

<p style="text-align: center;"><b><u>MEETING</u></b></p> <p style="text-align: center;"><b>ENVIRONMENT AND CLIMATE CHANGE COMMITTEE</b></p>
<p style="text-align: center;"><b><u>DATE AND TIME</u></b></p> <p style="text-align: center;"><b>TUESDAY 6TH SEPTEMBER, 2022</b></p> <p style="text-align: center;"><b>AT 7.00 PM</b></p>
<p style="text-align: center;"><b><u>VENUE</u></b></p> <p style="text-align: center;"><b>HENDON TOWN HALL, THE BURROUGHS, LONDON NW4 4BQ</b></p>

Dear Councillors,

Please find enclosed additional papers relating to the following items for the above mentioned meeting which were not available at the time of collation of the agenda.

Item No	Title of Report	Pages
16	Environment and Climate Change Forecast Financial Outturn at Month 4 (July 2022)	3 - 14

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## Environment and Climate Change Committee

**6 September 2022**

<b>Title</b>	<b>Environment and Climate Change Forecast Financial Outturn at Month 4 (July 2022)</b>
<b>Report of</b>	Executive Director of Strategy & Resources (Section 151 Officer)
<b>Wards</b>	All
<b>Status</b>	Public
<b>Urgent</b>	No
<b>Key</b>	No
<b>Enclosures</b>	None.
<b>Officer Contact Details</b>	Ndenko Asong, Head of Finance – Corporate Reporting <a href="mailto:ndenko.asong@barnet.gov.uk">ndenko.asong@barnet.gov.uk</a>
<b>Summary</b>	
This report contains a summary of the Committee's revenue and capital forecast outturn for the financial year 2022-23 as at Month 4 (31 July 2022).	
<b>Recommendations</b>	
That the committee notes: 1. the current forecast financial outturn for 2022-23. 2. the projected use of reserves;	

## 1 Summary

1.0 This report sets out the forecast outturn position for the 2022-23 financial year as at 31<sup>st</sup> July 2022 for the services which fall within the Environment and Climate Change Committee.

1.1 At month 4, the forecast financial outturn is:

- Overall, a forecast overspend of £0.674m
- A forecast net use of reserves of £2.345m.

## 2. Forecast Position at Month 4

### Overview

2.1 As at month 4, the forecast outturn is a £0.674m overspend against the approved budget. This is outlined in Table 1 below.

Table 1: Forecast Revenue Outturn at Month 4

Environment Committee	2022-23 Budget	Actuals to 31/07/2022	Month 4 (Forecast outturn before reserves)	Month 4 Variance	Reserves applied	Month 4 Forecast outturn after reserves	Month 4 variance after reserves	Month 3 variance	In-Month change
	£m	£m	£m	£m	£m	£m	£m	£m	£m
Green Spaces & Leisure	1.612	0.529	2.393	0.782	- (0.732)	1.661	0.049	0.049	0.000
Mortuary	0.569	0.291	0.691	0.122	-	0.691	0.122	0.169	- (0.046)
Streetscene	11.681	9.120	12.638	0.957	- (0.462)	12.176	0.495	0.122	0.373
Guaranteed Income	- (11.878)	- (2.386)	- (11.878)	-	-	- (11.878)	-	-	-
Re Managed Budgets	2.648	- (0.458)	3.805	0.158	- (1.151)	2.655	0.007	0.007	- (0.000)
RE Management Fee	17.779	8.813	17.779	-	-	17.779	-	-	-
<b>Total - Environment and Climate Change Committee</b>	<b>22.410</b>	<b>15.910</b>	<b>25.429</b>	<b>3.019</b>	<b>- (2.345)</b>	<b>23.083</b>	<b>0.674</b>	<b>0.347</b>	<b>0.327</b>

2.2 Table 2 provides a breakdown of the variances as at Month 4 and underlying budget position.

Table 2: Month 4 variance detailed commentary

Service Areas	Month 4 variance after reserves	Commentary
	£m	
Green Spaces & Leisure	0.049	The projected overspend lies mainly in Parks and Open Spaces due to income pressures arising from the loss of customers at Brook Farm Open Spaces. The service are reviewing options to mitigate this loss.
Mortuary	0.122	Overspend relates to the contribution towards the sinking fund (£0.082m) for the costs for Wave 3 Excess Death Partnership. This is in accordance with the Inter Authority Agreement to manage COVID related deaths across London authorities to 31 March 2023. Unused funds are to be returned at end of Program. At month 3 cost is transferred from Environment COVID cost centre to Mortuary and forecast is based on a worst-case scenario.
Street scene	0.495	£0.306m overspend on Highways Direct Labour Organisation (DLO). Made up of an income shortfall from minor works and sign shop income. £0.106m income shortfall in commercial waste and a forecast £0.429m overspend in parking. These pressures are partly offset by additional income forecast for garden waste (£0.308m) and additional income from levy (£0.110m)
Guaranteed Income	0.000	Forecast on budget
Re Managed Budgets	0.007	Adverse variance driven by a £0.047m estimated overspend on Drainage - Gully Cleansing, with the amounts due to contractor TKJV being higher than the allocated budget. This is offset by a £0.040m estimated underspend on Planned Crossovers.

RE Management Fee	0.000	Forecast on budget
<b>Total</b>	<b>0.347</b>	

### Application of Reserves

- 2.3 The council holds reserves to deal with future pressures where the value or the timing of the pressure is uncertain, or where the funding can only be spent on specific objectives (e.g. grant funding). Reserves are divided into 'earmarked' reserves, where the spending objective is known with some clarity, and 'general' reserves, intended to mitigate the impact of wholly unforeseeable costs. The levels of reserves are set out under Section 25 of the Local Government Act and prudent levels are determined by the CFO. Earmarked reserves are usually held by specific services, while general reserves are held corporately.
- 2.4 The use of reserves is not intended to replace savings or income generation opportunities as part of the MTFS. Reserves can only be used once and then they are gone. Any use of reserves to replace savings or income generation opportunities is a delaying action, storing up pressures into future years. This could be part of investing in transformational service delivery and is the ultimate last resort during budget setting when a gap cannot be bridged despite best efforts.
- 2.5 This report sets out anticipated use of or top up of earmarked service reserves within the service. The table below provides further detail. All items of expenditure being funded by reserves at this stage are expected to be one-off in nature.

Table 3 Use of or top-up of reserves at Month 4

Service Areas	Forecast (drawdown)/ top-up to reserves	Commentary
	£m	
Green Spaces & Leisure	(0.732)	£0.434m Earmarked reserve drawdown to support 5-year Tree planting program. £0.299m Earmarked reserve funded Pleasant Park Program to deal with increased demand and environmental related issues.
Mortuary	0.000	
Street scene	(0.462)	£0.150m Loss of commercial waste income £0.190m loss of income for vehicle cleansing £0.122m for SS agency covers.
Guaranteed Income	0.000	
Re Managed Budgets	(1.151)	£0.359m earmarked flood grant from Environment Agency £0.262m allowance for pending commercial claims from Term Maintenance contractor £0.030m feasibility study for A1000 £0.500m additional top-up to fund Capital Betterment lump sum
RE Management Fee	0.000	
<b>Total - Environment and Climate Change Committee</b>	<b>(2.033)</b>	

### Savings

- 2.6 The committee's budget for 2022-23 includes planned savings of £2.054m; of which it is current forecast that £1.983m of these savings will be achieved.

- 2.7 Community Safety: Underachievement in Assurance is due to start-up and training delays for the Community safety team issuing Fixed Penalty notices for fly-tipping. First quarter expected income is £0.037m against a run-rate of £0.108m. This is mitigated by delayed recruitment against the re-organised Community Safety team, as well as the carry-forward of unutilised Prevent grant, to fund relative expenditure.

Table 4 Savings Delivery 2022-23

Savings Reference	Opportunity By Area	Description of saving	2022-23 Savings	Forecast Achievable	Unachievable	RAG Rating
			£m	£m	£m	
ENV29	Street Scene-Parking	Rebanding. Assumes approved (GLA) and implemented for full year ( <a href="https://www.london.gov.uk/decisions/md2875-lb-barnet-request-change-penalty-charge-notice-levels">https://www.london.gov.uk/decisions/md2875-lb-barnet-request-change-penalty-charge-notice-levels</a> )	(0.966)	(0.966)	0	Delivered
ENV30	Street Scene-Waste	Lower than expected operating cost of travelling to new disposal points due to use of alternative operational model. .	(0.412)	(0.412)	0	Green
ENV31	Street Scene-Environment Management	Senior Management Review	(0.200)	(0.200)	0	Delivered
ASU_NewIncome1	Community Safety	FPN / Enforcement penalties by CST (littering Fly tipping trade waste etc) estimated	(0.431)	(0.360)	0.071	Amber
ENV14	Greenspaces	Improvement plan for tennis delivery and facilities within Barnet. Introduction of booking system and programme of investment in facilities, with the intention of establishing sustainable, revenue-generating model. Saving is predicated on securing capital investment to deliver financial benefit; detail will be outlined in the Business Case.	(0.020)	(0.020)	0	Green
ENV27	Community Safety	Improved Management of Skips placed on the Public Highway - Utilise available legislation to better manage the safety impact of skips being placed on the Public Highway, including ensuring that all skips placed have been approved with appropriate Licences and that such licence conditions are fully compliant. Whilst there will be costs involved in increased resources to monitor this activity there are also mechanisms within the legislation to recover costs where non-compliance is evident. Currently a low level of compliance is occurring and this raises safety concerns for all highway users and therefore increased focus in this area will be beneficial for all.	(0.025)	(0.025)	0	Green
			(2.054)	(1.983)	0.071	

## Risks and opportunities

- 2.8 In preparing the report for month 4, a number of overall (corporate) and service-specific risks have been identified. These are set out below.

Table 5 Risks 2022-23

Risk	Description of Risk	Mitigating actions
Winter Gritting Service Risk (£0.130m to £0.500m value)	Operating costs arising from a more adverse winter than that budgeted for occurs.	A request for additional one-off resources will be made. The level of funding required will be a minimum of £0.170m and potentially as much as £0.500m if we experienced a very severe winter period.
Street Lighting Risk (£0.500m Value)	Budget will have a significant pressure from the well above inflation increase (63%) in energy prices	A request for non-Pay inflation funding has been submitted for consideration.

Transport	Diesel and vehicle fuel prices are on the increase (41%) (as is the case at public fuel stations), estimated to be a £0.350m full year impact if current prices are experienced for the remainder of the year.	To be reviewed on a monthly basis and bid to be submitted for consideration
Parking and Traffic income - changed patterns of behaviour	Income – Forecasts are based on the current situations and are difficult to fully predict at this point in time.	A month-by-month review will take place, income levels are not expected to fully return to 2019-20 levels on the basis that a full return to commuter parking and peak travel patterns are not likely
Parking - CPZ Programme	Programme delayed and recast due to changes to political landscape. Programme progress dependent on outcome of engagement and political priorities	Continuation of CPZ programme development including reassessment of schemes and engagement with members
Parking - CPZ Programme - professional services	Programme dependent on availability of professional services through partner organisations	Development of super SPIR with RE, recruitment of agency staff to support programme activities
Parking products and penalties - Cost of living impact on ability to pay	Risk to parking income from reduction in discretionary spending and increase in debt delinquency	Continuation and review of hardship policies already in place. Consideration of mechanisms for addressing hardship in any review of policy, services and products
Parking Staff - Labour market effect on recruitment and retention (NSL employed)	Changes to the labour market and working patterns may affect supply of labour for frontline and back office workers with consequent effects on revenue	Regular engagement with suppliers in order to ensure that all recruitment avenues are being followed and to review ways of making roles more attractive to potential candidates.
Parking contract - Inflationary effect on costs	All elements of enforcement and services contract pegged to CPI, LLW or NLW. Particular inflationary pressures may affect suppliers and subcontractors with potential for loss of business or contract viability.	Engagement with suppliers regarding early warning of risks to viability of suppliers. Contractual inflationary pressures have been reported through the annual bid process.
Parking equipment and technology - Supply chain issues	Potential for supply chain issues from geopolitical and economic factors with risk to procurement of equipment and technology supported services with consequent effect on revenue	Engagement with suppliers and subcontractors to ensure where possible that critical components are stocked and reserved at the earliest opportunity
SPA Parking- Staffing costs	Increased Staffing costs to implement the programme	Service to review and provide an update on the implementation to the Council CPZ programme
SPA Parking- Contract costs	Additional enforcement officers - CPZ	service to review and provide an update on the implementation to the Council CPZ programme
SPA Parking - Non - Capitalised Implementation costs	Non - Capitalised Implementation costs	Service to review and provide an update on the implementation to the Council CPZ programme
SPA Parking – Moving traffic Cameras (MTC) - Capital	MTC Rollout.	There is a risk developing for MTC rollout if there is a delay in securing CCTV posts or obtaining permission to install on existing infrastructure.
DLO	Income pressure of £0.306m	Income projections have been based on current work programmes. Efforts to secure further work orders are ongoing, the outturn position will be reviewed throughout the year, there is a risk that the loss of income target might increase if work is not procured.
LIP Funding	TfL have now agreed three months LIP funding covering the period from 25 February 2022 until 24 June 2022. A further variation is being developed to cover the remaining period for the rest of the year however there is currently no TfL funding for this. The staff salary pressure without the LIP funding is predicted at £250k per annum	Discussions to be held in regard to the future funding of the services currently paid for through LIP aligned to the Councils sustainable and active travel commitments. This has been the subject of a pressure bid as part of the Councils budget setting exercise
Non-pay Inflation	None of the Budgets at present account for inflation/Indexation. Current indications are that TMC, TKJV will be seeking circa 8%.	A request for non-Pay inflation funding has been submitted for consideration.

A1000 funding shortfall	Following a financial review of this project there is a predicted shortfall position of £200k	Discussions to be held regarding funding and bridging the gap of this £200k shortfall
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### 3 Ringfenced funding

#### Special Parking Account

- 3.1 Income received from parking charges is paid into a Special Parking Account (SPA) to comply with legislative requirements. Any surplus is appropriated into the General Fund at year end. The act requires any surplus to be spent on specified traffic and highways management objectives. Table 9 below illustrates the month 4 forecast outturn position for the SPA and the appropriation to the general fund.
- 3.2 Work is ongoing to review options to manage the pressures in the SPA across Parking Services and Finance. Updates will be brought to this committee with future finance reports.

Table 6 SPA Forecast

SPA Accounts	2022-23 Budget	2022-23 Outturn	2022-23 Variance
	£m	£m	£m
Income	Budgeted SPA Account	M4	M4
Penalty Charge Notices	-(12.977)	-(12.851)	0.126
Residents Permits	-(3.232)	-(3.186)	0.046
Pay & Display	-(3.725)	-(3.485)	0.240
CCTV Bus lanes	-(1.110)	-(1.097)	0.013
<b>Total Income</b>	<b>-(21.044)</b>	<b>-(20.619)</b>	<b>0.425</b>
Budget Income Adjustment	0.000	0.000	0.000
Total Income after adj.	0.000	0.000	0.000
<b>Operating Expenditure (running costs)</b>	<b>7.178</b>	<b>7.182</b>	<b>0.004</b>
Net Operating Surplus	-(13.866)	-(13.437)	0.429
<b>Appropriation to General Fund</b>	<b>-(13.866)</b>	<b>-(13.437)</b>	<b>0.429</b>

### 2 Capital Programme

#### 2.1 The capital forecast outturn at month 4 for 2022-23 is £29.746m.

Table 7 Current Financial Year Forecast Capital Outturn at Month 4

Service Area	2022-23 Budget	Additions/ (Deletions)	Budget re-profile to/from future years	2022-23 Forecast	Variance from Approved Budget	Expenditure to date
	£m	£m	£m	£m	£m	£m
Street Scene	6.405	0.000	-(2.235)	4.170	-(2.235)	0.308
Parking & Infrastructure	1.829	0.000	-(0.310)	1.519	-(0.310)	0.348



Highways Non-TFL	17.692	0.000	0.000	17.481	-(0.211)	0.402
Highways TFL	0.163	0.000	0.000	0.163	0.000	0.011
Re (Environment)	3.802	0.000	-(1.296)	2.506	-(1.296)	0.041
Greenspaces	13.102	0.000	-(9.195)	3.907	-(9.195)	0.122
<b>Total</b>	<b>42.993</b>	<b>0.000</b>	<b>-(13.036)</b>	<b>29.746</b>	<b>-(13.247)</b>	<b>1.232</b>

- 2.2 Street Scene: Vehicles - reporting £2.2m slippage due to delay, as the manufactures are unable to provide delivery timeline.
- 2.3 LED Lighting – is reporting a £0.310m slippage. This Programme is currently at 50% completed in terms of assets converted to LED, the remaining assets are yet to be completed.
- 2.4 Highways Non-TFL: NRP Phases One and Two – While no slippage has been identified so far, the budget for these two programmes will be consolidated into the NRP Phase 2 programme. This is where the budget has been allocated and this will make it easier to track the spend rather than having it spread across different programmes.
- 2.5 Highways TFL: The programme is currently forecast to budget
- 2.6 Re (Environment): Colindale Parks, Open Spaces and Sports – The majority of construction costs for the project will be incurred from 2022-23 onwards. As a result, £1.296m will slip into the next financial year, leaving £0.5m available for in-year costs. Work on Colindale Park has been completed, with any outstanding work for this project only related to Rushgrove Park.
- 2.7 Barnet Playing Fields – £0.162m is projected spend on play area in Barnet Playing Fields
- 2.8 Victoria Park Finchley - Capital Receipt from sale of Vic Park asset. All receipt must be re-invested in improving Victoria Park as condition of sale. Expenditure is on bins and benches, play and tennis court, signage, garden phase delivery.
- 2.9 £0.100m projected for 2022-23 in delivering outdoor gym. £0.110m re-profiling relates to staff resourcing to deliver remainder of scheme.
- 2.10 West Hendon Playing Field Sports Hub – Masterplan design development is underway and current projection includes cost of Design fees, surveys, and staff fees. £16.8m allocation under Parks and Open Spaces strategic community infrastructure levy (SCIL) has been vired here.
- 2.11 The £6.830m re-profiling from 2022-23 is due to rephasing of budget from the optimistic profile under the original bid.
- 2.12 Greenspaces Development Project - relates to a series of strategic proposals (eg masterplan developments, quality / value category site investment) which are in line with delivering the Parks & Open Spaces Strategy.
- 2.13 £3.750m allocation under Parks & Open Spaces SCIL for Parks Infrastructure and Improving Quality for valued Parks has been merged here.

- 2.14 £2m is projected for 2022-23 on Tennis Courts, play areas and general parks improvements. Slippage relates to delay in some workstreams due to procurement and funding applications.
- 2.15 Old Court House – Scheme to build public toilets expected to complete this year following planning delays. Scheme estimated to cost £0.070m. Balance to be funded from Infrastructure program.
- 2.16 Copthall Playing Fields and Mill Hill Open Space - £2m SCIL allocated to develop outline master plan to finer planning application for site regeneration. £1.5m is slipped due to staff resourcing to deliver scheme.
- 2.17 Gaelic Playing Pitch Relocation - Development of sports field and pavilion responsibility undertaken by club and recharged to Barnet. Sports field is complete. Current projection is the remaining contribution towards cost of building pavilion.
- 2.18 Greenspaces Infrastructure – Under the scheme opportunity is sought for capital improvements through S106 funding. Previously Area Committee opportunities relating to Greenspaces were delivered here but these are now raised under their respective budgets. This is reflected in the slippage. Current year projection is £0.300m on a series of improvement projects for which funding was secured.

## **5. REASONS FOR RECOMMENDATIONS**

- 5.1 This report contains a summary of the forecast revenue and capital outturn for the services within the Environment Committee, for the financial year 2022-23, as at month 4 (July 2022).

## **6. ALTERNATIVE OPTIONS CONSIDERED AND NOT RECOMMENDED**

- 6.1 None

## **7. POST DECISION IMPLEMENTATION**

- 7.1 None

## **8. IMPLICATIONS OF DECISION**

### **8.1 Corporate Priorities and Performance**

- 8.1.1 This supports the council's corporate priorities as expressed through the Barnet Plan for 2020-25 which sets out our vision and strategy for the next five years. This includes the outcomes we want to achieve for the borough, the priorities we will focus limited resources on, and our approach for how we will deliver this.

### **8.2 Resources (Finance & Value for Money, Procurement, Staffing, IT, Property, Sustainability)**

- 8.2.1 This report considers the forecast position of the services under the remit of the Housing & Growth Committee at the end of the financial year.

### **8.3 Legal and Constitutional References**

- 8.3.1 Section 151 of the Local Government Act 1972 states that: "without prejudice to section 111, every local authority shall make arrangements for the proper administration of their financial affairs and shall secure that one of their officers has responsibility for the administration of those affairs". Section 111 of the Local Government Act 1972 relates to the subsidiary powers of local authorities to take actions which are calculated to facilitate, or are conducive or incidental to, the discharge of any of their functions.
- 8.3.2 Section 28 of the Local Government Act 2003 (the Act) imposes a statutory duty on a billing or major precepting authority to monitor, during the financial year, its income and expenditure against the budget calculations. If the monitoring establishes that the budgetary situation has deteriorated, the authority must take such action as it considers necessary to deal with the situation. Definition as to whether there is deterioration in an authority's financial position is set out in sub-section 28(4) of the Act.
- 8.3.3 A decision to amend the Financial Regulations in the council's constitution to reflect the responsibility for Theme Committees for the oversight and scrutiny of:
- 8.3.3.1 The overall financial performance of the services operating within the remit of the respective Theme Committee.
- 8.3.3.2 The council's current Financial Regulations can be found at:  
<https://barnet.moderngov.co.uk/ecSDDisplay.aspx?NAME=SD349&ID=349&RPID=638294>
- 8.3.4 Article 7 of Barnet's Constitution outlines the Committee's Terms of Reference;

- (1) Responsibility for all borough-wide or cross-area matters relating to the local environment including:
  - Air Quality
  - Cycling, Walking and Healthy Streets
  - Biodiversity
  - Transport and Public Transport
  - Grounds Maintenance
  - Highways
  - On-Street and Off-Street Parking
  - Road Safety
  - Lighting
  - Street Cleaning
  - Environmental Crime (including littering, fly-tipping fly-posting, and graffiti)
  - The Council's Fleet
  - Waste and Recycling
  - Waterways
  - Parks and Open Spaces (including allotments and trees)
  - Cemeteries, Crematoria and Mortuary
  - Trading Standards and Environmental Health (except Environmental Health functions relating to housing and fire safety)
- (2) Responsibility for the council's response to the climate emergency including:
  - Setting and overseeing implementation of carbon reduction targets, both in relation to the council as an organisation and Barnet as a place
  - Developing strategies to meet those carbon reduction targets
  - Developing strategies for the mitigation of the impacts of climate change, both on the council as an organisation and Barnet as a place
  - Implementing the elements of those strategies that relate to functions listed in (1) above.
- (3) To submit to the Policy and Resources Committee proposals relating to the Committee's budget (including fees and charges) for the following year in accordance with the budget timetable.
- (4) To make recommendations to Policy and Resources Committee on issues relating to the budget for the Committee, including virements or underspends and overspends on the budget. No decisions which result in amendments to the agreed budget may be made by the Committee unless and until the amendment has been agreed by Policy and Resources Committee.
- (5) To receive reports on relevant revenue and capital expenditure, contracts, performance information and risk on the services under the remit of the Committee.

## **8.4 Insight**

- 8.4.1 Whilst not specifically applicable to this report, insight is used to support the financial position forecasted in this report through activity drivers and place-based understanding.

## **8.5 Social Value**

- 8.5.1 None applicable to this report.

## **8.6 Risk Management**

- 8.6.1 Regular monitoring of financial performance is a key part of the overall risk management approach of the Council.

## **8.7 Equalities and Diversity**

- 8.7.1 Decision makers should have due regard to the public sector equality duty in making their decisions. The equalities duties are continuing duties, they are not duties to secure a particular outcome. Consideration of these duties should precede the decision. The statutory grounds of the public sector equality duty are found at section 149 of the Equality Act 2010 and are as follows:

- 8.7.1.1 A public authority must, in the exercise of its functions, have due regard to the need to:

- 8.7.1.1.1 eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under this Act;
- 8.7.1.1.2 advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;
- 8.7.1.1.3 Foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

- 8.7.1.2 Having due regard to the need to advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it involves having due regard, in particular, to the need to:

- 8.7.1.3 remove or minimise disadvantages suffered by persons who share a relevant protected characteristic that are connected to that characteristic;
- 8.7.1.4 take steps to meet the needs of persons who share a relevant protected characteristic that are different from the needs of persons who do not share it;
- 8.7.1.5 Encourage persons who share a relevant protected characteristic to participate in public life or in any other activity in which participation by such persons is disproportionately low.
- 8.7.1.6 The steps involved in meeting the needs of disabled persons that are different from the needs of persons who are not disabled include, in particular, steps to take account of disabled persons' disabilities.

- 8.7.1.7 Having due regard to the need to foster good relations between persons who share a relevant protected characteristic and persons who do not share it involves having due regard, in particular, to the need to:

- 8.7.1.8 Tackle prejudice and promote understanding.

- 8.7.1.9 Compliance with the duties in this section may involve treating some persons more favourably than others; but that is not to be taken as permitting conduct that would otherwise be prohibited by or under this Act. The relevant protected characteristics are:

- 8.7.1.9.1 Age
- 8.7.1.9.2 Disability
- 8.7.1.9.3 Gender reassignment
- 8.7.1.9.4 Pregnancy and maternity
- 8.7.1.9.5 Race
- 8.7.1.9.6 Religion or belief
- 8.7.1.9.7 Sex

- 8.7.1.9.8 Sexual orientation
- 8.7.1.9.9 Marriage and Civil partnership

8.7.2 This is set out in the council's Equalities Policy together with our strategic Equalities Objective - as set out in the Corporate Plan - that citizens will be treated equally with understanding and respect; have equal opportunities and receive quality services provided to best value principles.

8.7.3 Progress against the performance measures we use is published on our website at: [www.barnet.gov.uk/info/200041/equality\\_and\\_diversity/224/equality\\_and\\_diversity](http://www.barnet.gov.uk/info/200041/equality_and_diversity/224/equality_and_diversity)

8.7.4 Measures undertaken as part of the Council's response to the Covid-19 pandemic have been undertaken in full awareness of the Council's commitment and responsibility to act in accordance with its own Equalities Policy and wider legislation. It is notable that the virus does appear to affect some parts of the community more than others, and the Council's actions have been informed by its commitment to mitigate impacts in all areas, and to appropriately protect or shield especially vulnerable individuals, in accordance with national guidelines.

## **8.8 Corporate Parenting**

8.8.1 In line with Children and Social Work Act 2017, the council has a duty to consider Corporate Parenting Principles in decision-making across the council. There are no implications for Corporate Parenting in relation to this report.

## **8.9 Consultation and Engagement**

8.9.1 None in the context of this report

## **8.10 Environmental Impact**

8.10.1 None in the context of this report

## **9. BACKGROUND PAPERS**

9.1 None