



## Report of the Section 151 Officer

Council – 6 March 2025

### Revenue Budget 2025/26

<b>Purpose:</b>	This report proposes a Revenue Budget and Council Tax Levy for 2025/26.
<b>Policy framework:</b>	Medium Term Financial Plan and Budget Strategy
<b>Consultation:</b>	Cabinet Members, Legal, Access to Services & Corporate Management Team
<b>Recommendations:</b>	It is recommended that:  1) Council approves a Revenue Budget for 2025/26 as detailed in Appendix A.  2) Council approves a Budget Requirement and Council Tax Levy for 2025/26 as detailed in Section 9 of this report
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#### 1. Introduction and Background

##### 1.1. This report details:

- Financial monitoring 2024/25
- The Local Government Finance Settlement 2025/26
- Budget Forecast 2025/26
- Specific Savings Proposals
- Outcome of Budget Consultation
- Staffing Implications
- Reserves and Contingency Fund requirements
- The Budget Requirement and Council Tax 2025/26
- Summary of funding proposals
- Risks and uncertainties

- 1.2. The financial assessment in relation to 2026/27 – 2028/29 is contained in the **Medium Term Financial Plan 2026/27 – 2028/29** 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 10<sup>th</sup> January 2025 – **Budget Proposals 2025/26 – 2028/29** setting out the Council’s proposals for consultation.
- 1.4. The report sets out the latest budget estimates and invites Cabinet has considered any comments and feedback received as a result of the budget consultation. The report also includes an Integrated Impact Assessment statement so that Council 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 over £15million, it must equally be borne in mind that approximately £65million is being added, making a net £50million being added. Net service budgets are increasing even though substantial savings need to be found.**

## **2. Financial Monitoring 2024/25**

- 2.1. Cabinet considered a report on the estimated Revenue Outturn for 2024/25. It is projected that the Council will outturn at an underlying directorate overspend position of £13.794m, which is a marginally 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, homelessness and waste management.

- 2.3. The contingency fund has been fully committed to various schemes as detailed in the quarter 3 report, and notably this includes funding an approved overspend on Social Care and homelessness. There will be a further one-off contribution to funding the overspend from the inflation provision.
- 2.4. Any underspends on capital charges (at least a further £10.0m) will, in line with the strategy previously agreed by Council, contribute to the capital equalisation reserve.
- 2.5. The overall position becomes an underspend because of the receipt of one-off additional specific grant towards general costs from the Welsh Government (which has been baselined into the provisional core AEF offer for 2025/26). This grant will be used to reduce the overspend on Directorate budgets, and to allow the Education underspend to be contributed to reserves, in order to bolster schools and education reserves.

### 3. The Local Government Finance Settlement 2025/26

- 3.1. The Minister for Finance and Local Government announced the provisional Revenue and Capital Settlement for 2025/26 on 11<sup>th</sup> December 2024 and the final settlement was announced on 20<sup>th</sup> February 2025 with final approval thereafter in the Senedd on 4<sup>th</sup> March.
- 3.2. At the Cabinet meeting on 20<sup>th</sup> February it was agreed that this budget report would be amended for any minor technical adjustments and/or any technical transfers that may occur as a result of the final settlement being announced. Should there be any significant changes to overall funding that would require a policy decision then this would be discussed with Cabinet to inform this final report to Council, with Council making any final decisions or changes.
- 3.3. The final settlement results in a minor reduction to the overall Aggregate External Finance (AEF) allocation for Swansea. There is an overall technical reduction of £0.060m, this will accordingly be dealt with via the contingency fund.
- 3.4. However, the final settlement has also reduced the overall value of transfers to services by £0.447m. The settlement transfers affecting services are as follows:

Transfer	Provisional Settlement £'000	Final Settlement £'000	Difference £'000
Implementation of the Performance and Improvement Framework	-40	-40	0
No-one Left Out	1,258	665	-593
Discretionary Homelessness Prevention	419	616	197
Strategic Co-ordinator	111	60	-51
Teachers Pay	1,368	1,368	0
Teachers Pensions	4,572	4,572	0
<b>Total Net Transfers In/Out</b>	<b>7,688</b>	<b>7,241</b>	<b>-447</b>

Notwithstanding this the proposals within this report assume the transfers are kept at their original level, the S151 officer advising it would be wholly counter intuitive to now materially reduce housing/homelessness technical transfers given it is a source of continued overspending reflective of the pressures this Council faces in this area.

- 3.5. The final settlement includes a specific grant for the Highways Management Local Government Borrowing Initiative. As details are not yet confirmed at local authority level and it is currently a specific grant (no impact on core budgets – spend on capital financing and grant income for capital financing both increases) no formal account otherwise needs be taken of this within the 2025/26 core revenue budget. However, it is expected that the grant, when allocated, will allow Swansea to fund an additional Highways scheme to the value of £7.1m over two years, and this has been built into the Capital Programme report elsewhere on this agenda. It is anticipated that the specific grant will be received during 2025/26 to fund the borrowing costs associated with 60% of the programme, with the full supported borrowing costs being built into AEF from 2026/27 onwards which will then require a revision to core budgets (capital financing spend increases, so overall budget increases, matched by a below the line AEF increase).
- 3.6. In respect of Schools and Social Services, although the 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 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 initially by Cabinet, and ultimately by Council, having any due regard to any budget consultation responses received.
- 3.7. In revising the Medium Term Financial Plan and setting the Budget for 2025/26, 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.
- 3.8. **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 welcome 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 2025/26

### Overview

- 4.1. The budget proposals for 2025/26 as submitted for consultation on 10<sup>th</sup> January 2025 highlighted pressures of £68.794m, resulting in a savings requirement of £18.474m once the provisional increase on Welsh Government Aggregate External Finance (AEF) of £33.448m and the assumed forthcoming increase for national insurance (£7.000m) were taken into account, together with estimated Council Tax rises of £9.872m.
- 4.2. The announcement of the final settlement has meant that the overall funding forecast for 2025/26 inevitably, but marginally, changed. There was a minor reduction of £0.060m, which has been dealt with via the contingency fund.
- 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 2025/26

- 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 2025. These are discussed later in the report, and have resulted in a change to the Net Funding Requirement.

**Table 1(a) – Projected Pressures 2025/26**

	<b>Budget 2025/26 £'000</b>
Future cost of pay award	
- LG Staff	6,000
- Teachers	6,000
Impact of Teachers' Pay Award	
- 2024/25 Full year effect	3,000
National Living Wage – contracts	4,400
Additional Barnett consequential for Schools	2,000
Increase in Teachers Pension	

- LG Staff	200
- Schools	5,000
Increase to National Insurance	
- LG Staff	4,600
- Schools	2,400
Change to Inflation Provision	-13,900
Remove use of Reserves to partially fund Energy Prices (short term)	7,029
Remove Schools temporary funding	-7,029
Capital Charges – New scheme aspirations	0
Capital Charges – Temporary use of underspend	-3,000
Use of Capital Equalisation Reserve	-2,500
<b>Use of other reserves</b>	<b>-3,000</b>
Rebase ICT Cloud costs	450
Demographic & Service pressures	3,000
<b>Mid and West Wales Fire Authority Levy (independently decided by the Fire Authority)</b>	<b>1,381</b>
Other Levies (Swansea Bay Port Health Authority and The Corporate Joint Committee)	-15
Council Tax Support Scheme	1,800
MTFP Service pressures accepted	1,205
New service pressures accepted	38,524
<b>Contingency</b>	<b>-518</b>
Use of reserves to fund extra capital spend	3,000
Social Care extra money for Adult Services as per existing MTFP	2,500
Passed through AEF to Services	7,688
<b>Total Funding Requirement</b>	<b>70,215</b>
Savings Requirement	-18,474
<b>Net Funding Requirement</b>	<b>51,741</b>

Aggregate External Finance increase as per final settlement	33,388
Aggregate External Finance increase assumed re National Insurance	7,000
Council Tax increase (including tax base changes)	11,353
<b>Total Resource Investment</b>	<b>51,741</b>

### ***Inflation***

- 4.7. The 2024/25 Revenue Budget provided a corporate provision of £10.189m for general inflation and the cost of the Apprenticeship Levy. It is expected that the full £1.100m will be required for the Apprenticeship Levy, the latest estimate on general and energy inflation indicates that all central sums will be required to offset service overspending.

Headline UK inflation has fallen quite significantly from recent past elevated levels, but the trend has started to tick up again, albeit with some month on month marginal changes both up and down. Forecasters expect inflation to rise further in 2025, especially given administered rises (regulated and tax

rises due from 1 April are likely to be marked) before then dropping back down again towards the Bank of England target in the medium term. Consequently, a markedly lower central inflation provision is now being held with the majority released into service budgets.

After transfers to and from services, including £3.300m in year 2024/25 for home to school transport the remaining balance on the inflation provision will be reduced by a net £2.218m, meaning £4.671m will be available for general inflation including £1.1m again being available for the Apprenticeship Levy in 2025/26. In addition to this national minimum wage contract increases have been provided for within service budgets.

- 4.8. In the November 2015 Autumn Statement, the then 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 2025/26 is not expected to affect direct employee costs given our starting point for the NJC pay scale. There is however some uncertainty around the impact as the 2025/26 pay award is as yet unknown, however the latest estimate has been included above. It will 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 was considered at Council in January 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.

Irrespective of increases in minimum wage, there is likely to be pressure from contracted areas in all services generally but especially in Social Services care and ICT, Homelessness, Waste, Building 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 her Autumn Budget Statement presented to Parliament in October 2024, the Chancellor of the Exchequer referred to future public sector pay as needing to be afforded within departmental budgets, and given the current small fluctuations in general inflation it can reasonably be expected that pay rises will stabilise over the next 4 years. 2.5% has been provided for in 2025/26.
- 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 over £4.6m, 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 2025/26 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, and ultimately Council.
- 4.15. The net result of these proposals is an increase in the cash settlement to Schools of just over £11.8m (5.9%) for 2025/26. However, we have also baselined the over £11m of one-off support granted in 2024/25 which schools had otherwise expected to drop out and thus the real value is more than double the headline rate at over 12%. This is considerably more favourable than the 4.7% like for like increase in this Council's funding from Welsh Government. As well as the like for like increase there were material funding base transfers for previously specific grants related to higher than expected teacher pay costs and reimbursement for higher teacher pension costs.
- 4.16. This year has seen less consolidation in the Welsh Government specific education grants and the transfer of material temporary funding sums into block grant (e.g. teacher pay). Overall, the grant available in 2025/26 has probably increased marginally despite headline sums falling, due to those base transfers and some grants are still to be confirmed. However, the effect of this on individual schools is not yet known.
- 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**

<b>Identified budget pressure in schools</b>	<b>2025/26</b>
	<b>£'000</b>
Schools pay award	6,000
Impact of the 2024/24 pay award	3,000
Teachers' Pension Scheme costs	5,000
Additional National Insurance costs	2,400
<b>Total Delegated Pressures</b>	<b>16,400</b>



<b>Change from Council budget as proposed</b>	<b>2025/26</b>
	<b>£'000</b>
Additional funding for pressures and continued investment in schools (as above)	16,400
Remove One-off investment for 2024/25 only*	-7,029
Remove one-off temporary funding for Energy*	-4,500
Additional funding for schools	5,940
Additional Barnett consequential for schools	2,000
Base Energy funding for schools	2,500
Increased Delegation to Schools	1,000
Net savings required from schools	-4,500
<b>Total net budget increase proposed schools ^</b>	<b>11,811</b>

\* these one-off investments were funded from reserves for one year only to provide short-term help for Schools

***^ However, because the £11.5m previously one-off money has also now been base lined the true value of the base increase to schools is, as set out in 4.15, worth over £23m in total, not just the headline net £11.8m quoted cash to cash increase***

The above cash increase substantially covers most, but not all, of the known pressures for Schools, with previously one-off energy costs support now base funded, albeit at a justified lower level, and one-off support of £7.029m from reserves also baselined in 2025/26, 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 2025/26 and so the total school budget set out in Appendix H has increased by £11.811m for 2025/26 or 5.9% in respect of schools' core funding, which is worth near double this when the one-offs now consolidated into base are factored in.

It remains the case, however, that substantial elements of Schools Funding 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 2025/26 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 14.9% or £25.4m, or put simply more than

the entire like for like increase (excluding transfers) in the settlement for the whole Council, clearly demonstrating locally prioritising budgets here.

### **Capital Financing Charges**

- 4.19. There is a base line decrease of £3.000m compared to the 2024/25 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 2025/26 and so the budget has been reduced further 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 externalise and incur 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. ongoing Brexit impact, volatility of interest rate 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.

- 4.24. As detailed in paragraph 3.5 above, there will be an allocation of the specific grant for the Highways Management Local Government Borrowing Initiative, which is anticipated to be sufficient to fund additional capital spend of £7.1m. This will be specific grant for 2025/26 and is expected to be fully transferred into the base budget from 2026/27 onwards.

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

- 4.25. Since the 20<sup>th</sup> February 2025 Cabinet report we have been notified of the final Fire Authority Levy. This figure reflects an overall average 6.3% increase in the levy, this will mean an increase of 7.5% for Swansea, taking into account population changes (used to determine shares by the Fire Authority). This is an increase of £0.026m compared to the estimation included within the report to Cabinet and will be funded by a corresponding reduction to the contingency fund. The levy for 2025/26 will be £19,711,381.
- 4.26. There has been a decrease in the Swansea Bay Port Health Authority Levy of 17.0%, the levy for 2025/26 has been set at £69,317 for Swansea.
- 4.27. There has also been a freezing in the Corporate Joint Committee levy, the levy for 2025/26 has been set at £191,188 for Swansea.

***Council Tax Reduction Scheme***

- 4.28. 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 £1.8m for 2025/26.

***Discretionary Rate Relief***

- 4.29. 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 2025/26.

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

- 4.30. 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 2025 report these pressures have been revised and the final list is shown in part 2 of 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 contained seven service specific and five cross-cutting programmes, with a further one added since. 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 13 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 2025/26 £'000</b>
Child and Family Services Transformation	1,745
Adult Services Transformation	3,595
Adult Services Recovery Plan (funded)	3,000
Future Waste Strategy	400
Transforming Additional Learning Needs	25
Right Schools in Right Places	10
More Homes Programme <b>and</b> Welsh Housing Quality Standard	1,000
Business as Usual	4,199
<b>Total Savings as per Appendix D</b>	<b>13,974</b>
Schools contribution to reduced resources*	<b>4,500</b>
<b>Total Savings Requirement</b>	<b>18,474</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 10<sup>th</sup> January 2025 to recommend specific savings proposals totalling £18.474m in 2025/26 for consultation. Cabinet on 20<sup>th</sup> February has now considered what changes to make to these proposals in light of the outcome of the consultation. There are no changes proposed.
- 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 23<sup>rd</sup> January 2025 to 16<sup>th</sup> February 2025. A summary of the final 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, Council 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 following the Budget proposals report on 10<sup>th</sup> January: £'000s

Fund/offset social services recovery saving	3,000
Add winter warm and holiday hunger schemes	350
Add Home To School Transport inflation to base	1,000
Add homelessness demand to base	1,000
Base fund drainage teams	350
Base fund CWOT (community waste operatives)	570
Road closures community fund	25
<b>Net add to services</b>	<b>6,295</b>
Reduced central inflation provision	-4,000
Reduced Port Health levy	-15
Reduced Corporate Joint Committee levy	-11
Increased Fire Authority Levy	205
Reduced draw central reserves (contingency etc)	-993
<b>Net additions</b>	<b>1,481</b>

Change to council tax increase	-1,481
<b>Net impact</b>	<b>0</b>

<b>Technical changes following the Cabinet meeting of 20<sup>th</sup> February:</b>	<b>£'000</b>
Further increase to Fire Authority Levy	26
Reduction to final AEF	60
Further reduction to Contingency Fund	-86
<b>Net Impact</b>	<b>0</b>

6.5. Following consultation, Council will now need to consider further whether it is minded to make any further recommendations on the final proposals for the 2025/26 budget.

## 7. Staffing Implications

### **Background**

7.1. The Cabinet Report of 10<sup>th</sup> January 2025 set out the latest estimate of the impact of the current proposals on total staffing numbers for 2025/26, work on this is continuing and the number is likely to change. The latest estimate is shown in Table 3 (shown as Full Time Equivalents (FTEs))

**Table 3 – Potential Impact of Savings Proposals on FTEs 2025/26**

<b>Potential Headcount Reduction (including vacant posts, redundancies and volunteers for ER/VR)</b>	<b>Headcount Number</b>
Finance	0
Corporate Services	1
Place	4.5
Education (excluding schools)	1
Social Services	5
<b>Total</b>	<b>11.5</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 10<sup>th</sup> January 2025. Consultation formally commenced on 10<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 2025/26 will be unavoidable, given that the Council spends just under 50% of its overall budget on employees (significantly more in some Service Areas) and the national pay award remains unknown whilst inflation remains higher than ideal 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 Place 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. Adequacy of Reserves, Estimates and Contingency Fund Requirement**

### ***Background***

- 8.1. It is a requirement of the Local Government Finance Act 1992, as amended and supplemented, that authorities have regard to the level of reserves and adequacy of estimates and assumptions 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. Cabinet and Council are legally obliged to have due regard to the S151 Officers Section 25 report as to the adequacy and robustness of both estimates and reserves.
- 8.2. In assessing the adequacy of reserves and robustness of estimates 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, having dipped



now below 2% of budgeted net spending. 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 2025/26 Revenue Budget is dependent on the level of confidence in predicting 2024/25 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 3<sup>rd</sup> October 2024 '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 £12.000m at 1st April 2024.
- 8.6. The Revenue Budget for 2024/25 approved by Council on 6<sup>th</sup> March 2024 assumed no transfer from General Reserves. At outturn for 2023/24 Cabinet agreed to add £2.0m to General Reserves, increasing them from £10.0m to £12.0m. There is no movement in the General Reserve currently expected during 2024/25, although any final determination on the use of reserves will depend on the outturn position for 2024/25.
- 8.7. In the opinion of the S151 Officer the level of the General Reserve is currently at the very minimum level (below 2% of net budgeted spend) and as such there is no assumed transfer from the reserve to support the 2025/26 budget.

Therefore, the level of General Fund balances estimated at 31<sup>st</sup> March 2026 would be £12.000m.

**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 whole of the Contingency Fund in 2024/25. At this time, it is anticipated that the original £3.590m 2024/25 budgeted contribution plus £12.421m of

2023/24 carry forwards will be expended in full and/or used to fund the Council's final outturn position. Given the overall position as forecast in the 3<sup>rd</sup> quarter budget monitoring report for 2024/25 considered elsewhere on this agenda, the forecast Fund balance as at 31<sup>st</sup> March 2025 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 2025/26, 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 available other service Earmarked Reserves.
- Correcting some structural deficits in service budgets reduces the risk for further call on contingency.
- The continuing uncertainty for Public Finances as set out in the Cabinet report on 10<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 (pay awards and supplier costs, post National Insurance increases) should be a lower risk to the contingency fund in 2025/26.

8.10. Bearing the above in mind, together with the proposals in respect of funding some current year service pressures within the 2025/26 base budget, and the reduced risk of repeating overspending from 2024/25 it is now recommended that the contribution to the base budget Contingency Fund in respect of 2025/26 is reduced by £0.514m to £3.076m depending upon any further budget decisions Council 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 no material draws, as planned, from the time limited service reserves for Social Services and Place this year.

- 8.13. On 3<sup>rd</sup> October 2024 Council received and approved a report detailing a formal review and re-allocation of Earmarked Revenue Reserves. This report recommended no changes to any allocations at that time.
- 8.14. From the usual list of specific grants announced by the Welsh Government for 2025/26 it appears that there are modest cash increases or freezes to grants and 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 in surplus. Such claims can be very significant and can relate to past periods going back many years. So, for Highways Infrastructure Assets, there will be a further draw from the insurance fund in the short term of £6m over two years, £3m of which is in 2025-26., the rest in 2026-27.

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

- 8.16. Whilst the proposed use of Earmarked Reserves in 2025/26 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 2025/26 and future years, I am satisfied that the proposed management of reserves in 2025/26 will result in a forecast level of General Reserves, Earmarked Reserves and Provisions which may be considered just 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 2025/26 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 broadly 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 repeated use of Earmarked Reserves, 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 2025/26**

- 9.1. The Council's recommended requirement is set out in Appendix A. The City and County of Swansea Requirement of £640.782m will be financed partly by Revenue Support Grant of £386.218m (including an assumed £7.000m for National Insurance recompense on top – this is yet to be confirmed) and Non-Domestic Rates of £89.191m.

In light of ongoing uncertainties over the final RSG, Employers National Insurance increases (for the Council, its suppliers and partial recompense due), 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 2025/26 could prudently sit within a range of 5.00% 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 10<sup>th</sup> January 2025, 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 £9.872m including assumptions on the council tax base. This is a band 'D' charge of £1,724.04.

Following consultation, it is proposed that Council Tax is increased by 5.95%, this sits within the range considered prudent by the S151 Officer and is based on requiring 5.20% for costs directly controlled by the Council, plus 0.75% to cover the expected increase in the Fire Authority Levy. This will generate a sum of £11.353m, a band D charge of £1,739.61.

- 9.2. Including Community Councils, the total requirement, after taking account of proposals in respect of reserve transfers and currently assumed savings, is £643.121m.
- 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 2025/26

- 10.1. The implications of Sections 4, 5, 6, 7 and 8 above, together with the assumed 5.95% rise in Council Tax identified in Section 9 above, results in a forecast additional funding of £70.215m in 2025/26 as detailed in Table 4:

**Table 4 – Budget Proposals 2025/26**

	<b>£'000</b>
Savings Requirement as per Table 1(a)	18,474
Net effect of Council tax base increase and proposed charges	11,353
Aggregate External Finance increase	33,388
National insurance recompense assumed grant	7,000
<hr/> <b>Overall resourcing</b>	<hr/> <b>70,215</b>

- 10.2. The S151 Officer is satisfied that the budget proposals detailed in this report represent a realistic and achievable financial plan for 2025/26 subject to the potential financial implications of the risks described in Section 11 below.

## 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 2024/25 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, homelessness, home to school transport and waste management. It is anticipated that sufficient funding has been built into the base budget for 2025/26 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 2025/26. 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 2025/26 that further savings proposals are continuously developed as part of the transformation 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 2025/26 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 2025/26, 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 Schools on a base budget basis now, and as headline inflation has fallen considerably from this time last year (albeit now the trend is likely to be rising again more modestly), a reduction to the remaining provision has been made. Inflation still remains an increasing and rising risk and is still a concern for the Council.

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

Budget provision has been made for the 2025 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. This risk is exacerbated by no UK or Welsh government funding for employer national insurance increases for providers (and many other suppliers) which will be inflationary.

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

In the event that the level of any specific grants awarded for 2025/26 is less than that for 2024/25, 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 or frozen 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 has been carried out (in line with all other councils). Whilst it is early to definitively say how much is needed, or how likely due, this Council prudently set aside a fully funded £15m base 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 deferred 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 2025/26 – 2029/30 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 2024/25 and beyond but appropriate use of the Capital Equalisation Reserve for capital financing purposes smooths future cost pressures.

For the first time, however, the revenue budget is predicated on drawing sums from the Capital Equalisation reserve solely for the purposes of balancing revenue pressures not to solely smooth the cost of capital financing in revenue. This is a deviation from previously agreed Council policy and is not considered by the S151 Officer to be strategic in deployment of reserves for their intended purposes. In mitigation, it is temporary, and it is lawful, as being a source of revenue reserves, but it should be discouraged from being the routine norm. **The Section 25 assurance is consequently explicitly modified and qualified by the S151 Officer in this respect.**

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 meantime.



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.

### ***(I) Employer National Insurance costs and partial recompense***

There is material uncertainty over Employer National Insurance costs. An estimate has been made of the impact on the Council and possible reimbursement from UK government via Welsh Government of £7m. We have to anticipate this in setting the budget but have been told we might not know our compensation until June 2025, after the budget is set. It is clearly hugely undesirable to have such a large sum left uncertain as to quantum and reimbursement for our own staff and some technical reimbursement for levying bodies who can't be recompensed directly. There is no reimbursement other than for 'public sector workers' and this places substantial risk on cost bases for the third sector and charities, in social care in particular, and across all our wider supplier chains for all services, both revenue and capital. Higher prices are likely to be sought from existing contracts 'force majeure' as a result of UK tax legislation changes not foreseen when existing contracts were let and when new tenders of service and work are market tested. **The Section 25 assurance is consequently explicitly modified and qualified by the S151 Officer in this respect.**

- 11.2. The above risks are both substantial and potentially significant in value. Therefore during 2025/26 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) 2026/27 – 2028/29**

- 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 2025/26

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 2025/26</b>		<b>APPENDIX A</b>	
<b><i>DIRECTORATE</i></b>	<b>RESTATED BUDGET 2024/25 £'000</b>	<b>ORIGINAL BUDGET 2025/26 £'000</b>	
CORPORATE SERVICES	22,642	23,817	
FINANCE (Including COUNCIL TAX REDUCTION SCHEME)	35,088	37,277	
SOCIAL SERVICES (Including POVERTY AND PREVENTION)	170,657	196,066	
EDUCATION	15,092	15,070	
EDUCATION - DELEGATED TO SCHOOLS	201,820	213,631	
PLACE	88,213	98,489	
		0	
<b><i>NET DIRECTORATE EXPENDITURE</i></b>	<b>533,512</b>	<b>584,350</b>	
SPECIFIC PROVISION FOR INFLATION / APPRENTICESHIP LEVY	6,889	4,671	
<b><i>OTHER ITEMS</i></b>			
<b>LEVIES</b>			
SWANSEA BAY PORT HEALTH AUTHORITY	84	69	
CORPORATE JOINT COMMITTEE	191	191	
<b>CONTRIBUTIONS</b>			
MID & WEST WALES COMBINED FIRE AUTHORITY	18,330	19,711	
<b><i>CAPITAL FINANCING CHARGES</i></b>			
PRINCIPAL REPAYMENTS	15,574	15,574	
NET INTEREST CHARGES	21,320	18,320	
<b><i>NET REVENUE EXPENDITURE</i></b>	<b>595,900</b>	<b>642,886</b>	
<b><i>MOVEMENT IN RESERVES</i></b>			
GENERAL RESERVES	0	0	
EARMARKED RESERVES	-7,277	-2,522	
<b><i>TOTAL BUDGET REQUIREMENT</i></b>	<b>588,623</b>	<b>640,364</b>	
DISCRETIONARY RATE RELIEF	418	418	
<b><i>TOTAL CITY AND COUNTY OF SWANSEA REQUIREMENT</i></b>	<b>589,041</b>	<b>640,782</b>	
COMMUNITY COUNCIL PRECEPTS	2,206	2,339	
<b><i>TOTAL REQUIREMENT</i></b>	<b>591,247</b>	<b>643,121</b>	
<b><i>FINANCING OF TOTAL REQUIREMENT</i></b>			
REVENUE SUPPORT GRANT	346,777	379,218	
NATIONAL NON-DOMESTIC RATES	88,244	89,191	
AGGREGATE EXTERNAL FINANCE EXPECTED RE NATIONAL INSURANCE	0	7,000	
COUNCIL TAX - CITY AND COUNTY OF SWANSEA	154,020	165,373	
COUNCIL TAX - COMMUNITY COUNCILS	2,206	2,339	
<b><i>TOTAL FINANCING</i></b>	<b>591,247</b>	<b>643,121</b>	
<b><i>COUNCIL TAX BASE for the City and County of Swansea</i></b>	<b>93,803</b>	<b>95,063</b>	
<b><i>COUNCIL TAX AT BAND 'D' (£) for the City and County of Swansea</i></b>	<b>1,641.95</b>	<b>1,739.61</b>	
<b><i>GENERAL RESERVES</i></b>			
AT 1 APRIL	12,000	12,000	
AT 31 MARCH	12,000	12,000	

REVENUE BUDGET 2025/26							
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 2024/25</b>	<b>22,642</b>	<b>35,088</b>	<b>171,041</b>	<b>25,249</b>	<b>201,820</b>	<b>77,672</b>	<b>533,512</b>
Directorate Transfers	-114	0	-375	-10,245	0	10,734	0
<b>Original estimates following transfers</b>	<b>22,528</b>	<b>35,088</b>	<b>170,666</b>	<b>15,004</b>	<b>201,820</b>	<b>88,406</b>	<b>533,512</b>
Transfer to (+) / from (-) reserves 2024/25	0	0	-2,700	53	0	-891	<b>-3,538</b>
<b>Original estimate 2024/25 excluding reserves</b>	<b>22,528</b>	<b>35,088</b>	<b>167,966</b>	<b>15,057</b>	<b>201,820</b>	<b>87,515</b>	<b>529,974</b>
Transfers for specific items 2024/25	0	0	0	0	0	0	0
Baseline adjustments 2024/25	0	0	0	0	-11,529	0	-11,529
<b>Adjusted service budgets 2024/25</b>	<b>22,528</b>	<b>35,088</b>	<b>167,966</b>	<b>15,057</b>	<b>190,291</b>	<b>87,515</b>	<b>518,445</b>
Baseline adjustments 2025/26	-3	0	182	-1,039	6,940	1,604	7,684
Spending Needs	832	2,127	32,855	1,195	9,500	5,341	51,850
Pay inflation provision inc NIC	860	550	3,695	1,617	11,400	3,925	22,047
Savings:							
Specific proposals	-400	-488	-8,770	-1,707	-4,500	-2,609	-18,474
<b>Original estimate 2025/26 excluding reserves</b>	<b>23,817</b>	<b>37,277</b>	<b>195,928</b>	<b>15,123</b>	<b>213,631</b>	<b>95,776</b>	<b>581,552</b>
Transfer to (-) / from (+) reserves 2025/26	0	0	138	-53	0	2,713	<b>2,798</b>
<b>Net Directorate budgets 2025/26</b>	<b>23,817</b>	<b>37,277</b>	<b>196,066</b>	<b>15,070</b>	<b>213,631</b>	<b>98,489</b>	<b>584,350</b>

APPENDIX B

## REVENUE BUDGET 2025/26

### EARMARKED RESERVES

	Balance 31/03/24 £000	2024/25 £000	Balance 31/03/25 £000	2025/26 £000	Balance 31/03/26 £000
<b>DIRECTORATE RESERVES</b>					
Equalisation reserves	-24,036	1,350	-22,686	3,500	-19,186
Commuted sums	-6,609	329	-6,280	130	-6,150
Repair & renewal funds	-2,464	-224	-2,687	-235	-2,922
Profit share	-1,794	-66	-1,860	-66	-1,926
Service reserves	-36,279	11,703	-24,576	-869	-25,445
<b>TOTAL DIRECTORATE RESERVES</b>	<b>-71,183</b>	<b>13,093</b>	<b>-58,089</b>	<b>2,460</b>	<b>-55,629</b>
<b>CORPORATE RESERVES</b>					
Contingency Fund	-12,422	12,422	0	-3,076	-3,076
Insurance	-18,021	0	-18,021	3,000	-15,021
Job Evaluation earmarked	0	0	0	0	0
Transformation/Efficiency	-5,887	1,643	-4,244	106	-4,138
<b>TOTAL CORPORATE RESERVES</b>	<b>-36,329</b>	<b>14,065</b>	<b>-22,265</b>	<b>30</b>	<b>-22,235</b>
<b>UNUSABLE/TECHNICAL RESERVES</b>	<b>-1,816</b>	<b>19</b>	<b>-1,796</b>	<b>33</b>	<b>-1,764</b>
<b>SCHOOLS DELEGATED RESERVES*</b>	<b>-16,976</b>	<b>0</b>	<b>-16,976</b>	<b>0</b>	<b>-16,976</b>
<b>TOTAL RESERVES</b>	<b>-126,303</b>	<b>27,177</b>	<b>-99,126</b>	<b>2,522</b>	<b>-96,604</b>

\* There is no updated information available for schools for 2024/25 or 2025/26. However reserve use is expected to be substantial during both years (up to £10m)

There will be draws from both the Capital Equalisation Reserve (existing £1m) and the Insurance Reserve (£3m for each of next 2 years) to fund Highways Capital works, the former not previously shown in past revenue budgets the latter is in current budget

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 a modest overall underspend in the region of £2m - 3m, so this could be a further add if confirmed

The Quarter 3 Monitoring Report highlights a large capital financing underspend in the region of £10m, so this will be a further add to Capital Equaliaiton Reserve

**APPENDIX D**

**Part 1 – Savings Proposals**

Director	Head of Service	Saving Description	2025/26	Transformation Project
Corporate Services	Communication, Corporate Planning and Performance	Review and reshape policy and performance support provided to services.	62	Business as Usual
Corporate Services	Digital and Customer Services	Reduction in existing ICT licence costs	5	Business as Usual
Corporate Services	Digital and Customer Services	Reduction in ICT contract costs	50	Business as Usual
Corporate Services	Digital and Customer Services	Reduction in ICT training budget	5	Business as Usual
Corporate Services	Director	Efficiency savings arising from a review of Corporate Services budgets	164	Business as Usual
Corporate Services	HR & Service Centre	Pay inflation increase to Workforce and OD Service Level Agreement with Swansea schools	11	Business as Usual
Corporate Services	Legal & Democratic Services	Savings arising from a review of Legal & Democratic Services budgets	100	Business as Usual
Corporate Services	Legal & Democratic Services	Pay inflation increase to Legal Service Level Agreement with Swansea schools	3	Business as Usual
		<b>Corporate Services Total</b>	<b>400</b>	
Education	Non-delegated	Business support review	12	Business as Usual
Education	Non-delegated	Changes to shared maternity leave allocations for school-based staff	100	Business as Usual
Education	Non-delegated	Core staff costs offset by grant	975	Business as Usual
Education	Non-delegated	Cost recovery of project officers for capital schemes	10	Right Schools in Right Places
Education	Non-delegated	Reduce cost centre for historical pensions	60	Business as Usual
Education	Non-delegated	Reduced SLA for therapy services	20	Business as Usual
Education	Non-delegated	Restructuring savings (already implemented)	180	Business as Usual
Education	Non-delegated and delegated	Increase charges for Catering service and SLA for schools	300	Business as Usual
Education	Non-delegated and delegated	Increase Cleaning SLA charges for schools	50	Business as Usual
		<b>Education Total</b>	<b>1,707</b>	
Finance	Directorate	Miscellaneous budget reductions/efficiencies	488	Business as Usual
		<b>Finance Total</b>	<b>488</b>	
Place	Building Services & Waste	Additional income generation through significantly increased work programme	1,000	More Homes Programme, WHQS2 / Decarbonisation and Right Schools in Right Places

Director	Head of Service	Saving Description	2025/26	Transformation Project
Place	Building Services & Waste	Efficiencies/increased income in Commercial Waste Service	150	Business as Usual
Place	Building Services & Waste	Income from the new Extended Producer Responsibility scheme for packaging to assist further reduction in residual waste	200	Future Waste Strategy
Place	Building Services & Waste	Increase Bulky Waste Collections charges	8	Business as Usual
Place	Building Services & Waste	Retender Tir John Management Contract at end of current contract	140	Business as Usual
Place	Building Services & Waste	Reconfiguration of waste collection arrangements to maximise incentive for residents to recycle based on achieving a long-term target total of 10% reduction in residual waste	200	Future Waste Strategy
Place	Cultural Services, Parks & Cleansing	Council support to Friends of Oystermouth Castle to be absorbed in wider community support service, tourism and asset management responsibilities to reflect how we work with city wide operational attractions. Grants/ fundraising to be assigned where specific projects demand this.	22	Business as Usual
Place	Cultural Services, Parks & Cleansing	Increased Tree Services income due to full cost recovery being applied for services given to HRA, schools and third parties	27	Business as Usual
Place	Cultural Services, Parks & Cleansing	Monitor and continuously review income targets across the service fees and charges, to reflect and include inflation alongside stretch targets in response to market demand; requirement for investment and improvements from grants to be reflected in stretch targets to support continuous service demand and improvements. Explore additional attractions through grant funded feasibility studies.	30	Business as Usual
Place	Cultural Services, Parks & Cleansing	Reduce uncommitted budget in the Culture Directorate, which has historically been utilised for absorbing pressures elsewhere as additional grants are alleviating the pressures.	20	Business as Usual
Place	Highways & Transportation	Additional income from Parking Enforcement camera car	100	Business as Usual
Place	Highways & Transportation	Annual review and updating of pricing tariffs for car parking	100	Business as Usual
Place	Highways & Transportation	Apply full cost recovery principles to day markets on car parks and highways	5	Business as Usual



Director	Head of Service	Saving Description	2025/26	Transformation Project
Place	Highways & Transportation	Better targeting of Education otherwise than at school (EOTAS) spending following full implementation of new model of provision	100	Business as Usual
Place	Highways & Transportation	Deregistering school crossing patrol sites where controlled crossings have been implemented and are not staffed	38	Business as Usual
Place	Highways & Transportation	Increase charges and income from Marina and Knab Rock by average of 5% or in line with market conditions	20	Business as Usual
Place	Highways & Transportation	Increase street works and licencing fees annually in line by 5%	25	Business as Usual
Place	Highways & Transportation	Rationalisation of post-16 transport, reflecting reduced demand	68	Business as Usual
Place	Highways & Transportation	Review of ALN transport - minibus pilot	25	Transforming Additional Learning Needs
Place	Housing & Public Health	Deletion of vacant posts in Registrars	19	Business as Usual
Place	Housing & Public Health	Increase fees for burials and Cremations over the next 2 years by 5% annually.	44	Business as Usual
Place	Housing & Public Health	Increase fees for registrars over the next 2 years by 5% annually.	34	Business as Usual
Place	Housing & Public Health	Increase Food Safety and Trading Standards Fees over 2 years	2	Business as Usual
Place	Housing & Public Health	Increase in Fee Income for Animal Licensing (food safety)	2	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)	25	Business as Usual
Place	Housing & Public Health	Increase pest control fees for schools' contract and general pest control in line with full cost recovery principles over the next two years	2	Business as Usual
Place	Housing & Public Health	Increased charges to Swansea Bay Port Health Authority	7	Business as Usual
Place	Place (Directorate)	New income streams from developing a strategy for Caravan and Motorhome parking	25	Business as Usual
Place	Planning & City Regeneration	Increase Land Charges Income	5	Business as Usual
Place	Planning & City Regeneration	Increase Planning Fee Income	25	Business as Usual

Director	Head of Service	Saving Description	2025/26	Transformation Project
Place	Planning & City Regeneration	Review Nature Conservation, Regeneration, Economic Development, & Planning sections	50	Business as Usual
Place	Planning & City Regeneration	Revise Swansea Market Rent Charges by 5%	50	Business as Usual
Place	Property Services	Revised structure arrangements due to reduced requirements as a result of asset reduction	41	Business as Usual
		<b>Place Total</b>	<b>2,609</b>	
Social Services	Adult Services	Commission 5% less no. of hours of externally commissioned domiciliary care (all cohorts of the population)	1,200	Adult Services Transformation
Social Services	Adult Services	Continue with in year recovery plan  NOW FUNDED	3,000	Adult Services Recovery Plan
Social Services	Adult Services	Maintain the current number of externally commissioned residential and nursing care placements for older people with reduced average length of stay of 2.5%	925	Adult Services Transformation
Social Services	Adult Services	Maintain the current number of supported accommodation placements with a reduced support package (LD/ MH & YA) of a total of 2.5% reduction in care	600	Adult Services Transformation
Social Services	Adult Services	Maintain the current number of Younger Adults and Learning Disability externally commissioned residential placements and review support package to reduce cost by 2.5%	195	Adult Services Transformation
Social Services	Adult Services	Reduce the costs of in-house homecare (domiciliary care) provision by 3% by increasing case loads	250	Adult Services Transformation
Social Services	Adult Services	Reduce the costs of in-house residential care provision by 3% by increasing occupancy and maximising partner and client income contribution	250	Adult Services Transformation
Social Services	Adult Services	Reduce the number of Mental Health externally commissioned residential placements and reduced support packages by 2.5% and replace with community-based support to promote independent living	175	Adult Services Transformation

Director	Head of Service	Saving Description	2025/26	Transformation Project
Social Services	Child & Family	Implement income target for Borfa Gower Activities Centre (Increase in fees)	50	Child and Family Services Transformation
Social Services	Child & Family	Reduced numbers of residential (including supported accommodation) placement weeks for independently commissioned care with a reduction of 1 placement. Aligning with Eliminate Agenda.	338	Child and Family Services Transformation
Social Services	Child & Family	Fostering – Only apply an inflationary uplift for in-house fostering allowances in line with the National Minimum Allowance	250	Child and Family Services Transformation
Social Services	Child & Family	Independent Commissioned Care - Do not apply an uplift for existing independent commissioned residential placements and foster placements	877	Child and Family Services Transformation
Social Services	Child & Family	Reduced numbers of fostering placement weeks independently commissioned with a reduction use of 3 IFAs placements. Aligning with Eliminate Agenda.	130	Child and Family Services Transformation
Social Services	Child & Family	Special Guardianship Orders – Only apply an inflationary uplift in allowances for SGO carers and adopters	100	Child and Family Services Transformation
Social Services	Cross Directorate	Ensure all back-office processes are as business efficient as possible, which will mean reducing costs over all staffing costs through natural vacancies	250	Business as Usual
Social Services	Cross Directorate	Fund non-statutory services to the minimum they require to successfully draw down grant funding	100	Business as Usual
Social Services	Cross Directorate	Review senior management structure	80	Business as Usual
		<b>Social Services Total</b>	<b>8,770</b>	
		<b>Grand Total</b>	<b>13,974</b>	

## Part 2 – Service Pressures and Investment

Director	Head of Service	Description	2025/26 £'000
Corporate Services	Communications, Corporate Planning and Performance	Increase Occupational Health Service budget to help address recurrent deficit in respect of doctor clinics budget	50
Corporate Services	Digital & Customer Services	New Grade 11 Artificial Intelligence Officer post	74
Corporate Services	Digital & Customer Services	New Grade 11 Corporate Sharepoint Administrator post	74
Corporate Services	HR & Service Centre	Baseline funding for Grade 9 Workforce Transformation Post, as transformation funding runs out on 31 March 2025	60
Corporate Services	Legal and Democratic Services	Election System - IDOX system	50
Corporate Services	Legal and Democratic Services	Increase to Councillors costs due to IRPW Report	74
		<b>Corporate Services Total</b>	<b>382</b>
Education	Non-Delegated	Additional S151 funding for ALNET etc planning assumption	1,000
Education	Non-Delegated	Increased cost of contract for school broadband	30
Education	Non-Delegated	Increased cost of out of county ALN placements, particularly following placement by Social Services	150
Education	Non-Delegated	Regional School Improvement Service Charges	15
		<b>Education Total</b>	<b>1,195</b>
Finance	CTRS	CTSS base growth effects at 20%	300
Finance	Directorate	Increase in Audit Fees as per Audit Committee 16/10/24	27
		<b>Finance Total</b>	<b>327</b>
Place	Building Services & Waste	Waste Pressure/Structural Budget Deficit	500
Place	Cultural Services, Parks and Cleansing	Base fund Place Cleaning Operatives (CWOT Team)	570
Place	Cultural Services, Parks and Cleansing	Parks/Play Development Officer	50
Place	Cultural Services, Parks and Cleansing	Temporary Road Closures	25
Place	Highways & Transportation	ALN (including Post 16) Transport cost pressures in excess of planning assumptions	70
Place	Highways & Transportation	Base fund Place Drainage Team	350
Place	Highways & Transportation	Home to School Transport inflation pressures	1000
Place	Highways & Transportation	Parking Offer / Income (Highways)	50
Place	Housing & Public Health	Front load homelessness pressures	2,200

Director	Head of Service	Description	2025/26 £'000
Place	Housing & Public Health	Homelessness costs to comply with WG Policy	500
Place	Property Services	Y Stora	26
		<b>Place Total</b>	<b>5,341</b>
Social Services	Adults	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	New burdens Child & Family (Eliminate Agenda)	2,500
Social Services	Child & Family	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	Cross Directorate	Additional assumed funding in cash limit from S151 planning assumption	4,000
Social Services	Cross Directorate	Additional pressures (Increase demand)	12,685
Social Services	Cross Directorate	Extra Directorate Pressures in addition to what is included above with 5% CPI added for coming years	220
Social Services	Cross Directorate	To fund the in-year recovery plan	3,000
Social Services	Poverty and Prevention	Various Poverty and Prevention Services pressures including loss of income (grants), staff costs, inflationary contract costs and ongoing additional COVID-19 costs	50
Social Services	Poverty and Prevention	Winter Holiday Hunger	350
		<b>Social Services Total</b>	<b>22,955</b>
		<b>Grand Total</b>	<b>30,200</b>

Education	Delegated	Funding set aside to replace previous Schools one-off funding (ICT reserve and revised energy cost)	9,529
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		<b>Total Pressures as per Table 1 (a)</b>	<b>39,729</b>
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## Budget Consultation Results 2025

### Budget Consultation

Consultation on the specific budget proposals ran from 23<sup>th</sup> January 2025 to 16<sup>th</sup> February 2025. A survey was produced detailing the council's budget proposals, giving people the opportunity to provide their feedback. In total 301 people took part in the general budget consultation survey.

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

### Communication and Social Media

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
- Seen 35.3k times on social media, including Facebook, Instagram and council online newsletters

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

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

- Future funding of services
- Budget Proposals
  - Council Car Parks
  - Caravan and Motorhome Parking
  - Waste Management
  - Staffing Efficiencies
  - Child and Family Services
  - Adult Services
- Council Fees and Charges
- Budget Report

### Future funding of services

**75%** 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?

**57%** Would be 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:

**66%** Street/Road Repairs

**58%** Care for Older People and Disabled Adults

**42%** Parks & Green Spaces

**39%** Refuse Collection

**38%** Street cleaning

**37%** School Improvements

**36%** Keeping Children Safe

### Council Car Parks

**77%** Agree with continuing our reduced car parking offer in our city centre car parks

### **Caravan and Motorhome Parking**

**72%** Agree with the Council developing a strategy for Caravan and Motorhome parking to increase income

### **Waste Management**

**84%** Agree with our proposed changes to our Recycling and Waste Collections

### **Staffing Efficiencies**

**54%** Agree with reducing staff numbers to save money while protecting essential services

### **Child and Family Services**

The survey sought views on our approach to deliver Child and Family Services in the future

**What this means:** This will involve reducing reliance on high-cost, external residential and independent fostering placements with a focus on growing the Council's **internal** provision of these services. The aim is to prioritise early intervention and prevention, helping families thrive

**How we'll manage this:** We will prioritise services for children and families with the greatest needs, invest in community-based and in-house support, and work closely with carers, service providers, and families to ensure any changes are safe, effective, and sustainable. Alternative arrangements will be designed to maintain essential support while encouraging efficient use of resources

**88%** Agree with our approach to delivering Child and Family services in the future

### **Adult Services**

#### **Increasing independence**

**What this means:** This will involve a focus on helping people live more independently at home by reducing the need for residential care by strengthening community-based support services for older people, mental health support and adults with learning disabilities.

**How we'll manage this:** The Council will prioritise support for those with the greatest needs, invest in community-based services, and work closely with care providers and families to ensure alternative arrangements are safe, effective, and sustainable.

**79%** Agree with our with our approach to delivering these services in the future

#### **Increasing the use of Internal Service Provision**

**What this means:** This means relying less on costly outside residential and home care services by making better use of the care services the Council provides itself.

**How we'll manage this:** The Council will continue to support those with the greatest needs, prioritise our internal service and maximise the use of services. Whilst ensuring the care and support needs of the individuals are met effectively

**88%** Agree with our approach to delivering these services in the future

### **Council Fees and Charges**

**77%** Agree with the proposed principle to increase our fees and charges in line with inflation rises

**48%** Agree with the proposed principle to increase our fees and charges to recover all costs of providing our services

## **Budget Report**

Comments on the overall budget report were sought, 53 comments have been received.

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



**Integrated Impact Assessment (IIA) Statement for Swansea Council’s Budget 2025/26**

**1. Introduction**

This statement provides an overall view of the budget IIA process for the Council, along with any specific relevant details for 2025/26.

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 £18.5m in 2025/26 and roughly £47m 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 4-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-2023) and 2021 Census is as follows:

- Within an overall population of **246,700**, the gender split of the **City & County of Swansea** is **50.3% Female** (124,100 people) and **49.7% Male** (122,600 people).
- Children and young people **aged 0-25 years** represent **30.5%** of the population, or **75,200** people.
- **Over 50s** represent **39.1%** of the population (96,400 people), of which around **50,100** are over 65 (20.3% 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 January 2025 referred to 15.5 posts at risk (since reduced to 11.5) 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 Place and Social Services, however it should be noted the number of at risk posts is very low in all areas.

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.

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**

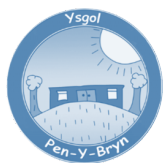
We know from previous years that, due to the scale of budget reductions, those with protected characteristics are likely to be affected. In assessing the impact of the budget proposals, we continue to attempt to ensure that any effect is not disproportionate and that

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

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

24.01.2025

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 still relatively poor, cumulatively below average, and ranking it around 14<sup>th</sup> out of the 22 local authorities. Last year, despite facing significant pressures, Swansea Council allocated an additional £11.5m in one-off funding directly for schools which was funded from reserves. This increase has now been made permanent and a further 5.3% increase, or £10.811m, is proposed which means the total base increase in the budget for schools is more than £22m. We recognise this investment means education will continue to be the biggest area of funding within the council's revenue budget and will continue to be a key priority for the council with the proposed budget for the coming year seeing the biggest-ever spend on education and schools of more than £226m. **The Forum both recognises and welcomes these proposals.** It would be remiss, however for the Forum to ignore the budgeted expenditure per pupil falling to the lowest ranking of 22<sup>nd</sup> of the 22 local authorities in 2024-25 (Source: Welsh Government Statistical Bulletin 5 July 2024 SB 24/2024).

The Forum is appreciative of the council's continuing relative prioritisation of education spending and we are thankful that you have allocated sums locally for both teachers' pensions and the

teachers' pay award that are in excess of the specific SSA uplifts. The Forum notes the lack of consistency in how LAs report and allocate their respective budgeted spending on education and the resultant impact and potentially misleading comparisons that are contained in the Welsh Government Statistical Bulletin, however they are the only national comparators that are available and published. Notwithstanding the ambiguity they contain it is disappointing to see Swansea at the bottom of the table.

Our schools' reserves dropped by 30% in 2022-23, a further 15% in 2023-24, and we face a similar or larger reduction in 2024-25. The likelihood being that reserves will be fully exhausted in the near future.

Whilst welcoming a better than anticipated settlement and the council's relative prioritisation of schools, it would be remiss of the Forum not to point out the continuing concerns we have for the immediate and future impact on schools and education in Swansea as a result of insufficient funding, which include:

- 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 a joint submission to Welsh government 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 government.**

Yours sincerely



**Gethin Sutton**  
Chair of Swansea Budget Forum



Believe it! Achieve it!



## Revenue Budget 2025/2026

**Corporate Services**

	ORIGINAL BUDGET 2024/2025 £	ORIGINAL BUDGET 2025/2026 £
<b>Corporate Services Directorate</b>		
Director of Corporate Services	480,200	150,500
	<b>480,200</b>	<b>150,500</b>
<b>Chief Legal Officer</b>		
Coroners	807,300	812,300
Democratic Services	3,460,700	3,435,200
Information Governance Unit	156,000	159,000
Legal Services	2,668,800	2,790,100
Overview & Scrutiny Unit	221,000	227,000
	<b>7,313,800</b>	<b>7,423,600</b>
<b>Head of Digital &amp; Customer Services</b>		
Customer Services & Complaints	1,165,700	1,006,000
Digital Services	7,170,000	7,829,100
	<b>8,335,700</b>	<b>8,835,100</b>
<b>Head of Communications &amp; Marketing</b>		
Access to Services	121,900	124,400
Human Rights	49,000	53,000
Communications	672,000	688,100
Corporate Management Team Support	286,300	328,400
Corporate Marketing	201,900	372,800
Design & Print	-59,900	-48,800
Health & Safety	1,340,600	1,514,100
Strategic Delivery Unit	585,800	510,600
	<b>3,197,600</b>	<b>3,542,600</b>
<b>Head of Human Resources &amp; Service Centre</b>		
Human Resources & Organisational Development	805,200	1,115,400
Service Centre	2,509,800	2,750,100
	<b>3,315,000</b>	<b>3,865,500</b>
<b>Total Corporate Services</b>	<b>22,642,300</b>	<b>23,817,300</b>

# Revenue Budget 2025/2026

## Finance

	<b>ORIGINAL BUDGET 2024/2025 £</b>	<b>ORIGINAL BUDGET 2025/2026 £</b>
<b>Deputy Section 151 Officer</b>		
Audit	752,700	773,600
Finance DMT	1,089,600	551,100
Accountancy	1,459,500	1,561,200
Pensions	139,800	181,900
Treasury & Technical	603,500	628,600
	<b>4,045,100</b>	<b>3,696,400</b>
<b>Head of Revenues &amp; Benefits</b>		
Revenues	1,055,700	1,064,900
Benefits	3,930,900	4,331,400
Council Tax Reduction Scheme	25,272,000	27,372,000
	<b>30,258,600</b>	<b>32,768,300</b>
<b>Head of Commercial Services</b>		
Commercial Team & Procurement	784,000	812,000
	<b>784,000</b>	<b>812,000</b>
<b>Total Finance</b>	<b>35,087,700</b>	<b>37,276,700</b>

# Revenue Budget 2025/2026

## Social Services

	<b>ORIGINAL BUDGET 2024/2025 £</b>	<b>ORIGINAL BUDGET 2025/2026 £</b>
<b>Adult Services, Prevention &amp; Tackling Poverty</b>		
Commissioned Third Sector Services	768,800	811,300
Internal Staffing & Services - Assessment Care Planning	4,436,700	4,662,000
Internal Staffing & Services - Direct Service Provision	14,568,200	14,988,500
Internal Staffing & Services - Other	4,483,200	4,977,300
LD Commissioned Care	17,047,400	18,127,000
LD Direct Payments	2,392,800	3,857,700
LD Dom Care	268,200	335,900
LD External Residential Care	4,530,300	4,798,800
MH Direct Payments	192,900	249,800
MH Dom Care	364,200	454,900
MH External Residential Care	5,191,500	7,307,300
Tackling Poverty Service	1,052,500	924,600
	<b>55,296,700</b>	<b>61,495,100</b>
<b>Child &amp; Family Services</b>		
Adolescent & Young People's Services	3,860,900	3,940,700
Adoption Services	1,733,000	1,760,900
Care & Support Services	5,756,400	5,917,200
Commissioned Services - Gower Activity Centres	165,500	124,100
Commissioning & Care Services	4,521,900	3,328,100
Commissioning & Care Services (Fostering)	8,963,100	9,227,400
Commissioning & Care Services (Independent Placements)	11,098,000	13,403,000
Direct Payments	1,424,300	1,424,300
Domestic Abuse	567,400	583,100
Early Help & Single Point of Contact	4,159,900	4,315,200
Family Support Services	2,661,700	2,745,100
In-house Residential Care	988,400	3,288,800
Internal Staffing & Services	5,281,200	6,074,600
Therapy	762,300	771,400
	<b>51,944,000</b>	<b>56,903,900</b>
<b>Grants, Commissioning &amp; Partnerships</b>		
Commissioned Services	774,000	2,263,400
Internal Staffing & Services	8,584,300	8,999,200
	<b>9,358,300</b>	<b>11,262,600</b>

## Revenue Budget 2025/2026

### Social Services

	<b>ORIGINAL BUDGET 2024/2025 £</b>	<b>ORIGINAL BUDGET 2025/2026 £</b>
<b>Integrated Services for Older People</b>		
Carers Direct Payments	119,800	109,800
Internal Staffing & Services - Assessment Care Planning	4,637,500	5,964,900
Internal Staffing & Services - Direct Service Provision	1,395,800	1,659,600
Internal Staffing & Services - Homecare	5,793,700	5,566,300
Internal Staffing & Services - Other	943,000	1,014,500
OP Direct Payments	1,233,500	1,618,800
OP External Dom Care	11,357,400	13,370,700
OP External Residential Care	22,868,500	28,986,700
PD Supported Living	1,273,600	1,462,600
Transformation	246,000	249,200
YA Direct Payments	1,778,300	2,439,300
YA External Dom Care	405,800	1,406,400
YA External Residential Care	2,005,100	2,555,600
	<b>54,058,000</b>	<b>66,404,400</b>
<b>Total Social Services</b>	<b>170,657,000</b>	<b>196,066,000</b>

# Revenue Budget 2025/2026

## Education

	ORIGINAL BUDGET 2024/2025 £	ORIGINAL BUDGET 2025/2026 £
<b>Delegated Schools</b>		
Energy Inflation	4,500,000	0
School Cost Centres	197,320,000	213,631,000
	<b>201,820,000</b>	<b>213,631,000</b>
<b>Director of Education</b>		
Management & Admin Effectiveness	163,300	180,000
	<b>163,300</b>	<b>180,000</b>
<b>Head of Achievement &amp; Partnership Service</b>		
Broadband & Cloud Technology	259,900	339,900
Education Improvement Service	959,550	1,119,450
Ethnic Minority Achievement Unit	0	0
Learning Portal Team	53,300	55,900
Management Systems Unit	253,600	518,400
Stakeholder Engagement Unit	407,400	416,000
Swansea Music Service	0	0
Welsh Service	0	0
	<b>1,933,750</b>	<b>2,449,650</b>
<b>Head of Vulnerable Learner Service</b>		
Additional Learning Needs & Inclusion Team	0	0
Behaviour, Learning Support & EOTAS	5,327,700	5,571,000
HLSS - Head of Learner Support Service	115,400	127,900
PST - Pupil Support Team	1,534,900	1,779,800
Psychology Service	745,800	984,800
Recoupment/Out of County	711,000	861,000
SEN Statementing & Support	4,846,800	4,936,900
STF Additional Hours	1,542,300	1,692,300
	<b>14,823,900</b>	<b>15,953,700</b>
<b>Education Non-Delegated Budget</b>		
Vulnerable Learner Service	384,000	384,000
	<b>384,000</b>	<b>384,000</b>
<b>Head of Achievement &amp; Partnership Service</b>		
PPU - Primary Phase Unit	0	0
	<b>0</b>	<b>0</b>

# Revenue Budget 2025/2026

## Education

	<b>ORIGINAL BUDGET 2024/2025 £</b>	<b>ORIGINAL BUDGET 2025/2026 £</b>
<b>Head of Education Planning &amp; Resources</b>		
Additional School Support	78,100	78,100
Capital Planning & Delivery Unit	400,000	414,200
Cleaning Services	84,050	336,050
Continuing Education & Pensions	404,900	344,900
Education Improvement Grant for Schools	714,000	714,500
Empty Properties	17,800	17,800
Funding & Information Unit	164,260	168,360
Management & Admin - Planning & Resources	100,000	114,800
Non-Delegated - Pensions, Insurance & Public Duties	9,954,190	7,979,490
Post 16 Funding	-6,513,420	-6,513,420
Pupil Deprivation Grant	-9,217,030	-9,217,030
School Meals	1,600,100	1,664,800
	<b>-2,213,050</b>	<b>-3,897,450</b>
<b>Total Education</b>	<b>216,911,900</b>	<b>228,700,900</b>

# Revenue Budget 2025/2026

## Place

	ORIGINAL BUDGET 2024/2025 £	ORIGINAL BUDGET 2025/2026 £
<b>Head of Building Services and Waste</b>		
Household Waste Recycling Centres	1,768,000	2,241,000
Recycling and Residual Waste Collection	14,284,700	13,179,400
Trade Refuse	-395,000	170,200
Property Preventative Maintenance	2,880,100	2,885,600
Building Services Trading	2,114,200	2,347,700
Directorate and Other Costs	754,400	946,700
	<b>21,406,400</b>	<b>21,770,600</b>
<b>Head of Property Services</b>		
Facilities Management	2,275,301	2,320,801
Strategic Estates Properties	3,802,200	3,954,100
	<b>6,077,501</b>	<b>6,274,901</b>
<b>Head of Highways &amp; Transportation</b>		
Car Parking and Enforcement	-1,524,200	-1,584,400
Transportation	19,827,400	20,830,800
Traffic Management	1,247,800	1,273,000
Central Transport	-431,600	-387,900
Engineering	974,675	1,020,375
Highways	9,462,225	12,640,125
Swansea Marina	-165,260	-169,660
Directorate and Other Costs	-496,700	-494,900
	<b>28,894,340</b>	<b>33,127,440</b>
<b>Place Directorate</b>		
Place Directorate	907,919	1,039,987
Arena	-525,800	-517,200
Workstreams	-828,200	-828,200
	<b>-446,081</b>	<b>-305,413</b>

# Revenue Budget 2025/26

## Place

	ORIGINAL BUDGET 2024/2025 £	ORIGINAL BUDGET 2025/2026 £
<b>Head of Cultural Services, Parks and Cleansing</b>		
Archives	265,150	289,550
Arts	2,501,699	2,596,199
Community Buildings	330,600	390,800
Development and Outreach	350,500	336,700
Libraries	3,313,000	3,421,000
Parks	5,405,486	5,659,986
Sport and Recreation	2,553,060	2,546,460
Tourism, Marketing & Events	1,836,768	1,680,200
Neighbourhood Working	7,191,614	7,401,414
Directorate and Other Costs	208,000	202,900
	<b>23,955,877</b>	<b>24,525,209</b>
<b>Head of Planning &amp; City Regeneration</b>		
Business Support	715,119	729,419
Property Development	754,198	802,398
City Centre Management & Indoor Market	-257,400	-273,100
Major Projects, Design and Conservation	103,200	188,900
Planning Control	586,600	575,400
Planning Policy and Environment	1,218,900	1,185,200
Directorate and Other Costs	110,783	106,283
	<b>3,231,400</b>	<b>3,314,500</b>
<b>Head of Housing &amp; Public Health</b>		
Building Regulations	160,350	90,621
Burials and Cremations	-1,248,850	-1,209,063
Food Safety	645,090	660,490
Licensing	24,400	91,600
Pollution	791,300	785,400
Public Health	784,200	836,800
Registrars	-74,950	-101,408
Trading Standards	650,910	670,510
Housing Grants to the Independent Sector	40,500	0
Housing Renewals and Adaptations	49,200	87,500
Housing Strategy, Advice and Support	2,390,313	6,949,613
Other Housing Services	661,500	684,500
Directorate and Other Costs	219,700	235,200
	<b>5,093,663</b>	<b>9,781,763</b>
<b>Total Place</b>	<b>88,213,100</b>	<b>98,489,000</b>