

Council

Date: **30 March 2023**

Time: **4.30pm**

Venue: **Hove Town Hall - Council Chamber**

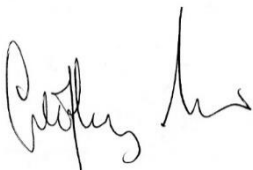
Members: **Councillors:** Deane (Chair), O'Quinn (Deputy Chair), Allcock, Appich, Atkinson, Bagaeen, Barnett, Bell, Brennan, Brown, Childs, Allbrooke, Davis, Druitt, Ebel, Evans, Fishleigh, Fowler, Gibson, Grimshaw, Hamilton, Heley, Henry, Hills, Hugh-Jones, Janio, John, Knight, Lewry, Littman, Lloyd, Meadows, Mears, Mac Cafferty, McIntosh, McNair, Moonan, Nemeth, Nield, Osborne, Phillips, Pissaridou, Platts, Powell, Rainey, Robins, Sankey, Shanks, Simson, C Theobald, West, Wilkinson, Williams and Yates.

Contact: **Anthony Soyinka**
Head of Democratic Services
01273 291006
anthony.soyinka@brighton-hove.gov.uk

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Chief Executive
Hove Town Hall
Norton Road
Hove BN3 3BQ

Date of Publication - Wednesday, 22 March 2023

AGENDA

Part One

Page

95 DECLARATIONS OF INTEREST

- (a) Disclosable pecuniary interests;
- (b) Any other interests required to be registered under the local code;
- (c) Any other general interest as a result of which a decision on the matter might reasonably be regarded as affecting you or a partner more than a majority of other people or businesses in the ward/s affected by the decision.

In each case, you need to declare

- (i) the item on the agenda the interest relates to;
- (ii) the nature of the interest; and
- (iii) whether it is a disclosable pecuniary interest or some other interest.

If unsure, Members should seek advice from the Monitoring Officer or Democratic Services Officer preferably before the meeting.

96 MINUTES

To approve as a correct record the minutes of (a) the last Council meeting held on the 2 February 2023 and (b) the Budget Council meeting held on the 23 February 2023 will be circulated separately as part of an addendum for the meeting.

Contact Officer: Anthony Soyinka

Tel: 01273 291006

97 MAYOR'S COMMUNICATIONS

To receive communications from the Mayor.

98 TO RECEIVE PETITIONS AND E-PETITIONS

To receive any petitions to be presented to the Mayor by members of the public and/or Members as notified by the due date of 16 March 2023 (10 working days).

99 WRITTEN QUESTIONS FROM MEMBERS OF THE PUBLIC

A list of public questions received by the due date of 12noon on the 24 March 2023 will be circulated separately as part of an addendum for the meeting.

100 DEPUTATIONS FROM MEMBERS OF THE PUBLIC

A list of deputations received by the due date of 12noon on the 24 March 2023 will be circulated separately as part of an addendum for the meeting.

101 CALL OVER FOR REPORTS OF COMMITTEES

- (a) Call over (items 104 - 108) will be read out at the meeting and Members invited to reserve the items for consideration.
- (b) To receive or approve the reports and agree with their recommendations, with the exception of those which have been reserved for discussion.
- (c) Oral questions from Councillors on the Committee reports, which have not been reserved for discussion.

102 WRITTEN QUESTIONS FROM COUNCILLORS

9 - 12

A list of the written questions submitted by Members has been included in the agenda papers. This will be repeated along with the written answers received and will be taken as read as part of an addendum circulated separately at the meeting.

Contact Officer: Anthony Soyinka

Tel: 01273 291006

6.30 - 7.00PM REFRESHMENT BREAK

Note: A refreshment break is scheduled for 6.30pm although this may alter slightly depending on how the meeting is proceeding and the view of the Mayor.

103 ORAL QUESTIONS FROM COUNCILLORS

13 - 16

A list of Councillors who have indicated their desire to ask an oral question at the meeting along with the subject matters has been listed in the agenda papers.

Contact Officer: Anthony Soyinka

Tel: 01273 291006

REPORTS FOR DECISION

104 APPOINTMENT OF INTERIM CHIEF EXECUTIVE AND HEAD OF PAID SERVICE

17 - 20

Report of the Executive Director Governance, People and Resources.

Contact Officer: Kenneth Simpson

Tel: 01273 291355

Ward Affected: All Wards

105 MEMBERS' ALLOWANCES 2022-2023 - UPDATE

21 - 24

Report of the Executive Director Governance, People & Resources

Contact Officer: Elizabeth Culbert

Tel: 01273 291515

Ward Affected: All Wards

106 CHILDREN'S CANCER SPECIALIST SERVICES: PLANS FOR SERVICE CHANGE

25 - 34

Draft Minutes Extract from the proceedings of the Health Overview & Scrutiny Committee meeting held on the 15 March 2023, together with a

report of the Executive Director Governance People & Resources.

Contact Officer: Giles Rossington

Tel: 01273 295514

Ward Affected: All Wards

107 COMMUNITY SAFETY STRATEGY 2023-26

35 - 92

Draft Minutes Extract from the proceedings of the Tourism, Equalities, Communities & Culture Committee meeting held on the 9 March 2023, together with a report of the Executive Director Housing, Neighbourhoods and Communities.

Contact Officer: Jo Player

Tel: 01273 292488

Ward Affected: All Wards

108 PAY POLICY STATEMENT 2023/24

93 - 108

Draft Minutes Extract from the proceedings of the Policy & Resources Committee meeting held on the 16 March 2023, together with a report of the Executive Director Governance People & Resources.

Contact Officer: Laura Rush

Ward Affected: All Wards

109 CLOSE OF MEETING

The Mayor will move a closure motion under Procedure Rule 17 to terminate the meeting 4 hours after the beginning of the meeting (excluding any breaks/adjournments).

Note:

1. *The Mayor will put the motion to the vote and if it is carried will then:-*
 - (a) *Call on the Member who had moved the item under discussion to give their right of reply, before then putting the matter to the vote, taking into account the need to put any amendments that have been moved to the vote first;*
 - (b) *Each remaining item on the agenda that has not been dealt with will then be taken in the order they appear on the agenda and put to the vote without debate.*

The Member responsible for moving each item will be given the opportunity by the Mayor to withdraw the item or to have it voted on. If there are any amendments that have been submitted, these will be taken and voted on first in the order that they were received.
 - (c) *Following completion of the outstanding items, the Mayor will then close the meeting.*
2. *If the motion moved by the Mayor is **not carried** the meeting will continue in the normal way, with each item being moved and debated and voted on.*

3. *Any Member will still have the opportunity to move a closure motion should they so wish. If such a motion is moved and seconded, then the same procedure as outlined above will be followed.*

Once all the remaining items have been dealt with the Mayor will close the meeting.

FOR INFORMATION

The City Council actively welcomes members of the public and the press to attend its meetings and holds as many of its meetings as possible in public. Provision is also made on the agendas for public questions to committees and details of how questions can be raised can be found on the website and/or on agendas for the meetings.

The closing date for receipt of public questions and deputations for the next meeting is 12 noon on the fourth working day before the meeting.

Meeting papers can be provided, on request, in large print, in Braille, on audio tape or on disc, or translated into any other language as requested.

Infra-red hearing aids are available for use during the meeting. If you require any further information or assistance, please contact the receptionist on arrival.

Webcasting notice

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Therefore, by entering the meeting room and using the seats in the chamber you are deemed to be consenting to being filmed and to the possible use of those images and sound recordings for the purpose of web casting and/or Member training. If members of the public do not wish to have their image captured, they should sit in the public gallery area.

Access notice

The Public Gallery is situated on the first floor of the Town Hall and is limited in size but does have 2 spaces designated for wheelchair users. The lift cannot be used in an emergency. Evac Chairs are available for self-transfer and you are requested to inform Reception prior to going up to the Public Gallery. **For your own safety please do not go beyond the Ground Floor if you are unable to use the stairs.**

Please inform staff on Reception of this affects you so that you can be directed to the Council Chamber where you can watch the meeting or if you need to take part in the proceedings e.g. because you have submitted a public question.**Fire & emergency evacuation procedure**

If the fire alarm sounds continuously, or if you are instructed to do so, you must leave the building by the nearest available exit. You will be directed to the nearest exit by council staff. It is vital that you follow their instructions:

- You should proceed calmly; do not run and do not use the lifts;
- Do not stop to collect personal belongings;
- Once you are outside, please do not wait immediately next to the building, but move some distance away and await further instructions; and
- Do not re-enter the building until told that it is safe to do so

Further information

For further details and general enquiries about this meeting contact Anthony Soyinka, (01273 291006, email anthony.soyinka@brighton-hove.gov.uk) or email democratic.services@brighton-hove.gov.uk

Brighton & Hove City Council

Council

Agenda Item 102

Subject: Written questions from Councillors

Date of meeting: 30 March 2023

Report of: Executive Director for Governance, People & Resources

Contact Officer: Name: Anthony Soyinka
Tel: 01273 291006
Email: anthony.soyinka@brighton-hove.gov.uk

Ward(s) affected: All

For general release

The following questions have been received from Councillors and will be taken as read along with the written answer detailed below:

1. Councillor Theobald

Playground improvements

What were the results of the Mackie park playground consultation, when will residents find out, and when will the improvement work begin?

Reply from Councillor Davis / Hills, Joint Chairs of the Environment, Transport & Sustainability Committee

2. Councillor McNair

Tree trimming

Trees in Patchdean are so big they are causing moss to grow on residents' roofs which is very costly to remove. Could these trees be reduced in height?

Reply from Councillor Davis / Hills, Joint Chairs of the Environment, Transport & Sustainability Committee

3. Councillor McNair

Rubbish collections

Residents in Rotherfield Crescent and Morecambe Road have been suffering from very sporadic rubbish and recycling collections since the new year, with collections missed for up to 6 weeks. What are the reasons for this and when can we expect a consistent service?

Reply from Councillor Davis / Hills, Joint Chairs of the Environment, Transport & Sustainability Committee

4. Councillor Meadows

Long grass and fire risk

Last year, Hollingbury had at least one serious fire in an area of long dry uncut grass near Stanmer Heights. When will the grass be cut this year, and what measures will be taken this year to reduce the chances of grass fires?

Reply from Councillor Davis / Hills, Joint Chairs of the Environment, Transport & Sustainability Committee

5. Councillor Barnett

Payback team

Can you provide an update on the activities of the Payback team in the City?

I was told that the Council are not asking the Payback team to weed the pavements and clear the drains as the council does not have insurance for this. It is unclear whether the payback team is clearing graffiti.

Reply from Councillor Mac Cafferty, Leader of the Council

6. Councillor Allcock

How many Local Authority Foster carers were registered with Brighton and Hove during each of the following years:

- 2019 -20
- 2020-21
- 2021-22
- 2022-23

Reply from Councillor Allbrooke, Chair of Children, Young, People & Skills Committee

7. Councillor Allcock

How many children that were cared for by the council were looked after by Brighton and Hove Foster Carer placements during each of the following years:

2019 -20

2020-21

2021-22

2022-23

and how much did this cost?

Reply from Councillor Allbrooke, Chair of Children, Young, People & Skills Committee

8. Councillor Allcock

How many children cared for by the council were looked after by agency foster carers during each of the following years:

2019 -20

2020-21

2021-22

2022-23

and how much did this cost?

Reply from Councillor Allbrooke, Chair of Children, Young, People & Skills Committee

9. Councillor Allcock

How many children cared for by the council were looked after by private children's homes during of the following years:

2019 -20

2020-21

2021-22

2022-23

and how much did this cost?

Reply from Councillor Allbrooke, Chair of Children, Young, People & Skills Committee

Brighton & Hove City Council

Council

Agenda Item 103

Subject: Oral questions from councillors.

A period of not more than 30 minutes is set aside for oral questions from Members, at the expiry of which, the mayor will call a halt and proceed to the next item of business of the agenda. Any Member whose question then remains outstanding will be contacted to determine whether they wish to have a written answer provided or for their question to be carried over to the next meeting.

The following Members have indicated that they wish to put questions to the Leader, Chairs of Committees or Members of the Council that have been appointed to an outside body. The Councillor asking the question may then ask one relevant supplementary question which shall be put and answered without discussion:

The following questions have been received from Councillors and will be taken as read along with the written answer detailed below:

Date of meeting: 30 March 2023

1. Councillor Appich

Subject Matter: **Homewood**

Reply from Councillor Allbrooke, Chair of Children, Young People & Skills Committee

2. Councillor Nemeth

Subject Matter: **Weeding in the City**

Reply from Councillor Davis / Hills, Joint Chair of Environment, Transport & Sustainability Committee

3. Councillor Allcock

Subject Matter: **Community Wealth Building**

Reply from Councillor Mac Cafferty, Leader of the Council

4. Councillor Lewry

Subject Matter **Public Toilets**

Reply from Councillor Davis / Hills, Joint Chair of Environment, Transport & Sustainability Committee

5. Councillor Pissaridou

Subject Matter: **Transfer of Community Assets**

Reply from Councillor Davis / Hills, Joint Chair the Environment, Transport & Sustainability Committee

- 6. Councillor Evans**
Subject Matter: **Potholes**

Reply from Councillor Davis / Hills, Joint Chair of the Environment, Transport & Sustainability Committee
- 7. Councillor Theobald**
Subject Matter: **Appearance of City Roundabouts**

Reply from Councillor Davis / Hills, Joint Chair of the Environment, Transport & Sustainability Committee
- 8. Councillor Fishleigh**
Subject Matter: **Council Policy on enforcement against breaches of TPOs**

Reply from Councillor Davis / Hills, Joint Chair of the Environment, Transport & Sustainability Committee
- 9. Councillor O’Quinn**
Subject Matter: **Historical items**
- 10. Councillor Bagaen**
Subject Matter: **Refuse and recycling**

Reply from Councillor Mac Cafferty, Leader of the Council
- 11. Councillor Platts**
Subject Matter: **AEDs**

Reply from Councillor Shanks, Chair of Health & Wellbeing Board
- 12. Councillor Meadows**
Subject Matter: **Seaside Homes**

Reply from Councillor Osborne / Powell, Joint Chair of Tourism Equalities Communities & Culture Committee
- 13. Councillor Robins**
Subject Matter: **Public Toilets & Lifeguards**

Reply from Councillor Osborne / Powell, Joint Chair of Tourism Equalities Communities & Culture Committee
- 14. Councillor Brown**
Subject Matter: **Bins in City Parks**

Reply from Councillor Davis / Hills, Joint Chair of the Environment, Transport & Sustainability Committee
- 15. Councillor Yates**
Subject Matter: **Visitor Numbers**

Reply from Councillor Osborne / Powell, Joint Chair of Tourism Equalities
Communities & Culture Committee

16. Councillor Simson

Subject Matter: **Parks specified for paid parking**

Reply from Councillor Davis / Hills, Joint Chair of the Environment, Transport
& Sustainability Committee

Brighton & Hove City Council

Council

Agenda Item 104

Subject: Appointment of Interim Chief Executive and Head of Paid Service

Date of meeting: 30th March 2023

Report of: Executive Director – Governance, People & Resources

Contact Officer: Name: Alison McManamon – Director of HR & OD
Tel: 01273 290511
Email: alison.mcmanamon@brighton-hove.gov.uk

Ward(s) affected: All

For general release

1. Purpose of the report and policy context

1.1 To seek Council's approval of the appointment of [name to follow] as interim Chief Executive and Head of Paid Service, following a selection process which took place on 27th March 2023.

2. Recommendations

2.1 That Council notes that the Appointments and Remuneration Panel will be interviewing candidates for the post of Interim Chief Executive and Head of Paid Service and the name of the recommended candidate will be submitted to Council in time before the meeting of full Council.

2.2 That Council appoints the person recommended by the Panel (name to follow) as interim Chief Executive and Head of Paid Service.

2.3 That the appointment is for a fixed term of at least 6 months or the appointment of a permanent Chief Executive, whichever is later.

2.4 That the salary for the post be set at £167,000 per annum.

2.5 That the appointment takes effect from 8th May 2023 or a date recommended by the Appointments and Remuneration Panel, if different.

2.6 That the appointment be subject to satisfactory references and pre-employment checks (if not completed before meeting of full Council) and that the Director of Human Resources & Organisational Development, after consultation with the Leader of the Council, be authorised to take all steps necessary or incidental to implementation of the appointment, including completing pre-employment checks and any detailed terms or administrative arrangements that may be outstanding.

3. Context and background information

- 3.1 Under the Local Government and Housing Act 1989, the Council has a legal duty to appoint a “Head of Paid Service” which, in practical terms, is a role fulfilled by the Chief Executive. The appointment of the Head of Paid Service requires approval by full Council under the law and the appointment of Chief Executive requires Full Council approval under the Council’s constitution.
- 3.2 Given the proximity to the local elections on 4th May 2023 to the date of the current Chief Executive’s departure on 8th May 2023 and the length of time a full recruitment process will take a shorter process to appoint an interim Chief Executive has been undertaken. This is to have someone in post as soon as possible following the departure of the current Chief Executive and pending the process for a permanent appointment which will be agreed following the local elections.
- 3.3 Following an external advertisement, shortlisted candidates were invited to the selection process for the interim Chief Executive. The selection process was undertaken by the Appointments and Remuneration Panel, a cross-party group of 6 Members. An assessment day took place on 27th March 2023.
- 3.4 The candidate recommended by the Panel (to follow) will be presented to Council before the meeting.
- 3.5 The appointment will be subject to satisfactory references and background checks if not completed in advance of the meeting. If not completed in advance, it is recommended that the Director of HR &OD be authorised to take references and report back to full Council but only if necessary.

4. Analysis and consideration of alternative options

- 4.1 All political groups were consulted through their representatives and the process undertaken by a cross party group of Councillors.
- 4.2 The Council could have sought an interim appointment via an agency or consultancy on a day rate but this option will normally be considerably more expensive.
- 4.3 The route chosen allowed internal and external candidates to apply for the role.

5. Community engagement and consultation

- 5.1 All political groups were consulted through their representatives and the interview undertaken by a cross party group of Councillors.

6. Conclusion

- 6.1 The appointment of the Chief Executive and Head of Paid of Service, whether permanent or temporary, requires Council approval of the recommendation of the Appointments and Remuneration Panel, hence this report.

7. Financial implications

- 7.1 The proposed appointment can be funded from the existing salary budget. The Chief Executive's salary is set to ensure it is competitive when compared to roles of similar size and complexity elsewhere and with regard to the challenges, additional hours and working arrangements required to achieve the requirements of the role.
- 7.2 The salary is on a single fixed salary point. Nationally negotiated cost of living awards are applied. The current salary is £167,000. This reflects a ratio of 7.5 against the lowest salary within the council's pay and grading structure.
- 7.3 Although employer's on-costs for pension and National Insurance of around 33.5% will normally apply to a Chief Executive appointment on council terms and conditions, appointment of the role via an agency or consultancy will normally be prohibitive due to prevailing market rates for senior roles and the need for agencies to recover their high marketing costs and meet investors / shareholder's profit and dividend expectations.

Name of finance officer consulted: Nigel Manvell Date consulted
20/3/23:

8. Legal implications

- 8.1 The Council has a duty to appoint a Head of Paid Service. Under the Local Authorities (Standing Orders) Regulations 2001, this has to be approved by the Full Council and cannot be delegated to a committee or a sub-committee of the Council. The Head of Paid Service, in addition to their statutory role, will undertake all the functions listed in the Council's constitution, including overall responsibility for the delivery and direction of Council services. The contract of employment for the Interim Chief Executive and Head of Paid Service will need to reflect the statutory procedures relating to the Heads of Paid Service, Monitoring Officer, and S151 Officers as set out in the Local Authorities (standing Orders) (Amendments) Regulations 2015.

Name of lawyer consulted: Elizabeth Culbert Date consulted 20/03/23

9. Equalities implications

- 9.1 The process for appointing a Chief Executive has been undertaken with an external recruitment process in accordance with Council policies, which reflect equalities legislation and good practice. The appointments process was undertaken having regard to equalities principles and candidates'

approach to equality and diversity was one of the criteria for selecting the successful candidate.

10. Sustainability implications

10.1 There are no direct implications arising from this report.

Brighton & Hove City Council

Council

Agenda Item 105

Subject: Members' Allowances 2022-2023 - update

Date of meeting: 30th March 2023

Report of: Executive Director Governance, People & Resources

**Contact Officer: Name: Elizabeth Culbert
Tel: 01273 291515
Email: elizabeth.culbert@brighton-hove.gov.uk**

Ward(s) affected: All

For general release

1. Purpose of the report and policy context

- 1.1 Under the existing Members' Allowances Scheme 2019-2023, there is an expectation that members' basic and special responsibility allowances will be uplifted by the national percentage inflation applied to salaries each year.
- 1.2 For the financial year 2022-2023, the national pay award was agreed in November 2022 at a flat rate rather than a percentage increase. Therefore it is necessary to consider what approach to take in relation to members' allowances for the year 2022-2023.
- 1.3 This report is addressing the current in-year position for 22/23 only. Proposals for 2023/2024 were addressed in the 2023/2024 budget report. The approach for 2023/2024 will be subject to recommendations from the Independent Remuneration Panel when they complete their Scheme Review in the summer, reporting in September 2023.

2. Recommendations

- 2.1 That Full Council notes the review undertaken by the Independent Remuneration Panel in relation to an inflationary increase to members' allowances for 2022-2023.
- 2.2 That Full Council agrees that no inflationary increase should be applied to members' allowances for the year 2022-2023.

3. Context and background information

- 3.1 In view of the nature of the approach to salary pay rises applied nationally this year (2022-2023), officers consulted the Council's Independent Remuneration Panel (IRP) to seek their views as to the recommended approach to take for the annual uplift to members' allowances.

- 3.2 Officers also reviewed data from other Councils and identified that a range of approaches has been taken. Some Councils have taken an approach of applying a 4-5% increase to members' allowances, calculated by taking a median average increase for all employees or by looking at the most prevalent Spinal Column Point and taking the % increase that the flat rate would be for that salary. In some Councils there have been decisions not to take any increase and in others a full flat rate increase has been applied.
- 3.3 Having reviewed this data, the IRP have taken the view that a 4.04% increase to members' basic and special responsibility allowances would be their recommended approach. This is the % increase applied to other allowances (such as Sleep In and Stand By rates) referenced in the 2022/2023 NJC pay award circular. In lieu of a fixed NJC % increase on basic pay this year, the IRP considered that a 4.04% increase which aligns with the percentage increase used for other allowances would be appropriate. This in their view was consistent with the intention of the Members' Allowances Scheme to provide an annual inflationary uplift for members' allowances.
- 3.4 The IRP makes recommendations and any changes to the Scheme must be agreed by full Council. The proposal was discussed at Leaders' Group in February 2022 and a consensus view was indicated that the Groups would not wish to take any inflationary uplift for 2022-2023 in view of the Council's significant budgetary constraints.
- 3.5 Members are free to choose not to receive an inflationary uplift for the year 2022-2023. This will not bind decisions in relation to future years which will be reported to full Council as part of the review of the Members' Allowances Scheme in September 2023.

4. Analysis and consideration of alternative options

- 4.1 These are set out in the body of the report. Members are free to choose to receive no inflationary increase.

5. Community engagement and consultation

- 5.1 Leaders' Group was consulted in February 2023 and proposed the recommendation as set out in Recommendation 2.2.

6. Conclusion

- 6.1 The recommendation in the report not to award an inflationary uplift to members for 2022-2023 reflects the views taken from the Political Groups represented on the Council.

7. Financial implications

- 7.1 For 22/23 a 1.5% increase was budgeted for at a cost of £0.015m. If a 4.04% increase was applied, that would cost £0.040m creating a budget pressure of £0.025m for 2022/2023 onwards.
- 7.2 The 2023/24 Budget approved at Budget Council on 23 February 2023 included proposals to reallocate savings totaling £0.054m from freezing members allowances for both 2022/23 and 2023/24 to support the Mayors Office and the Employability Service, subject to Full Council's approval with the benefit of the Independent Remuneration Panel's recommendations.
- 7.3 If the recommendations of this report are approved, then this will achieve £0.015m of the £0.054m recurrent savings in 2023/24 and provide a £0.015m underspend in 2022/23 to support the council's overall financial position.

Name of finance officer consulted: James Hengeveld Date consulted 20/03/2023

8. Legal implications

- 8.1 There are no legal implications arising from the recommendations in this report.

Name of lawyer consulted: Elizabeth Culbert Date consulted 20/02/23

9. Equalities implications

- 9.1 There are no equalities implications identified in relation to the recommendations in this report which relates to the members' allowances scheme and has not been identified as having an adverse impact on those with protected characteristics.

10. Sustainability implications

- 10.1 None

Supporting Documentation

None

Brighton & Hove City Council

Council

Agenda Item 106

Subject: Children's Cancer Specialist Services: Plans for Service Change

Date of meeting: 30 March 2023

Report of: Executive Director, Governance, People & Resources

Contact Officer: Name: Giles Rossington

Email: Giles.Rossington@brighton-hove.gov.uk

Ward(s) affected: All

For general release

1. Action Required of Council

1.1. To receive the recommendations and draft minutes extract of the Health Overview & Scrutiny Committee on 15 March 2023 and agree the recommendations.

2. Recommendations

2.1. That Council agrees that the specialist children's cancer change plans outlined in Appendix 1 (the Plans) constitute a Substantial Variation in Service, and formally agrees to establish a Joint HOSC (with Terms of Reference to follow for approval) or for the Chair of HOSC to join an existing JHOSC for the purpose of scrutinising the Plans.

Brighton & Hove City Council

Extract from draft Health Overview & Scrutiny Committee (HOSC) Minutes: Special Meeting 15 March 2023

42 CHILDREN'S CANCER SPECIALIST SERVICES: PLANS FOR SERVICE CHANGE

42.1 This item was presented by Dr Chris Streather, NHS England South East Medical Director. Chris Tibbs (NHS England South East Medical Director, Specialised Commissioning), Sabahat Hassan (NHS England Head of Partnerships & Engagement, South East Commissioning Directorate), and Hazel Fisher, NHS England, also attended the meeting via teams.

42.2 Dr Streather outlined the reasons for making changes to services, noting that there is a new National Service Specification for Paediatric Treatment Centres (PTC) requiring the bulk of services to be provided on a single site. There are currently two PTCs for London and South East England: Great Ormond Street Hospital for Children (GOSH) covers North London and counties to the north of London; St George's University Hospitals NHS Foundation Trust (St George's) and the Royal Marsden NHS Foundation Trust (RM) jointly cover South London, Kent, Sussex and Surrey. Since the southern service currently operates across two sites, a consolidated alternative will need to be identified.

42.3 There are two options for a single-site PTC: St George's or Guy's & St Thomas' NHS Foundation Trust/Evelina Hospital for Children (GSHT). NHS England (NHSE) is the commissioner of specialist children's cancer services, and as such is leading the search for a new PTC. NHSE has scored both potential providers, and has a narrow preference for GSHT. However, NHSE will engage with stakeholders and the public, taking their views into account before a final decision is reached. This will include consultation with any of the Health Overview & Scrutiny Committees in the footprint via a Joint HOSC (JHOSC). As part of its decision-making process, NHSE will conduct a full Health Inequalities Assessment.

42.4 In response to a question from Cllr O'Quinn, Mr Streather confirmed that wherever possible, children's cancer services are provided locally. For Brighton & Hove residents this will be at the Royal Alexandra Children's Hospital, Brighton. Some services may have to be provided at the PTC, typically in the early stages of treatment. There will be means-tested support for families who need to travel to the PTC.

42.5 In answer to a query from Cllr O'Quinn, Dr Streather stressed that the quality of patient and family experience was of paramount importance. There is learning here from the current joint PTC, but also from GOSH which has been operating an excellent single-site PTC in central London for some time.

42.6 Cllr West challenged the data on deprivation that had been shared with members, noting that a focus on Brighton & Hove as a whole could be misleading, as the relative wealth of parts of the city tends to obscure, but does nothing to alleviate, very real issues of deprivation. Dr Streather responded that NHSE works with more granular data than was represented on the deprivation map shared with members, and a more granular approach will be followed in preparing the Health Inequalities Impact Assessment.

Brighton & Hove City Council

42.7 In response to a question from Cllr West on journey modelling, Dr Streater told the committee that modelling had been undertaken on a number of scenarios (e.g. on both a 50/50 split of journeys by private car/public transport and on a 70/30 split), and he was confident that patient traffic can be managed.

42.8 In answer to a question from Cllr Rainey on the benefits of change Vs the risks of disruption, Dr Streater told members that discontinuity in transition is a significant risk. Commissioners will work closely with the current and future providers, both to identify high performing elements of the current service which must be maintained, and to ensure a smooth handover.

42.9 Cllr Grimshaw asked questions about means-testing and about support for people who don't meet the criteria for receiving support but who may nonetheless be struggling financially. Dr Streater responded that this is always an issue with means-testing and that NHSE have no control at the levels at which support is provided. However, all the providers involved in this provision have well-funded charities and there is likely to be plenty of support on offer to families. The Chair noted that this was an issue that HOSC members would be likely to wish to focus on should it be agreed that the city council should join a Joint HOSC.

42.10 Cllr Hugh-Jones noted that she would welcome a Joint HOSC focus on transport support. Dr Streater responded that NHSE modelling shows that either future provider will be somewhat easier to access via public transport than the current providers, but that car journeys would be slightly longer. Dr Streater reiterated that NHS will use granular data to fully explore the travel implications of its new model.

42.11 Nora Mzaoui asked a question about facilities for parents staying overnight. Hazel Fisher replied that both potential providers have a mix of options including pull-out beds, some capacity for using adjoining rooms, and nearby family accommodation to support longer term stays (Ronald McDonald house options).

42.12 Cllr O'Quinn asked a question about support for families with London congestion and ULEZ charges. Ms Fisher responded that there is the capacity for hospitals to register with ULEZ which allows families to claim back charges. GOSH PTC is often asked to support families with transport costs, so there is a good practice model for the new provider to draw upon.

42.13 The Chair asked a question about the transfer of workforce to a new provider. Dr Streater replied that staff will be offered the opportunity to transfer to the new provider, although they are under no obligation to do so, so it is not possible to say with certainty what percentage of staff will move across. Under some scenarios surgeons might find themselves working across two sites; however, this is fairly standard practice and one that hospitals are well-used to dealing with.

42.14 In response to a question from the Chair about engagement with a Joint HOSC, Ms Fisher told the committee that this will be negotiated with the Joint HOSC: NHSE are keen to engage as fully as possible, and are also happy to keep HOSCs that do not wish to formally scrutinise the plans informed of progress.

42.15 Members debated whether to recommend that the city council joins a Joint HOSC. They unanimously agreed that the JHOSC option should be pursued.

Brighton & Hove City Council

42.16 RESOLVED – (i) That Committee agrees that the plans to change specialist children’s cancer services for South East England outlined in Appendices 1 and 2 do constitute a Substantial Variation in Services requiring the establishment of a Joint HOSC (JHOSC); and (ii) that Committee agrees to recommend to full Council that it formally approve the decision that Brighton & Hove Council forms a JHOSC with other local authorities in the region.

Brighton & Hove City Council

Health Overview & Scrutiny
Committee

Agenda Item 42

Subject: Children's Cancer Specialist Services: Plans for Service Change

Date of meeting: 15 March 2023

Report of: Executive Director, Governance, People & Resources

Contact Officer: Name: Giles Rossington
Tel: 01273 295514
Email: giles.rossington@brighton-hove.gov.uk

Ward(s) affected: All

For general release

1. Purpose of the report and policy context

- 1.1 All children and young people England who are diagnosed with cancer are treated in one of 13 Principal Treatment Centres (PTCs) which are responsible for coordinating and delivering care.
- 1.2 Currently in South West London the Royal Marsden NHS Foundation Trust (RMH) and St George's University Hospitals NHS Foundation Trust (SGUH) provide a joint Principal Treatment Centre over their two sites which covers the catchment area of Sussex, Kent & Medway, Surrey, South East London and South West London.
- 1.3 Following the publication of a new national service specification for PTCs in November 2021, the RMH/SGUH service is not compliant with the requirement to provide a paediatric intensive care unit (PICU) on the same site as the PTC, and for joint site services this means a PICU on each site thus avoiding the need to transfer critically sick children. While the current specialist children's cancer service is high quality and safe, the Royal Marsden has confirmed that it would not be sustainable clinically or financially to provide a PICU on its Sutton site. The current service provider therefore does not meet this new requirement, and a compliant single site is needed for this service going forward.
- 1.4 This report seeks to inform the discussion on whether the move of the South London and South East England Principal Treatment Centre service from the Royal Marsden Sutton site to a single site provider in South London, is considered a substantial variation for Brighton & Hove residents.
- 1.5 NHSE have contacted all HOSCs with populations impacted by the change with an outline of their plans, and have asked whether HOSCs consider the plans to constitute a Substantial Variation in Services (SViS). Information provided by NHSE is included as Appendices 1 and 2.

- 1.6 Should two or more HOSCs in the region consider that these plans do constitute an SViS, they are required by statute to form a Joint HOSC (JHOSC) to scrutinise the plans.
- 1.7 For Brighton & Hove City Council, the decision as to whether these plans constitute an SViS is ultimately for Full Council to determine.

2. Recommendations

Health Overview & Scrutiny Committee

- 2.1 That Committee agrees that the plans to change specialist children's cancer services for South East England outlined in Appendices 1 and 2 do constitute a Substantial Variation in Services requiring the establishment of a Joint HOSC (JHOSC).
- 2.2 That Committee agrees to recommend to full Council that it formally approve the decision that Brighton & Hove City Council forms a JHOSC with other local authorities in the region.

Full Council

- 2.3 That full Council agrees that the specialist children's cancer change plans outlined in Appendix 1 (the Plans) constitute a Substantial Variation in Service, and formally agrees to establish a Joint HOSC (with Terms of Reference to follow for approval) or for the Chair of HOSC to join an existing JHOSC for the purpose of scrutinising the Plans.

3. Context and background information

- 3.1 The majority of NHS services for children with cancer are accessed locally, with more specialist services based at sub-regional centres, and the most specialist services at a regional hub. For Brighton & Hove residents, most children's cancer care is provided from the Royal Alexandra Children's Hospital, Brighton (formally known as a 'Paediatric Shared Care Unit'). However, the most specialist services are provided jointly by the Royal Marsden NHS Foundation Trust (Sutton) and St George's University Hospitals NHS Foundation Trust, Tooting, as the Principal Treatment Centre.
- 3.2 Following the publication of a new national service specification for PTCs in November 2021 there is now a requirement that specialist cancer services, paediatric intensive care units and paediatric oncology surgical services are co-located. This means that the current arrangement - whereby The Royal Marsden hospital is the specialist cancer centre and St George's Tooting provides paediatric intensive care and surgical support - is no longer sustainable.

- 3.3 NHS England (the commissioner of specialist NHS services) is consequently planning to make changes to the most specialist tier of SE children's cancer services to ensure that there is a single site for cancer and surgical specialties.
- 3.4 There are two potential providers for specialist children's cancer services, both in London: St George's University Hospitals NHS Foundation Trust, and Guy's & St Thomas' NHS Foundation Trust.
- 3.5 Relatively few Brighton & Hove families need to access specialist children's cancer care. However, for those that do, this is a very important service. Changes to children's cancer care are therefore of substantial local interest, and it is recommended that the city council joins other local authorities across the South East in scrutinising these plans. Areas for scrutiny might potentially include:
- Which provider offers the best clinical model of care for local families
 - Continuity of care for young people currently receiving treatment
 - Support for families (e.g. financial assistance for travel)
 - What impacts, if any, there are on local children's cancer services
 - The degree to which local residents and representative organisations have been engaged with or consulted on the change plans.
- 3.6 Under health scrutiny legislation, NHS bodies must engage with the local HOSC when planning to make significant service changes in a particular geographical area. If the HOSC considers that plans constitute a Substantial Variation in Services (SViS), then the NHS must formally consult with the HOSC before implementing its plans. When plans impact across multiple local authority areas, NHS bodies must consult with all the HOSCs affected. If two or more HOSCs consider a change plan to be an SViS, then they must form a formal Joint HOSC (JHOSC) to scrutinise the plans.
- 3.7 informal indications from more than one other authority indicate that they are likely to consider the changes outlined here to constitute a SViS for their local area, subject to formal approvals. It is likely therefore that a JHOSC will be constituted, and an update will be provided to members regarding this at the meeting.
- 3.8 If a JHOSC is formed, it is likely that a number of local authorities will be members, and therefore that there will be a limited representation from any one council – e.g. potentially just one member from each HOSC. In such circumstances, Brighton & Hove HOSC would have a standing item on progress of the JHOSC at every HOSC meeting until the JHOSC is completed. This would ensure that members are kept apprised of the progress of the JHOSC, and are able to suggest areas of enquiry to be taken up by the HOSC representative on the JHOSC.

4. Analysis and consideration of alternative options

- 4.1 Committee could decide that the planned changes are not significant enough to be deemed an SViS, and that the Council should therefore not seek to join a JHOSC to scrutinise these plans. This would mean that the Council would be unable to represent formally the views and interests of local families using specialist cancer services. Some HOSCs have already considered that these plans do not constitute an SViS for their residents, and NHSE has agreed to be them informed of the progress of the plans.

5. Community engagement and consultation

- 5.1 None directly for this report. NHSE will undertake a public consultation exercise regarding its plans for children's cancer services. As part of its scrutiny process, a JHOSC might also choose to engage directly with the public and/or with groups representing service users.

6. Conclusion

- 6.1 Members are asked to agree that NHS England plans to change specialist children's constitute a Substantial Variation in Services for local residents and should in consequence be scrutinised by the Council as part of a Joint HOSC.

7. Financial implications

- 7.1 There are no financial implications for the city council in this report.

Name of finance officer consulted: David Ellis Date consulted 07/03/23

8. Legal implications

- 8.1 Under the Health & Social Care Act (2001) and related legislation, HOSCs are granted powers to scrutinise significant NHS plans for service change (Substantial Variation in Service: SViS). In scrutinising such proposals, the local authority must take into account the effect or potential effect of the proposal on the sustainability of the health service in its area.
- 8.2 Where SViS cross boundaries between individual local authorities, those local authorities may only respond to the plans via a Joint Health & Overview Scrutiny Committee.
- 8.3 Brighton City Council's HOSC is considered to have expertise relevant to the exercise of reviewing the proposed changes to specialist children's cancer services for South East (SE) England, and to forming a view on whether or not those changes constitute a SViS. Although HOSC has had delegated to it the Council's health scrutiny function, full Council's formal approval is nonetheless required for the Council to establish or join a Joint Health & Overview Scrutiny Committee.

Name of lawyer consulted: Victoria Simpson

Date consulted 06/03/23

9. Equalities implications

- 9.1 None directly. JHOSC scrutiny will potentially include a focus on how people with protected characteristics or other vulnerabilities are supported to access specialist cancer services. For example, this may include what support is available for families who would struggle to fund regular travel to a London specialist hub.

10. Sustainability implications

- 10.1 None directly. The configuration of specialist children's cancer services is such that Brighton & Hove residents do have to travel to London to access some aspects of tertiary care, which will have a carbon impact. This is the case currently and will be with future arrangements, with broadly similar journey times and public transport accessibility for all future options. The highly specialist nature of these services means that they cannot realistically be provided locally.

11. Social Value and procurement implications

- 11.1 None identified – this is not a Council procurement.

Supporting Documentation

1. Appendices

- 1 Information provided by NHS England
2 NHS England presentation slides on children's cancer plans

Brighton & Hove City Council

Council

Agenda Item 107

Subject: Community Safety Strategy 2023-26

Date of meeting: 30 March 2023

Report of: Executive Director

Contact Officer: Name: Anthony Soyinka

Email: anthony.soyinka@brighton-hove.gov.uk

Ward(s) affected: All

For general release

1. Action Required of Council:

- 1.1** To receive the report and draft minutes extract of the Tourism, Equalities, Communities & Culture Committee held on 9 March 2023 and agree the recommendations.

2. RECOMMENDATIONS:

That Council:

- 2.1** Agrees to adopt the Community Safety Strategy 2023-26 as set out in Appendix 1 to this report.

Brighton & Hove City Council

Tourism, Equalities, Communities & Culture Committee

4.00pm 9 March 2023

Hove Town Hall - Council Chamber

Minutes Extract – Community Safety Strategy 2023-26

Present:

Councillors: Osborne (Joint Chair), Powell (Joint Chair), Rainey (Deputy Chair), Evans (Opposition Spokesperson), Grimshaw (Opposition Spokesperson), Bagaeen (Group Spokesperson), Ebel, Littman and Robins.

Co-Optees: Justin Burtenshaw, Nicole Nair, Kirsty Walker.

62 COMMUNITY SAFETY STRATEGY 2023-26

62.1 The Chair invited Jo Player to introduce the report starting on page 129 of the Agenda.

62.2 Councillors Powell, Grimshaw, and Bagaeen spoke about anti social behaviour, the racial harassment forum, domestic violence, violence against women and girls, and the cross party working group, and were informed that the report in the Agenda was the final version to be agreed by TECC and Council, hence the draft watermark, and terminology referring to LGBTQ+ people would be looked at to be more consistent.

RESOLVED:

That Committee:

1. Approved the strategy and the suggested priority areas for reducing crime and disorder in Brighton and Hove.
2. Referred the strategy to Full Council for sign off as set out in the Constitution.
3. Approved the additional consultations as set out in paragraph 5.5.

The meeting concluded at 7:36pm

Signed

Chair

Dated this

day of

Brighton & Hove City Council

Tourism, Equalities, Communities, & Culture Committee

Agenda Item 62

Subject: Community Safety and Crime Reduction Strategy
2023-2026

Date of Meeting: March 2023

Report of: Executive Director Housing, Neighbourhoods and
Communities

Contact Officer: Name: Jo Player **Tel:** 01273 292488

Email: Jo.player@brighton-hove.gov.uk

Ward(s) affected: All

FOR GENERAL RELEASE

1. PURPOSE OF REPORT AND POLICY CONTEXT

- 1.1 The committee is asked to consider the attached Draft Community Safety Strategy for 2023-2026. Appendix 1

2. RECOMMENDATIONS:

- 2.1 That the committee approves the strategy and the suggested priority areas for reducing crime and disorder in Brighton and Hove.
- 2.2 That the committee refers the strategy to full council for sign off as set out in the Constitution
- 2.3 That committee approves the additional consultations as set out in paragraph 5.5

3. CONTEXT/ BACKGROUND INFORMATION

- 3.1 The Community Safety and Crime Reduction Strategy 2023-26 sets out the Brighton and Hove Community Safety Partnership's plans to address crime and disorder in the city. This is a statutory requirement under the 1998 Crime and Disorder Act. The full strategy is appended to this report.
- 3.2 The strategy is informed by a strategic assessment of all crime and disorder in the city with analysis and recommendations. This was shared at a stakeholder event in October 2022 and is being updated to reflect some amended data. However this amendment does not affect the priorities identified.
- 3.3 Priorities have been selected where the partnership can make the most impact. This is a partnership strategy and so priorities are focussed on areas where

working in collaboration is fundamental to achieving progress. It prioritises work where added value is achieved by working in partnership.

- 3.4 The strategy includes an overview of the demography of the city and the nature and impact of crime and disorder.
- 3.5 The strategy also describes how priorities were identified and will be progressed.
- 3.6 The priorities are:
 - Anti-social behaviour and hate incidents
 - Serious Violence and Exploitation
 - Domestic violence and abuse, sexual violence and other forms violence against women and girls
 - Preventing terrorism and extremism

4. ANALYSIS & CONSIDERATION OF ANY ALTERNATIVE OPTIONS

- 4.1 The Strategic Assessment document outlines the issues for Brighton and Hove in relation to crime and disorder and made appropriate recommendations which informed the strategy

5. COMMUNITY ENGAGEMENT & CONSULTATION

- 5.1 A consultation event was held with partners including statutory, community and voluntary sector organisations in October 2022, this event considered the findings of the Strategic Assessment and broadly agreed priority areas to address
- 5.2 The draft strategy has been shared directly with Local Action teams, communities of interest and other interested bodies.
- 5.3 The draft strategy is being shared with this committee to seek views and approval.
- 5.4 Finally the draft strategy has been subject to public consultation through the consultation portal on the council website. There was broad approval for the priorities for the strategy. Amendments to the initial draft strategy have been incorporated into the final draft presented today, following that feedback. An analysis of the consultation along with a synopsis of comments received from the portal is attached at Appendix 2.
- 5.5 Consultation will start during the year regarding Public Space Protection Orders in relation to existing gating PSPOs, the alcohol PSPO and the dog control PSPOs. These are due to lapse in October 2023 and there is a statutory requirement that we consult on these to see if they are extended. A report will come to this committee once the consultation has been concluded. A further consultation will also start regarding a new gating PSPO in Nelson's Row. Again a report will come to TECC following that consultation.

6. CONCLUSION

6.1 Action plans are being drawn up for each priority area and progress will be monitored through the Community Safety Partnership Board and with regular reports on performance to this committee.

7. FINANCIAL & OTHER IMPLICATIONS:

Financial Implications:

7.1 The costs associated with the publishing of the Community Safety Strategy are met from within the Community Safety Budget for 2023/24.

Finance Officer Consulted:
21/02/2023

Michael Bentley

Date:

Legal Implications:

7.2 There is a statutory requirement for this strategy, as set out at 3.1 above. The consultation requirements are met.

Lawyer Consulted: Joanne Dunnyaglo

Date:22/2/23

Equalities Implications:

7.3 An Equality Impact assessment will be undertaken, equality implications are referenced throughout the strategy.

Sustainability Implications:

7.4.1 There are no sustainability implications relating to this report.

SUPPORTING DOCUMENTATION

Appendices:

Appendix 1

Community Safety and Crime Reduction Strategy

Appendix 2

Consultation analysis

Community Safety and Crime Reduction Strategy

2023 – 2026

DRAFT



Brighton & Hove
Community Safety Partnership

Contents

	page
The Partnership and its work	3
Brighton & Hove and the people in the city	5
Crime and disorder overview	9
Current landscape	13
Identifying and progressing priorities	15
Relevant work of key partners	17
Our priorities:	
Serious violence, drugs and exploitation	22
Domestic & sexual violence and abuse and other VAWG	26
Anti-social behaviour	30
Hate incidents and crimes	33
Prevent	36
Appendix: About the Partnership	41

If you would like to provide any feedback on this document, you can do so by email to:
community.safety@brighton-hove.gov.uk



The Partnership and its work

Community Safety and Crime Reduction Strategy 2023-26 - DRAFT

The Partnership's aims

The Community Safety Partnership's overarching duty is to:

- reduce crime and disorder,
- improve community safety, and
- reduce re-offending

in Brighton & Hove.

This will serve to improve the quality of life for everyone who lives in, works in or visits the city.

The focus is on:

- taking early action to prevent crime and disorder
- tackling the issues which have the biggest impact on people
- reducing fear of crime and meeting the needs of victims.

About this strategy

This strategy lays out the Brighton & Hove Community Safety Partnership's plans for the three year period from 2023-2026. It is a requirement of the Crime and Disorder Act 1998.

Partnership working locally

The city is much better placed to tackle crime and disorder if everyone – local residents and businesses, community and voluntary groups, and city services – work together in a coordinated way. The local authority, police, health, probation and fire services are statutory partners under the 1998 Act. However, in practice, the Community Safety Partnership works across a much wider range of partners at different levels and

on different topics to work out what needs doing, and who can help.

As well as the impact on individuals and communities, the negative effects of crime and disorder increase demand on public services. Working in partnership and adopting a 'whole system approach' is essential. Our work contributes to, and overlaps with, the Police & Crime Commissioner's Police and Crime Plan¹, to the council's Corporate Plan², and to measures in the Public Health Outcomes Framework to name a few examples.

National context

Politicians and legislators impact broadly on the legal and social setting in which we all live. In 2021 the 'Beating Crime Plan' laid out the government's plan to cut crime, focusing on serious violence, neighbourhood crime and tackling hidden harms. Other national strategic work has been around domestic abuse and other violence against women and girls, strengthening the criminal justice system, supporting victims, hate crime and cyber crime.³

In March 2016 the Home Office issued their 'Modern Crime Prevention Strategy'⁴. This listed six 'drivers of crime': opportunity; character; profit; drugs; alcohol; and the criminal justice system, and described its approach to preventing crime as targeting these areas.

¹ <https://www.sussex-pcc.gov.uk/media/5620/sussex-police-crime-plan-2021-24.pdf>

² [Our plan 2020 to 2023 \(brighton-hove.gov.uk\)](https://www.brighton-hove.gov.uk/our-plan-2020-to-2023)

³ UK Government (2021) Beating Crime Plan [https://assets.publishing.service.gov.uk/government/upl](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/1015382/Crime-plan-v10.pdf)

[oads/system/uploads/attachment_data/file/1015382/Crime-plan-v10.pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/1015382/Crime-plan-v10.pdf)

⁴ Home Office (2016) Modern Crime Prevention Strategy, https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/509831/6.1770_Modern_Crime_Prevention_Strategy_final_WEB_version.pdf



Brighton & Hove and the people in the city

The information in the next two sections has been taken from the Strategic Assessment of Crime and Community Safety 2022. To request a copy, please contact community.safety@brighton-hove.gov.uk

Our residents and visitors

People with many different characteristics contribute to the makeup of the local population, and crime and disorder issues impact on people differently.

The 2021 census found that the city had 277,100 residents, an increase 3,800 people since the 2011 census.⁵ Population projections show an increasing trend.

Compared with England and the South East, Brighton & Hove has fewer children and older people, and more younger adults, particularly in their 20s and early 30s. Contributing to people in this age group are those who come to the city to study. At the time of the 2011 census, of people in employment, Brighton & Hove had a higher percentage of students (15%) proportionately higher than the South East (8%) and England (9%). In 2020/21 there were 37,200 students enrolled at the two local universities.

The city is a popular tourist destination and in 2019 around 10.7 million trips were estimated to have been made to the city by day visitors, up 12% on 2018, with over 5.4 million overnight stays. This reduced significantly in 2020 due to the Covid pandemic, when there were 8.3 million day trips and 2.0 million overnight stays.⁶

At the time of the 2011 census, there were 147 residents employed by the armed services, and in 2020 532

veterans in the city were receiving pension or compensation related to military service, proportionately fewer than the South East and England.

According to the 2021 census, 26.1% of the resident population (72,370 people) belonged to an ethnic group other than White British. 31,700 people (11.5%) were White Other, 13,200 were Asian (4.8%), 13,200 were of Mixed ethnicity (4.8%) and 8,600 (3.1%) were of another ethnicity. The city's ethnic minority population (including White Other) has increased by 18,900 people (35.5%) since the 2011 census.

The lesbian, gay, and bisexual population makes up between an estimated 11-15% of our population, equating to between 25,800 and 35,200 adult residents based on 2021 census⁷ It is estimated that there are between 1,500 and 2,500 trans adults living in Brighton & Hove, with many more coming to the city as visitors.

In 2020, among residents aged 18 to 64, there were an estimated 38,400 people with a common mental health disorder and 9,100 people with impaired mobility. There were an estimated 5,900 people aged over 18 with a learning difficulty.

In 2020/21 10% of city residents surveyed reported low levels of happiness, similar to the South East and England. 31% of city residents reported high levels of anxiety, up from 27% in

⁵ This report is being drafted at a time when some of the 2021 census results have been released, while others are awaited. The report therefore contains a mix data from the two censuses and will be updated as new data become available.

⁶ The Economic Impact of Tourism Brighton & Hove 2020, Tourism South East. [The Economic Impact of Tourism on Brighton and Hove 2020](#)

⁷ The 2021 Census collected data on sexual orientation for the first time, and data should be released early in 2023.

2019/20. This significantly worse than the South East and England, both at 24%.⁸

The day-to-day activities of 16% of city residents are 'limited a little' or 'limited a lot' by health problems (Census 2011). The City Tracker survey found these residents are on average less likely to feel safe in the city.

Regarding children, there were 2,378 Children in Need and 281 children who were the subject of a child protection plan in the city as of March 2022, both proportionally higher than the South East and England. National evidence shows that people who have been looked after as children are more likely to be unemployed, be involved in crime and be identified as having a substance misuse problem.

Social and economic factors

The Index of Multiple Deprivation 2019 ranked Brighton & Hove 131st out of 326 of all local authorities in England, slightly more deprived than the England average. However, the level of deprivation varies widely across the city, with some of the more deprived being in the east.

There were an estimated 7,900 unemployed people in the city in the twelve months up to March 2022.⁹ This represents 4.6% of all those who were economically active¹⁰ compared to 4.1% in Great Britain and in 3.5% in the South East.

One in five (21%) respondents to the City Tracker survey 2018 reported that they

⁸ ONS Annual Population Survey. Self-reported wellbeing, [Public Health Profiles - PHE](#)

⁹ Unemployed refers to people who were actively seeking work or who had found work and were waiting for it to commence.

¹⁰ Economically active refers to those who are either employed or who are unemployed according to the above definition.

¹¹ LIFT data is produced using council data on Housing Benefit claimants and DWP data relating to Universal Credit-Council Tax Reduction claimants in the

city. These are combined with data on council tax arrears, Housing Benefit overpayments and rent arrears (where BHCC is landlord). This information for each individual household is then calculated against average spend by particular household type. The result is a snapshot of financial vulnerability for each of these households in the city. NB. This doesn't include all low income, benefit recipient households, only Universal Credit recipients who also claim Council Tax Reduction.

did not feel they would have enough money, after meeting housing costs, in the next year to meet basic living costs such as food, water and heating.

Recent data from the Low Income Family Tracker (LIFT)¹¹ shows that as of September 2022, there were 22,307 low income households in the city, with 8,446 children living in them. Of these, 7,000 households, with 4,550 children were living below the poverty line. In addition, 2,336 households in the city were estimated to have a cash shortfall. The number of households with a cash shortfall was predicted to increase by 58% by 2023.

Between 3.0% and 3.8% of 16-17 year olds (up to 192 young people) were not in education, training or employment in the three months ending February 2022.

Housing and homelessness

Brighton & Hove had 126,827 homes at the time of the 2011 census, with an average household size of 2.2 occupants.

The city has fewer owner occupiers and more people renting from private landlords than the average for the South East and England as a whole.

The street outreach service found 655 people sleeping rough in 2021/22, up from 540 in 2020/21. Since then, the number of individuals has risen further – in the 8 month period from April to November 2022, 698 individuals were found sleeping rough. The cost of

housing for people on low incomes remains a problem.

...and what we don't know

We need to remain aware that not all of the people in the city will feature in the various statistics at our disposal, or come to the attention of services. This 'invisible' or unidentified population may be among the most vulnerable to crime and community safety problems and extra focus is needed in order get help to them if they need it.

Meeting our equalities duty

The Equality Act 2010 requires that public sector bodies consider and take account of how different types of people – those with 'protected characteristics' – are impacted by their work. Our Strategic Assessment in 2022 reported on how different people are affected by crime and safety issues. The process of determining our priorities and actions takes these findings into account.



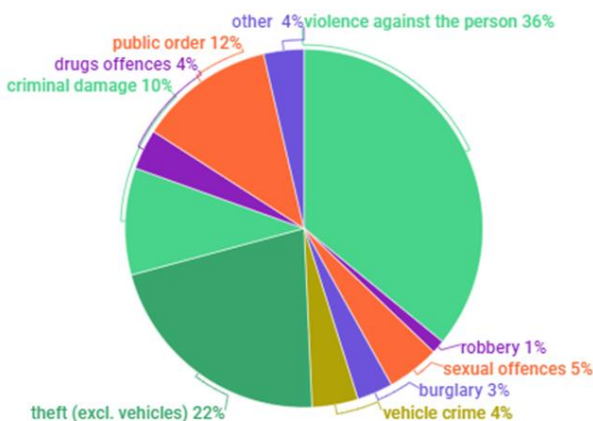
Crime and disorder overview

Nature and scale of crimes

There were 27,531 crimes recorded by the police in Brighton & Hove in 2021/22. This is higher than 24,604 in 2020/21 when Covid had its greatest impact on people’s lives, but lower than the 29,393 in 2019/20 (mainly before Covid). The crime rate per 1,000 population in 2021/22 was 93.7, similar to the average of our group of 15 benchmarked partnerships (94.2).

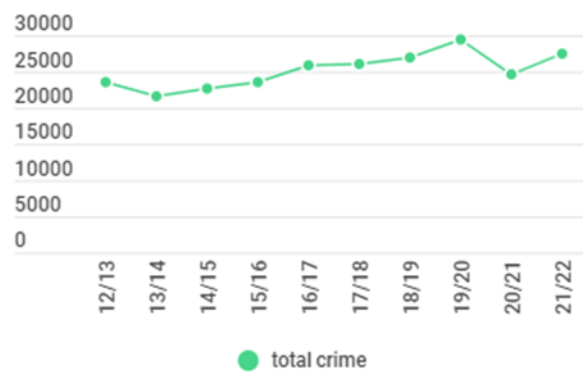
Figure 1 shows the different crime groups making up the total. Broadly speaking, 36% were classified as violence against the person crimes, 29% acquisitive crimes, 12% public order offences and 10% criminal damage, 5% sexual offences and 4% drugs offences.

Figure 1. Total police recorded crime breakdown, 2021/22 (n=27,531)



The line graph in Figure 2 shows the trend in total police recorded crime over the last ten years.

Figure 2. Total police recorded crime, 2012/13 – 2021/22



From 2014/15 numbers of police recorded total crimes showed a decline between 2011/12 increased year by year up to 2019/20. However, between 2019/20 and 2020/21 there was a 20% drop, strongly linked to the Covid pandemic and an 11.5% increase in 2021/22. It is important to note that, as well as underlying changes in crimes taking place, crime trends can be influenced by recording practices, changes in definitions, and propensity to report.¹²

In contrast to recorded crime, up to 2019/20, ASB incidents were showing a long term decline. However, there was a sharp increase in 2020/21 with 13,436 incidents recorded. Numbers were particularly high during that year, (up from 7,271 in 2019/20), with the increase being associated with people contravening Covid restrictions. ASB incidents dropped back down in 2021/22 with 8,329 recorded.¹³

More information on recorded crimes and incidents is provided in the Strategic Assessment.

¹² The increase seen from 2014/15 onwards was influenced by the Sussex Police response to the national HMIC inspection programme on data integrity which was undertaken during 2013/14 aimed at improving police recording practices. This work had an impact on the recording of violent and sexual offences in particular. A subsequent HMIC inspection in 2016 on data recording by Sussex Police found that improvements have been made, while further areas for

improvement were identified <http://www.justiceinspectors.gov.uk/hmic/publications/sussex-crime-data-integrity-inspection-2016/>

¹³ The improvement in crime recording practices mentioned in the previous footnote is likely to have played a part in the long term decline in the number of occurrences classed as ASB incidents.

Crime patterns

The retail and leisure area in the city centre is also the geographical centre for much of the city's crime and disorder.

Seasonal patterns often coincide with the peak visitor season when there are more people in the city to both perpetrate and be victims of crime, and when people tend to spend more time outdoors. Certain crimes are more likely to take place at particular times of day, for example violence occurs more frequently on Friday and Saturday nights, linking with the night-time economy.

Offending and reoffending

There were 1,948 offenders (1,889 adults and 59 young people) in 2019/20 in Brighton & Hove. 30% of the adults and 51% of the young people perpetrating crime in this period went on to reoffend in the following 12 months. These are higher rates than for England & Wales as a whole (25% and 34% respectively).

Alcohol and drug use

Violent crime is frequently associated with alcohol misuse, and habitual drug use can be a driver for acquisitive crimes.⁴

Measures of alcohol sales and consumption are higher than England, the South East, and also higher than the average of our matched authorities.¹⁴

Estimates based on modelling from 2016/17 show that, compared with the South East and with England, the proportion of the city's resident population using opiates or crack cocaine is higher.¹⁵

Hidden crime and criminal groups

It is necessary to remain aware that crimes may be hidden from sight. Criminal behaviour continues to evolve while pressures on victims to remain silent can persist. Organised crime groups can widen the geography of both perpetrators and victims in areas such as child sexual abuse, drug dealing and human trafficking. Partnerships play an important role in addressing these issues.

Impact on quality of life

National research found that in 2019/20 8% of survey respondents reported feeling a high level of worry about violent crime, 10% about burglary, 19% about fraud, and 7% of car owners had a high level of worry about car crime. Women tended to worry more than men, as did people from Asian/Asian British or Black/Black British ethnic groups, those in more routine occupations or unemployed, and those living in more deprived areas.¹⁶

Locally, nearly all residents (96%) surveyed in the 2018 City Tracker survey reported feeling safe in their local area during the day, but after dark this dropped to 80% in their local area and 64% in the city centre. Females, those with not enough money to meet basic needs, and those with a long term illness or disability reported feeling comparatively less safe than average, especially after dark.

Financial impact

The financial impact of crime is significant. Estimated costs of crime have been provided by the Home Office and cover, for example, physical/emotional harm, lost output,

¹⁴<https://fingertips.phe.org.uk/profile/local-alcohol-profiles> accessed Jan 2021

¹⁵ <https://www.gov.uk/government/publications/opiate-and-crack-cocaine-use-prevalence-estimates-for-local-populations>

¹⁶ Crime in England & Wales: Annual supplementary tables.
<https://www.ons.gov.uk/peoplepopulationandcommunity/crimeandjustice/datasets/crimeinenglandandwalesannualsupplementarytables>

Community Safety and Crime Reduction Strategy 2023-26 - DRAFT

value of property stolen/damaged, and the cost of health, police and other public services in response to crime.¹⁷

The average cost of each crime that takes place is estimated at:

- £14,100 for a violent crime with injury/£5,900 without injury
- £5,900 for a domestic burglary
- £10,300 for a theft of a vehicle/£870 for a theft from a vehicle
- £8,400 for arson/£1,400 for other criminal damage
- £39,400 for rape and £6,500 for other sexual offences

Costs are generally higher if they relate to crimes against businesses.

¹⁷ [The economic and social costs of crime, Home Office, 2018.](#) (Based on costs in 2015/16)



Current landscape

Community Safety and Crime Reduction Strategy 2023-26 – DRAFT

There have been a number of national and international developments affecting the landscape in which our work to reduce crime and disorder is set.

Covid-19

Nationally, the Crime in England & Wales report showed that patterns of crime were substantially affected by COVID-19 and associated restrictions. During periods of national lockdown there were decreases in many types of police recorded crime, but fraud and computer misuse offences increased substantially during that time.

Since restrictions were lifted following the third national lockdown in early 2021, police recorded crime data found that certain offence types were returning to or exceeding the levels seen before the pandemic, for example violence and sexual offences, while theft and robbery remained at a lower level. Provisional estimates from the Crime Survey for England & Wales are that domestic and sexual assaults in the 6 months ending March 2022 were similar to pre-Covid levels. In contrast, police recorded sexual offences showed an increase, although this might be other factors besides the actual numbers taking place.¹⁸

The government initially provided a financial cushion for those whose work was affected by Covid during 2020 but there has been a longer term impact on the economy. Covid also led to a disruption to education for young people, and the effects of this were experienced more severely by people who were less well off, serving to widen inequalities.

Cost of living

Financial pressures and hardship have become more acute in 2022, made more

difficult by steeply rising living costs arising from the war in Ukraine and other factors. This is compounding the negative impact on mental health experienced during Covid.^{19,20}

The cost of housing in Brighton & Hove remains an additional pressure, making access to suitable housing for those on lower incomes very difficult. Inadequate housing may contribute to pressures on those at risk of offending.

The financial pressures on statutory services are increasing. Creative ideas which lead to new ways of working effectively, but which cost less or are cost neutral, continue to be needed. The Covid pandemic accelerated the development of internet-based services, and this may be further used to help with efficiencies.

Community cohesion

The European Union membership referendum in 2016, which resulted in the UK voting to leave the EU, provided an opportunity for the voicing of different views around immigration. Black Lives Matter demonstrations during 2020 also brought out vocal opposing narratives.

The threat of terrorism remains present nationally. Since 2019 the threat level has fluctuated between 'substantial' meaning that an attack is likely and 'severe' meaning an attack is highly likely. It was raised to 'severe' in November 2021 but was reduced once again to 'substantial' in February 2022 and remains at this level at the time of writing.

¹⁸

<https://www.ons.gov.uk/releases/crimeinenglandandwalesyearendingmarch2022>

¹⁹

[CentreforMentalHealth COVID MH Forecasting4 May21.pdf](#)

²⁰ [World Mental Health Day: Rising cost of living and mental health \(parliament.uk\)](#)



Identifying and progressing priorities

Local analysis

Our plans for the three year period from April 2023 to March 2026 are informed by the Brighton & Hove Strategic Assessment of Crime and Community Safety 2022. This looks at the crime and community safety picture in the city. It considered the nature and scale of problems, trends, the impact on communities and individuals, and so on. This has informed the setting of our priorities, and the plans for how to progress these.

The work for the 2022 Strategic Assessment has been carried out jointly by officers with lead responsibility for each priority area and analysts in the council's Public Health Intelligence Team.

The focus of our partnership strategy

The priorities in this strategy focus on areas where working in partnership is fundamental to achieving progress. It prioritises work where added value is achieved by working in partnership.

There are five priority areas in this strategy: serious violence, drugs and exploitation, domestic and sexual violence/abuse and other violence against women and girls, anti-social behaviour, hate incidents and crimes and Prevent. These are chosen to reflect both national and local priorities, and have a particular focus on areas where the impact on victims is high.

Considerations around resources

Budgets of public organisations have been reducing and budgets remain tight. Difficult decisions need to be made about whether to allocate scarce resources to prevention work or to responding to the impact of crimes and supporting victims after they have occurred. Without investment in prevention work, there is the risk that significant problems will be stored up for the future.

Partnership resources are currently supporting an experienced and skilled workforce. Withdrawing financial support for the work they carry out risks resulting in a break in continuity of services which will take considerable effort to re-establish.

Monitoring the effectiveness of our work

The impact that we are aiming to achieve through our partnership work is laid out at the beginning of each priority area in this strategy.

Action plans are drawn up for each of our priority areas, laying out timescales and assigning responsibility for taking the work forward. Progress is monitored through thematic steering groups or forums, and the Community Safety Partnership Board also keeps progress under review at a more strategic level.

Individual measures of crime and community safety are rarely able to describe the complete picture of underlying problems and do not allow us to fully understand the effectiveness of our work. Our approach to this is to monitor groups of performance indicators for each priority area which together contribute to the overall picture. The data need to be carefully interpreted to avoid drawing misplaced conclusions.



Relevant work of key partners

The work of key partners

There are a number of statutory agencies whose core business is to tackle crime – the police, youth offending service, courts, probation and prison services are some significant ones. The work of other agencies, for example schools, health and social services, is also key to reducing the ‘drivers’ of crime.

These partners have their own plans/strategies and may work across wider geographical areas. In some areas of our partnership’s work projects operate in conjunction with Community Safety Partnerships in East and West Sussex.

Mentioned below are some important areas of work which are managed by our partners and not described in detail in this strategy document.

Relevant work and strategies

Adolescent services. Brighton & Hove’s work with young people who are engaged in criminal behaviour is part of the council’s Adolescent Service. The Service also provides support and safeguarding tailored to adolescents and those transitioning to adulthood, including multi-agency work to address risk connected with exploitation.

The Youth Justice Plan is integrated within the Complex Adolescent Strategy 2020-23. It has the following priorities:

- Divert children away from the Criminal Justice System
- Gain a better understanding of why children reoffend in order to respond appropriately
- Maintain a low number of custodial sentences and to avoid wherever possible
- Embed contextual safeguarding approaches and ensure a robust multi-agency response to child exploitation
- Increase service user participation
- Ensure a shared understanding of children and young people’s

substance use and respond appropriately to reduce harm caused.

This work is overseen by the Adolescent Strategic Management Board which reports to the Community Safety Partnership Board.

Adult and child safeguarding. The city’s multi-agency [Safeguarding Adults Board](#) works across agencies to raise awareness and promote the welfare of vulnerable adults, and enable people to live safe and secure lives.

The [Brighton & Hove Safeguarding Children Partnership](#) co-ordinates work by all agencies and individuals to safeguard and promote the welfare of children and young people.

Other targeted strategies. The [a Fairer Brighton & Hove – disadvantage strategy framework 2022-25](#) lays out how the city can identify, respond to and support the needs of families at risk of disadvantage, especially those who have been affected by the cost of living increase.

The [Adult Learning Disability Strategy 2021-26](#) highlights personal safety, online safety and hate crime as areas for attention in the Relationships, Friendships and Feeling Safe workstream.

Combating Drugs Partnership. The ten year national [Drugs Strategy](#) has the aim of ‘cutting crime and saving lives’ through breaking the supply chain, treatment and recovery and reducing the demand for drugs. The purpose of the Combating Drugs Partnership is to bring together local partners including in enforcement, treatment, recovery and prevention to provide oversight and direction to the development and delivery of a combating drugs strategy and delivery plan for Brighton & Hove.

Integrated Offender Management (IOM). There is a regional strategic plan on IOM, and national operational

guidance for the management of adult offenders to reduce reoffending adhered to locally. This sets out how police, probation, courts, prisons, health, local authorities and others can support the needs of offenders.

‘Cyber crime’. There is a joint police Surrey and Sussex Cyber Crime Unit which focuses on crimes which are enabled or perpetrated using communication technologies and the internet.

Mental health services. Many offenders have needs around mental health, often compounded by alcohol and/or drugs misuse. The Liaison and Diversion Scheme is a scheme whereby people who are arrested or held in custody are assessed for needs around mental health, alcohol or substance misuse, and can be referred to treatment services.

Homelessness and rough sleeping. The [Homelessness and Rough Sleeping Strategy 2020-2025](#) has priorities under the headings of prevention, interventions and sustainability.

Private sector housing. The licensing of private landlords includes clauses to manage anti-social behaviour.

Serious and Organised Crime. Sussex Police take the lead on tackling serious and organised crime which impacts across communities and is associated with, for example, drugs, fraud, acquisitive crime, child sexual exploitation and abuse, modern slavery and human trafficking. The cost to society of serious and organised crime is estimated at many billions of pounds a year.²¹

East Sussex Fire & Rescue Service. Core business of ESFRS is to reduce the risk of and harm from fires in people’s

homes and in communities. They work closely with partners, including housing providers, and local communities to provide awareness and education on fire safety in the home and fit smoke alarms where appropriate.

ESFRS works in the context of a mixed and ageing housing stock, an ageing population and vulnerabilities of some residents, overlapping with key populations of interest in the wider community safety context and have a [commitment working in partnership around safeguarding](#). ESFRS have an offer of home safety visits by Safe and Well advisors, which is included in the resilience planning processes for cuckoo victims. As well as potential for target hardening to reduce future risk to the property and therefore the victim, the Safe and Well advisors are trained in identifying a wide range of health and wellbeing needs and can give general advice or refer to a range of partners to help people get the support they need.

Regulatory services. Regulatory services and other teams within the local authority, for example, environmental health, may help to address issues such as noise-related anti-social behaviour.

The police and council **licensing teams** and other responsible authorities under the Licensing Act have a responsibility to ensure the licensed premises operate in such a way that they do not cause public nuisance or compromise public safety.

Road safety. The council’s long term Local Transport Plan includes goals to create streets and neighbourhoods that are safe and welcoming for people to move around and use socially. Brighton & Hove City Council is a member of the [Sussex Safer Roads Partnership](#).

²¹ Home Office Research Report 73 (2013), *Understanding organised crime: Estimating the scale and the social and economic costs*

Planning and environmental services.

The council's **planning department** oversees the development of the city's infrastructure. The [City Plan](#) includes crime and safety as one of the considerations in development plans.

As part of its work to maintain a clean city environment, services provided by **City Clean** include tackling graffiti, removing hazardous waste such as drug litter, and enforcement action around discarded waste.

Priority themes





Serious violence, drugs and exploitation

Our aim: There is less harm caused to individuals and communities in our city due to serious violence, knife crime, organised crime, drugs and exploitation

What we want to achieve

- A stronger preventative approach to serious violence and exploitation and a decrease in drug-gang related activity through the better use of all available data
- A thriving night-time economy free from drug and alcohol-related violence
- All parts of the community to be free of the fear of violence, drugs and exploitation, to be able to recognise of all forms of exploitation, drug harm and serious violent crime and to have confidence to report it
- Fewer people harmed by serious violence and preventing vulnerable people from becoming involved with organised crime networks
- Safeguard vulnerable children and adults who are being exploited, and provide a safe pathway out of exploitation or involvement with organised crime networks.

Why this is a priority

Serious violence, or the threat of violence, can have a significant negative impact on individuals, communities and the city as a whole. It can undermine how safe people feel and their wellbeing. The fear of violence and drug related crime deters residents and visitors from engaging with the city's leisure and commercial services, limiting people's lives and posing further economic costs to the city. Violent crimes with injury are amongst the offences that incur the highest costs on the city, in terms of their impact on both individuals and services, such as police and healthcare.

Crimes involving exploitation often involve the criminal exploitation of children, young people and vulnerable adults on a physical, sexual or financial basis. This is of significant concern both nationally and locally. In recognition of the links between drug supply, criminal exploitation, modern slavery and human trafficking, these crime types have been absorbed into a wider exploitation agenda.

Key facts

There were 2,886 police-recorded violent crimes with injury in 2021/22 in the city. These offences had reached a peak of 3,044 in 2019/20 (pre-Covid) but dropped back to 2,331 in 2020/21 when Covid restrictions were imposed on everyday life, including the closure or other restrictions on licensed premises. The latest year's figures remain below those pre-Covid. A similar trend was seen with assault-related attendances at A&E (1,365 in 2021/22) with police recorded robberies (333 robberies in 2021/22) and possession of weapons offences (338 in 2021/22). Injury violence has strong links with the night-time economy.

Where the mechanism of injury was known, 14% of A&E assault attendances in 2021/22 related to a stabbing with a knife or other sharp implement. The number of stabbings was lower than in 2019/20.

There are many factors which make someone vulnerable to exploitation, with more than one factor present increasing the risk. These may include poor mental health, substance misuse, poverty or debt, school exclusion, experience of coercion or abuse, isolation and homelessness.

Gangs may establish a local base, typically by taking over the homes of local vulnerable adults (such as drugs users, older people, people with mental health issues or a learning disability) by force or coercion in a practice referred to as cuckooing. They then use the premises to deal drugs from and recruit local children, young people and vulnerable adults as drugs runners. As of September 2022, there were 16 cuckooed properties identified in the city. There are also known repeat perpetrators and repeat victims of cuckooing. Cuckooing represents a continued risk to residents, especially those with multiple complex needs. These can increase their vulnerability because of isolation, reduced resilience to coercive behaviours, and so on. There were ten modern slavery offences recorded by the police in 2021/22, a drop from a peak of 46 in 2019/20.

Who's affected

In 2021/22 40% of injury violence crimes happened in a public or open space, 35% in a dwelling and 16% in a hospitality venue. 27% was flagged as domestic violence. Excluding domestic violence offences, two-thirds of victims were male and one third female, and the peak age group was 10-19 year olds. Young males were also most frequently the victim of personal robberies, with these tending to be less associated with the night-time economy than previously.

70% of A&E assault related attendees were males, and the peak age group (both sexes) was 20-24 years. Two-thirds of assault attendees at A&E had a Brighton & Hove postcode, 16% had other BN postcodes across Sussex, and

Community Safety and Crime Reduction Strategy 2023-26 – DRAFT

17% had postcodes elsewhere. Looking just at stabbing injuries, a higher proportion of patients came from outside the city, and a higher proportion were male.

There were 227 drug trafficking offences recorded in 2021/22. 92% of drug trafficking offenders between April 2020 and September 2021 were male, and these tended to be under 30 years old. Drug trafficking offences were concentrated in the city centre and stretching north to the Level. There is a rising trend in drug-related deaths indicating a flourishing drug supply in the city.

When a potential victim of trafficking is identified, a referral is made to the National Referral Mechanism. In 2021/22 across Sussex there were 73 referrals. 75% related to males, 46% were under 18s, and a majority were in respect of criminal exploitation. 74% were UK nationals. Brighton & Hove City Council has made a total of twelve referrals to the National Referral Mechanism in 2021/22 (eight children and three adults), up from seven in 2019/20.

Our plans

This is the first iteration of the three-year community safety strategy to include serious violence, drugs and exploitation combined as a single section, having been merged during the course of the previous strategy review due to significant crossovers between these agendas.

Work will continue within the Brighton & Hove Violence Reduction Partnership executive and subgroups to ensure that local interventions are targeted to address exploitation, serious violence and drug harm.

We will work within the Brighton & Hove and Sussex Violence Reduction Partnerships to develop our response to the Serious Violence Duty, ensure compliance and embed the duty within existing governance structures.

Learning will be taken from the citywide drug summit events to improve partnership communications to the wider community, to improve trust in relevant services and public confidence in reporting drug related activity.

Operation Cuckoo will continue to develop responses to vulnerable adults who have experienced exploitation and coercion to criminal activity, such as drug supply (including County Lines).

Through the use of ASB tools and powers, Brighton & Hove City Council will seek to disrupt perpetrators of exploitation, serious violence and drug-related activity, safeguard vulnerable people, and prevent victimisation of individuals and communities.

Brighton & Hove City Council will continue to develop, promote and embed a contextual approach to safeguarding across internal and external partners (including the local Safeguarding Adults Board and Safeguarding Children Partnership), to prevent both children and adults becoming vulnerable to all forms of exploitation and violence, and provide support and effective routes out to those who may already be involved. To this end, in the absence of specialist services, we will continue to work with services across the city to enhance the support on offer to victims of exploitation, modern slavery and human trafficking.

We will work within local partnerships to further our understanding of the additional vulnerability to exploitation of those with Multiple Complex Needs and develop approaches that are better able to meet these needs.

Data gathering across the Violence Reduction Partnership will be developed further, with analysis aimed at improving understanding of needs and potential hotspots of vulnerability, and to better identify and form responses to inequalities across the city.

Brighton & Hove City Council will address the fear of violent crime in the city by

further developing communications to the community, highlighting the challenges, promoting successes and encouraging further community involvement in developing and delivering responses.



Domestic abuse, sexual violence and violence against women and girls

Our aim: Work in partnership to tackle domestic abuse, sexual violence and violence against women and girls (VAWG) to reduce the harm to individuals and communities

What we want to achieve

- Develop an integrated, coordinated response to domestic abuse, sexual violence and violence against women and girls (VAWG)
- Prevent of domestic abuse, sexual violence and VAWG by working in partnership
- Provide of support for survivors/victims
- Hold perpetrators to account.

Why this is a priority

The government has acknowledged that the level of crimes termed 'violence against women & girls' (VAWG) has reached epidemic proportions nationally and there is a need for a step change in the approach required to tackle VAWG. This can only happen if everyone in our communities plays a part. The Community Safety Partnership commits to zero tolerance to all forms of VAWG.

There are long-standing and newly developing societal norms that perpetuate acceptance of abusive and controlling behaviour, and an often-unconscious acceptance of these behaviours that affect everyone, but disproportionately affect women and girls. Despite under-reporting, the number of incidents which come to the attention of services remains high. The Brighton & Hove MARAC (Multi-Agency Risk Assessment Conference) has above average levels of referrals of high-risk victims of domestic abuse and a significantly high repeat rate. There are cycles of repeat offending and repeat victimisation and only a small fraction of perpetrators are convicted.

The findings from our recent public survey highlighted sexual harassment as the most prevalent form of VAWG experienced in public spaces. Going forward we intend to work in partnership to improve safety in public and private spaces.

Key facts

Domestic abuse is a prolific crime – 12% of all police recorded crime in 2021/22 had a domestic abuse flag. Setting aside the many incidents which remain unreported, there were 3,299 crimes and 2,188 incidents which came to the attention of the police in Brighton & Hove in 2021/22.

In 2021/22 the police recorded 1,239 sexual offences in Brighton & Hove, of which 1,077 were serious sexual offences, including 397 rape offences.

Both police recorded offences, and the numbers presenting at support services (for both females and males) have also increased over the last few years. Sexual offences often happen in the context of the night-time economy as demonstrated by location and temporal patterns.

There were 463 crimes and incidents of stalking in Brighton & Hove recorded by the police in 2021/22 with 83% having female victims, and 9 police recorded crimes of honour based violence in 2021/22 with all victims being female. It is widely accepted that VAWG is more prevalent than recorded crime figures suggest. Feedback from partners has highlighted that fear of not being believed is a key barrier to survivors reporting or help seeking. This is an issue for survivors of all genders and more so for those with intersecting protected characteristics.

Who's affected

74% of domestic abuse offences in 2021/22 had a female victim and 88% of perpetrators between April 2020 and September 2021 were male. For every case discussed at MARAC in 2021/22 there were an average of 1.3 children in the household. The peak age of victims is 30-39 years.

In the case of police recorded sexual offences in 2021/22, 84% of victims were female and 16% male. 96% of perpetrators were male. 43% of offences were committed by strangers, 37% were by an acquaintance and 15% were committed by an intimate. The peak age group for victims was between 10 and 19 years old.

Problems are already evident in young people's relationships; the 2021 Safe and Well at School Survey found that 45% of 14-16 year olds who had ever had a boy/girlfriend had experienced a problem behaviour in their relationship, with those more likely to experience problems including LGBTQ+ and young carers.

Community Safety and Crime Reduction Strategy 2023-26 – DRAFT

This survey also found that 19% of 14-16 year olds said they had experienced someone at school touching them sexually when they did not want it. This was more common in girls than boys and in LGBTQ+ pupils.

The fear of sexual violence extends beyond people who have experienced it, also affecting the lives of others in the wider community.

Our plans

Develop an integrated coordinated response to all forms of VAWG

- Continue to implement the Domestic Abuse Act 2021 via coordination of the services that provide support in safe accommodation and the use of increased powers of the criminal justice services
- Policy, performance and safeguarding. Our governance for collective review and development of efficient local response needs to be more robust. We will ensure that the policies and procedures across services in the partnership align and that staff receive appropriate training and resources to identify VAWG and signpost appropriately
- This will facilitate effective partnership working, make best use of resources, and ensure multi-agency support and response pathways work efficiently
- All services will be offered multi-agency training to support improved identification of signs of abuse.

Work in partnership to prevent VAWG

- Increase VAWG awareness communications aimed at younger people and, where appropriate, incorporate into Personal, Social, Health and Economic (PSHE) education.
- Utilise the White Ribbon campaign to work with licensed premises to combat sexual harassment

- Continue to work with the pan-Sussex Domestic Abuse Board and Sexual Violence Board on pan-Sussex initiatives.
- Expand our prevention and early intervention work via the wider reach of specialist services
- Community groups have a key role in building the resources/resilience of survivors, both at the time of crisis and the longer term. We will develop our work with community and faith groups as we develop our integrated coordinated response to VAWG.
- Work with partners in health to ensure all survivors identified in health services are signposted to appropriate specialist support.

Provide support for survivors/victims

- Make better use of data and insights to improve services
- Ensure that the voice of survivors/victims of all genders is central to service development
- Develop targeted resources which enable effective signposting by front line officers
- Continue to develop the MARAC in line with national best practice
- Sustain long term improvements for all survivors. We will work with our partners to build up survivor resilience and resources. To include the social networks and skills that individual survivors/victims can draw upon to live independently
- Create more safe spaces where people feel safe to disclose or reach out for support
- Continue to support our specialist services to work together to tackle VAWG and to ensure there are clear routes to safety for all survivors
- Maintain high quality trauma-informed service pathways providing coordinated and accessible interventions and support. This will be

informed by what people tell us they want and need.

Hold perpetrators to account

- Set a local target for solving VAWG crimes
- Work to improve prevention through work with perpetrators, including disruption, early intervention, and training and awareness.
- Negative views that support the beliefs that VAWG is acceptable will not be condoned.
- Perpetrators of VAWG will be held accountable and supported to take active steps to change their behaviour.
- Strengthen the criminal and civil justice response to perpetrators and develop sustainable proactive interventions and preventative programmes.



Anti-social behaviour

Our aim: Anti-social behaviour (ASB) is reduced and causes less harm to individuals and communities, and trust and confidence in statutory services by those impacted by ASB is increased

What we want to achieve

- Reported anti-social behaviour (ASB) is assessed and responded to appropriately and consistently, making best use of resources
- Harm caused by ASB to our most vulnerable residents and ASB in vulnerable geographical locations is reduced
- ASB committed by priority and repeat perpetrators is reduced, making best use of tools and powers available
- ASB, risk and harm associated with the street community and unauthorised encampments is reduced using supportive interventions, and enforcement where necessary
- Youth ASB is identified and addressed at the earliest opportunity using supportive interventions and diversionary activities, and enforcement where necessary
- Successes are communicated to key partners and communities while encouraging and supporting people to report ASB to statutory services.

Definition:

Anti-social behaviour is

(a) conduct that has caused, or is likely to cause, harassment, alarm or distress to any person,

(b) conduct capable of causing nuisance or annoyance to a person in relation to that person's occupation of residential premises, or

(c) conduct capable of causing housing-related nuisance or annoyance to any person.

Why this is a priority

Anti-social behaviour (ASB) can impact individuals, communities, businesses, and the environment, and we have a responsibility to do all that we reasonably can to reduce the harm caused by ASB.

ASB can have a significant negative impact on people's lives and feelings of wellbeing in their homes as well as in public places.

Brighton & Hove City Council and other social housing providers have seen an increase in reported ASB, noise nuisance and 'neighbour disputes', possibly due to more people working from home. The providers also report an increased level and complexity of need of those persons accommodated in general needs housing.

An increase in ASB in and around supported accommodation has been noted by the police and the council. This includes ASB associated with privately-run supported accommodation which brings an extra challenge as there is little in the way of national regulation or

legislation to hold such providers to account.

Street community numbers have risen after a dip during Covid as Covid-related support has decreased and the government's "everybody in" policy has come to an end; an increase in ASB associated with the street community, including unauthorised encampments, has been raised as a Sussex-wide concern.

Graffiti and public place drug use, including drug litter are issues that continue to be raised by the public, especially in city centre wards.

Key facts

National guidance and legislation in response to Covid-19 impacted on the level, type, and location of ASB, including that recorded by the police. There was an increase in recorded ASB incidents as the police responded to incidents involving people contravening government restrictions or neighbourhood disputes. However, since the end of these measures, the long-term downward trend in police recorded ASB incidents seen prior to Covid-19 has resumed.

There remains a city centre hotspot with corridors of police recorded ASB crimes²² both West and North of the city centre. Reports of ASB to the council's Community Safety Casework Team also show the highest number of reports to be in city centre wards, particularly St Peter's & North Laine, Regency and Queen's Park, and this is similar for domestic noise complaints reported to the council, which are highest in Queen's Park, Hanover & Elm Grove, and St. Peter's & North Laine wards. Incidents of drug litter are highest in number in St. Peter's & North Laine and Queen's Park

²² Where analysis refers to 'ASB crimes', these are an unofficial custom grouping of Home Office offence classifications that by type, are likely to be most closely linked to ASB, and therefore act as a proxy measure

for ASB. It includes criminal damage, common assault, harassment, public order and affray.

Community Safety and Crime Reduction Strategy 2023-26 – DRAFT

wards, collected in locations along the seafront, in the Royal Pavilion Gardens and the Level, particularly where the public toilets are located.

The peak in police recorded ASB crimes is earlier in the day than previously seen, with elevated number of offences in the afternoon and early evening on most days of the week, and a particular peak in offences on a Saturday night/ Sunday morning suggesting a link to the night-time economy.

Who's affected

In 2021/22, of those police recorded ASB crimes where the gender of the victim was known, 57% of offences had a male victim, and 43% had a female victim. The rate of victimisation for ASB crimes peaked in the 40-49 age group for males, and 30-39 age group for females, decreasing in subsequent older age groups.

Of the city's council housing tenants in 2022, those involved in ASB (as victims and/or perpetrators) are more likely to: be younger than average; live in flats or bedsits/ studios; live alone; be vulnerable and/or disabled; and be LGBT.

Our plans

The Safer Communities Team will continue to co-ordinate strategic work to tackle ASB across the city in partnership with the police and other key partners. The Community Safety Casework Team will provide advice and guidance to a wide range of professionals, for example, social workers, local social housing and supported accommodation providers, on best practice in addressing ASB and reducing harm.

The monthly Joint Action Group will agree and review Community Safety Partnership operational priorities and ensure that available resources are appropriately deployed.

The ASB, Crime and Policing Act 2014 introduced powers which we will make

use of where appropriate and necessary to do so, particularly to address behaviour which causes the most harm, for example, cuckooing and associated ASB, ASB associated with the street community and unauthorised encampments, youth disorder and graffiti, and also to address the behaviour of repeat perpetrators. We will also use restorative practice and mediation where appropriate to reduce harm, and will implement the Home Office guidance that we must "put victims first".

Partnership work to address harm associated with the street community, currently managed through the six-weekly Street Community Partnership meeting and the weekly Encampments meeting will be reviewed to ensure effective responses. The monthly Hate and ASB Risk Assessment Conference (HASBRAC) will manage the harm caused to victims of ASB and address the behaviour of priority and repeat perpetrators. Perpetrators will be offered supportive interventions to address their behaviour and enforcement will be used when necessary.

Work to address youth ASB and to stop young people involved in ASB becoming prolific offenders will be undertaken by providing diversionary activities in partnership with statutory Children's services, local third sector support services and the business community.

Work with partners, whether from the community, voluntary or statutory sector is central to our effectiveness. This includes keeping in close communication with elected members and residents through Local Action Teams and residents' and community groups, feeding back successes and building trust and confidence in statutory services.



Hate incidents and crimes

Our aim: An increase in reporting and trust and confidence in statutory services, and a reduction in hate incidents and crimes, and the harm caused to individuals and communities

What we want to achieve

- Persons impacted by hate incidents understand the definition of hate incidents or crimes, know how to report them and have a range of reporting options
- Reported hate incidents and crimes are assessed and responded to appropriately and consistently, making best use of resources
- Ensure that the harm caused by hate incidents and crimes to our most vulnerable residents and in identified high impact geographical locations is reduced
- Hate Incidents and crimes committed by priority and repeat perpetrators are reduced, making best use of tools and powers available
- Successes are communicated to key partners and communities while people are encouraged and supported to report hate incidents to statutory services and third sector partners
- Trust and confidence in local services is increased so that individuals and communities feel confident in reporting to and engaging with those services.

Why this is a priority

Those harmed by incidents and crimes where people are targeted because of a disability, their ethnicity or race, religion or faith, sexual orientation or transgender identity tell us that it has a significant effect on their quality of life, wellbeing and feelings of safety.

People harmed by hate crimes are often more emotionally impacted than persons harmed by other types of crime.

It is acknowledged that many hate incidents and crimes go unreported. Reasons for not reporting include not knowing what a hate incident or crime is, not knowing where or how to report, a lack of trust in statutory authorities and a belief that nothing will be done.

International conflict and polarised dialogue regarding such events risk having a negative impact upon community cohesion and an increase in hate incidents.

Brighton & Hove was specifically mentioned in recent national press coverage regarding critical race theory. Some parents' opposition to it being taught and debate regarding reform of the Gender Recognition Act has led to anti-LGBTQ+ narratives and reported hate incidents.

The Black Lives Matter campaign has seen negative counter-narratives and associated hate incidents.

Key facts

In Brighton & Hove in 2021/22 the police recorded 639 racist hate incidents and crimes (incl. 552 crimes), 303 hate incidents and crimes motivated by perceived sexuality (incl. 267 crimes), 73 motivated by disability (incl. 57 crimes), 62 motivated by gender identity (incl. 48 crimes), and 55 motivated by religion

(incl. 44 crimes).²³ 93% of hate crimes are violence against the person crimes.

There has been a long-term increasing trend in racist incidents and crimes, LGB related hate incidents and crimes, and disability related hate incidents and crimes recorded by the police, although the steepest rise in hate crime between 2013/14 and 2016/17 coincided with general improvements made to the recording of crimes by the police, especially regarding violent crimes. An increase in trans hate crimes both locally and nationally has coincided with an increase in anti-trans narratives in the media and online. It is important to remember, that not all hate incidents and crimes that happen are reported to the police; the Crime Survey England & Wales found that in the three years ending March 2018 53% of hate incidents (all strands combined) came to the attention of the police, an increase from 48% in the previous three year period.

The hotspot location of recorded hate crimes is the city centre, with peaks in offending in the afternoon and evening, particularly on a Saturday. There is a seasonal pattern in hate incidents, with more happening in the summer months, in common with violent offences overall. The highest number of hate incidents reported to the Community Safety Casework Team in 2021/22 occurred in Moulsecoomb & Bevendean, Queen's Park, and St Peter's & North Laine wards.

Who's affected

Racist or religiously motivated, homophobic and transphobic hate crimes are most likely to occur on the street and be committed by a stranger. Whilst most disability hate crimes also occur on the street, there is a higher proportion that occur in a dwelling than seen in other types of hate crime, and disability hate

²³ The total number of incidents and crimes is less than the sum of these figures because some

incidents and crimes are flagged as having more than one motivation.

crimes are also more likely to be perpetrated by someone who is known to the victim.

Victims are more often male for racist or religiously motivated and homophobic hate crimes, but this is different for both disability and transphobic offences, which are more likely to have a female victim.

Our plans

The Housing, Neighbourhoods & Communities Directorate within Brighton and Hove City Council will continue to co-ordinate strategic work to reduce hate incidents and crimes and the harm they cause in partnership with the police and other key partners, including the third sector. The Community Safety Casework Team and the Communities, Equalities and Third Sector Team will provide advice and guidance to a wide range of professionals regarding best practice in addressing hate incidents and reducing harm.

The monthly Joint Action Group will agree and review Community Safety Partnership operational priorities and ensure that available resources are appropriately deployed. The monthly Hate and ASB Risk Assessment Conference (HASBRAC) will address the harm caused to victims of hate incidents and crimes through supportive interventions and manage the behaviour of priority and repeat perpetrators. Perpetrators will be offered appropriate interventions to address their behaviour and enforcement will be used when necessary.

The Anti-social Behaviour, Crime and Policing Act 2014 introduced powers which we will make use of where appropriate, particularly to address behaviour of repeat hate incident and crime perpetrators. We will also use restorative practice where appropriate to reduce harm.

We will increase awareness of what a hate incident or crime is and how and where to report, providing a variety of

reporting options, including Third Party Reporting Centres.

Working with partners, whether from the community, voluntary or statutory sector, including safeguarding agencies, is central to our work. This will include keeping in close communication with elected members, local residents and community groups, feeding back successes and building trust and confidence in statutory services.



Prevent

Our aim: Individuals, institutions and communities are resilient to all forms of terrorism and extremism, harm is reduced, and people have higher levels of trust and confidence in Prevent

What we want to achieve

- Terrorisms and extremisms are better understood, and frontline staff, partners and communities are better equipped to challenge them
- Individuals vulnerable to being drawn into terrorism and extremism are identified at an early stage and supported to reduce risk
- Individuals at risk of re-engaging in terrorism related activities are identified and supported to reduce risks and rehabilitation
- Key sectors and institutions are better able to manage risks including those posed by extremist speakers, events, and groups
- Improved compliance with the Prevent Duty is achieved
- Cohesive communities have better resilience to the challenges posed by international, national, and local critical incidents, better manage and reduce the risk of harm caused to individuals and communities.

Why this is a priority

Prevent is a statutory duty and requires 'specified authorities' 'to have due regard to the need to prevent people from being drawn into terrorism'. The Channel Duty requires vulnerable individuals to be supported before their vulnerabilities are exploited by those who want them to embrace terrorism, and before they become involved in criminal terrorist-related activity.

The UK faces a varied and persistent terror threat. Terrorism remains one of the most direct and immediate risks to the UK's national security. In a step change in terrorist threat, five terrorist incidents took place in the UK in 2017 and the terrorism threat level was twice raised to 'Critical', meaning an attack is imminent. Since 2017, ten further terrorist incidents have occurred, three of those in 2020, two in 2021 and one in 2022.

Additionally, thirty-two terrorist plots (eighteen international terrorism plots, twelve extreme right-wing plots, and two left, anarchist or single-issue terrorism plots), have been successfully disrupted by the police and security agencies in the UK since March 2017, seven of those during the Covid-19 pandemic. Five extreme right-wing organisations have been proscribed in the UK since 2016, two of them in 2021. In 2021, ' Hamas' was also proscribed in its entirety (military and political wings) as a terrorist organisation. The number of counter terrorism investigations has increased to over 800, although the number of arrests has reduced since 2017. The threat level was increased following the two terrorist incidents occurring in the UK within a month in 2021 and has remained at 'Substantial' – meaning 'an attack is likely' since February 2022. Northern Ireland related terrorism remains a serious threat, particularly in Northern Ireland itself.

Terrorist attacks not only cause loss of life and economic damage, but they also

fuel community tensions, damage public confidence and community cohesion. International and national incidents impact on inter-community relations locally. Right-wing and Daesh/ Al-Qaida-inspired terrorist groups feed off one another. The most damaging impact is seen in 'normalisation' of these discourses and an associated reduction in challenges/ oppositional voices. Unless the ideologies and the ideologue are challenged and recruitment to these groups stopped, the cycle of violence, criminality and hate incidents will continue with significant resource implications across partners and significant impact on communities.

All of this combines to paint a picture of a sustained and high tempo threat with significant impact. It takes a whole society approach to effectively tackle terrorism. Partnership between communities, statutory and voluntary services is crucial in countering terrorism and building resilience.

Key facts

Several macro/structural factors are likely to impact, increasing demand, complexities, and likely to drive people into extremism and terrorism: geopolitics (for example the Russian/Ukraine conflict), global uncertainty (increased inflation, cost of living issues, economic downturn, after EU exit), climate change, migration, threats emanating from hostile states, increased communication, and the ever-expanding data environment.

Local threats continue to arise from extreme right-wing terrorism, self-initiated terrorists (individual/s who may be inspired by the rhetoric of groups or causes across all extremist perspectives to carry out attacks), online influences, and online risks of radicalisation including gaming.

The city has witnessed some direct extreme right-wing activity in the form of targeting of the hotels the Home Office have commissioned to accommodate

Community Safety and Crime Reduction Strategy 2023-26 – DRAFT

Unaccompanied Asylum-Seeking Children. There has been targeting of a reading event as part of the national 'Drag Queen Story Hour'. A broad coalition of actors from extreme-right, anti-vaccine, conspiracy theory scene, and anti-establishment opposed the event. Creating social media and online content to amplify and promote the core narrative of extreme-right has occupied a central place in these activities. Extreme right-wing groups/ influencers are likely to exploit the issue of local asylum provision, migration, and LGBTQ+ issues to promote grievances, increase support and gain purchase in the city.

The risk from 'Al-Qaida' or 'Daesh' and affiliated or inspired terrorisms has continued with a rise in referrals related to this concern nationally and locally. A city resident has been convicted for a terrorism offence. The regulator, the Charity Commission, launched an investigation in 2022 to improve the governance of a faith institution in the city partially due to internal contestations and fragmentation. Well-governed public institutions and spaces are reportedly resilient and better prevent people from being drawn into terrorism or supporting terrorism.

Different topical themes such as Brexit, Covid-19, anti-racist protests, environmental concerns, and anti-vaccine have been used by extremist and terrorist groups of all perspectives to expand their reach into communities, promote 'victimisation narrative', raise their profile, increase their membership, radicalise and recruit.

Accessing violent, hateful, and terrorist content online can play a significant role in drawing vulnerable users into terrorism. During the Covid-19 pandemic and lockdowns, online activities and risks reportedly increased, with a significant increase in reach to young people, particularly from the extreme right-wing spectrum. Online forums and communities not only provide an

environment where it is possible to consume ideology, but they also provide materials or practical enablers of terrorist activity, create networks of like-minded peers, create an 'echo-chamber' and facilitate offline interactions. Individuals may also move from being a consumer of online content to disseminating and producing online content.

Research by Hope Not Hate finds a new alignment of identity politics and the emergence of a new reactionary right threat. The report finds that identity politics have increasingly been framed around a reaction to progressive values, cutting across multiple issues, from modern masculinity to structural racism and transgender rights. The report finds that new 'politics of identity is structured around four elements: attitudes around identity, political and institutional trust, attitudes towards different cultures and religions, and openness to conspiracy theory'.

Conspiracy theories not only fuel division but also mobilise audiences around supposed threats to society and can present a significant communications challenge. They pose potential threat by engendering distrust in their audiences and encourage violence towards the government.

The COVID-19 pandemic has also accelerated a momentum for narratives based on the idea of distrusting governments and political policies. These narratives have fostered a new style of 'anti-government extremism' that seems to attract a diverse set of actors, such as anti-vaxxers, conspiracists, right-wing extremists, and left-wing extremists. With people feeling excluded from current systems and frustrated or indignant at government actions and the democratic system, extremists have exploited this discontent. This antipathy or hostility towards the government's policies, representatives and officials, and sometimes democratic institutions, can translate into violence. This was seen in

the murder of Sir David Amess MP, and terrorist plots against other MPs. It has also manifested in violence towards police, vandalising vaccination centres, assaulting health staff, threatening politicians directly or indirectly through social media, and participation in (sometimes military style) defend groups.

People's relationships with authority, trust and institutions are likely to remain salient in future. The role and influence of social media and misinformation/disinformation has emerged prominently in people's perception of and trust in the government or authorities.

Prevent work has been delivered in the city since 2009 in partnership with our communities. The city was identified as a Prevent priority area and supported by the Home Office with dedicated posts and projects to mitigate strategic risks from April 2015 until March 2022. The city is no longer a Prevent priority area and Prevent delivery is funded from mainstream budget. With this reduction in resources and budgetary pressures across partners it has been a challenge to sustain best practice.

Who's affected

There were 203 arrests in Great Britain for terrorism-related activity in the 12 months ending June 2022, 20 more than the previous 12 month period. The upward trend in children arrested for terrorism offences continues. Children feature more often and more prominently in ongoing police investigations.

Evidence suggests that younger generation of offenders are accessing and viewing dangerous propaganda online, possibly accelerated by a greater dependence on technology during the pandemic.

A higher number of terror suspects arrested in the UK are 'White' (44%), compared to those of 'Asian' ethnicity (35%). Prior to 2017 those of Asian appearance were the most numerous

groups, but since then, those of White appearance have been higher.

There was a national decline in referrals to Channel in 2020/21, with 4,915 individuals referred due to concerns that they were vulnerable to being drawn into terrorism, and 688 people receiving Channel support. The proportion of individuals receiving support due to right-wing extremism has increased steadily over the years reaching 46% in 2020/21 from 26% in 2015/16. An increased number of referrals relate to Mixed, Unclear or Unstable ideology. Most individuals referred to Channel and who consented to receive support were aged 20 years or under, and male.

Most Prevent referrals concern young men, with issues of trauma, adverse childhood experiences, isolation, and low self-esteem. In Prevent referrals, mental health, ASC (Autistic Spectrum Condition), and learning needs are vulnerabilities that are increasingly prominent in risks of being drawn into terrorism for both young people and adults.

Recent [research](#) has revealed a striking prevalence (over a third) of domestic abuse in the lives of those referred to Prevent as being vulnerable to radicalisation.

Increased access to misogynistic material is also noted, including increased attention to 'Incel' following [Plymouth shooting](#) incident in August 2021 in the UK.

Our plans

We will continue to build on our existing best practice in coordinating and delivering Prevent locally, our successful engagement with diverse communities and partners, and mainstream Prevent work. Our annual Prevent action plan is responsive to emerging risks and trends and our delivery will be flexible and risk based. The action plan will be amended annually in line with the strategic risks outlined in the counter terrorism local

Community Safety and Crime Reduction Strategy 2023-26 – DRAFT

profile and the Brighton & Hove Prevent Risk Assessment.

We will respond to the findings of the Independent Prevent Review, updated Contest Strategy, and any policy and operational changes, to shape local Prevent delivery and continue to work in partnership with our communities to continue to inspire community confidence in Prevent. We will continue to ensure democratic oversight and scrutiny of the Prevent work.

Since inception, local Prevent delivery has adopted an anti-racist approach and the Prevent Action Plan continues to be guided by the principles of proportionality, flexibility, and inclusivity. Empowered individuals and communities are at the heart of effective Prevent delivery. Prevent delivery reaffirms its commitment to anti-racist and empowering approach to sustain trust of our communities. Through improved communications of Prevent work and its impact, we will improve trust and confidence amongst partners and communities.

Appendix 1. About the Partnership

The Crime and Disorder Act 1998 specifies that community safety strategies must be delivered by Community Safety Partnerships. The 'responsible authorities' who are required by legislation to participate in our Community Safety Partnership are the local authority, police, probation, health, and fire and rescue services. However, many other partners from the statutory, community/voluntary and business sectors, including the Police and Crime Commissioner are fully involved in the Partnership's work. Local residents also play a key role.

The Community Safety Partnership Board has overall responsibility for the work of the Partnership, while the individual priority areas within this strategy are supported by multi-agency working groups made up of specialists in the relevant area. In some areas there are also dedicated staff to drive forward the work. The Prevent Board is an extension of the Community Safety Partnership to fulfil statutory requirements through effective co-ordination of activities which meet strategic objectives of the Prevent Strategy and Prevent Duty.

Local Action Teams exist across the city and these are an important part of the Partnership. LATs involve residents, local businesses and agencies working together and they provide a key route through which community safety issues for local neighbourhoods are taken forward. LATs meet together via the LAT Forum where issues of common concern can be discussed and ideas shared.

The Community Safety Partnership links with the democratic process through the Tourism, Equalities, Communities and Culture Committee. Integrated working with the Sussex Police and Crime Commissioner is being achieved through having regard to each other's priorities and providing reciprocal support for delivery.



Brighton & Hove
Community Safety Partnership

February 2022

Consultation on draft Community Safety & Crime Reduction Strategy 2023-26

Summary findings from the consultation

The consultation exercise took the form of an online survey on B&HCC consultation portal; it was open between 19th Dec and 5th Feb 2023.

We provided summary aims and plans, and a link to whole draft strategy document and the strategic assessment if people wanted to see more information. Respondents to the online consultation were taken sequentially through the different proposed priority areas, but could skip those topics they did not wish to look at. For each proposed priority area we provided background information on that topic and asked:

- Do you support our aims and plans?
- Is there anything we haven't considered, or do you have any further comments?

We also invited any general comments on the draft Strategy as a whole.

1. Respondents

There were 81 respondents to the online consultation.

- 49 residents
- 1 visitor
- 18 community & voluntary sector organisations
- 1 business
- 8 statutory organisations
- 4 other

Demographic data (not always complete) was provided by 49 residents as follows:

- age range 22-75; mean age 52.6 years (n=44)
- gender: 28 female; 13 male; 3 prefer not to say
- gender identity: 41 identified with the sex they were assigned at birth; 2 did not identify with the sex they were assigned at birth; 4 prefer not to say
- sexual orientation: 23 heterosexual; 5 lesbian/gay women; 7 gay men; 3 bisexual; 1 other; 9 prefer not to say
- ethnic origin: 35 White British; 2 White other; 6 Mixed ethnicity; 4 prefer not to say
- religion: 22 no particular religion; 12 Christian; 5 atheist; 4 other; 2 prefer not to say
- LLTI: 29 had no long term limiting illness; 9 activities limited a little; 8 activities limited a lot; 2 prefer not to say
- 11 respondents were carers

2. Number of respondents providing comments

Table 1. Number of people commenting on each priority area

	Serious violence, drugs and exploitation	Domestic abuse, sexual violence and VAWG	ASB	Hate incidents and crimes	Prevent
Residents and other individuals	37	40	35	31	20
Community, voluntary and statutory sectors	21	19	15	16	13
Total (% of all 81 respondents)	58 72%	59 73%	50 62%	47 58%	33 41%

- There was a good number of people responding across all areas. DV, SVA and VAWG and serious violence, drugs and exploitation received the highest number of comments followed by ASB and hate incidents.
- The percentage of respondents from the community, voluntary and statutory sectors was highest for serious violence, drugs and exploitation.

3. Levels of support for our proposals

Table 2. Do you support our aims and proposed plans?

	Serious violence, drugs and exploitation	Domestic abuse, sexual violence and VAWG	ASB	Hate incidents and crimes	Prevent
Yes	42	34	36	31	21
Partially support	15	24	12	14	10
No	1	1	2	1	0
% who support	72%	58%	72%	67%	68%
% who partially support	26%	41%	24%	30%	32%
% who do not support	2%	2%	4%	2%	0%
Total respondents	58	59	50	46	31

- Table 2 presents the number of people commenting on each priority area and shows the extent to which they support the draft aims and plans. Most survey respondents supported or partially supported the aims and plans in the draft strategy.
- The aims and plans for each topic were supported by between 58% and 72% of respondents with serious violence, drugs and exploitation and ASB receiving the highest level of support. This rose to between 96% and 100% including those who partially supported the aims and plans.
- A small minority of respondents (1 or 2) did not support the aims and plans for four of the priority areas.

4. Summarised comments provided for each priority area

THE CONTENT IN THIS SECTION REFLECTS THE RESPONSE TO THE STRATEGY CONSULTATION AND SHOULD NOT BE SEEN AS THE VIEWS OF THE COMMUNITY SAFETY PARTNERSHIP

The information below has been drawn together based on the individual consultation responses and tries to summarise the main points being provided in a structured way. Lead officers have had sight of all comments as they were provided.

If more than one person has made a similar point, the number of people commenting is indicated in brackets.

Serious violence, drugs and exploitation

58 out of 81 people commented on this area

Exploitation & cuckooing

- Prioritise victims – remove perpetrators from cuckooed properties, not victims. (3)
- Make specific mention of County Lines and exploitation of children and young people. More focus on under 18s needed. (2)
- More thorough police investigations of cuckooing is needed
- Important to refer to disproportionate vulnerability/link between homeless/rough sleepers and exploitation/drug distribution networks. Failure to recognise this further marginalises this group. Also need to refer to mothers whose children have been taken into care.
- Outreach needed to vulnerable people. Vulnerable people include those with learning difficulties. Not just prevention – also safeguarding. You can't just eradicate vulnerabilities. (2) Safeguarding should be the front door and the pathway transparent and accessible. Consented referral to the National Referral Mechanism needs to be allocated internally.
- People who are at risk of targeting by gangs need support. Support needed to NRM individuals to help them move out of area.
- Trafficking into prostitution should be mentioned – common in organised crime and exploitation. (3) Strategies to support women to exit prostitution are needed.
- Holistic approach needed for working with vulnerable/at risk people. People (women) who use drugs have often been exploited or groomed, yet feel judged if they report abuse, leading to underreporting. (2) Change attitudes to addiction. Trust and respect needed – don't be heavy handed or judgmental. Create a system enabling people to report without putting themselves at risk.
- Punishment doesn't work – investment in therapy and trauma support is needed.
- Make it easier to report adults and children of concern.
- Be mindful of sex-based nature of vulnerabilities; contextual safeguarding needs to consider the wider context of sexual and domestic abuse in families and how this is responded to in communities.
- Timely responses are needed
- Courts need better outcomes against those who target vulnerable people to traffic and sell drugs.
- People with learning disabilities are at risk of exploitation and abuse and need to have their voices heard.

Drugs and alcohol

- Better access to drug treatment is needed with greater involvement of health partners in drug

and alcohol service; needs to be better funded.

- Harm reduction tools for drug users needed, eg. safe spaces for people to take drugs with police cooperation; better resourced safeguarding for drug users by adult social care.
- Open street drug dealing is prolific, increasing and is ignored by police. Lack of public confidence to report (drug-related) crime – not worthwhile. (3) Need easy and effective way to report.
- Activities to support community integration of ex/drug users.
- Consideration needed regarding which neighbourhoods to house drug users/dealers.
- More support needed to house people out of area where appropriate
- Activities/strategies for young people, support at school before they become addicted. (2)
- Better links between police, schools, and third sector agencies needed.
- Zero tolerance to any level of violence or drug use
- Provide contextual information around why people are drawn into drug use.

Impact on general public and feeling safe

- Use ASB and Policing Act to protect victims
- Consider the negative impact on 'low level' issues (eg begging; drug litter) experienced by general public; also on (older) people feeling safe.
- Some places across the city are dark/inadequately lit; better lighting at bus stops
- More police on the beat/visible policing (2)

Other

- Linked to racism and poverty which need to be addressed.
- Different agencies have different (equally important) agendas – not black and white issue
- Refer to Safeguarding Children's Partnership and Safeguarding Adults Board for contextual considerations and, including children transitioning to adulthood
- Use Care Act 2014 language ('adults with a care and support need and/or adults at risk')
- Include Fire Service's Enhanced Home Safety Visits in policies and procedures to support victims and vulnerable people, eg. cuckooing, modern slavery, migration exploitation and domestic abuse.
- Preventative/therapeutic work with perpetrators of violence/aggression and free/low cost meaningful activities with mentors.
- The 'Aim' should focus more on prevention.

Domestic abuse, sexual violence and VAWG

59 out of 81 people commented on this area

Terminology and inclusion

- Need consistent, accurate and inclusive terminology around this agenda. (5) Use "crimes which are labelled as VAWG regardless of the gender of the victim". Not 'violence against and girls', but 'violence against women and children'. Gender dichotomised terminology is passe, not fit for purpose and subject to claims for inequality and failure in public sector equality duty. Brighton & Hove should set national standard on this subject.
- Domestic and sexual violence against all groups is important.
- Mention groups who may have barriers or specific needs, eg. LGBTQ+ (more likely to experience mental ill health), disabled, Black and minoritised victims and heterosexual men. Need to specify that there will be support for people who may not identify as male or female.
- Violence against men needs a higher profile in the strategy. (9) Men experience domestic and sexual abuse, coercive control (also higher suicide rate). There is much underreporting, fears of not being taken seriously and they are less likely to seek support. More needs doing around

prevention and awareness raising. Particularly an issue for gay men and boys.

- Refer to child victims of domestic abuse in their own right.
- Better support needed for homeless women and those with multiple disadvantage. Link with services who already work with these clients to ensure best practice.
- How are people in marginalised communities and with no recourse to public funds supported? These groups may resist engaging in criminal justice process.
- LGBTQ+ terminology is generally accepted for use nowadays.

Service provision and staff training

- Need services and safe spaces for all people.
- Provision of single sex services required across all domestic/sexual services. (11). Needed for both one to one and group services. Biological sex, not gender identity.
- Include self-identified trans women and girls in services so that the most disenfranchised are not omitted on a technicality.
- Better funding for services, expand/reinstate local services (Survivors Network, Threshold and RISE). (2) Services in the community result in better trust and confidence and are better placed to deliver early intervention and prevention. National housing associations and national charities are not best place to develop holistic offers, especially around the provision of services for women.
- Commissioned providers don't have specialist areas of expertise and dedicated female services/spaces.
- "Expand our prevention and early intervention work via the newly commissioned services". This ignores existing expertise, track record and social value already existing in the city.
- Link across to complex trauma services in partnership with healthcare is missing.
- Improved training for statutory frontline staff. (2) Support people in a trauma-informed, person centred way. Victims lack trust and confidence and this is fundamental. Reports of bad experiences leading to barriers to reporting.
- Make sure training is well promoted. Will it be funded? Information on reporting, services and support should be more visible. Hard to keep track with changing contracts.
- More training for police, courts and social services around coercive control.
- How are current service providers being evaluated?
- Specialist police team needs reinstating – they have more informed responses. Women are less likely to speak to male officers responding to an incident, and risk may be increase.

Support for victims/survivors

- Better safe housing provision and associated services needed. More support for single parent families around housing, other practical issues and trauma support
- Psychotherapy and counselling for survivors and their perpetrators needed.
- Timely access to support and more focus between child to adult services.
- Additional female refuge spaces needed to meet Council of Europe recommended levels. Census data on sexual orientation suggests sufficient spaces for LGBTQ+ places.

Perpetrators

- Focus should not be angled towards responsibility on the victim, (eg moving out/leaving abuser) but on the perpetrator, and they should be held to account.
- Need perpetrator programmes (2), incl. LGBTQ+, outside of the criminal justice system. Perpetrators are more likely to die by suicide. Need a multiagency MARAC type setting which discusses support for known perpetrators to break ongoing cycle of abuse.

Awareness raising and prevention

- Prevention and education is key. Continuous awareness-raising needed. Teachers in schools, employers and neighbours/communities have a role. (3) Talking about anger and relationships with men is still taboo. Help people to spot signs of abuse.
- Educate children in school to understand inappropriate behaviours (1) Provide safe spaces to discuss.
- Include more on addressing root causes.
- White-ribbon campaign not truly inclusive or effective in disrupting traditional narratives of domestic abuse.

Partners and making links

- The council's VAWG strategy isn't present in the list of actions.
- Make links in the CSP Strategy with the CSP's requirements under the Domestic Abuse Act 2021, Our Vision for the Women's Health Strategy for England 2011, and Health and Care Act 2022.
- Include Fire Service Enhanced Home Safety Visits in policies and procedures for supporting victims/survivors.
- Are partnerships working effectively? Are faith groups involved?

Other

- Who will implement this work?
- Need work to challenge gender stereotyping, misogyny, sexual harassment, etc. in schools, workplaces, etc.
- Close naked lap dancing clubs; decriminalise prostitutes and criminalise punters.
- Victims'/survivors' voices should be heard and should guide policy. (2)
- Wording of the 'Aim' could be more impactful – it's about greater identification, response and prevention.

Anti-social behaviour

50 out of 81 people commented on this area

Locations of concern

- Better lighting (3) where ASB is common. Address issues on the Level; more lights and CCTV at Pavilion Gardens.

Housing and homelessness

- Policy of not evicting is wrong
- More support for people in supported accommodation.
- Housing Trusts hide what's behind doors. Need to have an anonymous line available for vulnerable people in shared accommodation to speak up and get help
- Don't criminalise homeless and vulnerable people – provide them with support and housing.
- Same individuals being on the street for prolonged period leads to lack of public confidence in services. Regular night shelter enables greater opportunity for interventions. Visible policing helps.
- Sound proofing helps

Children/young people

- Need a Youth ASB plan, including universities. Intervene before enforcement action is needed. This would help intergenerational relations.
- Safe spaces for young people to meet needed urgently, especially in less deprived areas. Financial support for youth groups and centres. Especially important following lockdowns. (2)

Ways of working

- Poor sharing of information between council and police
- Need timely response to ASB to minimise harm to residents.
- Be more robust in responses. Take issues seriously and reduce impact of ASB on others.
- Good communication needed with those who are affected by ASB
- Different agencies have different goals. The working relations with clients can be affected.

Lower level ASB

- Strategy only focuses on more serious ASB – low level also needs addressing – broken window syndrome. Minor incidents aren't minor to those living nearby. A measure of the scale of all ASB would make the case for government funding.
- Need community engagement and to empower/encourage local communities to report low level but persistent ASB.
- Street community, tagging, drug litter, etc. make people feel unsafe.

Improved approaches

- Whole system approach to improved housing and reducing inequality. This would result in less ASB
- Investment in services to support multiple disadvantaged, neuro diverse, addiction and homelessness would help reduce ASB. Better mental health support would help reduce ASB. Services need to recognise the link between ASB and vulnerability and a holistic and trauma responsive response is needed rather than punishment which can increase vulnerability. (4)
- Increase the use of restorative approaches and mediation. Better awareness of and funding for alternative dispute resolution services to address ASB. Cost of living situation means that fewer volunteers are free to give their time. Consider partnering more effectively with conflict resolution organisations. (3)

Other

- City is filthy and plan is unachievable. Need a more realistic plan.
- As well as the business and third sector support services, make links with the Safeguarding Children's Partnership and the Safeguarding Adults Board, including children transitioning to adulthood.
- Consider within the Strategy the role that the Fire Service might play around arson.
- Reword the Aim so it's more like that for Hate – "An increase in reporting and support, a reduction in crime and a preventative approach"
- Use ASB Act as intended – zero tolerance. Put victims first.

Hate incidents and crimes

47 out of 81 people commented on this area

How to tackle hate incidents

- Holistic approach needed involving all partners, grassroots organisations and people directly affected. (2) Needs more resources. Don't just rely on police to respond. The council needs to act too
- Mental health support needed.
- .
- Strategy should include structural drivers of hate incidents
- Hate links with poverty; city needs to be more affordable.
- How is the fact there are more male victims of hate being addressed?
- Community resolution works better than enforcement.
- Make links with the Safeguarding Children's Partnership and the Safeguarding Adults Board,

to understand contextual issues linked with hate incidents, including hate incidents against those with care and support needs.

- Prevention work by the council should be included in the Strategy.

Support

- People experience hate incidents from statutory services. Commitment needed to secure trust and confidence.
- Include role of Fire Services Home Safety Visits to support victims of hate crime
- Be clearer about how victims of disability hate are being supported
- Highlight the 3 reporting centres
- Address cyber hate incidents and their impact in the strategy

Education and awareness raising

- Involve schools and universities. (4) Intensive education programme in schools to counter existing prejudices. The link with education in the strategy could be stronger. 1
- More public awareness needed on what constitutes a hate crime.

Data

- Analyse and respond to hate crimes and hate incidents separately and acknowledge they are both recorded based on perception. (2)

Other

- Misogyny not yet a hate crime, but sexual harassment needs tackling. Hate against women needs mentioning in this section. (3)
- Facilitate respectful discussion and dialogue about eg. gender identity, and anti-racist education to diffuse tensions and allow respectful disagreement. (3) Communications should be carefully considered around unpalatable truths (eg. the city's historic link to slavery)
- Comments on Critical Race Theory. (3) Lack of clarity around Critical Race Theory. Divisive nature of response to inclusion in school curriculum is concerning. Conflation of Black Lives Matter and its ideology with actual anti-racism.

Prevent

33 out of 81 people commented on this area

- Safety on the streets is a priority
- Empowering individuals to take more responsibility and become part of the solution. Low cost or free cultural events to encourage social interaction.
- Local authority support needed to prevent re-exploitation of NRM referrals accommodated in the area
- Need to develop deeper ties within communities. They are the eyes and ears before the police get to know about things.
- Different views on the Prevent agenda - concerns that Prevent work raises suspicions of racism; training has victim blaming elements (2).
- Government language and policy on refugees is an issue of concern.
- Interesting link between domestic abuse and radicalisation – a focus on this and on Incel locally, including how this is grooming boys in schools, would be beneficial.
- The Strategy should reflect how the CSP links with the work of the Prevent Board
- Should reference the Safeguarding Children Partnership and Safeguarding Adults Board for contextual considerations, eg children transitioning to adulthood.
- Strategy content very specific in places, not specific enough in other places.
- Regard wording of the Aim: ... higher trust and confidence in ... what?

- Bias to right wing threat, although good to see one mention of 'extreme left'.
- Link in with partners such as the B&H Muslim Forum with this work

General comments

34 out of 81 people provided general comments

- Act swiftly. Victims first. Zero tolerance. Use the law effectively
- Pretty much the same as previous strategies, but with less analysis by gender/sex. What has been achieved? How successful has the partnership been?
- It does not work. It's pie in the sky – no resources to do all this.
- OK, but sounds like a paper exercise.
- Consulting us to death, taking no heed of the feedback.
- Needs more police presence on the streets, not in cars. More PCSOs (2)
- Lacks sufficient focus on harms facing children and young people. Work in schools needs developing/improving
- No mention of fraud which is having a big impact. Anti-fraud work needed; fraud victims need support.
- LGBTQ+ people have a false sense of security in the city. Police ignore dealing on the streets and only focus on venues
- Closure of public toilets increases risk.
- Need whole system approach, eg affordable accommodation (including for essential workers), better drug and alcohol support, more resources for voluntary sector organisations
- Better system around housing needed. Emergency housing is often unsafe/unsuitable for people with support needs without in-house support so placements fail and people return to abusive situations and feel trapped. Listen to people with lived experience.
- Provide support to vulnerable under 18s, don't criminalise them.
- Many vital support services including outreach teams have been cut, so losing links with local communities.
- No gendered provision for male victims of crime
- Involve voluntary and specialist organisations working directly with people affected. Voices from the local community to be part of the resolution.
- ESFRS can help across the priority areas. Also with road casualties and accidental drowning.
- Ensure the strategy is inclusive throughout.
- Consider children of parental substance misuse and conflict
- Make links with the Adult Learning Disability Strategy Priority 1. Relationships, Friendship and Feeling, especially around online safety and hate crime
- Link more closely with Families, Children and Learning to the disadvantage strategy framework, Fairer Brighton & Hove. This is looking to better identify and support families at risk of disadvantage and overlaps with CSP Strategy.
- Make use of community strength available through the city's faith communities.
- Committed team of analysts

Brighton & Hove City Council

Council

Agenda Item 108

Subject: Pay Policy Statement 2023/24

Date of Meeting: 30 March 2023

Contact Officer: Name: Lisa Johnson

E-mail: lisa.johnson@brighton-hove.gov.uk

Wards Affected: All Wards

FOR GENERAL RELEASE

1. **Action Required of Council:**

2. **RECOMMENDATIONS:**

That Council:

2.1 Agrees the Policy & Resources Committee recommendation to adopt the pay policy statement for 2023/24 attached at Appendix 1.

Brighton & Hove City Council

EXTRACT FROM POLICY & RESOURCES COMMITTEE MINUTES:

Brighton & Hove City Council

Policy & Resources Committee

4.00pm 16 March 2023

Hove Town Hall - Council Chamber

Minutes

Present: Councillor Mac Cafferty (Chair) Druitt (Joint Deputy Chair), Gibson (Joint Deputy Chair), Allcock (Joint Opposition Spokesperson), Appich (Joint Opposition Spokesperson), Bell (Group Spokesperson), Allbrooke, Evans, McNair and Yates

Also present: Dr Anusree Biswas Sasidharan, Standing Invitee

Part One

145 PAY POLICY STATEMENT 2023/24

145.1 This item was agreed without discussion.

145.2 **RESOLVED:** That the Committee recommends to Council the adoption of the pay policy statement for 2023/24 attached at Appendix 1.

The meeting concluded at 8.45 pm

Brighton & Hove City Council

POLICY & RESOURCES COMMITTEE

Agenda Item 145

Subject: Pay Policy Statement 2023/24
Date of Meeting: 16 March 2023 – Policy & Resources Committee
30 March 2023 – Full Council
Report of: Executive Director, Governance, People & Resources
Name: Laura Rush Tel: 01273 291236
Email: laura.rush@brighton-hove.gov.uk

Ward(s) affected: All

FOR GENERAL RELEASE

1. PURPOSE OF REPORT AND POLICY CONTEXT

- 1.1 The Localism Act 2011 requires local authorities to produce a pay policy statement to be approved by Council annually before the start of the financial year to which it relates. The aim is to increase accountability, transparency, and fairness in the setting of local pay.
- 1.2 The pay policy statement:
- sets out the council's policies on a range of issues relating to the pay of its workforce, particularly its senior and lowest paid staff;
 - summarises the parameters within which staff are paid;
 - describes the parameters being governed by a local pay framework set with reference to national terms and conditions, and nationally agreed pay awards.
- 1.3 The provisions in the Act do not seek to determine what decisions on pay should be taken, or what policies should be in place, but they do require councils to be open about their policies and how decisions are made.
- 1.4 This report asks the Policy & Resources Committee to recommend to Council the attached pay policy statement for adoption from 1 April 2023.

2. RECOMMENDATIONS:

- 2.1 That the Policy & Resources Committee recommends to Council the adoption of the pay policy statement for 2023/24 attached at Appendix 1.
- 2.2 That Council agrees the Policy & Resources Committee recommendation to adopt the pay policy statement for 2023/24 attached at Appendix 1

3. CONTEXT/ BACKGROUND INFORMATION

The Pay Policy Statement

- 3.1 The Localism Act 2011 requires local authorities to produce and formally approve an annual pay policy statement prior to the year to which it relates. The statement for 2023/24 is attached at Appendix 1. The council may amend its statement by resolution of Council if required during the year.
- 3.2 Schools' staff fall outside the scope of this legislation. Individual governing bodies are responsible for setting and updating their own Schools' Pay Policy each year.
- 3.3 The guiding principles for the council's pay policy are set out in the 'Aim' section of the statement. The council has adopted national terms and conditions, and these provide scope for local determination on grading structures and pay lines, as well as the ability to negotiate on working pattern allowances. Local authorities have the ability to determine their pay lines and grading structures and payments over and above basic pay.
- 3.4 Chief Officers, for the purpose of this legislation, are those who report to the Chief Executive and those who report to posts reporting to the Chief Executive i.e. deputy chief officers (aside from support roles).
- 3.5 The statement must provide a definition of lowest-paid employees adopted by the council for the purposes of the statement and include the council's policies relating to the remuneration of chief officers, payments to chief officers on leaving, and the publication of information on the remuneration of chief officers. The pay policy statement provides links to our existing policies on redundancy, retirement, and other compensation payments. These policies set out who is responsible for decisions on such payments.
- 3.6 The council's pay policy statement provides that decisions in relation to permanent recruitment to posts which attract a total remuneration package above the £100,000 threshold will be referred to the Appointments & Remuneration Panel for consideration and recommendation to the Chief Executive. In this way, it is ensured that adequate systems are in place to ensure value for money. The same provision is made regarding severance packages above £100,000, with the Chief Executive having authority to agree a severance package above £100,000 where the severance package has been recommended by the Appointments & Remuneration Panel. In accordance with Statutory Guidance, this figure does not include amounts that may be payable by virtue of any enactment e.g. redundancy retirements where payment is in line with legal requirements and normal council policy.
- 3.7 All other severance packages are scrutinised by an officer Compensation Panel comprising the Director of Human Resources & Organisational Development, the Monitoring Officer and the s151 Officer (or their nominated deputies). The Compensation Panel makes recommendations to the relevant Executive Director responsible for the severance package. The council's external auditors are also consulted about the value for money of any potential offers to Chief Officers. Compensation packages in excess of £100,000 which relate to the Chief Executive will be referred to the Policy & Resources Committee for approval.
- 3.8 Following the Government following the revocation in February 2021 of the Restriction of Public Sector Exit Payment Regulations 2020, the Government issued statutory guidance in May 2022 under the Council's 'best value' duty in

legislation which sets the criteria for the Council to determine the payment of 'Special Severance Payments' (SSP). SSPs are payments outside of statutory, contractual or other requirements and are discretionary. The Government's view is such payments should be exceptional. The Compensation Panel pays due regard to this guidance when considering relevant cases.

- 3.9 The Localism Act 2011 does not require specific numerical data on pay and reward to be published as part of a council's pay policy statement. However, statutory guidance made under section 40 of the 2011 Act suggests that consideration be given to how the pay policy statement fits with data on pay and reward that councils are already required to publish on their websites, under the [Local Government Transparency Code](#) and by the [Accounts and Audit Regulations 2015](#). The data published is in an accessible format according to the guidance contained in the aforementioned publications.
- 3.10 The council publishes pay data annually in accordance with the Local Government Transparency Code. The majority of this information is published as soon as possible after the start of the financial year. However, information required in line with the Accounts and Audit Regulations 2015 is published in May each year in an unaudited format, and then the fully audited accounts are published in July each year.
- 3.11 The Localism Act 2011 requires authorities to explain what they think the relationship should be between the remuneration of its chief officers and its employees who are not chief officers. The pay multiple is calculated using the median pay of all employees within the scope of the Pay Policy Statement as a multiple of the Chief Executive's salary. This method is in line with the Hutton report on Fair Pay, which is referred to in the 'Openness and Accountability in Local Pay' guidance. For the financial year 2021/22, the pay multiple was 5.3 to 1. This shows no change from 2020/21. This is recalculated after the end of the financial year and published on the council's website as part of our pay data. The pay multiple is calculated using the definition contained in the Local Government Transparency Code, i.e. the ratio between the highest paid employee (usually the Chief Executive, as is the case with Brighton & Hove) and the median salary across the workforce (excluding school staff).
- 3.12 The pay multiple for 2022/23 is yet to be calculated as the data used includes March 2023 pay data. This will take into account the £1,925 national pay award for 2022/23, which was agreed in November 2022 and implemented in December 2023. It will also account for the low pay increases implemented locally in September 2022, with the removal of the council's lowest pay grade 1-2, and changes to the pay line across grades 3,4 and 5. The local changes resulted in an increase in basic pay of between 2% and 9.2% for approximately 3,800 staff on our lowest grades and the national pay award is in addition to this.

The pay policy statement, when published on our website, will contain hyperlinks to related information. This will include reference to the separate pay policy for directly employed teachers at the council.

- 3.13 Additional proposals to require high public sector earners to repay exit payments if they return to the sector have previously been consulted on but there has been no further indication of when or if they might be implemented. The Council will

monitor the situation and review its arrangements once full details and implications are known.

- 3.14 The Real Living Wage for council employees will increase from £9.90 to £10.90 per hour with effect from 1st April 2023: an increase of 10.10%. However, please be advised the council's lowest pay point has now exceeded this level of pay, with the lowest pay point as at April 2022 being £11.59, this is a 17.1% increase over the Real Living Wage rate at the time.
- 3.15 The pay policy does not yet cover the Gender Pay Gap reporting for the period of March 2022, this will be added once the report has been prepared. However, the information published on 30 March 2022 for the March 2021 reporting period is shown below. Driven by The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017, reporting for the period to March 2021 shows that on average female employees earn 7.9% more than male employees, and that using the median as a measure, female employees earn 8.1% more than male employees.

4. ANALYSIS & CONSIDERATION OF ANY ALTERNATIVE OPTIONS

- 4.1 Section 39(1) of the Localism Act 2011 requires the Council to approve its Pay Policy Statement, while section 39(5) requires that it publish its Pay Policy Statement as soon as reasonably practicable after approval. This report and the Pay Policy Statement are considered to achieve the appropriate levels of transparency and to comply with relevant guidance.

5. COMMUNITY ENGAGEMENT & CONSULTATION

- 5.1 The purpose of this pay policy statement is to provide transparency regarding how local decisions on pay are made. There will be no separate consultation, however trade unions have been made aware of the contents.

6. CONCLUSION

- 6.1 It is a requirement of the Localism Act 2011 that Members are consulted prior to the publication of the Pay Policy Statement. It is therefore recommended that Policy & Resources Committee approve this report and recommend that full Council formally approve the Pay Policy Statement 2023/24.

7. FINANCIAL & OTHER IMPLICATIONS:

Financial Implications:

- 7.1 The annual pay policy statement supports good governance and also allows benchmarking comparisons with other local authorities to assess Value for Money.
- 7.2 The pay estimates incorporated within the budget for 2023/24 have been updated to reflect the final 2022/23 NJC and Chief Officer (JNC) pay awards of a flat rate increase of £1,925 together with a 4.04% increase in allowances and an additional annual leave day for NJC staff. This equated to a payroll cost increase of 6.3% (circa £9.5m) for the council.

- 7.3 For the 2023/24 award, the trades unions have submitted a pay demand for RPI + 2% (12.7%) for all Chief Officer and NJC staff alongside other demands such as bringing the minimum hourly rate up to £15 over 2 years, consideration of reducing the working week and a range of other leave and allowance demands.
- 7.4 The council's General Fund, HRA and Schools (non-teaching) budgets for 2023/24 include a provision of 3.75% (circa £6.0m) which is an average uplift. However, as for 2022/23, the pay award for 2023/24 could be settled as a flat rate increase which would clearly provide much higher increases for those on lower pay scales.
- 7.5 Although the National Minimum Wage and Real Living Wage have increased significantly, as the report notes, these are no longer directly relevant to the council's staffing as its lowest pay rate is now £11.59, well above the Real Living Wage.

Finance Officer Consulted: Nigel Manvell Date: 21.02.2023

Legal Implications:

- 7.6 This Pay Policy Statement complies with the requirements of s38 of the Localism Act 2011 and statutory guidance issued pursuant to it.
- 7.7 It is a requirement of section 39(1) of the Localism Act 2011 that the Pay Policy Statement be approved by full Council.

Lawyer Consulted: Victoria Simpson

Date: 30.01.23

Equalities Implications:

- 7.8 The publication of a pay policy statement increases transparency in relation to pay and promotes fairness.

Sustainability Implications:

- 7.9 None.

Any Other Significant Implications:

- 7.10 The pay policy statement provides local taxpayers with information on how the council makes local decisions on pay and thus provides greater openness and transparency to assist the public to assess value for money.

SUPPORTING DOCUMENTATION

Appendices:

1. Appendix 1: Pay Policy Statement 2023/24

Documents in Members' Rooms

None

Background Documents

None

Brighton & Hove City Council Pay Policy Statement 2023/24

1 Aim

Brighton & Hove City Council wants to ensure that the City and its residents receive high quality services and excellent value for money. In the context of the significant budget challenges that the council faces, pay levels need to be set at a level that will enable the council to attract and retain high calibre individuals while remaining prudent in its use of public funds.

To achieve this, the council requires a workforce that is conscientious, professional, and reliable at all levels and which has the relevant up-to-date skills and knowledge to deliver high quality services to the residents of and visitors to Brighton and Hove.

The council depends on a high calibre senior management team able to provide leadership and to work in close partnership with other private, public and voluntary agencies across the City. The senior team need to work with partners to assess and understand the level of need across the City and to commission and deliver services. At the same time, they need to be able to lead change programmes and reduce costs to deliver better outcomes for customers. An innovative, skilled and experienced workforce is vital to the delivery of our vision and this is at the heart of our pay policy. This principle applies from the lowest to the highest paid employee.

Whilst recognising the market rates for pay and seeking to attract the best talent, the council seeks to ensure that pay policies are based on fairness and equality and allow the workforce to live healthy and happy lives. The council has worked to address low pay and ensure that the pay gap between the highest and the lowest paid is appropriate and justified. As at April 2022 the council's lowest pay point £11.59, is 17.1% higher than the 22/23 'Real Living Wage' of £9.90, and 6.3% higher than the 23/24 rate of £10.90. The pay multiple between the Chief Executive and the median earnings of the rest of the workforce will be published annually on the council's website.

2 Scope

This document complies with the council's statutory responsibility to produce a pay policy statement annually pursuant to s38(1) of the Localism Act 2011. This policy statement requires approval by full Council. The council wishes to ensure that local taxpayers are able to take an informed view on all aspects of the council's remuneration arrangements and the pay policy statement will be published on the council's website.

The statement applies to all employees of the council and 'casual workers', except for those staff based in schools and apprentices throughout the council.

3 Definitions

For the purposes of the pay policy statement the following definitions will apply:

- Brighton & Hove City Council defines its lowest paid employees as those who are paid on the lowest spinal column point of its [grading structure](#). This is spinal column point 7 and is applied to casual workers as well as employees. A full-time post is based on a 37-hour week.
- Chief Officers, for the purpose of this legislation, are those who report to the Chief Executive and those who report to posts reporting to the Chief Executive i.e. deputy chief officers (aside from support roles).

Senior Structure

For the purposes of this pay policy statement the Executive Leadership Team comprises the following posts:

- Chief Executive;
- Executive Director Families, Children & Learning (incorporating Director of Children's Services (DCS) role);
- Executive Director Health and Adult Social Care (incorporating Director of Adult Social Services (DASS) role);
- Executive Director of Economy, Environment and Culture;
- Executive Director, Governance, People & Resources; and
- Executive Director of Housing, Neighbourhoods and Communities.

The Executive Leadership Team also includes the Chief Finance Officer and Director of Human Resources & Organisational Development who report to the Executive Director, Governance, People & Resources.

The Extended Executive Leadership Team comprises members of the Executive Leadership Team and Assistant Directors ([Link to structure chart](#)). [The Leadership Network for the council comprises the Chief Executive, Executive Directors, Assistant Directors and those that report to them and are also on a senior management grade \(M7 and above\)](#).

National Pay and Conditions

There are a number of national agreements produced through collective bargaining arrangements for different groups of local government staff. The main negotiating bodies relevant to our workforce and their scope are listed below. Brighton & Hove City Council operates these national conditions as amended by local agreements.

The National Joint Council (NJC) for Local Government Services negotiates collective agreements on pay and conditions for local authority employees who are not covered by other specialist negotiating bodies (e.g. teachers).

The Joint Negotiating Committee for Chief Officers of Local Authorities (JNC) covers the pay and conditions for Chief Officers as well as other members of ELT and Assistant Directors.

The Joint Negotiating Committee for Chief Executives of Local Authorities covers the pay and conditions for Chief Executives.

The Soulbury Committee negotiates the pay and conditions for advisory staff in local education authorities (LEAs), such as: educational improvement professionals (previously advisers and inspectors) and educational psychologists.

The Joint Negotiating Committee for Youth and Community Workers covers the pay and conditions of youth and community workers.

4 Governance

The Policy & Resources Committee is responsible for setting policy on pay and conditions of employment within Brighton & Hove City Council. The council has adopted the National Joint Council terms and conditions for local authority staff as amended locally. Chief Officers, including the Chief Executive, are mainly employed on nationally negotiated JNC terms and conditions but their pay is determined locally. A minority of Chief Officers are employed on NJC terms and conditions, but similarly their pay is determined locally.

The relevant sub-committee, committee or the Chief Executive approves the appointment of staff in accordance with the Officer Employment Procedure Rules. The council has adequate systems in place through the Appointment & Remuneration Panel to ensure value for money.

The Appointments and Remuneration Panel may also be consulted for its views in connection with the statement of pay policy as defined in the council's Constitution. The policy in respect of the remuneration of interims and consultants is set out under paragraph 20 below.

5 Grading Structure

The council uses a recognised, analytical job evaluation scheme to ensure that there is an objective process for determining the relative size of jobs and thus allocating jobs to the appropriate grade. This is used for all posts, apart from those of the Chief Executive and Executive Directors and staff employed on Teachers, Soulbury and Youth Worker conditions of service. The current pay and grading structure was implemented in September 2022.

6 Progression

All posts, apart from that of the Chief Executive are employed on grades containing spinal column points. All employees (other than the Chief Executive) progress through their grade each year (subject to satisfactory performance), rising by one incremental point, until they reach the maximum point of the grade. Pay awards for NJC, JNC, Soulbury and Teaching staff are negotiated nationally. Where a member of staff is the subject of formal disciplinary and capability processes, increments may be withheld.

With the exception of Soulbury Staff whose pay progression is determined by national terms and conditions for Soulbury Staff, employees may be accelerated up the pay grade by a maximum of two spinal column points to recognise exceptional performance. Link to [Additional Payments Policy](#).

7 Remuneration on Appointment

Staff are usually appointed on the minimum spinal column point of the grade. However, where there are difficulties recruiting to a post or where an individual can demonstrate significant valuable previous experience, appointment may be agreed at a higher spinal column point within the grade.

The Chief Executive is required to consult the council's Appointments & Remuneration Panel on the appropriate starting salary for any new permanent Executive Leadership Team appointments or any other proposal to offer a permanent appointment with a salary package of £100,000 or more.

8 Chief Executive

The Chief Executive's salary is set to ensure that it is competitive when compared to roles of similar size and complexity elsewhere and with regard to the challenges, additional hours and working arrangements required to achieve the requirements of the role. The salary is on a single fixed salary point. Nationally negotiated cost of living awards are applied.

The Chief Executive is entitled to receive a fee as set by the Ministry of Justice for acting as the local returning officer for elections.

Full Council is required to approve the appointment of the Chief Executive following the recommendation of such an appointment by the Appointment & Remuneration Panel.

9 Executive Leadership Team

The pay and grading of the Executive Leadership Team is determined by the requirements of the role and by reference to the labour market for roles of a similar size and complexity. Executive Directors progress to the next point of their grade scale subject to satisfactory performance in the role as determined by the Chief Executive Officer. Once at the top of the scale they continue to receive the JNC for Chief Officers nationally negotiated cost of living awards.

10 Assistant Directors

The pay structure for posts at this level ensures the council is able to attract and retain staff with the suitable skills and experience to deliver the council's many services. Nationally negotiated cost of living awards are applied.

11 Additional Payments

In order to ensure sufficient flexibility to reward staff who are undertaking additional responsibilities, the council's policy on [Additional Payments](#) provides for Acting Up payments or a one-off Honorarium Payment to be made in specific circumstances.

12 Market Supplements

The Council may pay a market supplement, in accordance with the council's market supplement policy, where there are proven shortages of individuals with particular skills and experience.

13 Travel and Expenses

The Council is committed to becoming a carbon neutral city and promoting healthy and sustainable travel. This means that when employees are required to travel, they should be aware of choosing the most cost-effective, efficient and sustainable ways of travelling, both to and from work and within the working day.

Staff should first ensure that travel is necessary and that the intended outcome could not be achieved by other means, such as email or telephone or video-conferencing. Where travel is necessary, staff should make optimum use of diary planning to minimise the number of business travel journeys made and should explore walking, cycling, public transport options before using a car.

Where authorised to do so, employees are entitled to be reimbursed for mileage they incur whilst discharging their official duties. This does not include mileage to or from home to their normal place of work. The rate of [reimbursement](#) will depend on the engine size of their car, while other rates are applicable where motorbikes and bicycles are used for this purpose. Employees who have to use public transport to travel for their role are entitled to reclaim the costs of the transport under the council's expenses policies.

14 Working Pattern Allowances

The council introduced its current allowance scheme for those employed on NJC terms and conditions on the 01 October 2013; these allowances reward employees who work outside the council's standard working week, which is Monday to Friday between 6am to 8pm each day. Working outside of these standard times will attract an enhancement to the hourly rate. Details can be found in the Employee Rights & Responsibilities document.

15 Annual Leave

Annual leave entitlements vary according to the terms and conditions of employment. [Annual leave entitlements](#) are published on the Council's website.

16 Pension Scheme

Membership of the Local Government Pension Scheme is subject to the rules of the scheme and contribution rates are set by the East Sussex County Council Pension Fund ([Link to rates on ESCC Website](#)). Where individuals are already in receipt of a local government pension, they are subject to the rules on abatement of pension within the scheme.

17 Redundancy, Retirement and other Compensation Payments

The council's approach to dismissals on the grounds of redundancy or efficiency of the service and in the case of early retirement can be found in the following policies on our website: [Redundancy, Retirement and other Compensation Payments policy statement](#) and [Retirement at Brighton & Hove](#).

It is the council's policy that employees who accept a financial package on voluntary termination of their employment with the council are not re-employed or engaged as a self-employed contractor or through an agency for a minimum period of two years; details of this policy can be found in the [Re-Employment of Employees policy](#)

In exceptional circumstances, the council will agree to settle a claim or potential dispute upon the termination of employment by way of a compensation payment. In this situation, an officer panel comprised of the Director of Human Resources & Organisational Development (or their delegate), the Monitoring Officer (or their deputy) and the S151 Chief Finance Officer (or their deputy) will review a business case prepared by the relevant Chief Officer. While the officer panel will scrutinise the business case and may endorse it, make recommendations regarding it or advise against it, responsibility for the final decision remains with the relevant Chief Officer.

In the case of Chief Officers, other than those who are members of the Executive Leadership Team, and in any case where the proposed total payment is £100,000 or more, the Chief Executive may approve the severance package where the package has been recommended by the Appointments & Remuneration Panel. The council's External Auditor is also consulted about any potential offers to Chief Officers. Compensation packages in excess of £100,000 which relate to the Chief Executive will be referred to Policy & Resources Committee.

18 Pay Protection

In cases where an employee is redeployed into a lower graded role due to their original role being made redundant, the annual protection payment will be the difference between the employee's normal contractual pay in the former post and the normal contractual pay of the new post in year 1; and in year 2 it will be 75% of this value. After which the employee will be paid at the top of the grade for the role they've been redeployed into.

An employee will have the amount of their protection re-calculated should their pay details change at any point during the protection period so that their amount of pay does not exceed the pay they received in the role they were made redundant from.

19 Job Evaluation

The council grades all NJC and JNC roles using a job evaluation scheme to ensure roles of equal value are paid equitably. The council's allowance scheme sets out circumstances where individuals are entitled to payments beyond their basic grade.

20 Remuneration of Staff – Contract for Services

Individuals employed on a contract for services will be paid at a rate consistent with the pay of directly employed staff performing a comparable role and will consider where relevant, a premium to take into account any relevant market factors. It is the council's policy to minimise the use of consultants wherever possible and the approval of the Chief Executive is required prior to any commitment to expenditure on consultants in excess of £10,000.

21 Remuneration of Staff – Publication of Information

The council publishes details of staff earnings in accordance with legal requirements on transparency. Further information is contained in the [Statement of accounts](#) in accordance with the Audit of Accounts legislation.

22 Gender Pay Gap Report

The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 requires all local authorities with more than 250 employees to publish gender pay gap data based on a 'snapshot' date of 31 March of the previous year to the year in which the data is published.

The gender pay gap is defined as the average pay gap between male and female staff in hourly pay. The council is required to publish the mean and median differences between male and female employees and the proportions of each gender in each pay quartile.

Further requirements stipulate the need to publish information related to bonuses received by each gender, however the council does not pay bonuses, and as such the council does not report under these headings.

The council publishes ethnicity pay and disability gap reports on a voluntary basis.

For further information please see the most recent. [Gender Pay Gap Report Gender Pay and Ethnicity Pay Gap Reports.](#)

