



RUSHMOOR BOROUGH COUNCIL

CABINET

*at the Council Offices, Farnborough on
Tuesday, 22nd April, 2025 at 7.00 pm*

To:

Cllr Gareth Williams, Leader of the Council
Cllr Sophie Porter, Deputy Leader and Healthy Communities & Active Lives Portfolio Holder

Cllr A.H. Crawford, Finance & Resources Portfolio Holder
Cllr Jules Crossley, Policy, Performance & Sustainability Portfolio Holder
Cllr Keith Dibble, Housing & Planning Portfolio Holder
Cllr Christine Guinness, Pride in Place / Neighbourhood Services Portfolio Holder
Cllr Julie Hall, Economy, Skills & Regeneration Portfolio Holder

Enquiries regarding this agenda should be referred to Chris Todd, Democratic Support Officer, on 01252 398825 or e-mail: chris.todd@rushmoor.gov.uk

A G E N D A

1. DECLARATIONS OF INTEREST –

Under the Council's Code of Conduct for Councillors, all Members are required to disclose relevant Interests in any matter to be considered at the meeting. Where the matter directly relates to a Member's Disclosable Pecuniary Interests or Other Registrable Interest, that Member must not participate in any discussion or vote on the matter and must not remain in the room unless they have been granted a dispensation (see note below). If the matter directly relates to 'Non-Registrable Interests', the Member's participation in the meeting will depend on the nature of the matter and whether it directly relates or affects their financial interest or well-being or that of a relative, friend or close associate, applying the tests set out in the Code.

NOTE:

On 27th May, 2021, the Council's Corporate Governance, Audit and Standards Committee granted dispensations to Members appointed by the Council to the Board of the Rushmoor Development Partnership and as Directors of Rushmoor Homes Limited.

2. **COUNCIL DELIVERY PLAN 2025/26** – (Pages 1 - 50)
(Cllr Gareth Williams, Leader of the Council)

To consider Report No. ACE2507 (copy attached), which seeks approval of a Council Delivery Plan for 2025/26, for submission to the Council.

3. **UPDATED PENSION DISCRETIONS POLICY AND ORGANISATIONAL CHANGE POLICY** – (Pages 51 - 78)
(Cllr A.H. Crawford, Finance & Resources Portfolio Holder)

To consider Report No. PEO2504 (copy attached), which sets out updates to the Council's Pension Discretions Policy and Organisational Change Policy.

4. **FIXED PENALTY NOTICE FINES** – (Pages 79 - 88)
(Cllr Christine Guinness, Pride in Place / Neighbourhood Services Portfolio Holder)

To consider Report No. OS2507 (copy attached), which sets out details of a review in relation to the level of fines in respect of Fixed Penalty Notices.

5. **EXCLUSION OF THE PUBLIC** –

To consider resolving:

That, subject to the public interest test, the public be excluded from this meeting during the discussion of the undermentioned item to avoid the disclosure of exempt information within the paragraph of Schedule 12A to the Local Government Act, 1972 indicated against such item:

Item No.	Schedule 12A Para. No.	Category
6	3	Information relating to financial or business affairs

6. **TEMPORARY ACCOMMODATION - APPROACH TO CURRENT AND FUTURE PROVISION** – (Pages 89 - 110)
(Cllr Keith Dibble, Housing & Planning Portfolio Holder)

To consider Exempt Report No. PG2510 (copy attached), which sets out information relating to the Council's current and future provision of temporary accommodation.

CABINET

COUNCILLOR GARETH WILLIAMS
LEADER OF THE COUNCIL

22 APRIL 2025

KEY DECISION? YES

REPORT NO. ACE2507

COUNCIL DELIVERY PLAN 2025/26

SUMMARY AND RECOMMENDATIONS:

This report presents the Council Delivery Plan for 2025-26. The plan sets out the Council's priorities and the key projects and activities the council will take over the next year that contribute towards delivering the new strategic priorities.

Cabinet is asked to:

- Agree the refreshed priorities as set out below, following the decision to include Hampshire in the priority programme for devolution.
- Agree to bring forward annual Delivery Plans over the next three years.
- Recommend approval of the Council Delivery Plan for 2025-26 to full Council.

1. INTRODUCTION

- 1.1 This report presents the Council Delivery Plan for 2025-26 attached in Annex 1. The draft plan sets out the council's priorities and key projects / activities the council will take over the next three years.
- 1.2 The Plan is structured across five themes:
- Skills, Economy, and Business.
 - Homes for All: Quality Living, Affordable Housing.
 - Community and Wellbeing: Active Lives, Healthier and Stronger Communities.
 - Pride in Place: Clean, Safe and Vibrant Neighbourhoods.
 - The Future and Financial Sustainability.

2. BACKGROUND

- 2.1 In November 2024, the Cabinet agreed the strategic priorities for the Council, to bring forward a delivery plan for the coming year and to develop a new vision and Council Plan ([Report ACE2416](#)).

- 2.2 The Government released the [English Devolution White Paper](#) in December 2024 which set out the government's plans to widen and deepen devolution across England, providing mayors with unprecedented powers and funding and hardwiring them into the way government works.
- 2.3 The Government asked local authorities to express an interest in being included on the priority programme for devolution. The local authorities in Hampshire and the Solent expressed an interest and in January 2025 the Government announced that they have been included in the Devolution Priority Programme.
- 2.4 Devolution would create one large strategic authority for the whole of Hampshire and the Isle of Wight, led by an elected mayor, with greater control over important areas for the region, such as economic growth, transport planning, infrastructure investment and skills development. Elections for the Mayor are due to take place in May 2026.
- 2.5 Alongside its devolution programme, the government has said it also expects to see wider local government reorganisation over time, with district councils, such as Rushmoor Borough Council, joining forces with others to create larger, unitary councils. This is likely to happen in 2027 to 2028. [Cabinet approved](#) the submission of an interim local government organisation plan to government on the 20 March 2025.

3. DETAILS OF THE PROPOSAL

Changes to the priorities

- 3.1 Given the plans for local government reorganisation, the strategic priorities agreed at Cabinet in November have been refreshed.
- 3.2 While the majority have remained unchanged, one of the priorities was to refresh the Councils long term vision. Reference to this has now been removed and work to advocate the best outcome for Rushmoor residents from devolution and Local Government Reorganisation, has been included.
- 3.3 Given the likelihood of local government reorganisation, it is proposed that the Council does not develop a new Council Vision or multi-year Council Plan. Instead, it will bring forward annual Delivery Plans during the potential transition period to merging into a unitary council. This will allow the Council to adapt its work programme in response to the changing environment.

General

- 3.4 The Council Delivery Plan (Annex 1) provides a focus for the Council's activities and services by outlining the council's priorities for the next year. The Council priorities are under five themes:

- **Skills, Economy, and Business.**
 - Promote access to skills, development and training so residents can be part of a thriving local economy.
 - Work with businesses to attract and retain jobs, through active place-making and targeting of key industries.
 - Promote the development of Rushmoor's towns to meet the needs of business and residents, partnering with experts to deliver strategic transformation of town centres and neighbourhoods.

- **Homes for All: Quality Living, Affordable Housing.**
 - Improve social housing performance through more active engagement with providers.
 - Intervene to improve the quality of private rented sector homes in the borough which do not meet acceptable living standards.
 - Provide good quality temporary accommodation.
 - Make it easier to understand how the Council allocates social housing.
 - Progress a new Local Plan that maximises delivery of new homes.
 - Regenerate Council-owned brownfield land with new and affordable homes

- **Community and Wellbeing: Active Lives, Healthier and Stronger Communities.**
 - Ensure all residents have access to opportunities for physical exercise including a new leisure centre in Farnborough.
 - Enable a programme of community and cultural activities that engages everyone.
 - Address health inequalities through partnerships with providers and other local authorities.
 - Work with partners to improve access to and awareness of mental health support.

- **Pride in Place: Clean, Safe and Vibrant Neighbourhoods.**
 - Cleaner streets – implement initiatives to reduce flytipping.
 - Cabinet Pride in Place champion to encourage local, cleaner streets projects.
 - Work across the council and with partners to expand initiatives to address long-term issues of antisocial behaviour.

- **The Future and Financial Sustainability.**
 - Achieve the best outcome for Rushmoor residents and business through Devolution and Local Government Reorganisation.
 - Deliver a refreshed and more ambitious Climate Change Action Plan.
 - Implement processes and monitoring to ensure accountability for the delivery plan is clear and progress is regularly reviewed, with actions taken to manage any variances.
 - Achieve financial sustainability through delivery of the Financial Recovery Plan.

- Ensure a culture of continuous improvement through delivery of the Corporate Peer Challenge recommendations and actions.

Monitoring of the Plan

- 3.5 The Council's Performance Management Framework will be updated in line with the Delivery Plan over the next few weeks. This will monitor delivery of planned activity, achievement of project output targets, and changes to outcome indicators showing impact in the borough.
- 3.6 Each quarter the Council Delivery Plan monitoring report is reported to Cabinet setting out the progress against the key projects/activities, the key output and outcome indicators and service performance measures. This is accompanied by an update on the Council's Risk Register that may include issues that relate to the Council Delivery Plan.

Alternative Options

- 3.7 The Council could continue with the current Council Business Plan which covers the period between 2023 – 2026. This was not considered appropriate due to changes in the Council priorities and the significant changes impacting the Council both internally and externally.

Consultation

- 3.8 The priorities were shaped using information and data from the Council's annual residents survey which was carried out in the summer 2024. The next residents' survey will be carried out in summer 2025.

4. IMPLICATIONS

Risks

- 4.1 Risks to the delivery of the Council Delivery Plan will be recorded and reported in line with the Council's Risk Management Policy. The development of the Council Plan 2025/26 has been informed by the Council's risk register.

Legal Implications

- 4.2. Within any Council Delivery Plan, the Council is under a duty to provide a wide variety of statutory services to the public. For discretionary services, the Council must ensure that it has legal powers to carry out that service and determine on what cost basis. There is separate legislation, policy and guidance which covers each individual service area. The Council must consider the Equality Act 2010 and the impact of any new proposal on its community and residents.

Financial Implications

- 4.3. No direct financial implications are identified from this report, however quality performance management throughout the financial year supports the council in

the delivery of services to budget. Through good management the council can support the achievement of value for money when utilising public funds.

- 4.4. Having a clear forward plan will provide a stable base for decision making going forward and enable decision making to ensure the best value for money is achieved by the council.

Resource Implications

- 4.5. The resource implications of the Council Delivery Plan have been considered in line with the Council's budget setting process for 2025/6.

Equalities Impact Implications

- 4.6. A full equality impact assessment has been conducted (see Annex 2). This shows a positive impact on people with protected characteristics relating to age, race or ethnicity, religion or belief, and other vulnerable groups. No negative impacts on people with protected characteristics have been identified. The Council will continue to monitor delivery plan activities through its performance management framework.

5. CONCLUSION

- 5.1 The refreshed priorities and the Plan reflects the Council's ambitions for the Borough, by identifying key projects and activities to be delivered over the next year as the Council moves towards local government reorganisation.
- 5.2 The Cabinet is asked to recommend approval of the Council Delivery Plan 2025-26 to full Council.

LIST OF APPENDICES/ANNEXES:

Annex 1: Council Delivery Plan 2025/26

Annex 2: Equality Impact Assessment

BACKGROUND DOCUMENTS:

None

CONTACT DETAILS:

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Council Delivery Plan

2025-2026



Introduction

Welcome to the Rushmoor Borough Council Delivery Plan for 2025/26.

I know that, as residents of Farnborough and Aldershot, you want a Council that puts accountability and transparency at its heart. You are rightly proud of our towns, but you want to see that reflected in your day-to-day experience of living here; having well-paid jobs, decent homes, safe and clean streets, and a vibrant, active and engaged community. You also want the Council to prioritise a new leisure centre and the regeneration of our town centres.

As the first stage of delivering on these aims, in November 2024 the Cabinet agreed the Council's priorities for 2025/26:

- Skills, Economy, and Business
- Homes for All: Quality Living, Affordable Housing
- Community and Wellbeing: Active Lives, Healthier and Stronger Communities
- Pride in Place: Clean, Safe and Vibrant Neighbourhoods
- The Future and Financial Sustainability

In addition to these priorities, we will make sure that sustainability, diversity, and inclusion are at the heart of all we do.

Over the next three years, district and county councils will be replaced by several unitary councils in Hampshire. This will help us deliver more sustainable and higher quality public services for our residents, with greater accountability and less duplication.

Meanwhile, the Council is committed to delivering for the people of Rushmoor, and to engaging widely with residents on the services you need and representation you want to see on any new authority.

As part of our commitment to accountability, you can see how the Council is performing in delivering this plan, in our quarterly monitoring reports.

Leader - Gareth Williams



Skills, Economy and Business

The Council will focus on growth and investment into Aldershot and Farnborough to drive forward the vision for our towns as a recognised destination for business and an economic hub for defence, aerospace and technology. It will meet the needs of businesses and residents by regenerating our town centres and offering more skills-based learning opportunities to deliver increased employment and careers. This means working with business, education institutions, experts and partners to help develop a skills offer and town centre transformation programme.

The Council will continue work with businesses to boost local jobs, including encouraging new companies to set up in Rushmoor, highlighting the many benefits the area has to offer, so local people can benefit from a strong local employment and economy.

Priorities

Promote access to skills, development and training so residents can be part of a thriving local economy.

Work with businesses to attract and retain jobs, through active place-making and targeting of key industries.

Promote the development of Rushmoor's towns to meet the needs of businesses and residents, partnering with experts to deliver strategic transformation of town centres and neighbourhoods.



Priorities and key activities	Outcomes and key measures of success
<p>Promote access to skills, development and training so residents can be part of a thriving local economy by:</p> <ul style="list-style-type: none"> • Delivering projects, events and engagement activities which help residents to access local training and employment opportunities. It will develop new Employment and Skills Plans with property developers to increase these opportunities, also involving local educational institutions • Working with local businesses and partners on skills needs and gaps and, with their support, developing a business-led skills offer. This will develop skills that businesses need through the Rushmoor Employment and Skills Network and Get Britain Working Plan with Hampshire County Council • Engaging with young people to encourage their aspirations and elevate career opportunities as part of our Young People's Plan. • Publishing its skills offer, careers, business support and events in an accessible and engaging way online to ensure greater awareness and take-up of opportunities and to help connect local people with businesses and educational institutions 	<ul style="list-style-type: none"> • Positive feedback on our impact on skills development, job prospects and educational opportunities • Increased involvement of businesses in training and skills development • Increased further and higher education institutions activity focused on skills development for employment
<p>Work with businesses to attract and retain jobs, through active place-making and targeting of key industries by:</p> <ul style="list-style-type: none"> • Developing place narratives for Aldershot and Farnborough to increase investment, footfall, and pride in our town centres • Producing sector development plans and setting up a business forum to drive forward the vision for our towns as an economic hub for defence, aerospace, and technology businesses, with more opportunities for improving skills and creating better jobs for local people • Facilitating business networking opportunities with local partners, including businesses and aligned groups, and support businesses by providing one-to-one business advice and training • Providing and preserving high-quality employment land and spaces that meet business needs and attract target sectors 	<ul style="list-style-type: none"> • Develop place narratives, develop sector development plans and establish business forums by summer 2025 • Forum members report positive feedback on difference to their work and productivity • Increased number of businesses supported • Increased level of inward investments and new jobs
<p>Promote the development of Rushmoor's towns to meet the needs of businesses and residents, partnering with experts to deliver strategic transformation of town centres and neighbourhoods by:</p> <ul style="list-style-type: none"> • Regenerating Farnborough town centre with a new town square with outdoor seating and event space, releasing land for development, and complementing development of the leisure centre with private and public investment • Building on the successful delivery of the Union Yard project and working with landowners in Aldershot town centre to unlock and realise further regeneration opportunities • Implementing measures to improve footfall and the retail environment of Aldershot, Farnborough and North Camp town centres • Delivering a diverse events programme and encouraging and supporting external event organisers to run more events in the borough • Encouraging artists, creatives and cultural organisations to apply for relevant funding to increase the number of diversity of events in the borough 	<ul style="list-style-type: none"> • Town centre square completed by the end of May 2025 • Increased satisfaction with the town centres • Increase in town centre footfall • Increased attendance at town centre events • Increased satisfaction with cultural activities and events



Homes for All: Quality Living, Affordable Housing

The Council knows how important it is for local people to have decent homes. It is actively engaging with social housing providers to improve their performance locally.

It will make it easier to understand how social housing is allocated and provide good quality temporary housing to those most in need. If you rent privately, the Council wants to make sure your home is well-maintained and will act where it is not.

In the longer term, the Council will progress a new Rushmoor Local Plan that maximises the delivery of new homes and use Council-owned brownfield land to provide new affordable homes.



Priorities

Improve social housing performance through more active engagement with providers.

Intervene to improve the quality of private rented sector homes in the borough which do not meet acceptable living standards.

Provide good quality temporary accommodation.

Make it easier to understand how the Council allocates social housing.

Progress a new Local Plan that maximises delivery of new homes.

Regenerate council-owned brownfield land with new and affordable homes.

Priorities and key activities	Outcomes and key measures of success
<p>Improve social housing performance through more active engagement with providers by:</p> <ul style="list-style-type: none"> • Actively engaging with local social housing providers to improve the quantity and quality of social housing • Discussing the barriers and issues with improving quality of local homes with the larger local social housing providers and other landlords • The Overview and Scrutiny Committee increasing the number of local social housing providers it scrutinises each year 	<ul style="list-style-type: none"> • Reduction in the number of social housing complaints reported to the Housing Ombudsman • Increased number of notices issued by the Council • Reduction in the number of private sector complaints • Reduction in the proportion of social housing and private rented properties failing to achieve the Decent Homes Standard
<p>Intervene to improve the quality of private rented sector homes in the borough which do not meet acceptable living standards by:</p> <ul style="list-style-type: none"> • Engaging local private sector landlords to provide advice and raise awareness on local issues • Taking enforcement action about serious housing condition problems and aiming to be early adopter of the powers in the Renters Rights Bill that will improve our ability to address issues with housing conditions 	<ul style="list-style-type: none"> • Increase in the proportion of social housing and private rented properties achieving EPC C • Increase in the number of local social homes • Reduction in the proportion of residents who believe affordable decent housing needs improving • Increase in proportion of residents who are satisfied with Council's housing service
<p>Provide good quality temporary accommodation by:</p> <ul style="list-style-type: none"> • Collaborating with local social housing providers to enable and facilitate better temporary accommodation provision 	<ul style="list-style-type: none"> • Enough temporary accommodation units available to meet local needs • Temporary accommodation units achieve the Decent Homes Standard and EPC C
<p>Make it easier to understand how the Council allocates social housing by:</p> <ul style="list-style-type: none"> • Considering options to refine, clarify and improve the existing housing allocation scheme, and also improve how social housing allocation decisions are communicated 	<ul style="list-style-type: none"> • Increase the proportion of residents who are satisfied with Council's housing service
<p>Progress a new Local Plan that maximises delivery of new homes by:</p> <ul style="list-style-type: none"> • Producing a new Local Plan to guide the location, scale and type of future development. The current Local Plan was adopted in February 2019 and the Council will start to develop a new plan this year 	<ul style="list-style-type: none"> • Decrease the proportion of residents who believe affordable decent housing needs improving • Deliver additional affordable housing • Demonstrate a five-year supply of deliverable housing land and meet the Government's housing targets for the area
<p>Regenerate council-owned brownfield land with new and affordable homes by:</p> <ul style="list-style-type: none"> • Maximising use of Farnborough Civic Quarter and other council land for new affordable and keyworker housing by exploring the use of the Homes England Affordable Homes Programme 	



Community and Wellbeing: Active Lives, Healthier and Stronger Communities



At the heart of the Council's vision is a commitment to building stronger, healthier communities by providing opportunities for exercise, wellbeing, and social connection that are easy to access. The new Farnborough Leisure Centre will be a key part of this effort, designed to bring people together in an affordable and inclusive space for fitness, swimming and recreation. The Council will honour the heritage of Aldershot Lido and offer free access to tennis.



The Council will also expand its popular programme of community and cultural events, creating opportunities for residents to connect, celebrate, and feel a sense of belonging. In partnership with local organisations, it is actively working to address health challenges, increasing and promoting more opportunities for physical activity, and improving access to mental health support, so that everyone in Rushmoor can thrive.

Central to our desire to make sure everyone has access to opportunities to exercise, swim and keep fit is the new Farnborough Leisure Centre. The Council knows it needs to be affordable and is working hard to bring this forward as soon as it can.



Priorities

Ensure all residents have access to opportunities for physical exercise including a new leisure centre in Farnborough.

Enable a programme of community and cultural activities that engages everyone.

Address health inequalities through partnerships with providers and other local authorities.

Work with partners to improve access to, and awareness of, mental health support.



Priorities and key activities	Outcomes and key measures of success
<p>Make sure all residents have access to opportunities for physical exercise including a new leisure centre in Farnborough by:</p> <ul style="list-style-type: none"> • Bringing a new leisure centre to Farnborough. Work to deliver this will continue throughout 2025/26 • Carrying out a health and physical activity survey to inform the leisure centre design and access to physical activity locally • Working with schools, health services, and community groups to promote exercise for all ages with healthy eating, fitness, and sports day programmes • Improving mobility, especially for older residents, through the Council's active travel project and healthy walks 	<ul style="list-style-type: none"> • Farnborough Leisure Centre built and used regularly • Increased access to physical activity opportunities • Increased attendance at local fitness programmes • Increased participation in sports and physical activities • Improved healthy weights of our population
<p>Enable a programme of community and cultural activities that engages everyone including:</p> <ul style="list-style-type: none"> • Strengthening Rushmoor Together and the Supporting Communities Strategy, to deliver improved outcomes for our communities and promote community involvement, especially in disadvantaged areas • Expanding Rushmoor Youth Voice to empower young people to discuss key issues like health, education and climate change • Running the Aldershot Youth Café and Farnborough Youth Club as safe spaces for young people, and the Rushmoor Voices community engagement group to improve social cohesion in Rushmoor 	<ul style="list-style-type: none"> • Increase participation in youth programmes, community events and consultations • Implementation of climate projects led by young people • Use of qualitative information given back by partners • Rushmoor Youth Voice to be held in different venues to improve engagement • Fewer incidents of community conflict and improved community cohesion
<p>Address health inequalities through partnerships with providers and other local authorities including:</p> <ul style="list-style-type: none"> • Collaborating with health providers to improve care for vulnerable families • Developing the 'Live Longer Better Project' to increase activity and social support among older residents, including the Nepali community, and supporting the Steady & Strong Programme to improve fitness • Working with targeted schools to support healthy eating and increase physical activity provision • Delivering an Active Rushmoor campaign, partnering with local sports groups to offer open days and increased opportunities for all residents in the summer of 2025 	<ul style="list-style-type: none"> • Improved healthy weights of our population • Increased participation in health programmes, particularly from deprived areas • More residents from targeted groups attending health and fitness programmes • Increased promotion of existing sporting offers and provision
<p>Work with partners to improve access to, and awareness of, mental health support by:</p> <ul style="list-style-type: none"> • Working with NHS Community and Wellbeing Officers to improve mental health services in deprived areas • Supporting Men's Health Day as an annual event to raise awareness of mental health, and delivering the Rushmoor Together and the Supporting Communities Strategy, with a focus on health, economic wellbeing and community belonging • Partnering with local organisations to raise awareness of mental health support 	<ul style="list-style-type: none"> • Mental health of residents improved • Mental health support measured by service use, referrals, and resident feedback • More community events, campaigns, and workshops raising awareness of mental health issues



Pride in Place: Clean, Safe and Vibrant Neighbourhoods

Rushmoor Borough Council wants its streets and town centres to be clean, safe and welcoming and the Cabinet has appointed a Pride in Place champion to encourage local people to get involved.

In the town centres, the we have been working closely with the police to deal with unacceptable issues of antisocial behaviour.

The Council is actively addressing fly-tipping and launched the trial of a mobile collection scheme, 'Walk this Waste', in December 2024 in Farnborough's Cherrywood ward, the area most affected by fly-tipping. This initiative allowed residents to dispose of old household items for free. In Spring 2025, the trial expanded to three more wards with significant fly-tipping issues (Rowhill, St Mark's, and Aldershot Park). The Council will review the results and decide if it moves forward with a broader rollout.



Priorities


Cleaner streets - implement initiatives to reduce fly-tipping.

Cabinet Pride in Place champion to encourage local, cleaner streets projects.

Work across the council and with partners to expand initiatives to address long-term issues of antisocial behaviour.




Priorities and key activities	Outcomes and key measures of success
<p>Cleaner streets - implement initiatives to reduce fly-tipping including:</p> <ul style="list-style-type: none"> • Applying a four Es approach to reduce fly-tipping; Engage, Educate, Encourage and Enforce • Considering a collaborative approach to the management of fly-tipping on private land, and delivering campaigns aimed at preventing fly-tipping • Trialling a “Walk this Waste” project before deciding if it offers it more widely. • Introducing a network of recycling points for small electrical items across the borough 	<ul style="list-style-type: none"> • Reduction in reported fly-tipping by March 2027 • Increase in FPNs issued and paid
<p>Cabinet Pride in Place champion to encourage local, cleaner streets projects through:</p> <ul style="list-style-type: none"> • The Pride in Place Coordination Group running initiatives to clean up the borough, including a dog-fouling campaign and a litter-pick campaign, culminating in a “Keep Britain Tidy” celebration and delivering talks to schools. • Developing a network of volunteers across the borough who want to actively engage in activities to improve the local environment (the Binfluencers) 	<ul style="list-style-type: none"> • Increase in street cleanliness • Decrease in number of enquiries related to dog-fouling by March 2027 • Increased resident satisfaction on street cleanliness
<p>Work across the council and with partners to expand initiatives to address long-term issues of antisocial behaviour by:</p> <ul style="list-style-type: none"> • Planning and delivering educational campaigns, engaging with those involved in, and affected by, antisocial behaviour and encouraging offenders to take part in diversionary activities • Addressing persistent antisocial behaviour with tailored and appropriate enforcement • Working with partner agencies to tackle the underlying issues that contribute to ongoing antisocial behaviour in our town centres • Reducing antisocial behaviour in our town centres through improvements to the retail environment and addressing environmental crime 	<ul style="list-style-type: none"> • Reduce number of reported instances of antisocial behaviour by March 2027 • Increase in residents’ feelings of safety in our town centres • Increase in the number of young people engaged with Think Safe event



The future and financial sustainability

The Government has selected Hampshire and the Isle of Wight to be part of its Devolution Priority Programme. This means county and district councils joining together to create larger, unitary councils.




The Council believes that the best deal for residents, the sense of place, and the economic geography of the area favours a North Hampshire unitary council. It will engage with residents and businesses about the new unitary council and Rushmoor's legacy.

It also needs to make sure services and activities are affordable as well as of a good quality. The Council will be delivering against the financial recovery plan and will put in place clear ways to monitor and improve its activities.


We are committed to tackling climate change and will be implementing a more ambitious climate change action plan.

Priorities




Achieve for the best outcome for Rushmoor residents and business from Devolution and Local Government Reorganisation.

Deliver a refreshed and more ambitious Climate Change Action Plan.



Implement processes and monitoring to ensure accountability for the Delivery Plan is clear and that progress is regularly reviewed, with actions taken to manage any variances.

Achieve financial sustainability through delivery of the Financial Recovery Plan.



Ensure a culture of continuous improvement through delivery of the Corporate Peer Challenge recommendations and actions.

Priorities and key activities	Outcomes and key measures of success
<p>Achieve the best outcome for Rushmoor residents from Devolution and Local Government Reorganisation by:</p> <ul style="list-style-type: none"> • Making sure their needs are met by future devolution and local government reorganisation plans • Engaging with residents and businesses about what's important for the new unitary council and on what Rushmoor's legacy will be 	<ul style="list-style-type: none"> • 35% of residents think the Council acts on their concerns
<p>Deliver a refreshed and more ambitious Climate Change Action Plan by:</p> <ul style="list-style-type: none"> • Putting sustainability at the heart of all Council activity, with a new Change Action Plan agreed in 2025. The Council will be working to deliver the actions from this plan 	<ul style="list-style-type: none"> • Become a carbon neutral council by 2030 • Increase EcoFair exhibitors and attendance by 35% • Establish a Youth Climate Ambassador Forum in 2025
<p>Implement processes and monitoring to make sure accountability for the plan is clear and that progress is regularly reviewed, with actions taken to manage any variances through:</p> <ul style="list-style-type: none"> • A revised Performance Management Framework, a tool to strengthen performance management in the authority, and last revised in June 2023 - and to ensure that the Council is delivering against its priorities 	<ul style="list-style-type: none"> • A refreshed Performance Management Framework by March 2026 • Performance monitoring reports considered by Cabinet every quarter
<p>Achieve financial sustainability through delivery of the Financial Recovery Plan</p> <ul style="list-style-type: none"> • In October 2024 the Council agreed the Financial Recovery Plan, which is a high-level plan to address the budget deficit over four years. 	<ul style="list-style-type: none"> • Council sets a balanced budget while keeping sufficient reserves in the medium term each year • Delivery of required asset disposals and budget reductions by March 2027
<p>Ensure a culture of continuous improvement through delivery of the Corporate Peer Challenge recommendations and actions by:</p> <ul style="list-style-type: none"> • Implementing the recommendations on how it can improve how it delivers its functions • Implementing agreed recommendations from governance review to achieve improved risk management, member oversight and governance • Reviewing organisational structure to improve efficiency and accountability 	<ul style="list-style-type: none"> • All actions completed by March 2026 • Positive peer team follow up report findings • Governance review implementation completed by Summer 2025 • Organisational review completed by October 2026

Equality, diversity and inclusion

The Council is committed to ensuring that it is compliant with the statutory duties under the Equality Act 2010, and in October 2024 published two new equality objectives:

- To promote the use of equality impact assessments as part of the Council's decision making, policy making, procurement, and service design to ensure inclusivity, accessibility, equal opportunities, and good relations
- To tackle the effects of poverty and deprivation, and to have a positive impact on people's daily lives through delivery of Supporting Communities Strategy projects

To reflect these objectives the Council will:

- Ensure that any engagement and consultation activities will be designed so that all groups with protected characteristics will have an opportunity to take part in a way that is accessible and inclusive for them
- Carry out equality impact assessments to identify barriers and ensure equal access to facilities, services, and programmes
- Carry out equality impact assessments for any proposed service changes arising from the Financial Recovery Plan
- Promote inclusive cultural activities that engage underrepresented and marginalised communities, ensuring that all residents can take part and benefit
- Target programmes and activities to areas and people that need them most, including our areas of deprivation
- Ensure mental health support is accessible to everyone, particularly focusing on deprived areas and minority groups, and make sure events reach a wide range of people, especially those from under-represented groups.
- Improve the quality of local social and private rented housing

The Council declared a climate emergency in Rushmoor in summer 2019, with the full support of all councillors. In doing so, councillors pledged to make the Council carbon-neutral, and Aldershot and Farnborough greener and more sustainable.

The Council wants to have a positive impact on future generations by working with businesses, communities and organisations to protect and improve Aldershot and Farnborough's environment. Through direct action and by encouraging and supporting others, we will address the challenges and opportunities presented by climate change.

The Council will deliver a refreshed and more ambitious Climate Change Strategy and action plan.

Delivery of this plan will help the environment and the move towards sustainability by:

- Making climate change impact assessments a routine part of decision making, including any proposed service changes arising from the Financial Recovery Plan
- Running campaigns to reduce fly-tipping by encouraging proper waste disposal and recycling, preventing potential pollution whilst also working to reduce the need for 'clear ups'
- The Pride in Place Champion promoting responsible waste management and increase community engagement
- Tackling antisocial behaviour, which can lead to a cleaner, safer and more sustainable environment. By reducing disruptive behaviour, vandalism, littering etc, it can help to create a more positive environment, which supports businesses and communities, and encourages local investment
- Encouraging better energy performance of housing in the social and private rented sectors, the Council will reduce carbon footprint and lower tenant energy costs
- As part of the Local Plan development, considering options for how the Council can influence more sustainable development in the borough

Document control

Title	Council Delivery Plan 2025/26
Topic/Service	Policy & Performance
Version	1.00
Next review date	01 March 2026
Last reviewed by	Not applicable
Last reviewed date	Not applicable
Approving authority	Cabinet
Approval date	22 April 2025

Equality Impact Assessment: Screening Tool

The **Equality Impact Assessment (EIA) Screening Tool** should be completed for any new proposal. It helps staff check if their proposal will positively, neutrally, or negatively affect residents, staff, or service users. If the impact is positive or neutral, a full EIA isn't needed.

A **full EIA** is required if the screening shows a negative impact on specific groups. We also advise that a full EIA should be completed when a [key decision](#) is being made. Key decisions are executive actions likely to:

- Significantly affect Council tax, budget balances, or contingencies.
- Have a major impact on communities across two or more Borough wards.
- Expenditure or savings over £100,000 qualify as significant, with a £250,000 threshold for property transactions.

Furthermore, for staff, we generally consider the impact on more than 25 people as significant, which would require a full EIA. If you're unsure, you can seek guidance from the Policy Team.

***After screening, if you identify the need for a full Equality Impact Assessment, you can use your existing answers as a foundation for the full assessment.**

Name of Project	Council Delivery Plan 2025/26
Reference number (if applicable)	
Service Area	Policy, Strategy, and Transformation
Date screening completed	8 April 2025
Screening author name	Louise Ansell and Martin Iyawo
Policy Team sign off	Alex Shiell
Authorising Director/Head of Service name	Karen Edwards

Please provide a summary of the proposal

The Rushmoor Borough Council Delivery Plan 2025/26 outlines the Council's strategic priorities across five themes: Skills, Economy, and Business; Homes for All; Community and Wellbeing; Pride in Place; and The Future and Financial Sustainability. The plan aims to deliver improved services while promoting equality, diversity, and inclusion and sustainability

Please outline:

- What are the aims / objectives of this proposal?
- Will this deliver any savings?
- What benefits or change will we see from this proposal?
- Which key groups of people or areas of the borough are involved?

Aims/Objectives of the Proposal:

- Skills, Economy, and Business – Boosting local employment, supporting businesses, and transforming town centres
- Homes for All – Improving social housing, enhancing private rented accommodation, and expanding affordable housing
- Community and Wellbeing – Increasing access to physical exercise, promote community and cultural activities, addressing health inequalities and improve access and awareness of mental health support
- Pride in Place – Reducing antisocial behaviour, reduced fly tipping, and promoting community pride
- The Future and Financial Sustainability – Refresh climate change strategy, advocating for residents on devolution and local government reorganisation, financial sustainability, continuous improvement via the corporate peer challenge and a refreshed performance management framework
- Equality, Diversity and Inclusion and Sustainability will run through the aims stated above

Savings Delivery:

- Yes – The delivery plan aligns with the Financial Recovery Plan, which focuses on financial sustainability

What benefits or change will we see from this proposal?

- Improved local skills, job access, and business support
- Enhanced housing quality and affordable accommodation
- Greater community participation and cultural engagement
- Cleaner neighbourhoods and reduced antisocial behaviour
- Financial sustainability

Which key groups of people or areas of the borough are involved?

- Residents of Aldershot and Farnborough
- Local businesses and service users
- Community Groups

Please outline:

- What are the aims / objectives of this proposal?
- Will this deliver any savings?
- What benefits or change will we see from this proposal?
- Which key groups of people or areas of the borough are involved?

- Council staff
- Other public sector organisations
- Voluntary sector organisations
- Registered Providers (RPs)

Who will the proposal impact? Delete as appropriate.

Group of people	Impacted?
Service users	<input checked="" type="checkbox"/> Yes/ <input type="checkbox"/> No
Residents	<input checked="" type="checkbox"/> Yes/ <input type="checkbox"/> No
Businesses	<input checked="" type="checkbox"/> Yes/ <input type="checkbox"/> No
Visitors to Rushmoor	<input checked="" type="checkbox"/> Yes/ <input type="checkbox"/> No
Voluntary or community groups	<input checked="" type="checkbox"/> Yes/ <input type="checkbox"/> No
Council staff	<input checked="" type="checkbox"/> Yes/ <input type="checkbox"/> No
Trade unions	<input type="checkbox"/> Yes/ <input checked="" type="checkbox"/> No
Other public sector Organisations	<input checked="" type="checkbox"/> Yes/ <input type="checkbox"/> No
Others	Please specify:

What impact will this change have on staff? Please complete where relevant.

Please outline in brief:

- Who will be impacted? For example, which services, teams, or buildings?
- How many staff members?
- What will the impact be? (e.g., changes to structure, staffing levels, responsibilities, relocation, or new working methods)

Who will be impacted?

- Staff in all service areas supporting delivery plan initiatives

How many staff members?

- The Delivery Plan affects all service areas

What will the impact be?

Changes to responsibilities and workload, particularly in service delivery, performance monitoring, and community engagement

What consultation or engagement will you be leading (with residents, staff, or other stakeholders) as part of this project?

Please outline in brief:

- Which groups will you consult (residents, staff, other stakeholders)?
- Will you collect personal data?
- How will you engage (e.g., surveys, focus groups)?
- How will you use the feedback?

If no engagement is planned, explain why.

The focus has been on internal and key stakeholder engagement to align the plan with the priorities set by the administration, whilst ensuring plans are feasible and deliverable with existing resource. Ensuring the plan is realistic and actionable. Information from previous resident surveys, as well as performance data, has informed the development of the strategic priorities.

Which groups will you consult?

- There has been no formal resident, staff or stakeholder engagement. The delivery plan is a document that has been formed with the input from multiple services areas, with some informal conversations with partners, businesses and other public organisations

Will you collect personal data?

- No – the data sets that will be part of the delivery plan monitoring report are publicly available data sets

How will you engage?

Please outline in brief:

- Which groups will you consult (residents, staff, other stakeholders)?
- Will you collect personal data?
- How will you engage (e.g., surveys, focus groups)?
- How will you use the feedback?

If no engagement is planned, explain why.

- There have been various meetings between service managers, heads of services and portfolio holders to agree the information in the delivery plan

How will you use the feedback?

As above, the feedback from heads of services and portfolio holders have informed the delivery plans

While direct consultation has not yet taken place with residents, portfolio holder involvement and informal discussions with partners, businesses and other public organisations have provided an initial external perspective. These stakeholders have direct interactions with residents and can help shape thinking.

What impact will this change have on people with protected characteristics and/or from disadvantaged groups?

For the groups identified earlier, tick the likely impact on people with protected characteristics (e.g., age, disability, race, etc.):

- **Neutral:** No impact.
- **Positive:** Benefits people with protected characteristics.
- **Negative:** Harms people with protected characteristics.
- **Not Sure:** It's unclear how this affects people with protected characteristics, or more information is needed.

Rate the negative impact as **low**, **medium**, or **high**. Also, consider whether the proposal may be seen as controversial or negative by some groups. See the [guidance](#) for help.

Protected characteristic	Positive impact	Neutral impact	Negative impact	Not Sure	Description of the impact (if applicable)
Age (for example, young people under 25, older people over 65)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Choose an item.	<input type="checkbox"/>	Youth engagement and fitness for older people
Disability (include people with physical disabilities, people with learning disabilities, blind and partially sighted people, Deaf or hard of hearing people, neurodiverse people. This also includes carers.)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Choose an item.	<input type="checkbox"/>	Improved access to mental health support
Gender reassignment and identity (include people who identify across the trans* umbrella, not only those who have undergone gender reassignment surgery. This is inclusive of girls and or/women, men and/or boys, non-binary and genderfluid people and people who are transitioning) *Trans is an umbrella term to describe people whose gender is not the same as, or does not sit comfortably with, the sex they were assigned at birth.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Choose an item.	<input type="checkbox"/>	No direct impact
Marriage and Civil Partnership	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Choose an item.	<input type="checkbox"/>	No direct impact
Pregnancy and Maternity (include people who are pregnant in or returning to the workplace after pregnancy. Could also include working parents.)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Choose an item.	<input type="checkbox"/>	Improved access to health services
Race or ethnicity (include on the basis of colour, nationality, citizenship, ethnic or national origins)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Choose an item.	<input type="checkbox"/>	Targeted outreach to try and engage underrepresented groups

Protected characteristic	Positive impact	Neutral impact	Negative impact	Not Sure	Description of the impact (if applicable)
Religion or belief (include no faith)	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Choose an item.	<input type="checkbox"/>	No direct impact
Sex (Include trans girls and/or women and trans boys and/or men. Under the Equality Act 2010 a person's legal sex is their sex as recorded on their birth certificate. Someone can change their legal sex by obtaining a Gender Recognition Certificate.)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Choose an item.	<input type="checkbox"/>	Community safety activity will have a disproportionate effect on women's feelings of safety.
Sexual Orientation (Include people from across the LGBTQ+ umbrella, for example, people who identify as lesbian, gay, bisexual, pansexual or asexual.)	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Choose an item.	<input type="checkbox"/>	No direct impact
Other (e.g. people on low incomes, people living in poverty, looked after children, people with care experience, people who are homeless, people with mental health problems, people who are prison leavers, people affected by menopause, people affected by menstruation and/or period poverty)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Choose an item.	<input type="checkbox"/>	<p>Poverty reduction focus through targeted services.</p> <p>People who are homeless are at increased risk of being drawn into antisocial behaviour.</p> <p>Low-income households may struggle with waste removal, trials of Walk this Waste support these individuals.</p>

Once

Screening Decision	Outcome
Neutral or Positive – no full EIA needed*.	<input checked="" type="checkbox"/> Yes/ <input type="checkbox"/> No
Negative – Low Impact – full EIA at the service director's discretion*.	<input checked="" type="checkbox"/> Yes/ <input type="checkbox"/> No
Negative – Medium or High Impact – must complete a full EIA.	<input type="checkbox"/> Yes/ <input type="checkbox"/> No
Is a full EIA required? Service decision:	<input checked="" type="checkbox"/> Yes/ <input type="checkbox"/> No
Is a full EIA required? [Policy Team] sign off recommendation:	<input checked="" type="checkbox"/> Yes/ <input type="checkbox"/> No
Flag for DPIA (will include engagement that collects personal data). [Policy Team]:	<input type="checkbox"/> Yes/ <input checked="" type="checkbox"/> No
Flag for ethics (high risk / will involve engagement with vulnerable residents):	<input type="checkbox"/> Yes/ <input checked="" type="checkbox"/> No

you've completed the screening tool and determined that the proposal is likely to have a positive or neutral impact on people with protected characteristics, the following can be included in the 'Equality Impact Assessment' part of the report. ***'An equality impact check found that this proposal would have a positive or neutral impact on people with protected characteristics. Therefore, a full assessment is not required.'***

Please send this completed EIA Screening Tool to Policy@rushmoor.gov.uk for quality checking by the policy team.

If required, please continue to the full assessment below.

Equalities Impact Assessment:

Full Assessment

Before completing this form, you should have filled out an Equality Screening Tool and obtained approval from your Head of Service and the Policy Team. This Equality Impact Assessment should be completed if the Screening Tool identifies a potentially negative impact on one or more specific groups or there is a large-scale proposal or impact. It can also be used to highlight positive impacts.

We also advise that a full EIA should be completed when a [key decision](#) is being made. Key decisions are executive actions likely to:

- Significantly affect Council tax, budget balances, or contingencies.
- Have a major impact on communities across two or more Borough wards.
- Expenditure or savings over £100,000 qualify as significant, with a £250,000 threshold for property transactions.

If unsure, contact the Policy Team.

Furthermore, for staff, we generally consider the impact on more than 25 people as significant, which would require a full EIA. If you're unsure, you can seek guidance from the Policy Team.

Summary of proposal

Name of Project	Rushmoor Borough Council Delivery Plan 2025/26
Reference number (if applicable)	
Service Area	Policy, Strategy, and Transformation

Name of Project	Rushmoor Borough Council Delivery Plan 2025/26
Date assessment completed	08/04/25

Before completing the EIA, please read the guidance and FAQs. For further help and advice please contact Policy@rushmoor.gov.uk

1. Please provide a summary of the proposal.

Please provide:

- How the service works now (if relevant) and what changes are being suggested.
- Who will benefit from the proposal and what the results will be.
- Any savings the proposal might bring.

This report presents the Council Delivery Plan 2025/26, which outlines the Council's strategic approach to delivering key services and achieving corporate priorities. The proposal aims to improve public service delivery across five main areas.

The Delivery Plan focuses on:

- Skills, Economy, and Business – Boosting local employment, supporting businesses, and transforming town centres
- Homes for All – Improving social housing, enhancing private rented accommodation, and expanding affordable housing
- Community and Wellbeing – Increasing access to physical exercise, promote community and cultural activities, addressing health inequalities and improve access and awareness of mental health support
- Pride in Place – Reducing antisocial behaviour, reduced fly tipping, and promoting community pride
- The Future and Financial Sustainability – Refresh climate change strategy, advocating for residents on devolution and local government reorganisation, financial sustainability, continuous improvement via the corporate peer challenge and a refreshed performance management framework

A key part of the proposal is delivering improved services while maintaining financial sustainability and ensuring services are accessible to all residents. Equality, diversity and inclusion and sustainability are themes that will run through our delivery plans.

Who will benefit from the proposal and the expected results:

- Residents: Increased access to quality housing, health services, and community programmes
- Businesses: Greater support through targeted initiatives, improved town centres, and sector-specific programmes
- Vulnerable Groups: Enhanced access to services and targeted support for underrepresented groups
- Council: Improved operational efficiency and delivery of financial sustainability

Savings the proposal might bring:

The Delivery Plan supports the Council's Financial Recovery Plan through:

- Increasing efficiency in service delivery
- Reducing operational costs by streamlining processes
- Driving revenue through improved business support and economic growth

2. What impact will this change have on different groups of people?

This section of the assessment examines the broad impacts of the proposed changes on different groups, such as service users, local communities, and businesses.

2A. Who will your proposal impact?

Please consider:

- Will the impact mostly affect people outside the council, inside, or both?
- Who will be affected – residents, service users, local communities, businesses, visitors, or others? The effect on staff will be looked at separately.
- What will the impact be – for example, less access to services or travel disruptions?

The Delivery Plan will affect residents, businesses, community groups and council colleagues

Residents:

- Training: Promoting access to skills and training.
- Affordable Housing Initiatives: Increasing the supply of affordable and social housing to address housing inequality
- Health and Wellbeing Programmes: Expanding access to physical and mental health services to reduce health disparities
- Community Safety: Delivering programmes to reduce antisocial behaviour and improve safety in public spaces
- Financial Sustainability: Implementing cost-saving initiatives without reducing essential services and ensuring the long-term delivery of public services
- Reorganisation and Devolution: Advocate for the best outcome for Rushmoor residents through the devolution and Local Government Reorganisation process

Businesses:

- Local Business Support Programmes: Providing financial assistance, networking opportunities, and skills training to boost local enterprise
- Town Centre Regeneration: Investing in infrastructure and public spaces to encourage business growth and attract customers
- Green Business Incentives: Supporting businesses to adopt sustainable practices and meet net-zero carbon targets
- Reorganisation and Devolution: Advocate for the best outcome for businesses through the devolution and Local Government Reorganisation process

Community Groups:

- Supporting Communities Strategy: Funding local projects that support vulnerable and disadvantaged groups
- Cultural and Social Programmes: Enhancing community cohesion through cultural events and public engagement

Council Colleagues:

- Financial Sustainability: Implementing cost-saving initiatives without reducing essential services and ensuring the long-term delivery of public services

Please consider:

- Will the impact mostly affect people outside the council, inside, or both?
- Who will be affected – residents, service users, local communities, businesses, visitors, or others? The effect on staff will be looked at separately.
- What will the impact be – for example, less access to services or travel disruptions?
- Training and Development: Providing staff with personal development opportunities to support service delivery

2B. What impact will this change have on staff?

Please consider:

- Who will be impacted? For example, which services, teams or buildings? How many staff?
- What will the impact be? For example, changes to structure, reporting lines, staff levels, responsibilities, location, access to services, new working methods, or development opportunities.

All Service areas have been involved in in drafting the delivery plan. The impact will include:

- Increased collaboration with external partners and local stakeholders
- Financial Sustainability: Implementing cost-saving initiatives without reducing essential services and ensuring the long-term delivery of public services
- Training and Development: Providing staff with personal development opportunities to support service delivery
- New responsibilities linked to performance monitoring and reporting

Please consider:

- Who will be impacted? For example, which services, teams or buildings? How many staff?
- What will the impact be? For example, changes to structure, reporting lines, staff levels, responsibilities, location, access to services, new working methods, or development opportunities.

3. What impact will this change have on people with protected characteristics and/or from disadvantaged groups?

This section of the assessment looks in detail at the likely impacts of the proposed changes on different sections of our diverse community.

3A. What data have you used to assess impacts?

Please provide:

- Details of the evidence used to check the impact on people with protected characteristics and disadvantaged groups (see guidance for help).
- A breakdown of service user details, if possible.
- A short summary of what the findings mean.

Economy, Skills & Regeneration

- Number of residents and businesses supported via the Councils schemes
 - [UKSPF 24/25 Projects](#)
- Claimant count (% of the working age population claiming benefit due to unemployment)
 - [December 24](#)
- Universal Credit claimants aged 16-24 searching for work
 - [December 24](#)
- [Number of events held and supported](#)
- [Wage levels data sheet](#)
- [Businesses and employment data sheet](#)
- [Education and skills data sheet](#)
- [Unemployment and benefits data sheet](#)
- [Age profile data sheet](#)
- [Ethnic diversity and migration data sheet](#)

Please provide:

- Details of the evidence used to check the impact on people with protected characteristics and disadvantaged groups (see guidance for help).
- A breakdown of service user details, if possible.
- A short summary of what the findings mean.

- [Population data sheet](#)

Housing & Planning

- Proportion of residents satisfied with the Council's housing service ([24.5% in 2023](#))
- Proportion of social housing properties achieving EPC C standards ([69% in 2023/24](#))
- Number of improvement notices issued (13 in 2023/24)
- Number of private sector complaints (334 in 2023/24)
- Number and capacity of temporary accommodation units (111 units in 2023/24)
- Net additions to the local social housing stock (Total local social housing stock: [7,419 in 2023/24 of which 66.9% owned by Vivid - an increase of 42 on the previous year.](#))
- [Housing data sheet](#)
- [Unemployment and benefits data sheet](#)
- [Population data sheet](#)

Healthy Communities & Active Lives

- [Overweight \(including obesity\) prevalence in adults \(72.7% in 2022/23\)](#)
- [Year 6 prevalence of obesity \(19.2% in 2023/24\).](#)
- [Percentage of physically active adults \(69.6% in 2022/23\)](#)
- [Percentage of adults meeting the '5-a-day' fruit and vegetable consumption recommendations \(25.83% in 2022/23\)](#)
- [Self-reported wellbeing: people with a high anxiety score \(45.7% in 2022/23\)](#)
- [Estimated prevalence of common mental health disorders among children and young people \(varies by age group, e.g., 15.7% for 8-10 years old in 2023\)](#)
- [Index of Multiple Deprivation 2019 data sheet](#)
- [Health profile for Rushmoor](#)
- [Office for Health Improvement and Disparities](#)
- [Age profile data sheet](#)
- [Ethnic diversity and migration data sheet](#)
- [Population data sheet](#)

Please provide:

- Details of the evidence used to check the impact on people with protected characteristics and disadvantaged groups (see guidance for help).
- A breakdown of service user details, if possible.
- A short summary of what the findings mean.

Pride in Place: Clean, Safe and Vibrant Neighbourhoods

- Instances of fly-tipping and FPNs issued
- Cleanliness indicators for litter and detritus
- Number of enquiries related to dog fouling
- Number of crimes and antisocial behaviour reports recorded by Hampshire and IOW police
- Percentage of residents feeling safe during the day (79.1% safe and 13.3% unsafe in 2024/25)
- Percentage of residents feeling safe after dark (31.1% safe and 48.3% unsafe in 2024/25)

Finance & Resources

- Amount of savings made

Policy, Performance & Sustainability

- Reduction in Council greenhouse gas emissions (1,596.49 tCO₂e in 2022/23)
- Performance monitoring reports considered by Cabinet every quarter
- [Percentage of Corporate Peer Challenge actions on track or completed](#)
- [Waste and recycling data sheet](#)

3B: Assessing the Impacts on People with Protected Characteristics and Disadvantaged Groups in the table below.

Please first select whether the potential impact is positive, neutral, or negative, and then provide details of the impacts and any mitigations or positive actions you will put in place.

Please use the following definitions as a guide:

Neutral – The proposal has no impact on people with the identified protected characteristics.

Positive – The proposal has a beneficial and desirable impact on people with the identified protected characteristics compared to others.

Negative – The proposal has a negative and undesirable impact on people with the identified protected characteristics compared to others.

Characteristic or group	Positive/ Neutral/ Negative	What are the positive and/or negative impacts?	How will potential benefits be enhanced or negative impacts be eliminated or reduced?
Age (for example, young people under 25, older people over 65)	Positive	<p><u>Positive</u></p> <p><u>Young People</u></p> <ul style="list-style-type: none"> As part of the Council's plans, young people will be engaged through the Young People Plan to improve opportunities for them The Council will expand Rushmoor Voices and continue running the Aldershot Youth Café, providing young people with a space to share their views and drive positive change Additional mental health support will be provided for young people through the Communities Strategy, improving their mental well-being <p><u>Older People</u></p> <ul style="list-style-type: none"> The Council will support initiatives such as the Healthy Weight programme, active travel projects, the Live Longer Better project, and healthy walks to improve mobility and overall health for older people 	<p><u>Positive</u></p> <p>The delivery plan will ensure that people of all ages, including young and older residents, have better access to the support and services they need to thrive.</p>

Characteristic or group	Positive/ Neutral/ Negative	What are the positive and/or negative impacts?	How will potential benefits be enhanced or negative impacts be eliminated or reduced?
<p>Disability</p> <p>(Include people with physical disabilities, people with learning disabilities, blind and partially sighted people, Deaf or hard of hearing people, neurodiverse people. This also includes carers.)</p>	Neutral	No specific impacts identified	N/A
<p>Gender reassignment and identity</p> <p>(Include people who identify across the trans* umbrella, not only those who have undergone gender reassignment surgery. This is inclusive of girls and or/women, men and/or boys, non-binary and genderfluid people and people who are transitioning)</p> <p>*Trans is an umbrella term to describe people whose gender is not the same as, or does not sit comfortably with, the sex they were assigned at birth.</p>	Neutral	No specific impacts identified	N/A

Characteristic or group	Positive/ Neutral/ Negative	What are the positive and/or negative impacts?	How will potential benefits be enhanced or negative impacts be eliminated or reduced?
Marriage and Civil Partnership	Neutral	No specific impacts identified	N/A
Pregnancy and Maternity (include people who are pregnant in or returning to the workplace after pregnancy. Could also include working parents.)	Neutral	No specific impacts identified	N/A

Characteristic or group	Positive/ Neutral/ Negative	What are the positive and/or negative impacts?	How will potential benefits be enhanced or negative impacts be eliminated or reduced?
Race or ethnicity (include on the basis of colour, nationality, citizenship, ethnic or national origins)	Positive	<p><u>Positive</u></p> <p>Skills, Economy and Business</p> <ul style="list-style-type: none"> The council will deliver a diverse events programme and seek to attract, encourage and support external event organisers to host events in the Borough. The council will promote racial and ethnic inclusivity through diverse community events Supports cultural organisations, enhancing racial and ethnic representation 	
Religion or belief (include no faith)	Positive	<p><u>Positive</u></p> <ul style="list-style-type: none"> The Council will develop the Live Longer Better project to increase activity and social support for older residents, including the Nepali community. With an estimated 10,575 Nepali residents in Rushmoor who predominantly practice Hinduism and Buddhism. A targeted approach will help deliver better outcomes 	<p><u>Positive</u></p> <p>The delivery plan will ensure that residents of all religions or beliefs have access to the support and services they need to thrive.</p>

Characteristic or group	Positive/ Neutral/ Negative	What are the positive and/or negative impacts?	How will potential benefits be enhanced or negative impacts be eliminated or reduced?
<p>Sex</p> <p>(Include trans girls and/or women and trans boys and/or men. Under the Equality Act 2010 a person's legal sex is their sex as recorded on their birth certificate. Someone can change their legal sex by obtaining a Gender Recognition Certificate.)</p>	Neutral	No specific impacts identified	N/A
<p>Sexual Orientation</p> <p>(Include people from across the LGBTQ+ umbrella, for example, people who identify as lesbian, gay, bisexual, pansexual or asexual.)</p>	Neutral	No specific impacts identified	N/A

Characteristic or group	Positive/ Neutral/ Negative	What are the positive and/or negative impacts?	How will potential benefits be enhanced or negative impacts be eliminated or reduced?
<p>Other</p> <p>(e.g. people on low incomes, people living in poverty, looked-after children, people with care experience, people who are homeless, people with mental health problems people who are prison leavers, people affected by menopause, people affected by menstruation and/or period poverty)</p>	Positive	<p><u>Positive</u></p> <p><u>Low Incomes</u> The Delivery Plan includes targeted support through community outreach, and the affordable housing programmes. It also supports initiatives to increase job opportunities and skills training</p> <p><u>Poverty</u> Programmes address food insecurity, improve access to public services, and provide targeted welfare support. Community-based initiatives aim to alleviate the impacts of poverty and ensure equitable access to services</p> <p><u>Homeless</u> The Council will collaborate with local social housing providers to enable and facilitate an increase in temporary accommodation provision</p> <p><u>Mental Health</u> Increased access to community-based mental health services, wellbeing programmes, and early intervention initiatives aim to reduce health inequalities and improve mental wellbeing</p>	The Council will regularly review service delivery outcomes and assess their impact on protected groups.

4. How do you plan to mitigate negative impacts?

Please provide:

- An outline of actions and the expected outcomes
- Any governance and funding which will support these actions if relevant

Although no negative impacts were identified, the Council will:

- Monitor Impact: Regularly delivery plan monitoring to track the various activities, timescales, outcomes and deliverables.

5. Please provide details of your consultation and/or engagement plans.

Please provide:

- Details of what steps you have taken or plan to take to consult or engage the whole community or specific groups affected by the proposal.
- Who has been or will be consulted or engaged with?
- Methods used or that will be used to engage or consult.
- Key findings or feedback (if completed)

If you are planning or completing key strategic participation and engagement work or if you need guidance and support, please get in touch with the communications team communications@rushmoor.gov.uk

If you have **not** completed any engagement activity and do not plan to, you should outline why this decision has been made.

The council has been actively engaging with resident, businesses and community groups and other stakeholders to gather feedback. The methods have included ongoing engagement through surveys, events, business forums, partnerships, community forums and collaboration through the supporting community's strategy.

6. Once the proposal has been implemented, how will impacts be monitored and reviewed?

Please provide details in the table below.

Action	Responsible team or officer	Deadline
Performance Monitoring	Performance	Quarterly



Please send the completed EIA to Policy@rushmoor.gov.uk for quality checking by the policy team. All Equality Impact Assessments must be attached with any report to a decision-making board and should be made publicly available on request.



This Equality Impact Assessment has been completed in accordance with the guidance and using appropriate evidence.

Member	Name	Signed	Date
Staff member completing this form	Louise Ansell Martin Iyawwe		08/04/2025
Policy Team	Alex Shiell		08/04/2025
Director or Head of Service	Karen Edwards		08/04/2025



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CABINET
22ND APRIL 2025

COUNCILLOR ALEX CRAWFORD
FINANCE AND RESOURCES PORTFOLIO HOLDER

KEY DECISION: NO

REPORT NO. PEO2504

**UPDATED PENSION DISCRETIONS POLICY AND ORGANISATIONAL CHANGE
POLICY**

SUMMARY AND RECOMMENDATIONS:

This report seeks Cabinet's approval for the implementation of the updated Pension Discretions Policy to reflect additional discretions since the policy was last updated in August 2010.

The Council's Organisational Change Policy was reviewed at the same time and it was identified that the clause outlining the process for the protection of pension benefits was no longer valid and should be removed.

Recommendations:

That Cabinet

- i. Approve the updated Pension Discretions Policy 2025 as set out at Appendix A of the report
- ii. To note the deletion of the clause regarding the process for the protection of pension benefits in the Organisational Change Policy, as set out at Appendix B of the report.

1. INTRODUCTION

- 1.1 Under the Local Government Pension Scheme (LGPS) regulations, the Council are required to publish a written policy statement confirming how they will exercise the compulsory discretions and any of the optional discretions allowed under the LGPS.
- 1.2 The discretions policy gives employers scope to manage the Pension Scheme benefits payable in specific situations. However many of the discretions, if awarded, would lead to additional costs being incurred by the Council. Therefore, it is important for the Council to consider each discretion, taking into account the Pension Membership population and the possible future financial costs which could be incurred.
- 1.3 The Council currently has a Pension Policy Statement in place which sets out the allowed discretions. This was agreed by Cabinet in November 2008 and updated in August 2010. Since then, the Pension Scheme has changed significantly and there are now additional discretions that we are required to have a policy on and include in the Pension Policy Statement.

2. THE LOCAL GOVERNMENT PENSION SCHEME (LGPS)

- 2.1 The LGPS is one of the largest public sector pension schemes. It is a statutory scheme with the benefits set out in law, and its regulations are issued by the Ministry of Housing, Communities and Local Government (MHCLG). It is a 'defined benefit' pension scheme.
- 2.2 The LGPS has changed over the years, the present scheme introduced on 1 April 2014 is a CARE (Career Average Revalued Earnings) Scheme. Prior to this date it was a Final Salary Scheme.
- 2.3 The LGPS benefits are as follows:
- an annual pension on retirement based on pension you build up
 - a choice of tax-free lump sum when you retire – subject to HM Revenue and Customs limits
 - the ability to pay 50% of your normal contributions for 50% of the normal pension benefits
 - the ability to increase your pension by paying extra contributions
 - pension payable from your normal pension age (usually linked to State Pension Age)
 - voluntary retirement from age 55, normally reduced as the pension is being paid earlier
 - annual adjustment of active pension accounts, deferred pensions and pensions in payment each April, in line with the cost of living
 - an ill health pension from any age (subject to qualifying service for a period of two years)
 - a death in service lump sum of three times your pensionable pay
 - a spouse's, civil partner's or cohabiting partner's pension in the event of the death
 - children's pensions for eligible children in the event of death.
- 2.4 The Government sets the earliest age at which you can access your pension savings under normal circumstances. This is currently age 55 however, as indicated above, it is rising to age 57 from 6 April 2028.
- 2.5 Within the Council approximately 97% of the workforce participate in the LGPS.
- 2.6 Employee contributions are assessed by a percentage of earnings whilst the Council currently contributes 17.9% of earnings. This percentage is reviewed every 3 years following fund valuation.

3. UPDATED PENSION DISCRETIONS POLICY

- 3.1 The proposed Pension Discretions Policy amendments can be found at Appendix A of this report. There are 13 mandatory pension discretions under Part A of the report and 4 optional pension discretions under Part B. This Policy includes

previously agreed discretions and sets out a recommended approach to other discretions which are highlighted.

4. ORGANISATIONAL CHANGE POLICY

- 4.1 The Council's Organisational Change Policy was reviewed in conjunction with the Pension Discretions Policy. It was identified that the Certificate of Protection clause, detailed under Section 8 of this policy, was only valid before 1st April 2008 and therefore it should be removed.
- 4.2 The Organisational Change Policy is set out at Appendix B of the report.

5. RISKS

- 5.1 There are no risks associated with the consideration of this report.

6. LEGAL IMPLICATIONS

- 6.1 There are no legal implications associated with the consideration of this report. The Council People Management policies and procedures and provisions within the constitution provide framework for decision making associated with employees.

7. FINANCIAL AND RESOURCE IMPLICATIONS

- 7.1 This updating of the Council's pensions policy doesn't have any financial implications on the Medium-Term Financial Strategy and the proposals do not incur any additional unbudgeted strain on the Council's finances.

8. EQUALITIES IMPACT IMPLICATIONS

- 8.1 There are no equalities impact implications directly associated with this report. The papers attached with this report are considered against the three progress levels of the Diverse and Engaged Workforce module of the Equality Framework for Local Government.

CONTACT DETAILS:

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APPENDICES

A – Pension Discretions Policy

B – Organisational Change Policy

Employer Local Government Pension Scheme Discretions Policy

Employer name: **Rushmoor Borough
Council**

Employer number: **00305**

Policy effective from:
April 2025

Statement of policy

On the Local Government Pension Scheme Regulations (LGPS) 2013 and the LGPS (Transitional Provisions, Savings and Amendment) Regulations 2014.

This document sets out Rushmoor Borough Councils policy on the operation of each of the mandatory discretions (and optional discretions where chosen) available under the LGPS Regulations. It states whether or not discretions will be operated and the circumstances and criteria for applying them.

The following discretions apply to members who were actively paying into the scheme as at 1 April 2014 onwards

PART A - Mandatory Discretions

1 Power to award additional pension

Regulation 31

Whether, at the full cost to the Scheme employer, to grant extra annual pension of up to £8,344 (figure as at 1 April 2024) to an active member or within 6 months of leaving to a member whose employment was terminated on the grounds of redundancy or business efficiency [regulation 31 of the LGPS Regulations 2013]

Employer Policy Decision

Current policy states:

We will not consider either increasing total membership of active members or awarding an additional amount of pension.

Revised recommended wording:

The Council will not consider either increasing total membership of active members or awarding an additional amount of pension.

2 Shared cost additional pension contributions

Regulation 16(2e) (4d)

Whether, how much, and in what circumstances to contribute to a Shared Cost APC scheme.

Whether, where an active member wishes to purchase extra annual pension of up to £8,344 (figure as at 1 April 2024), by making additional pension contributions (APCs), to voluntarily contribute towards the cost of purchasing that extra pension via a shared cost

additional pension contribution (SCAPC) [regulations 16(2)(e) and 16(4)(d) of the LGPS Regulations 2013].

Note: This does not include instances where the employee is paying for *lost* pension via an APC where the election was made in the first 30 days (or longer if the employer allows) – in this circumstance the employer *must* pay two-thirds of the cost of such purchase.

Employer Policy Decision

No reference to this in current policy.

Revised recommended wording:

The council will only contribute to the cost of a member's additional pension contributions, where required to do so under the LGPS regulations. Where a member is voluntarily making additional pension contributions, the council will not consider meeting any part of that cost.

3 Whether to allow flexible retirement

(Regulation 30 (6)) & TP11(2) & R30(8)

Whether to allow flexible retirement for staff aged 55 or over who, with the agreement of the Scheme employer, reduce their working hours or grade [regulation 30(6) of the LGPS Regulations 2013] and, if so, as part of the agreement to allow flexible retirement:

- Whether, in addition to the benefits the member has built up prior to 1 April 2008 (which the member must draw), to allow the member to choose to draw:
 - I. All, part or none of the pension benefits they built up after 31 March 2008 and before 1 April 2014, and / or
 - II. All, part or none of the pension benefits they built up after 31 March 2014 [regulations 11(2) and 11(3) of the LGPS (Transitional Provisions, Savings and Amendment) Regulations 2014], and
- Whether to waive, in whole or in part, any actuarial reduction which would otherwise be applied to the benefits taken on flexible retirement before Normal Pension Age (NPA) [regulation 3(5) of the LGPS Transitional Provisions, Savings and Amendment) Regulations 2014, regulation 18(3) of the LGPS (Benefits, Membership and Contributions) Regulations 2007 and regulations 30(6) and 30(8) of the LGPS Regulations 2013].

Employer Policy Decision

- i) **Whether to allow flexible retirement.**

Current policy refers to separate Flexible Retirement Policy.

Recommend including the following:

The council will consider all written requests for flexible retirement and will only approve a request subject to it being financially and operationally viable for the Council.

Consent to pension benefits being paid, in line with age eligibility, may be approved provided the employee's remuneration is permanently reducing by at least 40% through a reduction in hours or grade.

Consideration will be given to the requirement of the service and any early retirement charge which is payable to the Pension Fund being considered affordable in each case.

ii) Whether to allow the member to choose to take

- a. part or none of the pension benefits they built up after 31 March 2008 and before 1 April 2014, and / or
- b. all, part or none of the pension benefits they built up after 31 March 2014.

Recommended wording:

All benefits built up are included.

iii) Whether to waive, in whole or in part, any actuarial reductions which would otherwise be applied to the benefits taken on flexible retirement before Normal Pension Age.

Current policy:

The waiving of pension benefit reductions will only be considered in exceptional circumstances.

Revised recommended wording:

In only exceptional circumstances, the Council may consider waiving the members early payment reduction. Any exceptional cases must be approved by the Head of Paid Service and be supported by a business case.

4 Switching on the 85-year rule

[paragraph 1(1)(c) of Schedule 2 to the LGPS (Transitional Provisions, Savings and Amendment) Regulations 2014]

Whether to “switch on” the 85-year rule for a member voluntarily drawing benefits on or after age 55 and before age 60.

Members are now able to voluntarily retire between ages 55 and 60. If they were a member of the LGPS on 30 September 2006 then some of their benefits could be protected from reductions applied to early payment under the 85-year rule. This rule only applies automatically to members voluntarily retiring from age 60 but the employer has the discretion to “switch it on” for voluntary retirements between age 55 and 60.

This discretion does not apply to flexible retirement (see [Regulation 30\(6\)](#)) whereby the 85-year rule is always switched on.

Where the employer does not choose to “switch on” the rule, then:

- a) If the member has already met the 85 year rule, the member’s benefits are to be reduced in accordance with actuarial guidance issued by the Secretary of State (with the benefits from any pre 1 April 2008 membership for members who will not be 60 or more on 31 March 2016, and benefits from any pre 1 April 2016 membership for members who will be 60 or more on 31 March 2016, which would not normally have been subject to an actuarial reduction nonetheless being subject to a reduction calculated by reference to the period between the date the benefits are drawn and age 60) [paragraphs 1(2) and 1(4) of Schedule 2 to the LGPS (Transitional Provisions, Savings and Amendment) Regulations 2014], or
- b) If the member has not already met the 85 year rule, the member’s benefits are to be reduced in accordance with actuarial guidance issued by the Secretary of State (with the reduction on that part of the member’s benefits subject to the 85 year rule being calculated by reference to the period between the date the benefits are drawn and age 60, or the date of attaining the 85 year rule, whichever is the later), and
- c) The Scheme employer can exercise a discretion to waive any actuarial reductions (including where an actuarial reduction may still be applied to a member’s benefits after ‘switching back on’ the 85-year rule in full) (at cost to the Scheme employer, via an employer strain charge).

Employer Policy Decision

Current policy

In exceptional circumstances the waiving of any reduction in benefits under the LGPS ‘rule of 85’ will be considered.

Revised recommended wording:

As a rule the Council will not switch on the 85 Year rule. However, in exceptional circumstances the waiving of any reduction in benefits under the LGPS ‘rule of 85’ will be considered. Any exceptional cases must be approved by the Head of Paid Service and be supported by a business case

5 Waiving of actuarial reductions

Regulation 30(8), TP3(1), TPSch 2, para 2(1), B30(5) and B30A(5)

Whether to waive, in whole or in part, any actuarial reductions on benefits which a member voluntarily draws before normal pension age (other than on the grounds of flexible retirement).

Employers can agree to waive any actuarial reductions due in the case of employees retiring any time after age 55. For active members voluntarily retiring on or after age 55 and before Normal Pension Age (NPA), who elect under regulation 30(5) of the LGPS Regulations 2013 to immediately draw benefits, and for deferred members and suspended tier 3 ill-health pensioners who elect under regulation 30(5) of the LGPS Regulations 2013 to draw benefits (other than on ill health grounds) on or after age 55 and before NPA.

There are 4 member groups which you would be making the discretions policy on, the below covers in what circumstance reductions can be waived and to which benefits these would apply:

Group 1 - Members joined before 1 October 2006 and who reached 60 before 1 April 2016

- To waive on compassionate grounds, any actuarial reductions applied to benefits built up before 1 April 2016, and/or
- To waive, in whole or in part, on any grounds, actuarial reductions applied to benefits built up after 31 March 2016.

Group 2 - Members joined before 1 October 2006 and who reach age 60 between 1 April 2016 and 31 March 2020 and also meet their critical retirement age before 1 April 2020 (date member meets the 85-year rule).

- To waive on compassionate grounds, any actuarial reductions applied to benefits built up before 1 April 2020, and/or
- To waive in whole or in part on any grounds, actuarial reductions applied to benefits built up after 31 March 2020.

Group 3 - Members joined before 1 October 2006 and who reach age 60 after 31 March 2020 (or who would reach age 60 between 1 April 2016 and 31 March 2020 and don't meet their critical retirement age before 1 April 2020 (date member meets the 85-year rule)

- To waive on compassionate grounds, any actuarial reductions applied to benefits built up before 1 April 2014, and/or
- To waive, in whole or in part on any grounds, actuarial reductions applied to benefits built up after 31 March 2014.

Group 4 - Members joined after 1 October 2006

- To waive on compassionate grounds, any actuarial reductions applied to benefits built up before 1 April 2014, and/or
- To waive, in whole or in part on any grounds, actuarial reductions applied to benefits built up after 31 March 2014.

Employers should also note that the strain cost of any such retirements would need to be met by the employer and paid into the Pension Fund at the appropriate time.

Employer Policy Decision

Whether to waive any actuarial reductions for a member voluntarily drawing benefits before NPA (other than on the grounds of flexible retirement), as outlined above.

Recommended approach:

As a rule, the Council will not waive actuarial reductions applicable to an employee who retires voluntarily before the NPA.

The following discretions apply to members who left the scheme between 1 April 2008 and 31 March 2014

6 Whether to “switch on” the 85-year rule for a member with deferred benefits voluntarily drawing benefits on or after age 55 and before age 60

[paragraph 1(1)(c) & 1(2) of Schedule 2 to the LGPS (Transitional Provisions, Savings and Amendment) Regulations 2014]

Whether to “switch on” the 85-year rule for a member with deferred benefits voluntarily drawing benefits on or after age 55 and before age 60.

A member with a deferred benefit who left the scheme voluntarily between 1 April 2008 – 31 March 2014 and who has subsequently become a deferred pensioner may now claim their benefits from age 55 without their employer’s consent. However, these benefits will be reduced for early payment.

Where a member has reached the 85-year rule at the point of retirement, an employer can consent to switching on the 85-year rule. Any ‘strain’ to the Fund will be payable immediately by the Scheme employer.

Employer Policy Decision

Recommended approach:

The council will not switch on the 85 year rule. However, in exceptional circumstances the waiving of any reduction in benefits under the LGPS ‘rule of 85’ will be considered.

Any exceptional cases must be approved by Head of Paid Service and be supported by a business case.

7 Whether to 'switch on' the 85-year rule upon the voluntary early payment of a suspended tier 3 ill health pension?

[paragraph 1(1)(c) & 1(2) of Schedule 2 to the LGPS (Transitional Provisions, Savings and Amendment) Regulations 2014]

Whether to "switch on" the 85-year rule for a member with a suspended tier 3 ill-health pension voluntarily drawing benefits (on or after 14 May 2018) on or after age 55 and before age 60.

Where a member has reached the 85-year rule at the point of retirement, an employer can consent to switching on the 85-year rule. Any 'strain' to the Fund will be payable immediately by the Scheme employer.

Employer Policy Decision

Recommended approach:

The council will not switch on the 85 year rule. However, in exceptional circumstances the waiving of any reduction in benefits under the LGPS 'rule of 85' will be considered

Any exceptional cases must be approved by the Head of Paid Service and be supported by a business case

8 Whether to waive upon the voluntary early payment of deferred benefits any actuarial reduction on compassionate grounds?

[regulation 30(5) of the LGPS (Benefits, Membership and Contributions) Regulations 2007 and paragraph 2(1) of Schedule 2 to the LGPS (Transitional Provisions, Savings and Amendment) Regulations 2014]

A member with a deferred benefit who left the scheme voluntarily between 1 April 2008 – 31 March 2014 may now claim their benefits from age 55 without their employer's consent. However, these benefits will be reduced for early payment.

An employer can consent to waiving any reductions, on compassionate grounds, that would normally be applied to deferred benefits which are paid before age 65.

Employer Policy Decision

Recommended approach:

The council will not waive actuarial reductions.

9 Whether to waive upon the voluntary early payment of a suspended tier 3 ill health pension, any actuarial reduction on compassionate grounds?

[regulation 30A(5) of the LGPS (Benefits, Membership and Contributions) Regulations 2007 and paragraph 2(1) of Schedule 2 to the LGPS (Transitional Provisions, Savings and Amendment) Regulations 2014]

A member with a suspended tier 3 ill health pension and who left the scheme between 1 April 2008 – 31 March 2014 may now claim for their pension to be brought back into payment from age 55 without their employer's consent. However, these benefits will be reduced for early payment.

An employer can consent to waiving any reductions, on compassionate grounds, that would normally be applied to deferred benefits which are paid before age 65.

Employer Policy Decision

Recommended approach:

The council will not waive actuarial reductions.

The following discretions apply to members who left the scheme between 1 April 1998 and before 1 April 2008

10 Whether to 'switch on' the 85-year rule upon the voluntary early payment of deferred benefits

[paragraph 1 (1) (f) & 1 (2) of Schedule 2 to the LGPS (Transitional Provisions, Savings and Amendment) regulations 2014]

Whether, as the 85-year rule does not automatically fully apply to members who would otherwise be subject to it and who choose to voluntarily draw their deferred benefits (on or after 14 May 2018) on or after age 55 and before age 60, to switch the 85-year rule back on in full for such members.

Deferred members who left the scheme after 1 April 1998 are now able to voluntarily retire between ages 55 and 60. If they were a member of the LGPS on 30 September 2006 then some of their benefits could be protected from reductions applied to early payment under the 85-year rule. This rule only applies automatically to members voluntarily retiring from age 60 but the ceding employer has the discretion to "switch it on" for voluntary retirements between age 55 and 60.

Where the employer does not choose to "switch on" the rule, then benefits built up would be subject to reduction in accordance with actuarial guidance issued by the Secretary of State regardless of whether a member meets the rule or not. If the employer does agree to "switch on" the 85-year rule, the employer will have to meet the cost of any strain

resulting from the payment of benefits before age 60 i.e. where the member has already met the 85-year rule or will meet it before age 60.

Employer Policy Decision

Recommended approach:

The council will not switch on the 85 year rule.

11 Whether to grant applications for the early payment of pension benefits on or after age 50 and before age 55 [regulation 31(2) of the LGPS Regulations 1997].

Whether to grant application for early payment of deferred benefits on or after age 50 and before age 55.

A member with a deferred benefit who left the scheme between 1 April 1998 – 31 March 2008 can claim their benefits from age 50 with their employer's consent.

However, these benefits may be reduced for early payment and/or be subject to an unauthorised payment charge under the Finance Act 2004.

Employer Policy Decision

Recommended approach:

The council will not grant applications for the early payment of pension benefits on or after age 50 and before age 55.

12 Whether, on compassionate grounds, to waive any actuarial reduction that would normally be applied to benefits [regulation 31(5) of the LGPS Regulations 1997 and paragraph 2(1) of Schedule 2 to the LGPS (Transitional Provisions, Savings and Amendment) Regulations 2014].

Whether to waive any actuarial reduction on compassionate grounds which would normally be applied to benefits which are paid before age 65.

Employers should note that the strain cost of any such retirements would need to be met by the employer and paid into the Pension Fund at the appropriate time.

Employer Policy Decision

Recommended approach:

As a rule, the council will not waive any actuarial reduction that would normally be applied.

Any exceptional cases must be approved by the Head of Paid Service and be supported by a business case.

The following discretions apply to members who ceased active membership before 1 April 1998

13 Whether to grant applications for the early payment of deferred pension benefits on or after age 50 and before NRD on compassionate grounds [regulation D11(2)(c) of the LGPS Regulations 1995].

Whether to grant early payment of a deferred benefit on compassionate grounds, on or after age 50 and before NRD.

If granted, these benefits may be reduced for early payment and/or be subject to an unauthorised payment charge under the Finance Act 2004.

Employer Policy Decision

Recommended approach:

The council will not grant early payment of a deferred benefit on or after age 50 and before Normal Retirement Date (NRD).

- These policies may be subject to review from time to time. Any subsequent change in this Policy Statement will be notified to affected employees.
- If the employer decides to amend the policy, no change can come into effect until one month has passed since the date the amended policy statement was published.
- Any changes to this policy will be notified to the Hampshire Pension Services within 1 month of the change.

For the full list of discretions policies go to:

<http://lgpslibrary.org/assets/gas/ew/DISCLv1.6c.pdf>

Signed on behalf of:

Completed by:

Position:

Signature:

Date:

PART B – Optional Discretions

(The four detailed are the most frequently used Regulations, but remain optional – see [LGA Discretions](#) for the full list of optional employer discretions)

1 Membership Aggregation

Regulation 22 (7)(b),(8)(b)

Whether to extend the 12 month option period for a member to elect to join deferred benefits to their current employment/membership.

The election to keep separate pension benefits must be made within 12 months of becoming an active member, who must be active at the date of election.

An employer may allow a period longer than 12 months.

Employer Policy Decision

Current policy

We will only accept elections to combine pension rights from previous local government employment with a current period of membership which are made within 12 months of rejoining the scheme, except for those members who hold certificates of protection or whose pension rights are affected by Pay & Grading changes.

Revised recommended wording:

We will only accept elections to combine pension rights from previous local government employment with a current period of membership which are made within 12 months of rejoining the scheme.

2 Transfers of Pension Rights

Regulation 100(6)

Extend normal time limit for acceptance of a transfer value beyond 12 months from joining the LGPS.

Where an active member requests to transfer previous pension rights into the LGPS, the member must make a request within in 12 months of becoming an active member.

An employer may allow a longer period than 12 months.

Employer Policy Decision

Current policy

We will only accept the election for transfer of pension rights from an external pension provider into the LGPS if this election is made within 12 months of the member joining the LGPS.

3 Time limit for a member to elect to purchase additional pension by way of a shared cost additional pension contribution (SCAPC) upon return from a period of absence

Regulation 16(16) of the LGPS Regulations 2013.

Whether to extend the 30 day deadline for member to elect for a SCAPC upon return from a period of absence from work with permission with no pensionable pay (otherwise than because of illness or injury, relevant child-related leave or reserve forces service leave).

Employer Policy Decision

Recommended approach:

The council will extend the 30-day deadline for members to elect for a SCAPC upon return from period of absence from work with permission with no pensionable pay.

4 Shared Cost Additional Voluntary Contribution arrangements

Regulation 17 of the LGPS Regulations 2013 and regulation 15(2A) of the LGPS (Transitional Provisions and Amendment) Regulations 2014.

Whether to allow a Shared Cost Additional Voluntary Contribution (SCAVC) arrangement. To determine how much will be allowed to be contributed to the SCAVC arrangement. To define in what circumstances contribution to a SCAVC arrangement will be allowed.

Employer Policy Decision

Recommended approach:

The council offers a Shared Cost AVC scheme and will pay shared cost AVCs where an employee has elected to pay AVCs by salary sacrifice.

This discretion is subject to the employee meeting the conditions for acceptance in the salary sacrifice shared cost AVC scheme and may be withdrawn or changed at any time.

- These policies may be subject to review from time to time. Any subsequent change in this Policy Statement will be notified to affected employees.
- If the employer decides to amend the policy, no change can come into effect until one month has passed since the date the amended policy statement was published.
- Any changes to this policy will be notified to the Hampshire Pension Services within 1 month of the change.

Signed on behalf of:

Completed by:

Position:

Signature:

Date:

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ORGANISATIONAL CHANGE POLICY

Like all organisations, Rushmoor needs to adapt to meet the changing requirements of its customers, and the environment in which it operates.

This means that from time to time, changes will be required to ways of working, hours or places of work, duties and roles, which will affect individuals or groups of individuals.

This policy sets out the principles that will apply in such circumstances, and the consultation processes which will be followed.

This policy and process will also apply in the event of the transfer of staff to another organisation under TUPE regulations.

1. Principles

The following guiding principles will apply to any organisational change within the Council:

- Adherence to employment legislation and to ACAS good practice guidance on managing change
- Consideration of equality and diversity implications
- Fair and reasonable treatment of all staff
- Minimal disruption to services and the local population
- Consultation which is genuine, meaningful and open, involving Unison as the recognised trade union.

2. Who is covered?

This policy covers all regularly employed staff. It does not cover contractors, self-employed staff, agency workers, or casual staff who are employed on an 'as and when' basis.

3. Informal consultation

Where temporary changes are necessary, such as providing holiday/sickness cover for colleagues, employees are expected to be flexible to meet the demands of the service they work within without the need for consultation.

Where minor changes are necessary which are permanent in nature, for example a new way of working, a change to some elements of the job, a change to reporting lines, or a change to actual times/days/place of work, informal consultation with affected individuals will take place. This is usually in the form of a discussion between the line manager and the staff member(s) affected by the change, either individually or as a group. Following that discussion and the exploration of any issues arising, reasonable notice of any such change may be given. The guiding principles above will apply, as they will in any change situation.

4. Formal consultation

Where more significant contractual changes are necessary, for example changes to role, grade, contracted hours, or where there are potential redundancies, a formal consultation process should be followed. The length and format of any such formal consultation period will depend on the changes to be made, and the number of people affected, and will comply with the requirements of legislation. Where redundancies are proposed, there are statutory minimum consultation periods required. These are:

- at least 45 days before the first dismissal takes effect where 100 or more redundancies are proposed at one establishment;
- at least 30 days before the first dismissal takes effect where 20–99 redundancies are proposed at one establishment.

Where fewer than 20 redundancies are proposed, there are no statutory minimum consultation periods, but the Council will allow a sufficient time period to allow for meaningful consultation. Where only one or two staff are affected, this may be a minimum of two week's consultation.

5. Voluntary redundancy

Where posts are 'at risk' of redundancy, the Council will take steps to minimise the proposed redundancies and to mitigate the impact of those redundancies. In attempts to reduce the number of compulsory redundancies, employees may be asked if they want to volunteer for redundancy. In such circumstances, the Council reserves the right to accept or reject any volunteers for redundancy.

6. Compulsory redundancy

If compulsory redundancies are unavoidable, the Council will give careful consideration to and consult over the selection criteria to be applied for any affected posts.

This may include any number or all of the following criteria dependent on the number of posts affected, the number of staff in the 'selection pool', and the availability of objective data upon which to base a decision:

- a) employee's skills, knowledge and experience
- b) potential for the employee to be retrained
- c) any live disciplinary/capability warnings
- d) employee's sickness absence record

In some cases the application of selection criteria will not be necessary or possible, as the posts affected will be individual, specialised positions, for which a pool for redundancy does not exist. This may also apply when funding has expired for certain pieces of work.

In circumstances where a small group of staff are affected, all staff in the selection pool may be required to apply for remaining jobs and through the

recruitment process the employee's skills, knowledge, experience and potential to be retrained will be objectively assessed.

In certain circumstances where the knowledge, skills and experience of another post holder is considered more valuable to the organisation a 'redundancy transfer' may take place (also known as 'bumping'). This could mean that a more senior employee who is prepared to move into a junior role to avoid redundancy may be moved into that alternative post, making the employee whose job is not redundant displaced and at risk of redundancy.

7. Redeployment process

Where staff are placed 'at risk' of redundancy, they will be given consideration for any suitable alternative roles which are available in the Council. A role will be deemed a 'suitable alternative' if it is the same grade or one grade below the affected employee's current grade.

In these circumstances, if an employee 'at risk' can demonstrate that they meet the essential criteria for the new role on an application, or that they could meet the requirements following a short period of retraining, they will be given consideration at an interview.

If a number of staff who are 'at risk' are interested in one post, the selection panel decision will be made on the basis of the individual who can best meet the requirements of the post.

8. Salary protection

Where someone who is 'at risk' is offered and accepts suitable alternative employment at a lower grade, their basic pay will be protected for a fixed period of **12 months**. Basic pay protection means that the individual remains on their existing salary grade point and no further increments or cost of living increases may be awarded.

This agreement relates to the protection of basic pay as well as any existing provision for protection of cash alternative payments, private health cover and other benefits.

After the protection period, the individual's salary will reduce to the maximum of the new grade and cost of living increases will then be reinstated as they arise.

~~Under the Pension Regulations, the Council may issue a 'certificate of protection of pension benefits' to employees whose salary is reduced as a result of downgrading. Alternatively, pension benefits accumulated in the former post may be 'frozen' and preserved and new, separate benefits accumulated in the new post. The best option will vary according to individual circumstances. It is therefore strongly recommended that the employee seeks advice from the County Council's Pension Services section before reaching any decision.~~

9. Trial period following redeployment

Offers of alternative employment to avoid redundancy are subject to a statutory four week trial period. During this time the trial period may be terminated by either party (employer or employee), and the employee retains their entitlement to a redundancy payment.

Trial periods may be extended at the discretion of the manager for the purposes of retraining. In all cases the terms and length of the trial period should be clearly set out in writing along with the offer of an alternative role.

10. Redundancy payments

If there is no alternative to redundancy, staff with a minimum of 2 years continuous local government service will be entitled to a redundancy payment. In accordance with the Redundancy Payments (Continuity of Employment in Local Government) (Modification) Order 1999, service with bodies named in the Modification Order will count towards continuous service for the purpose of redundancy payments .

Redundancy will be paid in accordance with the statutory minimum requirements (see Appendix A) but with the following enhancement:

A weeks pay

The Council will waive the weekly pay ceiling placed on statutory redundancy payments and to exercise the powers contained in The Local Government (Early Termination of Employment) (Discretionary Compensation) (England and Wales) Regulations 2006 and to calculate redundancy payments on an employee's **actual** weekly pay.

A week's pay is calculated by dividing the annual salary by 365 and then multiplying by 7.

Overtime does not count unless the Council is contractually bound to provide it, and the employee is bound to work it.

If an employee's hours vary from week to week, a week's pay is the average weekly remuneration for the 12 weeks prior to the calculation date. If the employee receives no pay for any of those 12 weeks, the 12 week period is extended to include weeks where pay was made.

Discretionary redundancy payments

The Council will exercise its discretion to make one-off lump sum payments. In these circumstances, the statutory weeks of redundancy pay may be increased by up to 1.5 times, thus giving a maximum payment of 45 weeks' pay. The resulting compensation payment will include the statutory redundancy payment.

Offer of a new job with a modification order body

If the Council gives the employee notice of redundancy and before the dismissal takes effect the employee receives an offer of employment from another body specified in Schedule 2 of The Redundancy Payments (Continuity of Employment in Local Government) (Modification) Order 1999, the individual will lose their entitlement to a redundancy payment.

This only applies where the relevant body make the offer of the new job before the end of the old contract, and the employment starts within four weeks of the date of redundancy.

If the contract ends on a Friday, Saturday or Sunday, the 4 weeks is counted from the Monday of the following week.

11. Support for those affected by change

Any process of change can cause uncertainty and anxiety for the people affected. Support to staff in these circumstances is available through the Employee Assistance Programme .

12. Appeals

Any member of staff who is dismissed on the grounds of redundancy will have the right to appeal if they consider that a redundancy situation has not arisen; they have been unfairly selected; or that a proper consultation process has not been followed.

Appeals must be made in writing to the HR Manager within 7 calendar days of the date of notice of dismissal. Appeals will be heard by a Head of Service or Director who has not been directly involved in the case, supported by HR.

13. Early retirement on the grounds of redundancy/in the interests of efficiency

Employees who are members of the LGPS qualify for an immediate pension if they are retired early on the grounds of redundancy, or in the interests of the efficiency of the service. The minimum retirement age in these circumstances is 55.

In cases of redundancy there would also be an entitlement to a redundancy payment.

14. Review

Any amendments to this policy will be made in consultation with the Cabinet Member for Corporate Services, following consultation with Unison.

Organisational Change Policy		Date
Policy owner	Human Resources	
Policy author	Rachel Gray	August 2016
Approved by	DMB	August 2016
Approved by	Council	December 2016
Due for review		December 2019
Reviewed		April 2025

APPENDIX A

The minimum statutory redundancy payment depends on the following factors:

- The length of continuous employment (minimum 2 years)
- The age of the employee
- The amount of weekly pay, up to a statutory limit which is set each year by the government.

Redundancy pay is calculated as follows:

- half a week's pay for each full year you were under 22
- one week's pay for each full year you were 22 or older, but under 41
- one and half week's pay for each full year you were 41 or older.

The number of weeks pay on which the payments are based are as follows, up to a maximum of 20 years service.

A redundancy pay calculator can be found on the gov.uk website:

<https://www.gov.uk/calculate-your-redundancy-pay>

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CABINET

**COUNCILLOR CHRISTINE GUINNESS
PRIDE IN PLACE / NEIGHBOURHOOD SERVICES
PORTFOLIO HOLDER**

22ND APRIL 2025

KEY DECISION? NO

REPORT NO. OS2507

FIXED PENALTY NOTICE FINES

SUMMARY AND RECOMMENDATIONS:

This report outlines background and current fines for the various fixed penalty notice offences where the level of fine is discretionary.

Cabinet is recommended to agree the proposed amendments to the fines to take effect on 1st May 2025.

1. INTRODUCTION

- 1.1. The purpose of this report is to seek the approval for the amendment of current fixed penalty notice fines from 1st May 2025.

2. BACKGROUND

- 2.1. In November the Cabinet agreed it's strategic priorities. One of these is Clean, Safe and Vibrant Neighbourhoods – working to reduce crime and anti-social behaviour, and to prevent the blight of fly-tipping. This is in recognition of the negative impact that these issues have on residents, visitors and the environment.
- 2.2. As part of achieving this priority, where there is evidence of offences of this nature being committed, the Council use the range of powers available to them to appropriately enforce. For certain offences, these powers include the ability to issue a fixed penalty notice (resulting in a fine), which are often used for a first known offence, where appropriate in the circumstances, and to encourage a change in behaviour.
- 2.3. A review of fixed penalty notice fines (where these are discretionary) has been carried out, and this report sets out the position.

3. DETAILS OF THE PROPOSAL

General

- 3.1. The table at Appendix 1 gives the current and proposed fixed penalty notice charges.
- 3.2. In order to ensure that enforcement action acts as a deterrent to committing the offences detailed and given the negative impact that offences of this nature have on the community and the area, the proposed fines are at the statutory maximum level, or the amount suggested in legislation. Reduced fees for early payment have been proposed at levels which are consistent based on the amount of the full fine suggested.
- 3.3. The table at Appendix 2 shows the current fines for neighbouring authorities.

Alternative Options

- 3.4. Members may set any of the fees at a lower level, however fines should be set at a level which deters the commission of the offence.

Consultation

- 3.5. There is no requirement for consultation in respect of the amended fines. The fines would apply only where there is suitable evidence that an offence has been committed, as an alternative to prosecution, where a fixed penalty offence is appropriate.

4. IMPLICATIONS (of proposed course of action)

Risks

- 4.1. Where the proposed fines are higher than the current fine, there is a risk that less people will make payment, and therefore more cases progress to court for prosecution, however we cannot demonstrate whether this would be the case, without raising the fines and seeing whether there is any impact.

Legal Implications

- 4.2. The Council is obliged to work within the relevant legislation and all proposed fines are in accordance with the legislation.

Financial Implications

- 4.3. The purpose of issuing fixed penalty notices is not income generation. There is no way of identifying the number of fixed penalty notices that will be issued, or whether offenders will make payment, or cases will progress to prosecution, however the proposed fines are all either an increase or remaining at the same level, therefore the likely outcome would be an increase in income if issue and

payment levels remain at a similar level to the previous year. The number of fixed penalty notices issued in the financial year 24 / 25 is given at Appendix 1.

Resource Implications

- 4.4 There is no change in process, therefore there are no resource implications associated with this report.

Equalities Impact Implications

- 4.5 Fixed penalty notices are issued where there is evidence that an offence has been committed, and it is deemed the appropriate outcome in any specific case. Each case is considered based on the specific circumstances and evidence, therefore any equalities act implications would be considered as part of determining the appropriate outcome.

Community Safety Implications

- 4.6 There are no community safety implications associated with this report.

5 CONCLUSIONS

- 5.1 Discretionary fixed penalty notice fines have been reviewed taking account of the statutory maximum amount that can be applied. Cabinet are recommended to implement the proposed fines with effect from 1st May 2025.

LIST OF APPENDICES/ANNEXES:

Appendix 1 – Current and proposed charges

Appendix 2 – Neighbouring Authorities charges

BACKGROUND DOCUMENTS:

None

CONTACT DETAILS:

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Executive Head of Service – James Duggin – james.duggin@rushmoor.gov.uk – 01252 398543

APPENDIX 1

CURRENT & PROPOSED FINES

Offence	Current Fine		Proposed Fine		No. issued in 24/25
	If paid within 10 days	Full penalty within 14 days	If paid within 10 days	Full penalty within 14 days	
Depositing Litter (inc. cigarette butts, chewing gum & spitting) <i>(S.87/88 Environmental Protection Act 1990)</i>	N/A	£75	£75	£100	0
Household Waste – Duty of Care <i>(S.34(2A) Environmental Protection Act 1990)</i>	£200	£400	£300	£600	21
Abandoning a Vehicle <i>S.2A(1) Refuse Disposal (Amenity) Act 1978</i>	£120	£200	£120	£200	5
Graffiti <i>S.43 Anti-social Behaviour Act 2003. Criminal Damage Act 1971 Section 1(1) or Highways Act 1980 Section 131(2) or 132(1)</i>	£50	£75	£75	£100	0
Fly-Posting <i>S.43 Anti-social Behaviour Act Town & Country Planning Act 1990 section 224(3)</i>	£50	£75	£75	£100	0
Offences in Relation to Waste Receptacles <i>s.46/47/47Z/47ZA Environmental Protection Act 1990</i>	£60	£80	£75	£100	0
Failure to Produce Authority to Transport Controlled Waste <i>S.5/5(2) Control of Pollution (Amendment) Act 1989</i>	£180	£300	£180	£300	0
Nuisance Parking (Sale and Repair) <i>S.3/4/6 Clean Neighbourhoods & Environment Act 2005</i>	£60	£100	£75	£100	0
Failure to Produce Waste Carrier's Licence <i>S.34A(2) Environmental Protection Act 1990</i>	£180	£300	£180	£300	0
Failure to Comply with Community Protection Notice	£60	£100	£75	£100	1

<i>S.52(1) Anti-social Behaviour Crime & Policing Act 2014</i>					
Fly-tipping (waste deposit) <i>S.33(1)(A) Environmental Protection Act 1990</i>	£200	£400	£500	£1000	17

APPENDIX 2

NEIGHBOURING AUTHORITY FINES

OFFENCE	Local Authority	IF PAID WITHIN 10 DAYS OF ISSUE	FULL PENALTY WITHIN 14 DAYS OF ISSUE
DEPOSITING LITTER (includes cigarette butts, chewing gum and spitting) <i>S.87/88 Environmental Protection Act 1990</i>			
	Hart	N/A	£100
	Basingstoke	£50	£75
	Waverley	£75	£100
	Havant	N/A	£80 within 28 days
	Wokingham	N/A	£80
	Guildford	N/A	£400
HOUSEHOLD WASTE – DUTY OF CARE <i>S.34(2A) Environmental Protection Act 1990</i>			
	Hart	N/A	£400
	Basingstoke	£250	£400
	Waverley	£120	£200
	Havant	N/A	£400
	Wokingham	N/A	N/A
	Guildford	N/A	£300
ABANDONING A VEHICLE <i>S.2A(1) Refuse Disposal (Amenity) Act 1978</i>			
	Hart	N/A	N/A
	Basingstoke	N/A	N/A
	Waverley	£120	£200
	Havant	N/A	£200
	Wokingham	N/A	£200
	Guildford	N/A	£200

GRAFFITI <i>S.43 Anti-social Behaviour Act 2003. Criminal Damage Act 1971 Section 1(1) or Highways Act 1980 Section 131(2) or 132(1)</i>			
	Hart	N/A	N/A
	Basingstoke	N/A	N/A
	Waverley	£50	£75
	Havant	N/A	N/A
	Wokingham	N/A	£100
	Guildford	N/A	£150
FLY-POSTING <i>S.43 Anti-social Behaviour Act Town & Country Planning Act 1990 section 224(3)</i>			
	Hart	N/A	N/A
	Basingstoke	£50	£75
	Waverly	£50	£75
	Havant	N/A	£100
	Wokingham	N/A	£100
	Guildford	N/A	£150
OFFENCES IN RELATION TO WASTE RECEPTACLES <i>s.46/47/47Z/47ZA Environmental Protection Act 1990</i>			
	Hart	N/A	N/A
	Basingstoke	£60	£100
	Waverley	N/A	N/A
	Havant	N/A	N/A
	Guildford	N/A	£80

FAILURE TO PRODUCE AUTHORITY TO TRANSPORT CONTROLLED WASTE <i>S.5/5(2) Control of Pollution (Amendment) Act 1989</i>	Rushmoor	£180	£300
	Hart	N/A	N/A
	Basingstoke	£180	£300
	Waverley	£180	£300
	Havant	N/A	N/A
	Wokingham	N/A	£300
	Guildford	N/A	£300
NUISANCE PARKING (SALE AND REPAIR) <i>S.3/4/6 Clean Neighbourhoods & Environment Act 2005</i>	Rushmoor	£60	£100
	Hart	N/A	N/A
	Basingstoke	N/A	N/A
	Waverley	£60	£100
	Havant	N/A	N/A
	Wokingham	N/A	N/A
	Guildford	N/A	£100
FAILURE TO PRODUCE WASTE CARRIER'S LICENCE <i>S.34A(2) Environmental Protection Act 1990</i>	Rushmoor	£180	£300
	Hart	N/A	N/A
	Basingstoke	£180	£300
	Waverley	£200	£300
	Havant	N/A	N/A
	Wokingham	N/A	£300
	Guildford	N/A	N/A

FAILURE TO COMPLY WITH COMMUNITY PROTECTION NOTICE <i>S.52(1) Anti-social Behaviour Crime & Policing Act 2014</i>			
	Hart	N/A	N/A
	Basingstoke	£75	£100
	Waverley	£75	£100
	Havant	N/A	N/A
	Guildford	N/A	£100
FLY-TIPPING (WASTE DEPOSIT) <i>S.33(1)(A) Environmental Protection Act 1990</i>			
	Hart	N/A	£400
	Basingstoke	£250	£400
	Waverley	£300	£400
	Havant	N/A	£400
	Wokingham	N/A	£400
	Guildford	N/A	£400

By virtue of paragraph(s) 3 of Part 1 of Schedule 12A
of the Local Government Act 1972.

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