

Performance and Resources Report – March 2023

The County Council's business performance, financial performance (revenue and capital), savings delivery, workforce and risks are monitored through the Quarterly Performance and Resources Report produced for consideration by senior officers, Cabinet and all members including Scrutiny Committees.

Introduction

1. This report provides an overview of the performance across West Sussex County Council for the fourth quarter of 2023/24 (January - March). It brings together information on performance, finance, workforce and risk management, all of which are reported on an outturn basis and describes how the County Council is delivering on Our Council Plan. The Council Plan sets out four priorities:
 - Keeping people safe from vulnerable situations,
 - A sustainable and prosperous economy,
 - Helping people and communities fulfil their potential, and
 - Making the best use of resources.
2. These priorities are all underpinned by a cross-cutting theme of tackling climate change.

National Context

3. On 15th March 2023, the Chancellor of the Exchequer presented his 2023 Spring Budget to Parliament. The statement focused on boosting growth and business investment and encouraging those who have left the workforce to return.
4. The Chancellor also announced that the Office for Budget Responsibilities (OBR) has confirmed that the UK will not enter a technical recession this year and that inflation is expected to more than halve and forecast to reduce to 2.9% by the end of 2023. Other key announcements for local government and residents included:
 - **Highways and Infrastructure.** In 2023/24, the government will invest a further £200m in maintaining and improving local roads. This funding will enable local authorities in England to fix more potholes, complete resurfacing works and invest in major repairs and renewals. The County Council has been allocated just over £3m of this funding which will be added to the Capital Programme.
 - **Local Enterprise Partnerships (LEPs).** The budget statement confirmed the Government's commitment to empowering democratically elected local leaders at every opportunity, with an announcement that the government intends for the functions of Local Enterprise Partnerships (LEPs) to be delivered by local government in the future. A consultation will now take place on these proposals, with an updated policy position to be announced by the summer 2023.

- **New Devolution Deals.** The government will seek to negotiate a new wave of devolution deals over the coming year which will include local investment funding for areas that are committed to a mayor or directly elected leader.
- **Trailblazer Devolution Deals and Single Settlements.** The government has agreed, subject to ratification, trailblazer devolution deals with the West Midlands Combined Authority and the Greater Manchester Combined Authority. These deals equip the authorities with new levers over local transport, employment, housing, innovation and Net Zero priorities and, for the first time outside of London, local leaders will be able to set the strategic direction over the Affordable Housing Programme in their areas. There was a long-term commitment to local authorities retaining 100% of their business rates and a commitment to provide a single multi-year funding settlement at the next Spending Review. The government's ambition is to roll this model out to all areas in England over time.
- **Investment Zones.** Twelve new Investment Zones, designed to accelerate research and development in the UK's growth sectors, will have access to interventions worth £80m over five years. They will be in Mayoral Combined Authorities in the West Midlands, Greater Manchester, the North-East, South Yorkshire, West Yorkshire, East Midlands, Teesside, and Liverpool. There will also be at least one in Scotland, Wales and Northern Ireland.
- **Levelling Up.** Confirmation that a third-round of the Levelling Up Fund will proceed as planned later in 2023, with £1bn of funding available to level-up places across the UK.
- **Regeneration Projects.** The Budget also announced over £200m for 16 regeneration projects in England. Investment has been targeted towards the left-behind places in the Levelling Up White Paper or projects that are under £10m to ensure quick delivery.
- **Business Rates Retention.** The Government intends to expand the local retention of business rates to more areas in the next Parliament and will work closely with interested councils to achieve this.
- **Childcare Reform.** The Government will invest £4.1bn by 2027-28 to fund 30 free hours a week in registered childcare for children between nine months and three years for 38 weeks of the year (equivalent to term-time). Eligibility for this entitlement will be in-line with the existing 30 hour offer for three and four-year-olds (i.e., both parents must be working and earning the equivalent of at least 16 hours per week at minimum wage, with parents earning over £100k in adjusted net income ineligible). This will be introduced gradually, with working parents of two-year-olds able to access 15 hours of free childcare per week from April 2024, then extended to nine month to two-year-olds from September 2024, with the full 30 hour offer available from September 2025.

The Government promises to uplift the hourly funding rate paid to childcare providers by providing £204m in 2023/24 and £288m in 2024/25. It is expected this money will be distributed via local authorities through the existing Early Years National Funding Formula (EYNFF). Start-up grants will be provided to encourage new childminders to enter the market and a new pathfinder scheme will be launched to increase the amount of wraparound

childcare provision in schools. Child to staff ratios will change from 1:4 to 1:5 for two-year-olds from September 2023, meaning registered childcare providers will now be able to look after more children in this age group.

- **Supported Internship Programme.** A further £3m will be invested in piloting an extension of the Supported Internships Programme for young people entitled to Special Education Needs support who do not have an Education Health and Care Plan (EHCP). This is in addition to the £18m of current programme funding confirmed in the recent SEND Improvement Plan.
 - **Alternative Provision Specialist Taskforce.** This programme will be extended using money from the Shared Outcomes Fund to improve engagement of vulnerable children with education and reduce serious violence.
 - **Energy Relief.** The Government announced the continuation of the energy price cap, limiting the typical household energy bill to £2,500 per year, for a further three months - until the end of June 2023. In addition, £200m has been announced to bring energy charges for pre-payment meters into line with prices for customers paying by direct debit; this will affect four million households. Funding of £63m has been allocated to help leisure centres with the rising costs associated with swimming pool heating and the investment required to become more energy efficient.
5. Also on 15th March 2023, the Department for Health and Social Care announced the 2023/24 **Public Health Grant** (PHG) allocations for local authorities. Of the £3.529bn funding confirmed, the County Council has been allocated £37.4m; this is an increase of £1.2m when compared to the 2022/23 allocation. The indicative allocation of £37.9m for 2024/25 has also been published and supports with longer term planning of public health services.
 6. On the 2nd February 2023, the Department for Education (DfE) published its **Children's Social Care Implementation Strategy**; an ambitious and wide-ranging plan to transform the current care system to focus on more early support for families, reducing the need for crisis response at a later stage. Funding of £200m over the next two years have been announced to support the work required.
 7. On 28th March 2023, the Home Office announced changes to the support offered to **Afghan refugees living in temporary accommodation** under the Afghan Citizens' Resettlement Scheme (ACRS) and Afghan Relocations and Assistance Policy (ARAP). The changes are focused on a move away from the use of hotels as temporary bridging accommodation. The Government has announced it will provide £35 million in new funding for councils, with the aim of increasing the level of support available to help overcome barriers to accessing the housing system and employment. The Local Authority Housing Fund will also be extended by £250 million. This fund aims to help councils source homes to house Afghans currently in bridging accommodation.
 8. On 4th April 2023, the Government published an update to its 2021 **Adult Social Care** White Paper, *The Next Steps to Put People at the Heart of Care*. The proposals contain new announcements on the adult social care reform programme, including greater use of technology and digitisation. However, funding to support workforce reforms, including training, has been reduced from £500m to £250m.

9. Last year, the Department for Levelling Up, Housing and Communities (DLUHC) announced in the **Levelling Up White Paper the ambition to set up a new Office for Local Government** (OFLOG). OFLOG will aim to empower citizens to hold local leaders to account, while supporting local leaders to innovate and drive self-improvement. It will do this by collating and presenting data and analysis about the performance of councils and the outcomes they deliver for local people. The details of OFLOG, and what it will mean for local authorities, is currently being developed.
10. The Bank of England’s Monetary Policy Committee (MPC) sets its monetary policy to meet a 2% inflation target. The Committee has continued to raise interest rates during the quarter, from 3.5% in December to 4.0% in February and 4.25% in March to help curb inflation. The Bank warned that further increases in interest rates may be required as it tries to meet its inflation target and on 11th May 2023, rates increased to 4.5%.
11. The UK’s gross domestic product (GDP) measured by the Office for National Statistics, reports that GDP is estimated to have shown no growth in February 2023 - falls in services and production were offset by growth in construction. This follows growth of 0.4% in January 2023 (revised).
12. The latest figures from the Office for National Statistics (ONS) on the Consumer Price Index (CPI) and Retail Price Index (RPI) shows that the level of inflation has overall remained static during the quarter, but with some early optimism that rates maybe starting to reduce in line with the Office for Budget Responsibility’s (OBR) forecast. The monthly rates are reported in **Table 1** below.

Table 1 – Inflation Table - CPI and RPI Rates

	April 2022	June 2022	Sept 2022	Dec 2022	Jan 2023	Feb 2023	March 2023
Consumer Price Index (CPI)	9.0%	9.4%	10.1%	10.5%	10.1%	10.4%	10.1%
Retail Price Index (RPI)	11.1%	11.8%	12.6%	13.4%	13.4%	13.8%	13.5%

13. Inflation continues to add significant pressure on the County Council’s finances, as well as on residents, businesses and the local economy. Whilst managing these pressures, the County Council continues to focus spend on those areas that contribute to the delivery of the County Council’s priority outcomes as set out in the Council Plan.
14. Global inflationary pressures have continued during the quarter. The ongoing increasing energy prices, which is affecting the cost of general goods and services, is also causing rises in inflation. This is alongside the continuing supply and demand pressures caused by the conflict in Ukraine and continued impact of the Covid-19 pandemic around the world. These global events are contributing to rising cost-of-living pressures which is increasing household expenses for families and the deterioration in the outlook for UK growth.
15. Looking forward, the International Monetary Fund (IMF) recently announced that the UK is set to be one of the worst performing major economies in 2023, expecting the UK economy to shrink by 0.3%. However, the IMF has forecast growth of 1% in 2024.

16. The UK's unemployment rate in February 2023 decreased to 3.6%, a reduction of 0.1% since November. In West Sussex, the unemployment rate in February was 2.6%, below the South East average of 2.8%. Growing recruitment and retention challenges are expected to continue into 2023/24 and may be further exacerbated by wider job market conditions with many organisations unable to recruit into skilled roles. A new way of working post pandemic, cost of living pressures and a tighter job market means that there is significant competition. Unsurprisingly, this is also having an impact on the County Council's ability to recruit and retain staff.

Performance Summary - Our Council Plan

17. This section reports the latest performance position against Our Council Plan measures. **Table 2** displays the performance by priority with details of each measure reported in each respective Portfolio Section. The values within the table refer to the number of KPI measures included within each portfolio.

Table 2 – Performance by Portfolio/ Priority

Portfolio / Priority	RAG Status	Keeping People Safe from Vulnerable Situations	A Sustainable and Prosperous Economy	Helping People and Communities to Fulfil Their Potential	Making the Best Use of Resources
Adults Services	R	0	0	3	0
	A	1	0	2	0
	G	3	0	1	0
Children and Young People	R	3	0	0	0
	A	1	0	0	0
	G	1	0	0	0
Learning and Skills	R	0	0	2	0
	A	0	0	0	0
	G	0	1	4	0
Community Support, Fire and Rescue	R	0	0	0	0
	A	0	0	0	0
	G	2	0	4	0
Environment and Climate Change	R	0	0	0	0
	A	0	1	0	0
	G	0	1	0	0
Finance and Property	R	0	0	0	0
	A	0	0	0	0
	G	0	1	0	3
Highways and Transport	R	0	1	0	0
	A	0	1	1	0
	G	0	1	0	0
Leader	R	0	0	0	0
	A	0	0	0	0
	G	0	3	0	0
Public Health and Wellbeing	R	0	0	0	0
	A	0	0	3	0
	G	3	0	0	0
Support Services and Economic Development	R	0	0	0	1
	A	0	0	0	1
	G	0	0	0	3

Key:

Cells highlighted in blue indicate the KPIs which include a **Climate Change** (CC) measure. Overall, there are three Climate Change measures.

18. **Table 3** and **Graph 1** below provides a comparison of the latest RAG status on the 52 measures with the previous reporting period.

Graph 1 – Performance Comparison With Previous Reporting Period

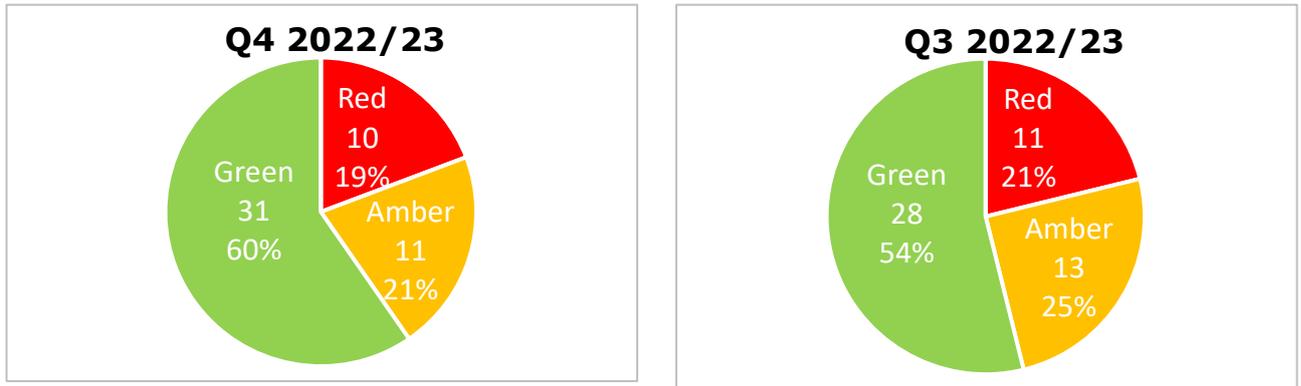
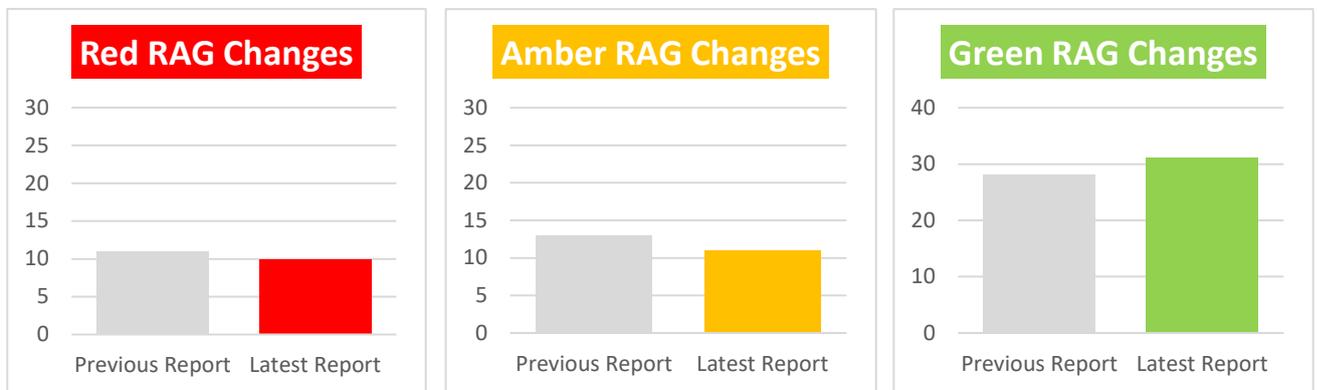


Table 3 – Performance Comparison With Previous Reporting Period



19. There are 52 measures, of which, 46 have year-end results available. The remaining six measures will not have updates until later in 2022, therefore their RAG status relates to the latest results available. The current Q4 position shows the following split:

- 60% (31 of 52) - met target/Green, an increase of three compared to the previous quarter.
- 21% (11 of 52) - close to meeting their target/Amber, a decrease of two measures from the previous quarter.
- 19% (10 of 52) - not met target (Red) – a decrease of one measure from the previous quarter.

The RAG status of those 46 measures with results available in 2022/23 are as follows: -

- 63% (29 of 46) - met or exceeded their target (Green),
- 15% (7 of 46) – close to meeting their target (Amber),
- 22% (10 of 46) – did not meet their target (Red).

20. Of the six measures that do not have data updates for this year, we forecast two of them will meet their target (Green) and four will be close to their target (Amber).

Performance Summary by Priority

21. During this period, the key focus has been on the ongoing global energy crisis, cost of living and inflation which is impacting operations across the council. The County Council has received no additional financial support to address the impact and is anticipating additional cost and demand pressures in many services. The County Council with focus on partnership working, continues to help those most in need to access the range of support that is available.

Keeping People Safe from Vulnerable Situations

22. The results of the Children's Services March 2023 Ofsted Inspection has been published giving the service an overall rating of 'requires improvement' with 'good' judgements for children in care and leadership and management. The judgements on children needing help and protection and children leaving care are they 'require improvement to be good'. The inspectors praised the County Council for its 'relentless approach to improving practice' and highlighted the 'strong, determined and cohesive leadership team' who have made significant improvements since the last full inspection of Children's Service in 2019 which had judged all areas as inadequate.
23. The Children First Transformation programme continues to provide a strong framework for service improvement and is on track with the implementation of Phase 2 of the Family Safeguarding model and the implementation of the Phase 2 of the Fostering service redesign. Both are key elements to demonstrate the level of improvement in practice and performance, improved outcomes and which was also acknowledged by Ofsted in the recent inspection.
24. In addition, Children Services was fully prepared for the inspection through the monitoring and review of our Practice Improvement Plan which supports activity across all service areas within children's social care and early help. This activity remains closely aligned to the performance reporting and is reported to the independent Improvement Board on a monthly basis. The Improvement Board and Ofsted have acknowledged the level of commitment and work undertaken to maintain a strong trajectory of improvement as outlined within the Children, Young People and Learning Directorate self-evaluation.
25. Levels of high demand and complexity in terms of the type of placement required for some young people has continued during the quarter. The service maintains consistent and appropriate threshold levels through the integrated front door arrangements to ensure timely referral, assessment and allocation of cases. Recruitment remains a high priority and the successful recruitment of 29 qualified social workers from the South Africa programme are now inducted and within the social work teams across the service.
26. During this quarter two children's care homes have been given good or outstanding Ofsted ratings following inspections. Breakwater in Shoreham has achieved an overall rating of 'Good', and Bright Star in Worthing has achieved successive 'Outstanding' ratings, meaning all five of the County Council's children's homes continue to be rated 'Outstanding' or 'Good'.
27. To address social work recruitment challenges, which is being experienced by local authorities across the country, Adults Services commenced Phase 3 of its international recruitment campaign in January. This has been highly successful and

resulted in 19 offers of employment being made at the end of March, for social work candidates, who will begin to arrive in June 2023.

28. Drafted in partnership with care providers, the County Council has published its 'Market Sustainability Plan' (MSP), which focuses on addressing sustainability issues across care markets and confirms the intention to target resources at areas requiring development such as, complex care, extra care, supported living and enabling people to remain living in the community. Strengthening the care workforce and supporting providers to improve the quality of care is a focus of the MSP, which will build on the existing work the County Council has been involved in partnership with West Sussex Partners in Care (WSPiC), to shape the training offer that is provided to external care providers, as well as to continually advise and influence to achieve care for all.
29. Carers Short Breaks have been commissioned to help deliver strategic priorities to support independence and assist residents to remain in their own home. Over 1,000 family and friend carers were consulted in the development of the current West Sussex Carer Strategy. A key message was that more affordable day respite was needed. As a result, contracts have been awarded for the provision of respite care to commence from April 2023. Services will focus on providing family and friend carers with much needed short breaks. In addition, each provider will signpost and support carers into wider carer services if required e.g., information, advice and assessment.
30. The Community Hub remains available for residents, providing support with cost of living and distributing Household Support Funds. Skilled advisors provide information, advice, guidance, signposting, and practical support, resolving issues where possible, and signposting internal/external services and support when needed. The government has announced further Household Support Fund funding from 1st April 2023 until 31st March 2024; with the County Council allocated £9.7m.

A Sustainable and Prosperous Economy

31. The impact of severe weather continues to be felt on the West Sussex Highway network. The winter weather sustained elevated ground water levels, and with the preceding long hot summer that has resulted in a very high number of safety defects on the network.
32. In addition to the increased workload from the deteriorating road conditions, the County Council has also had to deal with a number of specific emergency road issues; in particular, a road collapse at Wiston bends, an embankment failure at Pulborough on the A29 and a fire that resulted in a long-term road closure in Midhurst. This unusual set of additional challenges has had a marked impact upon the ability of the team to carry out day-to-day activities.
33. The Highway, Transport and Planning Delivery Programme for 2022/23 has been completed. Over 530 schemes were delivered valuing £54.5m. This included schemes on roads and footways including bridges, traffic signals, highway improvements, road safety, public rights of way, drainage improvements and bus stop real time passenger information screens.
34. Construction works on the A259 (Littlehampton) to widen approximately 2km of the existing single carriageway to a dual carriageway are continuing to progress well

with works programmed to complete in April 2024. The shared cycle and footway linking Findon Village and Findon Valley was officially opened.

35. Work to begin implementation of the £17.4m Bus Service Improvement Plan began in earnest following receipt of year 1 funding. There will be a range of schemes such as improved bus lanes and new technology that will help increase passenger numbers and make it easier for people to travel more sustainably and help reduce traffic congestion. Delivery of quicker wins including a new young person's fares discount are expected from September onwards.
36. West Sussex County Council is also working with the county's district and borough councils to make new funding available to support testing and installation of a bespoke wireless alternative to fibre broadband. The solution will enable businesses with the slowest broadband speeds to receive a boosted 4G signal directly to their property to power internal broadband.
37. Digital Futures West Sussex is live across the county, jointly funded by the County Council and the district and borough councils. The programme aims to support businesses with higher level digital skills gaps, increase the number of West Sussex residents in digital jobs, and raise aspiration and tell a new story about digital opportunity in West Sussex. More than 20 events are being held across the county in 2023 including Information Hubs providing a taster of what is on offer, and Roadshows to support recruitment drives and allow jobseekers to find out more. The event programme launched at the end of January at Crawley Library Business and IP Centre. Information is available on the [Digital Futures West Sussex](#) website.

Helping People and Communities Fulfil Their Potential

38. Work continues to ensure that all children are able to access Good or Outstanding provision in schools through tackling weaknesses and support to schools to improve. This has led to over 94% of West Sussex children and young people attending Good or Outstanding provision which is the highest seen in West Sussex over a long period and an increase on last quarter's figures.
39. A key focus of activity is on implementation of the new Education and Learning Strategy which continues to have SEND and Inclusion at the core. This involves continuing to ensure that the County has sufficient high-quality provision to meet children's needs in mainstream schools and also creating additional specialist provision to meet increasing demand. It also focuses action on reducing the time taken to complete Education, Health and Care Plans (EHCPs) and move in line with the target of the twenty-week deadline. Work is being undertaken to manage this process, improve the timelines and also to signpost schools to the range of support available. Early years providers and parents are being introduced to ordinarily available inclusive practice where needs of children can be met without the need for an EHCP.
40. Across West Sussex, 18% of all school-age children currently receive some kind of SEND support, which is higher than the national average of 12.6%. To allow all pupils to fulfil their potential West Sussex County Council is creating the new facilities in Burgess Hill for 100 children with special educational needs and disabilities. The new college at Woodlands Mead is now just six months away from full completion. Additionally, the council have been successful in a bid for a new school to provide 130 full-time places for children with special educational needs

and disabilities (SEND) who are on the autism spectrum and social emotional and mental health needs. It will be an all-through school for both boys and girls aged from 4 to 18 years.

41. West Sussex County Council has also been working together with primary schools in the Worthing area to address the declining pupil numbers and unfilled places. A consultation with the community highlighted support for the options to amalgamate Chesswood Junior and Lyndhurst Infants into one 'all-through' primary school on the Chesswood site.
42. This quarter saw the launch of the new library website platform which is linked to the customer catalogue and account management functionality. The new platform improves use of video and animation content and will allow Librarians to curate information for customers in a more holistic manner, bringing together booklists to promote library stock with eLibrary content and other online resources.
43. Libraries received 515,235 customer visits this quarter: an increase of 7% on last quarter, and 33% on Q4 last year. Libraries offered Essential Toiletries packs for residents experiencing cost of living pressures through this quarter, resourced through the Household Support Fund. A total of 4,000 free packs were distributed via all 36 libraries and packs included items such as soap, shampoo and toothpaste. From April libraries will offer Period Packs containing essential toiletries items for residents in need of this support.
44. West Sussex County Council teams continue to work together to respond to the needs of Ukrainians entering the UK under the Homes for Ukraine scheme and their hosts. Demand for support remains high from both guests and hosts in relation to accommodation needs, finances, education, transport, and English lessons.

Making the Best Use of Resources

45. This quarter the annual budget proposals were discussed and approved at full council. The council has provided a balanced budget without use of reserves and kept the council tax increases below the rate of inflation. Council spend of £1.86 billion for 2023-24 will deliver day-to-day services to a population of 882,676 residents and 37,400 businesses across the county and will also fund an additional £4.5m for highways and roads impacted by the recent severe weather.
46. On 1st April 2023, 20 Coroners Officers transferred from Sussex Police to the Local Authority. This move is pan-Sussex and a collaboration with East Sussex and Brighton and Hove, with West Sussex being the lead Council employing the newly transferred staff. The focus for 2023/24 will include service improvements across Sussex with new colleagues integrating into existing structures and maximise opportunities for operational efficiencies to enhance the delivery model.

Responding to the Challenges Posed by Climate Change

47. Annual carbon emissions for 2022/23 totaled 27,442 tonnes, amounting to a 19% decrease against the 2019/20 baseline. Reductions were mainly from reduced electricity and heat demand.

48. The County Council secured £2.36m in grant funding from the Public Sector Decarbonisation Scheme to support works across 21 corporate sites that represent many of our largest-emitting assets. Work will include improved heating controls, insulation improvements, window replacements and upgrades and the installation of air source heat pumps and solar PV systems. As a result of the planned works at these 21 sites, gas reliance could be reduced by 95% and carbon emissions reduced by 398 tonnes CO₂e per annum.
49. Heat Decarbonisation Plans (HDPs) for 37 schools and three corporate sites were completed in March. These grant HDPs cover some of the highest carbon emitting schools in our estate and have identified potential for over 1,000 tonnes of carbon savings p.a. Assessment of recommendations and potential routes to delivery will take place in early 2023/24. A further 24 school HDPs are currently in progress and will complete shortly.
50. At the end of March, the County Council launched a third round of its popular Solar Together Sussex scheme, which it co-ordinates on behalf of all Sussex local authorities. Solar Together Sussex enables residents to install high quality solar panels and battery systems from accredited installers at a competitive price. More than 1,700 households have installed renewable energy systems under the two previous scheme rounds.
51. A further £2.96m fund has been awarded to support the roll-out of on street electric vehicle charge points. Potential phase 2 sites have been identified and resident engagement commences in late May.
52. The Recycling and Waste team have worked in partnership with the Communities team and UK Harvest to pilot "Community Food Hubs" to encourage surplus food rescue. The project aims to clarify common misconceptions about food rescue services and provide tips and guidance on how to reduce food waste. The pilot of the Community Food Hubs ended in March 2023 and over the 6 months, a total of 870 people visited the hubs, 2,916 people received a meal and 8,874kg of food, with a retail value of £21,750, was saved from going to waste. It was agreed in March that due to the success of the 6-month pilot, the county Council will now work in partnership with Biffa and UK Harvest to extend the programme, providing community hubs and education sessions to all seven Districts and Boroughs over the next 12 months, finishing in April 2024.

Finance Summary

53. The outturn position in this report is provisional until the preparation of the accounts and external audit is complete. Any change from this outturn position included in this report will be conveyed in the narrative to the financial statements.
54. The provisional revenue outturn position for 2022/23 is net spend of £654.643m, **an overall net overspend of £0.182m** before use of the Inflation Contingency Reserve.
55. This position is comprised of Portfolio budgets which overspent by £10.541m, but partially offset by underspending on Non-Portfolio budgets of £9.694m (including £4.747m of General Contingency) and £0.665m of additional business rates income received through the 2023/24 Local Government Financial Settlement. It is proposed that the £0.182m remaining balance is drawn from the Inflation Contingency Reserve to balance the year end position.

56. **Table 4** provides a comparison of the outturn position to the December 2022 projection. Full details are set out in the Portfolio Sections at the end of this report.

Table 4 – Year End Outturn Position and Variation Compared to Q3

PORTFOLIO	CURRENT NET BUDGET (£'000)	OUTTURN VARIATION (£'000)	VARIATION %	MOVEMENT SINCE Q3 (£'000)
Adults Services	219,797	-45	0.0%	(45)
Children & Young People	143,918	10,469	7.3%	(2,131)
Learning & Skills	48,944	3,463	7.1%	2,622
Community Support, Fire & Rescue	46,935	-229	-0.5%	(163)
Environment & Climate Change	63,925	-3,433	-5.4%	(453)
Finance & Property	31,976	1,265	4.0%	1,688
Highways & Transport	34,883	1,255	3.6%	(345)
Leader	3,541	-375	-10.6%	(75)
Public Health & Wellbeing	0	0	0.0%	0
Support Services & Economic Development	44,461	-1,829	-4.1%	(1,943)
Portfolio Total	638,380	10,541	1.7%	(845)
Sources of Finance	0	-665	0.0%	(665)
Non Portfolio (Excluding Contingency)	10,851	-4,947	-45.6%	(702)
Contingency	4,747	-4,747	0.0%	0
Total	653,978	182	0.0%	(2,212)

Key:  and  - Provides a view of the Q3 projection
 and  - Reports the Outturn position

Contingency Budget Summary

57. The County Council's Contingency Budget is reported within the Non-Portfolio Budget section of the accounts. For 2022/23, a £9.156m Contingency Budget was set aside to assist with unplanned in-year pressures, including £2.9m earmarked for inflation.
58. Due to the emerging inflationary pressures, a Decision was taken within the 2021/22 Outturn Performance and Resources Report to create an Inflation Contingency Reserve which was funded from the £4.969m of unspent 2021/22 Contingency funds.
59. **Table 5** demonstrates that the overall available Contingency funding for 2022/23 was £14.125m. During the year, £4.409m was drawn from the Contingency Budget to cover in-year pay award settlements within portfolio budgets. To fund the outturn portfolio overspend position, the remaining £4.747m from the 2022/23

Contingency Budget and £0.182m from the Inflation Contingency Reserve is required. This has resulted the Inflation Contingency Reserve concluding the year with a £4.787m balance.

Table 5 – Projected Impact on Contingency Budget and Inflation Contingency Reserve

Use of Contingency Budget 2022/23 (Non-Portfolio)	Contingency Budget	Contingency Reserve	Total Funding 2022/23
Contingency Budget 2022/23	£9.156m	£0.000m	£9.156m
Inflation Contingency Reserve	£0.000m	£4.969m	£4.969m
Total Contingency/ Inflation Funding Available			£14.125m
Less – Q3 PRR decision to draw-down £4.409m of Contingency Budget towards the agreed NJC, HAY, SMG pay awards	(£4.409m)	£0.000m	(£4.409m)
Less – Funding required towards Portfolio Overspend Position	(£4.747m)	(£0.182m)	(£4.929m)
Subtotal – Remaining Funding	£0.000m	£4.787m	£4.787m

Contract Inflationary Pressures

60. The overspend reported in service budgets of £10.541m includes £7.8m of identified service specific inflationary pressures – excluding pay and social care inflation. High inflation on contracts and the price of energy are the main cause of this identified pressure.

Pay Inflation

61. The majority of the 2022/23 pay award settlements have now been agreed, with the Fire and Rescue unions agreeing the following two-year pay award in March 2023:
- For 2022/23 – A 7% increase in pay, backdated to July 2022.
 - For 2023/24 – A 5% increase in pay, from July 2023.
62. The remaining 2022/23 outstanding pay award dispute relates to Soulbury teaching staff pay. In February 2023, the National Employers reaffirmed their offer of a £1,925 increase on all Soulbury pay spines and pay points. It should be noted that many of the County Council’s Soulbury paid staff are funded through the Dedicated Schools Grant and therefore will not significantly impact the County Council’s financial position.

Increase in Doubtful Debt Provision

63. The level of outstanding debt has increased from £22.7m at 31 March 2022 to £29.5m at 31 March 2023. A large proportion of the County Council’s aged debt

relates to unpaid adult social care contributions and in particular there has been an increase in aged debts which are two and three years old (relating to the periods 2020/21 and 2021/22). There are a number of reasons which have contributed to the increase in aged debt, including:

- The ongoing impact of the Covid-19 pandemic and the current economic climate, which impacts on the ability for people to settle their debts.
- The impact of the decision previously taken to reduce the level of the Minimum Income Guarantee used in adult social care financial assessments and the number of outstanding assessments. There is an action plan in place now to address the backlog of assessments and the provision for outstanding debt will be reviewed during 2023/24 as these assessments begin to be completed.

64. Therefore, recognising the risk that this increase in aged debt brings to the Council, the level of funding set aside for doubtful debts has been increased with a further £3.227m added to the doubtful debt provision. This has been partially offset by a £1.160m carry forward balance from 2021/22 that is no longer required. As at 31st March 2023, the balance on the doubtful debt provision has increased to £9.5m

Carry Forward Requests

65. **Table 6** provides an overview of the carry forward requests totalling £3.643m which have been processed as part of the financial year end transactions. The majority of the carry forward requests relate to grant funding which has been allocated for a specific purpose but has not been fully spent by the end of the financial year. Further details are included in the individual portfolio sections.

Table 6 – Summary of Carry Forward Requests

Portfolio	Summary of Carry Forward Requests	Amount
Adult Services	Domestic Abuse Grant and Income from Integrated Care Board.	£1,306,900
Children & Young People	Emotional Wellbeing and Mental Health Keyworker Programme funding.	£255,000
Learning & Skills	Virtual School Grant, Early Years Training Grant and Mental Health Support In Schools funding.	£325,100
Fire & Rescue and Communities	Marauding Terrorist Grant, Protection Uplift Grant and a bequest to Chichester Library.	£192,000
Environment & Climate Change	Local Nature Recovery Strategy Grant, Biodiversity Net Gain Grant and Flood Risk Management funding.	£94,100
Finance & Property	Sea Fisheries Grants.	£160,000
Highways & Infrastructure	Bus Service Improvement Plan (BSIP) funding, Active Travel Capacity Fund and Local Electric Vehicle Infrastructure (LEVI) Capability Grant. *Note: LEVI grant accounted for within the Environment and Climate Change Portfolio.	£1,309,600
Total		£3,642,700

66. In addition, **Table 7** reports the total carry forward balances from 2021/22 which are currently held in reserves and which also remain available for use in 2023/24 following a detailed review of specific plans. Further details are included in the individual portfolio sections.

Table 7 – Summary of 2021/22 Carry Forward Request Available

Portfolio	Carry Forward Request	Amount
Adult Services	Domestic Abuse Grant	£1,498,200
Children & Young People	West Sussex Safeguarding Children’s Partnership Funding	£80,000
Community Support, Fire and Rescue	South East Fire and Rescue Service Control Room Grant, Bequest to Worthing Fire Station and Proceeds of Crime Act (POCA) funds	£290,300
Highways & Transport	Supported Bus Services Grant and Local Transport Authority Bus Capacity Grant	£486,200
Total		£2,354,700

67. It should be noted that all carry forward balances have specific plans in place and can demonstrate the need of funding over and above set budgets. Any carry forward balance which remains unspent at the end of 2023/24, unless specifically agreed otherwise, will be withdrawn and be used to support the overall financial position.

Covid-19 Grant Overview

68. The cost of the Covid-19 pandemic has been monitored separately from the portfolio budgets agreed by County Council. All the costs of the pandemic incurred in 2022/23 have been funded from existing government grants that are being held in reserves.
69. **Table 8** details the remaining Covid-19 grants carried forward into 2022/23, the use of these grants in-year and the remaining balance to be spent in 2023/24. Specific detail on the use of the grant in 2022/23 is reported in each of the relevant portfolio sections of this report.

Table 8 - Listing of Revenue Covid-19 Grants in 2022/23 and Expenditure

Covid-19 Grant	Details	Grant Balance Available As At 1 st April 2022	Expenditure in 2022/23	Funding Committed in 2023/24
Non-Ringfenced Grant	Use to support pressures created by the pandemic	£12.976m	£11.941m	£1.035m
Local Council Tax Support	To fund the local council tax hardship scheme	£3.000m	£2.684m	£0.316m
Contain Outbreak Management Fund	To help reduce the spread of coronavirus and support public health.	£3.651m	£1.777m	£1.874m

Covid-19 Grant	Details	Grant Balance Available As At 1st April 2022	Expenditure in 2022/23	Funding Committed in 2023/24
Emergency Active Travel Fund	To protect and increase travel services.	£0.170m	£0.170m	£-
Travel Demand Management	Support in developing travel demand management programme.	£0.021m	£0.021m	£-
Total		£19.818m	£16.593m	£3.225m

70. At the end of 2022/23, there remains £1.035m of Non-Ringfenced Covid-19 grant which is fully committed towards projects currently underway; these projects include the recruitment of qualified overseas children's social workers, the cost of specific psychology assessments and funding for a short-term HR resource to assist with social worker recruitment. In addition, £0.316m of Local Council Tax Support Grant remains available in 2023/24 to fund the £25.00 Council Tax rebate, with a further £0.084m earmarked within the non-ringfenced commitments; this is in-line with the £0.4m allocation announced as part of the County Council's 2023/24 Budget.
71. Underspending of £3.651m from the Contained Outbreak Management Fund was brought forward from the 2021/22 financial year. Of this balance, £1.777m has been spent in 2022/23 on public health initiatives and staffing in accordance with the criteria. The grant balance remaining at the end of 2022/23 totals £1.874m. This funding will be available next year to help control any further Covid-19 outbreaks and dealing with its management and consequences as well as any on-going costs that are being incurred.

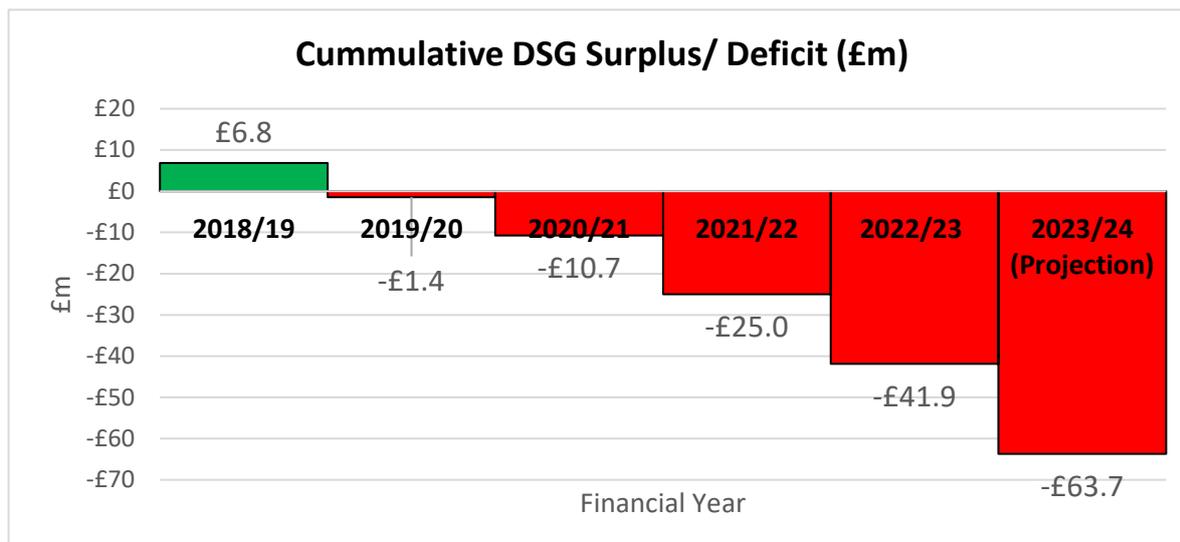
Financial Outturn – Service Portfolios

72. The individual portfolio sections within the report explain the key movements which have occurred during the year, however the main areas to note within and across portfolios include:
- Increasing inflation price rises on energy, goods and services,
 - Uncertainty in the growing demand and complexity of need in adults and children's,
 - Increases in the cost of adult lifelong services provision,
 - The high use of external placements for children,
 - The cost of children in need of secure or specialist placements,
 - The rising numbers of children requiring high needs education,
 - The non-delivery and delays in achieving savings,
 - Recruitment and retention issues within the workforce which is evident through the high levels of vacancies and staffing underspends across portfolios.
73. The **Adult Services Portfolio** completed the year largely balanced, with a £0.045m underspend. Despite the appearance of stability, the year was extremely challenging with the cost of care services overspending by £17.5m. A balanced budget was only achieved through one-off mitigations and underspends. Since many of these mitigation opportunities were one-off, the Adult Services Portfolio

entered 2023/24 with key financial risks and will be closely monitored through the year. The two-year Adult Social Care Improvement Plan was also agreed and will drive the change and financial stability of the service that is needed. Further details on the Adults Services Portfolio position are reported within **Section 1**.

74. The **Children and Young People's Portfolio** concluded the year with a £10.469m overspend. The portfolio's financial pressure has been largely driven by the type and cost of placements for Children We Care For. Despite the number of Children We Care For being consistently lower throughout the year than demand modelling predictions, the increase in complexity, particularly in emotional wellbeing and mental health needs of our children means that the placements budget overspent by £14m. This position was partly mitigated by the allocation of £2.630m of Non-ringfenced Covid-19 grant given the link between the impact of the pandemic and the presenting complexities in some placements.
75. This was the final year of specific additional funding towards the Children's Services improvement journey. Temporary funding of £0.765m was provided alongside the on-going permanent funding of £5.373m with all of this funding being used to support the Improvement Plan. Further details on the Children and Young People's Portfolio position are reported within **Section 2**.
76. A challenging year for **Learning and Skills** closed with the portfolio overspending by £3.463m in 2022/23. The Home to School Transport service overspent by £2.803m due to a combination of growth in pupil numbers and increasing contract prices. The rise in pupil numbers is largely due to the increasing number of pupils now in receipt of an Education, Health and Care Plan (EHCP). There are several underlying causes for the increasing price of contracts which include the impact of general inflation on fuel and tyre costs, but a much greater impact has been felt by the acute driver shortage across the taxi sector. A further cost pressure the portfolio has recently incurred relates to the Adult Education Contract which has overspent by £0.442m following the announcement of Aspire West Sussex entering administration.
77. Overspending of £16.873m occurred within the **Dedicated Schools Grant (DSG)** budgets in 2022/23. Increasing costs and volumes of independent and specialist placements within the High Needs Block, has largely led to this position. As part of the year end accounting entries, the DSG overspend has been added to the Dedicated Schools Grant Unusable Reserve. The reserve balance now stands at a £41.855m deficit.
78. The DSG position remains a key concern for the County Council and work is underway through the Delivering Better Value (DBV) in SEND Programme to consider options to address these pressures. It should also be noted that although the Government has confirmed that the statutory override for the DSG deficit to remain off the County Council's balance sheet for a further three years, the deficit will continue to have an adverse effect on the County Councils cash flow and investment returns on cash balances. In 2022/23 it is expected to have resulted in £0.7m of lost income.
79. **Graph 2** shows the cumulative DSG surplus and deficit which has amounted over the last five years and the latest overspend projection for 2023/24. Further details on the Learning and Skills Portfolio position are reported within **Section 3**.

Graph 2 - Six Year DSG Reserve Balance (Including 2023/24 Forecast).



80. The **Community Support, Fire and Rescue Portfolio** completed the year with a small underspend of £0.229m. Within Fire and Rescue, the service was able to largely offset inflation and pay award increases with staffing vacancies and other minor underspends. The Community Support service also experienced a number of pressures in-year in relation to increasing Coroner and Inquest costs as well as a shortfall of income within the Library Service. These pressures were off-set by in-year staffing underspends and additional ceremonies income as people celebrated events which had been delayed from previous years due to pandemic restrictions - i.e weddings and civil partnerships. Further details on the Community Support, Fire and Rescue Portfolio position are reported within **Section 4**.
81. The 2022/23 financial outturn position for the **Environment and Climate Change Portfolio** concluded with an underspend of £3.433m, largely from increased income. The Waste Service experienced additional cost on waste contracts due to increased inflation, however this pressure was mitigated from a one-off waste recycling rebate and from additional income generated from sales of recyclable materials. The value of recyclate was at a high in the first half of the year, however since this time, a sharp drop has occurred across virtually all material streams with the value heading back down towards pre-pandemic values.
82. Gas and electricity rates rose sharply across Europe in-year due to a combination of factors including the conflict in Ukraine, which added a considerable premium to market prices. This led to an increase in corporate utility charges. This pressure has been offset by the additional income generated by the County Councils solar and battery farms. Further details on the Environment and Climate Change Portfolio position are reported within **Section 5**.
83. The **Finance and Property Portfolio** concludes the year reporting a £1.265m overspend, however it should be noted that a year end technical accounting adjustment, increasing the doubtful debt provision by £2.067m from this portfolio is the reason for this overspending position. During the year, the portfolio has mitigated pressures relating to the non-delivery of income generation savings within Procurement and overspending in Facilities Management through the delivery of early savings generated from asset rationalisation and one-off business rates rebates following successful appeals. Further details on the Finance and Property Portfolio position are reported within **Section 6**.

84. An overspend of £1.255m is reported on the **Highways and Transport Portfolio**. The increased cost of energy is the main reason for the portfolio position with the Street Lighting PFI overspending by £3.377m. The portfolio incurred other pressures, largely relating to inflation within highways maintenance and in-house transport provision, but these were offset from additional income and staffing vacancies. There has also been a reduction in National Concessionary Fares with an underspend of £2.037m reported in 2022/23; uptake remains at around 60-70% of pre-pandemic levels. Further details on the Highways and Transport Portfolio position are reported within **Section 7**.
85. The **Leader Portfolio** concluded the year reporting a £0.375m underspend. This underspend relates to in-year staffing vacancies. Further details on the Leader Portfolio position are reported within **Section 8**.
86. Although the **Public Health and Wellbeing Portfolio** is reporting a balanced position, it should be noted that this is a result of £2.9m unspent grant being carried forward into 2023/24. The current available cumulative underspend carried forward into 2023/24 now totals £6.0m and is in addition to the 2023/24 grant settlement of £37.4m. Further details on the Public Health and Wellbeing Portfolio position are reported within **Section 9**.
87. The **Support Services and Economic Development Portfolio** completed the year reporting a £1.829m underspend. Pressures relating to the need to use external resources to meet continued demand in Legal Services and additional resource costs associated with the Children's statutory complaint process were mitigated by underspending with IT Services and Commercial Services. This is a result of an underspending on the money set aside from bringing services back from Capita, staffing vacancies and delay in some investment into digital technology and ways of working. The County Council's Digital and IT Strategy will be developed during 2023/24. Further details on the Support Services and Economic Development Portfolio position are reported within **Section 10**.
88. Within the **Non-Portfolio** budget, the County Council has benefited from the recent in-year rises in the Bank of England's interest rates. In April 2022, the Bank Rate was 0.75% and the investment income budget for 2022/23 was set on that basis. However, since this time, the rate has increased incrementally during the year and as at March 2023, the interest base rate level is 4.25%. This growth has affected the return on investments and has led to an increase in **Investment Income** of £5.0m. This additional income has helped to mitigate the in-year overspending position on portfolio budgets.

Savings Update

89. The 2022/23 savings target across all portfolios was £11.0m. In addition to these planned savings, there remained £12.4m of 2020/21 and 2021/22 savings which were not delivered on an on-going basis; largely due to the Covid-19 pandemic. Therefore, the overall savings to be achieved in 2022/23 totalled £23.4m.
90. To ensure that all savings are monitored with the same robustness and urgency, **Table 9** has amalgamated all the savings which require delivery; including a number of savings within the Adults Services Portfolio which have been recast to reflect revised saving plans. These amended plans have been created and supported by an external service provider and have been developed for each individual workstream; however, the delivery of savings to date has been limited.

91. Of the total £23.442m savings, £13.283m (57%) was achieved as originally envisaged or has been delivered by other means or mitigated within the service; with £10.159m (43%) of savings undelivered this year. These unachieved savings are included within the outturn position and are expected to be delivered in full in 2023/24.
92. As previously reported, the Adult Services Portfolio savings were significantly impacted by the pandemic, which led to a review and recast of the unachieved savings plans from 2020/21 and 2021/22. In 2022/23, the Adult Services Portfolio achieved £6.999m of its planned savings; leaving £8.839m of savings undelivered. As previously reported, the outstanding savings are expected to be delivered in 2023/24, although this will be challenging and will require close monitoring.
93. **Table 9** summarises the savings position by Portfolio. Details of each saving is included in the separate portfolio sections.

Table 9 – Savings by Portfolio

	RED	AMBER	GREEN	BLUE	
Total Savings 2022/23	Significant Risk Not Delivered (£000)	At Risk (£000)	Delivered / Mitigated In Year (£000)	Delivered On an On-Going Basis (£000)	Total (£000)
Adults Services	8,839	0	0	6,999	15,838
Children & Young People	1,000	0	300	1,900	3,200
Learning & Skills	150	0	0	750	900
Community Support, Fire & Rescue	0	0	70	0	70
Environment & Climate Change	20	0	900	650	1,570
Finance & Property	150	0	0	0	150
Highways & Transport	0	0	426	0	426
Leader	0	0	0	0	0
Public Health & Wellbeing	0	0	0	0	0
Support Services & Economic Development	0	0	600	438	1,038
Non-Portfolio	0	0	0	250	250
TOTAL	10,159	0	2,296	10,987	23,442

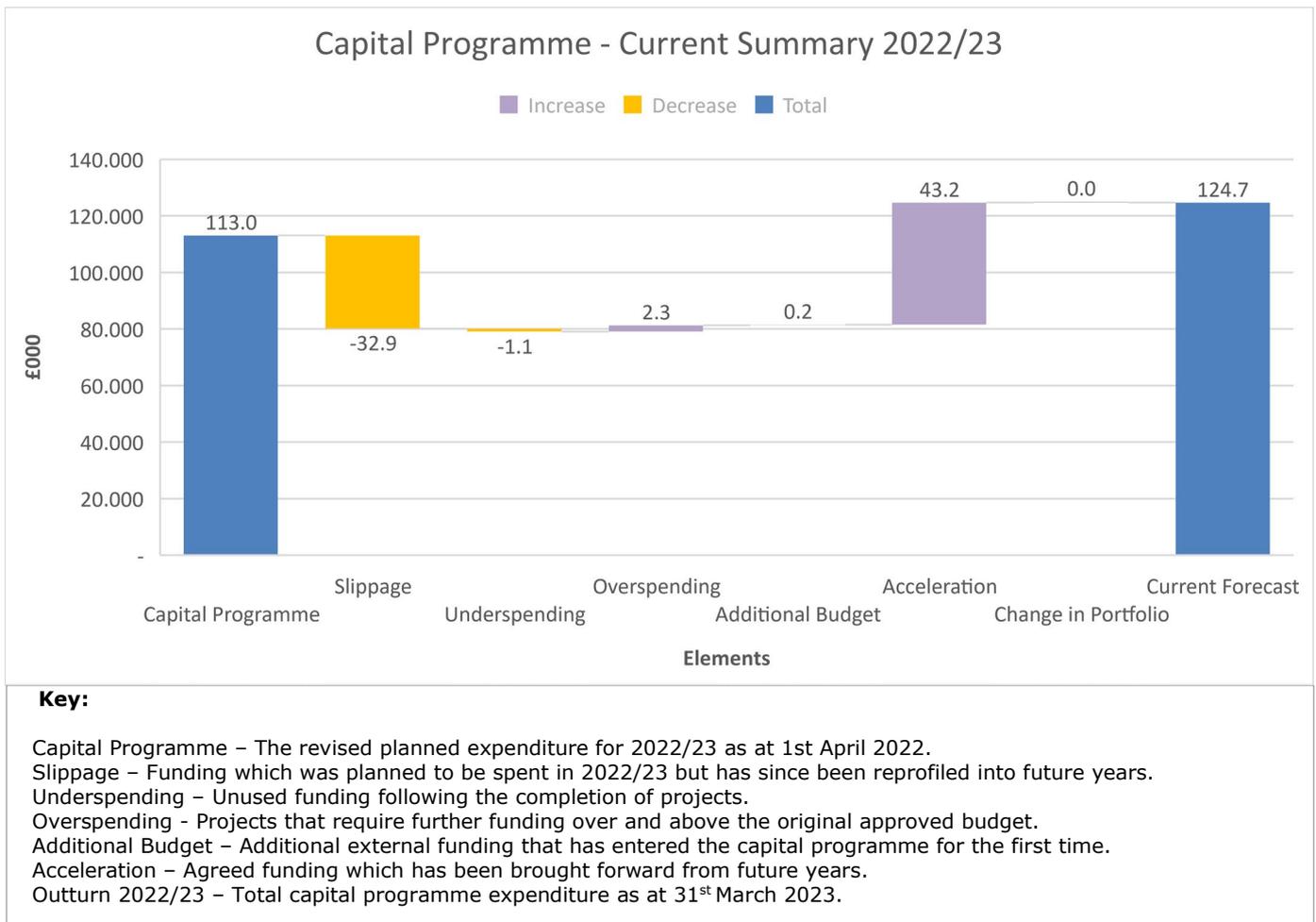
Savings Key:

R Significant Risk	A At Risk	G Delivered/ Mitigated In Year	B Delivered On An Ongoing Basis
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Capital Programme Summary

94. The Capital Programme; as approved by County Council in February 2022, agreed a Capital programme totalling £120.3m for 2022/23. The Performance and Resources Report at Outturn 2021/22 agreed £7.3m of this programme, originally profiled to spend in 2022/23, be accelerated into 2021/22, revising the capital programme for 2022/23 down to £113.0m.
95. Since this time, spend has increased overall by £11.7m, to give a full year spend for 2022/23 of £124.7m. **Graph 3** demonstrates movements from the revised capital programme to final outturn.

Graph 3 – Capital Programme



96. The £124.7m of capital investment is across all portfolios but as planned, is focussed on investment into the County Council’s highways and roads, schools and the Fire and Rescue service. **Table 10** provides further details:

Table 10 – Listing of Main Capital Programme Projects by Portfolio

Portfolio	Main Capital Programme Projects In 2022/23	Expenditure in 2022/23
Adults Services	Choices for the Future works at the Laurels, Rowans and Glebelands Day Centres.	£0.100m
Children and Young People	Children’s Homes – Orchard House and Cissbury Lodge.	£0.321m
Learning and Skills	SEND programme of works – including Woodlands Mead College, Palatine Special School and Queen Elizabeth II Silver Jubilee School. Basic Need Programme – including The Forest School. Community School Capital Maintenance.	£29.201m
Community Support, Fire and Rescue	Live Training Centre and Horsham Fire Station - <i>Fire Station reached practical completion on 11th April 2023; and the Training Centre is due to complete by the end of May 2023.</i> Improvement works at Crawley and Worthing Fire Stations & Fire Equipment Programme. Fleet Replacement Programme.	£16.722m
Environment and Climate Change	Your Energy Sussex Programme – including Halewick Lane Battery Storage. Climate Change – Carbon Net Zero.	£4.633m
Finance and Property	Structural Maintenance Projects. Staff Capitalisation. Martlets Renovation.	£4.668m
Highways and Transport	Highways Annual Works Programme. Highways Major Projects – including the A284 Lyminster Bypass and corridor improvements on the A259.	£54.460m
Leader	Growth Programmes – including Adur, Arun, Burgess Hill, Crawley and Worthing.	£8.369m
Support Services and Economic Development	Smartcore Programme. Investment in Technology. Gigabit Voucher Scheme.	£6.204m
Total In-Year Capital Expenditure		£124.678m

97. Details regarding all current schemes within the capital programme are reported in the relevant portfolio section.

Capital Programme Inflation Risk

98. Inflationary pressures have impacted on the Capital Programme during 2022/23; but the impact varies by project and is dependent on the stage of each scheme and the type of material required. The Department of Business, Energy and Industrial Strategy (BEIS) publish monthly statistics on the cost of key areas of business, including the cost of building materials and components. The BEIS reported

material price index for 'All Work' increased by 10.6% in February 2023 compared to the same month the previous year.

99. Some in-flight projects have contingency or inflation provision built-in to their agreed funding allocation. Also, block maintenance and annual works programmes can be managed through delivering less schemes in the short-term. This is likely to compound the problem in future years and would require more funding at a later date for the maintenance and work programmes to get back on track. This will need to be considered through future budget setting and the annual review of the capital programme.
100. Any projects which require additional funding to cover inflation will continue to go through the County Council's set governance procedure as set out in the Capital Strategy which ensures all aspects are assessed on a case-by-case basis. Going forward, the Capital Programme approved in February 2023 includes a £10m corporate contingency budget.
101. The Capital Programme Outturn Budget Monitor, as at March 2023, is presented in **Appendix 3** and in detail within the individual portfolio sections.

Transformation Projects

102. The County Council has a number of transformation projects currently underway which include the Smartcore Programme, Insourcing and Procurement of IT Services, Better Use of Technology within Children Services, Support Services Programme, Smarter Ways of Working Programme and Adult Services Improvement Plan. In 2022/23, £7.1m of project costs were incurred during the year. Detail around the progress of these projects and how they are funded is included in **Appendix 2 - Service Transformation and Flexible Use of Capital Receipts Summary**.

Corporate Risk

103. The County Council's risks are reviewed regularly to ensure risks are understood and appropriate mitigation takes place. The Risk Register is reported to the Regulation, Audit and Accounts Committee. Risks are scored considering their likelihood and impact and full details can be found in the council's [Risk Management Strategy](#) report.
104. Although there were no overall changes to the scores during the period 1st January – 31st March 2023, a number of updates have arisen since this time and are included within the Corporate Risk Register Summary in **Appendix 4** and summarised below. These updates will be presented to the Regulation, Audit and Accounts Committee at their next meeting on 17th July 2023. **Table 11** provides details of the risks which have been updated since March 2023:

Table 11 – Corporate Risk Updates

Risk No	Risk	Action	Reason	Previous Score	Current Score
CR58	Failure of social care provision	Risk severity reduced	Due to completed mitigations	25	20
CR61 ¹	Death or serious injury of a child	Risk severity reduced and tolerated	Due to completed mitigations and outcome of Ofsted report	15	10
CR69 ¹	Service fails to progress all areas to a 'good' rating within a suitable timeframe	Risk description amended and risk severity reduced	Due to completed mitigations and outcome of Ofsted report	15	10
CR72 ¹	Unregistered care homes - children and young people will not be cared for in settings that best meet their needs	Risk severity reduced and tolerated	Due to completion of mitigating actions and prolonged period of compliance	12	8
CR73a ¹	Climate Change Mitigation	New risk	Separated from CR73 (Climate Change)	-	12
CR73b ¹	Climate Change Adaptation	New risk	Separated from CR73 (Climate Change)	-	12
CR73 ¹	Climate Change	Risk closed	Superseded by CR73a and CR73b	12	-
CR74 ¹	Overdue re-procurement of care and support at home services	Risk severity reduced	Due to completed and developing mitigations, and impending arrangements	15	6
Footnote: ¹ The amendments in Table 11 were applied after 20 th March 2023 RAAC meeting and will be presented to Committee on 17 th July 2023 for information and comment.					

105. The County Council's high-level risks continue to be focussed on cyber security, recruitment and retention, the fragility of the social care market and the financial sustainability of the County Council. The latest Corporate Risk Register Summary can be found in **Appendix 4**. The full Corporate Risk Register is scrutinised by the Regulation, Audit and Accounts Committee. Full details of the latest Risk Register, including actions and mitigations can be found under the County Council's [Regulation, Audit and Accounts Committee Agenda](#) website.

Workforce

106. The Workforce Key Performance Indicators, detailed in **Appendix 5**, reports that of the 12 KPIs with a RAG status indicator, nine are 'Green', one is 'Amber', one is 'Red' and one KPI measure is unavailable this quarter.

107. The 'Amber' and 'Red' measures are similar to those reported through the year and relate to:

- The number of new apprentice starters since the start of the financial year - excluding schools is reported as 'Red' as there were only 85 new starters in 2022/23 when compared to the set target of 113.
- A continuing high-level of sickness recorded on the rolling 12-month average calendar days lost to sickness is reported as 'Amber' as there were 15.9 calendar days lost per FTE when compared to the 15-day target. The two services reporting the highest sickness levels this quarter were Adult Services with 22.1 days and Children Services with 18.5 days.

Sections and Appendices

Section 1: Adults Services Portfolio
Section 2: Children and Young People Portfolio
Section 3: Learning and Skills Portfolio
Section 4: Community Support, Fire and Rescue Portfolio
Section 5: Environment and Climate Change Portfolio
Section 6: Finance and Property Portfolio
Section 7: Highways and Transport Portfolio
Section 8: Leader (including Economy) Portfolio
Section 9: Public Health and Wellbeing Portfolio
Section 10: Support Services and Economic Development Portfolio

Appendix 1: Revenue Budget Monitor and Reserves
Appendix 2: Service Transformation and Flexible Use of Capital Receipts Summary
Appendix 3: Capital Monitor
Appendix 4: Corporate Risk Register Summary
Appendix 5: Workforce Information