</b>	<b>214,477,000</b>	<b>227,069,000</b>

# Revenue Budget 2024/2025

## Place

	ORIGINAL BUDGET 2023/2024 £	ORIGINAL BUDGET 2024/2025 £
<b>Head of Building Services</b>		
Property Preventative Maintenance	2,873,500	2,880,100
Building Services Trading	1,624,300	2,114,200
	<b>4,497,800</b>	<b>4,994,300</b>
<b>Head of Property Services</b>		
Facilities Management	2,198,401	2,275,301
Strategic Estates Properties	550,500	3,802,200
	<b>2,748,901</b>	<b>6,077,501</b>
<b>Head of Highways &amp; Transportation</b>		
Car Parking & Enforcement	-3,709,500	-1,524,200
Transportation	5,417,000	5,586,300
Traffic Management	1,338,200	1,247,800
Central Transport	-483,800	-431,600
Engineering	693,675	749,675
Highways	7,740,725	9,462,225
Swansea Marina	-172,260	-165,260
Directorate & Other Costs	-503,700	-496,700
	<b>10,320,340</b>	<b>14,428,240</b>
<b>Head of Waste Cleansing &amp; Parks</b>		
Household Waste Recycling Centres	1,635,734	1,768,000
Parks	5,038,686	5,405,486
Recycling & Residual Waste Collection	12,344,921	13,975,600
Trade Refuse	-368,955	-395,000
Neighbourhood Working	6,864,614	7,500,714
Directorate & Other Costs	806,600	754,400
	<b>26,321,600</b>	<b>29,009,200</b>
<b>Place Directorate</b>		
Place Directorate	1,357,119	907,919
Arena	-282,300	-525,800
Workstreams	-828,200	-828,200
	<b>246,619</b>	<b>-446,081</b>

# Revenue Budget 2024/2025

## Place

	ORIGINAL BUDGET 2023/2024 £	ORIGINAL BUDGET 2024/2025 £
<b>Head of Cultural Services</b>		
Archives	250,550	265,150
Arts	2,227,099	2,501,699
Community Buildings	325,000	330,600
Development & Outreach	336,000	350,500
Libraries	3,352,400	3,313,000
Sport & Recreation	2,751,160	2,553,060
Tourism, Marketing & Events	1,824,968	1,836,768
Directorate & Other Costs	190,300	208,000
	<b>11,257,477</b>	<b>11,358,777</b>
<b>Head of Planning &amp; City Regeneration</b>		
Business Support	675,519	715,119
Property Development	733,698	767,098
City Centre Management & Indoor Market	-342,800	-257,400
European & External Funding Team	0	0
Major Projects, Design & Conservation	154,900	103,200
Planning Control	525,200	586,600
Planning Policy & Environment	1,151,300	1,206,000
Directorate & Other Costs	102,183	110,783
	<b>3,000,000</b>	<b>3,231,400</b>
<b>Head of Housing &amp; Public Health</b>		
Building Regulations	161,350	160,350
Burials & Cremations	-1,283,750	-1,315,850
Food Safety	619,390	645,090
Licensing	-43,500	24,400
Pollution	632,900	791,300
Public Health	904,300	784,200
Registrars	-67,950	-74,950
Trading Standards	703,710	650,910
Housing Grants to the Independent Sector	40,500	40,500
Housing Renewals & Adaptations	12,800	49,200
Housing Strategy, Advice & Support	1,850,013	2,390,313
Other Housing Services	553,900	661,500
Directorate & Other Costs	204,600	219,700
	<b>4,288,263</b>	<b>5,026,663</b>
<b>Total Place</b>	<b>62,681,000</b>	<b>73,680,000</b>